

COMMITTEE OF THE WHOLE - MAY 16, 2005

AUTHORITY FOR APPROVAL OF CONTRACT HIRES OVER THREE MONTHS

Recommendation

The City Manager, in consultation with Senior Management Team, recommends:

That the City Manager resume his responsibility for authorizing the staffing of all contract positions that are within the approved 2005 Operating Budget.

Economic Impact

The associated salary and benefit costs are within the approved 2005 budget.

Purpose

To advise Council that, subject to the recommendation of the respective Commissioner, the City Manager will resume his responsibility for authorizing the staffing of all contract positions that are within the approved 2005 Operating Budget.

Background - Analysis and Options

On February 14, 2005, Council approved, in part, the following:

“That staff provide to list to the next Budget Committee meeting of all vacant contract positions;

And further, that contract positions exceeding 3 months not be filled until such time as the Budget Committee has completed its review.”

The list of vacant contract positions was provided as requested to Budget Committee on two occasions; on January 31, 2005 and on February 16, 2005.

Subsequently, on February 21, 2005, Council approved, in part, the following Budget Committee (Closed Session) recommendation:

“That backfill positions relating to pregnancy and parental leaves, Workers Safety Insurance Board (WSIB), Long Term Disability (LTD), unpaid personal leave and sick leave without pay be excluded from the requirement of Council to approve contract positions beyond three months;”

At the February 21, 2005 Special Council meeting, the 2005 Budget was approved. However, Council continues to receive staff reports seeking approval to hire contract employees for a period of greater than three months, notwithstanding the funding for these positions has been allocated in the respective department's approved operating budget.

In reviewing this matter with Senior Management Team, the issue that has been raised is that departments are challenged to meet operational expectations and the time that is required to prepare reports, submit to Committee of the Whole and await approval at Council is further impacting the efficiency of the staffing process. It is the opinion of the City Manager and the Senior Management Team that the normal approval process through the Commissioners and the City Manager should resume.

Relationship to Vaughan Vision 2007

This report is consistent with the priorities previously set by Council and the necessary resources have been allocated and approved.

Conclusion

The City Manager will resume his responsibility for authorizing the staffing of all contract positions that are within the approved 2005 Operating Budget.

Report prepared by:

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Respectfully submitted,

Michael DeAngelis
City Manager