
Governance Review – Controlled Corporations and Statutory Boards – Performance Evaluation Criteria

Recommendation

That City Council approve the performance evaluation criteria identified in this report as part of the proposed recruitment process for 2018 citizen reappointments to City of Saskatoon Controlled Corporations and Statutory Boards.

Topic and Purpose

The purpose of this supplementary report is to provide clarity to the proposed recruitment process for 2018 citizen appointments to City of Saskatoon Controlled Corporations and Statutory Boards; in particular with respect to the recommendation that each Controlled Corporation and Statutory Board conduct a performance evaluation for existing Board Members seeking reappointment.

Report

At its meeting on August 21, 2017, the Governance and Priorities Committee (GPC) considered a report from the Leadership Team Governance Subcommittee recommending implementation of an interim recruitment strategy for the 2018 City of Saskatoon Controlled Corporation and Statutory Board citizen appointments. As a part of the strategy, it was recommended that each Controlled Corporation and Statutory Board conduct a performance evaluation of existing Board Members seeking reappointment, to be submitted to GPC simultaneously with new member appointment recommendations and information. The purpose of the performance evaluation is to provide GPC with a general sense of the Board Members' past performance in order to facilitate informed recommendations by GPC to City Council for Board reappointments.

At the August 21, 2017 meeting, questions were posed about the parameters of the proposed performance evaluation, which under the proposal identified in Attachment #1 to the August 21, 2017 report, would have remained within the discretion of each Controlled Corporation or Statutory Board. In response to the concerns raised, the following questions have been drafted to guide the Controlled Corporations and Statutory Boards in the performance evaluation process for 2018:

1. Does the Member regularly attend Board meetings?
2. Does the Member read meeting agendas and materials and adequately prepare in advance of Board and Committee meetings?
3. Does the Member foster a working environment of mutual respect and trust?
4. Does the Member maintain confidentiality of Board decisions and discussions, as required?
5. Does the Member publicly support Board decisions?

Governance Review – Controlled Corporations and Statutory Boards – Performance Evaluation Criteria

6. Has the Member demonstrated a commitment to the corporation's mandate?
7. Does the Member have a working knowledge of the Board's governance resolutions?
8. Has the Member demonstrated an understanding of his or her role and responsibilities, both as a Board and an individual member?

The intention would be that the City Clerk's Office share the performance evaluation criteria with the individual Controlled Corporations and Statutory Boards when they are advised of the change in policy for the 2018 recruitment process.

Options to the Recommendation

Rather than require the Controlled Corporations and Statutory Boards to implement the performance evaluation process for the 2018 citizen reappointments, City Council could direct that the status quo remain for this coming year's reappointments. In other words, that the Controlled Corporations and Statutory Boards only make recommendations for reappointment based on the application form submitted by the existing Board Member seeking reappointment. This approach is not recommended as the purpose of the performance evaluation is to provide GPC and City Council with a general sense of the Board Members past performance in order to facilitate informed recommendations and appointments.

In either case, the Leadership Team Governance Subcommittee will revisit the recruitment process, including the requirement of providing a performance evaluation and the criteria when the more fulsome review of the Controlled Corporations' and Statutory Boards' structure and governance models is conducted.

Report Approval

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