Corporate Administration Committee
REPORT 06-010
9:30 a.m.
Wednesday, June 7, 2006
Council Chambers
Hamilton City Hall
71 Main Street West, Hamilton

Present:
Councillor A. Samson (Chair)
Councillor C. Collins (Vice Chair)
Councillors D. Braden, P. Bruckler, D. Mitchell, M. Pearson, T. Whitehead

Absent with Regrets:
Councillor M. Ferguson – Illness

Also Present:
Councillor B. McHattie
G. Peace – City Manager
J. Rinaldo – General Manager, Finance and Corporate Services
C. Graham – General Manager, Human Resources
S. Stewart – General Manager, Public Works
J. Kay – General Manager/Chief, Hamilton Emergency Services
V. Woodcox – A/General Manager, Community Services
R. Male – Director, Financial Services
J. Lee – Director, Customer Service, Access and Equity
M. Carter – Co-ordinator, Access and Equity
C. Biggs – Legislative Assistant, City Clerk’s

THE CORPORATE ADMINISTRATION COMMITTEE PRESENTS REPORT 06-010
AND RESPECTFULLY RECOMMENDS:

1. Minutes of Various Advisory Committees (Item 5.1)

    That the Minutes of the following Citizen Advisory Committees be received:

    (a) Advisory Committee for Persons with Disabilities – April 4, 2006

    (b) GLBT Advisory Committee
        (i) February 8, 2006
        (ii) March 8, 2006
        (iii) April 12, 2006

        Council – June 14, 2006
2. Monthly Status Report of Tenders and Requests for Proposals for April 12, 2006 – May 16, 2006 (FCS06016(c)) (City Wide) (Item 5.2)

That Report FCS06016(c) respecting Monthly Status Report of Tenders and Requests for Proposals for April 12, 2006 – May 16, 2006, be received.

3. Authorization to Enter into Extension Agreements on Specific Properties for Payment of Property Tax Arrears (FCS06056) (City Wide) (Item 5.3)

(a) That City Council authorize Property Tax Extension Agreements, if required, in a form satisfactory to the Corporate Counsel and the General Manager, Finance and Corporate Services, pursuant to Section 378 of the Municipal Act, 2001, with property owners to extend the time open for payment of realty tax arrears;

(b) That the By-law to authorize the said Extension Agreements be enacted by Council;

(c) That the Mayor and City Clerk be authorized to execute the aforesaid By-law;

(d) That additional registered property is added to the above noted By-law by way of a By-law amendment presented to Council, as required, in the future.

4. Red Hill Valley Project Financial Status Report to April 30, 2006 (FCS06004(e)/PW06004(e)) (City Wide) (Item 5.4)

That Report FCS06004(e)/PW06004(e) respecting Red Hill Valley Project Financial Status Report to April 30, 2006, be received.
5. John Yardley, Ph.D., Director, Workplace Health Research Laboratory, Brock University, respecting results of the Employee Survey (Item 7.1)

That the presentation from John Yardley, Ph.D., Director, Workplace Health Research Laboratory, Brock University, respecting results of the Employee Survey, be received.

6. City of Hamilton Human Resources Annual Report – Human Resources Activity 2005 (HUR06009) (City Wide) (Item 7.2)


7. City of Hamilton Workforce Profile/Demographic Report (HUR06010) (City Wide) (Item 7.3)

That Report HUR06010 respecting City of Hamilton Workforce Profile/Demographic Report, be received.


10. Fee Waiver Request for CANUSA Games Golf Tournament (GRA06005(I)) (Ward 1) (Item 8.3)

(a) That the golf fees for the CANUSA fund raising tournament at King’s Forest Golf Course on July 7, 2006, in the amount of $6,000 be waived.

(b) That the golf fees for the CANUSA team try-outs on July 13 and July 20, 2006, at Chedoke Golf Course, in the amount of $1,850 be waived.

Council – June 14, 2006
(c) That the cost of $7,850 to waive Golf Course fees for CANUSA Games be funded from the Golf Course Operating Budget.

