

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

DATE: JANUARY 30, 2024

TIME: 10:05 A.M.

PLACE: VIRTUAL VIA ZOOM

CHAIR: MS. D. BAXTER

PRESENT:

Mr. D.P. Achneepineskum
Ms. D. Baxter
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

REGRETS:

Mayor K. Boshcoff

GUEST:

Ms. T. Todorovic, Odgers Berndtson

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

MOVED BY: Ms. K. Machado
SECONDED BY: Ms. D. Bain Smith

With respect to the meeting of the Governance Committee being held on January 30, 2024, 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 meeting of the Governance Committee held on January 17, 2024, to be confirmed.

Due to the timing of the delivery of the agenda, confirmation of minutes was deferred to the next meeting of the Governance Committee.

MOVED BY: Ms. K. Machado
SECONDED BY: Ms. C. McGuire-Cyrette

THAT confirmation of the Minutes of the meeting of the Governance Committee, held on January 17, 2024, be deferred.

CARRIED

4. DEPUTY CHIEF OF POLICE – ADMINISTRATION

Ms. T. Todorovic, Odgers Berndtson (OB), provided an update on the recruitment of a new Deputy Chief of Police – Administration.

OB has met with Chief Fleury to discuss the job description and key priorities for the new Deputy. Chief Fleury agreed to engage with Deputy Chief Hughes and other important stakeholders, include the Human Resources Manager, on the job description and key priorities.

Discussion was held relative to OB meeting with the City Manager, Mr. N. Gale. It was the consensus of committee members that a meeting with the City Manager would be beneficial.

At the next committee meeting, OB will share materials, including postings, key themes of discussions with stakeholders, etc.

Competencies required for the job were discussed, including well-developed communication skills, decision making analytical skills, and forecasting skills. It will be important for the successful candidate to be personable and adaptable. The manner in which the new Deputy communicates will be very important going forward to ensure success in this role. Accordingly, interview questions will be framed around the competencies required for the job.

Mr. J. Hannam noted that Board members are still working to finalize the position description. Timelines for finalization of the job description were discussed. He noted that it would be helpful if the Governance Committee supported the job description before it is presented to the full Board. Ms. Baxter would like to hold a virtual vote to support the description.

Discussion was held relative to the Chief's role with the interviews. OB suggested that the Chief be involved with the paper review of the candidates. He should join in and participate/provide input and share his thoughts of what he's seeing on paper. It would also make sense that the Chief sit in on the first round of interviews as an observer, and advise on any questions committee members may have. His participation would be optional for 2nd round. Administrator M. Mercer noted that there is merit in the Chief participating, and he would like to see the Chief be involved as much as possible to make this important decision - unless there's a good reason for him not to be involved. It was the consensus of the committee that the Chief will be invited as an observer and advisor throughout the process.

At 10:50 a.m., Ms. Todorovic was thanked for her presentation, and she left the meeting.

5. INDIGENOUS RELATIONSHIP POLICY

Copies of the Indigenous Relationship Policy was provided for the Committee's information. Administrator M. Mercer noted that it requires meetings with Indigenous community groups twice yearly. The Board needs to ensure that the meetings are held. He would like the first report to be presented at the Board's May 2024 meeting.

The development of a list of First Nation, Metis, Inuit and Urban Indigenous governance and agencies need to be a priority. Committee members were asked to send Mr. Mercer and Mr. Hannam their suggestions of organizations that should be engaged.

A brief discussion was held on a template for Board policies.

A few amendments to the subject policy were discussed. Mr. D.P. Achneepineskum would like "Urban Indigenous" removed from the policy and replaced with "Indigenous Community". Ms. C. McGuire-Cyrette would like an accent added to Metis. Revisions will be made accordingly, and a revised policy will be re-presented to the Board for approval.

6. TERMS OF REFERENCE

Further to suggestions made at the June 27, 2023 Committee meeting, draft Terms of Reference to be re-presented by Mr. J. Hannam.

Mr. J. Hannam will email the current version of the Terms of Reference to Committee members.

7. UPDATES FROM WORKING GROUPS

Brief updates since the January 17, 2024 meeting of the Governance Committee were provided by the three (3) working groups.

8. NEW BUSINESS

Mr. J. Hannam provided an overview of his discussions with Fred Kaustinen, Governedge Inc. about policies on Board performance. He will be sharing draft policies with the Governance Committee and the Board by the February 20, 2024 Board meeting.

9. NEXT MEETING

Next meeting of the Governance Committee to be held by Zoom on Friday, March 1, 2024 from 1:00 – 3:00 p.m.

10. ADJOURNMENT

The meeting adjourned at 11:01 a.m.