

# Professional Development for Municipal Councilors

November 24, 2005

## Council Staff Relations

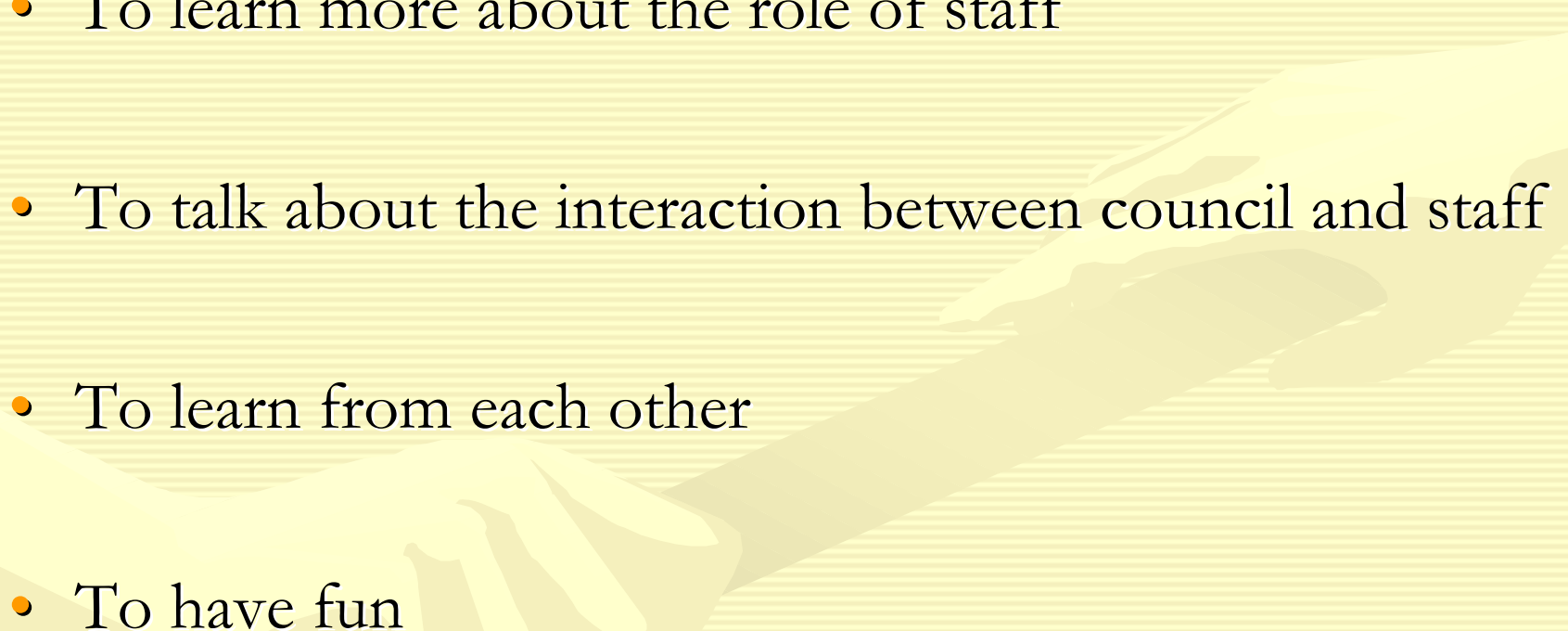
Jack Novack  
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**DALHOUSIE  
UNIVERSITY**

