

Report to / Rapport au:

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

29 September 2025 / 29 septembre 2025

Submitted by / Soumis par:

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

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**SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICE BOARDS' LABOUR
RELATIONS CONFERENCE ATTENDANCE REQUEST**

**OBJET: DEMANDE DE PARTICIPATION À LA CONFÉRENCE SUR LES
RELATIONS DE TRAVAIL DE L'ONTARIO ASSOCIATION OF POLICE
SERVICE BOARDS**

REPORT RECOMMENDATIONS

**That the Ottawa Police Service Board approve the attendance of D. Donaldson
and C. Curry at the Ontario Association of Police Service Boards' Labour
Conference being held on November 25 & 26, 2025.**

RECOMMANDATIONS DU RAPPORT

**Que la Commission de service de police d'Ottawa approuve la présence de D.
Donaldson et C. Curry à la conférence de 2025 sur les relations de travail de
l'Ontario Association of Police Service Boards, qui se tiendra le 25 et 26
novembre 2025.**

BACKGROUND

The Ontario Association of Police Service Boards (OAPSB) is the leading voice of
police governance in Ontario. They serve their members and stakeholders, as well as
the general public, by:

- helping local police service boards fulfill their legislated responsibilities by providing training and networking opportunities and facilitating the transfer of knowledge;
- advocating for improvements in public safety laws and regulations, practices and funding mechanisms.

Their membership includes police service boards, including the Ottawa Police Service Board, police and law enforcement officials, and other persons involved in policing and public safety.

The OAPSB Labour Conference is specifically designed for members and employees of police service boards. The Board has recognized the importance of ongoing training and education for its members through its policies and in particular through the training policy adopted in response to a recommendation from the City's Auditor General.

DISCUSSION

The OAPSB will be holding its Labour Conference in Toronto, Ontario, from November 25-26, 2025. All Board members were canvassed for their interest in attending the conference. Member Dave Donaldson and Cathy Curry have expressed their interest in attending.

Participation in the OAPSB Labour Conference offers an opportunity for the Board to engage with current labour and legal trends, workforce planning strategies, and coordinated bargaining initiatives that are directly relevant to the upcoming renewal of the Collective Bargaining Agreements (CBAs) with both the Ottawa Police Association and the Ottawa Police Senior Officers' Association. The insights gained from discussions on labour trends and legal case studies are expected to provide Board members and staff with the latest knowledge on emerging issues and best practices in police sector negotiations, ensuring that strategies are informed by sector-wide developments and aligned with provincial trends.

Sessions on culture's impact on recruitment and retention are particularly timely, offering guidance on addressing one of the most pressing challenges in the sector. Engaging with these topics will support the Board in crafting CBAs that not only meet the operational needs of the Ottawa Police Service but also reflect broader strategic objectives such as workforce sustainability and improved retention.

CONSULTATION

All Board members were canvassed for their interest in attending the conference.

FINANCIAL IMPLICATIONS

The approximate cost of attending the Ontario Association of Police Service Boards' Labour Conference is \$2,000 per person. Funds have been allocated for this expense in the 2025 Staff Training and Development/Business Travel accounts. There are sufficient funds remaining in the Board's budget to cover this expenditure.

SUPPORTING DOCUMENTATION

N/A