

Appointment of Public Members to the Toronto Police Services Board

Date: February 22, 2023

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 will conduct interviews and recommend one candidate to City Council for appointment to the Toronto Police Services Board.

RECOMMENDATIONS

The City Clerk recommends that:

1. The Civic Appointments Committee recommend one candidate for appointment to the Toronto Police Services Board, at pleasure of Council, for a term of office ending on November 14, 2026, and until a successor is appointed.
2. City Council direct that the confidential information contained in Confidential Attachments 1-3 remains 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 February 21, 2023, the Civic Appointments Committee selected 5 candidates for interview at its March 6, 2023 meeting:

<https://secure.toronto.ca/council/agenda-item.do?item=2023.CA3.1>

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

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

Public release of names of recommended candidate

The name of the recommended candidate will be publicly reported once the Civic Appointments Committee forward its recommendations to City Council.

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 (previously circulated with Item CA 3.1)

Confidential Attachment 2 - Interview questions for March 6, 2023 (to be circulated under separate cover)

Confidential Attachment 3 - Interview schedule for March 6, 2023 (to be circulated under separate cover)