



Ottawa Police Service Board

Minutes

Meeting #: 109
Date: October 28, 2024
Time: 4:00 pm
Location: Electronic Participation

Present: Chair: Salim Fakirani, Mayor Mark Sutcliffe, Councillor Cathy Curry, Vice Chair: Marty Carr, Dave Donaldson

Absent: Peter Henschel

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1. Notices and meeting information for participants and members of the public
 2. Confirmation of Agenda

With the Board's consent, the agenda was amended to withdraw Item 8.6.

That the Ottawa Police Service Board confirm the agenda of the 28 October 2024 meeting.

Carried as amended

3. Confirmation of Minutes

3.1 Minutes #106 of 23 September 2024

That the Ottawa Police Service Board confirm Minutes #106 of the 23 September 2024 meeting.

Carried

4. Committee Meetings: Reports from Committee Chairs & Minutes

4.1 Finance and Audit Committee - Draft Minutes #28 of 18 October, 2024

That the Ottawa Police Service Board receive this item for information.

Received

5. Declarations of Interest

No Declarations of Interest were filed.

6. Public Delegations

1. Robin Browne

Delegate spoke to crime rates and specifically violent crime in Ottawa.

7. Inquiries

Member Curry

Reporting of illegal drug consumption in public spaces

1. Does OPS consider the consumption of illegal drugs in public spaces as a police matter?
2. If yes, what would be the appropriate route for reporting the consumption of illegal drugs in public spaces to OPS?
3. Please describe the steps OPS would take if the consumption of illegal drugs in public spaces is reported.

8. Items of Business

8.1 Chair's verbal report

Chair's report

That the Ottawa Police Service Board receive this report for information.

Received

8.2 Chief's verbal report

Chief's report

That the Ottawa Police Service Board receive this report for information.

Received

8.3 Attendance at the Ontario Association of Police Service Boards' Labour Relations Conference

Acting Executive Director 's report

That the Ottawa Police Service Board approve the attendance of D. Donaldson and H. Sayah at the Ontario Association of Police Service Boards' Labour Conference being held on November on 26 & 27, 2024.

Carried

8.4 Board Committee Appointments

Acting Executive Director 's report

That the Ottawa Police Service Board approve the appointment of C. Curry and D. Donaldson to the Policy and Governance Committee and the appointment of M. Carr to the Human Resources Committee.

Carried

8.5 Policy on the Appointment of Police Officers

Acting Executive Director 's report

That the Ottawa Police Service Board approve the policy attached with this report.

Carried

8.6 Review of Board Policy BC-4 Restriction on Membership in Police Association

Acting Executive Director 's report

That the Ottawa Police Service Board approve the amended policy attached with this report, as recommended by the Board's Human Resources Committee.

Withdrawn

8.7 Policy on Assistance in the Provision of Policing

Acting Executive Director 's report

The Board discussed the necessity of conducting a needs assessment for recurring events requiring assistance. The Chief highlighted that many events are repetitive and suggested that an annual report would provide a comprehensive overview of key touchpoints. It was proposed to adjust the reporting frequency from semi-annual to annual.

During the discussion, clarification was sought on the scope of the needs assessment. The Chief explained that it would help identify recurring needs for assistance.

The recommendation was amended to add " subject to the change to an annual reporting cycle."

That the Ottawa Police Service Board approve the amended policy attached with this report, as recommended by the Board's Policy and Governance Committee, subject to the change to an annual reporting cycle.

Carried as amended

8.8 2025 Budget Consultation Summary Report

Chief's report

It was noted that the Finance and Audit Committee (FAC) had a more extensive look at the consultation findings and those unfamiliar with it are encouraged to review the agenda provided with the meeting. Concerns were reiterated about Algonquin College canceling the lease of the training facility and the impact of this decisions on the Service's budget.

The VP of Environics highlighted counter-intuitive findings based on 40,000 data points, which are widely used across police services and municipalities, including the City of Ottawa. This was seen as an opportunity to better understand the results.

Some results were found to be genuinely interesting, and further consultations, including interviews with City Councillors, will provide additional perspectives. The Chief reiterated the importance of continuous community consultation and the comprehensive nature of the data, which includes various sources and stakeholder input.

The district model was discussed as a means to address the specific needs of different communities, with established relationships aiding in identifying where the Service's presence is most needed.

That the Ottawa Police Service Board receive this report for information.

Received

8.9 2025 Budget Directions and Timetable

Chief's report

It was noted that Board's primary concern should be ensuring that the budget supports adequate and effective policing throughout the year.

The Chief acknowledged the complexity of the issue, noting that while the proposed budget aims to increase service levels, there are both controllable and uncontrollable costs that could impact the budget, potentially leading to a deficit. The Chief assured that service levels were considered in the budget and mentioned the possibility of seeking an in-

year adjustment from City Council if unforeseen risks materialize and jeopardize the Service's ability to maintain service levels.

It was emphasized that the budget direction from the city serves as a reference tool, but it is the Board's responsibility under CSPA to ensure adequate and effective policing and to issue budget directions to staff. It was highlighted that the projected budget requirement for 2025 was initially 5.6%, but it has been reduced to 2.9%, which is not sustainable and could lead to a larger budget in 2026.

