



Hamilton

**REPORT 13-002
NON-UNION COMPENSATION SUB-COMMITTEE**

1:00 p.m.
Tuesday December 10, 2013
Room 264
City Hall
71 Main Street West
Hamilton, Ontario

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

**Absent with
Regrets:** C. Collins

**THE NON-UNION COMPENSATION SUB-COMMITTEE PRESENTS REPORT 13-002
TO THE GENERAL ISSUES COMMITTEE AND RESPECTFULLY RECOMMENDS:**

1. **Review of Senior Staff and Elected Official Benefits HUR13017 (Attached under separate cover as Appendix "B" to Report 13-002) (City Wide) (Item 6.2)**

That Recommendation 1 of Confidential Appendix "A" to Non-Union Compensation Sub-Committee Report 13-002 (distributed under separate cover), be approved and made public at this time.

2. **Non-Union Management & Professional Exempt Group Compensation for 2013 (HUR13016) (Attached under separate cover as Appendix "C" to Report 13-002)(City Wide) (Item 6.3)**

That Recommendation 2 of Confidential Appendix "A" to Non-Union Compensation Report 13-002 (distributed under separate cover), be approved and made public at this time.

FOR THE INFORMATION OF COMMITTEE

General Issues Committee – January 15, 2014

(a) CHANGES TO THE AGENDA (Item 1)

The Committee Clerk advised of the following changes to the agenda.

- (i) Revised Minutes of June 26, 2013 Meeting (due to omission of a section)
- (ii) Added Item 6.4 - City Manager Remuneration Options (HUR12005(b)) (City Wide) (referred by the General Issues Committee – October 16, 2013)

The agenda of the December 10, 2013 Non-Union Compensation Sub-Committee was approved as presented.

(b) DECLARATIONS OF INTEREST (Item 2)

Mayor Bratina declared an interest when committee moved into Closed Session to discuss item 6.2 respecting Review of Senior Staff and Elected Official Benefits HUR13017. He was not in attendance for deliberations on this matter.

(c) APPROVAL OF MINUTES (Item 3)

(i) June 26, 2013 (Revised) (Item 3.1)

That the revised Minutes of the June 26, 2013 meeting were approved as presented.

(d) PRIVATE AND CONFIDENTIAL (Item 6)

(i) Closed Session Minutes – June 26, 2013 (Item 6.1)

- (a) The Closed Session Minutes of the June 26, 2013 Non-Union Compensation Sub-committee were approved;
- (b) The Minutes remain confidential as they as contain information related to labour relations and employee negotiations.

The Sub-committee move into Closed Session at 1:08 p.m. respecting Reports HUR13017, HUR13016 under sub-section 239 (d) of the Municipal Act 2001 and sub-section 8.1 (d) of the Procedural by-law as the subject matter pertains to labour relations or employee negotiations; and Report HUR12005(b) under sub-sections (d) and (b) of the Municipal Act 2001 and sub-sections 8.1 (b) and (d) of the Procedural by-law as the subject matter pertains to a personal matters about an identifiable individual and is subject to labour relations or employee negotiations.

Chair Ferguson indicated to those in attendance that the Committee would move into open session at the conclusion of the closed session. The Committee indicated that they would like their recommendations to be made to the General Issues Committee as Private and Confidential in case there is a desire to discuss them in that venue in Closed Session.

(ii) Review of Senior Staff and Elected Official Benefits (HUR13017) (City Wide) (Item 6.2)

Committee provided direction to staff in Closed Session

For disposition on this matter refer to Item 1.

(iii) Non-Union Management & Professional Exempt Group Compensation for 2013 (HUR13016) (City Wide) (Item 6.3)

Committee provided direction to staff in Closed Session

For disposition on this matter refer to Item 2.

(iv) City Manager Remuneration Options (HUR12005(b))(City Wide) (item 6.4)

Committee provided direction in Closed Session

There being no further business the Sub-committee adjourned at 1:57 p.m.

Respectfully submitted,

Lloyd Ferguson, Chair
Non-Union Compensation
Sub-Committee

Andy Grozelle
Legislative Assistant
December 10, 2013