

**MEETING: THE 2<sup>ND</sup> MEETING OF THE THUNDER BAY POLICE SERVICES BOARD  
GOVERNANCE COMMITTEE**

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**DATE:** DECEMBER 6, 2022

**TIME:** 1:35 P.M.

**PLACE:** LAKEHEAD UNIVERSITY – LIBRARY – LI 5014C

**ADMINISTRATOR:** MR. M. MERCER

**PRESENT:**

Mr. D.P. Achneepineskum  
Ms. D. Baxter  
Ms. C. McGuire-Cyrette  
Mayor K. Boshcoff  
Councillor S. Ch'ng

**OFFICIALS:**

Mr. M. Mercer, Administrator  
Mr. J. S. Hannam, Secretary - Thunder Bay Police Services Board  
Ms. L. Douglas, Assistant to the Secretary  
  
Mr. P. Stanley – Senior Partner, Odgers Berndtson  
Ms. T. Todorovic – Partner, Odgers Berndtson

**ATTENDING BY ZOOM:**

Ms. B. Humeniuk - Consultant, Odgers Berndtson

The meeting was called to order at 1:35 p.m. A round of introductions followed.

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 Second Meeting of the Governance Committee on December 6, 2022, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

3. CONFIRMATION OF MINUTES

The Minutes of the First Meeting of the Governance Committee held on November 4, 2022 to be confirmed.

MOVED BY: Mr. M. Mercer

THAT the Minutes of the First Meeting of the Governance Committee, held on November 4, 2022, be confirmed.

CARRIED

4. CHIEF OF POLICE RECRUITMENT

Copies of a Confidential Progress Report Update/ Candidate Brief for the position of Chief of Police, dated November 2022, was distributed electronically to members of the Board and the Governance Committee on December 5, 2022.

Ms. T. Todorovic, Odgers Berndtson (OB), shared reflections on the recruiting process to date, and provided an overview of the package emailed to Committee members prior to the meeting.

Ms. Todorovic proceeded to take the Governance Committee through the meeting package and review the candidates who are under consideration at this time. It was noted that the candidates are at various stages of consideration, and include those who have submitted applications and those who are aware of this recruitment but have not applied to date.

Search Update

The Search Update was provided by Ms. B. Humeniuk, Consultant for Odgers Berndtson.

58 individuals have been approached and 7 applications have been received as of this meeting.

It was noted that relocation to Thunder Bay is a major factor for some candidates. It was also noted that there currently is a high demand for Police Chiefs across Canada; accordingly, Thunder Bay is competing with other Police Services across Canada who are also advertising similar positions.

Ms. Todorovic confirmed that OB has searched the social media content for the strong candidates, and OB will share their findings and flag areas of interest at the next meeting of the Governance Committee.

Candidates Under Consideration

Candidates under consideration (who have either applied or have been approached) were reviewed by the Committee in alphabetical order. Ms. Humeniuk, Ms. Todorovic and Mr. P. Stanley, Senior Partner of Odgers Berndtson, responded to questions.

It was noted that strong candidates will go through an extensive interview process prior to being presented to the Committee.

Committee members provided their comments on what strengths they are looking for in

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perspective candidates.

Acting Chief D. Taddeo will be invited to the next meeting of the Committee to provide his input into the recruitment process and strong candidates under serious consideration. It was noted that, as Acting Chief Taddeo will retire upon the hiring of a new Chief of Police, there will be no conflict for him to participate in the recruitment process.

Due to the sensitivity and confidentiality of the material reviewed at this meeting, all Committee members were asked to return the meeting packages back to Odgers Berndtson.

### Timeline/Next Steps

The posting closes on December 16, 2022.

The next meeting was scheduled for Tuesday, December 20, 2022 at 2:00 p.m. via Zoom.

### 5. NEW BUSINESS

There was no New Business presented.

### 6. ADJOURNMENT

The meeting adjourned at 3:30 p.m.