

Municipality of West Grey

Budget Request

Request: IPW-03-22 – 2022 Staffing: Environment and Capital Projects Coordinator

Department: Infrastructure and Public Works

Year: 2022

Included in draft budget ☒

Proposed addition to budget ☐

Description
Budget Request Form
Nature of request:
Staffing: Environment and Capital Projects Coordinator
Justification:
<p>Background</p> <p>In 2020, West Grey completed a compensation and organizational review. That review identified several staffing gaps based on staffing levels and structures of comparable municipalities, current workloads, and council priorities. The consultant recommended four new positions in 2021 and four new positions in 2022. Council, in the 2021 budget, did not approve any new positions for West Grey, other than a full-time position for West Grey Library.</p> <p>Environmental matters are a high priority for West Grey council: West Grey council declared a climate emergency, formed a new committee, the Climate Action Advisory Committee, with a mandate to provide advice regarding the climate crisis and environmental opportunities for council's consideration, and allocated \$50,000 from the provincial modernization grant to develop a West Grey Climate Action Plan (CAP). Further, council approved West Grey's membership and participation in the FCM Partners for Climate Protection program.</p> <p>A small staff team including the CAO, the director of public works and infrastructure, the director of finance and the officer, corporate and community initiatives, has been working with ICLEI – Local Governments for Sustainability on the development of the CAP. On the completion of the CAP, the corporation must be committed to implementing the recommendations and action items. This position will ensure compliance with the CAP.</p> <p>Regarding capital projects, this position will work in partnership with department heads, supervisors and stakeholders (Grey County, Province of Ontario, etc.) to establish capital projects with a climate action lens.</p>
Consequences of not funding:
<p>Council places a high priority on environmental initiatives and is committed to creating and following a West Grey Climate Action Plan. Without a staff responsible for implementing the CAP, the plan is at risk of failure.</p> <p>Additionally, the West Grey Vision Plan identifies several environmental priorities that are simply unable to be implemented without adequate resourcing.</p>

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Alignment with council priority of strategic plan						
Pillar:	Build a better future					
Goal:	Vibrant community					
Strategy:	<ul style="list-style-type: none">- Maintain and invest in our infrastructure- Investigate innovative solutions to infrastructure challenges					
Pillar:	Build a better future					
Goal:	Stewards of the environment					
Strategy:	<ul style="list-style-type: none">- Support and encourage environmental sustainability projects- Look for sustainable practices throughout municipal venues- Develop a climate action plan- Look for alternative uses for plastics- Develop a marketing strategy to promote recycling					
	2022 Mandatory	2022 One-time	2022 Growth	2022 Service level	2023 One-time	2023 Service level
Capital Expenditure						
Operating Expenditure				70,000		
Funding Source						
Tax Levy				70,000		
Reserve						
Grant						
Fees						
Other						

Additional costs for IT needs and training. There will be expected savings once the Climate Action Plan recommendations are implemented.