



Ottawa Police Service Board

Minutes

Meeting #: 113-2
Date: January 27, 2025
Time: 4:00 pm
Location: Electronic Participation

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

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

That the Ottawa Police Service Board confirm the agenda of the 27 January 2025 meeting.

Carried

3. Confirmation of Minutes
 - 3.1 Minutes #111 of 2 December 2024

Member Polowin abstained from voting as he was not a sworn Board member for the December 2nd 2024 meeting.

That the Ottawa Police Service Board confirm Minutes #111 of the December 2nd 2024 meeting.

Carried

4. Declarations of Interest

No Declarations of Interest were filed.

5. Public Delegations

1. Robin Browne
2. Jeffrey Bradley

Delegates spoke to the inquest into Abdirahman Abdi's death, the use of force and CORE strategy.

6. Inquiries

Member Donaldson

Statistics on resignations

Given the importance of retention as part of the staff stabilization plan, could the Service provide their analysis of resignations over the past 10 years, including average age, average length of service, previous policing experience and ethnicity, If the data is not readily available, what is the plan to provide same to the Board in the future.

Vice Chair Carr

P1 and P2 calls for service at or around schools

Could the OPS provide statistics on the number of Ottawa area schools, grades seven to twelve, in all school boards, that have had Priority 1 and 2 calls at the school or within 100 metres of the school exterior (but not at a residential address) in the following time periods?

1. January 1, 2025 to January 30, 2025
2. January 1, 2024 to December 31, 2024

3. January 1, 2023 to December 31, 2023
4. January 1, 2022 to December 31, 2022
5. January 1, 2021 to December 31, 2021
6. January 1, 2020 to December 31, 2020
7. January 1, 2019 to December 31, 2019

Tickets for obstructed license plates

Recently, City of Ottawa staff conducted a review of data from January to October 2024 from the Automated Speed Enforcement Cameras. Funds from Automated Speed Enforcement Cameras, which average about \$20 million a year for the City, including \$1m that was provided to the OPS as of Budget 2025. The data in the City of Ottawa study showed that roughly 17% of incidents are rejected due to unreadable plates. While in some cases this can be related to weather, 12% of total incidents were determined to be related to Damaged, Obstructed or Missing Plates, specifically 50, 796 incidents out of 431,461 from January to October 2024. As per section 13 of the Highway Traffic Act, drivers are required to ensure that license plates are unobscured and readily visible to police officers, police technology, red light cameras, speed cameras and toll highway cameras.

How many tickets were issued by OPS for a violation of this particular section of the HTA related to obstructed license plates were issued in this same time period? (January to October 2024).

Non-advertised civilian hiring processes

The Ottawa Police Service Board serves as the employer of all members of the Ottawa Police Service and in that capacity is responsible for recruitment and appointment of all members, sworn and civilian. Policies within the service pertaining to organizational succession planning, transparency in promotional decision making and hiring and promotional process that support the reduction in systemic employment barriers are therefore of great interest, amongst others.

Could the OPS provide information on the following?

1. How many employees, at the management level and above, were appointed via an advertised process and how many were appointed via a non-advertised process amongst civilian members from the period of Jan 31, 2024 to Jan 31, 2025?

2. How many competitions were advertised at the manager level or above amongst civilian members during this time period and then staffed by a non-advertised process during the same time period?

7. Items of Business

7.1 Chair's verbal report

Chair's report

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

Received

7.2 Chief's verbal report

Chief's report

The Board asked for information on Project Complement at the next subsequent meeting during the Chief's verbal report.

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

Received

7.3 Board Committee Appointments

Executive Director 's report

That the Ottawa Police Service Board approve the appointment of M. Polowin to the Policy and Governance Committee and the Human Resources Committee.

Carried

7.4 2025 Ottawa Police Service Board Meeting Schedule

Executive Director 's report

The Board discussed approving the meeting schedule through February 2025 and referring all meetings beyond that date to the Policy and Governance Committee for further review.

A review of the meeting schedule, as part of a broader governance review, will allow members to spend the Board meeting time more effectively. The Board discussed the importance of not only reviewing the meeting schedule but also the role of the committees in reviewing reports and reporting back to the Board.

