



Hamilton

**MINUTES
NON-UNION COMPENSATION SUB-COMMITTEE**

1:00 p.m.

June 21, 2022

Council Chambers, City Hall, 2nd Floor
71 Main Street West
Hamilton, Ontario

Present: Councillors L. Ferguson (Chair), M. Pearson (Vice Chair)

Absent: Councillor T. Whitehead - Personal

THE FOLLOWING ITEMS WERE REFERRED TO THE GENERAL ISSUES COMMITTEE FOR CONSIDERATION:

1. Senior Leadership Team Preventative Health Assessment (HUR22009) (City Wide) (Item 9.2)

(Pearson/Ferguson)

- (a) That the direction provided to staff in Closed Session respecting Report HUR22009, Senior Leadership Team Preventative Health Assessment, be approved; and,
- (b) That Report HUR22009, Senior Leadership Team Preventative Health Assessment, remain confidential until approved by Council.

Result: Motion CARRIED by a vote of 2 to 0, as follows:

Yes - Councillor Lloyd Ferguson, Chair
Yes - Councillor Maria Pearson, Vice Chair
Absent - Councillor Terry Whitehead

2. Non-Union Benefit Policy (HUR22008) (City Wide) (Item 9.3)

(Pearson/Ferguson)

- (a) That the Non-Union Benefit Policy, attached as Appendix "A" to Report HUR22008, be approved; and,
- (b) That Report HUR22008, respecting the Non-Union Benefit Policy and its Appendix "A" remain confidential until approved by Council, at which time both the report and the appendix may be publicly released.

Result: Motion CARRIED by a vote of 2 to 0, as follows:

- Yes - Councillor Lloyd Ferguson, Chair
- Yes - Councillor Maria Pearson, Vice Chair
- Absent - Councillor Terry Whitehead

FOR INFORMATION:

(a) CHANGES TO THE AGENDA (Item 1)

The Committee Clerk advised of the following change to the agenda:

8. GENERAL INFORMATION / OTHER BUSINESS

- 8.1 Revised Terms of Reference for the Non-Union Compensation Sub-Committee, with the balance of the agenda items to be renumbered accordingly.

(Pearson/Ferguson)

That the agenda for the June 21, 2022 Non-Union Compensation Sub-Committee be approved, as amended.

Result: Motion CARRIED by a vote of 2 to 0, as follows:

- Yes - Councillor Lloyd Ferguson, Chair
- Yes - Councillor Maria Pearson, Vice Chair
- Absent - Councillor Terry Whitehead

(b) DECLARATIONS OF INTEREST (Item 2)

There were no declarations of interest.

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

(i) December 3, 2021 (Item 3.1)

(Pearson/Ferguson)

That the Minutes of the December 3, 2021 meeting of the Non-Union Compensation Sub-Committee be approved, as presented.

Result: Motion CARRIED by a vote of 2 to 0, as follows:

Yes - Councillor Lloyd Ferguson, Chair
Yes - Councillor Maria Pearson, Vice Chair
Absent - Councillor Terry Whitehead

(d) GENERAL INFORMATION / OTHER BUSINESS (Item 8)

(i) Revised Terms of Reference for the Non-Union Compensation Sub-Committee (Item 8.1)

(Pearson/Ferguson)

That the revised Terms of Reference for the Non-Union Compensation Sub-Committee, be received for information.

Result: Motion CARRIED by a vote of 2 to 0, as follows:

Yes - Councillor Lloyd Ferguson, Chair
Yes - Councillor Maria Pearson, Vice Chair
Absent - Councillor Terry Whitehead

(e) PRIVATE AND CONFIDENTIAL (Item 9)

(i) Closed Session Minutes – December 3, 2021 (Item 9.1)

(Pearson/Ferguson)

(a) That the Closed Session Minutes of the December 3, 2021, meeting of the Non-Union Compensation Sub-Committee be approved, as presented; and,

(b) That the Closed Session Minutes of the December 3, 2021, meeting of the Non-Union Compensation Sub-Committee remain confidential.

Result: Motion CARRIED by a vote of 2 to 0, as follows:

- Yes - Councillor Lloyd Ferguson, Chair
- Yes - Councillor Maria Pearson, Vice Chair
- Absent - Councillor Terry Whitehead

(Pearson/Ferguson)

That the Non-Union Compensation Sub-Committee move into Closed Session, respecting Items 9.2 and 9.3, pursuant to Section 9.1, Sub-sections (b) and (d) of the City's Procedural By-law 21-021, as amended, and Section 239(2), Sub-sections (b) and (d) of the *Municipal Act, 2001*, as amended, as the subject matter pertains to personal matters about an identifiable individual, including City employees; and, labour relations or employee negotiations.

Result: Motion CARRIED by a vote of 2 to 0, as follows:

- Yes - Councillor Lloyd Ferguson, Chair
- Yes - Councillor Maria Pearson, Vice Chair
- Absent - Councillor Terry Whitehead

(f) ADJOURNMENT (Item 6)

(Pearson/Ferguson)

That, there being no further business, the Non-Union Compensation Sub-Committee, be adjourned at 1:14 p.m.

Result: Motion CARRIED by a vote of 2 to 0, as follows:

- Yes - Councillor Lloyd Ferguson, Chair
- Yes - Councillor Maria Pearson, Vice Chair
- Absent - Councillor Terry Whitehead

Respectfully submitted,

L. Ferguson, Chair
Non-Union Compensation Sub-Committee

Stephanie Paparella
Legislative Coordinator
Office of the City Clerk