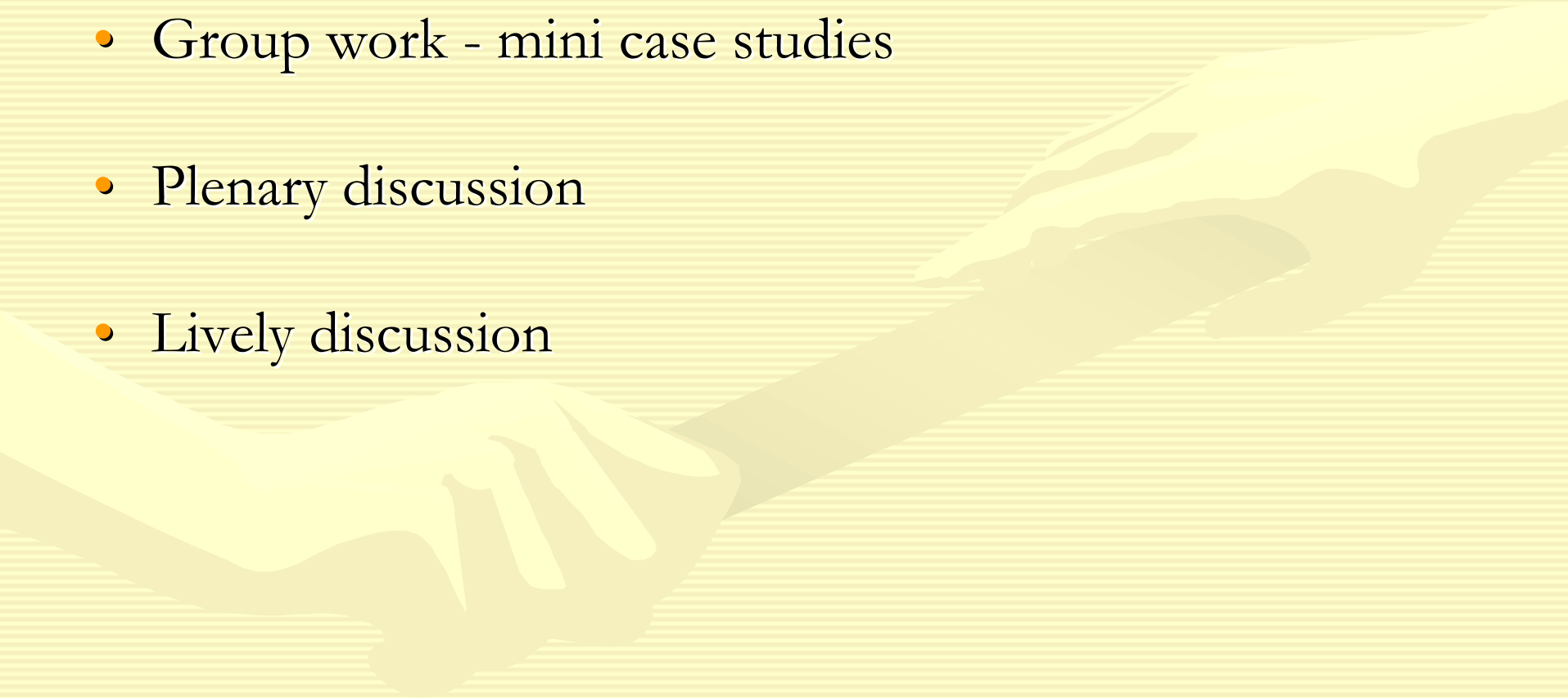
*Inspiring Minds*

# Objectives

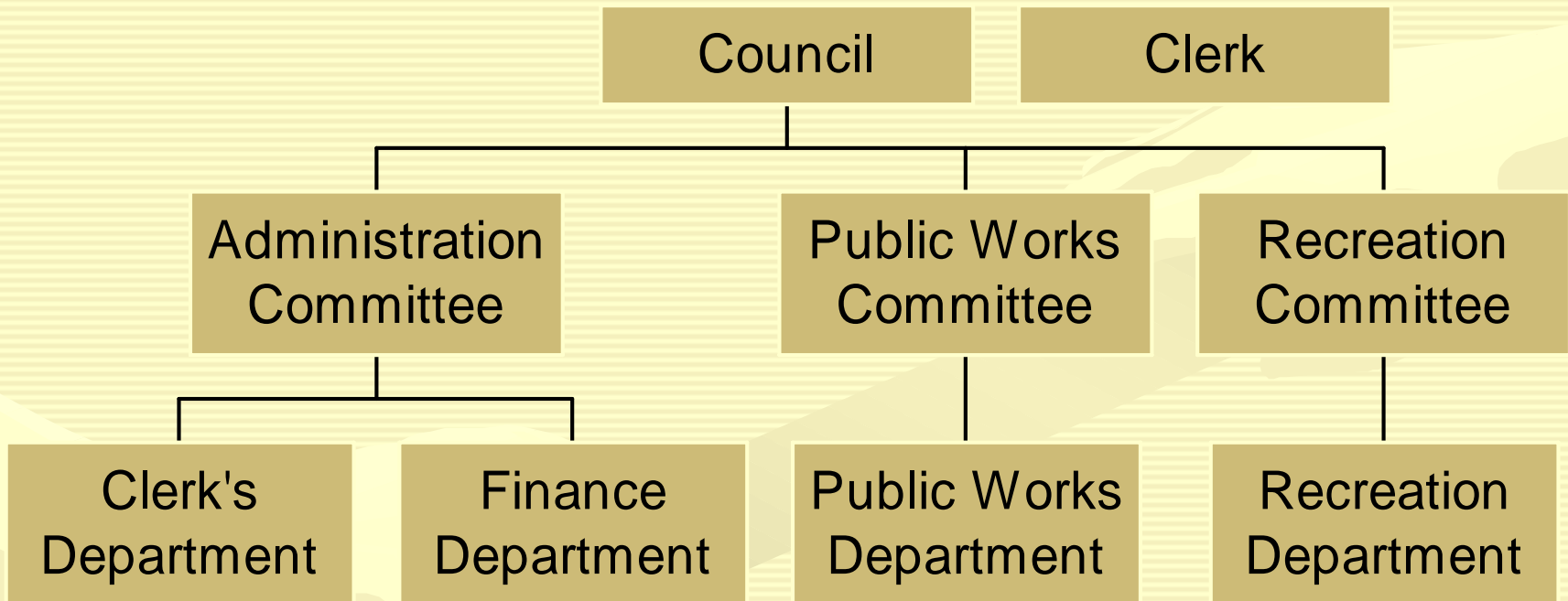
- To learn more about the role of council
  - To learn more about the role of staff
  - To talk about the interaction between council and staff
  - To learn from each other
  - To have fun
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# Methodology

