Present: Mayor Eisenberger  
Councillor Duvall and Councillor Powers (Vice-Chair)

Absent with Regrets: Councillor Ferguson (Personal)

Also Present: Joe Rinaldo, Acting City Manager  
Helen Hale Tomasik, David Godwaldt, Human Resources  
M. Meyer, Legislative Assistant, Clerk’s Office

THE NON-UNION COMPENSATION SUB-COMMITTEE PRESENTS REPORT 08-001 AND RESPECTFULLY RECOMMENDS:

1. Non Union Management & Professional Exempt Group Benefits Post Age 65 (HUR08021) (City Wide) (Item 5.1)
   
   (a) That Council approve the replacement of the $10,000 Death Benefit currently provided to non-union employees working beyond the age 65 with the same level of Basic and Optional Life Insurance benefits available to non-union employees who are under the age 65, and that this insurance coverage be available until the maximum age of 70;
   
   (b) That Council approve Accidental Death and Dismemberment (AD&D) coverage level currently provided to eligible non-union employees under the age of 65 be offered to those working beyond age 65, and that this Accidental Death and Dismemberment coverage be available until the maximum age of 70;
(c) That this policy be reviewed in early 2011.

2. Non Union High School Cooperative Students (HUR08022) (City Wide) (Item 5.2)

That the revised Student Rate Policy, specifically for High School Cooperative Students, attached as Appendix “A”, be approved.

FOR THE INFORMATION OF THE COMMITTEE:

(a) CHANGES TO THE AGENDA (Item 1)

The agenda was approved as presented.

(b) DECLARATIONS OF INTEREST (Item 2)

There were none declared.

(c) APPROVAL OF MINUTES (Item 3)

The minutes of the Non-Union Compensation Sub-Committee meeting held on November 25, 2008 were adopted.

(d) Non Union Management & Professional Exempt Group Benefits Post Age 65 (HUR08021) (City Wide) (Item 5.1)

Helen Hale Tomasik, Executive Director of Human Resources, provided an overview of the report.

Some discussion ensued, including but not limited to the following:
- The age of 70 was chosen because this is the practice in other municipalities.
- Although the Human Rights Code does not limit the age of retirement, employers are able to pay benefits only up until age 65 if they so choose.
- The majority of people retire at about age 59, and the trend has not changed over the last couple of years.
The Acting General Manager advised that he will ask the Manager of Payroll to investigate CPP collection for employees over the age of 65.

The following amendment was made:

That Report HUR08021 respecting Non-Union and Professional Exempt Group Benefits Post Age 65 be amended by adding recommendation (c) as follows:

(c) That this policy be reviewed in early 2011.

(e) Non Union High School Cooperative Students (HUR08022) (City Wide) (Item 5.2)

Helen Hale Tomasik, Executive Director of Human Resources, provided an overview of the report.

Joe Rinaldo, Acting City Manager, advised the Committee that this policy will be sent out as a directive.

The following motion was carried:

That the policy attached as Appendix A be amended by adding “or an equivalent value” after “$12.00 per day”.

(f) PRIVATE AND CONFIDENTIAL (Item 6)

(i) Minutes of the Closed Session meeting held on November 25, 2008 (Item 5.1)

The minutes of the Non-Union Compensation Sub-Committee closed session meeting held on November 25, 2008 were approved as presented and will remain confidential and restricted from public disclosure in accordance with exemptions provided in the Municipal Freedom of Information and Protection of Privacy Act.

The minutes were approved in open session.
(g) ADJOURNMENT

(Duvall/Eisenberger)
There being no further business, the Committee adjourned at 10:06 p.m.

Respectfully submitted,

Councillor R. Powers, Vice-Chair

Mary-Ann Meyer
Legislative Assistant
December 15, 2008