



**Ottawa Police Service Board
Minutes**

Meeting #: 116
Date: April 28, 2025
Time: 4:00 pm
Location: Electronic Participation

Present: Chair: Salim Fakirani, Councillor Cathy Curry, Vice Chair: Marty Carr, Peter Henschel, Dave Donaldson, Michael Polowin, Councillor Steve Desroches

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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 28 April 2025 meeting.

Carried

3. Confirmation of Minutes

3.1 Minutes #115 of 24 March 2025

That the Ottawa Police Service Board confirm Minutes #115 of the 24 March 2025 meeting.

Carried

4. Committee Meetings: Reports from Committee Chairs & Minutes

4.1 Finance and Audit Committee - Draft Minutes #31 of 7 April, 2025

The Board noted that in the Finance and Audit Committee (FAC) minutes there was a question on the red-light cameras, however, the response received was on the automated speed enforcement cameras. An item under other business will be added with respect to this.

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

Received

4.2 Human Resources Committee- Draft Minutes #23 of 3 April, 2025

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

Received

4.3 Policy and Governance Committee - Draft Minutes #20 of 4 April, 2025

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

2. Richard Robertson, Director of Research and Advocacy at B'nai Brith Canada

The Board also received a written submission from the Jewish Federation of Ottawa regarding the enforcement of hate and bias rules during major events.

7. Inquiries

- 1st Inquiry of Member Desroches

In the recently released Sunshine List, it was noted that Constable Montsion earned a salary of upwards of \$410,000.

1. What is the breakdown of this salary – that is what was the base amount, the overtime pay out, holiday cash out that led to the collective salary amount?
 2. How is overtime managed within the OPS?
 3. How is the direct supervisor engaged to manage health and well being of OPS officers?

- 2nd Inquiry of Member Desroches

The City of Ottawa recently reported that after the federal government eliminated the consumer carbon tax effective April 1, 2025, the City's updated 2025 budget projections indicate this could result in an overall savings of \$10,596,183, broken down as follows:

- \$1,524,000 in savings on fuel for municipal fleet and facilities
- \$7,172,183 in savings on fuel for transit fleet and facilities
- \$1,900,000 in savings on natural gas for all municipal facilities.

What is the anticipated savings to the Ottawa Police Service as a result of the elimination of the consumer carbon tax in 2025?

8. Items of Business

- 8.1 Chair's verbal report

Chair's report

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

8.2 Chief's verbal report

Chief's report

The Board commended the traffic team for their enforcement actions, noting that the presence of police and their social media campaigns are helping address driver misconduct. While traffic calming measures on White Alder, are effective, it was emphasized that enforcement is crucial to combatting reckless driving. The Board urged residents to file police reports to help track speeding incidents and assist in resource deployment. The Service advised that the data from the police reports help them to strategically deploy resources to areas with frequent issues.

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

8.3 Educational Presentation: Communications Centre

Presentation

The Board asked for more details on the process that dispatchers go through to prioritize calls for service. The Service explained that they use a call response protocol to assess both the type and urgency of incoming calls. Officers prioritize calls based on the specific circumstances rather than just the category, ensuring appropriate response levels. This process also contributes to tracking and evaluating response metrics.

The Board asked for details on what kind of staff surveys are in place to understand employee satisfaction, support, and reasons why others may choose not to stay long-term. The Service advised that while the organization conducts formal employee surveys most feedback at the sectional level is gathered informally through daily interactions. There is a new advisory group that allows frontline staff to directly engage with leadership which fosters open and honest feedback.

The Board asked for details on what happens once a frontline staff member experiences a traumatic event at work. The Service explained

that an automated system monitors key indicators like sick leave, overtime, and high volumes of difficult calls, flagging management when concerns arise. However, much of the support also comes through informal channels, with team members and management rallying together to ensure immediate help and emotional support are provided when needed. The process once a traumatic event occurs involves crisis interventions and debriefings with immediate and long term follow ups.

The Board inquired whether dispatchers have a way to learn the outcomes of the emergency calls they handle. The Service advised that there is no formal process for this, however, they are encouraged to reach out to the attending officer to find out the outcome of the situation in order to obtain closure. This only occurs for calls that have heavily affected the dispatcher as they take a large number of calls during a shift.

