



Ottawa Police Services Board Finance and Audit Committee

Minutes 6

Thursday, 14 November, 2019, 10:00 a.m.

Colonel By Room, 110 Laurier Avenue West, Ottawa

Krista Ferraro, Executive Director

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Present: C. Meehan, L.A Smallwood (Committee Chair), J. Watson

Others: Board Member A. Blaustein; Chief P. Soly; Deputy Chief S. Bell; Deputy Chief U. Jaswal; CAO J. Letourneau; Executive Officer J. Dunlop; Acting CFO K. Murray; Manager W. Salem; Director J. Steinbachs; Executive Director K. Ferraro; Board Assistant A. Brennan

CONFIRMATION OF AGENDA

That the Finance and Audit Committee confirm the Agenda of the 14 November 2019 meeting.

CARRIED

CONFIRMATION OF MINUTES

Minutes 5 of 10 September 2019 - *Regular & Confidential*

That the Finance and Audit Committee confirm the Minutes from the 10 September 2019 meeting.

CARRIED

BUSINESS ARISING FROM MINUTES

There was no business arising from the minutes.

ITEMS OF BUSINESS

1. 2020 OPERATING AND CAPITAL BUDGETS: DELEGATIONS

Presentation

A presentation was made by Chief P. Sloly and CAO J. Letourneau.

The Committee then heard from the following public delegations:

- **Melanie White**, Ottawa Resident (*A copy of her presentation is on file with the Board's Executive Director*). Ms. White shared her personal account of two break-ins at her family home, the impact it has had on her, and suggestions on how the City and police can better respond to incidents such as this, particularly as it relates to retrieving stolen items and regulations around pawn shops.
 - Chief P. Sloly advised he would have Deputy Chief S. Bell contact Ms. White to review the police reports surrounding the break-ins and offer any support the OPS can provide.
 - With respect to recovering stolen items, it can be a challenge as they can be spread across various pawn shops. By law, pawn shops are required to inventory items however limited regulations exist. As well, many items are sold online.
 - The Province was approached about developing an online system for reporting items. It would have required pawn shops to enter their inventory via a database. The legislation was repealed however the OPS will follow up and report back.

- **Marie Evelyn**, Volunteer Ottawa, expressed her concerns regarding fees for volunteer background checks. (*A copy of her presentation is on file with the Board's Executive Director.*)
 - An in-depth review was conducted in 2018 and several reports were brought to the board. A full cost recovery model was adopted and \$20 was the average fee across police services in Ontario for volunteers. It will come into effect as of January 2020.
 - With respect to sharing background checks across multiple organizations, there are privacy and liability issues with respect to personal information. An individual may elect to share a copy of their own certificate however some checks are specific to a role/position, and there are some guidelines around sharing of information.
- **Kamoji Wachiira**, Black Agenda Noir, spoke about the OPS' commitment to diversity and inclusion and the need to ensure allocation of resources and budget to this area, and had questions pertaining to the status of the Diversity Audit.
 - It was noted that the budget includes investments in equity, diversity and inclusion (EDI) and EDI has been identified as a strategic priority. The OPS is doing its best to align resources to this area, including through programs and training.
 - The Diversity Audit is set to be released next week.
- **Councillor Riley Brockington** had questions pertaining to back office efficiencies, revenues, overtime, fleet, and crime reporting.
 - Back office efficiencies of \$2.2 million are expected for 2020, including \$500,000 as a result of integration with the City of Ottawa, and \$500,000 due to restructuring of human resources. More realignments will be occurring, with the OPS using attrition as much as possible with respect to impacted positions.
 - In terms of revenues, the OPS is actively focused on leveraging available grants. User fees are also reviewed to ensure they are covering costs. The costs of special events are higher than the related grant revenue however the contractual agreement expires in March of 2020 and will need to be revisited.
 - The overtime budget is \$5.5 million and is reviewed every year. Pressures in 2019 included staffing and a few major events. OPS will be equipping managers with better tools to help better manage overtime.

- In terms of fleet, police vehicle size is not mandated but certain requirements do need to be met. Only Ford and Dodge have police-rated vehicles and Ford discontinued their sedan model. The Dodge sedan was too small so the OPS decided to move forward with the Ford Explorer model. Hybrid vehicles are still being considered in an effort to conserve fuel.
- The OPS will be reviewing the current system in place for the community to file reports regarding traffic, crimes, etc., to ensure it is evidence-based but is allow flexible enough to allow for other inputs, such as information from Councillors on what is happening in their wards.
- **Councillor Theresa Kavanagh** raised comments and questions pertaining to gender and gender equity at the OPS, as well as community safety.
 - It was noted that 40% of new recruits in 2019 were women. Overall, 20% of sworn members are women. The Outreach and Recruitment Team was made permanent as part of the 2020 budget.
 - Work is being undertaken with respect to succession planning to ensure there are women in the upper ranks.
 - Not all community safety and wellbeing issues are policing matters; the OPS is looking to strengthen partnerships in the community to better tackle these issues holistically.
 - Progress has been made regarding response to gender hate crimes, including better coordinating outreach and obtaining security intelligence to better understand threats and investigative responses. Charges are now being laid with regards to verbal comments and other types of interactions.

The Committee went on to ask a number of questions and the following comments were made:

- The OPS is confident it will achieve the forecasted surplus for 2019.
- The budget forecasts in the later years are higher however these are reviewed annually and adjusted based on direction from the Board.
- The OPS would be open to conducting another review of opportunities for efficiencies should additional funds be available to undertake that work.
- Overtime in a policing organizational will always be necessary therefore staffing alone cannot eliminate it.
- The OPS is looking at more outreach opportunities to better serve seniors, including working with seniors' homes to improve procedures around searching for missing persons.

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- Hiring forecasts need to be based on need and should not rely on the cop-to-pop ratio, which appears to show an inverse relationship in terms of the crime severity index.

That the Finance and Audit Committee receive the presentation and delegations for information and consideration.

RECEIVED

OTHER BUSINESS

There was no other business.

COMMUNICATIONS

1. Email dated October 16, 2019 from Melanie White.

NEXT MEETING

Monday, 2 December 2019 at 10:00 a.m.

ADJOURNMENT

The meeting adjourned at 11:33am