

AMENDMENT TO EXEMPT STAFF POLICY- OVERTIME- DEFERRAL REPORT

EXECUTIVE SUMMARY

This is a deferral request for the report on the Amendment to Exempt Staff Policy- Overtime.

ADMINISTRATION RECOMMENDATION(S)

That the Priorities and Finance Committee recommend that Council defer the report on the Amendment to Exempt Staff Policy- Overtime to the 2014 May 6 Priorities and Finance Committee meeting.

RECOMMENDATION OF THE PRIORITIES AND FINANCE COMMITTEE, DATED 2014 APRIL 01:

That the Administration Recommendation contained in Report PFC2014-0240 be approved.

PREVIOUS COUNCIL DIRECTION / POLICY

MOTION ARISING, Moved by Councillor Colley-Urquhart, Seconded by Councillor Sutherland, that with respect to Report C2013-0668, the following be adopted:

That Council direct Administration to review management remuneration policies, with the goal of removing overtime payments for Managers, and report back through the Priorities and Finance Committee no later than the end of Q1 2014 with options. Further, that a moratorium be placed on all Level 1 – 3 management overtime payments, effective 2014 January, until this report comes to the Priorities and Finance Committee.

BACKGROUND

The work on this report is nearly complete and options have been developed. A full assessment of these options requires additional time to ensure that all options are achievable. HR staff has been devoted to work on pensions for the past few months and require more time for the assessment.

INVESTIGATION: ALTERNATIVES AND ANALYSIS

Stakeholder Engagement, Research and Communication

None for this deferral request.

Strategic Alignment

None for this deferral request.

Social, Environmental, Economic (External)

No impact for this deferral request.

Financial Capacity

Current and Future Operating Budget:

No impact for this deferral request.

Current and Future Capital Budget:

Approval(s): Stevens, Brad concurs with this report. Author: Caldwell, Dionne
City Clerk's: D. Williams

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No impact for this deferral request.

Risk Assessment

There are no significant additional risks due to this deferral request.

REASON(S) FOR RECOMMENDATION(S):

The work on this report is nearly complete and options have been developed. Full assessment of these options requires additional time to ensure that all options are achievable.

ATTACHMENT(S)