



Ottawa Police Service Board

Minutes

Meeting #: 124
Date: January 26, 2026
Time: 4:00 pm
Location: Electronic Participation

Present: S. Fakirani, C. Curry, M. Carr, P. Henschel, D. Donaldson, M. Polowin, S. Desroches

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

The agenda was amended to move item 8.9 to the Consent Agenda as this item was pre-approved through e-polling. The agenda was amended as item 8.4 was updated to remove references to the previous Police Services Act.

That the Ottawa Police Service Board confirm the amended agenda of the 26 January 2026 meeting.

Carried

3. Confirmation of Minutes

3.1 Minutes #123 of 5 December 2025

That the Ottawa Police Service Board confirm Minutes #123 of the 5 December 2025 meeting.

Carried

4. Committee Meetings: Reports from Committee Chairs & Minutes

4.1 Policy and Governance Committee - Draft Minutes #24 of December 01, 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

The Board commented that policing alone is not the solution and that prevention and addressing root causes are important. It was noted that the Board's mandate is limited and does not fully cover broader social issues. The Board asked if advocacy efforts are also being directed towards higher levels of government to encourage them to do more. R. Browne advised that an independent evaluation of the Neighbourhood Resource Team's community policing program is essential as none has been done so far. R. Browne advised that their advocacy work is focused at the city level.

2. Jeffrey Bradley

The Board noted that the Chinatown BIA has the right to request more policing, as many business areas do. The Board asked J. Bradley why they interact with the BIA instead of advocating that the BIA gets the

support needed from a range of agencies. J. Bradley advised that efforts to discuss alternative safety solutions with the BIA has gone unanswered. J. Bradley suggested that the BIA could seek non-policing supports through other city committees and funding streams but commented that the default tends to be the police.

The Service conveyed that they are in strong support for increased funding to mental health, housing, homelessness and violence prevention issues. However, funding these supports should not reduce the police budget as the funding is necessary given the wide and growing range of serious issues that OPS face from violent crimes to child exploitation.

3. Manar Younes

7. Inquiries

There were no Inquiries.

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

The Board asked for more details on Project Pantry, specifically if it targeted grocery thefts and particularly individuals stealing because of monetary issues. The Service advised that Project Pantry was evidenced as they looked at the most calls for service and which companies were targeted the most. The evidence pointed to a specific grocery store.

Twelve individuals were arrested. The Service noted that there was an organized crime component but there were also some individuals who are in need of funds to eat. **ACTION:** The Board requested more details on the breakdown of the twelve arrests.

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

Received

8.3 Crime Stoppers Semi-Annual Update

Presentation

The Board asked how many monetary rewards does Crime Stoppers typically give out annually. R. McMullen advised that they tend to give out under \$20,000 depending on the severity of the crime and the nature of the tip. He reported that only about 30% of tipsters collect cash rewards and that rewards are provided in a manner that preserves the tipsters' anonymity. It was noted that Crime Stoppers has a full-time officer assigned as a coordinator who manages and distributes tips to law enforcement partners.

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

Received

8.4 Administration of Policy and Procedure Complaints

Executive Director's report

That the Ottawa Police Service Board approve:

1. **The attached by-law regarding the Complaints Committee.**
2. **The attached policy on Policy and Procedure Complaints.**
3. **The attached updated Policy GA-4 on Board Committees.**

Carried as amended

8.5 Board Committee Appointments

Executive Director's report

With the Board's consent, the recommendation was updated to appoint Member D. Donaldson to the Complaints Committee.

That the Ottawa Police Service Board appoint D. Donaldson to the Complaints committee.

Carried as amended

8.6 Attendance at the Joint Police Employment Conference 2026 Report

Executive Director's report

That the Ottawa Police Service Board approve the in-person attendance of Board members D. Donaldson, S. Desroches and Executive Director H. Sayah at the Police Employment Conference being held in Toronto, Ontario from February 24th to February 25th 2026.

