

Appointments to Citizen-Led Selection Committee for the Integrity Commissioner

RECOMMENDATIONS:

Review By: Do not release Attachment 2.

That Council:

1. Appoint Public Members to the Citizen-Led Selection Committee for the Integrity Commissioner for terms to end on the day of the appointment of an Integrity Commissioner; and
2. Direct that the closed meeting discussions, Attachment 2 and selection materials with respect to these appointments remain confidential pursuant to Sections 17 (Disclosure harmful to personal privacy), 19 (Confidential evaluations) and 24 (Advice from officials) of the *Freedom of Information and Protection of Privacy Act*.

HIGHLIGHTS

- The current Integrity Commissioner for The City of Calgary has resigned effective 2021 November 30. Therefore, the recruitment and selection of a new Integrity Commissioner must commence to fill the role.
- The City Clerk's Office undertook a recruitment campaign for citizens interested in serving on the Citizen-led Selection Committee for the Integrity Commissioner (the Committee).
- This report presents a list of citizens who have applied to serve on the Committee and a matrix of qualifications/experience.
- What does this mean to Calgarians? Calgarians had the opportunity to apply to serve as citizen members of the Committee, and therefore participate in the selection of an important governance role for the City of Calgary.
- Why does it matter? The appointment of an Integrity Commissioner, following a thorough recruitment process, ensures that this role is filled and that complaints regarding potential ethics matters related to City Council are investigated and adjudicated.
- Strategic Alignment to Council's Citizen Priorities: A well-run city

DISCUSSION

At the 2020 June 15 Combined Meeting of Council, Council adopted a Terms of Reference for a Citizen-led Selection Committee for the Integrity Commissioner ("the Committee"). Although there are currently no members appointed, the Terms of Reference remain current and are attached for reference (Attachment 1).

The Committee is comprised of three citizen members, including one former Member of Council, and is tasked with reviewing and considering applications received from the recruitment process for the role of Integrity Commissioner. The Committee will work closely with an external recruitment firm to: create an interview list of applicants who meet the minimum established selection criteria based on qualifications, competencies, and candidate suitability; interview applicants; and, recommend to Council the appointment of the selected candidate for Integrity Commissioner.

Administration held a dedicated recruitment campaign to solicit citizen applications for the Committee. The campaign was open to applicants between 2021 October 6 and October 18, and 23 applications were received. Administration has reviewed the applications and assessed candidates against the advertised qualifications, including experience in law, human resources,

**City Clerk's Office Report to
Organizational Meeting of Council
2021 November 1**

**ISC: UNRESTRICTED
C2021-1442
Page 2 of 3**

Appointments to Citizen-Led Selection Committee for the Integrity Commissioner

senior-level recruitment or other executive recruitment. Attachment 2 contains Administration's short list of suitable candidates for appointment to the Committee, for Council's consideration.

STAKEHOLDER ENGAGEMENT AND COMMUNICATION (EXTERNAL)

- Public Engagement was undertaken
- Public Communication or Engagement was not required
- Public/Stakeholders were informed
- Stakeholder or customer dialogue/relations were undertaken

The public was informed about the recruitment to the Committee through a recruitment campaign. The recruitment approach was to capitalize on City social media channels; inject new spending on LinkedIn ads to target specific audiences; direct emails to current Board, Commission and Committee members, and Council staff, asking them to share with their networks, and the preparation of key messages for 311, Law and Media Relations.

Specific target audiences include volunteers with: senior-level HR experience; legal experience; experience conducting searches for executive positions; recruiters, or those with employment law experience.

IMPLICATIONS

Social

Not Applicable

Environmental

Not Applicable

Economic

Not applicable.

Service and Financial Implications

No anticipated financial impact.

RISK

There is no risk associated with appointing members to the Citizen-led Selection Committee for the Integrity Commissioner. Any delay in these appointments may result in delays to the appointment of the Integrity Commissioner.

ATTACHMENTS

1. Terms of Reference, Citizen-led Selection Committee for the Integrity Commissioner
2. Candidate List [CONFIDENTIAL]

Department Circulation

City Clerk's Office Report to
Organizational Meeting of Council
2021 November 1

ISC: UNRESTRICTED
C2021-1442
Page 3 of 3

Appointments to Citizen-Led Selection Committee for the Integrity Commissioner

General Manager/Director	Department	Approve/Consult/Inform