11. **Correspondence from Cindy Sue McCormack, Chair, Committee Against Racism, respecting the Caledonia Dispute and the Effects on the City of Hamilton** (Item 8.4)

(a) That the letter from the Committee Against Racism dated May 23, 2006 regarding the Caledonia dispute and the effects on the City of Hamilton be received;

(b) That the Mayor, on behalf of the Council of the City of Hamilton, issue a statement denouncing all forms of racism, urging the citizens of Hamilton to be respectful and considerate of all people;

(c) That the City of Hamilton urge the Government of Canada and the Province of Ontario to act quickly to ensure that peaceful negotiations occur pertaining to the land claims and reclamation issue of Caledonia and Six Nations; negotiations which diffuse racist behaviours and actions and encourage cooperative and meaningful dialogue towards a solution to ensure peaceful relations for future generations;

(d) That the City of Hamilton continue to have meaningful discussions with the Hamilton Executive Directors Aboriginal Coalition about ensuring the capacity of the Aboriginal community to respond to the impacts of racism;

(e) That the Hamilton Media Advisory Group of the Strengthening Hamilton’s Community be requested to facilitate a meeting of local media, inclusive of aboriginal media, to consider the request of the Committee Against Racism, and to work ensure respectful, unbiased and equitable reporting.

12. **City of Hamilton/Ministry of Transportation Dedicated Gas Tax Funding Agreement (City Wide) FCS06064** (Item 8.5)

(a) That the Mayor and General Manager of Finance and Corporate Services (City Treasurer) be authorized and directed to enter into an Agreement between the City of Hamilton and the Province of Ontario, related to the funding commitment made by the Province of Ontario to the Municipality under the Dedicated Gas Tax Funds For Hamilton’s Public Transportation Program;

(b) That the Mayor and General Manager of Finance and Corporate Services (City Treasurer) be authorized and directed to execute the Letter of Agreement attached hereto as Appendix "A";
(c) That the appropriate by-law, *City of Hamilton/Ministry of Transportation Dedicated Gas Tax Funding Agreement* By-Law be passed and enacted;

(d) That a certified copy of this by-law be forwarded to the Ministry of Transportation upon Council approval.

FOR THE INFORMATION OF THE COMMITTEE:

(a) **CHANGES TO THE AGENDA (Item 1)**

The Clerk advised of the following changes:

(i) Delegation Request from Jake Sudac, District Manager, Dufferin Construction Company, respecting Bid Disqualification for Contract No. PW-06-243 – Tender for Red Hill Valley Project, Mainline Paving, Mud Street Interchange to QEW Interchange (Added as Item 4.1)

(ii) Added Report – City of Hamilton/Ministry of Transportation Dedicated Gas Tax Funding Agreement (FCS06064) (City Wide) (Added as Item 8.5)

(iii) Item 7.2 – 2005 City of Hamilton Human Resources Annual Activity Report (HUR06009) (City Wide)

Typographical Errors as follows:

Page 4 of Report and Pages 6 and 20 of Appendix “B”- Labour Relations Section:

(iv) Distribution of Power Point Presentations for the following items:

7.1 John Yardley, Ph.D., Director, Workplace Health Research Laboratory, Brock University, respecting results of the Employee Survey

7.2 City of Hamilton Human Resources Annual Report – Human Resources Activity 2005 (HUR06009) (City Wide)

7.3 City of Hamilton Workforce Profile/Demographic Report (HUR06010) (City Wide)

The agenda was approved, as amended.

Council – June 14, 2006
(b) DECLARATIONS OF INTEREST (Item 2)

None.

(c) APPROVAL OF MINUTES (Item 3)

The Minutes of the May 17, 2006 meeting of the Corporate Administration Committee be received and adopted as presented.

(d) DELEGATION REQUESTS (Item 4)

The Delegation Request from Jake Sudac, District Manager, Dufferin Construction Company, respecting Bid Disqualification for Contract No. PW-06-243 – Tender for Red Hill Valley Project, Mainline Paving, Mud Street Interchange to QEW Interchange, was approved.

