



**ACTION REQUIRED**  
with Confidential Attachment

**Appointment - Fire Chief & General Manager of Toronto Fire Services**

<b>Date:</b>	July 12, 2012
<b>To:</b>	City Council
<b>From:</b>	Joseph P. Pennachetti, City Manager
<b>Wards:</b>	All
<b>Reference Number:</b>	

**SUMMARY**

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The purpose of this report is to recommend to Council an appointment to the position of Fire Chief and General Manager of Toronto Fire Services.

**RECOMMENDATIONS**

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**The City Manager recommends that City Council:**

1. appoint the candidate identified in Attachment 1 to the position of Fire Chief and General Manager of Toronto Fire Services, with such appointment to be effective, subject to, and following written acceptance by the candidate of the terms and conditions of contract of employment offered by the City;
2. authorize the Deputy City Manager, Citizen Focused Services B, to negotiate terms and conditions of employment and a start date mutually agreed on by the City and the candidate as reflected in the contract of employment;
3. authorize and direct the appropriate City officials to take the necessary action to give effect thereto, including the introduction in Council of the necessary bill to appoint the candidate identified in Attachment 1 as Fire Chief under the *Fire Protection and Prevention Act, 1997*, as amended; and

4. repeal By-Law No. 299-2003 effective upon the appointment of the candidate identified in Attachment 1 as Fire Chief, which by-law appointed Mr. William A. Stewart to the office of Fire Chief and General Manager for the City of Toronto.
5. authorize the public release of the candidate's name identified in Attachment 1, once Council has adopted the recommendations in this report.

## **Financial Impact**

There are no financial implications beyond what has already been approved in the current year's Toronto Fire Services Operating Budget.

The Deputy City Manager and Chief Financial Officer has reviewed this report and agrees with the financial impact information.

## **DECISION HISTORY**

Subsection 6(1) of the *Fire Protection and Prevention Act, 1997* provides that, if a fire department is established for the whole or a part of a municipality or for more than one municipality, the council of the municipality or the councils of the municipalities, as the case may be, shall appoint a fire chief for the fire department.

Additionally, chapter 79 of the *Municipal Code* provides that the Fire Chief shall be appointed by Council on the recommendation of the City Manager.

## **ISSUE BACKGROUND**

Fire Chief William A. Stewart has officially retired on March 31, 2012. Deputy Chief Ron Jenkins has been appointed Acting Fire Chief for the City of Toronto until the finalization of a recruitment process.

A process involving the Deputy Mayor, Ontario Fire Marshal, Medical Doctor of Sunnybrook Centre and senior staff has been underway to select a new fire chief and a number of high-calibre candidates have come forward.

## **COMMENTS**

Consistent with the established process, the Deputy City Manager retained the services of Organization Consulting Ltd., executive search consultants to assist in the recruitment. The position was advertised both internally and in the specific internet sites for Ontario Association of Fire Chiefs, Canadian Association of Fire Chiefs, International

Association of Fire Chiefs, Canadian Association of Municipal Administrators, Canadian Fire Safety Association and Municipal World.

The Consultant identified and contacted over 260 potential candidates and referral sources and evaluated in excess of 50 potential candidates.

An interview panel consisting of Dr. Michael Feldman, Firefighter Prehospital Care & EMS Special Operations of Sunnybrook Centre, Deputy City Managers John Livey and Brenda Patterson conducted the first round of interviews of 6 candidates. Second round interviews of the short list of 3 candidates were conducted by Deputy Mayor Doug Holyday, Ontario Fire Marshal Ted Wieclawek, City Manager Joseph Pennachetti, Deputy City Manager John Livey; and Barbara Shulman, Director, Human Resources.

Reference checks have been conducted. Preliminary discussions have occurred related to salary and other general items and conditions of employment, conditional on Council approval of the recommended candidate.

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

Subject to successful negotiation of the terms and conditions of employment, the appointment of the candidate as Fire Chief and General Manager of Toronto Fire Services will come into effect at the earliest possible date.

The selection process for the position of Fire Chief and General Manager of Toronto Fire Services has been thorough and comprehensive, open, fair and objective.

## **CONTACT**

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Joseph P. Pennachetti  
City Manager

## **ATTACHMENTS**

Attachment 1 – Appointment – Fire Chief and General Manager Curriculum Vitae