

Hunt, Charlotte PSSG:EX

From: Sanderson, Melanie PSSG:EX
Sent: June 29, 2020 11:07 AM
To: 'dljones@surrey.ca'
Subject: Board

Hi Donna,

As discussed, the below info is from our IB and is embargoed until release (approx.. 12:45pm)

- ☐ Chief Harley Chappell, elected Chief of the Semiahmoo First Nation
- ☐ Cheney Cloke, director, Fraser Health Authority
- ☐ Elizabeth Model, CEO, Downtown Surrey Business Improvement Association
- ☐ James Carwana, mediator and arbitrator
- ☐ Jaspreet Sunner, lawyer and labour relations representative, Hospital Employees Union
- ☐ Manav Gill, manager, clinical operations, Fraser Health Authority
- ☐ Meena Brisard, regional director, Canadian Union of Public Employees

Melanie Sanderson
Senior Ministerial Assistant
Office of the Minister of Public Safety & Solicitor General
250-880-9508 | melanie.sanderson@gov.bc.ca

Hunt, Charlotte PSSG:EX

From: Sanderson, Melanie PSSG:EX
Sent: June 9, 2020 5:37 PM
To: Farnworth, Mike PSSG:EX
Cc: Maartman, William PSSG:EX
Subject: DBN - Surrey Police Board Appointments
Attachments: 570895 Appendix A – Surrey Police Board Priorities.pdf; ATT00001.htm; 570895 Appendix B – Appointment Guidelines.pdf; ATT00002.htm; 570895 Appendix C – Council Resolution.pdf; ATT00003.htm; 570895 Appendix D – Candidate Biographies.pdf; ATT00004.htm; 570895 - DBN - Surrey Police Board Appointments.pdf; ATT00005.htm

Minister,
Attached is the Decision Note on Surrey Police Board Appointments.
Melanie

Hunt, Charlotte PSSG:EX

From: Maartman, William PSSG:EX
Sent: March 19, 2020 10:25 AM
To: Meehan, Patrick JEDC:EX; Sanderson, Melanie PSSG:EX
Subject: RE: Surrey's Police Transition Provincial Board Appointees

Pat – can you CLIFF and action for response. From ADM level – BBC.

W

From: Minister, PSSG PSSG:EX
Sent: March 19, 2020 9:41 AM
To: Maartman, William PSSG:EX ; Sanderson, Melanie PSSG:EX
Subject: FW: Surrey's Police Transition Provincial Board Appointees

FYI

From: Locke, Brenda <Brenda.Locke@surrey.ca>
Sent: March 19, 2020 9:08 AM
To: Minister, PSSG PSSG:EX <PSSG.Minister@gov.bc.ca>; OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>
Cc: Annis, Linda <Linda.Annis@surrey.ca>; Pettigrew, Steven <Steven.Pettigrew@surrey.ca>; Hundial, Jack <Jack.Hundial@surrey.ca>
Subject: Surrey's Police Transition Provincial Board Appointees

Attached please find a joint letter from Cllrs. Annis, Hundial, Locke and Pettigrew regarding Surrey's Police Transition provincial board appointees through Board Resourcing.

Thank you for your consideration.

Hunt, Charlotte PSSG:EX

From: Sanderson, Melanie PSSG:EX
Sent: June 16, 2020 10:51 AM
To: Hembree, Sara PSSG:EX
Cc: Maartman, William PSSG:EX
Subject: Surrey DBN
Attachments: Scan_20200616.pdf

Hi Sara,

Attached is the signed DBN for Surrey Police Board. Can you please rename and share with the ministry?

I'll also note the DBN's page numbers say there's 6 pages to this document but actually there are just 5.

