

**Calgary Police Commission Report to
Combined Meeting of Council**

MAR 18 2019

ISC: CONFIDENTIAL

2019 March 18

ITEM: Distribution
C2019-0374
CITY CLERK'S DEPARTMENT

**C2019-0374
Page 1 of 2**

Personnel Matter

EXECUTIVE SUMMARY

The Calgary Police Commission has been engaged in a process to select a new Chief of Police. Brian Thiessen, Chair of the Calgary Police Commission, has now advised His Worship Mayor Nenshi that on 2019 March 4, the Commission moved to appoint Mark Neufeld as the next Chief Constable of the Calgary Police Service. The Calgary Police Commission is requesting that Council ratify its decision in this regard in accordance with Section 36(1.1) of the Police Act.

CALGARY POLICE COMMISSION RECOMMENDATION:

That:

1. Subject to receiving confirmation from the Calgary Police Commission that an Appointment Agreement containing substantially the terms and conditions set forth in the draft Appointment Agreement attached to this report as Attachment 2 has been signed, Council ratifies the Calgary Police Commission's appointment of Mark Neufeld as Chief of Police of the Calgary Police Service, such appointment to be effective 90 days from 2019 March 18 or such earlier date as may be announced by the Calgary Police Commission;
2. Council direct that the closed session discussion and Attachments 1 and 2 remain confidential pursuant to Sections 24 and 27 of the Freedom of Information and Protection of Privacy Act; and
3. Council direct that the report and recommendations remain confidential until such time as the Calgary Police Commission publicly announces this appointment.

PREVIOUS COUNCIL DIRECTION / POLICY

Section 36(1)(a) of the Police Act provides that the Calgary Police Commission shall appoint the Chief of Police subject to Section 36(1.1) of the Act. Section 36(1.1) provides that "The initial appointment of any individual as chief of police must be ratified by Council". Section 5(4) of Police Commission Bylaw 25M97, as amended, provides that "Prior to the approval of Council, the Commission shall submit the employment contract for the Chief to Council".

BACKGROUND

On 2018 October 9, Council ratified the Calgary Police Commission's appointment of Acting Deputy Chief Steve Barlow to serve as interim Chief of Police, such appointment to be effective as at 2018 October 19 at 12:00 o'clock noon and to continue until such time as the appointment of a Chief of Police is ratified by Council, the required employment agreement is signed and further notice is provided by the Calgary Police Commission.

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**ISC: CONFIDENTIAL
C2019-0374
Page 2 of 2**

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INVESTIGATION: ALTERNATIVES AND ANALYSIS

The Commission procured the services of an external consultant to assist with the search for a new Chief of Police and to conduct stakeholder engagement.

Stakeholder Engagement, Research and Communication

In 2018 November, the Commission released the results of its engagement activities. These included more than 2000 points of contact through public questionnaires, employee surveys, employee consultations, and one on one and group discussions with key partners.

Strategic Alignment

Not applicable

Social, Environmental, Economic (External)

Social

Not applicable.

Environmental

Not applicable.

Economic (External)

Not applicable.

Financial Capacity

Current and Future Operating Budget:

There are no implications on the current operating budget.

Current and Future Capital Budget:

There are no implications on the current and future capital budget.

Risk Assessment

There are no risks associated with this report.

REASON FOR RECOMMENDATIONS:

The Police Act provides that Council is required to ratify the initial appointment of the Chief of Police.

ATTACHMENTS

1. Attachment 1 – Confidential - Letter from the Chair of the Calgary Police Commission, Brian Thiessen, dated 2019 March 17 and related documents; and
2. Attachment 2 – Confidential - Appointment-related documents.