

Flagged item
Enclosure #2

2020-2023 Budget

Flagged item # and description	Flagged Item #2 – Change to SIR 61 Legal Counsel – Bylaw Enforcement and General Legal Matters THAT Legislative and Legal Services provide information on the implications of changing the proposed SIR-61 – Legal Counsel – Bylaw Enforcement and General Legal Matters from a fulltime term 2-year position to a fulltime permanent position.
Date of request	November 25, 2019
Councillor	Brian Botterill
Department / Division	Legislative and Legal Services
Staff lead	Mavis Nathoo

Response:

Comments from Legislative and Legal Services (LLS) regarding operational value:

Changing the proposed SIR-61 – Legal Counsel – Bylaw Enforcement and General Legal Matters from a fulltime 2-year term position to a fulltime ongoing position has several benefits:

- Recruitment becomes less challenging since more qualified candidates would be attracted to a continuing position and the position would be easier to fill;
- Having more candidates means increased options in terms of candidate skill-set and encourages more experienced candidates to apply;
- A continuing position would not alter the probationary period and still affords the County the usual protections via an evaluation period; and
- As a continuing, fulltime position, the opportunity is more attractive and competitive.

Comments from Corporate Finance on cost implications:

- There would be no financial impact until 2022, where \$161,904 / 0.07% would be added to the base/tax rate and an additional \$47,414 / 0.02% would be added in 2023. There would be no further impact to any budget thereafter.