

GOVERNMENT: Some councillors oppose head hunters

Town not only one with hiring problems

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There aren't enough development engineers to go around and the Town of Whitchurch-Stouffville is feeling the effects.

Since April 2012, the municipality has been without a manager of engineering services.

After all hirings were put on hold in 2012, pending the results of the corporate efficiency review released this past January, the town's human resources department advertised the position in a variety of publications. The result was about 100 resumes and 15 interviews, but no hireable candidates, Mike Molinari, director of engineering and capital projects for the town told, councillors recently.

Staff decided it was time to utilize a recruiting firm. Council rejected the idea and requested the human resources department once again try advertising.

"It's not ideal, but we'll give it a chance," Dave Cash, the municipality's CAO told The Sun-Tribune.

Staff sought council's approval recently to award a roster of three consulting firms to assist the human resources department with staff recruitment for the next three years.

"A search firm would be contracted only for strategic recruitment reasons and only one firm would be used for any one search assignment," according to the staff report.

For a director-level search, a head hunter would get a flat fee of \$24,000 to \$28,500. A management search would cost the town between \$22,000 and \$23,500, according to the staff report.

A councillor who voted against the use of recruiters was Phil Bannon, who said town directors are relying more on consultants instead of making decisions and "I'm feeling more and more



DAVE CASH: CAO says staffers have been covering while town tries to hire another engineer.

uncomfortable with that".

Councillor Susanne Hilton also opposed the use of a head hunter.

"This is not that senior a position so I'm uncomfortable using a consultant to hire this position," she said.

"This is an absolute critical position for us," Mr. Cash told The Sun-Tribune.

Since the post was vacated, staff, including Mr. Molinari, have been covering off the position, according to Mr. Cash.

"It's not a good use of resources when you have a vacancy," the CAO told The Sun-Tribune.

The development manager ensures all aspects of a project, such as a new subdivision, are done properly, according to Mr. Cash, who added that this position requires not only technical know-how, but a broader skill set that includes some expertise in transportation/traffic management.

Credentials, according to an advertisement, include a P.Eng designation and "extensive experience in development engineering in a municipal urban growth environment".

The annual salary is between \$87,345 and \$106,061.

Experiencing difficulties filling some key positions is not unique to Whitchurch-Stouffville.

On www.municipalworld.com, a recent search for engineer brought up 23 available positions for municipalities in Ontario, Alberta and British Columbia, many of which are for directors, managers or supervisors.

The City of Toronto is short-staffed in urban planning, public health and IT. But it's not all due to lack of qualified candidates. Some vacancies are due to Mayor Rob Ford's administration freezing or slowing down hirings.

The city is in the process of adding staff to its human resources department to speed up the pace of hiring.

Whitchurch-Stouffville council requested its HR department advertise the position again and report back in November with the results.

with files from Torstar News Service

PUBLIC AUCTION BULLETIN

CROWN JEWELS AT AUCTION



Has the Queen fallen on hard times? Is she liquidating? Too many diamonds, too much gold around the palace? Time to cash in?

Not quite. The jewels for sale at auction belong to the crown technically, but they are not exactly from the Queen's vault. As a matter of fact they are more likely to come from an entirely different kind of character.

Generally they have been seized by the government from a tax defaulter, from a criminal apprehended for dodgy fraudulent investment schemes, or even from a collection previously belonging to a wealthy contraband dealer.

In other cases Rolex watches, Cartier diamonds, and beautiful rubies and emeralds are seized by police authorities or customs officials. Expensive cars are repossessed by finance companies and put on the auction block. It may be sad for the characters who have lost these items but it can be really good news for you and me.

Authorities are usually interested only in recovering a certain minimum amount of funds in these cases, so when

the items are offered at a live public auction, bidders can get them for less than the wholesale price.

Seizures have been increasing in the last few years and fewer bidders are attending government auctions, so the deals can be quite excellent, especially with Asset Auctions, Canada's leading government jewellery auctioneer.