Thanks,

Melanie

From: [Pilling, David PSSG:EX](#)
To: [Butterworth-Carr, Brenda PSSG:EX](#); [Tupper, Linsey PSSG:EX](#)
Subject: 1 on 1 with BBC - CONFIDENTIAL
Date: Thursday, April 16, 2020 8:33:05 AM
Attachments: [Surrey Police Board Applications \(DRAFT April 15, 2020\).docx](#)

Linsey, a couple of Surrey related documents to support my one on one with Brenda at 9:30am today:

1. Surrey Applications – Brenda, hoping to get your preliminary thoughts, red flags etc.
2. Appointment Process Timelines – Artem is in the process of updating this and I'll forward it to you shortly.

Thanks,
David

From: [Talbot, Lance PSSG:EX](#)
To: [Butterworth-Carr, Brenda PSSG:EX](#)
Cc: [Pilling, David PSSG:EX](#)
Subject: FW: Police Board - Surrey - Candidates
Date: Thursday, March 26, 2020 6:44:44 AM

Good morning Brenda,

At our 1 pm meeting today we will be discussing the list of applicants received by CABRO to date, as shown below.

My understanding is that today's meeting is intended to consider whether the applicants in general, have attributes and skills that have the potential to form the initial Board or whether we need to consider extending the deadline for applicants.

There are approximately 40 applications. Some of these would not qualify because of their lack of connection to Surrey and others are potentially in a position of conflict or perceived conflict.

My hope is that prior to the meeting today Julia will have completed a high level summary of the candidates, their skills and whether they have a connection to the municipality by way of residence or business interest. ^{s.22}

^{s.22} If possible I will provide this to you ahead of time.

Of note, the City of Surrey provided names of suggested potential Board members to Gayle's team. Three of the five suggested have applied through the CABRO process at this stage.

They are ^{s.22} They each have, on face value, something to bring to a Board.

It might be that other applications have been received by CABRO in the last few days and I am sure that Charley will provide that update.

On balance it would appear that a good variety of applications have been received that we can likely shortlist to interview stage.

Best regards

Lance

From: Beresford, Charley FIN:EX <Charley.Beresford@gov.bc.ca>
Sent: Tuesday, March 24, 2020 6:55 PM
To: Talbot, Lance PSSG:EX <Lance.Talbot@gov.bc.ca>

Cc: Shaw, Brea FIN:EX <Brea.Shaw@gov.bc.ca>

Subject: Police Board - Surrey - Candidates

Hello Lance. As promised, here are the current Applicants Surrey Police Board posting as of this afternoon.

By copy of this e-mail, I'm asking Brea to share this full list with Artem as well. One or two are not from Surrey and of course no one who is a Provincial Government Employee can be considered.

There is some good depth here.

s.22

s.22

With thanks to Brea for compiling, there are also 7 applicants who are interested in Law Enforcement who have applied since August 1st of last year. There is an additional person who has completed a CPD coming under separate cover.

s.22

Talk to you tomorrow. Charley

From: [Thomas, Jennifer PSSG:EX](#)
To: [Butterworth-Carr, Brenda PSSG:EX](#)
Cc: [Pilling, David PSSG:EX](#)
Subject: Surrey Appointment Letters - 573074
Date: Monday, June 29, 2020 12:33:22 PM
Attachments: [Re Appointment to the Surrey Police Board - 573074.msg](#)
[Re Appointment to the Surrey Police Board - 573074.msg](#)
[Re Appointment to the Surrey Police Board - 573074.msg](#)
[Re Appointment to the Surrey Police Board - 573074.msg](#)
[Re Appointment to the Surrey Police Board - 573074.msg](#)
[Re Appointment of Surrey Police Board - 573074 .msg](#)
[Re Appointment to the Surrey Police Board - 573074.msg](#)
[Re Appointment to the Surrey Police Board - 573074.msg](#)

Hi Brenda,

The Surrey Police Board letters have been sent.

