

Integrity Commissioner Recruitment Comparisons

Legislative Services staff undertook a survey of other municipalities in August of 2020 and again in April of 2021 to inquire how their IC services were retained.

Highlights of the most recent survey include:

- 5/11 are or will be using RFP for the selection of their IC (Oakville Oshawa, Mississauga, Georgina, Markham);
- Oshawa has delegated authority to appoint the IC and piggy backed on Durham Region's contract. They will use RFP next time;
- 4/11 use a recruitment process (East Gwillimbury, Aurora, Richmond Hill, Vaughan);
- 2/11 use a selection process (Ottawa, King) which involves advertising for the position and conducting interviews and are appointed on Clerk/CAO recommendation;
- Ottawa's selection process is overseen by the Clerk, Deputy Clerk and Auditor General

Ontario Integrity Commissioner Recruitment/Selection Comparator Research April 2021				
Municipality	Integrity Commissioner	Hiring Process	Notes	Survey Date
East Gwillimbury	Principles Integrity - Jeff Abrams and Janice Atwood-Petkovski	Recruitment Process w/Interviews		26-Apr
Oshawa	Guy Giomo - Fasken Martineau Dumoulin LLP	Council delegated authority to City Clerk to appoint IC. Oshawa piggy backed onto the Region of Durham's contract. Oshawa is planning to review the appointment and go out to RFP next year.		26-Apr
Aurora	Principles Integrity	HR recruitment	Next time, will pursue RFP process with interviews.	26-Apr
Oakville	Principles Integrity	RFP process by Halton Region. Oakville took part in selection and pricing.	Regional Clerk and Clerk's office representatives evaluates submissions	26-Apr
Richmond Hill	ADR Chambers Inc. (Charles Harnick)	Recruitment Process w/Interviews	Applicants that met minimum requirements were presented to Council. Council can appoint from applications or arrange interviews.	26-Apr
King	Josephine Matera	Selection process overseen by Clerk and CAO. IC is appointed by Council on CAO/Clerk recommendation.	There is consultation with Legal.	26-Apr
Georgina	ADR Chambers	RFP		26-Apr

Appendix “A”

Ottawa	Robert Marleau. His contract is set to expire on August 31, 2021 and a new IC is now being recruited.	<p>The City Clerk will conduct advertising for the position and receive and screen applications based on Council-approved criteria before selecting candidates for interviews.</p> <p>An Interview Panel composed of the City Clerk, the Deputy Clerk and the Auditor General will conduct interviews and a preferred candidate will be selected.</p> <p>The initial term of the Integrity Commissioner will be set at one year, with an optional renewal for a five-year term.</p> <p>Once a contract has been executed, the City Clerk will report to Council on the appointment by way of a memorandum setting out information regarding the new Integrity Commissioner and the recruitment and appointment process that was used.</p>		26-Apr
Vaughan	Suzanne Craig	The position was posted as a part-time position in 2007 and was advertised at local Universities and Colleges consistent with the City's recruitment policy.	Suzanne Craig has been the City's IC since 2007.	26-Apr
Mississauga	Principles Integrity	RFP: prospective candidates are interviewed by selected members of Council, City Clerk and City Solicitor		26-Apr
Markham	ADR Chambers	RFP		26-Apr

Ontario Integrity Commissioner Recruitment/Selection Comparator Research August 2020				
Municipality	Integrity Commissioner	Hiring Process	Notes	Survey Date
Chatham-Kent	Mary Ellen-Bench	RFP		August 2020
Toronto	Jonathan Batty	External recruitment firm, appointment by selection panel chaired by Mayor		August 2020
Muskoka	Suzanne Craig	RFP	Joint RFP with some lower-tiers in District	August 2020

Appendix "A"

Ottawa	Robert Marleau	Internal recruitment	Delegated authority to City Clerk to support recruitment and selection process.	August 2020
Brampton	Muneeza Sheikhv(Levitt LLP)	Internal recruitment		August 2020
Milton	Principles Integrity	RFP	Joint with all of Halton Region	August 2020
York Region	Principles Integrity	RFP		August 2020
Oakville	Principles Integrity	RFP	Joint with all of Halton Region	August 2020
Kitchener	ADR Chambers	RFP		August 2020
Burlington	Principles Integrity	RFP	Joint with all of Halton Region	August 2020
Hamilton	Principles Integrity	RFP		August 2020
Windsor	Bruce Elman	Expression of interest		August 2020
Markham	ADR Chambers	RFP	Currently "recruiting"	August 2020
Newmarket	Bob Swayze	RFP	Will pursue application/recruitment at renewal	August 2020
Richmond Hill	Investigation Council PC - Norman J. Groot	Application recruitment	IC was appointed by Council	August 2020
Vaughan	Suzanne Craig			August 2020
Stouffville	Principles Integrity			August 2020
Georgina	ADR Chambers	RFP		August 2020
East Gwillimbury	Principles Integrity	Recruitment process with interviews		August 2020
Aurora	Principles Integrity	HR recruitment	Next time, will pursue RFP process with interviews.	August 2020
King	Josephine Matera	RFP	King invites submissions via RFP and is not obligated to interview before selection	August 2020
Oshawa	Guy Giomo - Fasken Martineau Dumoulin LLP	Council delegated authority to City Clerk to appoint IC. Oshawa piggy backed onto the Region of Durham's contract. Oshawa is planning to review the appointment and go out to RFP next year.		August 2020