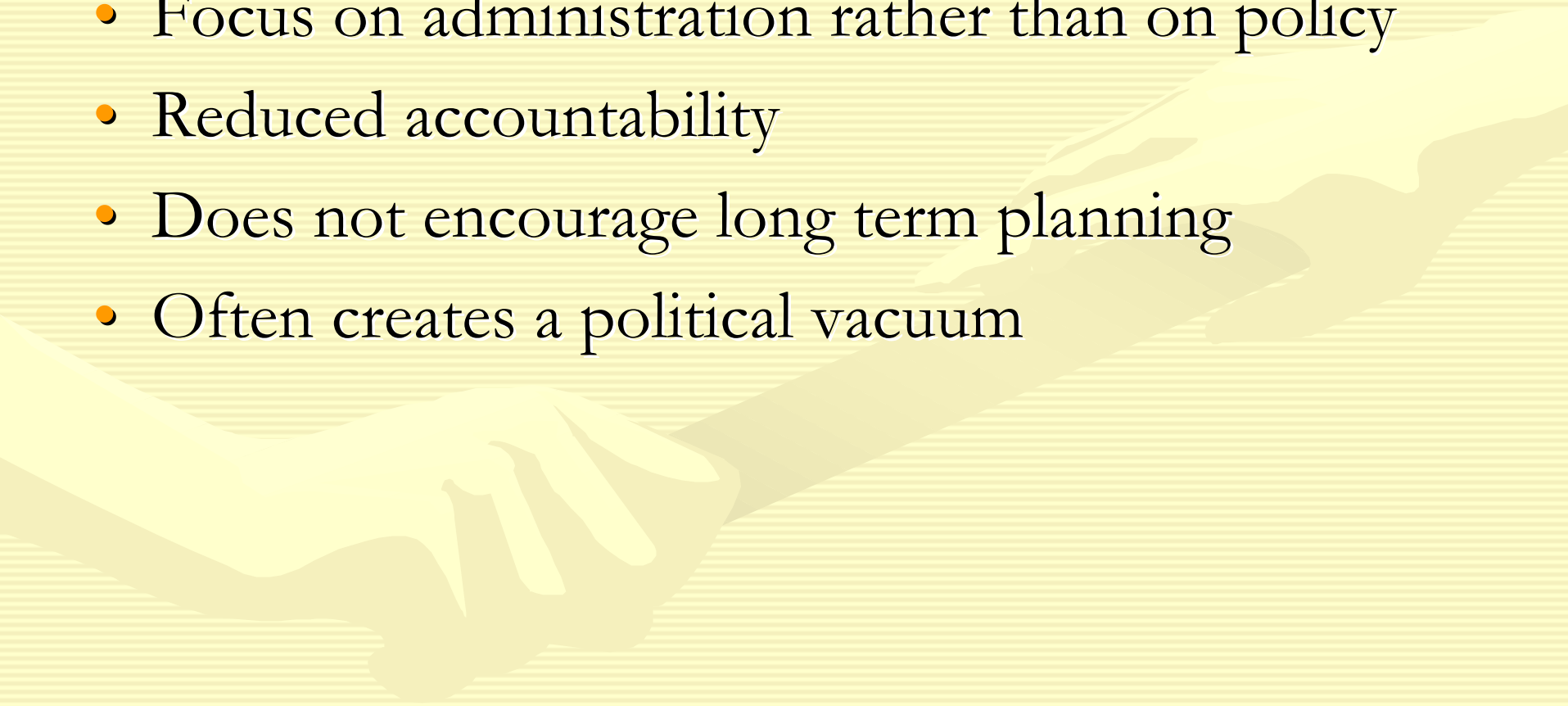
- Brief presentations
- Group work - mini case studies
- Plenary discussion
- Lively discussion