Member Curry put forward the following motion for the Board's consideration:

Whereas the Board requires more time to think through the work of committees and the Board, given the new Act, our new strategic plan and dashboard key performance indicators (KPIs),

Therefore, be it resolved that the proposed Board meeting schedule, past February's date on the schedule, be referred to the Board's Policy and Governance Committee for review, including an overall governance review.

Carried

7.5 Canadian Association of Police Governance: 2025 Membership Renewal

Executive Director 's report

That the Ottawa Police Service Board approve payment of \$8,315 (HST exempt) to the Canadian Association of Police Governance for its 2025 membership fee.

Carried

7.6 Ontario Association of Police Service Boards: 2025 Membership Renewal

Executive Director 's report

That the Ottawa Police Service Board approve payment of \$16, 950 (including HST) to the Ontario Association of Police Services Boards for its 2025 membership fee.

Carried

7.7 Inquest Into the Death of Abdirahman Abdi: Recommendations

Executive Director 's report

The Board discussed forwarding this report to the Policy and Governance Committee prior to the March 2025 Board meeting so that it will align with the report due from the Service. The Board discussed a recommendation regarding the Community Advisory panel and whether it should be referred to the Policy and Governance Committee. The Board suggested moving the Chief's report timeline to the April 2025 meeting. The Service reiterated its commitment to accountability and rebuilding trust with the communities it serves. To address the inquest recommendations, the Service is launching a program focused on improving responses to mental health related calls. The Service acknowledged that while progress has been made since 2016, there is still much work to do. Acting Staff Sergeant Devon Archer, who brings extensive experience in community engagement and supporting vulnerable populations, will lead the development of the action plan. The Service advised that a report on progress will be brought to the Board by April 2025. However, a complete action plan, including the establishment of an advisory council, will take longer. The Service advised that the advisory council will provide valuable input on implementing the recommendations, with updates and iterations to follow.

With the Board's approval the recommendation was amended from March to April.

That the Ottawa Police Service Board:

- 1. Receive this report for information and discussion.**
- 2. Direct the Policy and Governance Committee to review this report, including the jury recommendations, and provide advice to the Board on any required policy changes to address the recommendations and any further actions to address lessons learned and insights from the inquest into the death of Abdirahman Abdi.**
- 3. Direct the Chief of Police to submit a report at the ~~March~~ April 2025 meeting detailing the Ottawa Police Service's response to the jury recommendations, including a timeline for implementation and any identified challenges.**

Carried as Amended

7.8 Review of Board Policy CR-28 Assistance in the Provision of Policing

Executive Director 's report

The Board recommended to send this report to the Policy and Governance Committee for review before being discussed at a Board meeting. This will ensure extensive consultation. The Board noted that the changes in statute are in effect, and statutory requirements will guide the Chief's actions until the revised Board policy is approved, as statute takes precedence over policy.

With the Board's approval, the recommendation was revised to reflect this change.

That the Ottawa Police Service Board direct the Policy & Governance Committee to review the draft policy amendments at its next meeting and to report back to the Board with recommendations.

Carried as amended

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

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.

Carried

7.10 Appointment of Special Constables – Ottawa Police Service (Re-Appointment)

Chief's report

That the Ottawa Police Service Board approve the re-appointment of thirty-seven (37) Ottawa Police Service employees listed in Appendix 1 as Special Constables for the Ottawa Police Service pursuant to Section 92 of the Community Safety and Policing Act (CSPA), in accordance with the terms and conditions set forth in the attached Application for Appointment Forms.

Carried

7.11 Appointment of Special Constables – Carleton University

Chief's report

That the Ottawa Police Service Board approve the appointment of four (4) Carleton University (Campus Safety Services) employees listed in Appendix 1 as Special Constables for Carleton University pursuant to Section 92 of the Community Safety and Policing Act (CSPA).

Carried

7.12 Appointment Made Under the Interprovincial Policing Act: 2024 Annual Report

Chief's report

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

Received

7.13 Report on the Special Investigations Unit 24-OCI-280

Chief's report

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

Received

7.14 Human Rights & Equity, Diversity, And Inclusion - Annual Report 2024

Chief's report

The Board discussed that the report primarily focused on discrimination and human rights and that some items in the report, such as safe workplace policies addressing bullying and harassment, seem to overlap with human rights, equity, diversity, and inclusion. The Board questioned if

the intention was to combine these topics under one umbrella in the report.

