



CITY COUNCIL

**Monday, February 7, 2022
4:00 PM**

Henry Baker Hall, Main Floor, City Hall



OFFICE OF THE CITY CLERK

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**Agenda
City Council
Monday, February 7, 2022**

Approval of Public Agenda

Mayor's Report

MR22-1 City Manager Dismissal

Recommendation

That City Council terminate the appointment of Christopher Holden made pursuant to *The City Manager Contract Execution and Administration Bylaw*, Bylaw No. 2020-63 and in accordance with Section 87 of *The Cities Act*, effective immediately.

MR22-2 Appointment of Interim City Manager

Recommendation

That City Council appoint Jim Nicol as Interim City Manager effective immediately and until such time as a new City Manager has been appointed.

MR22-3 Appointment of Acting City Clerk

Recommendation

That City Council appoint Amber Ackerman as Acting City Clerk during the period in which City Clerk Jim Nicol serves as Interim City Manager.

Adjournment



City Manager Dismissal

Date	February 7, 2022
To	City Council
From	Mayor's Office
Service Area	Office of the City Clerk
Item No.	MR22-1

RECOMMENDATION

That City Council terminate the appointment of Christopher Holden made pursuant to *The City Manager Contract Execution and Administration Bylaw*, Bylaw No. 2020-63 and in accordance with Section 87 of *The Cities Act*, effective immediately.

ISSUE

City Council is exercising this authority to cancel the contract extension of Christopher Holden, entered into on September 30, 2020, effective immediately.

IMPACTS

Financial Impacts

Mr. Holden will receive a severance package in accordance with the terms of his employment contract.

DISCUSSION

Christopher Holden was appointed as City Manager on March 1, 2016 for a term of up to five years.

In September 2020, City Council approved the extension of Mr. Holden's contract for a further three years concluding February 29, 2024 unless ended sooner or extended as per his employment contract.

City Council is exercising its prerogative to end the contract immediately in accordance with Article 5 of Mr. Holden's Employment Contract.

DECISION HISTORY

In accordance with Section 87 of The Cities Act, termination of the City Manager's employment contract requires a majority vote of City Council.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'S. Masters', written in a cursive style.

Mayor Sandra Masters



Appointment of Interim City Manager

Date	February 7, 2022
To	City Council
From	Mayor's Office
Service Area	Office of the City Clerk
Item No.	MR22-2

RECOMMENDATION

That City Council appoint Jim Nicol as Interim City Manager effective immediately and until such time as a new City Manager has been appointed.

ISSUE

The current City Manager, Chris Holden has had his employment contract terminated by City Council effective immediately. In accordance with the requirements of The Cities Act, an Interim City Manager must be appointed for the duration of the search for his replacement.

IMPACTS

Financial Impacts

In recognition of the additional duties and increased responsibility attached to this interim appointment, Mr. Nicol's annual salary will be \$231,000. All other terms of his employment contract remain unchanged.

Policy Impacts

The City Manager is the administrative head of the City and is directly accountable and responsible to City Council for the discharge of the powers, duties and functions assigned to the position. The

appointment of an Interim City Manager is a crucial element to the decision-making structure and operations of the City.

DISCUSSION

A professional executive search firm will be hired to oversee the recruitment of a new City Manager. The recruitment and hiring process is expected to take considerable time to execute, with a new City Manager anticipated to be in place in Q4 of 2022.

The selection and appointment of a City Manager remains the sole prerogative of City Council, in accordance with Section 84 of The Cities Act.

Bylaw 2003-70, The City Manager's Bylaw, provides authority for City Council to appoint an Interim City Manager when the position of City Manager is vacant or if the City Manager is unable to carry out the duties of the position due to extended illness or other reasons.

Jim Nicol is being recommended to be appointed as Interim City Manager.

Mr. Nicol's home position is that of City Clerk for the City of Regina. He joined the City of Regina in June 2007 after having spent the previous 19 years in increasingly senior positions with the Government of Saskatchewan. He holds degrees in Arts (Political Science) and Commerce from the University of Saskatchewan.

As Interim City Manager, Mr. Nicol will have all the powers, duties, accountabilities and function of the City Manager as outlined in *The City Manager's Bylaw*. He will serve at the pleasure of City Council until such time as a permanent appointment is made, after which he will return to his position as City Clerk.

DECISION HISTORY

The recommendation contained within this report requires City Council approval.

Respectfully Submitted,



Mayor Sandra Masters



Appointment of Acting City Clerk

Date	February 7, 2022
To	City Council
From	Mayor's Office
Service Area	Office of the City Clerk
Item No.	MR22-3

RECOMMENDATION

That City Council appoint Amber Ackerman as Acting City Clerk during the period in which City Clerk Jim Nicol serves as Interim City Manager.

ISSUE

City Clerk Jim Nicol is being appointed as Interim City Manager upon the contract termination of the incumbent City Manager, Chris Holden.

The appointment of Ms. Ackerman will ensure that the position of City Clerk is not left vacant.

IMPACTS

Financial Impacts

In recognition of the additional duties and increased responsibility attached to this interim appointment, Ms. Ackerman's annual salary will be \$140,000 for the duration of her appointment.

Policy Impacts

The City Clerk has numerous statutory obligations undertaken in support of City Council. It plays a central role in the governance and decision-making structures of City Council.

DISCUSSION

Ms. Ackerman joined the City of Regina in 2001 with the Parks and Recreation Department. She has been with the Office of the City Clerk in a number of increasingly senior roles since 2006, including responsibilities as a Committee Assistant, Business Performance Consultant and Assistant Returning Officer. She was appointed Deputy City Clerk in 2017.

Ms. Ackerman holds a Business Administration Diploma from SaskPolytech, a Master's Certificate in Business Analysis from the U of S Edwards School of Business and a Certificate in Adult Education from St. Francis Xavier University.

DECISION HISTORY

The recommendation contained within this report requires City Council approval.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'M. Masters', is written above the printed name.

Mayor Masters