

City manager Lychak Surrey bound

By JOHN STEWART
Staff Reporter

Doug Lychak has made it official: he's resigning as Mississauga's city manager.

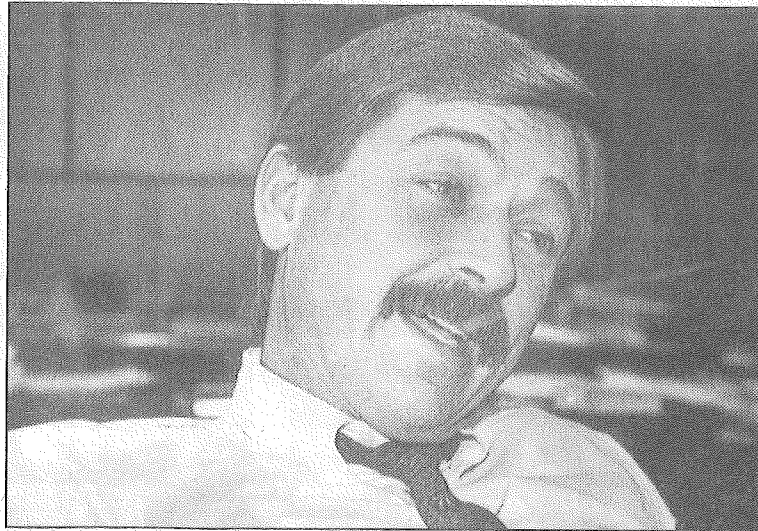
Lychak announced to local councillors in a private meeting Monday that he is leaving May 1 to become the municipal manager of Surrey, British Columbia.

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"It's been great," he said in an interview yesterday. "We've done so much together and yes, it is hard to leave."

The 44-year-old Lychak has almost completely revamped operations at city hall since he was appointed in July 1985. "One doesn't do anything by themselves," said the former acting city manager of Edmonton and the one-time planning commissioner for Hamilton-Wentworth.

"What's probably been the highlight is the spirit of co-operation that has occurred between council and the administration." What's significant isn't the various administrative reorganizations which have occurred, added Lychak, but the at-



Staff photo by Fred Loek

Mississauga city manager Doug Lychak will be leaving his job May 1 to become the municipal manager of Surrey, British Columbia. He was Mississauga's top administrator for almost seven years.

titude which has prevailed. "What's important is the culture we've developed," he said. "It's the attitude, the philosophy, the approach. It's the way we do business."

As an example of that difference, Lychak referred to the strategic plan which was unveiled to city councillors Monday, a vision of the

City developed by the senior staff team as a "vision document" to provide the overall guidance for all other planning. A series of other plans, corporate, human resources and financial will be developed to specify how the goal is achieved.

"We now have a highly efficient, much different corporation than

the one I came to," said Lychak, whose departure has been the subject of much speculation since his negotiations with Surrey were publicly revealed last fall.

Recruited by a headhunting firm, Lychak was offered a lucrative long-term contract which ran afoul of a public wage commissioner in British Columbia, who revealed its contents and Lychak's interest in the post.

Sources in Surrey say Lychak has signed a contract which could last up to seven years, with a starting salary of \$143,000, plus a car, a full benefit package and various inflationary hikes and performance bonuses. Politicians there are delighted to have hired an administrator considered one of the best in Canada.

Mayor Hazel McCallion praised Lychak, in announcing his resignation. "He's made an outstanding contribution. He's brought private enterprise management to government," she said, in crediting the manager for much of the City's success in weathering the recession.

"He's put Mississauga on the map both for fiscal and staff management and has brought on board

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City needs new manager

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some excellent personnel. The problem is when someone's as good as that, they're hard to hold on to."

This is the longest Lychak has ever stayed in a job. He said he derives satisfaction not from praise nor salary but from reaching the goals he sets for himself. The pace of change is going to slow in Mississauga now but Surrey, a suburban municipality of 230,000 is a rapidly changing environment. "Maybe I

need a little faster pace of change," he said.

In leaving Lychak continued his practice of recommending to councillors that they hire the best personnel headhunting firm available to find his replacement and then "hire the best person available as soon as possible."

McCallion said that council will meet soon to decide "how to find a top-notch person to fill his shoes."

LYCHAK, DOUGLAS

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