

Selection of Candidates for Interview for the Toronto Police Services Board

Date: February 10, 2022

To: Civic Appointments Committee

From: City Clerk

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about identifiable individuals who are being considered for appointment to the Toronto Police Services Board.

SUMMARY

The Civic Appointments Committee must select candidates to interview for appointment to the Toronto Police Services Board. Following the interviews, the Civic Appointments Committee will recommend one candidate for appointment to City Council.

RECOMMENDATIONS

The City Clerk recommends that:

1. The Civic Appointments Committee select five of the candidates listed in Table 1 of Confidential Attachment 1 for interview at its next meeting for appointment to the Toronto Police Services Board.
2. The Civic Appointments Committee direct that the confidential information contained in Confidential Attachment 1 remain confidential in its entirety as it relates to personal matters about identifiable individuals being considered for appointment to the Toronto Police Services Board.

FINANCIAL IMPACT

There are no financial implications arising from this report.

DECISION HISTORY

At its meeting held on July 16, 17, and 18, 2019, City Council appointed one candidate to the Toronto Police Services Board, at pleasure of Council, for a term of office starting September 30, 2019 and ending November 14, 2022, and until a successor is appointed:

<https://secure.toronto.ca/council/agenda-item.do?item=2019.CA8.7..>

COMMENTS

Composition of the Toronto Police Services Board

The Board consists of 7 members composed of:

- the Mayor or designate appointed by Council
- 2 members of Council
- 1 public member appointed by City Council
- 3 public members appointed by the Province of Ontario

Term of office

The Toronto Police Services Board is governed by the *Police Services Act*. Under the Act, the term of office is set by Council and shall not exceed the term of office of the council that appointed the member, though members may serve until successors are appointed.

The member appointed through this process will serve a term of office ending November 14, 2026 and until a successor is appointed.

Public members must satisfy certain eligibility requirements

To be eligible for appointment to the board, the public member must meet the eligibility requirements in the City's Public Appointments Policy.

In addition, under the *Police Services Act*, persons are ineligible for appointment to the board if they are:

- a judge
- a justice of the peace
- a police officer
- a person who practices criminal law as a defence counsel

Public members should meet certain qualifications

The City's public member of the board should demonstrate some of the following qualifications:

- an interest in, and commitment to, public safety and responsible police governance
- an understanding of the police community, its values, and its needs
- superior skills in leadership and management
- administrative and budgetary experience
- dedication to public service and the community
- skills in conflict management, negotiation, and mediation
- an ability to set organizational goals and priorities
- a flexible schedule to meet time commitments of the position

Public appointments staff have consulted with the Toronto Police

In preparation for this process, Public Appointments staff consulted with Toronto Police Services staff in February 2023.

Staff highlighted that some of the tasks for the board in the upcoming term will include recruiting for deputy chiefs of police, reviewing the collective agreement, implementing policing reform recommendations, and preparing the budget.

In addition to the qualifications identified, staff suggested that the following areas of expertise, experience, and/or skills would be assets:

- understanding of Toronto's diverse communities
- understanding of the intersection between community safety and policing services
- demonstrated ability to advance equity, diversity and inclusion initiatives, in particular as it relates to anti-black racism and Indigenous reconciliation
- understanding of policing issues in Toronto, Canada or more broadly
- ability to analyze large amounts of information through a governance lens
- labour relations and collective bargaining
- experience leading change initiatives
- strong communication skills and ability to engage senior leadership
- ability to commit approximately 20 hours per month

Outreach was conducted for these vacancies

The opportunity to join the Toronto Police Services Board was included in a city-wide outreach campaign launched in early December 2022 to align as closely as possible with the new term of City Council. This recruitment includes online ads, the use of LinkedIn, Twitter, and outreach via the Public Appointments e-update list. The latter was shared with internal City partners, including the Confronting Anti-Black Racism Unit, the Indigenous Affairs Office, and Equity and Human partners to share with their networks.

The public member receives remuneration

- The chair receives an annual retainer of \$90,963
- The vice chair receives an annual retainer of \$13,750 and a per diem payment of \$350 to a maximum remuneration of \$22,500
- Members receive an annual retainer of \$8,750 and a per diem payment of \$350 to a maximum remuneration of \$15,750

Next steps - Interviews

Once the Civic Appointments Committee has selected candidates for interviews, the City Clerk's Office will contact the candidates to schedule them for 15 minute interviews. Five interviews plus deliberations will take approximately two hours to complete.

CONTACT

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SIGNATURE

John D. Elvidge
City Clerk

ATTACHMENTS

Confidential Attachment 1 – List of Candidates, Qualifications, Confidential Diversity Information Summary, and Applications for Appointment to the Toronto Police Services Board