

Filling of Senior Level Staff Vacancies

Date: April 30, 2018
To: Executive Committee
From: Interim City Manager
Wards: All Wards

SUMMARY

This report provides a summary of the status of recruitment processes to fill senior level vacancies in the Toronto Public Service.

RECOMMENDATIONS

The Interim City Manager recommends that:

1. Executive Committee receive this report for information.

FINANCIAL IMPACT

There is no financial impact as a result of the recommendation in this report.

DECISION HISTORY

At its meeting of March 26, 27 and 28, 2018, City Council requested that the City Manager report to Executive Committee on the status of processes to fill the vacancies of senior staff positions at the City and its agencies.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2018.MM38.38>

COMMENTS

At the time of the March Council meeting, a number of senior positions in the Toronto Public Service were vacant and being filled on a temporary basis. Council expressed interest in receiving information about the status of the recruitment process for these various vacancies, as well as information on who is leading the recruitment processes for these positions, particularly given the recent departure of the City Manager.

The Toronto Public Service has experienced a number of senior level position vacancies for a variety of reasons, in recent months. Some of these vacancies have now been filled on a permanent basis; for certain vacancies a deliberate decision was made to defer the recruitment process until such time as a new, permanent City Manager is in place to lead the hiring.

Table 1 below is a summary of the vacant positions and their current status, as at April 25, 2018:

| Position Title | Status | Comments |
|--------------------------------|--|--|
| City Manager | Recruitment process underway. | <p>City Council, at its March 26, 27 and 28, 2018 meeting authorized the Mayor to chair and appoint a selection panel to bring forward the final recommended candidate, for Council's consideration.</p> <p>Recommendation will come forward to July Council meeting, if not sooner.</p> |
| Chief Building Official | Recruitment process complete. | City Council approved appointment of Will Johnston as Chief Building Official, effective April 9, 2018. |
| Chief Financial Officer | Recruitment process on hold pending appointment of new City Manager. | <p>City Council approved appointment of Joe Farag as Interim CFO at its meeting of October 5 and 6, 2017.</p> <p>Recruitment process was initiated several months ago. Subsequently, as a result of the departure of the City Manager from the Toronto Public Service, a decision was made to place the recruitment process on hold, until such time as a new permanent City Manager is in place to lead the hiring process.</p> |
| Deputy City Manager, Cluster B | Recruitment process to be initiated following the appointment of a new City Manager. | <p>John Livey retired from the Toronto Public Service in April, 2018. City Council approved the appointment of Lou Di Gironimo as Interim DCM, effective April 5, 2018.</p> <p>The recruitment process to fill the position on a permanent basis will be deferred until such time as the new permanent City Manager is in place to lead the hiring process.</p> |

Chapter 169-5 of the Municipal Code empowers the City Manager to appoint, promote, demote, suspend and dismiss all employees of the City except the following:

- A. the first level of senior management
- B. the Auditor General, Integrity Commissioner, Lobbyist Registrar and Ombudsman and the staff of their offices
- C. other statutory officials

Chapter 169-6 of the Municipal Code provides that the City Manager shall recommend to Council the appointment and dismissal of first level senior management and statutory officials of the City.

Given that the vacant positions noted in the table above fall under Category A or C, the recommendations for permanent appointments will come before Council.

The Chief Planner and Executive Director of City Planning recruitment process was recently completed and Gregg Lintern was appointed to the permanent position effective April 9, 2018.

It should be noted that the Chief Planner is not a statutory official. As well, the Chief Planner is not a position that falls within the first level of senior management, as an employee in that position reports to a Deputy City Manager. As a consequence, the appointment of the Chief Planner is not reserved to Council. Pursuant to *Chapter 169-5* of the Municipal Code, the authority to appoint an individual to that position resides with the City Manager.

In terms of a status update of vacancies of senior positions at some of the City agencies, it should be noted that the authority to appoint Agency heads does not reside with the City Manager, but rather with the Board of the particular agency. As such, questions on the status of filling those vacancies is best directed to the particular Board in question.

CONTACT

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SIGNATURE

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