Minutes – Executive Policy Committee – November 18, 2025

REPORTS

Item No. 7 Appointment of City Representatives to the City Council Benefits Board, the Convention Centre Corporation, the Winnipeg Police Pension Board, and The Board of Trustees of The Winnipeg Civic Employees' Benefits Program Pension and Disability Funds

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

The Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and recommended to Council:

1. That the following be appointed to the City Council Benefits Board, effective immediately:

    A. Monica Kaushal, HR Manager, Planning, Property and Development, and Assets and Project Management.

2. That the following be appointed to the Convention Centre Corporation, effective January 1, 2026, for a two-year term ending on December 31, 2028:

    A. Joseph Dunford, Chief Administrative Officer.

3. That the following be appointed to the Winnipeg Police Pension Board, effective January 1, 2026, for the balance of a three-year term ending on December 31, 2026:

    A. Rob Provencher, Manager of Financial Services with Corporate Finance, as a voting member.

    B. Ryan Kehrer, Labour Relations Officer, as a non-voting member.

4. That Dave Clark, Director of Human Resources, be appointed to The Board of Trustees of The Winnipeg Civic Employees' Benefits Program Pension and Disability Funds effective immediately for the balance of a term ending December 31, 2025.

5. That the following be appointed to The Board of Trustees of The Winnipeg Civic Employees' Benefits Program Pension and Disability Funds, effective January 1, 2026, for a four-year term ending on December 31, 2029:

    A. Tracy Graham, Chief Financial Officer

    B. Dave Clark, Director of Human Resources

EXECUTIVE POLICY COMMITTEE RECOMMENDATION (continued):

6. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

DECISION MAKING HISTORY:

Moved by Councillor Lukes,

That the recommendation of the Winnipeg Public Service be concurred in and forwarded to Council.

Carried

ADMINISTRATIVE REPORT

Title: Appointment of City Representatives to the City Council Benefits Board, the Convention Centre Corporation, the Winnipeg Police Pension Board, and The Board of Trustees of The Winnipeg Civic Employees' Benefits Program Pension and Disability Funds

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
K. Lezubski	J. Dunford	N/A	J. Dunford

EXECUTIVE SUMMARY

There are current and anticipated vacancies in Council-appointed positions to the City Council Benefits Board, the Convention Centre Corporation, the Winnipeg Police Pension Board, and The Board of Trustees of The Winnipeg Civic Employees' Benefits Program Pension and Disability Funds. The Public Service recommends appointments to address these vacancies.

RECOMMENDATIONS

1. That the following be appointed to the City Council Benefits Board, effective immediately:

    A. Monica Kaushal, HR Manager, Planning, Property and Development, and Assets and Project Management.

2. That the following be appointed to the Convention Centre Corporation, effective January 1, 2026, for a two-year term ending on December 31, 2028:

    A. Joseph Dunford, Chief Administrative Officer.

3. That the following be appointed to the Winnipeg Police Pension Board, effective January 1, 2026, for the balance of a three-year term ending on December 31, 2026:

    A. Rob Provencher, Manager of Financial Services with Corporate Finance, as a voting member.
    B. Ryan Kehrer, Labour Relations Officer, as a non-voting member.

4. That Dave Clark, Director of Human Resources, be appointed to The Board of Trustees of The Winnipeg Civic Employees' Benefits Program Pension and Disability Funds effective immediately for the balance of a term ending December 31, 2025.

5. That the following be appointed to The Board of Trustees of The Winnipeg Civic Employees' Benefits Program Pension and Disability Funds, effective January 1, 2026, for a four-year term ending on December 31, 2029:

    A. Tracy Graham, Chief Financial Officer
    B. Dave Clark, Director of Human Resources

6. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

REASON FOR THE REPORT

Council approval is required to make the recommended appointments.

