

THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 9-2004

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, October 12, 2004, commencing at 8:34 a.m.

ATTENDANCE

Committee: Councillors Collins, Chair, Almas, Angelone, Bentley, Brock, Harry, Heit, Leavens, Mastroianni, Saracino, Regional Chair; Partington.

Staff: Mr. Nicol, Commissioner, Human Resources Department; Mr. Trojan, CAO; Ms. Gilroy Regional Clerk; Ms. Ricci, Acting Legislative Assistant.

Staff (Part-time): Ms. Fontana, Director of Corporate Health Services and Employee Relations, Ms. Elliott, Director Organizational Development & Compensation Services; Mr. Miron, Corporate Health Services Manager, Mr. Cunnane, Director Public Safety, Mr. Bacchus, Commissioner of Corporate Services, Joan Densham-Anderson; Occupational Health Nurse - Administration Building.

Guests: Larry Iggulden, Chair Police Services Board; Councillor Martin, Regional representative Police Services Board; John W. Saunders (Hicks Morley Barristers & Solicitors).

CLOSED SESSION

79. Moved by Councillor Saracino
Seconded by Councillor Mastroianni

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

Carried.

80. Presentation
Municipal Compensation Settlement Trends

Mr. Nicol, Commissioner, Human Resources Department, introduced Mr. John W. Saunders from Hicks Morley Barrister & Solicitors who provided the Committee with an overview of the Municipal Compensation Settlement

Trends as requested by the Regional and Single Tier Municipal Human Resources Group and the Regional and Single Tier Municipal CAO Group.

Mr. John W. Saunders then responded to questions from Committee members.

81. Award of Contract - Employee and Family Assistance Program Service Provider

Mr. Nicol, Commissioner, Human Resources Department, provided the committee with an overview of the Award of Contract – Employee and Family Assistance Program Service Provider.

Moved by Councillor Angelone
Seconded by Councillor Leavens

That Report HR 33-2004, Award of Contract – Employee and Family Assistance Program Service Provider, October 12, 2004, be received and the recommendations contained therein be approved.

Carried.

82. Bi-weekly Pay

Mr. Nicol, Commissioner, Human Resources Department, provided an overview of the report entitled Bi-Weekly Pay.

Moved by Councillor Harry
Seconded by Councillor Angelone

That Report HR 40-2004/ CSD 140-2004, October 12, 2004, be received and the recommendations contained therein be approved.

Carried.

83. Moved by Councillor Heit
Seconded by Councillor Bentley

That Committee do now rise with report.

Carried.

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84. 2004 Recipient –
Debbie Zimmerman Award for Customer Service Excellence

Mr. Nicol, Commissioner, Human Resources Department, provided the committee with an overview regarding 2004 Recipient – Debbie Zimmerman Award for Customer Service Excellence.

Moved by Councillor Harry
Seconded by Councillor Angelone

That Report HR 39-2004, 2004 Recipient – Debbie Zimmerman Award for Customer Service Excellence, October 12, 2004, be received for information.

Carried.

85. Public Consultation on
Ending Mandatory Retirement

Mr. Nicol, Commissioner, Human Resources Department, advised the committee regarding details on Public Consultation on Ending Mandatory Retirement.

Moved by Councillor Brock
Seconded by Councillor Angelone

That Report HR 41-2004, Public Consultation on Ending Mandatory Retirement, October 12, 2004, be received for information and

That this Committee recommend to Regional Council that the Minister of Labour be advised that the Council of the Regional Municipality of Niagara remains concerned as to the potential increase in costs to Municipalities as a result of the abolishment of mandatory retirement at age 65 and that the Minister ensure that ending mandatory retirement will allow workers age 65 and over to be accommodated under such legislation as: OMERS; the Income Tax Act; the Ontario Health & Drug Benefits Act; Employment Standards Act; and Pensions Act; subject to all amending legislation and accompanying Regulations negating any Municipal Government incremental costs associated with the elimination of mandatory retirement in Ontario; and that this Resolution be circulated to the Niagara Police Services Board and Area Municipalities for support.

Carried.

CLOSED SESSION

86. Moved by Councillor Brock
Seconded by Councillor Heit

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

Carried.

87. Oral Report
Personnel Issue

Moved by Councillor Leavens
Seconded by Councillor Mastroianni

That staff be authorized to proceed as recommended with respect to a personnel issue in the Corporate Services Department.

Carried.

88. Oral Report
Personnel Issue

Moved by Councillor Brock
Seconded by Chairman Partington

That the oral report made by the CAO and Commissioner of Human Resources be received and that staff be authorized to proceed as recommended.

Carried.

89. Moved by Councillor Leavens
Seconded by Councillor Harry

That Committee do now rise with report.

Carried.

ADJOURNMENT

The Committee adjourned at 10:05 a.m. to meet again on Tuesday, November 9, 2004, Committee Room #4 at 9:30 am, at Regional Headquarters.

Michael Collins
Committee Chair

Lisa Ricci
Acting Legislative Assistant

Pam Gilroy
Regional Clerk/
Associate Director of
Corporate Strategy

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