

RE: INNOVATION COMMITTEE REPORT

MUNICIPAL MANAGER'S RECOMMENDATION:

1. THAT Council approve the implementation of an "Employee Innovation Program" as outlined in this report.

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REPORT

In late 1985 a task force, under the chairmanship of Municipal Clerk Chad Turpin, was established by the Municipal Manager to "research and report on programs used by other mid-sized organizations to encourage staff to develop innovative ideas". The task force has now completed its investigation and deliberations and has delivered a report (attached) to the Municipal Manager. This report has been reviewed by the Municipal Manager and the Management Committee, and with only minor amendments is now being recommended for approval by the Municipal Council. Because of the length of the report, copies of the attachment are provided only for members of Council. Additional copies are available upon request at the office of the Municipal Clerk.

The Program, as proposed, would be managed by a Committee composed of eight members - one from each Directorship (5) along with one from each union (3). The Committee would be responsible for publicizing and administering the Program; which primarily would entail reviewing suggestions, assisting with their implementation (if the suggestions were worthy), evaluating net benefits, determining awards (based on 10% of net benefits to a maximum award of \$5,000, minimum \$100), and reporting on the Program to the Municipal Manager on a regular basis.

The Program is designed to encourage, recognize, and reward innovative ideas and suggestions generated "above and beyond" those that might be expected of an employee in the normal course of his/her work. The Program is similar to programs currently running in the B.C. government public service, the Federal government, other municipalities and in the private sector. There should be no budgetary implication for the 1987 fiscal year. Awards and administrative costs in 1988 and beyond will be paid out of operating contingency, which account will in effect end up getting the surplus credit resulting from the net benefits of adopted suggestions. Since, for the most part, awards will only be paid after net benefits are clearly established, and the award is a percentage of those net benefits, no net cost should accrue to the Corporation.

Conclusion:

It would be advantageous to encourage and recognize innovations by municipal employees. The Employee Innovation Program summarized above and detailed in the attached report will accomplish that end, and it is recommended that Council approve implementation of the Program.

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