



Ottawa Police Services Board

Minutes 13

Monday, 28 October 2019, 4:00 PM

Champlain Room, 110 Laurier Ave. West

Krista Ferraro, Executive Director

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Board Members:

Chair: Councillor D. Deans (*medical leave of absence*)

Vice Chair: L.A. (Sandy) Smallwood (Acting Chair)

Members: A. Blaustein, Councillor C. Meehan, D. Nirman, S. Valiquet, Mayor J. Watson

Simultaneous interpretation in both official languages is available for any specific agenda item by calling the board's information number at least 24 hours in advance of the meeting.

CEREMONIAL ACTIVITIES / ANNOUNCEMENTS

1. SWEARING-IN OF MAYOR J. WATSON
2. MOMENT OF SILENCE - CST. THOMAS ROBERTS
3. WELCOME NEW CHIEF OF POLICE PETER SLOLY

CONFIRMATION OF AGENDA

A request was made to have additional items added to both the public and in-camera agenda.

Board members received copies of the following add-ons to the public agenda, prior to the Board meeting:

- 1) 2020 Budget Directions and Timetable
- 2) Response to Inquiry #1-17-04: Recruitment Practices

An item pertaining to a personnel matter involving a named individual was also requested to be added to the in-camera agenda.

That the Ottawa Police Services Board confirm the agenda of the 28 October 2019 meeting.

CARRIED as amended

CONFIRMATION OF MINUTES

Minutes #12 of 23 September 2019

That the Ottawa Police Services Board confirm Minutes #12 of the 23 September 2019 meeting.

CARRIED

DECLARATIONS OF INTEREST

There were no declarations of interest.

COMMITTEE MEETINGS: REPORTS FROM COMMITTEE CHAIRS & MINUTES

Complaints Committee - Draft Minutes #3 18 October 2019

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

RECEIVED

INQUIRIES

LEASE EXTENSION – 19 FAIRMONT AVENUE

A question was raised with respect to the lease extension that was approved at the last Board meeting for 19 Fairmont Avenue, and whether this was undertaken in partnership with the City. It was confirmed that the OPS worked with the City's real estate branch to explore different options and CREO negotiated on the Police Service's behalf.

ITEMS OF BUSINESS

1. CHIEF'S VERBAL REPORT

Chief's report

Chief P. Sloly presented his first verbal report to the Board. *(A copy of the Chief's verbal report is available [online](#).)*

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

RECEIVED

2. NATIONAL CAPITAL AREA CRIME STOPPERS: SEMI ANNUAL REPORT

Report from R. McMullen, President, National Capital Area Crime Stoppers

A question was raised as to how Crime Stoppers tracks firearms seized as a result of tips. It was noted that the tips are provided to law enforcement who in turn will notify Crime Stoppers if a firearm was seized as a direct result of a tip. In the first nine months of the year, 16 firearms were seized, which is the highest amount reported in the last seven years.

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

RECEIVED

3. PERFORMANCE MANAGEMENT PROGRAM AND NEW RECRUITS PILOT

Presentation by CAO J. Letourneau, Inspector H. Lachine, and Acting CHRO M. Rathwell

The following points of clarification were made:

- If health concerns of a recruit were identified, this would be managed through the Health, Safety, and Lifestyles Section, not through performance management.
- Some recruits may have more than one coach officer.
- Currently there is no formal process for recruits to provide feedback on their coaches or request another coach but OPS will take this suggestion into consideration.
- Bias free training or cultural competency is not specifically outlined in the coach officer training program however all coaches do receive it.
- Coach officers receive specific training in areas such as management, leadership, providing feedback, problem solving, and communication, as well as respectful workforce training and ethics and leadership. They also must take mandatory, annual use of force training.
- Recruits encountering performance issues are taught to contact the Professional Development Center where they would have access to training tools, such as language, driving, etc.
- The Coach Officer Program is currently being audited for compliance and effectiveness. Results are expected between this December or January 2020.
- With regards to recruiting coaches, members who exhibit leadership skills and express an interest in being a coach, are considered. If no one comes forward, Sergeants may be asked to canvas potential candidates.

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

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4. BOARD COMMITTEE APPOINTMENTS

Executive Director's report

That the Ottawa Police Services Board approve:

1. The appointment of D. Nirman to the Human Resources Committee, replacing D. Deans.
2. The appointment of J. Watson to the Finance and Audit Committee, replacing D. Deans.
3. The appointment of J. Watson to the Complaints Committee, replacing K. Egli.

CARRIED

5. COMPLAINTS REPORT-PART V, POLICE SERVICES ACT – 3RD QUARTER 2019

Chief's report

A sizeable increase of 42% was noted in terms of public complaints received in the third quarter. It was clarified that this was due to the OIPRD screening complaints differently. More complaints were screened in however many were also screened out therefore it is important to review Table 1 in conjunction with Table 2, as it is noted that 24 were in fact dismissed.

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

RECEIVED

6. MODERNIZATION ROADMAP UPDATE

Chief's report

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

RECEIVED

7. INTEROPERABLE MOBILE COMMUNICATIONS MANAGED SERVICE

Chief's report

The Board inquired about a timeline for the installation of equipment on Elgin Street, noted in the report. It was confirmed that equipment was already installed at 474 Elgin Street and 161 Elgin Street would be receiving a new antenna Q1.

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

RECEIVED

8. REPORT ON SIU INVESTIGATION

Chief's report

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

RECEIVED

9. LEGAL SERVICES STATUS REPORT – 3RD QUARTER 2019

Board Solicitor's report

A question was raised with respect to the labour employment and human rights claims opened in Q3. It was confirmed that a total of nine claims were opened, four of those being related to labour/employment and grievances, and the remaining five being human rights claims. Details of the claims could be shared in-camera.

It was also noted that by Q3, expenditures were approximately \$100,000 higher than the same time period in 2018. A report with a final analysis will be covered in the report for January 2020.

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

RECEIVED

10. BOARD MONITORING REQUIREMENTS STATUS REPORT: 3RD QUARTER 2019

Executive Director's report

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

RECEIVED

11. OUTSTANDING BOARD INQUIRIES & MOTIONS – OCTOBER 2019

Executive Director's report

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

RECEIVED

12. LETTERS OF COMMENDATION

Chief's report

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

RECEIVED

ADD-ONS

13. 2020 BUDGET DIRECTIONS AND TIMETABLE
-

That the Ottawa Police Services Board:

- 1. Direct staff to prepare the 2020 Draft Operating and Capital Budgets based on a 3% tax increase and an estimated 1.5% increase in taxes resulting from growth in assessment base.**
- 2. Approve the 2020 budget review and approval timetable.**

CARRIED

14. RESPONSE TO INQUIRY #I-17-04: RECRUITMENT PRACTICES

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

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OTHER BUSINESS

There was no other business.

CONSIDERATION OF MOTION TO MOVE IN CAMERA

Moved by S. Valiquet

That the Ottawa Police Services Board adjourn the public portion of its meeting to move In Camera to discuss confidential items pertaining to legal and personnel matters in accordance with Section 35(4)(b) of the Police Services Act.

CARRIED

ADJOURNMENT

The meeting adjourned at 5:21 p.m.

NEXT MEETING

Regular Meeting - Monday, 25 November 2019 - 4:00 PM

Krista Ferraro
Executive Director

L.A (Sandy) Smallwood
Acting Chair

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