

Office of the City Manager Business Plan 2019

Service Area:

Human Resource; Innovation & Transformation; Legal; Strategic Initiatives

Mission Statement:

Strategic leadership connecting and serving diverse interests fostering growth and sustainability.

Strategy	Relationship to Oshawa Strategic Plan	Relationship to Financial Strategy
<ul style="list-style-type: none"> • Understand and support our most important resource – our employees by advancing such matters as: <ul style="list-style-type: none"> ▪ Finalizing the roll out of the ACTivate Performance Support program, which supports employee engagement, internal communications, and training and development. ▪ Enhance workplace wellness and safety engagement, including roll out of Mental Health training internally. ▪ Undertake Collective Bargaining with IAFF Local 465 (Fire). 	<p>Goal: Accountable Leadership</p> <p>Theme: Our Corporate Culture Demands Excellence and Respect</p> <p>Strategy: 2</p>	<p>Operating Costs</p>

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Strategy	Relationship to Oshawa Strategic Plan	Relationship to Financial Strategy
<ul style="list-style-type: none"> Develop corporate and community plans that embrace diversity and strengthen our corporation and community by advancing initiatives within the Diversity and Inclusion Plan such as: <ul style="list-style-type: none"> Partner with the OSCC on the development of Oshawa's Age Friendly Strategy Investigate, propose and launch an appropriate model for a Diversity and Inclusion community consultative committee Launch an Internal Employee Census & Inclusivity Survey Develop an Inclusive Language Guide and Inclusion Lens 	<p>Goal: Social Equity</p> <p>Theme: Enrich Our Community Through Diversity</p> <p>Strategy: 1</p>	N/A
<ul style="list-style-type: none"> Continue to strive to be a barrier-free community by advancing such matters as: <ul style="list-style-type: none"> Development and implementation of the 2019-2022 Accessibility Plan as required by the Accessibility for Ontarians with Disabilities Act (A.O.D.A). Support for the Oshawa Accessibility Advisory Committee. 	<p>Goal: Social Equity</p> <p>Theme: Enrich Our Community Through Diversity</p> <p>Strategy: 3</p>	Infrastructure Investment

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Strategy	Relationship to Oshawa Strategic Plan	Relationship to Financial Strategy
<ul style="list-style-type: none"> Identify and advocate for issues important to Oshawa, improving inter-government relations, and liaising and working with community stakeholders, public sector partners and municipal associations by advancing such matters as: <ul style="list-style-type: none"> Continue to lead the TeachingCity initiative and working with TeachingCity partners to embrace innovation and collaboration to address urban issues facing Oshawa through research projects, experiential learning and collaboration. Continue to work with the Region of Durham on community development initiatives including the Financial Empowerment Framework and the Affordable Housing Tactical Team. 	<p>Goal: Accountable Leadership</p> <p>Theme: Our Corporate Culture Demands Excellence and Respect</p> <p>Strategy: 1</p>	<p>Operating Costs</p>

Strategy	Relationship to Oshawa Strategic Plan	Relationship to Financial Strategy
<ul style="list-style-type: none"> Embrace innovation in the provision of programs and services, by advancing such matters as: <ul style="list-style-type: none"> Investigating and actively implementing Smart City initiatives in collaboration with TeachingCity. 	<p>Goal: Accountable Leadership</p> <p>Theme: Our Corporate Culture Demands Excellence and Respect</p> <p>Strategy: 4</p>	<p>Operating Costs</p>

