Minutes – Executive Policy Committee – January 21, 2025

REPORTS

Item No. 15 Chief Construction Officer

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

The Executive Policy Committee recommended to Council:

1. That Tom (Thomas) Sparrow of Victoria, B.C. be appointed to the position of Chief Construction Officer for the City of Winnipeg, effective no later than April 1, 2025.

2. That the City enter into, execute and deliver an employment agreement with Mr. Sparrow, and such other agreements as determined necessary by the City Solicitor / Director of Legal Services to implement the intent of the foregoing (the "Ancillary Agreements"), on the understanding that any such agreement will confirm that Mr. Sparrow will report operationally to City Council.

3. That authority be delegated to the Chief Administrative Officer to negotiate and approve the terms and conditions of the employment agreement and the Ancillary Agreements, in accordance with this report and such other terms and conditions deemed necessary by the City Solicitor / Director of Legal Services to protect the interests of the City.

4. That the Proper Officers of the City be instructed to do all things necessary to implement the intent of the foregoing.

DECISION MAKING HISTORY:

The Chairperson called Councillor Lukes to the chair in order to move the following motion:

Moved by His Worship Mayor Gillingham,

WHEREAS City Council endorsed the creation of a City of Winnipeg Chief Construction Officer in a new executive role in 2023, to save taxpayer dollars by assisting City Council and the Public Service in the modernization of strategic City construction, infrastructure and procurement policies;

AND WHEREAS with the assistance of the Winnipeg Public Service, the Search Committee appointed by City Council has completed consideration of 44 applications, conducted two rounds of interviews, and recommended a candidate who meets Council's expectation that the CCO will bring significant public and private sector infrastructure management experience to this new role;

AND WHEREAS the Chief Construction Officer Search Committee has reported their recommendation via letter of transmittal from Councillor Mayes, acting as Committee Chair,

THEREFORE BE IT RESOLVED:

1. That Tom (Thomas) Sparrow of Victoria, B.C. be appointed to the position of Chief Construction Officer for the City of Winnipeg, effective no later than April 1, 2025.

2. That the City enter into, execute and deliver an employment agreement with Mr. Sparrow, and such other agreements as determined necessary by the City Solicitor / Director of Legal Services to implement the intent of the foregoing (the "Ancillary Agreements"), on the understanding that any such agreement will confirm that Mr. Sparrow will report operationally to City Council.

3. That authority be delegated to the Chief Administrative Officer to negotiate and approve the terms and conditions of the employment agreement and the Ancillary Agreements, in accordance with this report and such other terms and conditions deemed necessary by the City Solicitor / Director of Legal Services to protect the interests of the City.

4. That the Proper Officers of the City be instructed to do all things necessary to implement the intent of the foregoing.

Carried

His Worship Mayor Gillingham resumed the Chair.

DECISION MAKING HISTORY (continued):

COUNCIL DECISION:

On November 21, 2024, Council concurred in the recommendation of the Executive Policy Committee and granted an extension of time of up to 60 days be granted for the Chief Construction Officer Search Committee to report back with a recommended candidate for approval.

David Grant submitted a communication with respect to the matter.

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On November 13, 2024, the Executive Policy Committee submitted to Council that a further extension of time of up to 60 days be granted for the Chief Construction Officer Search Committee to report back with a recommended candidate for approval.

COUNCIL DECISION:

On June 27, 2024, Council concurred in the recommendation of the Executive Policy Committee.

David Grant submitted a communication with respect to the matter.

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 18, 2024, the Executive Policy Committee submitted to Council that an extension of time of up to 120 days be granted for the Chief Construction Officer Search Committee to report back with a recommended candidate for approval.

David Grant submitted a communication with respect to the matter.

COUNCIL DECISION:

On February 22, 2024, Council concurred in the recommendation of the Executive Policy Committee and granted an extension of up to 120 days be granted for the Chief Construction Officer Search Committee to report back with a recommended candidate for approval.

David Grant submitted a communication in support of the matter.

DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On February 13, 2024, the Executive Policy Committee submitted the following to Council:

1. That an extension of time of up to 120 days be granted for the Chief Construction Officer Search Committee to report back with a recommended candidate for approval.

2. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

David Grant submitted a communication with respect to the matter.

COUNCIL DECISION:

On November 23, 2023, Council concurred in the recommendation of the Executive Policy Committee, as amended, and adopted the following:

1. That Council seek to hire a Chief Construction Officer as an employee of the City of Winnipeg, subject to City Council confirmation of a job description, priorities plan, including reporting requirements, and process for hiring, and that the CCO office be financed through an addition to the City's Corporate Capital Overhead Charge sufficient to raise $0.5m annually and that Council refer the authorization of 2 FTEs (1 CCO, and 1 additional FTE as support staff) for the CCO Office and any necessary budget approvals to the 2024-2027 Multi-Year Budget Process.

2. That Council establish a Chief Construction Officer (CCO) Search Committee, consisting of:

    - Councillor Mayes;
    - Councillor Dobson;
    - Councillor Schreyer; and
    - One member of the Mayor's Office staff as the Mayor's designate,

    and direct Corporate Human Resources to assist the CCO Search Committee in finalizing a job description and salary range and to assist in executing a search for qualified candidates.

3. That the Chief Construction Officer Search Committee shall report to Council with a recommended candidate for approval no later than March 1, 2024. Council shall have access to appropriate documentation of the candidate's qualifications and references.

DECISION MAKING HISTORY (continued):

COUNCIL DECISION (continued):

4. That Council direct that the Public Service prepare amendments to the Organization By-Law and submit directly to Council to create the position of Chief Construction Officer as an "Officer of Council," with reporting and accountability measures similar to those in place for Statutory Officers of Council, while acknowledging that the Chief Construction Officer position is not statutory within the City of Winnipeg Charter.

5. That the Proper Officers of the City of Winnipeg be authorized to do all things necessary to implement the intent of the foregoing.

On October 26, 2023, Council laid over consideration of the item and amending motion to its meeting on November 23, 2023.

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On October 17, 2023, the Executive Policy Committee passed the following motion:

WHEREAS the City of Winnipeg buys hundreds of millions of dollars worth of infrastructure work every year on behalf of residents of the City;

AND WHEREAS public sector construction management and infrastructure policy development requires high-level, strategic expertise and industry knowledge of engineering, procurement and construction practices, with consideration of complex factors like labour and skills capacity, materials supply chains, bid complexity, staging, legal risks and construction inflation;

AND WHEREAS City Council is seeking direct advice from a senior leader with construction and infrastructure management expertise to improve the speed, efficiency, delivery and maintenance of the City's overall infrastructure on a strategic level;

AND WHEREAS Mayor Gillingham committed to ask City Council to hire a "Chief Construction Officer" who would report publicly to the Mayor and Council to provide this advice and leadership;

THEREFORE BE IT RESOLVED that the Executive Policy Committee recommend to Council:

DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION (continued):

1. That Council seek to hire a Chief Construction Officer as soon as possible, to be financed through a charge against one or more designated capital projects in any given fiscal year, with delegated authority to the Chief Financial Officer to select appropriate projects within the existing budgets.

2. That Council establish a Chief Construction Officer (CCO) Hiring Committee and through the City Council Organizational meeting establish 4 members for the committee, and direct Corporate Human Resources to assist the CCO Hiring Committee in finalizing a job description and salary range and to assist in executing a search for qualified candidates.

3. That the Chief Construction Officer Hiring Committee shall report to Council with a recommended candidate for approval no later than March 1, 2024. Council shall have access to appropriate documentation of the candidate's qualifications and references.

4. That Council direct that the Public Service prepare amendments to the Organization By-Law and submit directly to Council to create the position of Chief Construction Officer as an "Officer of Council," with reporting and accountability measures similar to those in place for Statutory Officers of Council, while acknowledging that the Chief Construction Officer position is not statutory within the City of Winnipeg Charter.

5. That the Proper Officers of the City of Winnipeg be authorized to do all things necessary to implement the intent of the foregoing.

and submitted the matter to Council.