

Finance, Administration and Audit Committee

DATE: Monday, May 06, 2019

WARD(S): ALL

TITLE: COUNCIL STAFF RELATIONS POLICY

FROM:

Nick Spensieri, Deputy City Manager, Corporate Services

ACTION: DECISION

Purpose

The purpose of this report is to ensure compliance with new legislated requirements prescribing that as of March 1, 2019 all municipalities in Ontario must develop a Council Staff Relations Policy.

Report Highlights

- Ontario legislation requires municipalities to develop and implement a Council Staff Relations Policy as of March 1, 2019
- Staff have consulted with members of Council, Staff and have reviewed academic literature in the development of the Policy.
- Additional input received from members of Council at the April 1, 2019 FA&A meeting has been incorporated in the attached revised draft.

Recommendations

1. That the attached Staff Council Relations Policy, as substantially set out in Attachment 1 be approved.

Background

Staff presented the attached draft Council Staff Relations Policy at the April 1, 2019 Finance Administration and Audit Committee meeting. Staff considered the comments expressed by individual members of Council at the last committee meeting and incorporated changes in the wording as attached. The attached revised draft policy has been further discussed with each member of Council to ensure that Staff captured the essence of their comments.

As of March 1, 2019, municipalities are required to adopt a policy on the relationship between members of council and municipal staff. Municipalities have the flexibility to determine the content of these policies.

The relationship between council and staff is a vital component of an effective municipal government. Staff and council rely on one another to move the municipality forward. Both staff and council provide leadership; council provides political leadership, while staff provide leadership in implementing council decisions.

The relationship between staff and council is intertwined and it is important for council members and staff to respect one another's roles so that they can serve the public in an effective and efficient manner.

Earlier this year Staff retained the services of an independent consultant to solicit input from each member of Council on the development of this policy. In addition, this topic was discussed with council as part of the agenda at the February 2019, Council Education session.

The attached draft policy has been developed based on all feedback gathered from individual members of council, feedback from the Council Education Session, input from senior administrative staff and leading practice based on academic research. The specific principles outlined in the policy were identified in an academic research paper by Political Science Professor David Siegel and former Chief Administrative Officer Michael Fenn.

Staff will consult with council members and with senior leaders of the administration to develop a comprehensive guide that will support the implementation of this policy including training of staff and orienting new members of council.

Financial Impact

There is no financial impact associated with the approval and implementation of these policies outside the existing approved operating budget.

Broader Regional Impacts/Considerations

There are no regional impacts associated with these policies.

Conclusion

Following the additional comments and consultation with members of Council and with Staff the attached Council Staff Relations policy has been further revised to address the legislative requirements and provide a standard by which the Council and Staff will continue to work collaboratively to serve Vaughan citizens. This principled based policy identifies how complaints can be addressed to ensure adherence to the standard.

Attachments

1. Council Staff Relations Policy, May 6, 2019

Prepared by

Demetre Rigakos, Chief Human Resources Officer, extension 8297.