

**THE THUNDER BAY POLICE SERVICES BOARD
GOVERNANCE COMMITTEE**

DATE: FEBRUARY 21, 2023

TIME: 1:00 P.M.

PLACE: VALHALLA HOTEL & CONFERENCE CENTRE
1 VALHALLA INN ROAD, THUNDER BAY
& VIA ZOOM

ADMINISTRATOR: MR. M. MERCER

PRESENT:

Ms. D. Baxter
Mayor K. Boshcoff
Ms. K. Machado

PRESENT via ZOOM

Ms. C. McGuire-Cyrette

REGRETS:

Mr. D.P. Achneepineskum
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

PRESENT via ZOOM

Mr. P. Stanley – Senior Partner, Odgers Berndtson
Ms. T. Todorovic – Partner, Odgers Berndtson

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 Governance Committee being held on February 21, 2023, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED by the Administrator

3. CHIEF OF POLICE RECRUITMENT

Confidential Reference Report on Darcy Fleury was distributed electronically to members of the Governance Committee and members of the Thunder Bay Police Services Board on February 17, 2023, for the Committee's review prior to the meeting.

Ms. T. Todorovic – Partner, Odgers Berndtson, provided an overview of Mr. Fleury's Reference

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Report, which included a perspective of the people who reported to Mr. Fleury, as well as the perspective of people Mr. Fleury reported to.

Mr. Fleury's leadership style and approach to dealing with difficult situations were addressed in Reference Report. The feedback was very positive in terms of his ability to make and see change.

Mr. P. Stanley – Senior Partner, Odgers Berndtson, noted that the references indicated compassion and courage, and the ability to make difficult decisions. Mr. Fleury definitely has been given the respect of his peers.

Each member of the Board and Governance Committee were given the opportunity to comment on the Reference Report and present their concerns, if any.

Discussion was held relative to pursuing more gender-based references, contacting Indigenous communities to gain their perspective on working with Mr. Fleury, as well as asking Acting Chief Taddeo for more comments on this specific candidate. The creation of a developmental plan on a 30/60/90 day timeline, leading up to a one year Work Plan, was discussed.

Discussion was also held relative to setting up a committee to work with Indigenous communities, including Fort William First Nation. Ms. C. McGuire-Cyrette volunteered to sit on that committee.

After a comprehensive discussion on references, Administrator M. Mercer noted that it was the consensus of this Committee to proceed with the offer and move forward. No further steps are required at this point.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, will contact Mr. D. Jarvis, legal counsel to the Board, as well as Odgers Berndtson, to discuss the details of the contract. It was suggested that a clause be included in the contract whereby a one year notice, prior to the end of the contract, be given to the Board indicating if there is a willingness to renew the contract.

Mr. Hannam will contact Councillor S. Ch'ng and provide an overview of this meeting, as well as the decisions made.

4. NEW BUSINESS

There was no New Business presented.

5. ADJOURNMENT

The meeting adjourned at 1:51 p.m.