

Report from Financial Management Services, Director

Date of Report: January 26, 2017

Date of Meeting: February 1, 2017

Report Number: FMS-B012-2017

File: 10.57.99

Subject: Organizational Effectiveness

Recommendation

That the Budget Standing Committee receive this report for information purposes.

Background

At the January 25, 2017 meeting the Budget Standing Committee passed a motion to request the following;

That staff be directed to report on the cost of an organizational effectiveness review of our senior management structure down to the Director / Deputy Director level and that this be available to consider in the 2017 budget.

Report

From a cursory review and without a formal quotation process, we estimate the costs to retain an Organizational Effectiveness Consultant for a full-scale study would range from approximately \$100,000 - \$150,000.

As the request of the Budget Standing Committee is to only evaluate the structure of the Corporation to the Director / Deputy Director level, staff estimates an amount of \$40,000 - \$50,000 to complete this study.

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Submitted by:

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Approved by:

Shelley Chemnitz, Commissioner of Corporate Services