

THE CORPORATION OF THE
CITY OF WHITE ROCK

15322 BUENA VISTA AVENUE, WHITE ROCK, B.C. V4B 1Y6

MEETING NOTICE

Pursuant to the *Community Charter* Special and Closed meetings of Council have been called to begin at **5:00 p.m. on MONDAY, JUNE 22, 2020.**

DATE: MONDAY, JUNE 22, 2020

MEETING TIME: 5:00 P.M.

LOCATION: WHITE ROCK CITY HALL COUNCIL CHAMBERS –
15322 BUENA VISTA AVENUE, WHITE ROCK BC

These meetings have been called to discuss items that are in accordance with Sections 90(1) (a), (c) and (l) of the *Community Charter*:

- (a) personal information about an identifiable individual who holds or is being considered for a position as an officer, employee or agent of the municipality or another position appointed by the municipality;
- (c) labour relations or other employee relations; and
- (l) discussion with municipal officers and employees respecting municipal objectives, measures and progress reports for the purposes of preparing an annual report under section 98 (annual municipal report).

PURPOSE:

- Personnel / Labour Relations
- Initial Discussion Regarding Municipal Objectives for the Annual Report

The City of White Rock is committed to the health and safety of our community. In keeping with Ministerial Order No. M139 from the Province of British Columbia, City Council meetings will take place without the public in attendance at this time until further notice.

Date: June 17, 2020



Tracey Arthur
Director of Corporate Administration

WHITE ROCK
My City by the Sea!

www.whiterockcity.ca

THE CORPORATION OF THE
CITY OF WHITE ROCK
15322 BUENA VISTA AVENUE, WHITE ROCK, B.C. V4B 1Y6



June 17, 2020

A **CLOSED MEETING** of CITY COUNCIL will be held in the **CITY HALL COUNCIL CHAMBER** on **MONDAY, JUNE 22, 2020** following the Special to Close Meeting at **5:00 p.m.** for the transaction of business as listed below.

T. Arthur, Director of Corporate Administration

A G E N D A

1. AGENDA APPROVAL

RECOMMENDATION:

THAT the Corporation of the City of White Rock Council adopt the agenda for the June 22, 2020 closed meeting as circulated.

2. PREVIOUS MINUTES

Closed Meeting – June 8, 2020

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RECOMMENDATION:

THAT the Corporation of the City of White Rock Council adopt the minutes of the June 8, 2020 closed meeting as circulated.

3. COUNCIL STRATEGIC PRIORITY SETTING FOR THE ANNUAL REPORT

[Community Charter Section 90 (1) (l)]

The Council Strategic Priorities from 2019 have been included in the agenda for reference purposes.

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- Finding Alignment – Strategic Priorities Next Steps
- Governance – Staff's Workload and Roles

4. CAO REVIEW INITIAL DISCUSSION

[Community Charter Section 90 (1) (a) & (c)]

Initial discussion regarding CAO Review – Guillermo Ferrero

- a) CAO Ferrero to report on the first 180 days

Note: Completion of the outline of the CAO Annual Performance Review Policy#126 must be done. Ryan Williams of Tekara Organizational Effectiveness Inc. is currently reviewing the CAMA template following discussion with the Governance and Legislation Committee and will provide a sample for the Committee / Council consideration to approve a process template moving forward.

5. DISCUSSION / CONSIDERATION OF ITEMS TO BE RELEASED FROM THE CLOSED SESSION TO THE PUBLIC

6. CONCLUSION OF THE JUNE 22, 2020 CLOSED COUNCIL MEETING

CONFIDENTIAL

PRESENT: Mayor Walker
Councillor Chesney
Councillor Fathers
Councillor Johanson
Councillor Kristjanson (via electronic means)
Councillor Manning
Councillor Trevelyan (arrived at 5:02 p.m.)

STAFF: G. Ferrero, Chief Administrative Officer
T. Arthur, Director of Corporate Administration

The meeting was called to order at 5:00 p.m.

1. AGENDA APPROVAL

2020-IC-081 **It was MOVED and SECONDED**
THAT the Corporation of the City of White Rock Council adopts the agenda for the June 22, 2020 closed meeting as circulated.

