

Document 2 – Background Check – June Consultation Summary

Survey

The fee structure survey was posted on the Ottawa Police website on June 5, 2019 for a two week period ending July 17, 2019. OPS sent notifications through social media to Twitter and Facebook with the survey link. Emails including the survey link were sent to all of the major contacts in the employment and volunteer sector requesting that they fan out the survey to their membership.

The survey consisted of 7 questions looking for feedback on three identified background check fee structure options.

Results

- **3,094** surveys were completed
- Open link survey, not a representative sample.
- **64%** of respondents were volunteers
- **36%** of respondents don't volunteer
- **77%** do not think volunteers should pay a portion of the cost

The Fee Structure options were ranked by respondents in the following order:

26%	Option A- Status Quo: Employee pays \$90 Volunteer pays \$0
51%	Option B- Partial Cost Recovery: Employee pays \$75. Volunteer Pays \$0
23%	Option C - Partial Cost Recovery Employee pays \$65. Volunteer pays \$20*

*\$10 effective 2019 increasing to January 1, 2020

A summary of respondent reasoning for preferred fee structure option selection is as following:

Themes and open ended Comments supporting Selection of Option A

- Prefer Full cost recovery

Themes and open ended Comments supporting Selection of Option B

- Will discourage or be a barrier to volunteerism

- Many volunteers cannot afford costs and / or already incur costs to volunteer
- Some employers compensate employees for cost of background check, but Volunteers don't recoup cost.

Themes and open ended Comments supporting Selection of Option C

- More fair or equitable / In favor of user fees
- Lowest cost for background checks for employment
- Fee too high for people seeking employment
- Most volunteers could afford a small fee / willing to pay a small fee