

# Added Item 8.11



Hamilton

**REPORT 11-003  
NON-UNION COMPENSATION SUB-COMMITTEE**

1:00 p.m.  
November 11, 2011  
Room 192  
City Hall  
71 Main Street West  
Hamilton, Ontario

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**Present:** Councillors L. Ferguson (Chair), M. Pearson (Vice-Chair),  
R. Powers, C. Collins, T. Whitehead

**Absent with  
Regrets:** Mayor B. Bratina

**Also Present:** Councillor T. Jackson  
Rob Rossini, General Manager, Finance and Corporate  
Services  
Helen Hale Tomasik, David Godwaldt, Human Resources  
D. Belaisis, Manager, Employment Services  
A. Grozelle, Legislative Assistant, Clerk's Office

**THE NON-UNION COMPENSATION SUB-COMMITTEE PRESENTS REPORT 11-003  
AND RESPECTFULLY RECOMMENDS:**

**1. Job Evaluation Update (HUR11016) (City Wide) (Item 4.2)**

That Report HUR11016 Respecting Job Evaluation Update, be received.

**2. Referral of Item 25 (3) General Issues Committee Report 11-025, respecting Non-Union Compensation Update (Item 5.1)**

- (a) That Sub-section (a) of Item 53 of Committee of the Whole Report 09-011, approved by Council on April 1, 2009, be amended by deleting '1.5%' in 2011 and replacing it with "0%" in lieu thereof, to read as follows:
  - (i) That due to the tough economic times, the cost of living increase for the non-union Management and Professional Exempt employees be 0% in 2009, 1.5% in 2010 and 0% in 2011, which is also intended to set the tone for upcoming labour negotiations;
- (b) That the budgeted amount of \$1.2M for non-union compensation be implemented effective January 1, 2012 as the second instalment to move the Non-Union Management and Professional Exempt group of employees' salaries towards the 50<sup>th</sup> percentile;
- (c) That the contents of report HUR11006(a) respecting the Non-Union Management and Professional Exempt Employee Group Compensation remain confidential as it contains information related to labour relations and employee negotiations.
- (d) That staff be directed to report back to the Non-Union Compensation Sub-committee in early 2012 respecting options for applying the budget dollar equivalent of the 1.9% yearly increase for 2012, 2013 and 2014 as provided under the CUPE 5167 negotiated settlement, to the Non-union Management and Professional Exempt employee group.

**FOR THE INFORMATION OF COMMITTEE:**

**(i) CHANGES TO THE AGENDA (Item 1)**

The agenda of the November 11, 2011 Non-Union Compensation Sub-Committee was approved as presented.

**(b) DECLARATIONS OF INTEREST (Item 2)**

None

**(c) APPROVAL OF MINUTES (Item 3)**

**(i) August 3, 2011 (Item 3.1)**

The Minutes of the August 3, 2011 were approved as presented.

**General Issues Committee – November 14, 2011**

**(d) Memorandum respecting Council decision September 14, 2011 (Item 4.1)**

The memorandum respecting the Council decision of September 14, 2011 was received.

**(e) Job Evaluation Update (HUR11016) (City Wide) (Item 4.2)**

Committee members raised several questions about job evaluations and the process itself. Staff provided further details about the job evaluation process indicating that much of the process is required through legislation. Staff indicated that if individual Sub-committee members wanted additional information on how the process works and benchmarking levels they would provide it to them. Staff indicated that the job evaluations are not a tool used for cost reductions; but a tool for creating equitable remuneration within the City of Hamilton. Staff indicated that reorganizations often create an increase in the amount of job evaluations.

On a Motion staff were directed investigate the Job Evaluation processes in use by the approved list of comparator municipalities and report back to Non-Union Compensation Sub-committee.

For disposition on this item refer to Item 1.

**(f) Referral of Item 25 (3) General Issues Committee Report 11-025, respecting Non-Union Compensation Update (Item 5.1)**

Committee members discussed Non-union compensation in 2011. Staff responded to several questions about possible scenarios on 2011 compensation. Sub-committee members indicated that they would like to return to this item after discussing the confidential Report HUR11017.

On a Motion Item 5.1 respecting Referral of Item 25(3) General Issues Committee Report 11-025, respecting to Non-union compensation was deferred in the agenda until after the discussion of Report HUR11017.

For further disposition on this item refer to Item 2.

**(g) Review of Employment policies for Political Staff (HUR11014) (City Wide)**

Staff outlined the current policies and discussed the options available to Sub-committee members. Committee members provided informal direction to staff and requested that this item be deferred to the Sub-committees next meeting. Direction was provided to the Committee Clerk to schedule the next meeting of the Non-Union Compensation Sub-committee in the first quarter of 2012.

On a Motion Report HUR1104 respecting Review of Employment policies for Political staff was tabled to the next Non-Union Compensation Sub-committee meeting for further discussion.

**(h) PRIVATE AND CONFIDENTIAL (Item 6)**

**(i) Closed Session Minutes, August 3, 2011 (Item 6.1)**

The Closed Session Minutes of August 3, 2011 were approved as presented.

**(ii) Non-Union Compensation Review (HUR11017) (City Wide) (Item 6.2)**

On a Motion the Sub-Committee move into Closed Session, at 1:58 p.m. respecting Item 6.2 Report (HUR11017) Non-Union Compensation Review pursuant to Section 8.1, subsection (d) of the City's Procedural By-Law and Section 239 subsection (d) of the Ontario Municipal Act as amended as the subject matter pertains to labour relations and employee negotiations.

Chair Ferguson advised those in attendance that following the Closed Session the Sub-Committee would reconvene in Open Session to deliver their recommendations.

The Sub-committee reconvened in Open Session at 3:28 p.m. and delivered their recommendations.

On a Motion Report HUR11017 respecting Non-Union Compensation Review was tabled to the next Non-Union Compensation Sub-committee meeting for further discussion.

There being no further business the Sub-committee adjourned at 4:15 p.m.

Respectfully submitted,

Lloyd Ferguson, Chair  
Non-Union Compensation  
Sub-Committee

Andy Grozelle  
Legislative Assistant  
November 11, 2011