



**STAFF REPORT  
ACTION REQUIRED  
with Confidential Attachment**

**Appointment – Deputy City Manager/Chief Financial Officer**

<b>Date:</b>	February 20, 2009
<b>To:</b>	City Council
<b>From:</b>	City Manager
<b>Wards:</b>	All
<b>Reason for Confidential Information:</b>	This report deals with personal matters about an identifiable person.
<b>Reference Number:</b>	

**SUMMARY**

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The purpose of this report is to recommend to Council the appointment of a new Deputy City Manager/Chief Financial Officer.

**RECOMMENDATIONS**

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The City Manager recommends that:

1. conditional upon the written acceptance by the candidate of the terms and conditions of a contract of employment, the candidate identified in Attachment 1 be appointed to the position of Deputy City Manager/Chief Financial Officer for the City of Toronto;
2. the candidate identified in Attachment 1 be appointed to the position of Treasurer for the City of Toronto, with such appointment to be effective following written acceptance by the candidate of the terms and conditions of a contract of employment offered by the City;

3. the City Manager be authorized to negotiate, with the candidate identified in Attachment 1, the terms and conditions of employment and a start date of no sooner than February 25, 2009;
4. the appropriate City officials be authorized and directed to take the necessary action to give effect thereto including the introduction in Council of any bills; and
5. Council authorize the City Clerk make the appointee's name public once appointed by Council and the appointee has been notified.

## **FINANCIAL IMPACT**

There are no financial implications beyond what has already been submitted in the 2009 operating budget.

## **ISSUE BACKGROUND**

Mr. Joseph P. Pennachetti, former Deputy City Manager/Chief Financial Officer, was appointed to City Manager effective October 6, 2008.

## **COMMENTS**

Consistent with the established process, the City Manager retained the services of Organization Consulting Ltd., executive search consultant to assist in the recruitment. In addition to national direct sourcing, the position was advertised internally, in the Globe and Mail, National Careers Section, and related associations' internet sites. The Consultant identified and evaluated 61 potential candidates and sources.

An interview panel consisting of senior staff and the City Manager conducted the first round of interviews of 5 candidates. Second round interviews of the short list of 2 candidates were conducted by Mayor David Miller, Councillor Shelley Carroll, Councillor Gord Perks, and Mr. Joe Pennachetti.

The selection process for the position of Deputy City Manager/Chief Financial Officer has been thorough and comprehensive, open, fair and objective.

A summary of the curriculum vitae of the candidate is attached.

The City Manager will negotiate the terms and conditions of employment and the appointment of the candidate as Deputy City Manager/Chief Financial Officer (and Treasurer under the City of Toronto Act) will come into effect on February 25, 2009, or the date the contract is signed by the candidate, whichever is later.

**CONTACT**

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**SIGNATURE**

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Joseph P. Pennachetti  
City Manager

**ATTACHMENT**

A summary of the curriculum vitae of the candidate