



## Selection Panel Report with Confidential Attachment

### Appointment of a Toronto Ombudsman

<b>Date:</b>	July 5, 2016
<b>To:</b>	City Council
<b>From:</b>	Chair, Ombudsman Selection Panel
<b>Wards:</b>	All
<b>Reason for Confidential Information:</b>	This report deals with personal matters about an identifiable person and is about labour relations or employee negotiations.
<b>Reference Number:</b>	

### RECOMMENDATIONS

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The Selection Panel recommends that:

1. City Council appoint as Ombudsman the candidate identified in Confidential Attachment 1 to this report effective September 12, 2016 or the date upon which the recommended candidate enters into an employment agreement satisfactory to the City Manager whichever occurs last, for a 7 year non-renewable term ending on September 11, 2023.
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 Ombudsman contained in Confidential Attachment 1 upon approval of the appointment and at the conclusion of this Council meeting.

### Financial Impact

There are no financial implications resulting from the adoption of the recommendations in this report. The Deputy City Manager and Chief Financial Officer has reviewed this report and concurs with the financial impact statement.

## **ISSUE BACKGROUND**

Fiona Crean was Toronto's Ombudsman from September 2008 until her employment agreement expired in November 2015. In November 2015, City Council appointed Kwame Addo as Interim Ombudsman until December 31, 2015. In December 2015, City Council extended the term of Mr. Addo's appointment as Interim Ombudsman until a permanent Ombudsman is appointed by City Council.

The Ombudsman function is a requirement under the *City of Toronto Act, 2006* and reports directly to City Council. *Toronto Municipal Code, Chapter 3, Accountability Officers*, establishes a non-renewable fixed seven (7) year term for Ombudsman appointments.

## **COMMENTS**

A recruitment process was initiated in early 2016 to fill the position of Ombudsman. *Toronto Municipal Code, Chapter 3, Accountability Officers*, requires the selection process for accountability officers to 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 the Mayor's designate.

The Mayor appointed an Ombudsman Selection Panel that is chaired by Councillor Kelly and also includes Councillor Burnside, Councillor Nunziata and Councillor Wong-Tam. 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 Ombudsman as identified in Confidential Attachment 1. The appointment of the Ombudsman 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 Ombudsman Selection Panel.

## **SIGNATURE**

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Councillor Kelly  
Chair, Ombudsman Selection Panel

## **ATTACHMENTS**

Confidential Attachment 1- Appointment of a Toronto Ombudsman