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THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 1-2001

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, January 9, 2001, commencing at 9:00 a.m.

ATTENDANCE

Committee: Councillors Nicholson, Chair; Zimmerman, Regional Chair; Andreychuk; Bailey; Brickell; Harry; Muir; Nicholson; Saracino; Smeaton Thomson.

Staff: Messrs. Trojan, Chief Administrative Officer; Nicol, Director, Human Resources Department; Ms. Gilroy, Assistant Clerk.

Staff (Part-time): Ms. Staines, Chair, Corporate Employee Recognition Team; Messrs. Bertleff, Emergency Measures Co-ordinator; Taylor, Planning Technician, Information Management; Bacchus, Director of Corporate Services.

PRESENTATION

1. Employee Recognition Award Program

Mr. Nicol, Director of Human Resources, provided background information on the Recognition of Excellence Program, which is part of the Corporate Employee Recognition Team Program, noting that the recent logo contest attracted 56 entries. He introduced Ms. Staines, Chair, Corporate Employee Recognition Team, who provided an overview of the Program and the logo contest. She noted that the logo contest was to promote the Region-wide Recognition of Excellence Program where employees and customers can nominate outstanding Regional employees for awards in five recognition categories. The "posters" in the room would be displayed at all Regional locations to promote the program.

Councillor Nicholson, Committee Chair, presented a cheque for \$100 to Sean Bertleff, Emergency Measures Co-ordinator, for his winning logo, and a cheque for \$25 to Paul Taylor, Planning Technician, Information

Management, as a runner-up. Also recognized, but not present, were Steve Leavitt, Graphic Designer, Public Works Department, who will also receive a \$25 cheque as a runner-up, and Rose Neale, Programmer Analyst, Corporate Services Department, who won an Honourable Mention and will receive a \$25 cheque for her winning slogan "Where Excellence Begins".

HUMAN RESOURCES DEPARTMENT

2. Council Representation
- Employee Assistance Program Advisory Committee

Mr. Nicol, Director of Human Resources, provided an overview of Report HR 01-2001, noting that the Employee Assistance Program Advisory Committee meets four times per year, usually the second Wednesday of January, April, July and October. He asked that a representative of the Human Resources Committee be appointed to sit on the Committee for the tenure of the Council term.

Moved by Councillor Saracino
Seconded by Regional Chair Zimmerman

That Report HR 01-2001, January 9, 2001, regarding Council representation on the Employee Assistance Program Advisory Committee be approved and

That Councillor Muir be nominated by the Human Resources Committee and approved by Council to sit on the EAP Committee for the tenure of the Council term.

There being no other nominations, it was:

Moved by Councillor Harry
Seconded by Regional Chair Zimmerman

That nominations be closed.

Carried.

Upon a vote being taken, and with Councillor Muir's agreement, he was appointed as noted, with congratulations from Committee members.

3. Proposal to Undertake a Review of Workers' Compensation
Funding Strategies and New Deposit Levels

Mr. Nicol, Director of Human Resources, provided an overview of Report HR 02-2001, explaining the need to engage the services of a Consultant to undertake a review and assessment of the Region's liability for Workers' Compensation, particularly in light of recent Provincial government deposit and funding regulation changes.

Moved by Councillor Thomson
Seconded by Councillor Muir

That Report HR 02-2001, January 9, 2001 (CSD 04-2001, January 10, 2001) respecting Proposal to Undertake a Review of Workers' Compensation Funding Strategies and New Deposit Levels, be received.

That the proposal submitted by Nexus Actuarial Consultants Ltd. to undertake a Review of the Region's Workplace Safety & Insurance Board (W.S.I.B.) Compensation Liabilities, at a cost of \$10,000 plus GST as well as an estimated \$250 in expenses, be approved.

That funding for the Review, as proposed, be made from the Region's W.S.I.B. Reserve.

That the Director of Corporate Services be authorized to execute an appropriate agreement with the Consultant on the Region's behalf.

Carried.

4. Corporate Employee Recognition Team (CERT)
Employee Recognition Award Program

Moved by Regional Chair Zimmerman
Seconded by Councillor Bailey

That Report HR 04-2001, January 9, 2001, respecting Corporate Employee Recognition Team (CERT) Employee Recognition Award Program, be received for information.

Carried.

MINUTES

5. Moved by Councillor Andreychuk
Seconded by Regional Chair Zimmerman

That Report 4-2001, being the minutes of the Budget Review Committee meeting of December 19, 2000, be received for information.

Carried.

(Note: BRC Report 4-2001 is attached to the CFS minutes.)

6. **CONFLICT OF INTEREST**

Councillor Thomson declared an indirect pecuniary interest with respect to any matters related to CUPE Local 1263, as a family member belongs to CUPE Local 1263, and he therefore vacated the Committee Room and took no part in the discussion of, or voting on this matter.

CLOSED SESSION

7. Moved by Councillor Harry
Seconded by Councillor Bailey

That this Committee do now meet in Closed Session for purposes of receiving information of a confidential nature relating to personnel issues.

Carried.

8. **Personnel Issues**

Mr. Nicol, Director of Human Resources, provided background information with respect to Report HR 05-2001, and an update on another personnel issue.

Moved by Councillor Smeaton
Seconded by Councillor Muir

That Report HR 05-2001, January 9, 2001, regarding a Personnel Issue, be received and the recommendations contained therein be approved.

Carried.

9. Update on Contract Negotiations

Mr. Nicol, Director of Human Resources, provided an update on Contract Negotiations with CUPE Local 1263.

10. Moved by Councillor Harry
Seconded by Councillor Brickell

That this Committee do now rise with report.

Carried.

ADJOURNMENT

The Committee adjourned at 9:55 a.m. to meet again on Tuesday, February 6, 2001, at **9:00** a.m. in Committee Room 4, Regional Headquarters.

Rob Nicholson
Chair

Pam Gilroy
Assistant Clerk

Thomas R. Hollick
Regional Clerk