Agenda – Council – November 16, 2016

Report – Executive Policy Committee – November 9, 2016

Item No. 1 Annual Evaluations of City Council's Four Statutory Officers

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On November 9, 2016, the Executive Policy Committee submitted the following to Council:

1. That a further extension of time of 30 days be granted for the Winnipeg Public Service to report back on the matter.

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

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DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On November 9, 2016, the Executive Policy Committee granted a further extension of time of 30 days for the Winnipeg Public Service to report back on the matter, and submitted the matter to Council.

COUNCIL DECISION:

On October 26, 2016, Council concurred in the October 19, 2016, recommendation of the Executive Policy Committee and adopted the following:

1. That an extension of time of 30 days be granted for the Winnipeg Public Service to report back on the matter.

On April 27, 2016, Council concurred in the April 20, 2016, recommendation of the Executive Policy Committee and adopted the following:

1. That the Public Service report back within 120 days to Council with recommendations for a process and implementation plan to implement annual evaluations of City Council's four statutory officers with the maximum authority under the existing Charter, which report shall include;

    A. a review of best practices in other jurisdictions;
    B. human resource and labour relations implications;
    C. budgetary implications;
    D. legal implications; and
    E. all other relevant considerations.

On March 23, 2016, Council ruled automatic referral of the following motion to the Executive Policy Committee:

WHEREAS March 25, 2015, our Chief Administrative Officer, Doug McNeil, who is a statutory officer of the City of Winnipeg, will have been appointed unanimously by Council for the period of one year;

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DECISION MAKING HISTORY (continued):

COUNCIL DECISION (continued):

AND WHEREAS City Council is responsible for the hiring of four statutory officers including the Chief Administrative Officer (CAO), the City Clerk, the Chief Financial Officer and the City Auditor;

AND WHEREAS in November 2014, Executive Policy Committee received a motion from the Riel Community Committee calling for annual evaluations of the CAO and later referred this to the Mayor's Office for advice at the January 14, 2015 meeting of Executive Policy Committee;

AND WHEREAS it is a recognized best practice and standard Human Resources and City of Winnipeg Human Resources Practice to include evaluation clauses in employment agreements;

AND WHEREAS this Council was elected to improve accountability at City Hall, and that confirmation of annual evaluation of statutory officers will reassure Council and the public with concrete actions that our statutory officers are offering excellent service to Council and the public;

THEREFORE BE IT RESOLVED THAT the Public Service be requested to report back within 120 days to Council with recommendations for a process and implementation plan to implement annual evaluations of City Council's four statutory officers with the maximum authority under the existing Charter, which report shall include;

(i) a review of best practices in other jurisdictions;
(ii) human resource and labour relations implications;
(iii) budgetary implications;
(iv) legal implications; and
(v) all other relevant considerations.