Report "A" - Standing Policy Committee on Protection and Community Services - July 7, 2003

Item No. 1 Proposed Increase in Salary for Executive Director, Winnipeg Arts Council File FG-3

STANDING COMMITTEE RECOMMENDATION:

On July 16, 2003, the Executive Policy Committee concurred in the recommendation of the Standing Policy Committee on Protection and Community Services and the Winnipeg Arts Council and submits the following to Council:

1. That the salary for Andrew Wilhelm-Boyles, the Executive Director/Administrator for the Winnipeg Arts Council, be increased from $55,000.00 to $60,000.00, for the 2003 budget year, and allocated from within the existing Administrative Budget for the Winnipeg Arts Council.

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

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DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On July 16, 2003, the Executive Policy Committee concurred in the recommendation of the Standing Policy Committee on Protection and Community Services and the Winnipeg Arts Council and submitted the matter to Council.

STANDING COMMITTEE RECOMMENDATION:

On July 7, 2003, the Standing Policy Committee on Protection and Community Services concurred in the recommendation of the Winnipeg Arts Council and submitted the matter to Executive Policy Committee and Council.

COUNCIL:

On December 12, 2001, Council approved the hiring of Andrew Wilhelm-Boyles as the Winnipeg Arts Advisory Council Administrator for the one-year period of January 1, 2002 to December 31, 2002, at an annual salary of $55,000.00.

Re: Proposed Increase in Salary for Executive Director, Winnipeg Arts Council

For submission to: **Standing Policy Committee on Protection and Community Services**

Report prepared by: **Dave Williamson, Chairperson, Winnipeg Arts Council**

Report date: **July 7, 2003**

Recommendation(s):

1. That the Executive Director's salary be increased from $55,000 to $60,000, and be allocated from within the existing Administrative Account for the Winnipeg Arts Advisory Council.

REPORT SUMMARY

Key Issues:

· An evaluation of the duties and responsibilities of the Executive Director has resulted in the Winnipeg Arts Council's recommending an increase in salary, which can be accommodated within the existing 2003 Administrative Budget.

REASON FOR THE REPORT:

A review of the executive director's performance is required on an annual basis.

HISTORY:

The incumbent has been in place since January 1, 2002, and has not had any salary increase since that date. In late November 2002 he requested a performance review for his first year of service. The Arts Council agreed, but since all were preoccupied with the various issues resulting from the transition from WAAC to WAC, and since there was a change of chairperson, the process was delayed by several months. As well, a performance review instrument had to be created and this was done by a sub-committee of the Arts Council.

DISCUSSION:

Following an exhaustive performance review, the Winnipeg Arts Council has recommended that the Executive Director's salary be increased from $55,000 to $60,000 .
Three factors have been considered in making this recommendation:

1. This position has been seriously under-valued. It is a senior position. Typically, persons appointed to head Arts Councils in Canada and around the world are those who have many years of experience as senior artists and/or administrators. They bring with them a great deal of knowledge of the arts in their communities and further afield, and significant credibility in the arts community. The current executive director of WAC satisfies these requirements.

2. This position has expanded greatly in the last 18 months. The service provided by WAC to the arts community has significantly increased pursuant to the City Council's instructions to WAAC to become incorporated as the Winnipeg Arts Council. The level of contact between the executive director and the clients, or potential clients, and the degree of advice and assistance given to them has greatly increased. In addition, pursuant to directives from City Council, WAAC/WAC has accepted responsibility for the creation of a Public Art policy for the City, and will manage the programs that flow from it. The executive director will be responsible for supervision of this new area of responsibility for WAC.

3. In the thorough review conducted by the Winnipeg Arts Council, the performance of the executive director, at a time of significant change, more than met the standards set. He has demonstrated a high level of knowledge, expertise and adeptness; and he has worked effectively with staff, with the Arts Council, and with the City in identifying and completing the required tasks, and in developing relationships with the various stakeholders.

Respectfully submitted,
Dave Williamson, Chairperson