

THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 09-2005

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, August 2, 2005, commencing at 9:00 a.m.

ATTENDANCE

Committee: Councillors Collins, Chair; Angelone, Bentley, Brock, Harry, Leavens, Saracino.

Staff: Mr. Nicol, Commissioner, Human Resources Department; Ms. Gilroy, Regional Clerk/Associate Director of Corporate Strategy.

Staff (Part-time): Ms. Abrahams, Human Resources Associate; Ms. Elliott, Director, Organizational Development and Compensation Services; Ms. Herbai, Co-ordinator, Employee Benefits; Mr. Miron, Corporate Health Services Manager; Dr. Speranzini, Manager, Organizational Development.

PRESENTATION

63. Mr. Nicol, Commissioner of Human Resources, was very pleased to announce that Gwen Speranzini, Organizational Development Manager with the Region's Human Resources Department, has successfully attained a Ph.D. in Organizational Psychology from the University of Manchester, United Kingdom. He introduced Ms. Elliott, Director, Organizational Development and Compensation, who provided some personal information about Gwen, outlined her academic accomplishments leading up to her Ph.D., and described the subject of her doctoral thesis. Ms. Speranzini expressed her interest in how employees deal with change and how this interest motivated her to achieving a higher learning in this area. She expressed appreciation to Mr. Nicol and Ms. Elliott, and Committee and Council for their support.

Councillor Collins, Committee Chair, congratulated Dr. Speranzini on behalf of Committee, and commended her for her ongoing efforts to upgrade her credentials.

Councillor Collins requested that the handout with respect to Dr. Speranzini's thesis, be appended to these minutes. (Please note: this document is included with the HR attachments, and listed in the Index.)

64. “Corporate Wellness Program”
- Employee Health Report and 2005 Annual Operating Plan
HR 28-2005/PHD 49-2005

Mr. Nicol, Commissioner of Human Resources, provided a brief overview of Report HR 28-2005/PHD 49-2005, noting that it provides the driving factors behind the Corporate Wellness Committee’s 2005 Annual Operating Plan, its commitment to respond to Dr. Basrur’s “Healthy Weights, Healthy Lives” report, as well as the results of the HeartWorks Survey. Mr. Nicol introduced Mr. Miron, Corporate Health Services Manager, who provided additional information on the report and responded to questions from Committee members.

Moved by Councillor Angelone
Seconded by Councillor Leavens

That Report HR 28-2005 / PHD 49-2005 regarding “Corporate Wellness Program” – Employee Health Report and 2005 Annual Operating Plan, August 2, 2005, be received.

Carried

(Report HR 28-2005/ PHD 49-2005 can be found behind the Joint Reports tab in the Blue Book)

65. Corporate Employment & Staffing Policy
HR 29-2005

Mr. Nicol, Commissioner of Human Resources, provided an overview of Report HR 29-2005, outlining the consolidation of the existing Corporate Recruitment Policies into one Employment and Staffing Policy. He introduced Ms. Abrahams, Human Resources Associate, who advised that the guidelines and steps required when filling internal vacancies and the recruitment of external staffing resources are available to Managers on the Regional Intranet.

Moved by Councillor Brock
Seconded by Councillor Saracino

That Report HR 29-2005 regarding the consolidation of the existing Corporate Recruitment Policies (C3.RO2.00 – C.RO2.13 inclusive) into one Employment and Staffing Policy, as provided for in schedule “A”, be approved.

Carried.

66. Benefit Package for Regional Chair
HR 30-2005

Mr. Nicol, Commissioner of Human Resources, provided an overview of Report HR 30-2005, which was to provide for a modified benefit plan for the Regional Chair. He introduced Ms. Herbai, Co-ordinator Employee Benefits, who responded to questions from Committee. Councillor Collins, Committee Chair, requested that the first page of the report be amended to reflect the information provided to Committee as a result of discussion.

Moved by Councillor Angelone
Seconded by Councillor Harry

That Report HR 30-2005 regarding the addition of a modified benefit plan for the Regional Chair, be approved.

Carried.

CLOSED SESSION

67. Moved by Councillor Saracino
Seconded by Councillor Harry

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

Carried.

68. Oral Report
Update - Contract Negotiations

Mr. Nicol, Commissioner, Human Resources Department, provided an update on contract negotiations with ONA 9 (Public Health Nurses and Homes for the Aged).

Moved by Councillor Harry
Seconded by Councillor Brock

That the Oral Report, Update – Contract Negotiations, ONA 9, be received for information.

Carried.

69. Moved by Councillor Harry
Seconded by Councillor Brock

That this committee do now rise with report.

Carried.

ADJOURNMENT

The Committee adjourned at 9:40 am to meet again on Tuesday, August 23, 2005, Committee Room #4 at **9:00 am**, at Regional Headquarters.

Michael Collins
Committee Chair

Pam Gilroy
Regional Clerk/Associate Director of
Corporate Strategy

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