



**MAYOR'S REPORT  
ACTION REQUIRED**  
with Confidential Attachment

## Appointment of a City Manager

**Date:** June 25, 2018  
**To:** City Council  
**From:** Mayor John Tory  
**Wards:** All  
**Note:** Confidential information is attached as it contains personal information about an identifiable individual.

### SUMMARY

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City Council approved the appointment of Peter Wallace as City Manager at its May, 2015 Council meeting. The appointment took effect on July 13, 2015. Mr. Wallace announced his resignation from the position of City Manager, effective April 3, 2018.

The purpose of this report is to recommend to Council the appointment of a new City Manager.

### RECOMMENDATIONS

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I recommend that:

1. City Council appoint the person identified in Confidential Attachment 1 of this report to the position of City Manager for the City of Toronto, effective August 13, 2018, subject to an agreement of employment terms prior to this date, with all the powers and duties imposed upon the City Manager by Article 1 of Chapter 169, City Officials, of the City of Toronto Municipal Code, and as Chief Administrative Officer under Section 140 of the City of Toronto Act, 2006.
2. City Council authorize the Mayor to negotiate the terms and conditions of employment for the recommended candidate based on mutually satisfactory terms

and reflective of the City's employment and compensation policies, and to execute any related documents as necessary.

3. City Council authorize the City Solicitor to introduce the necessary by-laws to give effect to the recommendation in this report.
4. City Council authorize the public release of the appointee's name and biography once Council has adopted the recommendation in this report.

## COMMENTS

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Peter Wallace resigned as City Manager, effective April 3, 2018. Council approved the appointment of Giuliana Carbone as interim City Manager, effective April 4, 2018, until such time as a new City Manager is appointed.

As per Council's decision at its March 2018 meeting, a recruitment process was initiated and executive search consultants Odgers Berndtson were retained to assist in a national search. A public job opportunity was posted for a duration of 4 weeks.

Consistent with Council's decision, I appointed a gender-balanced selection panel that included Councillor Mary-Margaret McMahon, Councillor Anna Bailão, Councillor Stephen Holyday and Councillor Gary Crawford. A list of internal and external candidates was presented, and two rounds of interviews were conducted.

In assessing potential candidates, the selection panel examined:

- *Municipal experience:* The City Manager should be passionate about and committed to the City of Toronto and exhibit demonstrative understanding of the role of municipal government in serving the people's needs. They should understand Toronto's mayoral and Council structure, the roles and responsibilities of divisions and agencies and the complexity of the City's geographic and demographic realities. They must be able to work well with Council, staff and other levels of government, and understand the unique pressures of municipal service delivery in Canada's largest city.
- *Vision and leadership:* The City Manager is the head of the public service and the leader of more than 11,000 municipal employees across more than 44 divisions. They should build morale and motivate an effective public service: engaged, modern, and delivery focused, with a focus on increasing the diversity of the City workforce, developing talent and the next generation of municipal leadership. The City Manager should work well with senior leadership with a focus on breaking down silos and finding collaborative solutions, and be prepared to communicate and champion City Council's strategic priorities and a roadmap for their delivery.
- *Operations and service delivery:* The City Manager should be focused on maximizing the public impact of City services while ensuring the efficient and timely delivery of on-going capital projects. The candidate should demonstrate a strong

ability to manage complex tasks, and the ability to advance modernization efforts to ensure staff are equipped with the best tools, structures and approaches to serve Toronto residents.

The selection process for the position of City Manager has been thorough and comprehensive, open, fair and objective.

A summary of the resume of the recommended candidate is attached.

## **CONTACT**

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## **SIGNATURE**

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Mayor John Tory

## **ATTACHMENTS**

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Confidential Attachment 1 – Name and qualifications of the recommended candidate