

Vacancy Management Policy

Mover: Matthew Shoemaker

Seconded: Susan Myers

WHEREAS the Commissioner of Finance has conducted a review of vacant positions within the finance department; and

WHEREAS that review has resulted in internal savings of nearly \$100,000 and a beneficial realignment of staffing resources; and

WHEREAS it is in the City's interests to operate efficiently, to find cost savings and to optimize staffing levels wherever possible; and

WHEREAS the city's current vacancy management policy is more than 25 years old and is in need of review to ensure that its provisions are adequate, appropriate and consistently applied;

NOW THEREFORE BE IT RESOLVED that the Commissioner of Human Resources and the CAO be directed to conduct a review of vacancy management policies across other municipalities or large organizations and report back to council on ways to improve and implement an effective and consistently-used vacancy management policy in Sault Ste. Marie.