

# City to Start Search for New CAO

By **Megan Pounder** - February 11, 2019



Mayor Provenzano informed councillors at Monday night's meeting that the city's current CAO Al Horsman will not continue his position once his contract expires in September of this year.

Provenzano is hoping to move forward with the search for Horsman's replacement immediately, and hopes to do so without the assistance of a professional search consultant.



"I think we owe it to the community to try and save this money," he told Councillors during Monday's meeting.

Horsman explained to Councillors that this is just a contractual thing, saying that it was “a pleasure to work with the previous council” as well as this one, and City staff.

“We have a tremendous team here – they’re great people – conscientious and hardworking employees,” he said.

Councillors Niro, Hillsinger and Shoemaker expressed interest in sitting on the selection committee – which will consist of the Mayor and two Councillors.

After a vote by Councillors and the Mayor, Councillor’s Hilsinger and Niro were chosen to sit on the committee.

Council unanimously voted in favour of this decision moving forward.

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The following is the full text of the mayor’s report to council:

## **Overview**

At its special meeting on August 24, 2015 City Council approved the hiring of Al Horsman for a four (4) year term and authorized the execution of an employment contract accordingly. CAO Horsman’s employment contract expires in September, 2019, unless the contract is extended. The employment contract contains a provision that allows the City to extend the contract and requires the City to provide notice of extension in March, 2019.

The parties have had a number of discussions about the contract and CAO Horsman’s employment with the City and the parties have determined that the contract will expire at the end of its prescribed term in September, 2019. I am of the opinion that we should begin a CAO search immediately to allow ourselves a healthy time frame to complete a proper search process. This also provides the municipality with the opportunity to have a candidate in place prior to the expiration of the current CAO contract to ensure an orderly transition and corporate stability.

The Guidelines for the Recruitment and Selection of Senior Staff (August, 2011) is attached hereto and provides for a selection committee of the Mayor and two City Councillors. I am of the opinion/preference that the two Councillor committee members should include an experienced

Councillor and a new Councillor, a male and a female and that each Councillor should have a flexible schedule and generally be available throughout the work day.

I would like to begin the search process without the assistance of a professional search consultant. Since my election as Mayor in 2014, I have been involved in processes that have used search consultants and processes that have not used search consultants. I also now have the experience of completing a CAO search. In accord with the governing corporate policy, I would like to work with the Selection Committee and human resources to complete the search process ourselves and spare, if possible, the time, effort and resources involved in procuring and retaining a search consultant.

If it happens that we do not have a satisfactory response to our own efforts, the Committee can and will then retain the assistance of a search consultant. In accord with the governing policy, the Committee will keep Council apprised throughout the process.

### **Recommendation**

That City Council authorize the filling of the CAO vacancy which will occur at the expiration of the current CAO's contract.

That City Council approve a Selection Committee consisting of the Mayor, Councillor and Councillor .

Respectfully submitted

*Christian Provenzano*

**Megan Pounder**

Megan Pounder is an enthusiastic individual who's always striving to learn and grow. She's been a part of the SaultOnline team since May 2018. She has an Advanced Diploma in Journalism: Online, Broadcast and Print from Loyalist College. Along with her diploma, she has some freelance video journalism and social media experience. Growing up in Prince Edward County sparked her enthusiasm for all things nature. When she isn't reporting, you can find her reading, jamming out to music, or looking for new adventures.