The Board asked what the current trend is for non-urgent calls to the Communications Centre. The Service reported that about 67% of 911 calls are handled by police, but there's no standardized system across Canada to track this data, making it difficult to get a national picture. It was noted that while the volume of emergency calls has remained constant, false 911 calls and mental health-related incidents are placing increasing strain on resources. The Service is working to better define and track mental health calls. False calls which are non-urgent, not police related or non-human call, have been increasing. There are also calls that are misdirected to 911 which causes a strain, and the Service is looking at technology to combat this.

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

Received

8.4 Governance Review: Scope and Approach

Executive Director's report

That the Ottawa Police Service Board:

1. **Direct its Executive Director to work with OPS staff regarding the governance review work as described as “minimum scope” in the report entitled “Governance Review: Scope and**

Approach” prepared for the April 4, 2025, OPSB Policy and Governance Committee

- 2. Direct its Executive Director to inform the Board as soon as any policy templates are designed for all Police Service Boards by the Inspectorate of Policing regarding the new Act so that the Board can review and potentially adopt.**
- 3. Approve the Calendar as outlined in Appendix A of the report entitled “Governance Review: Scope and Approach” prepared for the April 4, 2025, OPSB Policy and Governance Committee with the following inclusions for each month’s Board meeting agenda:**
 - A. A standing item on every Board agenda that would enable the Chief of Police to review the Strategic Plan Dashboard with the Board to review the progress made on the current Strategic Plan and associated KPIs.**
 - B. A standing item on every Board agenda that would enable the Chief of Police, or relevant staff, to review the current major projects chart (to be created and colour coded – red, yellow, green regarding progress status) with the Board.**
 - C. A section entitled “Consent Agenda” under which any unanimously passed motions arising from any of the Board’s committees that have taken place since the last Board meeting would be listed for a more efficient approval by the Board and with the understanding that any Board member can request, at the approval of the main agenda, that any motion on the list could be removed for further discussion and become part of the main agenda for the meeting.**

Carried

- 8.5 “Igniting the Spirit” Gala - Fundraising Event for The Wabano Centre**
Executive Director's report

That the Ottawa Police Service Board approve funding for a table at the Wabano Centre's "Igniting the Spirit" Gala being held on June 19, 2025, at a cost of \$5000 (before taxes).

Carried

8.6 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 3 as Special Constables for Carleton University pursuant to Section 92 of the Community Safety and Policing Act (CSPA).

Carried

8.7 Appointment of Special Constables – City of Ottawa (Transit Services)

Chief's report

That the Ottawa Police Service Board approve the appointment of five (5) City of Ottawa employees listed in Appendix 1 as Special Constables for City of Ottawa, Transit Services pursuant to Section 92 of the Community Safety and Policing Act (CSPA).

Carried

8.8 District Revitalization Program Update

Chief's report

The Board acknowledged the immense effort that goes into rolling out the district model and thanked the Service for the hard work.

The Board noted that the South district will be short 23 officers and asked what the costs associated with this will be in the upcoming budget. The Service explained that staffing numbers are still being finalized, particularly in the South Platoon district and for building district traffic units. The traffic unit which currently operates at 50% capacity will be expanded along with other district team roles. The district project will require organizational growth to match community growth, and this will impact the budget.

The Board asked if officers will be relocated from the outlying areas to staff large protests. The Service noted that in the next year, there will be twelve members in the Parliamentary district which will ease the pressure on outlying resource teams. The Mounted Unit will also be in operation soon which will assist during protests.

The Board asked if fully staffing Neighbourhood Resource Teams in each division would lead to significant improvements in response times for priority 2, 3, and 4 calls. And if increased local officer presence, in rural areas like Manotick, Greely, and West Carleton, would enhance response metrics across all call levels and justify new KPIs. The Service reported that they are focused on ensuring 15-minute response times and the goal is to align staffing/deployment models to meet the response requirements for all calls with Priority 1 calls being the top focus. The goal for Neighbourhood Resource Teams and traffic units is to focus on proactive work, addressing traffic issues in specific areas. This proactive approach aims to reduce calls for service and free up frontline officers for quicker deployment to other calls.

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

Received

8.9 Complaints Report – Police Services Act, Community Safety And Policing Act and Special Investigations Unit Act: First Quarter 2025

Chief's report

The Board asked if they should continue to forward complaints they receive to the Board office for further action. The Executive Director advised that the Law Enforcement Complaints Agency (LECA) handles complaints about officer conduct, and the CSPA requires Board members to forward complaints to LECA. However, LECA only accepts complaints submitted through specific forms on their website, making it rare for complaints to be forwarded by the Board. If a complaint does not meet LECA's criteria, it is sent to the Chief's office. The Board office advises residents to log their complaint on the LECA website as appropriate.

