Request for EAD Meeting Item

SUBJECT:	CSRD Staff Headcount and Board Governance
REQUEST BY:	Paul Demenok
DESCRIPTION/ CONTEXT:	Staffing is one of the largest expenses for the CSRD every year. FTE's are included as part of the budget approvals process, but are not usually discussed during budget review meetings in any detail. The question for discussion is, "*Can the Board governance process be improved in regards to staffing, and if so, how?*"
DISCUSSION:	In the private sector, Boards of Directors routinely convene sessions to specifically discuss staffing headcounts by department. It is common practice for headcount increases to be justified with business cases and personnel development plans, and this is considered to be appropriate and transparent governance. Headcount decreases are often associated with improvements in operational efficiency and technology. Investments in new technology are often justified by the associated savings in headcount. The January 2014 the CSRD staff list included 44 people. The August 2018 staff list includes 56 people. There has not been any specific discussion at CSRD Board meetings in regards to headcount in that time period. The change in headcount this term represents an increase of 12 people, or 27%. This is not to suggest that there is anything amiss with CSRD staffing, or that staffing is inappropriate in any way, but perhaps the process involved and transparency around staffing changes should be discussed and become an item for Board oversight.
OTHER COMMENTS:	Our CAO has indicated that this would be a good topic for discussion at an EA Directors Committee meeting.