

THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 11-2004

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, December 7, 2004, commencing at 9:30 a.m.

ATTENDANCE

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

Staff: Mr. Nicol, Commissioner, Human Resources Department; Mr. Trojan, CAO; Ms. Hepplewhite, Acting Deputy Clerk and Corporate Records Manager.

Staff (Part-time): Mr. Bacchus, Commissioner of Corporate Services; Ms. Elliott, Director Organizational Development & Compensation Services; Ms. DeMontmorency, Manager Compensation and Benefits, Mr. McQueen EMS Transition Manager.

CLERKS OFFICE – CORPORATE SERVICES DEPARTMENT

99. Procedure to Select the Committee Chair and Vice
Chair Of each of the Standing Committees

Moved by Councillor Saracino
Seconded by Councillor Bentley

That Report CSD 174-2004, Procedure to Select the Committee Chair and Vice Chair Of each of the Standing Committees, December 7, 2004 be received.

Carried.

Mr. Peter Partington, Regional Chair, called for nominations for the position of Chair of the Human Resources Committee.

Moved by Councillor Saracino
Seconded by Councillor Angelone

That Councillor Collins be nominated for the position of Chair of the Human Resources Committee.

Carried.

The Regional Chair called a second and third time for nominations for the position of Chair of the Human Resources Committee.

Moved by Councillor Brock
Seconded by Councillor Mastroianni

That nominations for the position of Chair of the Human Resources Committee be closed.

Carried.

There being no other nominations, Regional Chair Partington, with the agreement of Councillor Collins, declared him Chair of the Human Resources Committee.

Councillor Collins, Committee Chair, called for nominations for the position of Vice-Chair of the Human Resources Committee.

Moved by Councillor Angelone
Seconded by Councillor Saracino

That Councillor Mastroianni be nominated for the position of Vice-Chair of the Human Resources Committee.

Carried.

Councillor Collins called a second and third time for nominations for the position of Vice-Chair of the Human Resources Committee.

Moved by Councillor Harry
Seconded by Councillor Brock

That nominations for the position of Vice-Chair of the Human Resources Committee be closed.

Carried.

There being no other nominations, Committee Chair Collins, with the agreement of Councillor Mastroianni, declared him Vice-Chair of the Human Resources Committee.

100. Day and Time of Regular Meetings
for Standing Committees

Moved by Councillor Brock
Seconded by Councillor Angelone

That Report CSD 175-2004, Day and Time of Regular Meetings for Standing Committees, be received and the recommendations contained therein be approved.

Further,

Moved by Councillor Mastroianni
Seconded by Councillor Bentley

That regular meetings of the Human Resources Committee be held on Tuesdays of the first round of Committee week meetings of every month, starting at 9 am and in accordance with a schedule approved, from time to time, by Regional Council.

Carried.

(Please note that Report CSD 174-2004 and CSD 175-2004 can be found behind the JNT RPTS Blue Book Tab)

ADMINISTRATION

101. Core Services Review Process and Results to Date

Moved by Councillor Brock
Seconded by Councillor Harry

That Report CAO 26-2004, Core Services Review Process and Results to Date, December 7, 2004 be received and the recommendations contained therein be approved.

Carried.

(Please note that Report CAO 26-2004 can be found behind the JNT RPTS Blue Book Tab)

102. 2005 Budget Prioritization Process Update

Moved by Councillor Angelone
Seconded by Councillor Bentley

That Report CAO 27-2004, 2005 Budget Prioritization Process Update, December 7, 2004 be received and the recommendations contained therein be approved.

Carried.

(Please note that Report CAO 26-2004 can be found behind the JNT RPTS Blue Book Tab)

HUMAN RESOURCES

103. 2004 Recognition for Employees and Workplace Health Promotion Initiatives

Moved by Councillor Angelone
Seconded by Councillor Harry

That Report HR 46-2004, 2004 Recognition for Employees and Workplace Health Promotion Initiatives, December 7, 2004, be received for information.

Carried.

104. **CONFLICT OF INTEREST**

Councillor Heit declared an indirect pecuniary interest with respect to Report HR 44-2004/PHD 85-2004/CSD 168-2004, Niagara Ambulance Communication Service – Progress Update, as he is employed by a wireless communication company, and he therefore vacated the Committee Room, and took no part in the discussion of, or voting, on this matter.

CLOSED SESSION

105. Moved by Councillor Mastroianni
Seconded by Councillor Leavens

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

Carried.

106. Niagara Ambulance Communication Service - Progress Update

Moved by Councillor Angelone
Seconded by Councillor Bentley

That Report HR 44-2004/ PHD 85- 2004/ CSD 168- 2004, Niagara Ambulance Communication Service – Progress Update, December 7, 2004, be received for information.

Carried.

107. Non-Union Economic Increase for 2005 Budget

Moved by Councillor Harry
Seconded by Councillor Angelone

That Report HR 45-2004, Non-Union Economic Increase for 2005 Budget, December 7, 2004, be received and the recommendations contained therein be approved.

Carried.

108. Oral Report – Personnel Issue

Moved by Councillor Harry
Seconded by Councillor Leavens

That staff be authorized to proceed as recommended with respect to a personnel issue.

Carried.

109. Moved by Councillor Angelone
Seconded by Councillor Bentley

That Committee do now rise with report.

Carried.

STAFF DIRECTIONS

Councillor Leavens requested a summary of Police budgets across Ontario. Councillor Bentley advised that this information is available in the Hicks Morley Report.

ADJOURNMENT

The Committee adjourned at 11:10 a.m. to meet again on Tuesday, January 11, 2004, Committee Room #4 at 9:00 am, at Regional Headquarters.

Michael Collins
Committee Chair

Anne Hepplewhite
Acting Deputy Clerk

Pam Gilroy
Regional Clerk/Associate Director
of Corporate Strategy

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