

Board Member Recruitment Option

Recommendation:

That the April 17, 2014, Corporate Services report CR_692, be received for information.

Report Summary

This report provides a comparison of a recruitment process utilizing a search consultant and the general recruitment process used for council committees.

Previous Council/Committee Action

At the February 4, 2014, LRT Governance Board meeting, the February 4, 2014, Corporate Services report CR_692 was postponed to the April 17, 2014, LRT Governance Board meeting.

At the October 8, 2013, LRT Governance Board meeting, the following motion was passed:

1. That Administration provide a report to the first meeting in 2014 that outlines the options for recruitment for an additional board member.

Report

At the September 17, 2013, LRT Governance Board meeting, the Board considered a report that set out three options to deal with a vacancy on the Board. The first option was to leave the position vacant, the second option was to fill the vacancy from information on file, and the third option was to commence a new recruitment campaign through a search consultant. The Board decided to continue with the current membership, at this time, and directed that additional time on future agendas be set aside to discuss recruitment issues.

At the October 8, 2013, LRT Governance Board meeting, the Board had a confidential discussion regarding the prior recruitment process and the City's general process. The Board then directed that a comparison of the two processes be provided to the February 4, 2014, meeting.

Attachment 1 provides a comparison of the main activities involved in recruiting board members. Generally, the recruitment process used will greatly depend on the qualifications needed for candidates.

When the Board is ready to commence a recruitment campaign, the Board will be asked to identify the qualifications required and to discuss which recruitment process will best meet the Board's requirements.

Corporate Outcomes

This report is consistent with City Council's Strategic Plan with respect to its conditions of success, particularly organizational capacity and sound management practices and processes.

Attachment

1. Comparison of Recruitment Options

Others Reviewing this Report

- D. Wandzura, General Manager, Transportation Services