

# 2018-2022 DISTRICT OF HOUSTON COUNCIL ORIENTATION

**Decisions, Decisions, Decisions...**

**Council Meeting Simulation**

October 29, 2018

Session #4



# Council Orientation Agenda

TIME	MONDAY	TUESDAY	WEDNESDAY
8:30 – 10:00	Local Government 101	Municipal Service Delivery & Planning	Asset Management
10:00 – 10:15	Refreshment Break	Refreshment Break	Refreshment Break
10:15 – 11:45	Governance & Ethics	Budgeting, Taxation, and Financial Affairs	Risk Management & Dispute Resolution
11:45 – 12:45	Lunch (Provided)	Lunch (Provided)	Lunch (Provided)
12:45 – 2:15	Setting Priorities, Delivering Outcomes	Community Planning & Development	Human Resource Management
2:15 – 2:30	Refreshment Break	Refreshment Break	Refreshment Break
2:30 – 4:00	<b>Council Meeting Simulation</b>	Municipal Facility Tour (Will Run to 5pm)	Public Relations



# Outline

- Human Resource Basics
- Council's Role with Unionized Employees
- Council's Role with Senior Staff
- Common HR Management Misteps
- When to get Advice
- Pop Quiz!



# Human Resource Basics

- A municipality is **a corporation of the residents of its area... governed by its Council...** established per Provincial Law.
- Provide for Good Governance of the community
- Provide services, laws and other matters for community benefit;
- Provide for stewardship of the public assets of the community;
- Fostering the economic, social and environmental well being of the community.



# Unionized Employees

- Governance – How We Govern (Process, Philosophy & Vision)
  - I.e. roles & responsibilities, authority, decision making
- Government – Who/What Governs (Parliament, Legislative Assembly, Council)
  - I.e. legislation, delegated authority, etc.
- Government is determined as much by Governance as it is by laws, regulations and expectations.



# Exempt Employees

- Omegatown
  - Individual Councillors making agreements on behalf of municipality
  - Council In-Fighting, partisanship
  - Council-Staff / Council-Mayor / Mayor-Staff Conflict
  - Committees for the sake of Committees
  - Doing Staff's Job
  - Staff Doing Council's Job



# Common Misteps

- Poor governance symptomatic of perception that government is not working
- Best understood by its absence, not its presence
- Impacts both the organization and the community



# When to get Advice

“Municipal Government is based on the principle of ensuring that residents have a voice in the affairs of their community that impact their well-being. This requires the election of people who are prepared to serve in leadership positions, and who are willing to exercise their best judgments on issues impacting the lives of other.”

- George Cuff

*Cuff's Guide for Municipal Leaders – A Survival Guide for Elected Officials*





# Pop Quiz!

