



**General Issues Committee  
MINUTES (BUDGET)  
9:30 a.m.  
Monday, January 30, 2012  
Council Chambers  
Hamilton City Hall  
71 Main Street West**

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**Present:** Deputy Mayor R. Powers (Chair)  
Mayor B. Bratina  
Councillors C. Collins, J. Farr, L. Ferguson, B. McHattie,  
S. Merulla, B. Morelli, T. Jackson, B. Johnson, J. Partridge,  
R. Pasuta, M. Pearson, T. Whitehead

**Absent with Regrets:** Councillor B. Clark – Personal Business  
Councillor S. Duvall – Illness

**Also Present:** C. Murray, City Manager  
R. Rossini, General Manager, Finance and Corporate  
Services  
G. Davis, General Manager, Public Works  
M. Hazell, A/General Manager, Planning & Economic  
Development  
J. A. Priel, General Manager, Community Services  
Dr. E. Richardson, Medical Officer of Health  
H. Hale Tomasik, Executive Director, Human Resources  
P. Barkwell, City Solicitor  
C. Biggs, Co-ordinator, Committee Services/Council/Budgets

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| <b>1. CHANGES TO THE AGENDA</b> |
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**ADDED PRIVATE & CONFIDENTIAL**

- (i) Collective Bargaining Agreement – Amalgamated Transit Union Local 107
- (ii) Canadian Union of Public Employees Local 1041 – Negotiations Update

**(Pearson/Johnson)**

That the agenda be approved, as amended.

**CARRIED**

**2. DECLARATIONS OF INTEREST**

None.

**3. APPROVAL OF MINUTES OF PREVIOUS MEETING**

None

**9. PRIVATE & CONFIDENTIAL**

**(Morelli/Collins)**

That the Committee move into Closed Session at 9:40 a.m. pursuant to sub-section 8.1(d) of the City's Procedural By-law and Section 239.2(d) of the Municipal Act as the subject matter pertains to labour relations or employee negotiations with respect to the Collective Bargaining Agreement – Amalgamated Transit Union Local 107 and Canadian Union of Public Employees Local 1041. **CARRIED**

The Committee reconvened in Open Session at 10:25 a.m.

**9.1 Collective Bargaining Agreement – Amalgamated Transit Union Local 107**

**(Collins/Morelli)**

That the verbal update provided by staff respecting Collective Bargaining Agreement – Amalgamated Transit Union Local 107 be received. **CARRIED**

**9.2 Canadian Union of Public Employees Local 1041**

**(Collins/Morelli)**

That the update provided by staff with respect to negotiations with the Canadian Union of Public Employees Local 1041, be received. **CARRIED**

**4. STAFF PRESENTATIONS**

**4.1 City Manager's Office**

Chris Murray, City Manager, provided introductory remarks to the 2012 Budget of the City Manager's Office, and indicated that the Director of each division will be presenting their respective budgets to the Committee. .

With the assistance of a power point presentation, Mr. Murray outlined the following:

- Overview/Organizational Chart of 2011 vs 2012
- 2012 Net Tax Operating Budget by Program and by Category
- 2012 Major Cost Drivers, i.e., Employee-related expenses
- Additional information, including potential Corporate liabilities with pending retirements, training and professional development as a % of payroll
- Trends and benchmarking

The following information was presented by each Division:

**Administration – Chris Murray, City Manager**

- Overview of Services
- Administration in the City Manager's Office, including Organizational Chart; 2012 Gross-Net Divisional Budget by Cost Category
- 2012 Major Cost Drivers, including salary increase (\$25,000); OMERS (\$17,000); Benefits increase (\$5,000); Recoveries (\$30,000)

**Human Resources – Helen Hale Tomasik, Executive Director**

- Overview of Services, including HR Administration, Human Rights, Labour Relations, Compensation and Benefits, Employment Services, Health, Safety and Wellness and Organizational Development
- Within Employment Services, Ms. Tomasik spoke to figures on the workforce demographics and trends, projected retirements and the 5-year unreduced projected retirement
- Performance metrics/Service levels
- Organizational chart
- 2012 Net Operating Budget by section by Program
- 2012 Gross-Net Divisional Budget by Cost Category
- 2012 Major Cost Drivers – employee-related expenses offset by recoveries
- Chronically underfunded programs
- Additional information, including management to staff ratio; 2011 job evaluations

**Audit Services – Ann Pekaruk, Internal Auditor**

- Overview of Services
- Performance Metrics/Service Levels
- Organizational Chart
- 2012 Net Tax Operating Budget by Program
- 2012 Gross-Net Divisional Budget by Cost Category
- 2012 Major Cost Drivers
- Council-referred Program Enhancement

**Legal – Peter Barkwell, City Solicitor**

- Overview of Services, including purpose/function and services provided
- Performance Metrics/Benchmarking – OMBI Stats (In-house lawyer hourly rate); OMBI Stats (External Lawyer hourly rate); 2006-2011 win/loss
- Performance Metrics/Service Levels – 2011 Accomplishments
- Organizational Chart
- 2012 Net Tax Operating Budget by Program
- 2012 Gross-Net Divisional Budget by Cost Category
- 2012 Major Cost Drivers, including employee-related costs
- Chronically underfunded Programs
- 2012 Council-referred Items