RECOMMENDATION: It was suggested formalizing the process and improving tracking and reporting of complaints. It was also suggested that

the process for residents to file a complaint with LECA go through a social media campaign to raise awareness once the Communications staff member joins the Board office.

The Service clarified that any issue that arises from a public complaint must be reported to LECA and they can refer it back to OPS.

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

Received

8.10 Workplace Injuries, Illnesses & Incidents: 2024 Annual Report

Chief's report

The Board asked for clarification on what could be done to reduce the numbers in this report to ensure that more officers are well, and that injuries, illnesses and incidents occur less in the workplace. The Service discussed the measures in place to address the frequency, severity, and impact of injuries and illnesses among members. It was highlighted that the ongoing wellness review with the Ottawa Police Association and the Senior Officer Association aims to provide recommendations to reduce these numbers and address the stress on officers.

It was noted that 100% of accommodated members were successfully engaged in work.

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

Received

8.11 OPS Facilities Strategic Plan 2025 Status Update

Chief's report

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

Received

8.12 Project Complement

Chief's report

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

Received

8.13 Mental Health Change Initiative

Chief's report

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

Received

8.14 Response to Inquiry I-25-01 – Statistics on Resignations

Chief's report

The Board asked if the Service carries out exit interviews with members who leave. The Service advised that an exit interview program is currently being developed and is in the early stages of implementation. However, no substantive information has been gathered from it yet.

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

Received

8.15 Response to Inquiry I-25-04 – Impact and Implementation of the New South District Police Station

Chief's report

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

Received

8.16 Outstanding Board Inquiries, Motions & Directions: April 2025 Report

Executive Director 's report

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

Received

8.17 Letters of Commendation: April 2025

Chief's report

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

Received

9. Other Business

Motion from Member Desroches:

Reporting on Use of Revenue from Red Light Cameras and Automated Speed Enforcement

WHEREAS in February 2019, as part of Budget 2019, agreement was reached between the previous Chair of the Ottawa Police Services Board (OPSB), the previous Chief of Police, and City staff, and approved by both the OPSB and Ottawa City Council, to allocate funds annually from the Red Light Camera (RLC) program to the general revenues of the Ottawa Police Service (OPS);

WHEREAS Ottawa City Council subsequently approved the Road Safety Action Plan in December 2019, which included initiatives under the purview of the OPS, including an Automated License Plate Reader system, innovative enforcement technology, the Summer Market Enforcement Blitz, the RIDE Program, and speed enforcement, amongst others;

WHEREAS a recent City audit raised the need for greater clarity on the disposition of Red Light Camera funds, including those allocated to the OPS and the Road Safety Action Plan;

WHEREAS specific reporting requirements on the Red Light Camera funding were never requested by City Council; however, current members of the OPSB have highlighted the need for reporting on RLC funding;

WHEREAS the Chief of Police has previously committed to providing reporting to the OPSB on the use of Automated Speed Enforcement (ASE) funding approved

by City Council in October 2024, including most recently at the OPSB Finance and Audit Committee on April 7, 2025;

THEREFORE BE IT RESOLVED THAT the Ottawa Police Service report annually to the Ottawa Police Services Board on funding received from the use of Red Light Cameras, in addition to funding from Automated Speed Enforcement Cameras, with a focus on programming, activities, operational resources, and enforcement outcomes;

BE IT FURTHER RESOLVED THAT the draft 2026 Ottawa Police Service budget include specific line items related to Red Light Camera and/or Automated Speed Enforcement revenue;

BE IT FURTHER RESOLVED THAT future OPS annual reports include a section on activities and outcomes related to its role in the Road Safety Program; and

BE IT FURTHER RESOLVED THAT the Ottawa Police Services Board approve this reporting prior to its submission to Ottawa City Council, should such submission be requested.

Carried

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:

- 1a. Labour Relations Matter
- 1b. Labour Relations Matter
- 2. Update on Demonstrations and Event Management
- 3. Lease Update
- 4. Legal Matter
- 5. Labour Relations Matter
- 6. Labour Relations Matter
- 7. Labour Relations Matter
- 8. Labour Relations Matter
- 9. Legal Matter
- 10. Labour Relations Matter

11. Adjournment

The meeting adjourned at 6:06 pm.