Agenda – Executive Policy Committee – January 14, 2015

REPORTS

Item No. 1 Annual Performance Management Review – Chief Administrative Officer (CAO)

COMMUNITY COMMITTEE RECOMMENDATION:

On November 10, 2014, the Riel Community Committee recommended to the Executive Policy Committee that the Winnipeg Public Service be requested take any and all measures necessary, in keeping with private and public sector best practices, to arrange for an Annual Performance Management Review of the Chief Administrative Officer by a third party in collaboration with the Executive Policy Committee, to be released to Council and the public.

DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On November 28, 2014, the Executive Policy Committee laid over the matter to its meeting on January 14, 2015.

Councillor Allard, St. Boniface Ward, submitted a Manager Evaluations Handbook by ICMA, Leader at the Core of Better Communities, together with a Sample Format of a CAO Performance Evaluation form from the Government of Alberta, and a communication with respect to the Annual Performance Management Review – Chief Administrative Officer (CAO).

David Sanders submitted a communication dated November 28, 2014, in opposition to the Annual Performance Management Review – Chief Administrative Officer (CAO).

COMMUNITY COMMITTEE RECOMMENDATION:

On November 10, 2014, the Riel Community Committee passed the following motion:

WHEREAS the Chief Administrative Officer (CAO) occupies a position of tremendous importance in the administration of the City government;

AND WHEREAS in other large organizations in the private, non-profit and public sectors, policies such as Annual Performance Management Reviews are considered to be best practise;

AND WHEREAS annual evaluations would be a positive step toward restoring public confidence in the City Administration;

AND WHEREAS there have been concerns in the media and the public about the performance of past CAO's;

AND WHEREAS an Annual Performance Review of the CAO will promote accountability and good governance in our City;

THEREFORE BE IT RESOLVED THAT the Executive Policy Committee request the Winnipeg Public Service to take any and all measures necessary, to arrange for an Annual Performance Management Review of the Chief Administrative Officer by a third party in collaboration with the Executive Policy Committee, to be released to Council and the public.