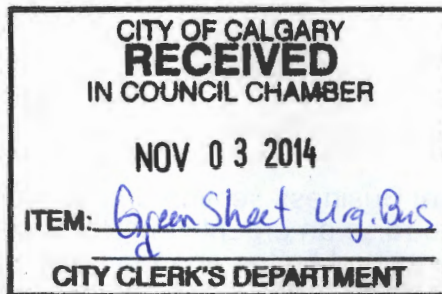




THE CITY OF
CALGARY
CITY CLERK'S OFFICE



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

[Signature]
Oct 29, 2014

NOTE: Urgent Business forms must be submitted to the City Clerk prior to the start of a Regular Business Meeting. When the item has been added to the Agenda, the City Clerk will arrange to have the form printed on bright green colored paper and distributed to Members of Council.

URGENT BUSINESS (GREEN SHEET)

The purpose of the Urgent Business section of the Agenda is to permit a Member of Council the opportunity to raise an urgent item for which they could not give notice, and for which nothing was contained on the agenda but is of such a nature a decision must be made prior to the next Regular Meeting. If such Urgent Business is raised it can only be done following a motion agreed to by Members of Council to waive Notice.

Sections 53, 137 and 138 of the Procedure Bylaw 44M2006 states as follows:

53. A Member of Council may desire to bring forward an item of Urgent Business. Thirty-five (35) copies of the items shall be brought to the Meeting by the Member. The item, referred to as a "Green Sheet" not as a Notice of Motion, shall be distributed after addition to the Agenda by a Two-Thirds (10) Vote.
137. A Member may move to discuss a matter of urgent public importance without prior notice. A motion to bring Urgent Business before a Meeting is subject to the following conditions:
 - (1) the matter proposed for discussion must relate to a genuine emergency, calling for immediate and urgent consideration;
 - (2) the Mayor has determined the matter is urgent, prior to the start of the Meeting at which the motion is made;
 - (3) the motion must not involve discussion of a matter which has been discussed previously in the same Meeting, excepting questions raised in Question Period;
 - (4) the matter must not be one which should receive written notice;
 - (5) the motion must not raise a Point of Privilege; and
 - (6) the motion must be adopted by a Two-Thirds (10) Vote.
138. When a Member has made a motion to waive notice for Urgent Business, the Mayor may rule that the matter is not Urgent Business.

PROCEDURE AND FORMAT

35 copies of the Urgent Business Green Sheet should be brought to the Meeting by the Member. If available, the potential item may be distributed the Friday before the Council meeting for information only.

The format for Urgent Business is as follows:

WHEREAS

AND WHEREAS

NOW THEREFORE BE IT RESOLVED

AND FURTHER BE IT RESOLVED

- no justification to right-hand margin
- font Arial 11 pt.
- an electronic copy of the Urgent Business should be provided to City Clerks along with the signed hard copy.
- no attachments