TORONTO

STAFF REPORT
ACTION REQUIRED
with Confidential Attachment

Vacancy on Board of Directors of McCormick Playground Arena

Date:	November 16, 2012
To:	Toronto and East York Community Council Arena Board Nominating Panel 1
From:	City Manager
Ward:	18
Reason for Confidential Information:	This report deals with personal matters about an identifiable person.
Ref. Number:	

SUMMARY

A vacancy has occurred on the Board of Management of McCormick Playground Area. No alternates were identified during the recruitment process for this Board. This report recommends that an open advertised process be undertaken to fill a vacancy on the Board of Management of McCormick Playground Arena as required by City Council's Public Appointments Policy. The advertised recruitment process ensures an open, impartial, equitable and competitive recruitment process for citizen members of Arena Boards of Management. Any variation to the Public Appointments Policy would require prior approval by City Council.

The Public Appointments Policy also requires that alternates be identified for consideration in the case of a vacancy on the Board. The open advertised recruitment process to fill the current vacancy should allow for the identification of the required alternate(s).

RECOMMENDATIONS

The City Manager recommends that Toronto and East York Community Council Arena Board Nominating Panel 1 recommend that:

1. Consistent with City Council's Public Appointments Policy, City Council authorize an open advertised recruitment process to fill the vacancy on the McCormick

Playground Arena Board of Management and identify at least one alternate for the board, with no variation to the requirements set out in the Policy, with the necessary funds for advertising to be provided from the City Clerk's 2013 Operating Budget, once approved by City Council.

2. City Council request the McCormick Playground Arena Board of Management to refer any eligible, qualified and interested citizens to apply to be a candidate for a position on the Board through the advertised process.

Financial Impact

The cost for locally-focused advertising is estimated to be $4,000 to $6,000 depending on the advertising campaign duration required to achieve a reasonable candidate pool. Sufficient funds will be available in the 2013 Operating Budget for the City Clerk's Office, once approved by City Council. Notification of this appointment opportunity on the City's website will not incur any additional costs.

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

DECISION HISTORY

City Council's Public Appointments Policy provides for an open advertised recruitment process for the City's Arena Boards. This process was approved by City Council at its meeting held on April 12, 2011 (Item EX4.7).
http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2011.EX4.7

The Public Appointments Policy also requires Council approval for any additional advertising expenditure to undertake any subsequent recruitments should vacancies occur during the term.

ISSUE BACKGROUND

The McCormick Playground Arena Board of Management has a total of 11 members composed of:

- the Councillor for Ward 18;
- 9 citizens, and
- 1 non-voting staff member from the Parks, Forestry and Recreation Division.

The current citizen members of the Board of McCormick Playground Arena were appointed by Toronto and East York Community Council at its meeting held on June 13, 2012.

http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2012.TE17.96

COMMENTS

Recruitment for the McCormick Playground Arena Board was conducted in 2011 as part of the recruitment for the City's arena boards. Once all appointments had been made to the McCormick Playground Arena Board, there were no available candidates to identify as alternates.

Since the appointments to the McCormick Playground Arena Board were made, a vacancy has occurred due to the passing of one of the citizen members. The Chair of the Arena Board has submitted a letter to the City indicating that the Board recommends that a past board member be appointed to serve out the remainder of the deceased member's term.

The Arena Board's request is contrary to City Council's Public Appointments Policy which directs that an open advertised City process be used to recruit the at-large public members of all arena boards.

The Policy permits board members and staff of boards to encourage qualified candidates to apply through the open advertised process, but the Policy provides that they may not provide references for nor endorse or recommend through the recruitment process any candidates being considered. The McCormick Playground Arena Board of Management should be requested to refer any eligible, qualified and interested citizens to apply to be a candidate for a position on the Board through the advertised process.

The advertised recruitment process ensures an open, impartial, equitable and competitive recruitment process for citizen members of Arena Boards of Management. As there are no identified alternates for the McCormick Playground Arena Board, this report recommends that City Council authorize an advertised recruitment to fill this vacancy and identify at least one alternate in accordance with the Public Appointments Policy.

CONTACT

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SIGNATURE

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Joseph P. Pennachetti
City Manager

ATTACHMENT

Confidential Attachment 1: Letter dated October 3, 2012 from the Chair, McCormick Playground Arena Board of Management