

From: Eira
Sent: Sunday, May 1, 2016 6:29 PM
To: Scarpitti, Frank; Heath, Jack; Jones, Jim; Armstrong, Nirmala; Li, Joe; Burke, Valerie; Ho, Alan; Hamilton, Don; Rea, Karen; Campbell, Colin; Collucci, Amanda; Kanapathi, Logan; Chiu, Alex
Cc: Cane, Trinela; Lustig, Joel; Taylor, Andy; Librecz, Brenda; Conrad, Catherine; Kitteringham, Kimberley
Subject: GC May 2/16 Firefighter recruitment processing services 044-S-16

Please accept this deputation and add it to the minutes of tomorrow's meeting.

I see that Staff are recommending outsourcing the firefighter recruitment processing services to Hire Power Inc for \$66,144.00.
I understand that to hire competent firefighters is a long and rigorous process. The report quotes 6 months.

I read the process detailed on the Agenda. I fully understand same. Surely the process has remained constant for some time. The city has employed many firefighters on a regular basis to ensure that the City has a full complement of qualified firefighters.

My concern is why do we have to do this if we have a competent Human Resources Department ?

We surely have had to hire many times firefighters so why do we have to go outside our staff.

Is it because we are understaffed in HR?

How many people are currently employed in the HR department?

Who is now charge of that department since Sharon Laing left and went to work for York Region?

We have a new Fire Chief since Bill Snowball retired so I would expect him to be involved in the process.

If he is what is his capacity?

Even though \$66,144.00 is not a big cost my concern is we seem to always be spending monies on consultants and outsourcing.

Those numbers add up and if we have competent staff why would we have to continually go outside and hire others?

If this is the mandate that is now being undertaken at the City of Markham then we should save taxpayers monies and reduce the departments staff that follow this process.

Surely we do not need to have staff that are not fulfilling their obligations.

I would appreciate receiving answers as to why this is now the norm within the City.

Please feel free to educate me and advise me on how this is a better solution than to use our own staff.

I will be more than happy to receive your answers.

Regards

Eira Keay. Sent from my iPad Mini