

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

DATE: JANUARY 17, 2024

TIME: 12:06 P.M.

PLACE: VIRTUAL VIA ZOOM

CHAIR: MS. D. BAXTER

PRESENT:

Mr. D.P. Achneepineskum
Ms. D. Baxter
Mayor K. Boshcoff
Ms. D. Bain Smith
Ms. K. Machado
Ms. C. McGuire-Cyrette

OFFICIALS:

Mr. M. Mercer, Administrator
Mr. J. S. Hannam, Secretary - Thunder Bay Police Services
Board
Ms. L. Douglas, Assistant to the Secretary

GUEST:

Ms. T. Todorovic, Odgers Berndtson

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. DEPUTY CHIEF OF POLICE – ADMINISTRATION

Ms. T. Todorovic, Odgers Berndtson (OB) was in attendance and provided an update of the status of the recruitment process, providing the key steps leading up to interviewing candidates. The timeline will follow a similar process used to recruit the Chief of Police.

It was noted that a draft job description has been prepared, and it is a good framework for OB to work with; however, they need more details, including the priorities for the incoming Deputy Chief of Administration. As well, context is needed around why this leadership position is needed within the Service.

A lengthy discussion followed on revisions to the job description. Also included in the discussion was if the new position should be filled by a civilian or a sworn officer. Pros and cons were discussed at length by Committee members, with references made to the Expert Panel Final Report and recommendations. It was noted that Chief Fleury and his Senior Command Team have confirmed that this position will be filled by a sworn officer.

At 12:32 p.m., Ms. D. Bain Smith assumed the role of chair due to technical problems being experienced by Ms. D. Baxter.

It was noted that the Indigenous community have provided their feedback on this position, and agree that the Chief taking on Indigenous matters (while the new Deputy Chief takes on some of

TBPSB GOVERNANCE COMMITTEE

January 17, 2024

Page 2 of 4

the Chief's administrative duties) is preferred, as the Chief of Police has the highest authority.

It was the consensus of the majority of Committee members that OB proceed with the recruitment process. The matter of the position being filled by a civilian or sworn officer will not be re-presented to the Board.

Ms. T. Todorovic recapped the discussion and noted that OB will be meeting with Chief Fleury next week. They will be working with an updated copy of the job description.

OB will come back to the Committee with draft documents and plans to finalize them by the end of January, 2024.

Ms. C. McGuire-Cyrette requested tentative dates for future meetings for everyone's calendars.

Ms. Todorovic asked the Committee to provide OB with names of other stakeholders who should be contacted for further consultations. As a courtesy, OB would like to consult with Deputy Chief Hughes about the job description once the appropriateness of such discussions is confirmed with the Chief. This would ensure that Deputy Chief Hughes feels he is part of the process, as he will have to work closely with the 2nd position.

Ms. D. Bain Smith suggested that consultation with the Service's senior management positions take place, if appropriate. She noted that senior management positions would be supervised by this new Deputy Chief of Police – Administration.

Ms. D.P. Achneepineskum suggested that further consultation be held with First Nation peoples such as the Anishinabek Nation and Matawa.

Ms. D. Baxter noted that the job descriptions for all 3 positions need to be updated to ensure they align and have synergies. Board Chair K. Machado, Chief Fleury and Ms. Baxter will work together to update the job descriptions.

The role of Chief Fleury in the search was deferred to the next meeting of the Governance Committee.

At 1:13 p.m., Ms. T. Todorovic and Mr. D.P. Achneepineskum left the meeting.

3. CONFIRMATION OF AGENDA

With respect to the meeting of the Governance Committee being held on January 17, 2024, it was the consensus of the Committee that the agenda as printed, including any additional information and new business, be confirmed.

4. CONFIRMATION OF MINUTES

The Minutes of the meeting of the Governance Committee held on September 15, 2023, to be confirmed.

It was the consensus of the Governance Committee that the Minutes of the meeting of the Governance Committee, held on September 15, 2023, be confirmed.

5. DEI FRAMEWORK – UPDATE

Ms. D. Baxter and Ms. D. Bain Smith provided an update on upcoming community engagement sessions. They have created a work plan for community engagement and policy development. An overview of the timelines and the Work Plan were provided, as well as an overview of the questions that will be personalized for each group.

6. TERMS OF REFERENCE – Deferred

7. POLICY RESEARCHER

Mr. J. Hannam provided an update relative to the hiring of Dr. Davut Akca as the Board’s policy researcher.

Dr. Akca is available to assist the Working Groups with researching and collecting material. He has committed to up to 20 hours per month.

On behalf of Working Group B, Mr. Hannam will be contacting him about the development of an Artificial Intelligence (AI) Policy.

Mr. Hannam asked each working group to determine what they need and then to flow their requests through him. Dr. Akca can then determine what he can address to stay within the 20 hours per month. Mr. Hannam will work with Dr. Akca to determine priorities and timelines and then will advise Committee members.

It was noted that Administrator Mercer has collated the priorities for the multiple recommendations directed at the Board.

8. UPDATES FROM WORKING GROUPS

Each of the Working Groups provided an update on the work they have been doing since the last Governance Committee meeting.

Discussion was held relative to Board collaboration with the Police Service when the Police Service is developing their procedures. Administrator Mercer stated that if the Governance Committee wants to engage with the Police Service on a particular policy, they can make that

TBPSB GOVERNANCE COMMITTEE

January 17, 2024

Page 4 of 4

request, as appropriate. The Board's Sudden Death Policy review would be a worthwhile collaboration with the Police Service.

Discussion was held about the recent Indigenous female deaths in Thunder Bay, and what information should be released to Committee members/non-Board members who receive calls from the public on these matter.

Ms. D. Baxter noted that the Indigenous Relationships Policy was passed unanimously at yesterday's Board meeting.

At 1:48 p.m., Ms. K. Machado left the meeting.

9. NEW BUSINESS

Priorities for the Governance Committee

Discussion on priorities was held. Mr. Hannam will resend the list of priorities to Ms. D. Bain Smith.

It was noted that salaries and staffing for the Board are priorities since they haven't been approved at the Board level. Ms. D. Baxter, Ms. D. Bain Smith, and Ms. K. Machado are working on a new staffing proposal, hoping to have it ready for the Board's February meeting. Some members have submitted suggestions on the staffing proposal for consideration. A brief discussion followed about budget impacts related to more staffing.

10. NEXT MEETING

Next meeting of the Governance Committee was scheduled for Tuesday, January 30, 2024 at 10:00 a.m., primarily for a recruitment update.

11. ADJOURNMENT

The meeting adjourned at 2:01 p.m.