



City of Peterborough Media Release

For Immediate Release
April 11, 2018
Peterborough, ON --

City of Peterborough – Departmental Structure

The City of Peterborough would restructure its administration to enhance how the City provides services to its residents, under a proposal that will be presented to City Council at the General Committee meeting on Monday, April 16.

Services would be consolidated under three Commissioners who would report to the Chief Administrative Officer. This would reduce the size of the senior management team as the remaining director positions are phased out following retirements this year. The new structure would replace the current structure of five Directors who report directly to the Chief Administrative Officer.

“Through this restructuring, services can be better coordinated by grouping them together with other services that are complementary in many ways,” Chief Administrative Officer Allan Seabrooke said.

“For example, Legal Services and the City Clerk’s Office are currently in different departments, yet their work is very much connected. Another example is that the Planning Division and the Chief Building Official’s Division are currently in a different department than our Engineering, Construction and Transportation planning services,” Seabrooke said. “By aligning complementary services together, we can improve coordination between these services and ultimately improve how these services are delivered on behalf of the City’s residents.”

Seabrooke explained that the proposal to restructure the departments emerged from discussions among the senior management team on how to improve the existing services and how to deal with upcoming retirements of several members of the senior team.

“The directors held a series of meetings to discuss how the organization functions administratively – what works well, what doesn’t, and how we could improve the administrative side of how we deliver services on behalf of residents,” he said. “It was similar to an exit interview given how several members of the senior management team are potentially retiring in the next few years.

“While the restructuring would be purely administrative in nature, I believe it would be the foundation for real improvements that would be seen by residents through improved internal coordination and communication in our municipal government.”

The Commissioner positions would be the Commissioner of Community Services, the Commissioner of Corporate and Legislative Services and the Commissioner of Infrastructure and Planning Services.

Seabrooke will be recommended to City Council that he be appointed as the Commissioner of Community Services with current Community Services Director Ken Doherty retiring in June.

There are a number of substantial projects underway in the Community Services Department, including the planned development of a new twin-pad arena and potentially an aquatics centre, the preliminary consultations on the possible construction of a new Major Events and Sports Centre to replace the Peterborough Memorial Centre and the Community Wellbeing Plan.

“Mr. Seabrooke has in-depth knowledge of the activities in this department and he would bring continuity to our organization on these extremely important files at this time,” Mayor Daryl Bennett said. “As a member of the City’s senior management team, he is focused on supporting the work of our City to deliver services and infrastructure for the residents of our community.”

Seabrooke became the Chief Administrative Officer in June 2015. He had previously held positions as the Commissioner of Community Services with the City of Waterloo, as the Chief Administrative Officer with Otonabee Conservation, and in the private sector.

Corporate Services Director Sandra Clancy, with 33 years of service with the City, would be promoted to Chief Administrative Officer under the restructuring.

“Mrs. Clancy is exceptionally qualified to lead the City’s administrative team through this transition and beyond,” Mayor Bennett said. “She is a respected leader who has shown the ability to innovate, to anticipate the needs of the community, and to respond to situations facing our municipality through her many years of service as an employee of the City of Peterborough.”

Clancy joined the City in June 1985 as the Chief Accountant. In 1996 she was promoted to Manager of Financial Services and in January 2011 she assumed the position of Treasurer and Director of Corporate Services.

“I would be honoured to lead the team of municipal employees that deliver services and infrastructure on behalf of our community,” Clancy said. “Our government administration needs to evolve and continuously strive for improvements in efficiency and effectiveness on behalf of the residents that we serve. These organizational changes would better prepare our organization to meet the needs of the community into the future – and position us well for

succession planning with the wave of retirements that will affect municipal governments across Ontario over the next few years.”

- 30 -

For further information, members of the media are invited to contact the undersigned:

Wayne Jackson, Deputy CAO
City of Peterborough
Telephone: 705-742-7777 ext. 1894
Toll-free: 1-855-738-3755 ext. 1894
Email: wjackson@peterborough.ca