IMPLICATIONS OF THE RECOMMENDATIONS

There are no financial impacts associated with the recommendations in this report

HISTORY/DISCUSSION

City Council Benefits Board

The City Council Benefits Board is managed under By-law 7869/2001, passed by Council on July 18, 2001. The Board is comprised of four members, of whom Council appoints three, only one of whom may be a Councillor (the Speaker of Council), and the Chief Financial Officer or where such position is vacant, the acting designate.

The Public Service is recommending that Winston Yee, previously appointed to the Board on November 9, 2022, be replaced by Monica Kaushal, HR Manager, Planning, Property and Development and Assets and Project Management, for a three-year term effective January 1, 2026, through December 31, 2028.

Convention Centre Corporation

Under the Convention Centre Corporation Act, S.M. 1988-89, c. 39, the Convention Centre Corporation Board of Directors manages and administers the affairs of the Winnipeg Convention Centre Corporation. The Board consists of 15 directors appointed as follows:

- two members of council, appointed by Council;
- seven persons appointed by Council;
- four persons appointed by the board;
- two persons appointed by the Lieutenant Governor in Council.

Directors other than members of Council are appointed for terms of two years, for a maximum of three consecutive terms or six consecutive years, whichever is less.

The Public Service is recommending that Sherwood Armbruster, previously appointed to the Convention Centre Corporation, be replaced by Joseph Dunford, Chief Administrative Officer, for a two-year term effective January 1, 2026, through December 31, 2027.

Winnipeg Police Pension Board

The Winnipeg Police Pension By-law No. 126/2011 section 4(2) states that:

The Board shall consist of a maximum of nine voting members appointed as follows:

(a) two voting members appointed by the Winnipeg Police Association appointed on behalf of the police officers who are Active Members;

(b) one voting member appointed by the Winnipeg Police Senior Officers' Association appointed on behalf of the senior police officers who are Active Members;

(c) one voting member elected by the Non-Active Members and other beneficiaries under the Plan pursuant to Section 5 of the By-law; and

(d) five voting members appointed by the City.

The Winnipeg Police Pension By-law No. 126/2011 in section 4(3) also states that:

The Board shall also consist of a maximum of four non-voting members who may be appointed or elected as follows:

a) one non-voting member appointed by the Winnipeg Police Association, if they choose to make such an appointment;

b) one non-voting member appointed by the Winnipeg Police Senior Officers' Association, if they choose to make such an appointment;

c) one non-voting member elected by the Non-Active Members, or if no election is held, appointed by the Non-Active Member Representative on behalf of the Non-Active Members, if she or he chooses to make such an appointment; and

d) *one non-voting member appointed by the City, if the City chooses to make such an appointment.*

The Winnipeg Police Pension By-law No. 126/2011 in section 4(4) also states that:
The term of office of a person elected or appointed as a Board Member shall be a maximum of three years.

Tracy Graham, Chief Financial Officer, has resigned from the Winnipeg Police Pension Board effective December 31, 2025. As a result, the Public Service recommends that Rob Provencher, Manager of Financial Services with Corporate Finance, be appointed as a voting member effective January 1, 2026, for the balance of a three-year term ending December 31, 2026.

Corrin Musey Denisuik, Manager of Total Compensation and Benefits, who was appointed to the Winnipeg Police Pension Board as a non-voting member for a three-year term to expire December 31, 2026, is no longer employed with the City of Winnipeg. As a result, the Public Service recommends that Ryan Kehrer, Labour Relations Officer, be appointed as a non-voting member effective January 1, 2026, for the balance of a three-year term ending December 31, 2026.

A full list of members of the Board and their respective existing or proposed terms (indicated with an *) are noted below.

