Agenda – Council – October 28, 2015

Report – Executive Policy Committee – October 21, 2015

Item No. 3 Hiring Committee – Director of Public Works

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On October 21, 2015, the Executive Policy Committee submitted the following to Council:

1. That the Council Motion of September 30, 2015, be received as information.

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DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On October 21, 2015, the Executive Policy Committee received as information the Council Motion of September 30, 2015, and submitted the matter to Council.

COUNCIL DECISION:

On September 30, 2015, Council ruled automatic referral of the following motion to the Executive Policy Committee:

Moved by Councillor Wyatt,
Seconded by Councillor Dobson,

WHEREAS in light of the major infrastructure issues facing the citizens of Winnipeg, the Director of Public Works is one of the most important Public Servants inside the Public Service of the City of Winnipeg;

AND WHEREAS in light of how important the position is, and how it will affect the ability of Council to deliver Council mandated policies and budgets, to leave the decision at the sole discretion of the CAO and/or the COO is short sighted and a failure of leadership;

AND WHEREAS in the past, the Director of Public Works has tended to be a senior engineer, hired from within the Department, however the skill set now required to run what is, for all intents and purposes, a multi-million dollar business, instead now requires an individual with high level business management skills, such as, but not limited to, financial management of massive operating and capital budgets, communication skills, human resource skills and development, and strategic goal setting and implementation skills;

AND WHEREAS the advertisement for the position presently posted fails to refer and promote the importance of 'Customer Service' and the need for the department of Public Works to strive towards excellence in Customer Service and indeed, by failing to highlight the importance of the Customer Service management culture required, the Administration of the City is only confirming the ongoing inability of the Administration to adopt a Customer Service culture while therefore continuing to perpetuate our ongoing issues of poor services caused by poor management;

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DECISION MAKING HISTORY (continued):

COUNCIL DECISION (continued):

THEREFORE BE IT RESOLVED that for the purpose of hiring the Director of Public Works that a Committee of Council be formed made up of one Councillor appointed by each respective Community Committee and by an appointment by the Mayor's Office, for a total hiring committee of 6 members of Council, and that the said hiring committee then recommend to Council, for Council approval, the new Director of Public Works, with input during the process from the Chief Administrative Officer of the City of Winnipeg.