

ITEM	4
MANAGER'S REPORT NO.	23
COUNCIL MEETING	Apr. 12/76

Re: JOB EVALUATION COMMITTEE - CHANGE IN STRUCTURE

At its meeting of December 15, 1975, Council adopted the following recommendation, among others, from the G.V.R.D. on exempt staff compensation when it adopted the recommendations of the Council Exempt Staff Committee Report of December 3, 1975:

- "4. "That Council approve establishment of a permanent staff committee of the Municipal Manager and three Department Heads chosen by the Manager and chaired by a member of the G.V.R.D. Labour Relations Department to be responsible for the evaluation and revaluation of all senior exempt positions other than the Municipal Manager's, Department Heads' and Sub-Department Heads' positions."

As we become more deeply committed to the salary compensation program and become more involved in its implementation, including performance appraisals as well as training and development work, the responsibility for day to day administration of the senior exempt compensation program has been transferred from the G.V.R.D. to the Municipal Manager's office in order to concentrate on this entire matter and to give it the significance it deserves. To accomplish this, and to allow us to pull the various facets into a coordinated and coherent program, changes were required in staff assignments in both the Manager's office and the Personnel Department.

Simply put, one position in the Manager's office has been restructured and retitled as Co-ordinator - Employee Compensation and Development and Mr. Dave Dick, formerly a G.V.R.D. employee, has been engaged to fill it. One staff member has been transferred from the Manager's office to the Personnel Department and one temporary position (three days per week) in that department has become redundant and has been terminated.

To complete this restructuring and to effect the change in the day to day administration, a minor amendment to the above resolution is required.

RECOMMENDATION:

1. THAT recommendation 4 (above) be amended by deleting the words "a member of the G.V.R.D. Labour Relations Department" and substituting therefore the words "the Co-ordinator - Employee Compensation and Development".