

Report of the Citizen-Led Selection Committee for the Integrity Commissioner

RECOMMENDATIONS:

The Citizen-Led Selection Committee recommends that Council:

1. Approve the appointment of the Integrity Commissioner as set out in Attachment 3;
2. Authorize the City Manager and City Solicitor & General Counsel to enter into and execute a retainer agreement with the appointed individual;
3. Disband the Selection Committee and thank the Committee for its work; and
4. Direct that Attachment 3 be kept confidential pursuant to Sections 16 (Disclosure harmful to business interests of a third party), 17 (Disclosure to personal privacy), 19 (Confidential evaluations), 24 (Advice from officials) and 27 (Privileged information) of the *Freedom of Information and Protection of Privacy Act* until such time as all required agreements are signed and following the public announcement of the Integrity Commissioner appointment.

HIGHLIGHTS

- The Citizen-Led Selection Committee for the Integrity Commissioner (the “Committee”) has concluded its work and is prepared to recommend an individual for the position of Integrity Commissioner.
- The Integrity Commissioner supports the Ethical Conduct Policy for Members of Council which outlines the rules that assist them in carrying out their duties, powers and functions with impartiality and dignity.
- The Integrity Commissioner assists Council by conducting investigations into allegations of misconduct by Councillors in a fair, objective and independent way.
- In order to finalize the appointment process, a retainer agreement, substantially similar to the agreement entered into with the previous Integrity Commissioner will need to be entered into between The City and appointed individual.
- Background and Previous Council Direction is included as Attachment 1.
- Recruitment posting for the Integrity Commissioner is included as Attachment 2.

DISCUSSION

The resignation of the former Integrity Commissioner took effect on 2021 November 30. Council appointed public members to the Citizen-led Selection Committee (“Committee”) at the Organizational Meeting of Council on 2021 November 1.

An external recruitment firm was engaged to facilitate the recruitment. The posting for the Integrity Commissioner position was advertised nationally and was open to the public. The recruitment firm also sent invitations to 92 individuals and conducted an in depth interview with twelve candidates.

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The Committee met on 2021 November 29 and elected Denise Bodnaryk (who has served on the previous Selection Committee) as Chair, with the Chair of the former committee, David Holub, as Vice Chair. The Committee also included Naheed Nenshi, who had served as the Chair of the Selection Committees for the first two Integrity Commissioners. City Solicitor and General Counsel Jill Floen served as a nonvoting resource to the Committee. The Committee created a Working Group comprised of all Committee members to work closely with the recruitment firm to assess candidates.

Eighteen applications were received, and after screening by the City Solicitor & General Counsel for legal conflicts and by Human Resources representatives based on the requirements and criteria contained in the posting (Attachment 2), a list of eight shortlisted candidates were presented to the Working Group for formal review.

The Working Group discussed the list of candidates based on the requirements and criteria contained in the posting (Attachment 2), following which four candidates were selected for an interview.

The City Solicitor & General Counsel attended the formal interviews and provided the Working Group with support. An Interview Guide was created that established a set series of questions aimed at assessing desired attributes. Immediately following each interview, the working group assessed and ranked the candidates answers to the questions.

Although all four interviewees were excellent candidates, the committee unanimously recommends the applicant in Attachment 3, who was felt to be the best fit for the position.

Five formal reference checks and a media check were completed for the proposed candidate, following which the Committee reconvened to confirm the final selection of the candidate for recommendation to Council for approval. Please find the biography in Attachment 3.

The City Manager and the City Solicitor & General Counsel will arrange to enter into an agreement similar in form and content to former Integrity Commissioner retainer agreements as soon as reasonably possible following the adoption of recommendations by Council.

STAKEHOLDER ENGAGEMENT AND COMMUNICATION (EXTERNAL)

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

IMPLICATIONS

Social

Not applicable

Environmental

Not applicable

Economic

**City Manager's Office Report to
Combined Meeting of Council
2022 February 15**

**ISC: UNRESTRICTED
C2022-0245
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Not applicable

Service and Financial Implications

No anticipated financial impact

RISK

An Integrity Commissioner provides an important support to the Ethical Conduct Policy for Members of Council which in turn supports the public's trust and confidence in City Council. Without an Integrity Commissioner, allegations of misconduct will not be dealt in an independent and timely manner.

ATTACHMENT(S)

1. Background and Previous Council Direction
2. Job posting
3. Recommended Integrity Commissioner Biography - CONFIDENTIAL