



To: Council
From: Debi Lucas, CAO
Date of Meeting: June 28, 2023
Subject: By-law No. 2023-054 Appoint Director of Public Works

Recommendation:

That Council fully supports the establishment of the Manager – Environmental Services and Manager – Transportation Services positions;
And further, that By-law No. 2023-054, being a by-law to appoint a Director of Public Works be read and passed in open Council, signed and sealed this 28th day of June, 2023.

Executive Summary:

As a result of retirement, the Director of Public Works position has been vacant since January, 2023. Options surrounding the future configuration of the department have been investigated resulting in a new Public Works department structure.

Background:

Due to retirement, the Director of Public Works position has been vacant since January, 2023. The search to fill the position began in August, 2022 without success. As a result, options surrounding the structure of the department and relative staff ensued.

Following a great deal of consideration during multiple meetings, it has been determined that the most appropriate fit for the Township of South Stormont is to re-structure the Public Works department.

The Township will retain the Director of Public Works position, and create two operations managers positions:

- Manager of Operations – Environment Services; and
- Manager of Operations – Transportation Services.

We are happy to advise that the existing Deputy Director of Public Works, Mohammed Alsharqawi, is appointed to the position of Director of Public Works and the current Public Works Supervisor, Mark Zoppas, is appointed to the position of Manager of Operations – Environmental Services. The Manager of Operations – Transportation Services position has been posted.

Alignment with Community Strategic Plan:

Goal 1: Corporate Capacity

Objective 1.3: Human Resources

Risk and Asset Management Considerations:

It is necessary to ensure appropriate staffing is in place to meet legislative requirements and established service levels. It is also necessary to support succession planning and employee retainment in a challenging job market.

Options:

1. That Council appoint Mohammed Alsharqawi as the Township's Director of Public Works and further support the new structure of the Public Works department, including two new managers.
 2. Other.
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Financial Impact:

The necessary salary and associated benefits associated with the changes fit within and have been incorporated into the 2023 annual budget.

Others Consulted:

Council