



John Tory
Mayor

**MAYOR'S REPORT
ACTION REQUIRED**
with Confidential Attachment

Appointment – City Manager

Date:	May 4, 2015
To:	City Council
From:	Mayor
Wards:	All
Reason for Confidential Information:	This report deals with personal matters about an identifiable person.
Reference Number:	

SUMMARY

Joseph P. Pennachetti announced his retirement from the position of City Manager, effective May 8, 2015. City Council approved the appointment of Mr. Pennachetti as City Manager at its September 24 and 25, 2008 Council meeting.

The purpose of this report is to recommend to Council the appointment of a new City Manager.

This report also provides a recommendation for Acting City Manager appointments until the City Manager appointed by Council takes office.

RECOMMENDATIONS

I am recommending that City Council approve the following recommendations to give effect to these appointments:

1. City Council appoint the person identified in Confidential Attachment 1 to this report to the position of City Manager for the City of Toronto, reporting to Council, effective July 13, 2015, conditional upon agreement to employment terms prior to this date, with all the powers and duties imposed upon the City Manager by Municipal Code Chapter 169, City Officials, and as Chief Administrative Officer under Section 140 of the City of Toronto Act, 2006.
2. City Council authorize the Mayor in consultation with the Executive Director of Human Resources and the City Solicitor, to negotiate the terms and conditions of employment for the recommended candidate based on mutually satisfactory terms and reflective of the City's employment and compensation policies, and to execute any related documents as necessary.
3. City Council repeal section 1 and 2 of By-law No. 1032-2008, "To Appoint Joseph P. Pennachetti as City Manager effective May 9, 2015.
4. City Council authorize the public release of the appointee's name and biography once Council has adopted the recommendation in this report and the employment agreement referred to in recommendation 2. has been executed.
5. City Council appoint John Livey, effective May 9 to July 12, 2015, in an acting capacity as the City Manager for the City of Toronto, reporting to Council, with all the powers and duties imposed upon the City Manager by Municipal Code Chapter 169, and as chief administrative officer under Section 140 of the City of Toronto Act, 2006.
6. City Council authorize the City Solicitor to introduce the necessary bills to City Council to give effect to these recommendations.

COMMENTS

Joseph P. Pennachetti, the City Manager for the City of Toronto, will be leaving the City, effective May 8, 2015. On behalf of City Council and the people of Toronto we extend our appreciation for Mr. Pennachetti's commitment, professionalism and devotion to public service excellence. He joined the City as the Chief Financial Officer in 2002, was appointed the City Manager in October 2008 and has led the Toronto Public Service for more than six and one-half years.

As per Council's decision at its August 25, 26, 2014 meeting, a recruitment process was initiated and The Phelps Group, executive search consultants was retained to assist in a broad North American-wide search.

An initial interview panel including the City Manager, the outgoing Deputy City Manager of Cluster A, the City's Director, Strategic Recruitment, Compensation & Employment Services, together with an external panel member, selected by the City Manager, and the Executive Search firm, carried out the first round of interviews in October, 2014.

In early 2015, consistent with Council's decision, I appointed a selection panel that included Deputy Mayor Minnan-Wong, Budget Chief Crawford, TTC Chair Colle and Public Works & Infrastructure Committee Chair Robinson. A list of candidates was presented to us by the Executive Search firm and the City's Director, Strategic Recruitment, Compensation & Employment Services, and interviews were carried out. The selection panel decided, following those interviews, to broaden the search to consider whether additional candidates may be interested due to changes in the proposed start date, from December 2014 to a later date in 2015, given that Mr. Pennachetti had agreed to my request to extend his service for a transitional period and postpone his retirement until May 2015. The candidate is one of those individuals identified by the selection panel.

The selection process for the position of City Manager has been thorough and comprehensive, open, fair and objective.

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

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SIGNATURE

Mayor Tory

ATTACHMENTS