Thanks,

Jenn Thomas | A/Correspondence Coordinator
Assistant Deputy Minister's Office - Policing and Security Branch
Ministry of Public Safety and Solicitor General
PO Box 9285 STN PROV GOVT | Victoria BC | V8W 9J7
Tel: 778 974-2948 | Email: Jennifer.Thomas@gov.bc.ca

From: [PSSG Policing and Security Branch PSSG:EX](#)
To: s.22
Cc: [Doug.McCallum@surrey.ca](#); [Melissa.Granum@surrey.ca](#); [Pilling, David PSSG:EX](#); [Armstrong, Gayle PSSG:EX](#)
Subject: Re Appointment to the Surrey Police Board - 573074
Date: Monday, June 29, 2020 12:24:00 PM
Attachments: [573074 Rolls Final.pdf](#)
[SUPB OIC-382-2020.pdf](#)
[BC Police Board Handbook \(2015\).pdf](#)
[Appendix A - Surrey Police Board Priorities.pdf](#)
[Media Inquiry Information for Police Board Members.pdf](#)

Dear Bob Rolls,

Please find attached the letter with attachments (OIC, Handbook and Appendix A), from Assistant Deputy Minister and Director of Police Services, Brenda Butterworth-Carr.

Please also find enclosed an information sheet to assist you with any media inquiries regarding your appointment.

Thank you,

*Policing and Security Branch
Ministry of Public Safety & Solicitor General
PO Box 9285, Stn Prov Govt
Victoria BC V8W 9J7*

From: [PSSG Policing and Security Branch PSSG:EX](#)
To: s.22
Cc: [Doug.McCallum@surrey.ca](#); [Melissa.Granum@surrey.ca](#); [Pilling, David PSSG:EX](#); [Armstrong, Gayle PSSG:EX](#)
Subject: Re Appointment to the Surrey Police Board - 573074
Date: Monday, June 29, 2020 12:22:00 PM
Attachments: [573074 Sunner Final.pdf](#)
[SUPB OIC-382-2020.pdf](#)
[BC Police Board Handbook \(2015\).pdf](#)
[Appendix A - Surrey Police Board Priorities.pdf](#)
[Media Inquiry Information for Police Board Members.pdf](#)

Dear Jaspreet Sunner,

Please find attached the letter with attachments (OIC, Handbook and Appendix A), from Assistant Deputy Minister and Director of Police Services, Brenda Butterworth-Carr.

Please also find enclosed an information sheet to assist you with any media inquiries regarding your appointment.

Thank you,

*Policing and Security Branch
Ministry of Public Safety & Solicitor General
PO Box 9285, Stn Prov Govt
Victoria BC V8W 9J7*

From: [PSSG Policing and Security Branch PSSG:EX](#)
To: s.22
Cc: [Doug.McCallum@surrey.ca](#); [Melissa.Granum@surrey.ca](#); [Pilling, David PSSG:EX](#); [Armstrong, Gayle PSSG:EX](#)
Subject: Re Appointment to the Surrey Police Board - 573074
Date: Monday, June 29, 2020 12:19:00 PM
Attachments: [573074 Model Final.pdf](#)
[SUPB OIC-382-2020.pdf](#)
[BC Police Board Handbook \(2015\).pdf](#)
[Appendix A - Surrey Police Board Priorities.pdf](#)
[Media Inquiry Information for Police Board Members.pdf](#)

Dear Elizabeth Model,

Please find attached the letter with attachments (OIC, Handbook and Appendix A), from Assistant Deputy Minister and Director of Police Services, Brenda Butterworth-Carr.

Please also find enclosed an information sheet to assist you with any media inquiries regarding your appointment.

Thank you,

*Policing and Security Branch
Ministry of Public Safety & Solicitor General
PO Box 9285, Stn Prov Govt
Victoria BC V8W 9J7*

From: [PSSG Policing and Security Branch PSSG:EX](#)
To: s.22
Cc: [Doug.McCallum@surrey.ca](#); [Melissa.Granum@surrey.ca](#); [Pilling, David PSSG:EX](#); [Armstrong, Gayle PSSG:EX](#)
Subject: Re Appointment to the Surrey Police Board - 573074
Date: Monday, June 29, 2020 12:17:00 PM
Attachments: [573074 Chappell Final.pdf](#)
[SUPB OIC-382-2020.pdf](#)
[BC Police Board Handbook \(2015\).pdf](#)
[Appendix A - Surrey Police Board Priorities.pdf](#)
[Media Inquiry Information for Police Board Members.pdf](#)

Dear Harley Chappell,

Please find attached the letter with attachments (OIC, Handbook and Appendix A), from Assistant Deputy Minister and Director of Police Services, Brenda Butterworth-Carr.

