

Form of Employment Contract for the Commissioners and Other Senior Staff

(City Council on December 14, 15 and 16, 1999, adopted this Clause, without amendment.)

The Administration Committee recommends the adoption of the Recommendation of the Personnel Sub-Committee embodied in the confidential communication (November 29, 1999) from the City Clerk, respecting a form of employment contract for the Commissioners and other senior staff which was forwarded to Members of Council under confidential cover; and reports having issued instruction to staff in regard thereto, such instructions to remain confidential in accordance with the provisions of the Municipal Act.

(City Council on December 14, 15 and 16, 1999, considered the aforementioned communication (November 29, 1999) from the City Clerk, embodying the following recommendation of the Personnel Sub-Committee, respecting a confidential report dated November 22, 1999, from the Chief Administrative Officer, such report to remain confidential in accordance with the provisions of the Municipal Act, save and except the recommendations embodied therein.

Recommendation:

The Personnel Sub-Committee recommended to Administration Committee the approval of the recommendations contained in the confidential report (November 22, 1999) from the Chief Administrative Officer, respecting the Form of Employment Contract for the Commissioners and Other Senior Staff.

*(Extract from the confidential report dated
November 22, 1999 from the Chief Administrative Officer
addressed to the Personnel Sub-Committee)*

Recommendations:

It is recommended that:

- (1) the pro-forma employment contract provisions be approved to apply to the Commissioners and City Auditor;*
- (2) the other senior staff currently employed on a contract basis, become “regular” employees or subject to the pro-forma contract provisions as considered appropriate by the CAO, following the decision concerning continuation of employment of each individual beyond the currently established employment period;*
- (3) the defined term of the employment contract be a maximum of five years unless otherwise determined to be in the mutual interests of the City and the individual;*
- (4) an employment contract may be renewed for further fixed terms;*

- (5) *the Chief Administrative Officer be authorized to negotiate terms and conditions of employment based on the pro-forma contract provisions, with the Commissioners of Corporate Services and Urban Planning & Development Services, once the selection decision has been made; and*
- (6) *the appropriate City Officials be authorized and directed to take the necessary action to give effect thereto.)*