



## CITY OF VANCOUVER

### ADMINISTRATIVE REPORT

Report Date: March 13, 2007  
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Meeting Date: April 17, 2007

TO: Vancouver City Council

FROM: General Manager of Engineering Services

SUBJECT: Infrastructure Management Strategy Staffing Resources.

#### RECOMMENDATION

THAT, the position of the IMS Systems Analyst SAll approved in the September 28, 2006 Infrastructure Management Strategy Administrative Report be classified as regular full time as of March 2007 instead of mid 2009 with funding from capital until mid 2009; with no net cost to the 2007 Operating Budget and no added expense to the IMS project; this position is subject to classification by the General Manager of Human Resources.

#### COUNCIL POLICY

Council approval is required for the creation of any new regular positions.

On September 28, 2006, Council approved a Hybrid Infrastructure Management Strategy (IMS) as proposed by the General Manager of Engineering and the General Manager of Corporate Services, allocating 10.2 million of existing capital funding to enable the implementation of the strategy, and approved nine new positions for ongoing sustainment.

#### PURPOSE

The purpose of this report is to seek Council's approval to designate the IMS Systems Analyst SAll as regular full time instead of temporary full time during the implementation of the Infrastructure Management Strategy to assist in recruiting stronger candidates into the position.

## DISCUSSION

The IMS Systems Analyst SAll, which is one of the new ongoing sustainment positions identified in the September 28th, 2006 Infrastructure Management Strategy Administrative Report, will also be required during the implementation phase of the IMS project. This position will be funded with capital funding up to the anticipated sustainment start date. Once the implementation is complete this employee will form part of the ongoing sustainment team funded through approved operating budgets.

Designating this position as regular full time instead of temporary full time during implementation will allow us to recruit and retain a high quality candidate. This will also increase the likelihood that the employee we hire will continue from the implementation phase of the project into sustainment. This is highly desirable because of the level of training and experience this employee will gain over the course of the implementation.

## FINANCIAL IMPLICATIONS

This position will be funded through the Capital Implementation Budget for IMS completely until the sustainment funding is added to the Operating budget in 2009. This capital funding will come from a realignment of backfill resources included in the Capital Implementation Budget. As a result, there will be no net effect on the Capital or Operating Budgets associated with the IMS project and there will be no time where their salary costs are unfunded.

## PERSONNEL IMPLICATIONS

This report recommends that the IMS Systems Analyst SAll, approved by council on the September 28, 2006 Infrastructure Management Strategy Administrative Report be classified as regular full time as of March 2007 instead of mid 2009. There will be no cost to the operating budget as the annual cost of \$82,662 including salary and fringe benefits will be funded by the IMS Capital Project until mid 2009 as planned. This position is subject to classification by the General Manager of Human Resources.

## CONCLUSION

Designating the previously mentioned position as regular full time instead of temporary full time during implementation allows us to hire a regular employee instead of temporary employee. Regular positions are more attractive to potential candidates, thus making it easier to recruit a high quality candidate. Having a regular position from the start will also increase the likelihood that the employee we hire will continue from the implementation phase of the project into sustainment. This is highly desirable because of the level of training and experience this employee will gain over the course of the implementation.

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