Carried

8.7 Sponsorship Request for the 2026 Ontario Police Suicide Memorial Weekend Report

Executive Director's report

That the Ottawa Police Service Board approve a \$2,000 sponsorship for the 2026 Ontario Police Suicide Memorial weekend.

Carried

8.8 Sponsorship Request for The Canadian Association of Police Governance Annual Conference 2026 Report

Executive Director's report

That the Ottawa Police Service Board approve a \$7,000 sponsorship for the Canadian Association of Police Governance's 2026 Annual Conference.

Carried

8.9 Appointment of Special Constables – Ottawa Police Service

Chief's report

This item was moved to the Consent Agenda.

8.10 Ottawa Police Service Board 2024-2027 Strategic Plan: Key Performance Indicators Report

Chief's report

The Board asked whether the definitions used in the performance measurement governance framework mentioned in the report were available. The Service advised that they would circulate the definitions to the Board and include them in future reporting.

The Board asked whether the 12% completion figure for implementing the district model is based on a project schedule. The Service advised that it is a self-reported completion rate from the district project's management tool. It was noted that the 12% figure was dated and currently it is at 27% completion for the district.

The Board made note that the complaints about police conduct at public events are very few, making the data set too small to be meaningful. The Board asked whether future reporting could compare the percentage of protest-related complaints to overall complaints instead.

The Board asked if OPS tracks the proportion of shootings linked to organized crime. The Service explained that shootings are not routinely broken down by organized crime involvement. OPS tracks total shootings and gun seizures and could determine links by reviewing individual cases.

The Board asked if there are other areas where race-based data can be tracked to determine if there are any trends. The Service advised that race-based data is already collected through the long-running Traffic Stop Race Data Collection Project and noted that other areas like diversion rates could be explored. The Service advised that Statistics Canada may already be collecting race data for all criminal offences and suggested a broader discussion on these issues at a committee. The Service has a race and identity-based data strategy that could be discussed at the committee level.

ACTION: The Board asked more information in future reporting about action planned by the Service in response to the statistics. The Service advised that they consider including an action section in the KPI reporting template but noted that they may not be able to do so for every single KPI.

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

8.11 Mental Health Change Initiative – Q4 2025 Update

Chief's report

ACTION: The Board requested clearer details in future reports on the mental health training and anti-Black racism and bias training, specifically how many officers receive the training, who is trained, how extensive the training is, and what it costs. The Service advised that there is no single training program, but rather a range of existing programs, including trauma-informed response training that all officers receive, ABLE training, use-of-force requalification, and advanced training such as crisis intervention. The Mental Health Advisory Council is reviewing these programs with community input to assess whether they are sufficient and aligned with effective responses to mental health crises. The Service will report back to the Board on this review.

The Board asked for an update on the frameworks for the use of Body Worn Cameras (BWCs). It was discussed that the results of the pilot project are needed before any substantive policy work can take place. However, the Board office and the Service have started policy conversations about the need to establish policies to govern various technology initiatives including BWCs.

The Board asked for an approximate number of repeat calls for assistance from mental health callers. It was noted that OPS received 8000 to 8800 mental health calls over the last five years. The Service is unsure of the exact number but noted that there are many individuals who are repeatedly visit and assisted by OPS.

The Service reported ongoing discussions with the Solicitor General about the need for greater investment in mental health resources. It was noted that hospitals often lack available beds, leading to clients being released despite ongoing needs. The Service noted that the closure of long-term mental health facilities in the late 1990s and early 2000s shifted responsibility to community agencies and police services. It was discussed that mental health needs are becoming more chronic and continued advocacy at the provincial level for increased investment is needed.

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

Received

8.12 Human Rights & Equity, Diversity, and Inclusion (EDI) Annual Report For 2025

Chief's report

It was discussed that not all members and staff at OPS completely understand every aspect of the human rights code. The Board asked what training is available for staff and members on basic human rights in Canada. The Service advised that there is specific human rights training at the Ontario Police College and then there is more training at the Professional Development Centre. There is also ongoing training to members on human rights issues such as disability awareness, anti-Black and anti-indigenous racism training. There is no single program, but human rights education is delivered through multiple trainings over time. The Board acknowledged that training also occurs through agencies like the Community Equity Council through discussions and lived experiences of the communities.