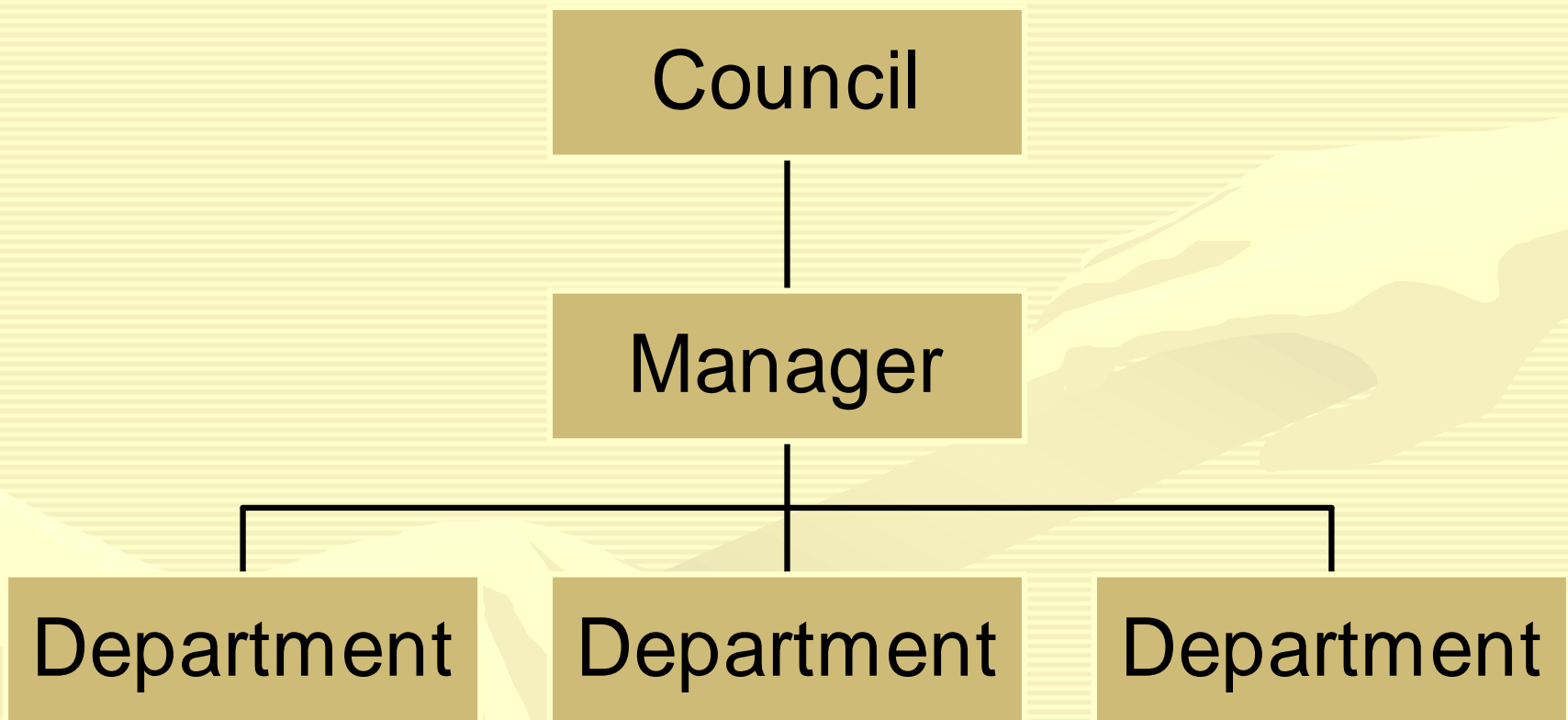
# Council Committee System



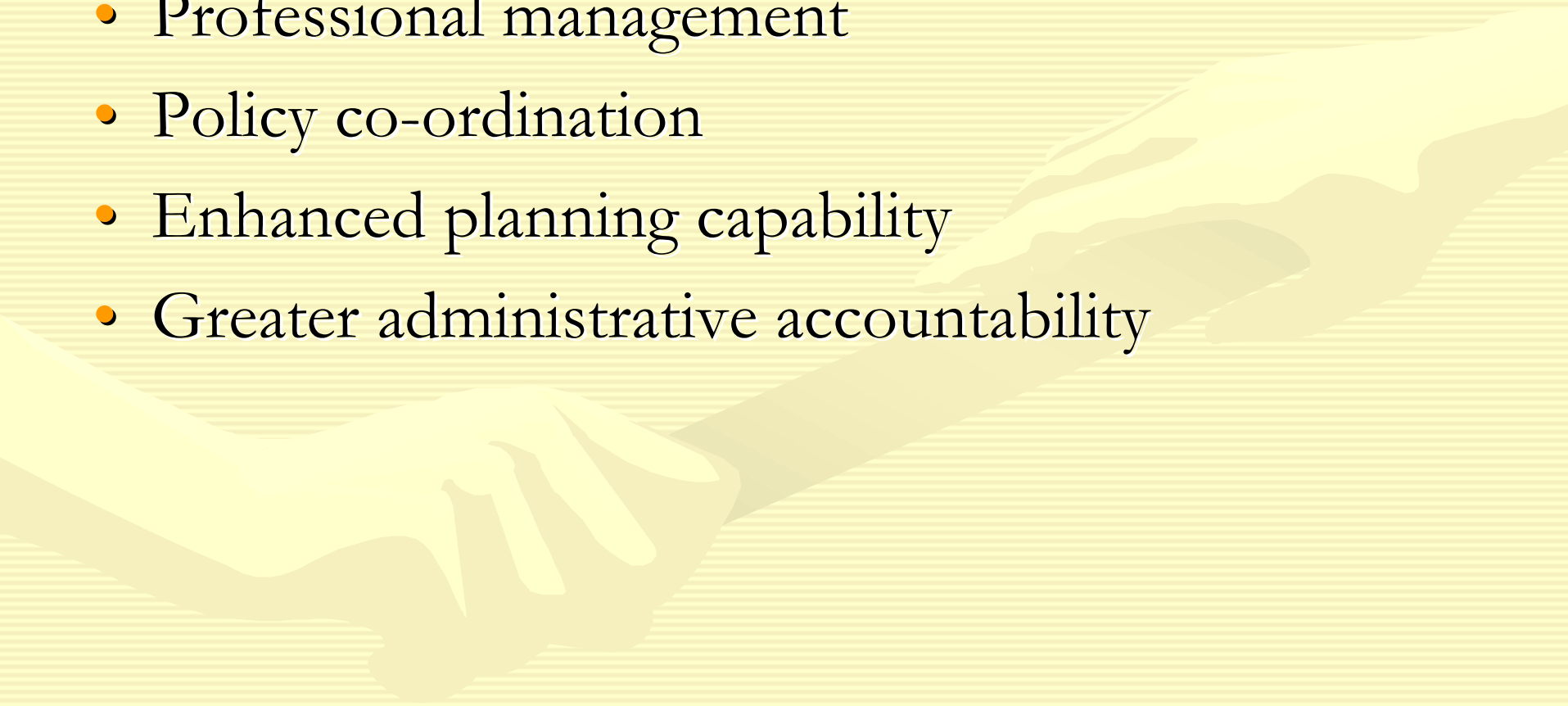
# Disadvantages of the Council Committee System

- No policy co-ordination
  - Focus on administration rather than on policy
  - Reduced accountability
  - Does not encourage long term planning
  - Often creates a political vacuum
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# Council Manager System



# Advantages of the Council Manager System

- Separation of policy and administration
  - Professional management
  - Policy co-ordination
  - Enhanced planning capability
  - Greater administrative accountability
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# Disadvantages of the Council Manager System

- Artificial division between policy and administration
- The potential for too much power to reside with the CAO
- A 'distance' between what council does and what happens at the administrative level
- Does not strengthen political leadership