

Attachment 2

Criteria, principles and remuneration schedule to be applied to the Integrity Commissioner hiring process

The following criteria and principles shall be applied to the hiring process:

- The Integrity Commissioner's independence and impartiality;
- Confidentiality with respect to the Integrity Commissioner's activities; and
- The credibility of the Integrity Commissioner's investigation process.

In considering the appointment of an Integrity Commissioner, the successful candidate should possess:

- Previous municipal, governance, procedural and/or ethics experience (e.g. former Chief Administrative Officer, Clerk, municipal lawyer, similar experience in another level of government);
- Knowledge of municipal government and the accountability and transparency provisions of the *Municipal Act, 2001*;
- Understanding of Council operations and policies, including the City's Accountability Framework;
- Ability to provide services on a part-time, flexible and as-needed basis, without competing employment demands;
- Credibility with City Council, staff, public and media;
- The ability to receive complaints and conduct investigations in both official languages; and
- No specific connection or interest with the City (specifically a financial or business relationship).

The remuneration schedule for the Integrity Commissioner shall be a \$25,000 annual retainer and a per diem of \$250 per hour to a daily maximum of \$1,250.