CARRIED

2. PREVIOUS MINUTES
Closed Meeting – June 8, 2020

2020-IC-082 **It was MOVED and SECONDED**
THAT the Corporation of the City of White Rock Council adopts the minutes of the June 8, 2020 closed meeting as circulated.

CARRIED

Councillor Trevelyan arrived at the meeting at 5:02 p.m.

3. COUNCIL STRATEGIC PRIORITY SETTING FOR THE ANNUAL REPORT

[Community Charter Section 90 (1) (l)]

The Council Strategic Priorities from 2019 were included in the agenda for reference purposes.

The CAO gave a PowerPoint presentation where the following elements were discussed:

- Finding Alignment – Strategic Priorities Next Steps
- Governance – Staff's workload and Roles
- My first 180 days update and input

The CAO requested direction regarding strategic priorities and where Council wanted to go giving the consideration of developing a strategic plan with a facilitator or due to COVID-19 continue to utilize the current strategic priority document and work on re-prioritizing it.

Councillor Kristjanson was not in attendance for the following vote:

2020-IC-083

It was MOVED and SECONDED

THAT Council directs staff to move forward with the following:

- Proceed with developing/updating a strategic plan;
- Hire a facilitator for the initial session; and
- Proceed booking workshops with Council to work on updating the strategic plan.

CARRIED

Councillor Kristjanson's electronic means was no longer available and it was confirmed that he was no longer in attendance at the meeting.

Discussion continued and the following points were noted:

- Concern was raised in the circumstance when a member of Council does not agree with staff's solution (example: sign placed was too small) what are the steps to be taken when this occurs?

The CAO would like to set up a session with Council in regard to governance so processes can be discussed and formalized.

2020-IC-084

It was MOVED and SECONDED

THAT Council directs staff to organize a governance workshop with Council.

CARRIED

4.

CAO REVIEW INITIAL DISCUSSION

[Community Charter Section 90 (1) (a) & (c)]

Initial discussion regarding CAO Review – Guillermo Ferrero

- a) CAO Ferrero outlined what he understands as his direction for his 180 days as CAO and some of his strategies around this

Note: Completion of the outline of the CAO Annual Performance Review Policy#126 must be done. Ryan Williams of Tekara Organizational Effectiveness Inc. is currently reviewing the CAMA template following discussion with the Governance and Legislation Committee and will provide a sample for the Committee / Council consideration to approve a process template moving forward.

CAO: My first 180 days update and input

The following discussion points were noted:

- Tasks were shown via: Task Planner
It was noted that Council would like to see more detail in each of the tasks (not just a conversation was completed but a bit of detail as to the conversation and how it went)
- Staff challenges: Alignment of Council Priorities
The CAO noted he had found some staff have experienced some stress about the small items Council are getting involved with and the amount of time being spent on some of the requests

Since the CAO has started he has had 349 emails from Council that need the attention of the CAO or staff. This is a good item to have some conversation on, would like to create some more efficiency around this

5. DISCUSSION / CONSIDERATION OF ITEMS TO BE RELEASED FROM THE CLOSED SESSION TO THE PUBLIC

2020-IC-085

It was MOVED and SECONDED

THAT Council authorizes the release of the two (2) resolutions adopted at the June 22, 2020 meeting as follows:

1. *THAT Council directs staff to move forward with the following:*
 - *Proceed with developing/updating a strategic plan;*
 - *Hire a facilitator for the initial session; and*
 - *Proceed booking workshops with Council to work on updating the strategic plan; and*
2. *THAT Council directs staff to organize a governance workshop with Council.*


CARRIED

2020-IC-086 **It was MOVED and SECONDED**
THAT Council authorizes the release of the two (2) noted agenda topics for the
June 22, 2020 meeting:

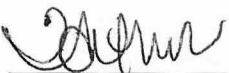
1. Council Strategic Priority Setting for the Annual Report and
2. CAO Review Initial Discussion.

CARRIED

6. **CONCLUSION OF THE JUNE 22, 2020 CLOSED COUNCIL MEETING**
The Chairperson declared the meeting concluded at 6:23 p.m.



Mayor Walker



Tracey Arthur, Director of
Corporate Administration