

Internal Recruitment Strategies
 City of Saskatoon Controlled Corporations and Statutory Boards
 Interviews of Board Chairs

Board Name	Current Board Chair and Interview Date	Review of Governance Documents and Comments of the Board Chair	Comments for Future Recruitment
Saskatoon Public Library Board	Candice Grant July 7, 2017	<ul style="list-style-type: none"> • undertook governance review in 2016 • new Saskatoon Public Library Bylaw (the "SPLB Bylaw") adopted by SPLB on April 20, 2016 (amended further in May, June and September, 2016) • SPLB Bylaw provides for a Governance and Nominations Committee to: <ul style="list-style-type: none"> o maintain a skills, strengths and diversity matrix o provide input to Council regarding the desired attributes of new Board Members • the SPLB Bylaw contains a well-defined competencies matrix with clear instructions for use • Governance and Nominations Committee considers potential candidates based upon the matrix and invites prospective candidates to apply • the SPLB Bylaw does not provide for Board Members to participate more formally in the recruitment and evaluation of potential candidates 	<ul style="list-style-type: none"> • the SPLB would welcome the opportunity to engage in a more formal process whereby existing Board Members have the ability to vet applications and make recommendations to Council
Saskatoon Board of Police Commissioners	Darlene Brander July 7, 2017	<ul style="list-style-type: none"> • Board of Police Commissioners Governance Policy (approved by the BPC on March 19, 2009) contemplates development of a collective board skill set, and in accordance with Policy C01-003 providing information to Council respecting vacancies • the BPC currently considers the Board's make-up and skill sets during its strategic planning process • a new draft matrix, developed with the assistance of the Canadian Association of Police Governance and tailored to the needs of Saskatoon will be put forward for the BPC's consideration in the near future • in addition to the current advertising practices, it would be helpful to also place recruitment advertisements on the Board of Police Commissioners website 	<ul style="list-style-type: none"> • the BPC could add value to the recruitment and selection process

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TCU Place	Morris Smysnuik June 30, 2017	<ul style="list-style-type: none"> section 4 of TCU Place's Governance Manual speaks to Board membership and composition including process for appointment and Board member skills and experience Board provides skills information for new Board members to City Council via the City Clerk current recruitment process employed by the Board is too general in nature there will be no vacancies for 2018 according to the Board Chair, there is a Governance Subcommittee that is responsible to consider the structure of appointments and re-evaluate the current competencies matrix currently, Board Members "shoulder-tap" any prospective candidates to apply, but there is no formal recruitment involvement 	<ul style="list-style-type: none"> the Board views the current recruitment and selection process as one-sided and is interested in adopting a process similar to SaskTel Centre formal governance documentation should be developed and implemented
Remai Modern Art Gallery of Saskatchewan	Alain Gaucher July 6, 2017	<ul style="list-style-type: none"> new Terms of Reference for committees adopted by the Board, including Nominations Committee, responsible for recruitment governance has been developed on an ad hoc basis Nominations Committee meets two to three times per year to assess desired Board member competencies and identify gaps in the required skills or needs of the Board the Board approaches prospective candidates and arranges meetings with these candidates prior to the annual fall recruitment process initiated by the City Clerk's Office once the Board meets with prospective candidates, they are encouraged to apply through the City Clerk's Office based upon its internal vetting process, the Board provides recommendations for appointments to City Council 	<ul style="list-style-type: none"> the Board likes the current process, however, they would like to see a mechanism developed for the Board to provide further input to Council in choosing the successful candidate where Council does not choose the Remai Board's recommended candidate

The SaskTel Centre Board Chair was not contacted for feedback as their new recruitment process has already been utilized to fill vacancies. If passed on an interim basis, SaskTel Centre will be notified of the minor process modifications noted in Attachment #1.