



Human Resources Committee Agenda

Friday, June 1, 2018

11:00 a.m.

Council Chambers Administration
Centre, Walkerton

1. Declaration of Pecuniary Interest

2. Action Items

A. Amended, New or Redundant Job Titles

3. Closed Meeting

A. That the Committee move into a closed meeting pursuant to

- Section 239 (2) (b) of the Municipal Act, 2001, as amended, to discuss personal matters about an identifiable individual, including municipal or local board employees; and,
- Section 239 (3.1) of the Municipal Act, 2001, as amended for the purpose of educating or training members.

B. Approval of Minutes - May 17, 2018

4. Next Meeting

July 5, 2018

5. Adjournment



Committee Report

To: Warden Paul Eagleson
Members of the Human Resources Committee

From: Marianne Nero
Director of Human Resources

Date: June 1, 2018

Re: Amended, New or Redundant Job Titles

Recommendation:

That the non-union redundant job titles be removed from the organization structure;
and,

That the amended or new job titles be amended or included as reported in the County's non-union job evaluation plan, pay grid, organizational charts and any other applicable documents effective June 1, 2018.

Background:

Following the non-union job evaluation process undertaken in 2016/17, the County is now in a maintenance program for its job evaluation program. As a result, periodically a review is undertaken of current job titles. The following jobs have been identified as being amended, new (as per 2018 budget or separate staff report), or redundant.



Non-Union Job Titles

Department	Division	Redundant	New
Office of the CAO	Strategic Initiatives	Project Coordinator, Corporate Policy	Research Analyst
			Corporate Strategic Initiatives Specialist
		Lead Researcher/Senior Research Analyst	
Corporate Services	Facilities Management	Maintenance Supervisor, Park Street	Environmental Services Manager
	Emergency Management		Community Emergency Management Coordinator
	Finance	POA/Accounting Clerk	
	Information Technology		Infrastructure, Network & Design Analyst
Health Services			Scheduler
Human Resources		Senior Human Resources Generalist	HR Generalist & Retention Specialist
			Compensation & Benefits Specialist
Human Services	Income & Employment Supports	Eligibility Review Officer	Eligibility Review Officer/Family Support Worker
	Income & Employment Supports	Innovation Fund Manager	
Museum			Development Officer
Planning & Economic Development	Planning	Intermediate Planner	
	Economic Development	Youth Business Development Coordinator	
Transportation & Environmental Services			Engineering Manager
		Construction Foreperson	Foreperson
		Maintenance Foreperson	Foreperson



Financial/Staffing/Legal/IT Considerations:

There are no financial, staffing, legal or IT considerations associated with this report.

Interdepartmental Consultation:

The Senior Management Team have been consulted.

Link to Strategic Goals and Elements:

Goal #5: Eliminate our own red tape.

A handwritten signature in black ink, appearing to read 'Kelley Coulter', is written over a light blue horizontal line.

Kelley Coulter
Chief Administrative Officer