



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Appointment of President

Date: December 4, 2020

To: Board of Directors, Toronto Parking Authority

From: Board Chair, Toronto Parking Authority

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about an identifiable person.

SUMMARY

The purpose of this item is to recommend a candidate for the position of President, Toronto Parking Authority (TPA) and to amend the terms of appointment of the Acting President, Toronto Parking Authority.

RECOMMENDATIONS

The Board Chair, Toronto Parking Authority recommends that:

1. The Board of Directors, Toronto Parking Authority appoint the person named in Confidential Attachment 1 to the position of President, Toronto Parking Authority, subject to an agreement of employment terms.
2. The Board of Directors, Toronto Parking Authority extend the term of the Acting President to the date of appointment of the new President, subject to an agreement of employment terms.
3. The Board of Directors, Toronto Parking Authority authorize the public release of the name and curriculum vitae of the candidate named in Confidential Attachment 1, once the employment terms are agreed and at the discretion of the Chair.
4. The Board of Directors, Toronto Parking Authority direct that Confidential Attachments 2 and 3 remain confidential in their entirety, as they relate to personal matters about identifiable individuals.

FINANCIAL IMPACT

There are no financial impacts beyond what has already been approved in the current year's budget.

DECISION HISTORY

On November 25, 2019, the TPA Board of Directors delegated to the Chair, Toronto Parking Authority Board, the recruitment process for the President of the Toronto Parking Authority, including: establishing a selection panel to consider candidates; working with the search firm retained by the Toronto Parking Authority through its Request For Quotation process; consulting with the City of Toronto's Director of Strategic Recruitment, Compensation and Employment Services during the selection and recruitment process; and bringing forward the final recommended candidate for the Board's consideration and decision.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.PA10.6>

At its meeting of July 23, 2019, the TPA Board of Directors requested the Chair, Toronto Parking Authority, to work with the Director, Strategic Recruitment, Compensation and Employment Services, City of Toronto, and the Vice President, Human Resources and Transformation, Toronto Parking Authority, to initiate a recruitment process for the position of President, Toronto Parking Authority.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.PA8.12>

The TPA Interim Board of Directors appointed Robin Oliphant to the position of Acting President, Toronto Parking Authority at its meeting of November 26, 2018.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2018.PA16.5>

COMMENTS

A recruitment process for a new President was initiated by request of the TPA Board of Directors at its July 23, 2019 meeting. In the interim, until a new President was appointed, Robin Oliphant held the position of Acting President as appointed by the Interim Board of Directors in November 2018.

The executive search firm, Phelps Group, was engaged to facilitate the recruitment process. The President position was posted through public sites, including the Institute of Public Administration of Canada (IPAC), Municipal World and LinkedIn.

An interview panel chaired by Hartley Lefton, Board Chair was established, and included Allison Mendes, Member, Board of Directors, Brian Johnston, CEO, CreateTO, and Arlene Yam Fritz, Vice President, Human Resources and Transformation, Toronto Parking Authority. In November 2020 Vic Gupta, Senior Vice President, Strategic Development, CreateTO, joined the interview panel, subsequent to the withdrawal of Brian Johnston.

Candidate interviews were held in March 2020. The interview panel requested Phelps Group to continue the search and provide additional candidates. Additional candidate interviews were held in November 2020.

The recruitment process for the position of President has been thorough and comprehensive, open, fair and objective. Diversity and inclusion have been key considerations, with efforts made to ensure an inclusive search and recruitment process.

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

CONTACT

Arlene Yam Fritz, Vice President of Human Resources and Transformation, Toronto Parking Authority, 416-393-7283, arlene.yam.fritz@toronto.ca

SIGNATURE

Hartley Lefton,
Board Chair, Toronto Parking Authority

ATTACHMENTS

Confidential Attachment 1 - Summary of Curriculum Vitae of the Recommended Candidate

Confidential Attachment 2 - Terms and conditions of President

Confidential Attachment 3 - Terms and conditions of Acting President