



Hamilton

**NON-UNION COMPENSATION SUB-COMMITTEE
REPORT 12-003**

11:00 a.m.

December 12, 2012

Room 830

City Hall

71 Main Street West

Hamilton, Ontario

Present: Councillors L. Ferguson (Chair)
Mayor B. Bratina
M. Pearson (Vice-Chair), R. Powers

**Absent with
Regrets:** C. Collins, T. Whitehead

**THE NON-UNION COMPENSATION SUB-COMMITTEE PRESENTS REPORT 12-003
AND RESPECTFULLY RECOMMENDS:**

- 1. Non-Union Management & Professional Exempt Group Compensation for 2013 (HUR12021) (City Wide) (Item 6.2) (Report HUR12021 distributed to General Issues Committee under separate cover)**
 - (a) That the salary schedule for the Non-Union Management and Professional Exempt Employee Group be increased by 1.9% (estimated at \$1.50 million) effective January 1, 2013, to be consistent with the 2011 Memorandum of Settlement for CUPE Local 5167, and that individual salaries be adjusted accordingly;
 - (b) That staff report back on options to achieve the City's 50th percentile pay position following the 2013 budget process; and
 - (c) That the contents of report HUR12021 respecting the compensation of the Non-Union Management and Professional Exempt group of employees remain confidential as it contains information related to labour relations and employee negotiations.

FOR THE INFORMATION OF COMMITTEE

(a) CHANGES TO THE AGENDA (Item 1)

The Committee Clerk advised that there were no changes to the agenda.

The agenda of the December 12, 2012 Non-Union Compensation Sub-Committee was approved as presented.

(b) DECLARATIONS OF INTEREST (Item 2)

None

(c) APPROVAL OF MINUTES (Item 3)

(i) April 24, 2012 (Item 3.1)

The Minutes of the April 24, 2012 were approved as presented.

(d) PRIVATE AND CONFIDENTIAL (Item 6)

(i) Closed Session Minutes – April 24, 2012 (Item 6.1)

The Closed Session Minutes of April 24, 2012 were approved and will remain confidential.

(ii) Non-Union Management & Professional Exempt Group Compensation for 2013 (HUR12021) (City Wide) (Item 6.2)

For disposition on this matter refer to Item 1.

There being no further business the Sub-committee adjourned at 11:03 a.m.

Respectfully submitted,

Lloyd Ferguson, Chair
Non-Union Compensation
Sub-Committee

Andy Grozelle
Legislative Co-ordinator