

BR #10808 – Rightsizing Labour to Deliver on Housing and Infrastructure Approvals

Description of Budget Request

The Building Division and Development Engineering & Construction Section are requesting to convert eight contract staff to permanent positions and add one new FTE to both sustain and improve service delivery to get homes built faster. These positions will allow the teams to satisfy service levels and address business continuity for building and development approvals, and post-approval processes (e.g., engineering design, agreements, shoring and excavation clearance, inspection and assumption).

Why Staff Recommend this Initiative

The City's ability to satisfy legislated timelines, address zoning matters, and clear conditions of approval relies, in part, on staff resourcing and business continuity. As an interim response to legislative changes in land use planning, temporary roles were created to address volume and legislated requirements. This BR will ensure that the necessary staff are in place to manage land use planning changes and continue to deliver on various city building matters in 2025 and beyond.

Details of Service Change

This initiative will allow the teams to sustain the new operational demands and structure of three geographic areas that were created in 2022, and will solve overall business continuity and staffing issues. The teams are requesting the following FTEs starting in 2025:

Building Division

- Convert two non-complement Plans Examiners, Zoning to permanent FTEs
- Convert one non-complement Technologist, Building Services to permanent

Development Engineering

- Convert four non-complement Technologists to permanent FTEs

Development Construction

- Convert one non-complement Administrative Assistant to a permanent Customer Service Clerk
- Hire one Development Construction Co-ordinator

Application volume, activities and operational efficiencies have allowed the teams to outperform budgeted (expected) fee revenue and development activity remains strong. This initiative will increase the existing revenue budget which will offset the cost of the nine new permanent staff, resulting in no impact to the tax levy and will achieve a more accurate reflection of the labour required to deliver the necessary services.