



URGENT BUSINESS
CC 662 (R2009-05)

NM2014-NOVEMBER 3



RE: COUNCIL APPROVAL OF FULL TIME EQUIVALENTS (FTEs) IN 2015-2018
ACTION PLAN DOCUMENT

COUNCILLOR WARD SUTHERLAND

WHEREAS City Council has approved a well-run city as one of its Council Priorities for 2015-2018, defined as a government that is open, responsive, accountable and transparent, delivering excellent services at a fair price;

AND WHEREAS Council approval of Full Time Equivalents (FTEs) adds an additional level to the administrative process of hiring employees, thereby decreasing Administration's ability to efficiently make employment decisions;

AND WHEREAS City Administration must be empowered to meet or exceed service standard expectations held by Council and the citizens of Calgary in a cost-effective manner;

AND WHEREAS employee attraction, retention and building an engaged workforce is important to providing excellence in public service;

AND WHEREAS Council approval of FTEs does not directly impact Council approval of the operating budget;

AND WHEREAS City Manager approval of FTEs would enhance the efficiency of hiring permanent positions rather than limited term positions when the services are required on an ongoing basis;

AND WHEREAS City Manager approval of FTEs would significantly contribute to the establishment of a cooperative and meaningful relationship with Council and the development of a collaborative leadership and workforce culture.

NOW THEREFORE BE IT RESOLVED that:

1. In the Action Plan 2015-2018 Document, any reference to Full Time Equivalents (FTEs) in the Operating Budget for Council Approval be changed to Full Time Equivalents (FTEs) in the Operating Budget for City Manager Approval.
2. Council will continue to approve operating budget dollars.

Signature of Member(s)

Date

OCT 29, 2014