



Hamilton

**REPORT 16-001
NON-UNION COMPENSATION SUB-COMMITTEE**

11:00 a.m.
Thursday, June 2, 2016
Room 264, City Hall
71 Main Street West

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

Absent with Regrets: Mayor Eisenberger – Other City Business
Councillor T. Whitehead - Personal

**THE NON-UNION COMPENSATION SUB-COMMITTEE PRESENTS REPORT 16-002
AND RESPECTFULLY RECOMMENDS:**

1. Executive Health Benefit Options (HUR16016) (City Wide) (Item 4.2)

- (a) That the direction provided to staff in Closed Session, respecting the Executive Health Benefit Options (HUR16016), be approved;
- (b) That the direction provided to staff in Closed Session, respecting the Executive Health Benefit Options (HUR16016), remain confidential until the matter is approved by Council; and,
- (c) That Report HUR16016 respecting Executive Health Benefit Options remain confidential.

2. Non-Union Compensation Review (HUR16013) (City Wide) (Item 4.3)

- (a) That direction provided to staff in Closed Session, respecting the Non-Union Compensation Review (HUR16013), be approved;
- (b) That direction provided to staff in Closed Session, respecting the Non-Union Compensation Review (HUR16013), remain confidential until the matter is approved by Council; and,

- (c) That Report HUR16013 and its Appendixes “A” through “D”, respecting the Non-Union Compensation Review, remain confidential, as it contains information related to labour relations and employee negotiations.

3. Non-Union Salary Administration Policy (HUR16014) (City Wide) (Item 4.4)

- (a) That the revised Non-Union Salary Administration Policy, attached as Private and Confidential Appendix “A” to Report HUR16014, be approved;
- (b) That Appendix “A” to Report HUR16014, the revised Non-Union Salary Administration Policy, remain confidential until approved by Council; and,
- (c) That the contents of Report HUR16014, respecting the Non-Union Salary Administration Policy, remain confidential as it contains information related to labour relations and employee negotiations.

4. Minimum Wage Increase (HUR16015) (Item 4.5)

- (a) That the minimum wage jobs in the temporary part-time non-union salary schedule be increased by 15 cents effective October 1, 2016, in accordance with *The Employment Standards Act*;
- (b) That the remaining jobs in this temporary part-time non-union salary schedule be adjusted accordingly in order to maintain pay equity compliance;
- (c) That the minimum wage jobs in the full-time, non-union summer student salary schedule be increased by 15 cents, effective October 1, 2016, in accordance with *The Employment Standards Act*;
- (d) That the direction provided to staff in Closed Session, respecting Report HUR16015, remain confidential until the matter is approved by Council; and,
- (e) That the contents of Report HUR16015, Minimum Wage Increase, 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 June 2, 2016 Non-Union Compensation Sub-Committee 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) August 6, 2015 (Item 3.1)

The Minutes of the August 6, 2015, meeting of the Non-Union Compensation Sub-Committee were approved, as presented.

(d) PRIVATE AND CONFIDENTIAL (Item 3)

(i) Closed Session Minutes – August 6, 2015 (Item 4.1)

As the Non-Union Compensation Sub-Committee determined that no discussion, respecting the Closed Session Minutes of August 6, 2015, meeting of the Non-Union Compensation Sub-Committee was required, the Minutes were approved in Open Session, as shown below:

- (a) The Closed Session Minutes of the August 6, 2015, meeting of the Non-Union Compensation Sub-Committee were approved, as presented; and,
- (b) The Closed Session Minutes of the August 6, 2015, meeting of the Non-Union Compensation Sub-Committee will remain confidential and restricted from public disclosure.

The Non-Union Compensation Sub-Committee moved into Closed Session, respecting Item 4.2 - Executive Health Benefit Options (HUR16016); Item 4.3 - Non-Union Compensation Review (HUR16013); Item 4.4 - Non-Union Salary Administration Policy (HUR16014); and, Item 4.5 - Minimum Wage Increase (HUR16015), pursuant to Section 8.1, Sub-sections (b) and (d) of the City's

Procedural By-law 14-300, and Section 239(2), Sub-sections (b) and (d) of the *Municipal Act*, 2001, as amended, as the subject matters pertain to personal matters about an identifiable individual including City Employees; and, labour relations or employee negotiations.

(e) ADJOURNMENT (Item 6)

There being no further business, the Non-Union Compensation Sub-Committee, adjourned at 11:41 a.m.

Respectfully submitted,

Lloyd Ferguson, Chair
Non-Union Compensation
Sub-Committee

Stephanie Paparella
Legislative Coordinator
Office of the City Clerk