Corporate Services Report to
Priorities and Finance Committee
2014 April 01

ISC: UNRESTRICTED
PFC2014-0240
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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.

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 polices, 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:
No impact for this deferral request.

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

Approval(s): Stevens, Brad concurs with this report. Author: Caldwell, Dionne

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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)