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THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 07-2003

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

ATTENDANCE

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

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

Staff (Part-time): Ms. Bell, Manager, Healthy Babies Parent Child Program, Public Health Department; Ms. Elliott, Director, Organizational Development and Compensation Services; Ms. Fontana, Director of Corporate Health Services and Employee Relations; Ms. Partington, Director, Population Health, Public Health Department.

HUMAN RESOURCES DEPARTMENT

53. Councillors' Remuneration

Councillor Thomson raised concerns with respect to the amount of criticism he has received from the public over the proposed increase in remuneration for Regional Councillors, effective December 1, 2003. He reiterated suggestions he had made during previous discussions on this matter, particularly with respect to compensating Mayors on Regional Council differently than the directly-elected Regional Councillors. He suggested that a formula be developed to compensate Council members, which would be in line with the cost of living and the increases received by our union and non-union employees, rather than creating a committee to review the matter. To this end, he recommended that the original motion be rescinded.

The Regional Chair noted that a motion for reconsideration of the proposed increase in Councillors' remuneration was included on the agenda for the Council meeting on September 18, 2003. She further advised that if this motion is passed by Council in accordance with our procedural rules, and the original motion is then defeated, subsequent motions could then be considered.

Following considerable discussion, and with the consensus of the committee, it was:

Moved by Councillor Thomson
Seconded by Councillor Bailey

That the Human Resources Committee recommends that, following passage of the reconsideration motion on Councillors' remuneration, the following motion be adopted:

That the proposed pay increase for Regional Councillors, effective December 1, 2003, be rescinded, and

That a formula for adjusting Council remuneration on an annual basis be referred to the Regional Chair for report.

Carried.

54. Corporate Employee Recognition Team (CERT)
"Recognition of Excellence"
Award Winners

The Regional Chair advised that there is an extensive agenda for the Council meeting on September 18, 2003, and suggested that the CERT awards be presented at the October 2, 2003 Council meeting, in order to appropriately recognize the outstanding achievements of the recipients.

Moved by Councillor Saracino
Seconded by Councillor Smeaton

That Report HR 31-2003, September 9, 2003, Corporate Employee Recognition Team (CERT) "Recognition of Excellence" Award winners, be received for information.

Carried.

55. Reconfiguration of Public Health Position
- Population Health Division

Ms. Partington, Director, Population Health, introduced Kathy Bell, Manager, Healthy Babies Parent Child Program to Committee, and commended her on her excellent work.

Moved by Councillor Saracino
Seconded by Councillor Muir

That Report HR 32-2003/PHD 57-2003, September 9, 2003, Reconfiguration of Public Health Position – Population Health Division, be approved.

Carried.

56. 2003 Semi-Annual Compensation Report
for Non-Union Hires,
Red-Circled & Market Sensitive Positions

Moved by Councillor Collins
Seconded by Councillor Andreychuk

That the Compensation Report for Non-Union Hires, Red-Circled and Market Sensitive Positions, be submitted to the Human Resources Committee on an annual basis, rather than semi-annually.

Carried.

Moved by Councillor Muir
Seconded by Councillor Andreychuk

That Report HR 33-2003, September 9, 2003, 2003 Semi-Annual Compensation Report for Non-Union Hires, Red-circled & Market Sensitive Positions, be received for information.

Carried.

CLOSED SESSION

57. Moved by Councillor Smeaton
Seconded by Councillor Muir

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

Carried.

58. Corporate Labour Relations
& Compensation Strategy -
2004 – 2006

Mr. Nicol, Commissioner, Human Resources Department, provided an overview of Report HR 30-2003, and responded to questions from Committee.

Moved by Regional Chair Zimmerman
Seconded by Councillor Collins

That Report HR 30-2003, Corporate Labour Relations & Compensation Strategy – 2004 - 2006, be received, and the recommendations for the collective bargaining units as contained therein, be approved in principle, and

That a further report be submitted with respect to a compensation strategy for non-union employees.

Carried.

59. Oral Report
Personnel Issue

Moved by Councillor Bailey
Seconded by Councillor Muir

That the Commissioner of Human Resources be authorized to proceed as recommended with respect to a personnel issue.

Carried.

60. Oral Report
Personnel Issue

Moved by Regional Chair Zimmerman
Seconded by Councillor Muir

That the Chief Administrative Officer be authorized to proceed as directed with respect to a personnel issue.

Carried.

61. Moved by Councillor Bailey
Seconded by Councillor Muir

That this Committee do now rise with report.

Carried.

ADJOURNMENT

The Committee adjourned at 11:45 a.m. to meet again on Tuesday, October 7, 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