Please also find enclosed an information sheet to assist you with any media inquiries regarding your appointment.

Thank you,

*Policing and Security Branch
Ministry of Public Safety & Solicitor General
PO Box 9285, Stn Prov Govt
Victoria BC V8W 9J7*

From: [PSSG Policing and Security Branch PSSG:EX](#)
To: s.22
Cc: [Doug.McCallum@surrey.ca](#); [Melissa.Granum@surrey.ca](#); [Pilling, David PSSG:EX](#); [Armstrong, Gayle PSSG:EX](#)
Subject: Re Appointment to the Surrey Police Board - 573074
Date: Monday, June 29, 2020 12:13:00 PM
Attachments: [573074 Carwana Final.pdf](#)
[SUPB OIC-382-2020.pdf](#)
[BC Police Board Handbook \(2015\).pdf](#)
[Appendix A - Surrey Police Board Priorities.pdf](#)
[Media Inquiry Information for Police Board Members.pdf](#)

Dear James Carwana,

Please find attached the letter with attachments (OIC, Handbook and Appendix A), from Assistant Deputy Minister and Director of Police Services, Brenda Butterworth-Carr.

Please also find enclosed an information sheet to assist you with any media inquiries regarding your appointment.

Thank you,

*Policing and Security Branch
Ministry of Public Safety & Solicitor General
PO Box 9285, Stn Prov Govt
Victoria BC V8W 9J7*

From: [PSSG Policing and Security Branch PSSG:EX](#)
To: s.22
Cc: [Doug.McCallum@surrey.ca](#); [Melissa.Granum@surrey.ca](#); [Pilling, David PSSG:EX](#); [Armstrong, Gayle PSSG:EX](#)
Subject: Re Appointment of Surrey Police Board - 573074
Date: Monday, June 29, 2020 12:10:00 PM
Attachments: [573074 Gill Final.pdf](#)
[SUPB OIC-382-2020.pdf](#)
[BC Police Board Handbook \(2015\).pdf](#)
[Appendix A - Surrey Police Board Priorities.pdf](#)
[Media Inquiry Information for Police Board Members.pdf](#)

Dear Manav Gill,

Please find attached the letter with attachments (OIC, Handbook and Appendix A), from Assistant Deputy Minister and Director of Police Services, Brenda Butterworth-Carr.

Please also find enclosed an information sheet to assist you with any media inquiries regarding your appointment.

Thank you,

*Policing and Security Branch
Ministry of Public Safety & Solicitor General
PO Box 9285, Stn Prov Govt
Victoria BC V8W 9J7*

From: [PSSG Policing and Security Branch PSSG:EX](#)
To: s.22
Cc: [Doug.McCallum@surrey.ca](#); [Melissa.Granum@surrey.ca](#); [Pilling, David PSSG:EX](#); [Armstrong, Gayle PSSG:EX](#)
Subject: Re Appointment to the Surrey Police Board - 573074
Date: Monday, June 29, 2020 12:08:00 PM
Attachments: [573074 Brisard Final.pdf](#)
[SUPB OIC-382-2020.pdf](#)
[BC Police Board Handbook \(2015\).pdf](#)
[Appendix A - Surrey Police Board Priorities.pdf](#)
[Media Inquiry Information for Police Board Members.pdf](#)

Dear Meena Brisard,

Please find attached the letter with attachments (OIC, Handbook and Appendix A), from Assistant Deputy Minister and Director of Police Services, Brenda Butterworth-Carr.