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<p>Strategy</p> <ul style="list-style-type: none"> Assess risks and learn from history within a context of continuous improvement by: <ul style="list-style-type: none"> Implementing, tracking and reporting on the City's Continuous Improvement Framework involving Lean initiatives, internal audit, service reviews and risk management. 	<p>Goal: Accountable Leadership</p> <p>Theme: Our Corporate Culture Demands Excellence and Respect</p> <p>Strategy: 5</p>	<p>Relationship to Oshawa Strategic Plan</p>	<p>Relationship to Financial Strategy</p> <p>Operating Costs</p>
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<p>Strategy</p> <ul style="list-style-type: none"> Identify, evaluate and implement adaptation measures to strengthen the city's resilience to a changing climate, invasive species and other stressors by: <ul style="list-style-type: none"> Participating on the Durham Community Climate Adaptation Plan Steering Committee 	<p>Goal: Environmental Responsibility</p> <p>Theme: Proactive Environmental Management</p> <p>Strategy: 2</p>	<p>Relationship to Oshawa Strategic Plan</p>	<p>Relationship to Financial Strategy</p> <p>Operating Costs Infrastructure Investment</p>
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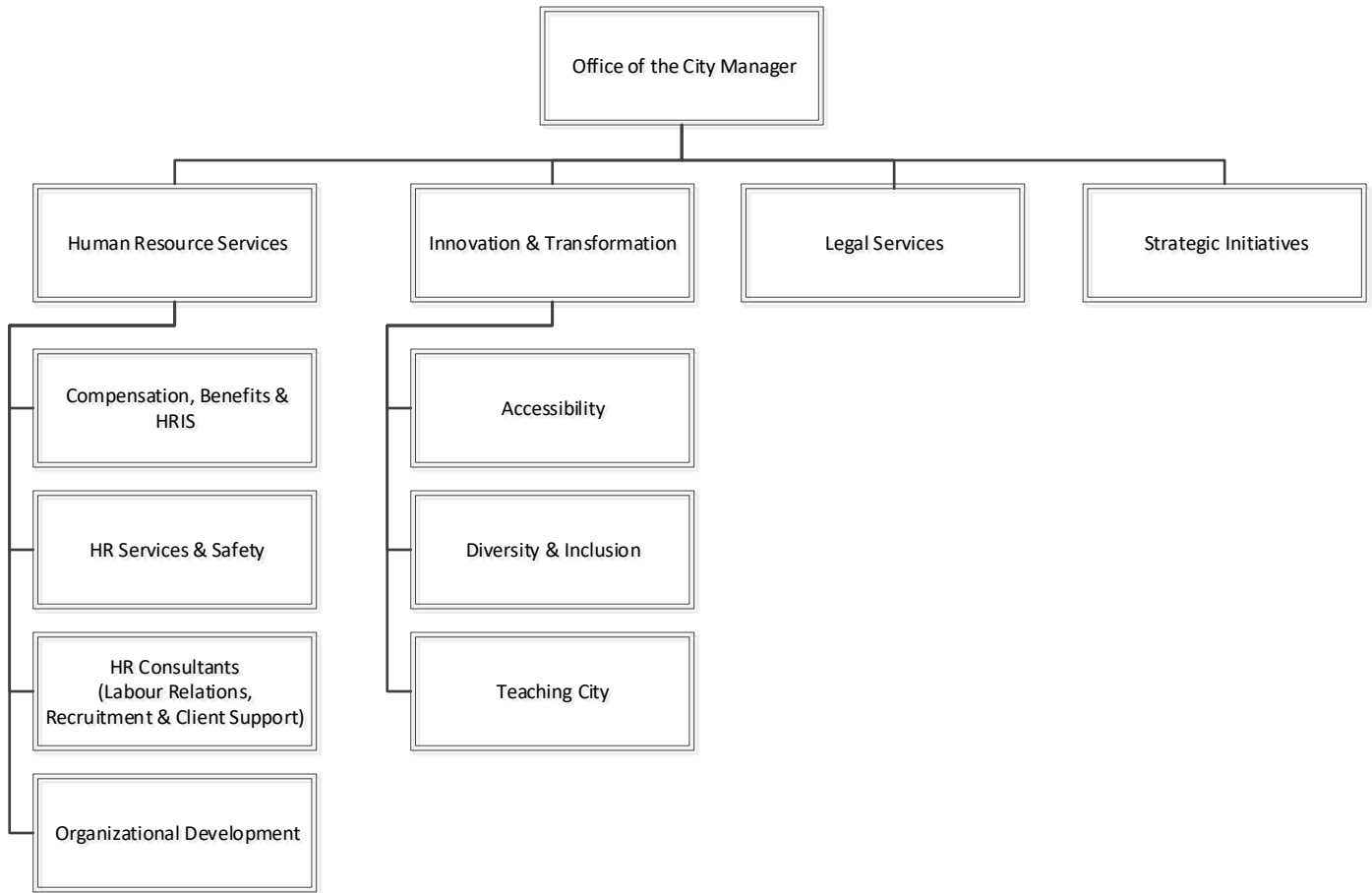
<p>Strategy</p> <ul style="list-style-type: none"> Proactively apply for public sector funding and pursue private sector partnerships by: <ul style="list-style-type: none"> Implementing a Grants Management Policy and Procedure to increase stewardship over grant application/agreement process, apply more rigour to the grant process and maximize grant funding for the City. 	<p>Goal: Economic Prosperity and Financial Stewardship</p> <p>Theme: Responsible Taxation</p> <p>Strategy: 4</p>	<p>Relationship to Oshawa Strategic Plan</p>	<p>Relationship to Financial Strategy</p> <p>Operating Costs Infrastructure Investment</p>
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Strategy	Relationship to Oshawa Strategic Plan	Relationship to Financial Strategy
<ul style="list-style-type: none"> Work with the Region of Durham and Oshawa Municipal Law Enforcement and Licensing Services to establish a system of parking administrative monetary penalties for Regional roads in Oshawa. 	<p>Goal: Accountable Leadership</p> <p>Theme: Our Corporate Culture Demands Excellence and Respect</p> <p>Strategy: 1</p>	Operating Costs

Strategy	Relationship to Oshawa Strategic Plan	Relationship to Financial Strategy
<ul style="list-style-type: none"> Identify and advocate for issues important to Oshawa, improving inter-governmental relations, and liaising and working with community stakeholders, public sector partners and municipal associations by advancing such matters as: <ul style="list-style-type: none"> Continue to support Durham Region the OUR (Oshawa Unsheltered Residents) Taskforce. 	<p>Goal: Accountable Leadership</p> <p>Theme: Develop and Leverage Relationships</p> <p>Strategy: 1.</p>	Operating Costs

City of Oshawa
2019 Operating Budget
Organization Chart – Office of the City Manager



Staff Establishment: 29 FTE