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

Received

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

Chief's report

The Board asked if OPS has met all AODA requirements. The Service confirmed that they have met all of the requirements and are fully compliant.

The Board raised concerns about improving accessibility in police facilities, noting that older buildings face challenges meeting AODA requirements. The Service advised that all facilities are accessible to members, staff and the public but there may be some circumstances that may cause challenges and exceptions. **ACTION:** The Board asked for a

general report on the accessibility status of all police buildings, including where compliance is not feasible.

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

Received

8.14 Appointment made under the Interprovincial Policing Act: 2025 Annual Report

Chief's report

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

Received

8.15 Public Rewards - 2025 Annual Report

Chief's report

The Board asked if OPS advertise rewards. The Service confirmed that they do offer rewards, adding that no one has ever come forward to accept the rewards, noting that it is usually associated with unsolved homicides or missing persons. Crime Stoppers provide rewards for tips whereas OPS rewards would involve the receiver to attend court and provide testimony.

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

Received

8.16 Consent Agenda

1. Ratification: Critical Points Policy

This item is before the Board following approval at the Policy and Governance Committee meeting on December 1st, 2025.

That the Ottawa Police Service Board approve the Critical Points Policy attached to this report.

Carried

2. Ratification: Appointment of Ottawa Police Service Officer

This item is before the Board for ratification following pre-approval on December 6th, 2025, by electronic polling.

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

3. Ratification: Appointment of Special Constable-City of Ottawa (Transit Services)

This item is before the Board for ratification following pre-approval on December 17th, 2025, by electronic polling.

That the Ottawa Police Service Board approve the appointment of six (6) City of Ottawa employee listed in Appendix 1 as a Special Constable for City of Ottawa, Transit Services pursuant to Section 92 of the Community Safety and Policing Act (CSPA).

Carried

4. Ratification: Appointment of Special Constables - Ottawa Police Service (re-appointment)

This item is before the Board for ratification following pre-approval on December 22nd, 2025, by electronic polling.

That the Ottawa Police Service Board approve the appointment of one (1) Ottawa Police Service employee listed in Appendix 1 as Forensic Identification 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

5. Ratification: Appointment of Special Constables – Ottawa Police Service

This item is before the Board for ratification following pre-approval on January 20th, 2026, by electronic polling.

That the Ottawa Police Service Board approve:

(a) The appointments of fourteen (14) Ottawa Police Service employees and re-appointments of two (2) Ottawa Police Service employees as Generalist Special Constables in Appendix 1.

(b) The appointments of six (6) Ottawa Police Service employees as District Investigative Special Constables listed in Appendix 2.

(c) The appointment of one (1) Ottawa Police Service Generalist Special Constable as a Cover Access Intercept Team (CAIT) Special Constable listed in Appendix 3.

(d) The appointment of four (4) Ottawa Police Service employees as Forensic Identification (FIT) Special Constables listed in Appendix 4, pursuant to Section 92 of the Community Safety and Policing Act (CSPA).

Carried

- 8.17 Outstanding Board Inquiries, Motions & Directions: January 2026 Report
Executive Director 's report

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

Received

8.18 Letters of Commendation-January 2026

Chief's report

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

Received

9. Other Business

The Board discussed that the OAPSB Zone 2 is looking at adding a director to their Board. It was agreed that those interested should let the Executive Director know.

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. New Lease
3. Ontario Transfer Payment Agreement regarding NG911 Grant
4. Operational Matter
5. Legal Matter
6. Legal Matter
7. Personal Matter

11. Adjournment

The meeting adjourned at 6:28 pm.

12. Next Meeting

Monday, February 23, 2026 - 4:00 PM