

ITEM	27
MANAGER'S REPORT #	29
COUNCIL MEETING	95/06/19

TO: CITY MANAGER

DATE: 1995 JUNE 12

**FROM: DEPUTY CITY MANAGER
CORPORATE LABOUR RELATIONS**

**SUBJECT: SAVINGS ASSOCIATED WITH THE ADJUSTMENT TO THE
CORPORATE ORGANIZATION STRUCTURE**

**PURPOSE: TO ADVISE COUNCIL ON THE SAVINGS REALIZED WITH THE
RECENT ADJUSTMENT TO THE CITY'S CORPORATE
ORGANIZATION STRUCTURE**

RECOMMENDATION:

1. **THAT** this report be received for the information of Council.

REPORT

1.0 BACKGROUND

At the 1995 February 6 Meeting of Council, a report from the Executive Committee of Council was adopted which reshaped the City's corporate organization structure. The report identified a number of advantages to the reshaped corporate management structure including a forecast on savings to management payroll. The adjustments to positions in the Human Resources and Clerk's Departments have been completed and specific savings to the City's payroll can now be identified.

2.0 COST SAVINGS

2.1 Deletion of Positions

The new corporate management structure has resulted in the permanent elimination of two positions; Director Administrative and Community Services and secretarial support. The total salary and benefit cost savings from the deletion of these positions are:

May 1, 1995 to December 31, 1995	\$ 110,462	188
January 1, 1996 to December 31, 1996	\$ 179,501	

2.2 Adjustment of Salaries

The adjustments to level of responsibilities of staff within the Manager's, Clerk's and Human Resources Departments have been completed and were effective May 1, 1995.

The following positions were involved:

City Manager,	R. H. Moncur
Deputy City Manager Corporate Services,	C. A. Turpin
Deputy City Manager Corporate Labour Relations,	G. V. Harvie
City Clerk,	D. Comis
Deputy City Clerk,	M. Pasqua
Human Resources Manager,	P. Tennant

The net cost adjustments (salaries and benefits) for these positions are:

May 1, 1995 to December 31, 1995	\$ 17,451
January 1, 1996 to December 31, 1996	\$ 52,923

2.3 Net Savings as a Result of the Corporate Reorganization

May 1, 1995 to December 31, 1995	\$ 93,011
January 1, 1996 to December 31, 1996	\$ 126,578

3.0 SUMMARY

The adjustment to the City's Corporate Organization Structure has resulted in savings to the City payroll this year of approximately \$ 93,000 and for all of 1996, \$126,578. Through the Manager's Office, the management structure within City Departments are continuously being reviewed and changes initiated where savings and improvements to services can be identified.

George V. Harvie

George V. Harvie
Deputy City Manager
Corporate Labour Relations