Please also find enclosed an information sheet to assist you with any media inquiries regarding your appointment.

Thank you,

*Policing and Security Branch
Ministry of Public Safety & Solicitor General
PO Box 9285, Stn Prov Govt
Victoria BC V8W 9J7*

From: [PSSG Policing and Security Branch PSSG:EX](#)
To: s.22
Cc: [Doug.McCallum@surrey.ca](#); [Melissa.Granum@surrey.ca](#); [Pilling, David PSSG:EX](#); [Armstrong, Gayle PSSG:EX](#)
Subject: Re Appointment to the Surrey Police Board - 573074
Date: Monday, June 29, 2020 12:03:00 PM
Attachments: [573074 Cloke Final.pdf](#)
[SUPB OIC-382-2020.pdf](#)
[BC Police Board Handbook \(2015\).pdf](#)
[Appendix A - Surrey Police Board Priorities.pdf](#)
[Media Inquiry Information for Police Board Members.pdf](#)

Dear Cheney Cloke:

Please find attached the letter with attachments (OIC, Handbook and Appendix A), from Assistant Deputy Minister and Director of Police Services, Brenda Butterworth-Carr.

Please also find enclosed an information sheet to assist you with any media inquiries regarding your appointment.

Thank you,

*Policing and Security Branch
Ministry of Public Safety & Solicitor General
PO Box 9285, Stn Prov Govt
Victoria BC V8W 9J7*

From: [Pilling, David PSSG:EX](#)
To: [Butterworth-Carr, Brenda PSSG:EX](#); [Sylvén, Les PSSG:EX](#)
Cc: [Armstrong, Gayle PSSG:EX](#); [Kuznetsov, Artem PSSG:EX](#); [Sitter, Donna GCPE:EX](#)
Subject: Fwd: Re Appointment to the Surrey Police Board - 573074
Date: Monday, June 29, 2020 12:27:38 PM
Attachments: [573074 Brisard Final.pdf](#)
[ATT00001.htm](#)
[SUPB OIC-382-2020.pdf](#)
[ATT00002.htm](#)
[BC Police Board Handbook \(2015\).pdf](#)
[ATT00003.htm](#)
[Appendix A - Surrey Police Board Priorities.pdf](#)
[ATT00004.htm](#)
[Media Inquiry Information for Police Board Members.pdf](#)
[ATT00005.htm](#)

All letters are now sent.

Sent from my iPhone

Begin forwarded message:

From: "PSSG Policing and Security Branch PSSG:EX" <SGPSPB@gov.bc.ca>
To: s.22
Cc: "Doug.McCallum@surrey.ca" <Doug.McCallum@surrey.ca>, "Melissa.Granum@surrey.ca" <Melissa.Granum@surrey.ca>, "Pilling, David PSSG:EX" <David.Pilling@gov.bc.ca>, "Armstrong, Gayle PSSG:EX" <Gayle.Armstrong@gov.bc.ca>
Subject: Re Appointment to the Surrey Police Board - 573074

Dear Meena Brisard,

Please find attached the letter with attachments (OIC, Handbook and Appendix A), from Assistant Deputy Minister and Director of Police Services, Brenda Butterworth-Carr.

Please also find enclosed an information sheet to assist you with any media inquiries regarding your appointment.

Thank you,

*Policing and Security Branch
Ministry of Public Safety & Solicitor General
PO Box 9285, Stn Prov Govt
Victoria BC V8W 9J7*

From: [Pilling, David PSSG:EX](#)
To: [Kuznetsov, Artem PSSG:EX](#); [Butterworth-Carr, Brenda PSSG:EX](#); [Sylvén, Les PSSG:EX](#); [Sitter, Donna GCPE:EX](#); [Armstrong, Gayle PSSG:EX](#)
Cc: [Couper, Julia PSSG:EX](#); [Tupper, Linsey PSSG:EX](#); [Hahn, Andra PSSG:EX](#); [Thomas, Jennifer PSSG:EX](#); [Walker, Elizabeth PSSG:EX](#)
Subject: RE: Surrey Police Board OIC
Date: Monday, June 29, 2020 11:21:49 AM
Attachments: [SUPB OIC-382-2020.pdf](#)

Thanks, Artem.

