

2018 Annual General Meeting Report

TO: OMHRA Members

FROM: Rosanne Mantesso, OMHRA President and Chair Governance and Nominating Committee

DATE: August 31, 2018

RE: Governance and Nominating Report

RECOMMENDATION:

That this report be received as information;

And that the OMHRA Board of Directors for the upcoming year be appointed as follows:

Rosanne Mantesso, President
Louise Ann Riddell, Past President
Yakov Sluchenkov, Vice-President
Jane Albright, Director
Lori Bolton, Director
Susan Farrelly, Director
La-Verne Georgiadis, Director
Michael Goldrup, Director
Jason MacLean, Director
Megan MacRae, Director

COMMENTS/UPDATES:

Members of the Governance and Nominating Committee of the OMHRA Board of Directors are:

President, Rosanne Mantesso
Vice-President, Yakov Sluchenkov
Past-President, Louise Ann Riddell
Director, Jane Albright
Executive Director (ex-officio), Kandy Webb

Committee priorities include, but are not limited to:

- Ensuring OMHRA has a full and dynamic Board of Directors;
- Developing an up-to-date matrix of competencies and demographics for the OMHRA Board and priority areas to be addressed when recruiting new Board Members;
- Ensuring a set of governance policies that defines the roles of the Board and Executive Director is developed and reviewed regularly;
- Developing a process to gather nominations regarding Officers for the Board and Committee Chairs

- Providing recommendations to the OMHRA Board relative to awarding of Certified Municipal Manager (CMM) Human Resource enhancements in accordance with the Agreement with the Ontario Municipal Management Institute (OMMI).

Accreditation

OMHRA's Mandate is: To provide leadership and direction on Human Resources management issues to all Ontario Municipalities; to provide a medium for communication and exchange of information, knowledge and ethical standards for those in the field of Public Sector Human Resources Management; to promote and further the education and enhance the expertise of persons engaged in Human Resources Management; to promote the interests of the Association with all levels of government, other organizations and to review and make representations with respect to any government legislation policies or programs which affect persons engaged in the field of Public Sector Human Resources Management; to encourage and facilitate cooperative action among public sector employers on human resources issues of mutual concern.

Further, the role of the Accreditation Committee is to work with the Ontario Municipal Management Institute (OMMI)'s Policy and Accreditation Committee which represents various municipalities and service organizations (fire, police) to evaluate against established criteria to receive the designation of a Certified Municipal Manager (CMM). In addition, OMHRA, in partnership with OMMI, has created additional HR Specialist / Professional designations to accompany the CMM. The Committee's mandate is to review applications and make recommendations to the Board regarding the awarding of the HR enhancements.

The Accreditation Committee is:

Andrea Lawson, County of Wellington

Ray Callery, Greater Napanee

Irene McClymont, Lambton County

Kandy Webb, OMHRA Executive Director (Liaison to the OMHRA Board)

In 2018 the Accreditation Committee has recommended, and the OMHRA Board has approved, the following designations:

Name	Municipality	Designation/Enhancement
Brendan Ridgeway	County of Wellington	CMM II, HR Specialist (Update)
Lyndsay Doran	County of Lambton	CMM II, HR Specialist (Update)
Amanda Collins	Town of Innisfil	CMM III, HR Professional (NEW)

Governance Policies

The OMHRA Board has adopted a policy governance approach to governing the Association. This model encourages the Board to focus on what it wishes to achieve through policy, delegating certain responsibilities to the Executive Director, while placing limitations on the position's authority.

A sub-committee of the Governance and Nominating Committee met in August to discuss governance direction.

During the remainder of 2018 policies will be developed in the following policy categories:

- a. Executive Limitations: Constraints on executive authority which establish the prudence and ethics boundaries within which all executive activity and decisions must take place.
- b. Board Staff Relationship: How authority is delegated to the Executive Director, how its proper use is monitored; the Executive Director role and accountability.

OMHRA Board of Directors Composition

The following Board member's term is up for renewal as of September 2018:

La-Verne Georgiadis

The above-noted Board member is seeking another term on the Board.

The Board has accepted, with regret, the resignation of Samara Kaplan. We thank Samara for the valuable insight she provided to the Board during our deliberations.

Ms. Kaplan's resignation results in a Board of ten (10) members consisting of one (1) President, one (1) Vice-President, one (1) Past President and seven (7) Directors.

Section 2.01 (a) of the OMHRA Constitution reads,

The composition of the Board shall not be less than seven (7) or greater than eleven (11) Directors

Accordingly, the OMHRA Board of Directors has agreed to discuss the optimum size of the Board and direction regarding the filling of the recently created Board vacancy at its upcoming Autumn Strategic Planning Session. Should the Board determine that the vacancy will be filled prior to the 2019 Annual General Meeting, the OMHRA Membership will be notified of the Nomination process and voting protocol, by way of an email Alert.

Therefore, in accordance with the provisions of the OMHRA By-law, I move that the OMHRA Board of Directors for the upcoming year be appointed as follows:

Rosanne Mantesso, President
Louise Ann Riddell, Past President
Yakov Sluchenkov, Vice-President
Jane Albright, Director
Lori Bolton, Director
Susan Farrelly, Director
La-Verne Georgiadis, Director
Michael Goldrup, Director
Jason MacLean, Director
Megan MacRae, Director

Respectively submitted,

Rosanne Mantesso
Chair, Governance and Nominating Committee