



## PEEL REGIONAL POLICE SERVICE BOARD

### BY-LAW NO. 05-24

Being a by-law to establish the  
Peel Regional Police Service Board's Human Resources Committee  
and to establish its rules of governance

**WHEREAS** Section 42(1) of the *Community Safety and Policing Act, 2019*, S.O. 2019, c.1, Sched. 1 (the "Act") permits the Peel Regional Police Service Board (the "Board") to establish committees, by by-law, and to delegate any of the Board's powers under the Act to the committee;

**AND WHEREAS** the Board wishes to establish a Human Resources Committee and to delegate certain powers of the Board to the committee;

**NOW THEREFORE** the Board hereby enacts as follows:

#### **Purpose**

This by-law establishes the Human Resource Committee. By adhering to this by-law, the Human Resources Committee will significantly contribute to the governance, integrity, and community alignment of Human Resources ("HR") practices, ensuring the Board's oversight responsibilities in HR matters are fulfilled with the utmost diligence and ethical standards.

#### **Name of Committee, Composition and Appointment**

1. The committee will be named the Peel Regional Police Service Board's Human Resources Committee and will be hereinafter referred to as the Human Resources Committee.
2. The Human Resources Committee will be composed of a minimum of two (2) Board members, including the Chair of the Board, who will be appointed *ex officio* to the Human Resources Committee. Additional Board members may be appointed at the Board's discretion.
3. Committee Members will be appointed to the Human Resources Committee by the Board upon the enactment of this by-law and upon the expiry of the term of any of the Committee Members. With the exception of the Chair of the Board, Committee Members will be appointed based on consultations between the Board Chair and the Executive Director of the Board.
4. The term of any of the Committee Members will coincide with term of the Board member's tenure with the Board, unless otherwise determined by the Board, in its sole discretion.
5. The Board may revoke the appointment of any Committee Member(s), in its sole discretion.
6. In the event a Committee Member ceases to be a Committee Member for any reason whatsoever prior to the expiry of their term, the Board will determine whether to elect a replacement Committee Member for the remainder of the term.

7. The Chair of the Board will be the Chairperson of the Human Resources Committee.
8. The Board may dissolve the Human Resources Committee at any point in time, in its sole discretion.

### **Committee Mandate and Responsibilities**

#### **9. Executive Oversight**

- (a) The Human Resources Committee has the authority to review and determine performance goals, remuneration and working conditions for senior executive roles within the Peel Regional Police Service, including the Chief of Police and the Executive Director of the Board.
- (b) The Human Resources Committee will review and determine remuneration and working conditions for Deputy Chiefs of Police and excluded positions under s.220 of the *Community Safety and Policing Act*, in consultation with the Chief of Police.

#### **10. Employee Engagement**

- (a) The Human Resources Committee will review confidential surveys on employee morale, culture, engagement, and satisfaction in consultation with the Chief of Police.

#### **11. HR Programs Oversight**

- (a) The Human Resources Committee will discuss engagement initiatives and HR programs for hiring, training, retention and promotion in consultation with the Chief of Police, and will review the Peel Regional Police Service's performance in this regard.
- (b) The Human Resources Committee will review, approve and make recommendations with respect to the Board and the Peel Regional Police Service's HR policies and reports.

#### **12. Executive Development and Succession Planning**

- (a) The Human Resources Committee will review and support the Board in executive development and succession planning, at least annually.

#### **13. Organizational Structure**

- (a) The Human Resources Committee will consult with the Chief of Police on any changes in the Peel Regional Police Service's organizational structure and executive roles.

**Operational Guidelines**

**14. Meeting Frequency and Agenda Setting**

- (a) The Human Resources Committee will meet as necessary and upon request by the Chair of the Board, the Executive Director of the Board, or a majority of the Committee Members.

**15. Quorum and Decision-making**

- (a) A majority of Committee Members constitutes a quorum.

**16. Reporting**

- (a) The Human Resources Committee will report regularly to the Board on its activities, findings and recommendations.

**17. Policies**

- (a) The Human Resources Committee may make policies governing any aspect of its mandate, responsibilities and operational guidelines provided those policies do not conflict with any provision of this by-law or any other policies or by-laws of the Board.

**18. Compliance with Legislation and Board Policies**

- (a) The Human Resources Committee will comply with relevant legislation, including the Act and its regulations, and will abide by all applicable Board policies.

This BY-LAW was read a first, second and third time  
and finally passed this 27th day of March, 2024.



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Board Chair