

Subject: FW: Notice of Motion - Hiring of managerial staff - Report Councillor Crist;

Date: Sat, 18 Jan 2003 10:09:19 -0800

From: "Ernie Crist" <ernie_crist@dnv.org>

To: "FONVCA (E-mail)" <fonvca@fonvca.org>

> -----Original Message-----

> From: Ernie Crist

> Sent: Saturday, January 18, 2003 10:08 AM

> To: Nathalie Valdes

> Subject: Notice of Motion - Hiring of managerial staff - Report Councillor Crist;

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> Notice of Motion:

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> Recommendation:

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> That staff be requested to review District staff complements at the managerial, assistant managerial and their secretarial level including their ratio to non managerial staff, and that all newly created positions in that category, as well as changes of staff complements in all departments, in future be brought to Council's attention along with a rationale for changes if any on an ongoing basis and further that a report to that effect be prepared for Council's consideration.

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> Reason for report:

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> Previous Councils had a far more effective control over staff matters and they had a far better understanding of the various staff complements in various departments than is the case now. At the very least, Council was informed when staff changes were contemplated or requested rather than being presented with a fait-accompli or being in the dark altogether as appears to be the case now. Indeed changes in staff levels had to be approved by Council and a rationale provided first. This policy was NOT micromanagement but gave Council a better understanding of administration and staffing priorities in the organization.

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> Creating new positions at the above-mentioned level and staff changes in general should be based on budget deliberations. One of the most common criticism by regular staff is the preponderance of managerial staff in relation to people who do the actual work in the field or in the offices, as the case may be.

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> A most typical example is District street maintenance. The level of maintenance such as cutting grass, weeds etc, has deteriorated over the last few years. Boulevards with uncut grass and litter are common while streets themselves are simply not swept and weeds are not removed sufficiently to give our municipality the kind of appearance that was in place in previous years. The situation in 2002 was especially bad and led to many complaints. Untidy appearance and neglect leaves a bad impression on visitors and tourists alike while it has a debilitating effect on District residents themselves. At the same time the overall number of staff assigned to that work as far as we know has not diminished.

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> On the other hand, when staff are questioned about the level of maintenance and/or when concerns are expressed by the public, the standard response is " my budget has been cut". On the other hand, the overall staff complement in the District today has certainly not diminished but, if anything, is up. Something clearly does not add up. Enquiries to Management are met with figures and statistics that fail to get to the bottom of this issue. However, it is not figures that tell the story, in any case, but the actual appearance of the streets. One does not match with the other.

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> It behooves Management to shed some light on the subject, not just as part of the budget deliberations, although even here it is rarely if ever mentioned, but on an ongoing basis. For Council to know the facts is not micromanaging but is a prerequisite to provide leadership. Since members of Council are the elected representatives of the public, they surely are entitled to know what the situation is concerning staff

complements and ongoing changes being made including changes in the ratio between managerial staff and people who do the actual (non managerial) work. There is also the question of efficiency. Staff have been given all the leeway to upgrade existing machinery, equipment and instruments to the highest productive level. This was done with the understanding that it would improve performance rather than diminish it as appears to be the case in some areas. >

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