

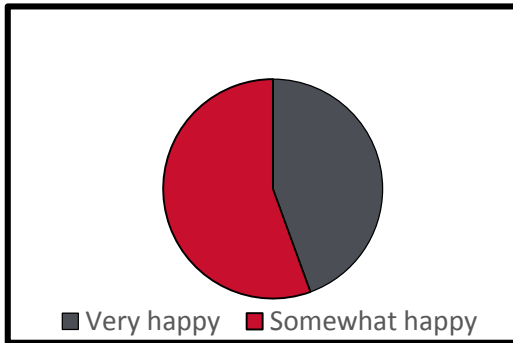
# Engagement Method and Results

## Engagement Method and Timelines

2022 August			
Engaged with City BCCs with Public Members	Council-approved Policy Framework was presented	Survey on elements of Framework administered (43% BCC participation)	Feedback was incorporated into recommended policy revisions

## General Feedback on Leaves of Absence

Opportunities	Challenges
<ul style="list-style-type: none"> <li>Short absences (with notice to the Chair) occur on BCCs periodically</li> <li>Policy guidance on Leaves of Absence is desired by BCCs and would be beneficial in cases where longer absences are required</li> <li>Removing barriers while supporting inclusion, flexibility and diversity on BCCs. Promotes retention of individuals who would otherwise have to resign</li> <li>All respondents are very happy or somewhat happy with developing a proposed Council policy</li> </ul>	<ul style="list-style-type: none"> <li>Concern if the BCC Chair requires a Leave of Absence.</li> <li>BCCs may have governance documents preventing the nomination of a temporary, replacement Public Member</li> <li>Availability of subject matter experts could impact effectiveness of BCC</li> <li>Onboarding substitute Public Members is onerous</li> <li>Complexity of managing multiple leaves of absence</li> </ul>



## Short-Term Leave Proposal Summary

- Pause in service for up to 16 weeks
- Broad eligibility, with member expected to notify Chair of necessity and duration of leave
- No requirement to fill the vacant position
- Public member opportunities and obligations for re-appointment the same as other public members
- Time spent on leave would count towards member's maximum consecutive years of service
- Possible examples: bereavement, family or personal responsibility

## Short-Term Leave Feedback

What we heard:

- Concern that the ability to maintain meeting quorum will be impaired
- Limited availability of subject matter experts could impair effectiveness of BCC

Suggestions and requests from BCCs:

- Create a list of acceptable grounds for a Short-Term Leave to maximize privacy of requesting Public Members
- Establish minimum service between the end of one Short-Term Leave and the start of a new one
- Allow Public Member on leave of absence to attend BCC activities, if and when available
- Establish a limit on the number of leaves of absence per term

## Long-Term Leave Proposal

- Pause in service over 16 weeks
- Leave means: leave from meeting attendance, event participation, and any other activities/duties expected from a member
- Broad eligibility, initiated by a written declaration
- Temporary / interim appointments from Reserve List to backfill position, if required
- If still on leave when term expires, invitation to reapply extended to the member on leave
- Time spent on leave does not count towards member's maximum consecutive years of service
- Possible examples: maternity, parental or medical

## Long-Term Leave Feedback

What we heard:

- Impact on ability to reach quorum
- Steep learning curve for replacement Public Members stepping in to cover absence
- BCCs may have governance documents preventing the nomination of a temporary, replacement member

Suggestions and requests from BCCs:

- Make use of reserve list of Public Members ready to serve on the BCC
- Grant ability to call upon former Public Members to serve for the duration of the approved leave
- Align maximum duration of Long-Term Leave of Absence with job-protected leaves
- Establish a limit on the number of leaves of absence per member per term