



IN CAMERA

REPORT

Report Date: July 19, 2021
Contact: Councillor Colleen Hardwick
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VanRIMS No.: 08-2000-21
Meeting Date: Jul 26, 2021

TO: Council

FROM: Auditor General Recruitment Committee

SUBJECT: Executive Search – Auditor General

IN CAMERA RATIONALE

This report is recommended for consideration by Council on the In Camera agenda as it relates to Section 165.2(1) of the *Vancouver Charter*: (a) personal information about an identifiable individual who holds or is being considered for a position as an officer, employee or agent of the city or another position appointed by the city.

RECOMMENDATION

- A. THAT Council adopt the recommendation of the Auditor General Recruitment Committee that Mike Macdonell be appointed as the City's Auditor General;
- B. THAT Council authorize the General Manager of Human Resources to negotiate on behalf of the City an employment contract with Mike Macdonell that reflects the following terms:
 - i. A term of employment in accordance with sections 2.8 and 2.9 of the Auditor General Bylaw No. 12816 (the "Bylaw");
 - ii. An initial annual base salary not exceeding **s.17(1)**, as per section 2.6 of the Bylaw;
 - iii. Reference to the Auditor General's Mandate under section 3 of the Bylaw, as well as establishment of annual performance objectives, and an annual review of performance against the Mandate and those objectives, to be performed by the Auditor General Committee (the "AGC") with the involvement of Council;

- iv. Remuneration to be reviewed at least every 24 months by the AGC with any compensation adjustments to be subject to approval by Council;
 - v. A severance provision that is commensurate with the role of Auditor General;
 - vi. Except as provided above, other standard compensation and benefits consistent with those provided to exempt staff at the General Manager/Deputy City Manager level of the City; and
 - vii. Other reasonable and legally permissible terms and conditions that the General Manager of Human Resources deems appropriate for inclusion in the employment contract to provide for effective management by the AGC of the employment relationship with the Auditor General.
- C. THAT upon approval as to form of an employment contract consistent with the terms described in B above by the General Manager of Human Resources, Council authorize the Chair of the Auditor General Recruitment Committee to execute such employment contract with Mike Macdonell.
- D. THAT no legal rights or obligations to Mike Macdonell will arise or be created by Council's adoption of Recommendations A, B and C above unless and until such employment contract has been executed Mike Macdonell and the City.
- E. THAT upon the execution of such employment contract, Council's decision be communicated publicly based on a communications plan to be developed that is reflective of all of Council.

REPORT SUMMARY

This report is presented by the Committee to Council with the recommendation of selecting Mike Macdonell as the successful candidate in the search for an Auditor General.

COUNCIL AUTHORITY/PREVIOUS DECISIONS

On November 04, 2020, Council approved the Terms of Reference for the Committee.

On February 19, 2021, the Committee selected Odgers Berndtson executive search firm to manage the recruitment process for the Auditor General position and approved the qualifications for the position.

On April 09, 2021, the Committee selected five potential candidates to be interviewed for the Auditor General position. The Committee subsequently directed Odgers Berndtson to further recruit additional candidates. Three potential candidates were interviewed on July 09, 2021.

Odgers Berndsten has now reported back to the Committee with its recommended candidate and the Committee concurs with the recommendation and now recommends Mike Macdonell to Council as the candidate for appointment as the Auditor General.

On July 22, 2021, the Committee unanimously approved the recommendation to Vancouver City Council the appointment of Mike Macdonell as the inaugural Auditor General for the City of Vancouver.

CITY MANAGER'S/GENERAL MANAGER'S COMMENTS

Not applicable.

REPORT

In accordance with the City's equity goals, the recruitment and multi-stage interview processes for the Auditor General gave specific consideration to and included a number of candidates reflecting racial and gender diversity.

There were 60 applications received and Odgers Berndtson conducted preliminary interviews with those candidates who met the minimum qualifications. Of the 60 candidates, six candidates have been selected for the Committee's consideration to be shortlisted for interviews. The Committee interviewed six candidates over a three month period.

The Committee unanimously voted in favour of Mike Macdonell as the successful candidate for the position of the Auditor General. The external representatives on the Committee, Lisa Payne and Gordon Ruth, supported the recommendation.

The CV and reference summary for Mike Macdonell is attached in Appendix A.

Implications/Related Issues/Risk

Financial

As previously approved by Council, the Candidate's remuneration will be consistent with section 2.6 of the Bylaw. This is a position already fully funded in the operating budget of Office of the Auditor General.

CONCLUSION

The Committee recommends that Council confirm Mike Macdonell as the successful candidate for Auditor General, subject to the successful negotiation and execution of an employment contract with him, and upon acceptance of the employment contract publicly confirm his appointment as Auditor General.

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s. 22(1) Personal and Confidential