Winnipeg Police Pension Board Voting Member(s)	
Tracey Cechvala	December 31, 2026
John Speidel	December 31, 2026
Grant Heather	December 31, 2026
Jason Ruby	December 31, 2026
~~Tracy Graham~~ Rob Provencher*	~~December 31, 2026~~ December 31, 2026
Non-Voting Member(s)	
~~Corrin Musey Denisuik~~ Ryan Kehrer*	~~December 31, 2026~~ December 31, 2026

The Board of Trustees of The Winnipeg Civic Employees' Benefits Program – Pension and Disability Funds

The Winnipeg Civic Employees' Benefits Program is governed by two Boards, The Board of Trustees of The Winnipeg Civic Employees' Benefits Program (Pension Fund) and The Board of Trustees of The Winnipeg Civic Employees' Benefits Program (Disability Fund). Council appoints seven members to The Board of Trustees of The Winnipeg Civic Employees' Benefits Program (Pension Fund) and employee unions appoint seven members. Council appoints six members to The Board of Trustees of The Winnipeg Civic Employees' Benefits Program (Disability Fund) and employee unions appoint six members. The Board of Trustee appointments are four-year terms. The same individuals must be appointed to both Boards, with the exception of one Council-appointed Trustee and the Trustee on behalf of pensioners and deferred members who do not sit on the Disability Fund Board.

The Public Service is recommending replacement of two individuals on both Boards: Winston Yee, Manager of Community By-law Enforcement; and Neil Duboff, a citizen appointment, who resigned from the Boards effective October 6, 2025. The Public Service recommends that Council appoint the following to both The Board of Trustees of The Winnipeg Civic Employees' Benefits Program (Pension Fund) and (Disability Fund) to replace these positions:

A. Dave Clark, Director of Human Resources, for the balance of a four-year term ending December 31, 2025
B. Dave Clark, Director of Human Resources, effective January 1, 2026, for a four-year term ending December 31, 2029
C. Tracy Graham, Chief Financial Officer, effective January 1, 2026, for a four-year term ending December 31, 2029

A full list of members of the Board(s) and their respective existing or proposed terms (indicated with an *) are noted below.

The Board of Trustees of The Winnipeg Civic Employees' Benefits Program **(Pension Fund)** 7 members	
~~Winston Yee~~ **Tracy Graham***	~~December 31, 2025~~ December 31, 2029
~~Neil Duboff~~ **Dave Clark***	~~December 31, 2025~~ December 31, 2029
Tara Holowka	December 31, 2026
Brent Piniuta	December 31, 2026
Cheryl Mann	December 31, 2026
Chris Carroll	December 31, 2028
Lisa Hoban	December 31, 2028

The Board of Trustees of The Winnipeg Civic Employees' Benefits Program **(Disability Fund)** 6 members	
~~Winston Yee~~ **Tracy Graham***	~~December 31, 2025~~ December 31, 2029
~~Neil Duboff~~ **Dave Clark***	~~December 31, 2025~~ December 31, 2029
Tara Holowka	December 31, 2026
Cheryl Mann*	December 31, 2026
Chris Carroll*	December 31, 2028
Lisa Hoban	December 31, 2028

FINANCIAL IMPACT

Financial Impact Statement

Date: October 27, 2025

Project Name:

Appointment of City Representatives to the City Council Benefits Board, the Convention Centre Corporation, the Winnipeg Police Pension Board, and The Board of Trustees of The Winnipeg Civic Employees' Benefits Program Pension and Disability Funds

Comments:

There are no financial implications associated with the recommendations of this report.

Randy Bernard

Randy Bernard, CPA
Manager of Finance & Administration (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:

- Human Resources
- Corporate Finance

OURWINNIPEG POLICY ALIGNMENT

The recommendations outlined in this report are generally aligned with OurWinnipeg goal of Leadership and Good Governance.

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Climate Action Plan (CAP), and it was determined that the CAP is not applicable to this specific report.

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Poverty Reduction Strategy (PRS), and it was determined that the PRS is not applicable to this specific report.

SUBMITTED BY

Department: Office of the Chief Administrative Officer
Division: N/A
Prepared by: Kirstian Lezubski
Date: October 27, 2025
File No: N/A

Attachments: N/A