

# City of London - Application for Appointment to a City of London Board or Commission

## Application

Please choose the Board or Commission you are interested in serving on: **London Police Services Board**

## Contact Information

Name: **Douglas Fleming**

City: **London**

Province: **ON**

Postal Code: **N6K0K7**

## Experience and Qualifications

1. Serving on the Police Services Board requires monthly, full-day meeting attendance; each meeting requires 4-6 hours of reading in advance. Can you describe your ability to participate and contribute this minimum amount of time monthly?:

**I am retired and other than a 2 hour commitment once per month to participate on the Board of Directors for Eldon House, I am available for meetings, scheduled or adhoc, and to review materials as required. I have a vehicle and am able to travel to the location where meetings are held, weekdays, weeknights and /or weekends.**

2. What skills, education, community involvement and/or experience (including lived experience) do you have that will assist you in a role on this specific board?:

**I am a retired federal government executive. I managed the London and Windsor Tax Services office from 2012 until 2020 responsible for about 900 employees and a budget of about \$40 million dollars. I also previously was the Chief of Commercial operations with Canada Customs at the Bluewater bridge in Sarnia responsible for commercial operations, international border crossing.**

**I participated in Executive hiring for offices in Ontario, and had the sole authority for employee termination in the London and Windsor offices. I was recruited to hire supervisors in Newfoundland as a result of my human resources abilities.**

**I have extensive experience working effectively with Union leaders in both London and Windsor. Previously I was the Director for the Belleville, Peterborough and Kingston offices working effectively with Unions in all 3 cities. I have excellent dispute resolution skills with employees, executive and unions.**

**I held the role as co champion for Federal offices with United way in London for 3 successful years working in collaboration with Executives and employees across federal government departments in London.**

**I led and hosted a multi government and private industry leadership conference in the Kingston, Belleville and Peterborough cities in collaboration with other government and hospital leaders.**

**I led the development and monitoring of strategic plans for business plans and enforcement actions of London/Windsor offices and Regional programs including Employment Equity.**

**I have an excellent track record, positive attitude, excellent interpersonal skills , dependable and a desire to achieve.**

3. If you have experience on a Board, Commission or Committee (in London or elsewhere), please provide the details. If you have not previously served on a Board, Commission or Committee, please describe why this appointment is of interest to you.:

**I have extensive experience on committees as local, regional and National members and as a leader throughout my working career. Experience includes promoting United way as co champion for all Federal departments in London.**

**I participated successfully and effectively on a National Public Affairs committee(**

responsible for Communications nationally) representing all Regional offices in Canada and was cited for providing very positive and meaningful input.

I led the Employment Equity and Diversity committee for Ontario offices developing plans, working with Union leaders and members from each office to develop a strategic plan for ensuring a respectful workplace and monitoring results and adapting the plan throughout the year. I also represented the Ontario region on the National Employment Equity and Diversity committee developing National approaches.

I was the Ontario lead and a member for the National Outreach Co-ordinating Committee developing a strategic plan for Outreach services locally, regionally and nationally.

I recently joined the board for Eldon House, Museum in London.

These are a few examples of committee membership and leadership roles that I have been involved with in various roles.

4. We value the contributions of Londoners with diverse experiences and welcome applications from individuals who share our commitment. Please describe how your work, community or lived experience will enhance these efforts through Board and Committee work. (max. 3000 characters):

**As noted above I have successfully held numerous leadership roles in various federal government departments including Canada Revenue Agency, Canada Customs, Agriculture Canada. During my Federal government employment as an Executive, I managed increasing number of employees and budgets, worked extensively and effectively with Unions, collaborated with executives from other offices regionally and Nationally. I have significant experience with hiring, at all levels although primarily at the Executive level, and the termination of employees in a Union setting.**

**Of significant importance to me, I effectively led the Employment Equity and Diversity committees locally and Ontario wide, as well as participating on the National committee representing the Ontario region to develop policies and guidelines.**

**My role as lead and host for a leadership conference with All Federal departments in Peterborough , Belleville and Kingston demonstrated effective collaboration with Executives and future leaders for both government and private industry.**

**I am trustworth and have extensive collaboration experience, Human resources skills, union collaboration and interpersonal skills developed during my extensive committee membership and leadership in many different venues and aspects making me an excellent choice to be on the Police Services board.**

Attach resume or other document here (optional):.

Attach more files here, if needed:

## Confirmations

I declare the following: **I am at least 18 years old.; I am not a City employee or Council member.; I understand that my application and any attachments will be included on a public agenda that is published on the City website.**

To help inform our outreach activities, please tell us how you heard about this opportunity: (optional): **Contact from the City Clerk's Office**

If you selected 'Other', please specify:

Submitted on: **2/15/2023 9:39:38 PM**