

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

**Date:** April 26, 2017  
**To:** City Council  
**From:** City Manager  
**Wards:** All

**REASON FOR CONFIDENTIAL INFORMATION**

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This report deals with a personnel matter pertaining to the appointment of a Fire Chief and General Manager.

**SUMMARY**

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

**RECOMMENDATIONS**

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The City Manager recommends that:

1. City Council appoint the candidate identified in the Confidential Attachment 1 to the position of Fire Chief and General Manager, Toronto Fire Services for the City of Toronto, with such appointment to be effective, subject to and following written acceptance by the candidate of the terms and conditions of a contract of employment offered by the City;
2. City Council authorize the Deputy City Manager, Cluster B to negotiate terms and conditions of employment with the candidate; and
3. City Council authorize 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 approved candidate as Fire Chief under the Fire Protection and Prevention Act, 1997, and
4. City Council authorize the public release of the name and curriculum vitae summary of the Fire Chief and General Manager, Toronto Fire Services, contained in Confidential Attachment 1 upon City Council's approval of the appointment.

## **FINANCIAL IMPACT**

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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**

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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.

The previous Fire Chief and General Manager, Toronto Fire Services, James W. Sales, departed from the City in the fall of 2016. An interim Fire Chief was appointed and a North American-wide recruitment process was undertaken to select a new Fire Chief.

## **COMMENTS**

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A comprehensive, North American-wide recruitment process was undertaken to identify interested and qualified candidates. The position was advertised both internally and in the specific internet sites for Canadian Association of Fire Chiefs, Ontario Association of Fire Chiefs, Alberta Association of Fire Chiefs, Fire Chiefs Association of British Columbia, Municipal World, Association of Municipalities of Ontario, Fire Chiefs Association - U.S., Ontario Municipal Fire Prevention Officers Association, International Association of Fire Chiefs and Fire Chiefs Association of Massachusetts.

An interview panel consisting of Peter Wallace, City Manager, John Livey, Deputy City Manager, and Kerry Pond Executive Director, Human Resources, conducted interviews with four candidates, including two internal candidates and two external candidates.

Reference checks have been conducted.

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

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

The Deputy City Manager, Cluster B will negotiate the terms and conditions of employment and the appointment of the candidate will come into effect subject to written acceptance by the candidate of the terms and conditions of a contract of employment offered by the City.

## **CONTACT**

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## **SIGNATURE**

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Peter Wallace  
City Manager

## **ATTACHMENTS**

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Confidential Attachment 1 - Appointment - Fire Chief and General Manager and Curriculum Vitae Summary