



AUDIT, FINANCE & ADMINISTRATION COMMITTEE REPORT 16-008

9:30 a.m.

Monday, May 19, 2016

Council Chambers

Hamilton City Hall

71 Main Street West

Present: Councillors A. Johnson (Chair), D. Skelly (Vice-Chair)
C. Collins, B. Johnson, M. Pearson and A. VanderBeek

**Absent with
Regrets:** Councillor L. Ferguson - Personal

THE AUDIT, FINANCE & ADMINISTRATION COMMITTEE PRESENTS REPORT 16-008 AND RESPECTFULLY RECOMMENDS:

**1. Workplace Mental Health and Wellbeing Strategy (2016-2018) (HUR16006)
(City Wide) (Item 7.1)**

That Council support the Workplace Mental Health and Wellbeing Strategy (2016-2018) for the City of Hamilton.

**2. Request to Extend Development Charges (DC) Demolition Credit 46-52
James Street North (FCS16039) (City Wide) (Outstanding Business List
Item) (Item 8.1)**

That the request to extend the Development Charges (DC) Demolition Credit for 46-52 James Street North to September 2016, be approved.

FOR THE INFORMATION OF COUNCIL:

(a) CHANGES TO THE AGENDA (Item 1)

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

The Agenda of the May 19, 2016 Audit, Finance and Administration Committee meeting was approved, as presented.

(b) DECLARATIONS OF INTEREST (Item 2)

There were no declarations of interest.

(c) APPROVAL OF MINUTES OF PREVIOUS MEETING (Item 3)

(i) May 9, 2016 (Item 3.1)

The Minutes of the May 9, 2016 Audit, Finance and Administration Committee meeting were approved, as presented.

(d) DELEGATION REQUESTS (Item 4)

(i) Delegation Request by Gerry Boily respecting Discriminatory Practices of the City's Water and Waste Water tiered billing practices (for today's meeting) (Item 4.1)

The delegation request by Gerry Boily respecting Discriminatory Practices of the City's Water and Waste Water tiered billing practices, was approved for the May 19, 2016 meeting.

(ii) Delegation Request by Shekar Chandrashekar respecting City Council Levy By-law 15-121. (for today's meeting) (Item 4.2)

The delegation request by Shekar Chandrashekar respecting City Council Levy By-law 15-121, was approved for the May 19, 2016 meeting.

(e) DELEGATIONS (Item 6)

(i) Delegation by Gabi Niemczyk and Salma El-Zamel respecting Betterment of the Circumstances Affecting Indigenous People in the City of Hamilton (Item 6.1)

Salma El-Zamel, addressed Committee respecting Betterment of the Circumstances Affecting Indigenous Populations in the City of Hamilton. A copy of the presentation has been retained for the official record.

The presentation included, but was not limited to, the following:

- Demographics and the problems that Aboriginals in the Hamilton community are currently experiencing
- Research suggestions and lessons from other initiatives including Indigenous justice strategies, advisory boards, education preservation
- Best practices and other case examples
- Opportunity to improve engagement, participation and productivity of Indigenous populations within the City of Hamilton

The delegation by Salma El-Zamel respecting Betterment of the Circumstances Affecting Indigenous People in the City of Hamilton, was received.

(ii) Delegation by Gerry Boily respecting Discriminatory Practices of the City's Water and Waste Water tiered billing practices. (Item 6.2)

Gerry Boily addressed Committee respecting Discriminatory Practices of the City's Water and Waste Water tiered billing practices. A copy of the presentation has been retained for the official record.

The presentation included, but was not limited to, the following:

- Personal experience with a leaking toilet
- Concerns and questions regarding the City's water and waste water tiered billing practices
- Possible cost ramifications for larger families

The delegation by Gerry Boily respecting Discriminatory Practices of the City's Water and Waste Water tiered billing practices, was received.

(iii) Delegation by Shekar Chandrashkear respecting City Council Levy By-law 15-121 (Item 6.3)

Shekar Chandrashkear addressed Committee respecting City Council Levy By-law 15-121. A copy of the presentation has been retained for the official record.

The presentation included, but was not limited to, the following:

- Council has the authority to increase/decrease the police services budget
- Need for transparency and accountability respecting the police services budget

The delegation by Shekar Chandrashekar respecting City Council Levy By-law 15-121, was received.

(f) PRESENTATIONS (Item 7)

(i) Workplace Mental Health and Wellbeing Strategy (2016-2018) (HUR16006) (City Wide) (Item 7.1)

Chris Murray, City Manager, and David Lindeman, Manager, Health, Safety & Wellness provided a presentation respecting the Workplace Mental Health and Wellbeing Strategy (2016-2018). A copy of the presentation has been retained for the official record.

The presentation included, but was not limited to, the following:

- An overview of mental health and well-being
- Mental Health Continuum by Dr. Corey Keyes
- Goals of the strategy and the importance of caring about workplace mental health and wellbeing
- Guiding principles including those that are evidence-based and focused on best practices
- P6 Framework – Policy, Planning, Promotion, Prevention, Process and Persistence
- The City of Hamilton has a number of policies to support this strategy including harassment and discrimination prevention policies, workplace violence prevention policy, telecommuting policy and flexible work arrangements policy. In addition, other programs exist such as chronic pain support program and resiliency workshops
- An overview of year one actions and future actions

The Workplace Mental Health and Wellbeing Strategy (2016-2018) for the City of Hamilton presentation, was received.

For disposition of this matter, please see Item 1.

(g) MOTIONS (Item 9)

(i) Workplace Mental Health and Wellbeing Strategy – Policy and Progress Updates (Item 9.1)

Councillor A. Johnson relinquished the Chair to introduce the following Motion.

Whereas, the City of Hamilton recognizes positive mental health improves the quality of lives and is integral to overall health and wellbeing;

Whereas, mental illness affects all Canadians at some point in their lifetime, either directly or indirectly through a family member, friend or colleague;

Whereas, workplace promotion, prevention and anti-stigma initiatives, training for management and employee assistance programs all have a role to play in improving and maintaining mental health and wellbeing; and

Whereas, the City of Hamilton has developed a Workplace Mental Health Strategy to help our employees achieve optimal mental health and wellbeing;

Therefore be it resolved:

- (a) That staff be directed to develop a policy that will foster workplace practices that support the Workplace Mental Health and Wellbeing Strategy, promote overall health and wellbeing, encourage dialogue and remove stigma associated with mental illness; and
- (b) That staff report back to the Audit, Finance and Administration Committee on the progress made on implementing the strategy on a periodic basis.

(g) GENERAL INFORMATION / OTHER BUSINESS

(i) Request to Extend Development Charges (DC) Demolition Credit 46-52 James Street North (FCS16039) (City Wide) (Outstanding Business List Item) (Item 8.1)

- (a) That the matter respecting “Request to Extend Development Charges Demolition Credit 46-52 James Street North” be considered complete and removed from the Audit, Finance and Administration Committee Outstanding Business List.

(g) ADJOURNMENT (Item 13)

There being no further business, the Audit, Finance and Administration Committee adjourned at 11:02 a.m.

Respectfully submitted,

Councillor A. Johnson, Chair
Audit, Finance and Administration Committee

Denis Farr
Legislative Coordinator,
Office of the City Clerk