Glen Peace advised that there is additional information which should be provided to the Committee in camera as a result of meeting which took place on June 6, 2006.

On motion, the Committee agreed to move In Camera at the appropriate time to receive information from the City Manager.

(e) JOHN YARDLEY, Ph.D., DIRECTOR, WORKPLACE HEALTH RESEARCH LABORATORY, BROCK UNIVERSITY, RESPECTING RESULTS OF THE EMPLOYEE SURVEY (Item 7.1)

Catherine Graham gave a corporate overview of the 2006 Employee Survey results, outlining the Human Resources Strategy and the application of the Employee Satisfaction Survey. She then introduced Dr. John Yardley, Director of the Workplace Health Research Laboratory at Brock University, who gave a detailed presentation on the results of the Survey. Dr. Yardley’s presentation included:

- Format and method used for compiling results;
- Quality of Work-life Scales/Areas;
- Scale Rating System;
- Response Rate;
- Benchmark Comparisons
- Graph of Averages
- Human Resources Strategy Indices;
- City of Hamilton Human Resources Strategy Indices Average;
- Sector Benchmarking;

Council – June 14, 2006
• Importance Rating Use;
• Graph of Importance
• QWL Average Deviation by Job Category
• Open Question on Improvement;
• Health Workplace Programs.

Following Dr. Yardley’s presentation, Catherine Graham outlined “Next Steps” with respect to the outcomes of the Survey.

Glen Peace thanked Council for their support in the undertaking of this project.

On behalf of the Committee, Councillor Samson thanked Dr. Yardley for his presentation.

Copies of the power point presentation were distributed to the Committee, and a copy has also been retained for the public record.

(f) CITY OF HAMILTON HUMAN RESOURCES ANNUAL REPORT – HUMAN RESOURCES ACTIVITY 2005 (HUR06009) (City Wide) (Item 7.2)

(g) CITY OF HAMILTON WORKFORCE PROFILE/DEMOGRAPHIC REPORT (HUR06010) (City Wide) (Item 7.3)

Mark Amorosi, Director of Employment and Client Services, gave a power point presentation on the 2005 Human Resources Annual Report, which reports accomplishments and human resources activities for 2005, and on the Workforce Profile/Demographics Report for all City Departments. These two reports are “companion” reports, with the information being used for workforce planning and human resources decision making.

Copies of the power point presentation were distributed to the Committee, and a copy has also been retained for the public record.

(h) CORRESPONDENCE FROM CINDY SUE MCCORMACK, CHAIR, COMMITTEE AGAINST RACISM, RESPECTING THE CALEDONIA DISPUTE AND THE EFFECTS ON THE CITY OF HAMILTON (Item 8.4)

(i) Sub-section (d) CARRIED on the following vote:

Yeas: Samson, Bruckler, Pearson, Collins, Whitehead
Total Yeas: 5
Nays: Braden
Total Nays: 1
(ii) Sub-section (e) was amended by deleting the word, “towards”, and replacing it with the word, “ensure”, in lieu thereof.

The motion, as amended, CARRIED on the following vote:

Yea: Samson, Bruckler, Pearson, Collins, Whitehead
Total Yeas: 5
Nay: Braden
Total Nay: 1

(i) GENERAL INFORMATION/OTHER BUSINESS (Item 11)

None

(j) PRIVATE AND CONFIDENTIAL (Item 12)

Prior to the Committee moving In Camera, Councillor Samson vacated the Chair due to a previous commitment, and Councillor Collins, Vice Chair, assumed the Chair for the balance of the meeting.

On motion, the Committee moved In Camera to receive information respecting potential litigation.

On motion, the Committee reconvened in Open Session.

There was no action to be reported.

There being no further business, the Committee adjourned at 11:45 a.m.

Respectfully submitted

Councillor S. Samson
Chair
Corporate Administration Committee

Carolyn Biggs
Legislative Assistant
June 7, 2006

Council – June 14, 2006