Anyone interested in beautiful jewellery at amazing prices should plan to attend and take note of the special live public government auction information below

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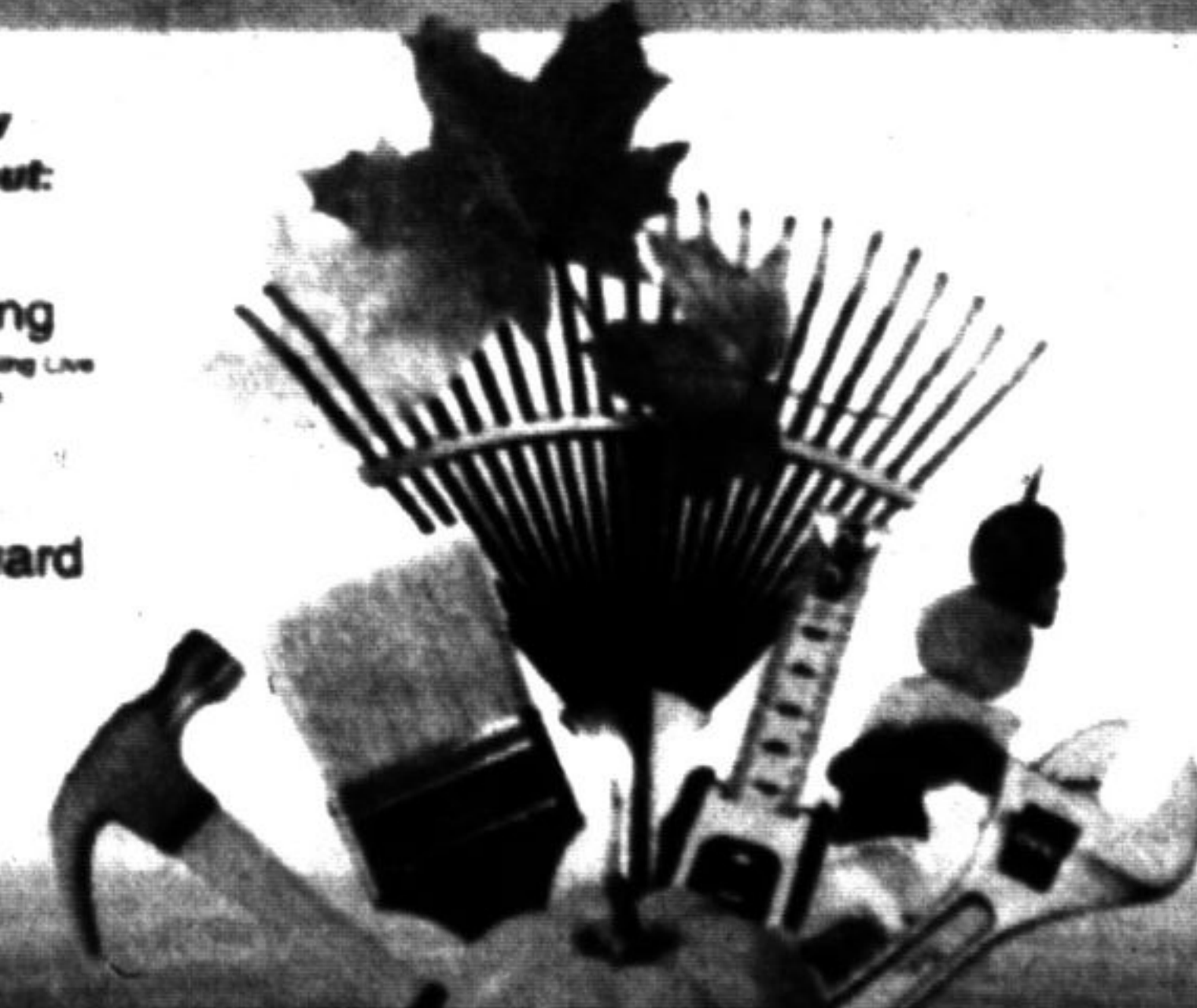
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