

CITY OF VAUGHAN

EXTRACT FROM COUNCIL MEETING MINUTES OF JANUARY 25, 2022

Item 9, Report No. 1, of the Committee of the Whole, which was adopted without amendment by the Council of the City of Vaughan on January 25, 2022.

9. COUNCIL MEMBER OFFICE STAFFING

The Committee of the Whole recommends approval of the recommendations contained in the following resolution of Councillor Rosanna DeFrancesca dated January 18, 2022:

Member's Resolution

Submitted by 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

MEMBER'S RESOLUTION

DATE: Tuesday, January 18, 2022

TITLE: COUNCIL MEMBER OFFICE STAFFING

FROM:

Councillor Rosanna DeFrancesca

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Respectfully submitted,

Rosana De Francesca
Councillor Ward 3