



**STAFF REPORT
ACTION REQUIRED
with Confidential Attachment**

Appointment – Deputy City Manager & Chief Financial Officer

Date:	October 29, 2012
To:	City Council
From:	City Manager
Wards:	All
Reason for Confidential Information:	This report deals with personal matters about identifiable persons.
Reference Number:	

SUMMARY

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

RECOMMENDATIONS

The City Manager recommends that:

1. The candidate identified in Attachment 1 be appointed to the position of Deputy City Manager & Chief Financial Officer for the City of Toronto, with such appointments to be effective following written acceptance by the candidate 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 candidate, 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 candidate's 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 2012 operating budget.

ISSUE BACKGROUND

The Deputy City Manager & Chief Financial Officer vacancy exists as a result of Mr. Cam Weldon's retirement from the City of Toronto on October 31, 2012.

COMMENTS

Consistent with the established process, the City Manager retained the services of Organization Consulting Ltd, an executive search firm, 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 and second round of interviews of seven (7) and three (3) candidates respectively. A final round of interviews of the short list of two (2) candidates was conducted by Councillor Ainslie, Councillor Del Grande, Deputy Mayor Holyday, Mr. Joseph P. Pennachetti and Ms. Barbara Shulman (Director, Human Resources).

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 will come into effect on a date mutually agreed on by the City and the candidate, or the date each contract is signed by the candidates, whichever is later.

CONTACT

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SIGNATURE

Joseph P. Pennachetti
City Manager

ATTACHMENT

A summary of the curriculum vitas of the candidate.