Jenn/Linsey, Brenda's letter with attachments (including media inquiry info sheet) can now be emailed to each board member, with a cc to Mayor and the E/D ..., as discussed

From: Kuznetsov, Artem PSSG:EX <Artem.Kuznetsov@gov.bc.ca>
Sent: June 29, 2020 11:18 AM
To: Pilling, David PSSG:EX <David.Pilling@gov.bc.ca>; Butterworth-Carr, Brenda PSSG:EX <Brenda.ButterworthCarr@gov.bc.ca>; Sylvén, Les PSSG:EX <Les.Sylvén@gov.bc.ca>; Sitter, Donna GCPE:EX <Donna.Sitter@gov.bc.ca>; Armstrong, Gayle PSSG:EX <Gayle.Armstrong@gov.bc.ca>
Cc: Couper, Julia PSSG:EX <Julia.Couper@gov.bc.ca>; Tupper, Linsey PSSG:EX <Linsey.Tupper@gov.bc.ca>; Hahn, Andra PSSG:EX <Andra.Hahn@gov.bc.ca>
Subject: Surrey Police Board OIC

Hi,

Please be advised, the attached OIC 382 has been approved. Effective July 6, 2020, the following appointments to the Surrey Police Board are made:

- (a) Robert Douglas Rolls, appointed as a member of the board by the municipal council of the City of Surrey, holds office for a term ending June 30, 2021.
- (b) Cheney Elizabeth Cloke, Harley Chappell, Manav Deep Kaur Gill and Jaspreet Kaur Sunner are appointed as members for terms ending June 30, 2021;
- (c) Meena Manjit Kaur Brisard, James Peter Carwana and Elizabeth Mary Model, are appointed as members for terms ending December 31, 2021.

Note, the order is yet to be published on BCLaws .

Artem Kuznetsov
Police Board Liaison,
Police Governance Unit,
Policing and Security Branch,
Ministry of Public Safety and Solicitor General
Ph: 778.698.8328 | Cell: 250.217.2935



Ministry of
Public Safety and
Solicitor General

From: [Kuznetsov, Artem PSSG:EX](#)
To: [Pilling, David PSSG:EX](#); [Butterworth-Carr, Brenda PSSG:EX](#); [Sylvén, Les PSSG:EX](#); [Sitter, Donna GCPE:EX](#); [Armstrong, Gayle PSSG:EX](#)
Cc: [Couper, Julia PSSG:EX](#); [Tupper, Linsey PSSG:EX](#); [Hahn, Andra PSSG:EX](#)
Subject: Surrey Police Board OIC
Date: Monday, June 29, 2020 11:17:35 AM
Attachments: [SUPB_OIC-382-2020.pdf](#)

Hi,

Please be advised, the attached OIC 382 has been approved. Effective July 6, 2020, the following appointments to the Surrey Police Board are made:

- (a) Robert Douglas Rolls, appointed as a member of the board by the municipal council of the City of Surrey, holds office for a term ending June 30, 2021.
- (b) Cheney Elizabeth Cloke, Harley Chappell, Manav Deep Kaur Gill and Jaspreet Kaur Sunner are appointed as members for terms ending June 30, 2021;
- (c) Meena Manjit Kaur Brisard, James Peter Carwana and Elizabeth Mary Model, are appointed as members for terms ending December 31, 2021.

Note, the order is yet to published on BCLaws .