Concerns were raised about the adequacy and effectiveness of policing, particularly in relation to temporary assistance. The importance of understanding and addressing these concerns was stressed, noting that the Board, not the Service, would be held accountable. Support was expressed for the resolution for a budget increase of no less than 2.9%, emphasizing the need for staff stabilization and the district model.

The Board thanked the Chief and OPS team for their efforts, emphasizing that the proposed budget is responsible and considers the broader context of the City of Ottawa.

That the Ottawa Police Service Board:

- 1. Direct staff to prepare the 2025 Draft Operating and Capital Budgets based on a tax increase of no less than 2.9% and an estimated 1.5% increase in taxes resulting from growth in assessment base.**
- 2. Approve the 2025 budget review and approval timeline**

Carried

8.10 Appointment of Ottawa Police Service Officers

Chief's report

It was confirmed that those who will be sworn in by mid-November have passed their exams and met the training requirements under the CSPA. If any training gaps are identified, the training period may be extended, and the swearing-in may be postponed.

The recommendation was amended to add "appoint, on the date of swearing in".

That the Ottawa Police Service Board:

1. **Appoint, on the date of swearing in, the Ottawa Police Service police officers listed within this report, pursuant to Section 37(1)(c) of the Community Safety and Policing Act (CSPA).**
2. **Issue a certificate of appointment as required by Section 83(4) of the CSPA.**

Carried as amended

8.11 Complaints Report – Police Services Act, Community Safety and Policing Act and Special Investigations Unit Act: Third Quarter 2024

Chief's report

A question was raised about how it is determined if an officer was speeding due to an emergency when they receive a ticket from a speed camera. The Service noted that appropriate follow-up is conducted with the prosecution office to verify if the speeding occurred in the course of the officer's duties. This verification process is thorough but time-consuming. If it is confirmed that the officer was responding to a call, the ticket is exempted. Otherwise, the ticket is paid by the Service, and progressive discipline is applied. Repeated infractions by the same officer are handled through the disciplinary process.

That the Ottawa Police Service Board receive this report for information.

Received

8.12 Safe Workplace Program Annual Report (October 2023 to September 2024)

Chief's report

A question was raised about the available mechanisms for individuals within the Safe Workplace Program. It was explained that the program follows a "no wrong door" approach, allowing members to seek assistance

from the Professional Standards Unit (PSU), the Safe Workplace Program Manager, or the Respect Values and Inclusion group. There are mechanisms in place that lead to a resolution, potentially involving a neutral third-party. The program includes workplace restoration and monitoring, with the Workplace Conflict Resolution Unit (WCRU) engaging in various processes to ensure the effectiveness of restoration efforts and identify any gaps.

The suitability of the restoration plan is determined based on the nature of the complaint and the investigation results. Measures are taken to ensure the plan is appropriate for both the complainant and the respondent. The involvement of associations in the process depends on the specifics of each case.

If members are not satisfied with the handling of a harassment complaint, they can refer it to their association, file a grievance, or take their complaint to the Human Rights Tribunal. The role of associations includes supporting members and potentially pursuing complaints externally. The level of association involvement varies with each case.

The program's ongoing evaluation outcomes will be shared with the Board, and a technology-based risk identification process is set to be piloted in 2025.

It was emphasized that it is important to determine if the restoration steps taken were effective, and feedback from members will be sought to identify areas for improvement.

In cases of systemic issues, feedback is provided to upper management.

That the Ottawa Police Service Board receive this report for information.

Received

8.13 Legal Services Status Report – 2024 Third Quarter

Board Solicitor's report

That the Ottawa Police Service Board receive this report for information.

Received

8.14 Outstanding Board Inquiries, Motions & Directions: October 2024 Report

Acting Executive Director 's report

It was noted that a previous inquiry regarding fraud had been satisfactorily addressed and could be removed from the list of outstanding inquiries.

However, a response is still expected for the inquiry on mistaken identity.

The Chief assured that both the mistaken identity inquiry and the inquiry on event management will be addressed in the next month's meeting.

That the Ottawa Police Service Board receive this report for information.

Received

8.15 Letters of Commendation: October 2024

Chief's report

That the Ottawa Police Service Board receive this report for information.

Received

9. Other Business

Vice President Carr provided the below notice of motion to be considered at the next meeting:

That the Ottawa Police Service Board direct board staff to begin the process of developing a policy with respect to reporting requirements under section 81 of the Community Safety and Policing Act under the supervision of the Policy and Governance Committee.

10. In Camera Items

In accordance with Section 44 of the *Community Safety and Policing Act, 2019*, the Ottawa Police Service Board met in a closed session prior to the public meeting to discuss items pertaining to the following subject matter:

1. Update On Demonstrations and Event Management
2. Lease Renewal
3. Labour Relations Unit Report - Third Quarter 2024
4. Legal Services Report - Third Quarter 2024
5. Request for Temporary Assistance (CSPA, S. 19)
6. Labour Relations Matter
7. Labour Relations Matter
8. Legal Matter
9. Contract Negotiation
10. Labour Relations Matter
11. Adjournment
The meeting adjourned at 6:38 pm.
12. Next Meeting
Regular Meeting – Monday, November 25, 2024 - 4:00 PM