



**VISION:** We will be a vibrant, dependable and clean city where services are delivered innovatively and effectively.

**MISSION:** To provide effective operations of the city through collaboration of members, management and staff.

**City Hall, Hamilton**  
**Staff, Legislative & Governance Committee**  
**21 June 2016**  
**10:00am**

**Present:** Councillor Larry Scott (Chair)  
Rt. Wor. Charles Gosling, JP  
Councillor Nicholas Swan

**In Attendance:** Tanya Iris - the Treasurer (Acting Secretary)  
Patrick Cooper - the City Engineer  
Lindell Foster - the Human Resources Manager

**Apologies:** Ed Benevides - the Secretary

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1. **Confirmation of Notice:** the Acting Secretary confirmed that the notice periods were met in accordance with the new meeting guidelines.
  2. **Role of the Chairman** - Councillor L. Scott was acknowledged as the Chair.
  3. **Open Meeting** - Councillor L. Scott opened the meeting at 10:00am.
  4. **Apologies** - the Acting Secretary confirmed apologies from the Secretary, Ed Benevides.
  5. **Public Participation** - the Acting Secretary confirmed there was no public participation.
  6. **Correspondence:** the Acting Secretary confirmed that no correspondence had been received. Councillor L. Scott commented that the Secretary had circulated his response to Apex Law who had written the CoH regarding the reinstatement of an employee.
  7. **Minutes of Previous Meeting dated 17 May 2016**

The Mayor was not in attendance to the meeting of 17 May 2016 but said that if the Minutes are a true representation of what took place, he had no objection under those conditions to make a motion that the Minutes be accepted.

**Proposed:** Mayor, Charles Gosling

**Seconded:** Councillor L. Scott

The Minutes were accepted as read.

#### **8. Matters arising from Previous Meeting dated 17 May 2016**

(i) **Request: Labour Department to ask the BIU to Confirm their Withdrawal of the 21 Day Strike Notice** - the HR Manager forwarded an excerpt from the Labour Relations Act. She can speak to the matter upon her arrival to the meeting, if not the matter can be deferred to the next Staff, Legislative & Governance Committee meeting.

(ii) **Rationale re: Request for Changing the Schedule for General Council Meetings** - matter was discussed and changes were approved in Corporation Board meeting dated 8 June 2016.

The HR Manager joined the meeting at 10:05am.

The HR Manager spoke with Ms. Wade-Trott of the Department of Labour and Training. When a company issues a notice, they get involved prior to any industrial action occurring. They were never advised in this regard. The Union would have had to issue a request to extend it prior to the 21-Day Notice expiring. There were no consultations, mediations or communication of what was going to happen as far as any industrial action. The Union was supposed to formally write to the HR Manager indicating their withdrawal but nothing had been received to date. This was done in December 2015 so it is way beyond the 21 days.

#### **9. Status Update:**

There are no status updates.

#### **10. Recommendations for Review:**

**RECOMMENDATION:** That the Board decline the request from Councillor Johnson to change the meeting time for the General Council meetings and that the meeting remain as is, a 12:30pm start. **(Recommendation declined at Corporation Board meeting dated 6 April 2016)**

#### **11. Any Other Business**

(i) **Further Review of Sponsorship Policy** - the Mayor advised that the motion was amended and accepted by the Council, for instance the RBYC's request. There are other organisations which hold multi-day events in the CoH's parks that, under the current policy, would have to be paying a significant rental fee. Some of these events are giving great value to the City and cannot necessarily afford to pay for a 7-day event, etc. The City could then possibly lose one of these events.

The Mayor commented on the fitness group that uses Victoria Park for their fitness exercises which would have minimal impact on the park but gives additional activity. The initial emails regarding the group stated that the policy had changed and they would have to pay about \$500 a day for use of the park.

The Treasurer commented on the partnership between the CoH and The Athletic Club (Thinner Winner event) and they are not charged for the use of the park. The event mentioned by the Mayor is a Zumba athletic class held during lunch time, etc.

**ACTION:** The City Engineer to follow-up with the Event Project Manager to ascertain if Victoria Park is still being used by the fitness group.

The City Engineer said that the policy does not cater to the events that the CoH is trying to do. Whether or not the CoH wants to rigidly make a framework to match the event or allow management the flexibility to work within a system.

The Mayor commented that the policy does not really look at multi-day events and from the discussion in the last Council meeting, next year with the Newport Bermuda event; they are going to have a charge of whatever it is per day which would be a significant increase to their costs. With the policy as is, it has the impact of inflexibility with the most that the CoH can discount is 50%.

**ACTION:** The Secretary to look at a broader Sponsorship Policy and come back to the committee with that information.

The City Engineer suggested getting some feedback from this committee and or from the Council regarding a framework as to how the CoH wishes events to be managed, i.e. be more inclusive and forego some costs. In that case, which events would the CoH be looking at to forego costs with and which events they would expect people to pay full price for. There was further discussion in this regard.

Councillor L. Scott said the policy that is in place actually works. What created an issue is when recently the RBYC made an application and the CoH tried to fit them into that policy. The City Engineer said for those two (2) RBYC events, the CoH had been in discussion with them for some time and under the previous policy they could get an exemption and not be charged any fees. During this period, the CoH changed the policy and now fees apply which they have not budgeted. They felt aggrieved that the CoH would change their position while they were in their planning stages. Going forward this is a problem because there are international events that are not money-generating events; they are cover-cost events which are good for Bermuda.

The HR Manager suggested that the policy be deferred for further review. It was also suggested that the Event Project Manager be invited to the next Staff, Legislative & Governance Committee meeting scheduled for 16 August 2016.

## **12. Motion to move to a Restricted Session**

**Proposed:** Councillor N. Swan

**Seconded:** Mayor, Charles Gosling

There was no further business to be discussed.

The public session was adjourned at 10:25am.