The following concerns were expressed by members of the Committee:

- Question the value of why there are so many positions within the organization that perform the same function i.e., analyze, review or collect data
- With respect to the Human Rights Officers, the Committee requested a full description of their scope and responsibilities
- Committee requested that for future budgets, have the dollar amount of rent separated from contractual
- Is information available in terms of how files were assigned to outside Counsel by way of hire by legal services and/or competitive process
- Should be a process or accountability so that the Council of the day will select outside Counsel
- Need to understand specialty areas required by the municipalities; is it possible to issue a pre-qualification proposal to get the most competitive price
- Committee requested that staff come back with suggestions showing more detail of costs in terms of high (over \$500,001), medium (\$100,101 to \$500,000) and low(\$100,000 or less); Mr. Barkwell indicated that a report with more detailed information will be presented to the Audit, Finance & Administration Committee
- Staff to provide information with respect to the types of cases involved in the 27 Superior Court claims matters resolved and the 78 Small Claims matters resolved
- Mr. Barkwell indicated that there are 500 to 600 civil litigation files open at any given time
- Councillor Jackson indicated that staff had previously provided information respecting outside legal counsel cost vs number of lawyers in-house; would like to see pre-consultants review vs 45 employees to see correspondingly if the City is receiving optimum value by “beefing up” the internal side.

**(Merulla/Collins)**

That staff be directed to assess means of formulating an incentive program to mitigate absenteeism in the City and report back to the General Issues Committee. **CARRIED**

**(Farr/Collins)**

That the presentations with respect to the 2012 Operating Budget for the City Manager's Office, be received. **CARRIED**

**(Ferguson/Pearson)**

That the Committee recess for 15 minutes and reconvene at 1:45 p.m. **CARRIED**

**4.2 Public Works**

Gerry Davis provided introductory remarks and a Department Overview, indicating that each Division Senior Director and Director will be presenting their respective budget, including Environment and Sustainable Infrastructure, Operations & Waste Management and Transportation, Energy & Facilities.

With the assistance of a power point presentation, Mr. Davis outlined the context of the presentations, organizational overview of the Public Works Department, 2012 Gross-Net Departmental Budget, 2012 Net Operating Budget by Division 2012 Major Cost Drivers for the Department, Asset Base Growth and 2012 and Beyond.

The following presented for their respective divisions:

**Environment & Sustainable Infrastructure (ESI)**

- Gary Moore, Engineering Services
- Robert Norman, Strategic Planning Services

Following this presentation, Councillor Whitehead requested staff to provide the budget on the education piece with respect to the Queen Street Hill neighbourhood.

**Operations & Waste Management (OWM)**

- Beth Goodger, Senior Director
- Pat Parker, Support Services Group

The presentations for all divisions included organizational charts for each division; gross-net levy change; 2012 major cost drivers; 2011 accomplishments; 2012 key deliverables; on-going productivity improvements and program-specific information.

Following presentation of the Support Services Group budget, the Committee recessed the presentations in order to deal with Item 5.1 on the agenda. The Committee was advised that the continuation of the Public Works Department presentation would be scheduled to a future meeting, and that the Corporate Services budget will be presented at the February 2, 2012 meeting as per the agenda distributed for that date's meeting.

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| <b>5. DISCUSSION</b> |
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**5.1 Centennial Parkway Regional Shopping Complex Transit Service (PW12009) (Ward 5) (Outstanding Business List Item)**

**(Collins/Merulla)**

- (a) That the General Manager of Public Works be directed to implement transit service to the new regional shopping complex under development on Centennial Parkway. This service will be funded in 2012 from the Tax Stabilization Reserve (\$150,000) and Walmart (OMB Decision Contribution \$50,000) and will require that the Transit complement be increased by two (2.0) to allow for the hiring of two (2.0) temporary Bus Operators;
- (b) That the routing and service level as illustrated in Appendix "A" of Report PW12009 be implemented as of March 25, 2012;
- (c) That this service be implemented on a pilot basis and will be reviewed in the course of the 2013 annual budget process;
- (d) That the item "Centennial Parkway Regional Shopping Complex Transit Service" be identified as completed and removed from the Public Works Committee's Outstanding Business List. **CARRIED**

**NOTE:** Due to time sensitivity, the above-noted recommendation will be presented as a Motion at the February 1, 2012 meeting of Council.

The Committee asked if there was still an opportunity to alter the route that is shown in the Appendix to the report. Staff responded that the route will be monitored over the first year and possibly re-route, as required. Information will be gathered in terms of users going to Wal-Mart and Confederation Park. Staff advised that they will bring back a list of transit service priorities as part of their presentation.

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| <b>6. MOTIONS</b> |
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None

**7. NOTICES OF MOTION**

Councillor C. Collins introduced the following Notice of Motion:

**7.1 Privatization of Hamilton Farmers' Market**

That staff be directed to conduct a feasibility study on having the Management of the Hamilton Farmers' Market privatized, and provide a report back to the General Issues Committee for consideration.

**8. GENERAL INFORMATION/OTHER BUSINESS**

None

There being no further business, the Committee recessed at 5:05 p.m.

Respectfully submitted

Councillor R. Powers  
Deputy Mayor

Carolyn Biggs, Co-ordinator  
Committee Services/Council/Budgets  
January 30, 2012