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THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 04-2003

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, May 6, 2003, commencing at 9:30 a.m.

ATTENDANCE

Committee: Councillors Nicholson, Chair; Andreychuk; Bailey; Collins; Harry; Muir; Saracino; Thomson.

Staff: Messrs. Trojan, Chief Administrative Officer; Nicol, Commissioner, Human Resources Department; Hollick, Regional Clerk; Ms. Gilroy, Deputy Regional Clerk.

Staff (Part-time): Ms. Elliott, Director, Organizational Development and Compensation Services; Ms. Fontana, Director of Corporate Health Services and Employee Relations; Ms. Roach, Manager, Infant Education and Parent Teaching Program.

HUMAN RESOURCES DEPARTMENT

34. Infant Education and Parent Teaching Program
(IEPT) Annual Enhanced Funding

Mr. Nicol introduced Lynne Roach, Manager, infant Education and Parent Teaching Program, Public Health Department, who was the author of the report. He provided an overview of Report HR 20-2003/ PHD 32-2003, and explained the additional funding from the Ministry which will support a .8 FTE increase for the therapist and family home visitor positions.

Moved by Councillor Bailey
Seconded by Councillor Muir

That Report HR 20-2003/PHD 32-2003, Infant Education and Parent Teaching Program (IEPT) Annual Enhanced Funding, be received; and

That approval be granted to accept additional funding from the Ministry of Community, Family and Children's Services for the Infant Education and Parent Teaching (IEPT) program. This funding will support a .8 FTE increase for the therapist and family home visitor positions. All cost related to this increase are inclusive of the funding.; and

That the Regional Chair and Clerk be authorized to process the Ministry of Community, Family and Children's Services budget documents.

Carried.

(Please note: Report HR 20-2003, PHD 32-2003 is attached to the Community and Health Services Committee minutes.)

35. Staff Composition by Department – 2000 to 2002

Mr. Nicol provided an overview of Report HR 22-2003. The Committee expressed concerns about the increase in the staff composition from 2000 to 2002.

Following discussion, it was:

Moved by Councillor Muir
Seconded by Councillor Saracino

That Report HR 22-2003, Staff Composition by Department – 2000 to 2002, be referred back to staff for further information, which will include 2003 numbers based on staff complement approved during the budget process, "footnotes" to explain the increases in numbers (e.g. POA and Niagara Housing), and a comparison of how the increase in staff relates to the increase in the growth of the Region.

Carried.

36. **CONFLICTS OF INTEREST**

Councillor Andreychuk declared an indirect pecuniary interest with respect to any matters related to Deer Park Villa, as a family member is a resident there, and he therefore vacated the Committee Room and took no part in the discussion of, or voting, on these matters.

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

CLOSED SESSION

37. Moved by Councillor Harry
Seconded by Councillor Collins

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

Carried.

38. Labour Relations Strategy for Operation of Deer Park Villa

Mr. Nicol provided background information on Report HR 21-2003/ COM 30-2003, and together with Ms. Fontana, Director, Corporate Health Services and Employee Relations, responded to questions from the Committee.

Moved by Councillor Bailey
Seconded by Councillor Muir

That HR 21-2003/ COM 30-2003, Labour Relations Strategy for Operation of Deer Park Villa, and the recommendations contained therein, be approved.
Carried.

Moved by Councillor Collins
Seconded by Councillor Muir

That this Committee do now rise with report.
Carried.

ADJOURNMENT

The Committee adjourned at 10:10 a.m. to meet again on Tuesday, June 10, 2003 at 9:30 a.m. in Committee Room 4, Regional Headquarters.

Rob Nicholson
Chair

Pam Gilroy
Deputy Regional Clerk

Thomas R. Hollick
Regional Clerk