

MEETING: THE NINTH MEETING OF THE FIFTY-FOURTH THUNDER BAY POLICE SERVICES BOARD (CLOSED SESSION)

DATE: APRIL 18, 2023

TIME: 10:36 A.M.

PLACE: VALHALLA HOTEL & CONFERENCE CENTRE
1 Valhalla Inn Road, Thunder Bay, ON

ADMINISTRATOR: MR. M. MERCER

PRESENT:

Ms. D. Baxter
Mayor K. Boshcoff
Councillor S. Ch'ng
Mr. M. Mercer

REGRETS:

Ms. K. Machado

OFFICIALS:

Mr. D. Fleury, Chief Designate of Police
Mr. D. Taddeo, Acting Chief of Police
Mr. R. Hughes, Deputy Chief of Police
Mr. J. Hannam, Secretary – Thunder Bay Police Services Board
Ms. L. Douglas, Assistant to the Secretary - Thunder Bay Police Services Board

ATTENDING BY ZOOM:

Mr. T. Gervais, Ministry of the Solicitor General

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

Under New Business, the following two items were added:

- approval of a mentor for the new Chief of Police; and
- review of a grievance issued by the Thunder Bay Police Association and denied by the Board.

MOVED BY: Mr. M. Mercer

With respect to the Ninth Session (Closed) of the Fifty-Fourth Thunder Bay Police Services Board held on April 18, 2023, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED by the Administrator

3. CONFIRMATION OF MINUTES

The Minutes of the Sixth Session (Closed) of the Fifty-Fourth Thunder Bay Police Services

THUNDER BAY POLICE SERVICES BOARD

CLOSED SESSION
April 18, 2023

Page 2 of 5

Board held on March 21, 2023, to be confirmed.

MOVED BY: Mr. M. Mercer

Minutes of the Sixth Session (Closed) of the Fifty-Fourth Thunder Bay Police Services Board, held on March 21, 2023 be confirmed.

CARRIED by the Administrator

4. REPORTS OF COMMITTEES

a) Thunder Bay Police Services Board – Labour Relations Committee

Confidential memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, dated April 8, 2023, relative to the appointment of Ms. Donna Marsh to the Labour Relations Committee, was provided for the Board's information.

MOVED BY: Mr. M. Mercer

With respect to the composition of the Labour Relations Committee, we recommend that the Thunder Bay Police Services Board appoint Donna March to the Committee, as a community representative, for a term of 2 years.

CARRIED by the Administrator

5. ORGANIZATION AND PERSONNEL

a) Parental Leave Requests

Correspondence to Interim Chief D. Taddeo from Constable Justin Backor, received March 15, 2023, relative to a request for parental leave, as well as a response to Constable Backor from Interim Chief of Police Daniel M. Taddeo, dated March 16, 2023, were provided for the Board's information.

Correspondence to Interim Chief D. Taddeo from Constable Brian Gilbert, received March 28, 2023, relative to a request for parental leave, as well as a response to Constable Gilbert from Deputy Chief of Police R. Hughes, dated March 31, 2023, were provided for the Board's information.

Correspondence to Interim Chief D. Taddeo from Constable Curtis Tempelman, dated March 27, 2023, relative to a request for parental leave, as well as a response to Constable Tempelman from Interim Chief of Police D. Taddeo, dated April 3, 2023, were provided for the Board's information.

THUNDER BAY POLICE SERVICES BOARD

CLOSED SESSION

April 18, 2023

Page 3 of 5

Correspondence to Interim Chief D. Taddeo from Devin Johnstone, received April 6, 2023, relative to a request for maternity leave, as well as a response to Devin Johnstone from Interim Chief of Police Daniel Taddeo, dated April 6, 2023, were provided for the Board's information.

Correspondence to Interim Chief D. Taddeo from Gabriela Ciolca, dated April 3, 2023, relative to a request for maternity leave, as well as a response to Gabriela Ciolca from Interim Chief of Police Daniel Taddeo, dated April 6, 2023, were provided for the Board's information.

b) Performance Goals for Chief of Police D. Fleury

Pursuant to the Employment Agreement between Darcy Fleury and the Thunder Bay Police Services Board – Article 1 – Employment Compensation and Benefit/Performance Bonus, the Board will discuss and set the goals and objectives for six (6) month intervals during the first three (3) years of the agreement.

Pursuant to Performance Bonus Term 4.7, “the parties agree that the Performance goals for the first two six (6) month intervals (of the first year of the Term) will be mutually agreed upon by the parties, in writing, no later than June 30, 2023.”

