

COMMITTEE AGENDA



Consolidated as of November 29, 2013

TO **Governance Committee**

DATE December 3, 2013

LOCATION Council Chambers, Guelph City Hall, 1 Carden Street

TIME 3:00 p.m.

DISCLOSURE OF PECUNIARY INTEREST AND GENERAL NATURE THEREOF

CONFIRMATION OF MINUTES – September 16, 2013 open meeting minutes

PRESENTATIONS (Items with no accompanying report)

- a) None

CONSENT AGENDA

The following resolutions have been prepared to facilitate the Committee's consideration of the various matters and are suggested for consideration. If the Committee wishes to address a specific report in isolation of the Consent Agenda, please identify the item. The item will be extracted and dealt with separately. The balance of the Governance Committee Consent Agenda will be approved in one resolution.

ITEM	CITY PRESENTATION	DELEGATIONS	TO BE EXTRACTED
GOV-2013.19 Approval of Intergovernmental Strategic Framework & Action Plan	<ul style="list-style-type: none">• Barbara Swartzentruber, Senior Advisory Policy & Intergovernmental Affairs		√
GOV-2013.20 Review of the Corporation of the City of Guelph's Identity: Phase 1 Findings and Next Steps	<ul style="list-style-type: none">• Ann Pappert, CAO• Petronilla, Ndebele, Public Affairs Officer		√
GOV-2013.21 Service Rationalization Project Status			

GOV-2013.22 Council Composition and Employment Status Review			
GOV-2013.23 Integrity Commissioner			
GOV-2013.24 Status of Governance Enhancements Memo			

Resolution to adopt the balance of the Governance Committee Consent Agenda.

ITEMS EXTRACTED FROM CONSENT AGENDA

Once extracted items are identified, they will be dealt with in the following order:

- 1) delegations (may include presentations)
- 2) staff presentations only
- 3) all others.

STAFF UPDATES AND ANNOUNCEMENTS

ADJOURN

NEXT MEETING – March 4, 2014

INTERNAL MEMO



DATE December 3, 2013

TO **Governance Committee**

FROM Mayor Farbridge, Chair

SUBJECT Status of Governance Enhancements

Human Resources continues to evolve in the organization to function as a strategic business partner, change agent, and service provider for both Council and City departments, in addition to ensuring legislative compliance/risk management primarily in the areas of Health and Safety and Labour Relations

The Human Resources Department mandate is to promote excellence in human resource management and provide leadership in the implementation of the City's People Practices Strategy, and to provide a proactive advisory, information and service function to Council and City Departments.

Council has seen evidence of the evolution of the Human Resource function within the City evidenced by:

- 1) The People Practices Strategy
- 2) Diversity Strategy
- 3) Succession Management Framework
- 4) Non Union Compensation Philosophy/Policy
- 5) Wellness Initiatives
- 6) HR Annual Reporting - Key Performance Indicators
- 7) HR Financial Management related to Benefits Administration
- 8) Employee Engagement Surveying and Action Planning

All of the above initiatives strengthen trust in the City's Human Resource Department not only as a reliable source for workforce information and comparative data, and also as a key enabler in creating conditions for success for the organization. Put simply, investing in our employees through best practice human resource management practices enables the City to deliver better public services through skilled, competent talent.

As the Corporation continues to transform and do business differently, Council also needs to ensure its governance system keep pace.

The resourcing of an Internal Audit function, formation of GMHI, adoption of Principle Based Governance, revised terms of reference for Council and Standing Committees and the Information Flow Protocol are good examples of Council demonstrating governance leadership and adding value to the organization.

With respect to Human Resources, Council has dealt with each of the Human Resources items listed above separately, and while there are clear linkages to the People Practices Strategy, the linkages may not be readily transparent from an overarching talent management perspective (i.e. that links initiatives between attraction and retention of skilled talent, learning and development, compensation practices, and performance management and development).

Council has an ongoing governance role to provide oversight and direction to the organization on the principles that inform the organization's approach to talent management. There is not currently any readily apparent structure or opportunity for members of Council to have strategic conversations related to all aspects of human resource/talent management to provide the necessary foundation and principles from which Council may make more informed decisions as key talent management decisions are put before us.

Therefore, I would request that direction be given to the CAO to report back to Governance Committee in 2014 regarding an appropriate structure and process for Council to have strategic discussions and provide effective governance for the organization's talent management and human resource management practices.

Karen Farbridge
Mayor

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