



## Selection Panel Report With Confidential Attachment

### Appointment of a Toronto Integrity Commissioner

<b>Date:</b>	June 3, 2014
<b>To:</b>	City Council
<b>From:</b>	Chair, Integrity Commissioner Selection Panel
<b>Wards:</b>	City-wide
<b>Reason for Confidential Information:</b>	Personal matters about an identifiable person. Labour relations or employee negotiations.
<b>Reference Number:</b>	

### RECOMMENDATIONS

---

**The Selection Panel recommends that:**

1. City Council appoint as Integrity Commissioner the candidate identified in confidential Attachment 1 to this report effective September 6, 2014 or the date upon which the recommended candidate enters into an employment agreement with the City of Toronto whichever occurs last, for a 5-year non-renewable term ending on September 6, 2019.
2. The City Manager be authorized to negotiate the standard employment agreement for Accountability Officers with the recommended candidate and to execute any related documents as necessary.
3. City Council authorize the public release of the name and summary profile of the Integrity Commissioner contained in confidential Attachment 1 upon approval of the appointment of the Integrity Commissioner and at the conclusion of the June 10 and 11, 2014 Council meeting.

## **Financial Impact**

City Council at its meeting on July 16, 17, 18 and 19, 2014 endorsed moving to a full time Integrity Commissioner with the appointment of the next Integrity Commissioner in September 2014 and requested the City Manager and City Clerk report on the financial implications through the 2014 Operating Budget process.

The 2014 approved office budget for the Integrity Commissioner includes \$36,700 to cover the partial year impact of a full time Integrity Commissioner effective September 2014. The annualized impact for 2015 is \$76,000.

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

## **ISSUE BACKGROUND**

City Council appointed Janet Leiper as Toronto's Integrity Commissioner at its meeting on August 5 and 6, 2009 for a fixed, non-renewable five-year term. The Integrity Commissioner's term ends on September 5, 2014.

The Integrity Commissioner function is a requirement under the *City of Toronto Act, 2006* and reports directly to City Council.

## **COMMENTS**

A recruitment process was initiated in early 2014 to fill the position of Integrity Commissioner. Toronto Municipal Code Chapter 3, Accountability Officers, requires the selection process for accountability officers be conducted by an external recruitment firm and that the appointment be recommended to City Council by a Selection Panel, appointed by the Mayor and chaired by the Mayor or their designate. At its meeting on November 18, 2013, City Council delegated the appointment and chairing (or designating the chair) of the Selection Panel to the Deputy Mayor.

The Deputy Mayor appointed a Selection Panel that included Councillor Lindsay Luby (chair), Councillor Doucette, Councillor McMahan and Councillor Robinson. The Selection Panel was assisted by Odgers Berndtson, an independent executive search firm engaged to undertake the search and support the selection process. Odgers Berndtson is a global leader in executive search and recruitment, and conducted a comprehensive search to fill this position.

The Selection Panel undertook a systematic and consistent interview process, and unanimously recommends to City Council the appointment of an Integrity Commissioner as identified in Attachment 1. The appointment of the Integrity Commissioner requires a 2/3 majority vote (30 Members) of City Council.

This report is submitted by the Chair on behalf of the Members of the Integrity Commissioner Selection Panel.

---

Councillor Lindsay Luby  
Chair, Integrity Commissioner Selection Panel

## **ATTACHMENTS**

Confidential Attachment