

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

DATE: JUNE 26, 2023
TIME: 12:10 A.M.
PLACE: VIRTUAL VIA ZOOM
ADMINISTRATOR: MR. M. MERCER

PRESENT:

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

OFFICIALS:

Mr. D. Fleury, Chief of Police
Mr. J. Hannam, Secretary – Thunder Bay Police
Services Board
Ms. L. Douglas, Assistant to the Secretary - Thunder
Bay Police Services Board

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

MOVED BY: Mr. M. Mercer

With respect to the Fourteenth Session (Special Closed) of the Fifty-Fourth Thunder Bay Police Services Board held on June 26, 2023, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED by the Administrator

3. ORGANIZATION AND PERSONNEL

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.”

2023/2024 Performance Plan Objectives were provided for the Board’s information.

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Administrator M. Mercer advised the Board that approval of the Chief's objectives is required in order to deal with budgets, funding, and hiring approvals going forward. He noted that the Chief's performance plan needs to be amended so that Chief Fleury is fully responsible for the Indigenous mandate.

A brief discussion was held relative to the number of proposed new positions.

Chief D. Fleury proceeded to provide an overview and respond to questions about his three main objectives, as well as how some of the proposed positions will be funded.

A brief discussion was held relative to acting positions and if the person in the acting position can apply for the permanent position.

Chief Fleury will be reporting to the Board on a regular basis on what has been accomplished and what objectives have been met.

Councillor S. Ch'ng suggested that Chief Fleury meet with City Councillors on an individual basis before the next budget is presented to City Council as a whole.

Ms. D. Baxter left the meeting at 12:55 p.m.

MOVED BY: Mr. M. Mercer

With regard to the Performance Plan Objectives for 2023 and 2024 for Chief of Police Darcy Fleury, as presented at the Special Closed Session of the Board on June 26, 2023, we approve the performance objectives as submitted and as amended.

CARRIED by the Administrator

Mr. J. Hannam noted that he will need direction on when to commence the process to hire the additional Deputy Chief of Police.

4. NEW BUSINESS

There was no New Business presented.

5. 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 to the Thunder Bay Police Services Board, sealed and numbered:

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1. A By-law to confirm the proceedings of a Special Closed Session of The Thunder Bay Police Services Board, this 26th day of June, 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: PC16– 2023

CARRIED by the Administrator

6. ADJOURNMENT

The meeting adjourned at 1:04 p.m.