



Hamilton

**REPORT 15-001
NON-UNION COMPENSATION SUB-COMMITTEE**

**3:30 p.m.
Wednesday, July 8, 2015
Room 830, City Hall
71 Main Street West**

Present: Councillors L. Ferguson (Chair) M. Pearson (Vice-Chair),
C. Collins, A. Johnson

**Absent with
Regrets:** Mayor Eisenberger – Other City Business
Councillor T. Whitehead – Vacation

**THE NON-UNION COMPENSATION SUB-COMMITTEE PRESENTS REPORT 15-001
AND RESPECTFULLY RECOMMENDS:**

- 1. Appointment of Chair and Vice Chair (Item A)**
 - (a) That Councillor Lloyd Ferguson be appointed as Chair of the Non-Union Sub-Committee for the balance of the 2014-2018 term of Council; and,
 - (b) That Councillor Maria Pearson be appointed as Vice Chair of the Non-Union Sub-Committee for the balance of the 2014-2018 term of Council.

- 2. 2015 Minimum Wage Increase (HUR15004) (City Wide) (Item 3.1)**
 - (a) That the minimum wage jobs in the temporary part-time non-union salary schedule be increased by 25 cents effective October 1, 2015, in accordance with *The Employment Standards Act*, and the remaining jobs in this salary schedule be adjusted accordingly in order to maintain pay equity compliance; and,
 - (b) That the minimum wage jobs in the full-time non-union summer student salary schedule be increased by 25 cents effective October 1, 2015 in accordance with *The Employment Standards Act*, and the remaining

schedule be adjusted accordingly to maintain internal equity amongst the roles.

3. 2015 Non-Union Management and Professional Exempt Group Compensation (HUR15006/FCS15053) (City Wide) (Item 3.2)

- (a) That the salary schedule for the Non-Union Management and Professional Exempt Employee Group be increased by 1.5%, as budgeted in 2015, effective January 1, 2015, to be consistent with the 2015 negotiated memorandum of settlement for CUPE Local 5167, and individual salaries be adjusted accordingly; and,
- (b) That staff be directed to a report back in August 2015 to the Non-Union Compensation Sub-Committee respecting subsequent compensation and benefit adjustments to the Non-Union Management and Professional Exempt Group of Employees, including options for Elected Officials, for 2016, 2017, and 2018.

FOR THE INFORMATION OF COMMITTEE

(a) CHANGES TO THE AGENDA (Item 1)

The Committee Clerk advised that nominations would be required to appoint the Chair and Vice Chair of the Non-Union Sub-Committee for the balance of the 2014-2018 term of Council.

The agenda of the July 8, 2015 Non-Union Compensation Sub-Committee was approved, as amended.

(b) DECLARATIONS OF INTEREST (Item 2)

There were no declarations of interest.

(c) PRIVATE AND CONFIDENTIAL (Item 3)

The Non-Union Compensation Sub-committee moved into Closed Session, respecting Item 3.1 – Report HUR15004, 2015 Minimum Wage Increase; and, Item 3.2 – Report HUR15006/FCS15053, 2015 Non-Union Management and Professional Exempt Group Compensation (HUR15006/FCS15053), pursuant to Section 8.1, Sub-section (d) of the City's Procedural By-law 14-300, and Section 239(2), Sub-sections (d) of the *Municipal Act*, 2001, as amended, as the subject matters pertain to labour relations or employee negotiations.

(i) 2015 Minimum Wage Increase (HUR15004) (City Wide) (Item 3.1)

For disposition on this matter, refer to Item 1.

(ii) 2015 Non-Union Management and Professional Exempt Group Compensation (HUR15006/FCS15053) (City Wide) (Item 3.2)

For disposition on this matter, refer to Item 2.

(d) ADJOURNMENT (Item 6)

There being no further business, the Non-Union Compensation Sub-committee adjourned at 4:02 p.m.

Respectfully submitted,

Lloyd Ferguson, Chair
Non-Union Compensation
Sub-Committee

Stephanie Paparella
Legislative Coordinator
Office of the City Clerk