


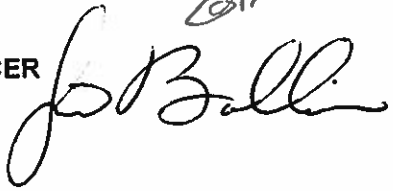
Report to the Chief Administrative Officer Recruitment Committee

TO: CHIEF ADMINISTRATIVE OFFICER RECRUITMENT COMMITTEE

PREPARED BY AND KEY CONTACT: D. MCALPINE, CITY CLERK (EXT. 4421) AND A.M. LANGLOIS, DIRECTOR OF HUMAN RESOURCES (EXT. 4366)

SUBMITTED BY: D. MCALPINE, CITY CLERK AND A.M. LANGLOIS, DIRECTOR OF HUMAN RESOURCES

GENERAL MANAGER APPROVAL: E. ARCHER, GENERAL MANAGER OF CORPORATE SERVICES 

CHIEF ADMINISTRATIVE OFFICER APPROVAL: JON M. BABULIC, CHIEF ADMINISTRATIVE OFFICER 

DATE: OCTOBER 17, 2011

SUBJECT: EXTENSION OF CONTRACT -- J. BABULIC

RECOMMENDED MOTION

1. That in light of the timing associated with the recruitment process for the new Chief Administrative Officer for The Corporation of the City of Barrie, the Mayor and City Clerk be authorized to execute an extension of Jon M. Babulic's current contract as Chief Administrative Officer for a maximum of one month following the start date of the new Chief Administrative Officer and ending no later than March 1, 2012, if necessary, subject to the same terms and conditions included in the current contract.

PURPOSE & BACKGROUND

2. Jon M. Babulic was hired as the Chief Administrative Officer for The Corporation of the City of Barrie on March 26, 2007. His contract was extended on May 28, 2008 to November 30, 2011.
3. On May 16, 2011, Mr. Babulic advised City Council that he would not be seeking a renewal to his existing contract as Chief Administrative Officer.

ANALYSIS

4. At the time of preparation of this report, the recruitment process for the new Chief Administrative Officer for The Corporation of the City of Barrie is well under way. While the candidate to replace Mr. Babulic may be determined prior to the completion of his current contract, this is likely to occur in late November and it is reasonable to expect that the successful candidate may require at least one month in order to make the transition to his/her new position with the City of Barrie.
5. The magnitude and scope of The Corporation of the City of Barrie's services, programs, employees and budget are likely to necessitate an additional one month period of time to provide for a smooth transfer of responsibility, particularly if the successful candidate is not currently employed by the City of Barrie.

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6. It should be noted that the 2012 Business Plan is anticipated to be presented to General Committee and Council for consideration in January of 2012. A considerable amount of work has been undertaken on this process under the leadership of Mr. Babulic. It is anticipated that both the 2012 Business Plan process and the successful candidate for the Chief Administrative Officer would benefit from Mr. Babulic's leadership through to the completion of Council's consideration of this matter.

ENVIRONMENTAL MATTERS

7. There are no environmental matters related to the recommendation.

ALTERNATIVES

8. There are two alternatives available for consideration:

Alternative #1

The Committee could permit Mr. Babulic's contract to expire on November 30, 2011 and not extend it, with the intent that one or more of the General Managers would fulfil the role for the completion of the recruitment process.

This alternative may not allow for the completion of the hiring process for the new Chief Administrative Officer and a suitable transition period, if necessary.

Alternative #2

The Committee could extend Mr. Babulic's contract to either a fixed date or until the start date of the new Chief Administrative Officer.

At this point in the recruitment process, the determination of a fixed date for a contract extension would be challenging. While extending the contract until the start date of the new Chief Administrative Officer would ensure that this important role is not vacant during the recruitment period, it would not permit the successful candidate to benefit from a transition period that would likely include Council's consideration of the 2012 Business Plan.

FINANCIAL

9. The proposed recommendation would result in a maximum of one month's overlap between Mr. Babulic and the new Chief Administrative Officer. Should the recommendation be approved, the anticipated expenditures would be funded from within the Chief Administrator's budget in the 2011 and 2012 Business Plans.

LINKAGE TO COUNCIL STRATEGIC PRIORITIES

10. The recommendation(s) included in this Staff Report are not specifically related to any of City Council's Strategic Priorities.