

City Manager Contract Extension

Date	September 30, 2020
To	City Council
From	City Clerk's Office
Service Area	Office of the City Clerk
Item No.	CM20-31

RECOMMENDATION

That City Council

1. Extend the contract of Christopher J. Holden as City Manager for an additional three years, effective March 1, 2021 and ending February 29, 2024.
2. Approve Bylaw No.2020-63, *The City Manager Contract Execution and Administration Bylaw 2020*, authorizing the execution of the Employment Contract.

ISSUE

The current employment contract with the City Manager expires on February 28, 2021. The attached contract extends the terms of the current contract by three years, ending on February 29, 2024.

IMPACTS

Financial Impact

There is limited incremental impact to the total compensation package provided to the City Manager.

The City Manager eliminated the annual performance adjustment program for senior executives in 2019 and replaced it with a revised annual salary schedule, coupled with no annual performance-based adjustments.

The annual salary established in the contract extension mirrors the salaries of City Manager counterparts in Western Canada, most notably Saskatoon. The only annual salary adjustment to be provided in the future will be annual economic adjustments that are provided to all other eligible out-of-scope employees.

Policy/Strategic Impact

As the administrative head of the City, the City Manager ensures City operations are maintained and handled efficiently and effectively for residents and provides leadership to approximately 2,700 City employees. The City Manager also plays a leadership role in various organizations that impact and enhance the lives of Regina residents, such as *Economic Development Regina* (EDR) and *Regina Exhibition Association Limited* (REAL).

The City Manager is accountable to City Council and leads implementation and advancement of Council's priorities in accordance with *The City Manager's Bylaw*.

Legal Impact

City Council has the authority to hire the City Manager in accordance with Sections 84(1) and 87(1) of *The Cities Act*.

There are no accessibility or environmental implications or considerations arising from this report.

COMMUNICATIONS

The extension of the City Manager's contract takes effect on March 1, 2021 upon City Council's approval of this report.

DISCUSSION

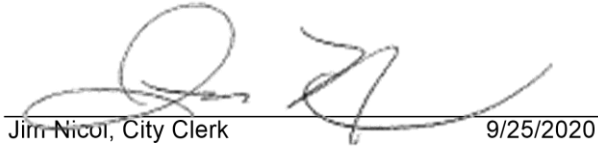
Mr. Holden has had a lengthy, extensive and diverse career over this 40+ years of service with the City of Regina.

The majority of his roles in the early part of his career was in a variety of positions in the Community Services Department. In 2003 he joined the Engineering & Works Department as Manager of Administrative Services and this was followed by roles as Director of Parks & Open Spaces and Director of Community Services. He served for 18 months as Director Communications prior to his appointment as City Manager in March 2016.

DECISION HISTORY

The appointment of a City Manager is the sole prerogative of City Council.

Respectfully Submitted,


Jim Nicol, City Clerk 9/25/2020

Prepared by: Jim Nicol, City Clerk