Mr. J. Hannam reported that there will be preliminary meetings with Designate Chief Fleury to discuss performance objectives; discussions with the Board will be deferred to the May 16, 2023 Closed Session. Board members were encouraged to provide the objectives they feel need to be addressed.

Discussion followed about metrics and measurable objectives. Mr. Hannam noted that all Board members will be given an opportunity to review the objectives and performance goals before they are confirmed.

c) Approval of a Mentor for New Chief of Police

Confidential Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, dated April 17, 2023, relative to the approval of a mentor for new Chief of Police Darcy Fleury, was distributed separately on desks at the meeting.

Mr. J. Hannam provided an overview of the memorandum and noted that Mr. Fleury's contract does provide for an executive coach. Ms. Schmidt has been working with Mr. Fleury for about seven (7) years.

A brief discussion followed about the benefits of an executive coach, as well as the importance of an external mentor.

MOVED BY: Mr. M. Mercer

THUNDER BAY POLICE SERVICES BOARD

CLOSED SESSION
April 18, 2023

Page 4 of 5

With respect to executive mentoring/coaching services, as provided for in Article 4.21 of the Employment Agreement between Darcy Fleury and the Thunder Bay Police Services Board, we recommend that the Board approve of the engagement for Marilena Schmidt in support of the professional development of Mr. Fleury as Chief of Police.

CARRIED by the Administrator

6. UPDATES FROM LEGAL COUNSEL

Further to discussion with Mr. D. Jarvis, Fillion Wakely Thorup Angeletti LLP, prior to this meeting, Mr. J. Hannam advised that conciliation has been scheduled for later in June, 2023 with respect to the calculation of retirement payments for the Senior Officers Association.

7. GENERAL MATTERS

a) Memorandum – Summary of Approvals by Administrator

Confidential Memorandum to Members of the Thunder Bay Police Services Board from Mr. J. Hannam, Secretary to the Board, dated April 10, 2023, relative to a summary of approvals made by Administrator Malcolm Mercer since the March 21, 2023 Closed Session, was provided for the Board's information.

b) Accounts Update – Approval for Payment of Invoices

Confidential Memorandum from John S. Hannam, Secretary to the Board, to Members of the Thunder Bay Police Services Board, dated April 10, 2023, relative to the invoices processed for payment since the March 21, 2023 Closed Session, was provided for the Board's information.

8. NEW BUSINESS

a) Grievance – Thunder Bay Police Association

Administrator Malcolm Mercer received correspondence from the Thunder Bay Police Association, dated March 30, 2023, relative to the use of a non-bargaining unit member to perform bargaining unit work.

Mr. J. Hannam provided an overview of the correspondence and noted that it was a specific isolated incident. Given the narrow and specific occurrence, the Board did not consider this a policy issue, which would have a broader application. Accordingly, the Board denied hearing the subject grievance at this meeting.

The Association has advised that they will be going to arbitration. Administrator Mercer will be contacting the Association's president to further discuss the Board's position on this grievance.

THUNDER BAY POLICE SERVICES BOARD

CLOSED SESSION

April 18, 2023

Page 5 of 5

b) Swearing-In Ceremony/Change of Command

A brief discussion was held on a singing group potentially participating in the upcoming Swearing-In Ceremony.

With regard to the pending Change of Command, Mr. T. Gervais, Police Services Advisor – Ministry of the Solicitor General, congratulated Designate Chief Fleury on his appointment.

c) New Recruits

Further to the earlier presentation of Recruitment Initiatives, a brief discussion was held relative to hiring new recruits/hiring incentives with respect to offsetting overtime costs. Interim Chief of Police D. Taddeo responded to questions in this regard.

d) TRACKING OUTSTANDING MATTERS

- Request for Appointment of a Conciliation Officer - Firth
- Ogima Complaint
- Oruitemeka Inquest
- Response to TBPA Grievance RE: Greenshield Benefits

e) CONFIRMING BY-LAW

MOVED BY: Mr. M. Mercer

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Administrator and Secretary of the Thunder Bay Police Services Board, sealed and numbered:

- i. A By-law to confirm the proceedings of a Closed Session of The Thunder Bay Police Services Board, this 18th day of April, 2023.

Explanation: Confirmation of the proceedings and each motion, resolution and other action passed or taken by the Thunder Bay Police Services Board at this meeting is required, adopted, ratified and confirmed as if all such proceedings had been expressly embodied in this By-law.

BY-LAW NUMBER: PC11 – 2023

CARRIED by the Administrator

f) ADJOURNMENT

The meeting adjourned at 11:17 a.m.