



COUNCIL REPORT
Office of the Chief Administrative Officer
For the May 14, 2019 Council Meeting

DATE: April 25, 2019
TO: Mayor and Council
FROM: Jim Zaffino, Chief Administrative Officer
RE: Creation of a Community Safety Manager Position

RECOMMENDED MOTION:

THAT Council authorize the hiring of a Community Safety Manager, and;

THAT position be classified as a term position ending December 31, 2021

RATIONALE:

This position is being recommended so that resources can be dedicated to two of Council's 2019 strategic priorities. In addition, the recommendation that it be a term position and align with Council's term will allow the next Council to evaluate the position and how successful it has been. The next Council would establish their own strategic priorities and determine if this position should be extended.

BACKGROUND:

Council's Strategic Priorities determines the corporate directions, objectives and priorities and aligns the organization's resources to accomplish these goals. For 2019 Council choose five goals with one of them being "Health, Homelessness and Housing" and another being "Relationships".

The objectives of the two goals mention above are:

- Pursue an urgent Care Centre to be established in West Kelowna for the benefit of West Kelowna and Greater Westside residents.
- Work with the Province and other organizations to improve access to supportive housing, health and social services for individuals and experiencing homelessness.
- Continue to be a health advocate with the intent to improve health care services in our community.
- Foster mutual respect, trust and co-operation with Westbank First Nation and seek opportunities to work together.
- Continue to build relationships and collaborate with the communities of Kelowna, and Peachland, with other local and regional, provincial and federal partner organizations.

The problem with these two priorities is that while they both are being given the resources that is required to perform the job, the job is done at the expense of other priorities. Between Council priorities, organization priorities and core work staff's capacity is full. When you add the requirement that staff have to deal with emergencies (floods and fire) during the spring and summer months it is even worse.

To ensure that all of Council's priorities as well as organizational priorities and core work is completed, I am recommending that a new position be established. The Community Safety Manager would be responsible for coordinating with City staff, enforcement agencies and other stakeholders on continuing and emerging community and social issues that cross multiple departmental lines and impact public safety, in addition, this position would be responsible for intergovernmental relations. This position would liaison and work in the RCMP detachment. There are two options that can be considered.

Option 1:

The first option is that the position can be a term position. The position would be up to December 31, 2021 and would report to the Chief Administrative Officer, and stationed at the RCMP office, so that he/she would work with the RCMP. The term would be in line with the current Council's term.

Option 2:

The second option is that the position would be classified as full time. Council may feel that the issues that this position is working will be ongoing and the position should be permanent.

FINANCIAL IMPLICATIONS:

For 2019 the position can be financed from savings in the Finance department. We currently have an exempt position that has been vacant for the last 4 months and are anticipating that it will be vacant for an additional 2 months. For 2020 and 2021 the funds would have to be taken from Council 2020 discretionary funds. If the position is full time the discretionary funds will also fund the position. The projected 2020 Council discretionary amount is \$456,200.

ALTERNATE RECOMMENDED MOTIONS:

THAT Council authorize the hiring of a Community Safety Manager, and;

THAT position be classified as a permanent position.

OR

THAT Council not authorize the hiring of a Community Safety Manager.

Respectfully submitted,



Jim Zaffino
Chief Administrative Officer

Power Point: ☐ Yes ☒ No

H:\CAO\In Camera Drafts\Social Service, Health, Housing exempt position.doc