

**Report to / Rapport au:**

**OTTAWA POLICE SERVICE BOARD  
LA COMMISSION DE SERVICE DE POLICE D'OTTAWA**

**24 March 2025 / 24 mars 2025**

**Submitted by / Soumis par:**

**Executive Director, Ottawa Police Service Board / Directeur Exécutif, Commission  
de service de police d'Ottawa**

**Contact Person / Personne ressource:**

**Habib Sayah, Executive Director / Directeur Exécutif  
*habib.sayah@ottawa.ca***

**SUBJECT: OUTSTANDING BOARD INQUIRIES, MOTIONS & DIRECTIONS:  
MARCH 2025 REPORT**

**OBJET: DEMANDES, REQUÊTES ET DIRECTIONS DE LA COMMISSION EN  
SUSPENS: RAPPORT POUR MARS 2025**

**REPORT RECOMMENDATION**

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

**RECOMMANDATION DU RAPPORT**

**Que la Commission de service de police d'Ottawa prenne connaissance du  
présent rapport à titre d'information.**

**BACKGROUND**

All inquiries and motions raised at meetings of the Ottawa Police Service Board that require follow up action or response are recorded and monitored. Once a response is received at a subsequent Board meeting, the outstanding inquiry or motion is removed from the list of outstanding inquiries and motions.

At the 19 December 2005 meeting, the City of Ottawa's Auditor General submitted a report to the Police Service Board on the results of his Governance Audit of the Board.

The Audit Report contained 27 separate recommendations for improving the governance practices of the Board, including Recommendation 9.1: *that a report be presented as a regular agenda item at each board meeting that lists all the outstanding inquiries and resolutions*. The Police Service Board approved this recommendation as part of a comprehensive plan for implementing the Auditor's recommendations, and the first monthly report was submitted to the Board in March 2006. A similar report has been submitted to the Board at each meeting since that time.

The *Community Safety and Policing Act (CSPA), 2019*, came into force on April 1, 2024. Section 40(1) permits the Board to provide directions to the Chief of Police and Section 40(9) requires the Board to publish such directions on the Internet. In order to meet the requirements of the CSPA, going forward, this report will also capture any directions provided by the Board to the Chief.

To enhance the Board's ability to monitor and track actions stemming from its decisions, this report introduces a new Action Registry. This Registry broadens the scope of the outstanding inquiries and motions report to include not only inquiries requiring follow-up but also all directions issued by the Board to the Chief of Police or Board staff or a Committee. This expanded tracking is justified by the scheduled increase in the Board office's capacity with the hiring of several advisor positions, combined with an expected rise in policy-development activity as part of the Board's adaptation to the Community Safety and Policing Act and other lines of effort, which will require action by staff and, from time to time, Board committees. By centralizing these actions in a single, comprehensive document, the Board can ensure greater accountability and transparency in tracking progress.

## **SUPPORTING DOCUMENTATION**

Document 1 – Outstanding Inquiries as of 24 March 2025

Document 2 – Action Registry as of 24 March 2025

## **CONCLUSION**

Document 1 contains the current list of outstanding inquiries.

Document 2 contains the current list of outstanding directions.

## Document 1

**OTTAWA POLICE SERVICE BOARD**  
**OUTSTANDING INQUIRIES AS OF 24 MARCH 2025**

| Inquiry # | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Meeting Date | Raised by               | Assigned to     |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-------------------------|-----------------|
| I-22-04   | <p><b>ON HOLD: Tactics and enforcement related to the occupation of Ottawa -</b></p> <ol style="list-style-type: none"> <li>1. What legal advice led OPS to allowing trucks to move freely outside of the designated City truck routes?</li> <li>2. Was the demonstration declared illegal and if so, when did this take place?</li> <li>3. When was the first request to the Federal and Provincial government for resources take place and what was it for? And on what date?               <ol style="list-style-type: none"> <li>a. Please include any and all correspondence and request from the CITY/OPS authorities to the Government of Canada (Including RCMP) and the date those requests occurred.</li> <li>b. Please include any and all correspondence and request from the City/OPS authorities to the Government of Ontario (Including OPP) and the date those requests occurred.</li> </ol> </li> <li>4. What were the enforcement tactics once the situation altered from a "protest" to an Occupation?</li> <li>5. What, if any, ultimatum to leave was given to the occupiers? If so, when and with what consequences?</li> </ol> <p><i>Please note: The OPS have advised that a response to this inquiry will be provided, if possible, once all ongoing and related court processes have concluded.</i></p> | 30-May-22    | Former Vice Chair Valid | Chief of Police |

|         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |           |                  |                 |
|---------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------------|-----------------|
| I-25-01 | <p><b>Statistics on resignations</b></p> <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 27-Jan-25 | Member Donaldson | Chief of Police |
| I-25-04 | <p><b>Non-advertised civilian hiring processes</b></p> <p>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?</p> <ol style="list-style-type: none"> <li>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?</li> <li>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?</li> </ol> | 27-Jan-25 | Vice Chair Carr  | Chief of Police |

## Document 2

**OTTAWA POLICE SERVICE BOARD**  
**ACTION REGISTRY AS OF 24 March 2025**

| <b>Motion Date</b> | <b>Motion ID</b> | <b>Motion</b>                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Task Assigned To</b>       | <b>Scheduled Completion</b> | <b>Status/Comments</b>               |
|--------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| 2 December 2024    | 9                | <i>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.</i>                                                                                                                                                            | Executive Director            | March 2025                  | Scheduled for April 2025 P&G Meeting |
| 27 January 2025    | 4                | <i>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),</i><br><br><i>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.</i> | Policy & Governance Committee | March 2025                  | Scheduled for April 2025 P&G Meeting |

|                 |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                 |            |                                                                |
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| 27 January 2025 | 7 | <p><i>That the Ottawa Police Service Board:</i></p> <ol style="list-style-type: none"> <li>1. <i>Receive this report for information and discussion.</i></li> <li>2. <i>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.</i></li> <li>3. <i>Direct the Chief of Police to submit a report at the April 2025 meeting detailing the Ottawa Police Service's response to the jury recommendations, including a timeline for implementation and any identified challenges.</i></li> </ol> | Chief of Police / Policy & Governance Committee | April 2025 | Scheduled for April 2025 P&G Meeting                           |
| 27 January 2025 | 8 | <p><i>That the Ottawa Police Service Board direct the Policy &amp; Governance Committee to review the draft policy amendments at its</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Policy & Governance Committee                   | March 2025 | Review of Policy CR-28 Assistance in the Provision of Policing |

|  |  |                                                                          |  |  |                                      |
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|  |  | <i>next meeting and to report back to the Board with recommendations</i> |  |  | Scheduled for April 2025 P&G Meeting |
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