
Subject: Community Member Appointment to Niagara Police Services Board

Report to: Regional Council

Report date: Thursday, March 28, 2019

Recommendations

That the recommendation contained in Confidential Appendix I to Report CLK 07-2019 **BE APPROVED** confirming the Community Member for appointment to the Niagara Police Services Board, for the remainder of this term of Council (November 14, 2022) or until a successor is appointed.

Key Facts

- The purpose of this report is to seek Council's approval to appoint the selected Community Member for the Niagara Police Services Board (PSB).
- At its meeting held on December 13, 2018, Regional Council appointed two Regional Councillors to sit with the three Councillors appointed to the PSB on a Selection Panel to choose the community member for the PSB.
- The Selection Panel met on January 8, 2019 to determine the candidates to be interviewed based on the results of the scoring matrix.
- On March 6, 2019 the Selection Panel interviewed three candidates and chose the successful candidate.

Financial Considerations

The *Police Services Act*, section 27(12), provides that members of the police board who are appointed by the Lieutenant Governor shall be paid an annual remuneration. This remuneration is funded through the Niagara Regional Police annual budget.

Analysis

The Niagara Police Services Board is the civilian body governing the Niagara Regional Police Service and is comprised of seven members. By statute, it is comprised of three Regional Council representatives, three citizens of Niagara appointed by the Provincial Government, and one community member appointed by Regional Council.

At its meeting held on December 13, 2018, Regional Council appointed Councillors Greenwood and Rigby as members of the Niagara Regional Police Services Board Selection Panel. The Panel also included Councillors Gale, Gibson and Steele as members of the Police Services Board.

On November 23, 2018, information and an application respecting the appointment of a community member to the Niagara Police Services Board was placed on the Region's website. The deadline for applications was December 14, 2019. Nine applications were received.

The applications were compiled and provided to the Selection Panel for review and scoring in accordance with the applicant criteria scoring matrix that was based on the recommendations of Human Resources staff and the list of competencies, skills and traits that is included in the PSB Roles and Responsibilities Booklet.

The Selection Panel met on January 18, 2019 to review the scoring matrix results and make a recommendation respecting the number of candidates to move forward to the interview stage. At that time, based on the results of the scoring, three candidates were selected for interviews.

Interviews were conducted on March 6, 2019 with members of the Selection Panel and a member of Niagara Region Human Resources staff present to assist with facilitation. Interviewees were asked ten questions and scored on their responses. Based on the interview results, a successful candidate was chosen whose experience demonstrated an understanding of the work and mandate of the Board and the ability to work well with both the Board and stakeholders.

As part of the process, Human Resources conducted reference checks and the Executive Director of the PSB undertook the necessary criminal records check.

Alternatives Reviewed

No alternatives were reviewed as in accordance with the *Police Services Act* (section 27 (10.1)) Regional Council is required to appoint a community member to the PSB.

Relationship to Council Strategic Priorities

This is a legislative requirement of Regional Council.

Other Pertinent Reports

Not applicable.

Prepared and Recommended by:

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Regional Clerk

Submitted by:

Ron Tripp, P.Eng.
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This report was prepared in consultation with Jodie Middleton, Manager, Organizational and Leadership Development.

Appendices

Confidential
Appendix 1

Recommended Appointment to the Niagara Police Services Board