



**STAFF REPORT  
ACTION REQUIRED  
with Confidential Attachment**

**Appointment – Deputy City Managers**

<b>Date:</b>	July 11, 2011
<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 identifiable persons.
<b>Reference Number:</b>	

**SUMMARY**

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The purpose of this report is to recommend to Council the appointment of two new Deputy City Managers.

**RECOMMENDATIONS**

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The City Manager recommends that:

1. The candidates identified in Attachment 1 be appointed to the positions of Deputy City Manager for the City of Toronto, with such appointments to be effective following written acceptance by the candidates of the terms and conditions of a contract of employment offered by the City;
2. The City Manager be authorized to negotiate terms and conditions of employment with a start date mutually agreed on by the City and the candidates, or the date the contract is signed by the approved candidates, whichever is later; and
3. 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
4. Council authorize the public release of the candidates' name in Attachment 1, once Council has adopted the recommendations in this report.

## **FINANCIAL IMPACT**

There are no financial implications beyond what has already been submitted in the 2011 operating budget.

## **ISSUE BACKGROUND**

Two Deputy City Manager vacancies exist as a result of Mr. Richard Butts and Ms. Susan Corke leaving their employment with the City of Toronto respectively on March 26, 2011 and April 18, 2011.

## **COMMENTS**

Consistent with the established process, the City Manager retained the services of The Phelps Group, 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.

An interview panel consisting of senior staff and the City Manager conducted the first round of interviews of eight (8) candidates for the DCM (Planning & Public Works), and four (4) candidates for the DCM (Social & Community Services). Second round interviews of the short list of six (6) and four (4) candidates respectively, were conducted by Mayor Ford, Deputy Mayor Holyday, Councillor Ford, Councillor Minnan-Wong, and Mr. Joseph P. Pennachetti for DCM (Planning & Public Works), and Mayor Ford, Deputy Mayor Holyday, Councillor Ford, Councillor Mammoliti and Mr. Joseph P. Pennachetti for DCM (Social & Community Services).

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

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

The City Manager will negotiate the terms and conditions of employment and the appointment of the candidates as Deputy City Managers will come into effect on a date mutually agreed on by the City and the candidates, or the date each contract is signed by the candidates, whichever is later.

## **CONTACT**

Joseph P. Pennachetti  
City Manager  
Telephone: 416-392-3551  
Fax: 416-392-1827  
jpennach@toronto.ca

## **SIGNATURE**

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Joseph P. Pennachetti  
City Manager

## **ATTACHMENT**

A summary of the curriculum vitas of the candidates.