

Selection of Candidates for the Dangerous Dog Review Tribunal

Date: January 14, 2025

To: Nominating Panel – Dangerous Dog Review Tribunal

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 Dangerous Dog Review Tribunal.

SUMMARY

The Nominating Panel – Dangerous Dog Review Tribunal must select candidates to interview at its next meeting for appointment to the Dangerous Dog Review Tribunal. Following the interviews, the Nominating Panel will recommend one candidate to City Council for appointment to the Dangerous Dog Review Tribunal.

RECOMMENDATIONS

The City Clerk recommends that:

1. The Nominating Panel - Dangerous Dog Review Tribunal select 5 candidates listed in Confidential Attachment 1 for interview at its next meeting for appointment to the Dangerous Dog Review Tribunal.
2. The Nominating Panel - Dangerous Dog Review Tribunal direct that the confidential information contained in Confidential Attachments 1 and 2 remain confidential in its entirety as it relates to personal matters about identifiable individuals being considered for appointment to the Dangerous Dog Review Tribunal.

FINANCIAL IMPACT

There are no financial implications arising from this report.

DECISION HISTORY

At its meeting on May 10, 2023, City Council appointed four public members and one chair to the Dangerous Dog Review Tribunal: <https://secure.toronto.ca/council/agenda-item.do?item=2023.CC6.2>.

At its meeting on December 13, 2023, City Council appointed two public members to the Dangerous Dog Review Tribunal: <https://secure.toronto.ca/council/agenda-item.do?item=2023.CC13.5>

COMMENTS

There is one position under consideration

Hayley Glaholt resigned from the Dangerous Dog Review Tribunal effective December 31, 2024.

Term of office

The public member will serve a term of office ending November 14, 2026, and continuing to serve until a successor is appointed.

Tribunal members receive remuneration

Public members, including the chair, receive full-day per diem of \$460 and half-day remuneration (3.5 hours or less) of \$275 for hearings, business meetings and training sessions.

Each public member who is not a chair of a tribunal or tribunal panel will receive a stipend of \$1,500 per year, pro-rated on an annual basis from the time of appointment. The chair will receive an annual stipend of \$2,500, pro-rated on an annual basis from the time of appointment.

Tribunal members must meet certain qualifications

In addition to the general eligibility requirements in the Public Appointments Policy, members must demonstrate:

- Experience in adjudication and mediation;
- Ability to write clear and concise decisions;
- Excellent listening skills and ability to analyze complex information received;
- Sound judgement, tact, fairness, and decorum;
- Demonstrated high ethical standards and integrity;
- Ability to adjudicate without bias and free from the influence of advocacy groups;
- Ability to work under pressure to ensure timely hearing decisions;
- Respect for access to justice, diversity, and accommodation;
- Knowledge of the proper care and handling of domestic animals, particularly related to the care, training, behaviour, and handling of dogs would be an asset; and,

- Society of Ontario Adjudicators and Regulators (SOAR) certificate or Alternative Dispute Resolution (ADR) training is an asset.

Tribunal members must meet certain eligibility requirements

In addition to the eligibility requirements set out in the Public Appointments Policy, the Dangerous Dog Review Tribunal's public members must satisfy the following additional eligibility requirements:

- Cannot be former Members of Council who served in the immediately preceding term of City Council;
- Cannot act as an agent for applicants before the Tribunal or other local boards of the City, and would be required to resign from the Tribunal before doing so;
- Cannot act as an agent for applicants or individuals appearing in Provincial Offences Court or in matters related to the Dog Owners' Liability Act where these matters are related to the City

We have consulted with Animal Services staff on Qualifications

Public Appointments Secretariat staff consulted with Animal Services staff in the spring of 2023 and the winter of 2025 to discuss Tribunal qualifications and the appointment process. Skills highlighted by staff to consider include: strong communication and presentation skills, facilitation and mediation skills, the ability to demonstrate emotional intelligence in challenging situations where people may be experiencing trauma, and the ability to make people feel comfortable moving through the process despite high emotions. Staff also emphasized that members should be able to dedicate time to prepare for tribunal cases and review information in advance.

Short-listed candidates will write an assignment and be interviewed

Candidates selected for an interview must complete a test related to the roles and responsibilities of a Dangerous Dog Review Tribunal member in order to proceed to the interview stage. The Nominating Panel - Dangerous Dog Review Tribunal will be provided with the test results during the interviews.

Outreach conducted for these vacancies

The opportunity to join the tribunal was included in a city-wide outreach campaign beginning in the fall of 2022 to coincide with the new term of City Council. More recent outreach included posting on LinkedIn, outreach via the Public Appointments e-update list, and through divisional partners that work with equity-deserving communities.

Next steps - Interviews

Once the Nominating Panel - Dangerous Dog Review Tribunal selects candidates for interviews, the City Clerk's Office will contact the candidates to schedule them for 15-minute interviews. 5 interviews at 15 minutes each will take approximately 1 hour and 15 minutes to complete, plus time for deliberation.

CONTACT

Vicki Long, Acting Manager, Public Appointments, City Clerk's Office, 416-338-2126,
vicki.long@toronto.ca.

SIGNATURE

John D. Elvidge
City Clerk

ATTACHMENTS

Confidential Attachment 1 – List of Candidates, Qualifications, Confidential Diversity Information Summary, and Applications for Appointment to the Dangerous Dog Review Tribunal

Confidential Attachment 2 – Confidential Diversity Information Summary for Current Members of the Dangerous Dog Review Tribunal