

CITY OF FORT SASKATCHEWAN

Notice of Motion – 2017 Employee Position Allocations

Motion:

That Council implement a hiring freeze at the City of Fort Saskatchewan due to the current economic conditions within Alberta. All positions are to be managed within the City's current position allocations and salary budgets, and further that the hiring freeze be reviewed after December 31, 2017.

Background:

At the March 22, 2016 Council meeting Councillor Sperling presented a notice of motion with respect to 2017 position allocations and salary budgets.

Analysis:

With the 2016 Budget being approved, it is Administration's understanding the proposed motion relates to any additional full time equivalent (FTE) positions for 2017. If the intent is otherwise the impact to customers and service levels could be substantial and a further administrative report needed.

In preparation for the 2017 budget deliberations, all Directors were provided guidelines in early March to include a scenario to stay within 2016 funding levels. As part of the 2017 budget Directors will outline what is needed to maintain services levels and the impact of a hold the line budget.

Approving the proposed motion now will limit Council's ability to debate this issue during budget deliberations when relevant information, potential future impacts to the community, and any changes to economic conditions, is available. As well, during challenging economic conditions, the effect to municipalities varies from private sector organizations. Often more burden and expectation for service and support is put on municipalities, as demonstrated by recent Provincial and Federal budgets.

Financial Implications:

It is unclear if the intent of the motion is to achieve a certain financial impact to the 2017 budget as the FTE component is only one aspect of service delivery. Without guidelines for a municipal property tax increase and tax split ratio, 2017 budgets will be based on maintaining services levels, managing growth, and inclusion of previously approved initiatives.

If Council did approve the proposed motion, direction would be needed on continuation of newly approved initiatives like the off leash dog park, waste management (organics), curling rink facility management, and RVA projects, as each impacts staffing.

Recommendation:

It is recommended Council not pass the proposed motion as consideration of staffing and the related budget impacts are normally reviewed in context with the overall budget deliberations in the fall.

Approved by: Kelly Kloss
City Manager

Date: March 30, 2016

Submitted to: City Council

Date: April 12, 2016