TORONTO

REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Appointment of Transition Lead

Date: September 18, 2017
To: Toronto Realty Agency
From: Chief Corporate Officer and Transition Lead, City Wide Real Estate Program
Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about an identifiable person.

SUMMARY

This is to report to the Board of the Toronto Realty Agency on the process to engage potential internal and/or external candidates, and selecting a preferred individual, for the Transition Lead role until a permanent Chief Executive Officer is in place, as directed on August 23, 2017 (RA3.3).

RECOMMENDATIONS

The Chief Corporate Officer and Transition Lead, City-Wide Real Estate Program recommends that:

1. The Toronto Realty Agency appoint the candidate identified in Confidential Attachment 1 of this report, to the position of Transition Lead 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 Agency.

2. The Toronto Realty Agency authorize the Chair and the Chief Corporate Officer to negotiate terms and conditions of employment with the candidate, including the Transition Lead be excluded from consideration for appointment as CEO.

3. The Toronto Realty Agency direct that the confidential information contained in Confidential Attachment 1 be released at the discretion of the City Solicitor, in consultation with the Chief Corporate Officer.

FINANCIAL IMPACT

Retaining a Transition Lead will require a prorated executive-level compensation package, to be negotiated, which will be absorbed within the Council approved City-Wide Real Estate Transformation budget and/or Build Toronto and TPLC as part of transition into the new model.

DECISION HISTORY

At the August 23, 2017 Board meeting, the Toronto Realty Agency directed:

1. The Chief Corporate Officer undertake a recruitment process for the position of Transition Lead, and compile a list of candidates.

2. The Chief Corporate Officer request the members of the Toronto Realty Agency to submit any names of prospective candidates and/or consulting organizations to be included on the list of candidates for Transition Lead.

3. The Chair, Vice-Chair and Chief Corporate Officer to review the list of candidates, meet with candidates as required, and report to the September 18, 2017 Board meeting with recommendations.

http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.RA3.3

COMMENTS

The Chair, Vice-Chair and Chief Corporate Officer have completed their process and have identified a preferred candidate. Details on the process and candidates for the role of Transition Lead, and the recommended candidate can be provided in a closed session presentation. Pending Board approval the Chair and the Chief Corporate Officer will negotiate terms and conditions for employment, targeting an early October start date.

To maintain good governance best practices, it is recommended the Transition Lead not be a candidate for the permanent CEO role.

CONTACT

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SIGNATURE

Josie Scioli
Chief Corporate Officer and Transition Lead, City-Wide Real Estate Program

ATTACHMENTS

Confidential Attachment 1 - Transition Lead Candidate Information