Artem Kuznetsov
Police Board Liaison,
Police Governance Unit,
Policing and Security Branch,
Ministry of Public Safety and Solicitor General
Ph: 778.698.8328 | Cell: 250.217.2935



Ministry of
Public Safety and
Solicitor General

From: [Bob Rolls](#)
To: [Butterworth-Carr, Brenda PSSG:EX](#)
Subject: Surrey Police Board Selection Process
Date: Wednesday, May 20, 2020 11:53:34 AM

Dear Brenda,

Thank you for including me, as the Surrey Police Board member identified by Surrey Council, in the selection process for board candidates.

I wanted to let you know what a positive experience this was. David Pilling, Artem Kuznetsov and Gayle Armstrong are all true professionals and a credit to Police Services, and were such a pleasure to work with in our common goal of identifying the best possible candidates for the Surrey Police Board. Likewise, Charley Beresford from CABRO was also a great contributor and an asset to our work. In spite of the large number of interviews we conducted, under the unusual circumstances resulting from Covid 19, I know that it was a positive and enjoyable experience for all of us.

My participation has made me a champion for your process and I will certainly speak to the professionalism and objectivity of the selection process whenever the opportunity arises. It also provided me with the opportunity to hear first hand the thoughts and opinions of some excellent candidates interested in being on the Surrey Police Board.

Thanks again,

Bob

From: [Pilling, David PSSG:EX](#)
To: [Butterworth-Carr, Brenda PSSG:EX](#)
Cc: [Talbot, Lance PSSG:EX](#)
Subject: Surrey PB - potential shortlist and recommendation
Date: Monday, March 30, 2020 8:56:57 AM
Attachments: [Surrey Police Board Applications \(Mar 1-25\) jt dp edits Mar 29.docx](#)

Brenda, the purpose of this email is to provide PGU's preliminary assessment of the current pool of applicants in the Surrey Municipal Police Board selection process to identify a potential shortlist of 15 candidates to move to the next stage of the process; and provide a recommendation for next steps. CABRO's Notice of Position is currently scheduled to close April 1, 2020. Gayle and Lance have reviewed and provided feedback on this email.

Attached is the updated current applicant list (for your eyes only) that summarizes applicants qualifications and a preliminary assessment of their suitability. There are a total of 51 applicants as of March 27. Highlighted in blue on the table are 12 applicants that on a preliminary assessment deserve consideration for a shortlist.

Preferred Attributes (Preliminary Assessment) **

The following list of five preferred "hard skill" attributes is based on consideration of: good governance principles; the *Police Act* requirements; characteristics identified in our DBNs, the Police Board Handbook and CABRO documents; and the draft list of "Priorities" for the Police Board prepared by the Gayle Armstrong and her team. This list, in conjunction with Other Considerations set out below, will inform the process our office takes to develop the short list for your consideration:

Finance/Accounting – Preferably mid-senior level corporate and strategic experience.

Legal – Preferably in mid-senior level in connection with contracts and labour relations.

HR/Labour relations – Preferably with Strategic Planning, Employment Policies and Hiring

Strategic Planning, Management, Organizational Change – Preferably with mid to large organizations

Connection with Community and Communications – Preferably a well respected community leader with connections and an understanding of local needs and priorities.

**Knowledge of policing is satisfied by the municipal appointee, Bob Rolls; Governance experience is considered mandatory for all applicants.

Other Considerations

s.13; s.16

You had asked for a shortlist of approximately 15 people to move to the next stage of the process - interviews. Based on our team's preliminary assessment of the applicants as of March 27, there are currently 12 that we would consider for the short list. This includes those precluded from consideration due to conflicts of interest or *Police Act* exclusions. Until further screening is conducted, including a deeper assessment of conflicts of interest, we are unable to confirm whether this number would be reduced. Attached is a table.

Recommendation

s.13; s.16

s.13; s.16 Given the impact of COVID-19 on society, an extension would also allow potentially strong candidates more time to consider the opportunity. Gayle does not think Surrey would object, given the circumstances. As a courtesy, Surrey could be notified in advance of any extension. PGU could work with CABRO to expand outreach.^{s.16}
s.16

Please let me know if you require further information.

Regards,
David
Director, Police Governance