

CITY OF VAUGHAN

EXTRACT FROM COUNCIL MEETING MINUTES OF JUNE 19, 2018

Item 13, Report No. 6, of the Finance, Administration and Audit Committee, which was adopted without amendment by the Council of the City of Vaughan on June 19, 2018.

13 RECRUITMENT POLICY REVIEW TASK FORCE – FINDINGS REPORT

The Finance, Administration and Audit Committee recommends approval of the recommendation contained in the following report of the City Clerk, dated June 6, 2018:

Recommendations

The City Clerk provides the following recommendation on behalf of the Recruitment Policy Review Task Force:

1. That the current Recruitment Policy (as approved in 2015) be maintained without changes, as reflected in the contents and references in Item 1 of the Recruitment Policy Review Task for meeting of May 22, 2018 (Attachment 1), which are consistent with the Ontario Municipal Act and all other applicable legislation.

Item:



Finance, Administration and Audit Committee Report

DATE: Wednesday, June 06, 2018

WARD(S): ALL

TITLE: RECRUITMENT POLICY REVIEW TASK FORCE – FINDINGS REPORT

FROM:

Todd Coles, City Clerk

ACTION: FOR INFORMATION

Purpose

The purpose of this report is to forward for Council's consideration the Recruitment Policy Review Task Force Findings Report.

Report Highlights

- The Recruitment Policy Review Task Force submitting their Findings Report for Council consideration.

Recommendations

The City Clerk provides the following recommendation on behalf of the Recruitment Policy Review Task Force:

1. That the current Recruitment Policy (as approved in 2015) be maintained without changes, as reflected in the contents and references in Item 1 of the Recruitment Policy Review Task for meeting of May 22, 2018 (Attachment 1), which are consistent with the Ontario Municipal Act and all other applicable legislation.

Background

The Recruitment Policy Review Task Force was established by Council's by the adoption of Item 11, Report No. 8, of the Finance, Administration and Audit Committee

which was adopted without amendment by the Council of the City of Vaughan on September 26, 2017.

The mandate was as follows:

- 1) The Recruitment Policy Review Task Force is a sub-committee of the Finance, Administration and Audit Committee.
- 2) The Recruitment Policy Review Task Force will review the Recruitment Policy to clarify and define the role of Council in the recruitment process of senior staff and report its findings to the Finance, Administration and Audit Committee by June 2018.

The appointed members of the Recruitment Policy Review Task Force include the following members:

Councillor Yeung Racco, Chair
Regional Councillor Ferri
Councillor Iafrate
Councillor DeFrancesca

The Task Force had 3 meetings on January 29, 2018, February 20, 2018 and May 22, 2018.

At the February 20, 2018 Recruitment Policy Review Task Force meeting, staff brought forward an agenda with updates, background and documents to provide the Task Force members with all pertinent information to assist with making recommendations with respect to the mandated role of this Task Force. These documents are Attachment 2 to this report.

The Task Force at its meeting of May 22, 2018, adopted the recommendations in the Findings Report and are being presented at this time.

On April 18, 2018 a Council Education Session was held for Members of Council. David Siegel, Professor of Political Science made a presentation entitled, "Council-Staff Relations: The Public Service Bargain", as referenced in Attachment 3 and a publication paper as referenced in Attachment 4. Paul Cassan from the Wishart Law Firm also made a presentation entitled, "We are in this Together – Council Education Session: City of Vaughan", as referenced in Attachment 5.

Previous Reports/Authority

N/A

Analysis and Options

The Recruitment Policy Review Task Force was mandated to bring forward a Findings Report to the June 2018 Committee of the Whole meeting.

Financial Impact

There is no financial impact.

Broader Regional Impacts/Considerations

N/A

Conclusion

The City Clerk is forwarding the Recruitment Policy Review Task Force's Findings Report of May 22, 2018, for Council's consideration.

Attachments

- 1 – Minutes from the May 22, 2018 Recruitment Policy Review Task Force meeting
- 2 – Recruitment Policy Review Task Force, February 20, 2018 meeting package
- 3 – Presentation by David Siegel, Professor of Political Science
- 4 – Publication by David Siegel, Professor of Political Science
- 5 – Presentation by Paul Cassan from the Wishart Law Firm

Prepared by

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