

Office of the City Manager Business Plan 2018

Service Area: Finance; Human Resource; Legal; Strategic Initiatives

Mission Statement: Through authenticity, courage and trust, the City Manager’s Office is the strategic driver and visionary force that connects Oshawa and staff in service to our community.

Objective	Relationship to Oshawa Strategic Plan	Relationship to Financial Strategy
1. Continue to implement and maintain a proactive and sustainable Council-endorsed Financial Strategy.	Goal: Economic Prosperity and Financial Stewardship Theme: Financial Strategy Strategy: 1	Infrastructure Investment Reserve Fund Debt Management Revenue Sources Operating Costs

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2. Proactively address the infrastructure fiscal deficit.	Goal: Economic Prosperity and Financial Stewardship Theme: Safe and Reliable Infrastructure Strategy: 4	Infrastructure Investment

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<p>3. Proactively work with other levels of government to advocate for and address issues important to Oshawa including key infrastructure needs and renewal.</p>	<p>Goals: Economic Prosperity and Financial Stewardship, and Accountable Leadership Themes: Safe and Reliable Infrastructure Develop and Leverage Relationships Strategies: 1 and 5 (under first goal and theme) and 1 (under second goal and theme)</p>	<p>Infrastructure Investment Reserve Fund Debt Management Revenue Sources Operating Costs</p>

Objective	Relationship to Oshawa Strategic Plan	Relationship to Financial Strategy
<p>4. Implement, track and report on the City's Continuous Improvement Framework involving Lean initiatives, internal audit, service reviews and risk management.</p>	<p>Goal: Accountable Leadership Theme: Our Corporate Culture Demands Excellence and Respect Strategy: 5</p>	<p>Operating Costs</p>

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5. Roll out the ACTivate Performance Management program internally, which supports employee engagement, internal communications, and training and development.	Goal: Accountable Leadership Theme: Our Corporate Culture Demands Excellence and Respect Strategy: N/A	N/A

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6. Undertake Collective Bargaining with CUPE Local 250 (Outside Workers) and complete Collective Bargaining with Local 3760 (Crossing Guards).	Goal: Accountable Leadership Theme: Our Corporate Culture Demands Excellence and Respect Strategy: N/A	Operating Costs

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7. Support the implementation of the City's Diversity and Inclusion Plan.	Goal: Social Equity Theme: Enrich Our Community Through Diversity Strategy: 1	N/A

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8. 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.	Goal: Accountable Leadership Theme: Our Corporate Culture Demands Excellence and Respect Strategy: 1.	Operating Costs

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9. Provide oversight and management of the Teaching City Initiative and Steering Committee.	Goal: Accountable Leadership Themes: Our Corporate Culture Demands Excellence and Respect, and Develop and Leverage Relationships Strategy (under both themes): 1.	Operating Costs

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10. Develop a framework/strategy for the Corporation to successfully respond to new and significant cross-departmental initiatives.	Goal: Accountable Leadership Themes: Our Corporate Culture Demands Excellence and Respect Strategy: 1.	Operating Costs

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11. Participate on the Durham Community Climate Adaptation Plan Phase 3 Steering Committee.	<p>Goals: Economic Prosperity and Financial Stewardship, and Environmental Responsibility</p> <p>Themes: Safe and Reliable Infrastructure, and Proactive Environmental Management</p> <p>Strategies: 3 (under first goal and theme) and 2 (under second goal and theme)</p>	Operating Costs

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12. Implement 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>	Operating Costs