



WELLAND ANNOUNCES CORPORATE REORGANIZATION

Welland, ON - The City of Welland is streamlining its leadership structure and implementing business process changes as part of an organizational realignment designed to better integrate corporate functions and deliver on Council priorities. The changes have been endorsed by Council and will be implemented over the next 2 weeks. The details are as follows:

- the GM of Human Resources and Legislative Services position will be eliminated
- Clerks, HR, Information Services/GIS, and Payroll Departments will be reassigned to Corporate Services to focus on integrating these key corporate functions
- a Manager of Human Resources position will be created
- the Managers of Information Services/GIS, HR, and the City Clerk will report to the GM of Corporate Services
- the Manager of Payroll will report to the Deputy Treasurer

City staff will also be implementing the recommendations of an internal review of Finance functions that will include the centralizing of Accounts Payable within the Finance Department and strengthening internal controls, increasing financial oversight, and improving work flows in Capital Project invoicing, Procurement and Inventory.

The objectives of this corporate restructuring plan, as well as the business process changes, are as follows:

- to streamline the City's organizational structure to ensure optimal alignment of leadership oversight to deliver on Council priorities
- to enhance cross-functional co-ordination and integration of projects and priorities
- to strengthen internal controls and financial oversight of capital projects and operational expenditures
- to promote a culture of continuous improvement that involves an ongoing review of internal processes, service delivery, more effective and efficient ways to do business, and cost containment
- to support the City's growth and development agenda, and continue to bring new residents, new jobs and economic prosperity to Welland

"The City's Corporate Leadership Team, in partnership with our mid-level Managers, will continue to focus on leadership oversight, change management, strategy development, corporate initiatives, working collaboratively with Council to support their governance responsibilities, and ensuring organizational alignment with their priorities," said Gary Long, Welland's Chief Administrative Officer. "Welland is emerging as one of the fastest growing and most dynamic small cities in Canada. The strategic positioning of our City in a competitive global economy requires us to re-tool our organization and re-adjust our processes to help us not only manage change and day-to-day issues, but also lead change and prepare for the future."

Council's strategic priorities are: 1) Canal Redevelopment; 2) City Infrastructure 3) Financial Management and Sustainability; 4) Business Development and Job Creation; 5) Communications, Organizational Culture, and Public Engagement; and 6) Health and Well-being.

Contact:

Gary Long, CAO

cao@welland.ca

905-735-1700 Ext. 2122