

MEMBER'S RESOLUTION

DATE: Tuesday, January 18, 2022

TITLE: COUNCIL MEMBER OFFICE STAFFING

FROM:

Councillor Rosanna DeFrancesca

Whereas, staff within the offices of the Councillors report to the City Clerk, however they take daily direction from the Council Members; and

Whereas, Council office staff are City employees, however, the nature of their work is distinct from other Union and non-Union staff; and,

Whereas, Council office staff are more akin to political staff and their work is unique within the City; and,

Whereas, Council office staff are City employees and the City has certain statutory requirements and corporate responsibilities to those staff; and,

Whereas, Council Executive Assistants are included in the Office of the City Clerk's budget, while Council Administrative Assistants are included in the individual Council office budgets; and,

Whereas, remuneration for Council office staff are set within the current corporate compensation structure with limited flexibility to recognize the experience and value that a staff member may have; and

Whereas, a flexible compensation structure is important to attracting and retaining employees with the specialized skills and experience to staff a political office.

It is therefore recommended:

1. THAT staff report to a future Committee of the Whole meeting, no later than the end of June 2022, with options for the staffing of Council Member offices, including, but not limited to, a review of the following:
 - a. Recruitment Process
 - b. Reporting structure
 - c. Compensation model
 - d. Appropriate budget source

Respectfully submitted,

Rosana De Francesca
Councillor Ward 3