

## **Appointment of Deputy City Manager, Development & Growth**

**Date:** June 7, 2023

**To:** City Council

**From:** City Manager

**Wards:** All

### **REASON FOR CONFIDENTIAL INFORMATION**

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This report deals with personal matters about an identifiable person.

### **SUMMARY**

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

### **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 Deputy City Manager for the City of Toronto, with such appointment to be effective on August 14, 2023, subject to written acceptance by the candidate, of the terms and conditions of a contract of employment offered by the City;
2. City Council authorize the City Manager to negotiate terms and conditions of employment with the candidate; and
3. City Council authorize the public release of the name and curriculum vitae summary of the Deputy City Manager contained in Confidential Attachment 1 upon City Council's approval of the appointment.

## **FINANCIAL IMPACT**

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Funding for the new position of the Deputy City Manager, Development & Growth Services is available in the Development Application Review Reserve Fund (XR1307) which, subject to approval of this report, will be reflected as part of future variance reporting.

The Chief Financial Officer and Treasurer has reviewed this report and agrees with the information as presented in the Financial Impact Section.

## **DECISION HISTORY**

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The Deputy City Manager, Development & Growth is a new position for the City of Toronto that has been created as part of the City's work to create more affordable housing, improve development review timelines and Bill 109, More Homes for Everyone Act, 2022 further supports this need.

An executive search firm was retained to assist with the recruitment for a new Deputy City Manager.

## **COMMENTS**

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### **Background - Development & Growth Service Area**

The City is actively working to create more affordable housing opportunities and improve the overall development review processes across the City. Recognizing timeline challenges related to development approvals, work was initiated in the fall of 2022 to improve and streamline the City's development approval process. The goal of this work is to improve timelines by centralizing accountability along with more efficient and transparent business processes while maintaining the integrity of the approval process and continuing to achieve good planning outcomes. To support this work a Senior Leadership Executive Steering Committee and Leadership Table was established to lead the development of a new operating model and supporting organizational structure for a new Development and Growth service area.

[Bill 109, More Homes for Everyone Act, 2022](#), received Royal Assent on April 14, 2022, and further supports the urgent need to streamline the development approval process. Bill 109 prescribes development application fee refunds after 120 days for combined Official Plan and Zoning By-law amendment applications, 90 days for Zoning By-law amendment applications and 60 days for Site Plan Control applications. These prescribed development application refunds come into effect on July 1, 2023.

## **Current Status**

Expediting the review of development applications and getting more housing built faster – in particular affordable housing – is a priority for the City of Toronto. To achieve these goals, the City is centralizing all staff responsible for development and growth in a new Development and Growth Services area that will report to a new Deputy City Manager. Expected outcomes include streamlining decision making, fostering coordination and greater collaboration across the organization, and improving accountability. This new service area will be responsible for all aspects of development and growth, with a particular focus on housing. City staff will continue to work to implement legislative changes and transform the development review process as a new Development and Growth Services area is being established in 2023.

The Deputy City Manager (DCM), Development & Growth Services is a key leader in delivering on the City's Strategic priorities related to affordable housing, investing in people and neighbourhoods and ensuring development and growth is resilient and tackles climate change. The DCM is accountable for providing leadership in strategic direction to the effective operations of the portfolios of City Planning, Toronto Building, Housing Secretariat and a new Development Review Division that will focus on the review and approval of development applications. The Development & Growth Service area will develop, oversee and implement the policy, processes, technology and organizational tools required to increase the supply of housing and support the development and growth across the City.

## **Recruitment Process**

Consistent with the established process, the City Manager retained the services of Odgers Berndtson, one of the City's approved vendors for conducting executive searches to assist in the recruitment of a Deputy City Manager.

An interview panel consisting of Paul Johnson, City Manager; Tracey Cook, Deputy City Manager, Infrastructure & Development Services; Heather Taylor, Chief Financial Officer; and Mary Madigan-Lee, Chief People Officer; together with a search firm representative conducted the first round of interviews with six (6) candidates.

Second round interviews consisting of a short-list of two (2) candidates were conducted by a panel that included Deputy Mayor McKelvie; Councillor Nunziata; Councillor Mantas; Councillor Moise; Courtney Glen, Chief of Staff, Mayor's Office; Paul Johnson, Mary Madigan-Lee, as well as a search firm representative.

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

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

The City Manager will negotiate the terms and conditions of employment and the appointment of the candidate as Deputy City Manager will come into effect on August 14, 2023, 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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Paul Johnson, City Manager; 416-392-3551; [Paul.R.Johnson@toronto.ca](mailto:Paul.R.Johnson@toronto.ca)

## **SIGNATURE**

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Paul Johnson  
City Manager

## **ATTACHMENTS**

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Confidential Attachment 1 - Candidate's Curriculum Vitae Summary