REPORT OF THE

SECRETARIAT COMMITTEE OF COUNCIL

DATED JANUARY 26, 1995

On motion of Councillor Reese, the Report of the Secretariat Committee of Council dated January 26, 1995, was considered.

Her Worship The Mayor and Councillors:

Council Building Security - City Hall
Sergeant-at-Arms File FB-1.1

540 - 1. At the request of the Secretariat Committee, in September, 1994, the Chief of Police instructed the Police Auditor to evaluate the position of City Hall Constable and establish through consultation and analysis, the security needs of City Hall.

The Winnipeg Police Service conducted an internal audit of the Civic Center Constable position in March of 1994 due to pressing demands for police service resources. This audit included telephone consultation with six major Western Canadian cities who indicated that their respective police services did not have a "City Hall Constable". Interviews with persons within City Hall and the Police Service indicate that the perception of the Civic Center Constable's role is that of on-site security. However, a comparison of the job description to actual practice in our City indicated that the security aspect had also been overshadowed by additional roles such as tour guide and dispatch runner. The position of Civic Center Constable is held by one individual and is paid out of the Winnipeg Police Service budget (staff sector) at a rate of $43,836.00 per annum.

In a report dated October 19th, 1994, the Commissioner of Protection, Parks and Culture advised the Secretariat Committee, in part, as follows:

> "Security Presence -
> The most common descriptors for this "presence" are that of an unarmed, uniformed person, with an ability to interact properly and professionally to heated situations and provide personal security to workers in the building. On-site security should be present to ensure doors that are supposed to be locked are locked, to ensure contracted workers are where they are supposed to be within the building. Adequate security service to meet current needs may be provided much cheaper with guarantee of replacement on absence, through a private security service or perhaps the Canadian Corps of Commissionaires."

The Secretariat Committee, at its meeting held on November 23, 1994, directed the Commissioner of Protection, Parks and Culture and the City Clerk to create a job description for a position to be entitled "City Hall Sergeant-at-Arms", in accordance with the needs and wishes of the Secretariat Committee and Members of Council. The attached duties and responsibilities (Appendix "A") for a City Hall Sergeant-at-Arms position were subsequently approved by Committee.

In reviewing the need for adequate security in the Council Building, and noting that the cost to staff the present position is $43,836.00 per annum, the Secretariat Committee is of the view that two part-time positions be created, with each position allotted approximately 25 hours per week. The benefits realized by implementing this recommendation are as follows:

- Significant cost-savings to the City
  - 2 part-time positions would cost approximately $40,846.00 per annum (in total), as opposed to the current cost of $43,836.00 per annum (plus additional benefits, i.e. dental, vision, pension plans);
  - the shifts could be extended or overlapped, if necessary, to accommodate late meetings or weekend meetings, while remaining less costly than the current $30/hour cost for enlisting private security personnel after regular business hours, as is currently done.
- Improved security for the Council Building and premises
  - 2 part-time positions would allow greater and more visible security coverage, in that the first shift would begin at 7:00 a.m. and the last shift would end at 7:00 p.m.

Report of the Secretariat Committee of Council dated January 26, 1995

- there would be no lapse in security coverage due to lunch hours, breaks, etc.

The establishment of the City Hall Sergeant-At-Arms position will meet the requirements as stipulated by the Secretariat Committee for building security, mayoralty assistance, building protocol, visitors' protocol (public and dignitaries) and public assistance (tours, meeting personnel including delegations). It should be noted that funding for the above will be found within the existing budget of the Winnipeg Police Service.

The Secretariat Committee therefore recommends:

I. That two part-time positions, under the classification "City Hall Sergeant-at-Arms", be created and placed under the jurisdiction of the City Clerk's Department, in accordance with the established position description; and that the existing Civic Centre Constable be redeployed within the Winnipeg Police Service.

II. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

A copy of the attachment referred to in the above clause is on file in the office of the City Clerk.

Moved by Councillor Reese,
Adoption of the clause.

Carried.

Councillors Murray and Silva asked to be recorded as having voted against the clause, in accordance with Rule 50.7 of the Procedure By-law.

Council here reverted to the order of business "Executive Policy Committee - Motions".

EXECUTIVE POLICY COMMITTEE

MOTIONS

Moved by Councillor Murray,
Seconded by Councillor Thomas,
541 - WHEREAS the citizens of Winnipeg recognize the individual worth and dignity of every member of the human family, and this principle underlies the Universal Declaration of Human Rights, the Canadian Charter of Rights and Freedoms and the Human Rights Code of the Province of Manitoba;

AND WHEREAS Plan Winnipeg 4G-01- Provide Leadership in Addressing Intolerance states:

"The City shall provide leadership in dealing with discriminatory barriers including sexism, racism, and homophobia and shall promote the full and equal participation of all citizens in the social, political, economic and cultural life of the city;

AND WHEREAS the Human Rights Code of the Province of Manitoba prohibits discrimination on each of the following grounds:

a) ancestry, including colour and perceived race;
b) nationality or national origin;
c) ethnic background or origin;
d) religion or creed, or religious belief, religious association or religious activity;
e) age;
f) sex, including pregnancy, the possibility of pregnancy, or circumstances related to pregnancy;
g) gender - determined characteristics or circumstances other than those included in clause (f);
h) sexual orientation;
i) marital or family status;
j) source of income;
k) political belief, political association or political activity;
l) physical or mental disability or related characteristics or circumstances, including reliance on a dog guide or other animal assistant, a wheelchair, or any other remedial appliance or device.

Executive Policy Committee - Motions (continued)

AND WHEREAS Clause 9(3) of the Human Rights Code of Manitoba states:

> "In this Code, "discrimination" includes any act or omission that results in discrimination within the meaning of subsection (1), regardless of the form that the act or omission takes and regardless of whether the person responsible for the act or omission intended to discriminate".

THEREFORE BE IT RESOLVED THAT the City of Winnipeg undertake to ensure that all city employment, administrative labour relations, workplace, safety, customer service, and employee benefits policies conform to the Human Rights Code;

BE IT FURTHER RESOLVED that the City of Winnipeg review the employment, workplace and customer service policies and collective agreements of other major Canadian municipalities to ensure our human rights policies are comparable or superior to other cities.

Required to Stand as Notice of Motion
in accordance with Rule 17.1 of the
Procedure By-law