

## **CITY OF VAUGHAN**

### **EXTRACT FROM COUNCIL MEETING MINUTES OF NOVEMBER 21, 2017**

Item 5, Report No. 10, of the Finance, Administration and Audit Committee, which was adopted without amendment by the Council of the City of Vaughan on November 21, 2017.

#### **5 RECRUITMENT POLICY REVIEW TASK FORCE**

The Finance, Administration and Audit Committee recommends:

- 1) That the recommendation contained in the following report of the City Clerk, dated November 6, 2017, be approved, subject to amending the Membership in the Terms of Reference to reflect that the Task Force be comprised of four (4) Members of Council; and
- 2) That the membership be composed of the following Members of Council:
  1. Regional Councillor Mario Ferri
  2. Councillor Marilyn Iafrate
  3. Councillor Rosanna DeFrancesca; and
  4. Councillor Sandra Yeung Racco.

#### **Recommendation**

The City Clerk, in consultation with the Chief Human Resources Officer, recommends:

- 1) That the attached Terms of Reference for the Recruitment Policy Review Task Force be approved.

#### **Contribution to Sustainability**

Green Directions Vaughan embraces a *Sustainability First* principle and states that sustainability means we make decisions and take actions that ensure a healthy environment, vibrant communities and economic vitality for current and future generations.

#### **Economic Impact**

There is no economic impact associated with the approval of the recommendation in this report.

#### **Communications Plan**

A copy of this report will be available to the public in printed form and on the City's website.

#### **Purpose**

The purpose of this report is to seek Council approval of a Terms of Reference for the Recruitment Policy Review Task Force.

#### **Background - Analysis and Options**

At its meeting on September 26, 2017, Council adopted Item 11, Report No. 8 of the Finance, Administration and Audit Committee meeting titled 'New Business – Establishing a Task Force to Review the Recruitment Policy' and in so doing, approved the following:

That staff report back to a future Committee meeting on the establishment of a Task Force to review the Recruitment Policy.

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#### **Item 5, Finance Report No. 10 – Page 2**

The recommendation for a Task Force resulted from deliberations of the Council Expenditure and Code of Conduct Task Force which identified a requirement to define the role of Council in the recruitment process of senior staff.

Staff have prepared draft Terms of Reference for Council's consideration which set out a mandate, proposed membership, staff resources and reporting timelines for the Task Force.

#### **Relationship to Term of Council Service Excellence Strategy Map (2014-2018)**

This report is consistent with the priorities established in the updated Term of Council Service Excellence Strategy Map, specifically:

- Service Excellence Strategic Initiatives - Citizen Experience and Service Delivery, Citizens Engaged in Decision Making.

#### **Regional Implications**

There are no Regional implications associated with this report.

#### **Conclusion**

The City Clerk is recommending that Council approve the attached Terms of Reference for the Recruitment Policy Review Task Force.

#### **Attachments**

1 – Draft Terms of Reference for the Recruitment Policy Review Task Force

#### **Report prepared by:**

Adelina Bellisario  
Council / Committee Administrator

(A copy of the attachments referred to in the foregoing have been forwarded to each Member of Council and a copy thereof is also on file in the office of the City Clerk.)