The Service advised that some of the reporting has been combined in an effort to streamline the process, rather than having three separate reports. The Board raised specific whether the Code of Professional Ethics is intended to be enforceable with clear repercussions for violations. The Service explained that the Code of Conduct, updated through the new CSPA, will be integrated into the performance management system starting in January 2025. Additionally, a Code of Professional Ethics, developed over the past year and a half, will also be implemented this year alongside the updated Code of Conduct. The Service confirmed that the Code of Professional Ethics will be enforceable with clear repercussion for violations.

The Board considered having the Safe Workplace Program report reviewed by the Human Rights Committee before being presented at a subsequent Board meeting.

The Board raised a question about the focus on outcomes and inquired about the current work being done on the KPIs. The Service advised that they presented to the Board in 2024 on the measurements and the KPIs for the Drive 2 strategy that was approved. The focus is now on aligning it with the Board's strategic priorities and KPIs, particularly those related to EDI and human rights. The Service advised that the goal is to ensure coordination once the Board's KPIs are finalized.

The Board asked how often members are receiving training refreshers. The Service informed that the active bystander training, fair and impartial police training and anti-Black racism training were completed over the last 1.5 years and the next step is to determine the mandatory training modules within the CSPA for future requirements.

The Board noted that members of the use of force community review panel have been selected and inquired if the Service has any further details to share. The Service reported that panel members will be announced soon. The terms of reference and training program for the committee has been established, with only final reference checks and background work remaining. Once completed, the panel will undergo training at the Professional Development Centre which will cover various aspects, including use of force applications, mental health responses, legislative requirements, and data capture related to use of force reports.

The Service reported that progress is happening, and that OPS is one of the few in Canada addressing systemic barriers and striving for improvement. The Service thanked the Board for supporting this work through the new strategic vision and priorities. The Board acknowledged the Service for the quality of the report.

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

Received

7.15 Collection of Identifying Information – Duties & Prohibitions Policy: Annual Report

Chief's report

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

Received

7.16 Ottawa Police Service Accessibility for Ontarians with Disabilities Act Status Report

Chief's report

The Board noted that EDI will take over the accessibility portfolio in January 2025 and inquired if there is a dedicated coordinator to oversee the work. The Service commented that there is no dedicated full-time coordinator. Paula Jani is leading the initiative with support from various groups.

The update to the five-year plan extending to 2030 did not mention any external consultations, which are crucial for addressing key AODA components like transportation, communications, and public space design. There was concern about how these consultations would be included in the renewed plan. The Service advised that plans were in place to consult with the community. The plan will be presented to the Board.

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

Received

7.17 Application for Secondary Activities – Annual Report 2024

Chief's report

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

Received

7.18 Public Rewards: 2024 Annual Report

Chief's report

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

Received

7.19 Board Activity, Training & Performance: 2024 Annual Report

Chief's report

That the Ottawa Police Service Board:

- 1) Receive this report for information.**
- 2) Direct the Executive Director to forward it to City Council for information.**

Carried

7.20 Outstanding Board Inquiries, Motions & Directions: January 2025 Report

Executive Director 's report

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

7.21 Letters of Commendation January 2025

Chief's report

The Board recognized Deputy Chief Paul Burnett for his 33 years of police service.

The Service emphasized the exceptional work of officers in managing mental health calls, highlighting their skill, patience, and empathy.

The Board inquired whether commendations received that do not specify officer names if the Service follows up to advise the officer. The Service confirmed that they make a concerted effort to figure out the relevant individuals involved so that they are acknowledged for the work.

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

8. Other Business

No other business

9. 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. Labour Relations Unit Report: Fourth Quarter 2024
3. Labour Relations Matter
4. Labour Relations Matter
5. Delay Application
6. Labour Relations Matter
7. Labour Relations Matter

8. Labour Relations Matter

9. Legal matters

10. Legal Matter

11. Labour Relations Matter

10. Adjournment

The meeting adjourned at 5:52pm

11. Next Meeting

To be determined

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