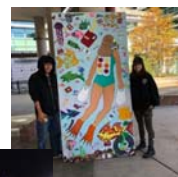




1

Major Highlights – Q3

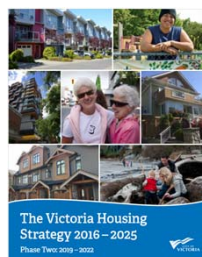
- The Centennial Square Youth Project, led by two artists, supporting a small group of youth while they developed a community mural reflecting and reacting to climate change and pollution.
- The City organized and led a womens tour for late night safety as part of the work leading to a Municipal Alcohol Policy
- The City launched San'yas Indigenous Cultural Safety Training to staff to increase knowledge of the history of Indigenous people; build self-awareness of biases and assumptions; and strengthens the skills of those who work with Indigenous people.
- More than 200 people attended the first of a six-part series of community conversations, the *Victoria Reconciliation Dialogues*, which will enable the community to explore together what Reconciliation could look like on Lekwungen territory.



2

Major Highlights – Q3

- The Laurel Point Land Transfer announcement was made with Transport Canada signifying that the reclamation construction work is nearing completion.
- Summit Park saw the completion of two projects: the playground replacement and the McNair pathway.
- Accessible lifts were installed at Crystal Pool and the Victoria Conference Centre.
- Phase 2 of the Victoria Housing Strategy 2016-2025 and the Fairfield Neighbourhood Plan were approved,



3

Strategic Plan Progress – Q3



- On track for time, budget and scope
- Minor Challenges (1 Q time delay; up to 15% budget variance; scope changes)
- Major Challenges (1+ Q time delay; 15% + budget variance, or scope TBD)
- Action item complete and in sustainment mode
- Action requires resources and planning prior to dashboard reporting

Many of the minor challenges being experienced are delays of one quarter



4

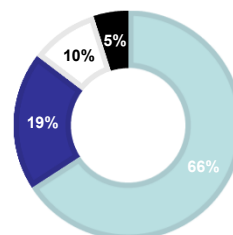
Strategic Plan Resources

- Recruitment of the 41 approved new staff resources to implement the Strategic Plan and Financial Plan continues

Status	Description	#
Filled	Position has been filled or no recruitment was required	27
Active	Currently in active competition (includes advertisement, shortlisting, interviews and offer)	8
Planning	Development of job description and/or job evaluation currently underway; or recruitment timing planned for Q3	4
On Hold	Requirement for new position being re-assesses.	2
Total		41

RECRUITMENT STATUS

Filled Active Planning Hold



5

Additional Quarterly Report Information

- Listing of 127 Council Motions approved in Q3
- Council Member expenses submitted
- Grant activity update
- Contracts awarded over \$50 thousand
- Responses to Council Motions
 - Permissive Tax Exemptions
 - Banning the Sale of Kittens and Puppies
 - BC SPCA Response



6

Looking Forward

- Once the Financial Plan is approved staff will provide an updated core service work plan for 2020 as part of the 2019 Q4 report
- Strategic Plan actions to be added to the dashboard in Q1 2020 pending finalization



7

Recommendation

That Council receive this report for information and provide direction to staff on the subjects/topics for the first two town halls in 2020.



8

Strategic Plan Amendment Process

Part Two – Emergency Issues & Extraordinary Opportunities

Step 1

At a Committee-of-the-Whole meeting, Councillors interested in amending the Strategic Plan to address an emergency issue or extraordinary opportunity must bring a motion accompanied by a short report to request a short report from staff on the implications of adding a proposed Action. Emergency Issues and Extraordinary Opportunities don't need to be tied to a specific Strategic Objective, but if they do, this should be indicated clearly, as well as the Outcome that the new proposed Action is meant to achieve. Proposed new actions for Emergency Issues and Extraordinary Opportunities will require a two-thirds majority to pass.

Step 2

One Committee-of-the-Whole meeting later at the most, staff provide a brief report to Council outlining what Actions planned for a given year may need to be reconsidered and the implications of doing so.

Step 3

At the same meeting as outlined in Step 2, Committee votes on whether to move forward the new Action and Outcome and what Action or Actions may need to be removed. If Committee (and Council) supports proposed Actions and Outcomes that fall outside of the 8 Strategic Objectives, a new section will be added to the plan entitled *Emergency Issues and Extraordinary Opportunities*.