



Ottawa Police Services Board

Minutes 36

Monday, 25 September, 2017, 4:00 PM

Champlain Room 110 Laurier Ave. West

Krista Ferraro, Executive Director

(613) 560-1270

Krista.Ferraro@ottawa.ca

Present: Councillor E. El-Chantiry (Chair), Councillor A. Hubley, C. Nicholson, L.A. Smallwood, Councillor T. Tierney, S. Valiquet

Regrets: J. Durrell (Vice Chair)

CONFIRMATION OF AGENDA

That the Ottawa Police Services Board confirm the Agenda of the 24 September 2017 meeting.

CARRIED

CONFIRMATION OF MINUTES

That the Ottawa Police Services Board confirm the Minutes of the 24 July and 4 August 2017 meetings.

CARRIED

DECLARATIONS OF INTEREST

There were no declarations of interest.

OPS PRESENTATION

1. RECRUITMENT AND DIVERSITY

Presentation by Insp. C. Cartright, Recruitment and Training

Director General D. Frazer was accompanied by Insp. C. Cartright and Staff Sergeant D. Millar for the presentation.

As per the *Police Services Act*, police services must be representative of the communities they serve and the Board has delegated this task to the Chief.

Back in November of 2004, a framework for attracting, managing and retaining the OPS workforce was developed based on the "Employer of Choice for All" Outreach Recruitment Project Study which produced 17 recommendations.

Between 2005-2012, there has been a two per cent improvement in the diversity of the membership.

Some of the challenges being faced include competing for talent with other police services; the length of the process; the scrutiny facing the profession; and retention.

The OPS is looking at different ways to reach candidates, including live streaming information sessions. As well, some diverse and low income candidates have been fast tracked in advance of their completion of their ATS testing, and they have been mentored; 28 were put through, of which 6 were hired and 5 are still in the process.

Following the presentation, questions were raised around the following areas

- Spending on consultant services versus the recruits themselves. It was clarified that a small amount has been spent on external services and most of the work has been done internally (e.g. marketing materials).
- Whether candidates are inquiring about part-time positions. OPS will be speaking with other police services about recruiting and they expect this may come up. The example of the Montreal Urban Police was provided, which has a very high proportion of women (35-40%); using methods such as fixed schedules, part-time work and others. Systemic barriers to having a long career or seeing policing as a viable career need to be overcome by offering of new options.
- What happens with diverse and low income candidates who are not successful. Their mentoring continues and some are still in the process.

- The per cent of candidates rejected from racialized groups versus non-racialized groups; if the reasons for their rejection are made public, for example, could language proficiency be a reason and if so, could you offer language training. It was clarified that language training is provided through PDC.
- The tactics/means that will be used to recruit. OPS will leverage all technology possible.
- How candidates are scored in terms of qualifications. It was indicated that minimum requirements are stipulated by the PSA and other parts of the process are competency based, not based on points. The selection process would include “What does the candidate bring to the table?” life experiences, education, work experience and determining who is the best fit for the organization. Relevant work experience can sometimes surpass academics.
- The recommendation from the 2004 report pertaining to having internal senior leaders championing diversity. A comment was made on the importance of having champions, and being proactive and creative with recruiting. Internal barriers need to be addressed as well.
- How the Board can support the OPS. It was indicated that the Board can help galvanize community support and get the message out.

At the Board’s next Human Resources Committee meeting, there will be an opportunity to hear more detailed information on the recruitment process such as: length of the process, best practices across the country, etc.

The OPS is expected to bring a recruiting strategy implementation plan to the Board for approval in January of 2018.

PUBLIC DELEGATIONS

1. FIT4DUTY – THE ETHICAL STANDARD

Presentation by K. Donovan, President

Ms. K. Donovan, President of FIT4Duty addressed the Board. A copy of the presentation is kept on file with the Board’s Executive Director. Chair El-Chantiry thanked Ms. Donovan for her presentation, and suggested the submission would be more fitting at the provincial level.

COMMITTEE MEETINGS: REPORTS FROM COMMITTEE CHAIRS & MINUTES

Complaints Committee - Draft Minutes 5 September 2017

Finance and Audit Committee - Draft Minutes 11 September 2017

Policy and Governance Committee - Draft Minutes 12 September 2017

That the Ottawa Police Services Board receive these reports for information.

RECEIVED

INQUIRIES

ITEMS OF BUSINESS

There were no inquiries.

1. CHIEF'S VERBAL REPORT

Chief Bordeleau reported on the following items: National Police and Peace Officers Memorial, Murder on Caldwell Avenue, Off Duty Officer, Opioids, OPS Gala Update. A copy of the Chief's verbal report is available [online](#).

The Chair asked that the Chief pass along the Board's appreciation to the Venturers for the extraordinary assistance they provided at the ceremony.

The following questions were also raised:

- Whether the Province has made any commitments connected to the announcement recently made about the provincial strategy for the legalization of marijuana. The Attorney General indicated the Province would provide support but it is not clear what funds or resources are attached to the announcement, particularly to assist with closing the illegal marijuana dispensaries that exist.
- Whether the police service could work with City By-law and other services to help close the illegal dispensaries. It was indicated that the police service routinely involves partners with addressing problematic addresses. There may be an opportunity to approach the issue of the dispensaries from a licensing perspective. Public Health has tremendous powers in regulation and ensuring a facility is operating within the guidelines. The City can look at what regulatory scheme exists at the municipal level to prevent them from opening up and have more powers to shut them down. From a policing perspective officers can execute warrants, arrest individuals, seize product, cash and any evidence

relating to the illegal activity. If the individuals want to open up the next day, they can do so – the OPS does not have the authority to shut them down.

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

RECEIVED

2. 2017 BOARD PERFORMANCE REVIEW: RESULTS & RECOMMENDATIONS

Executive Director's report

That the Ottawa Police Services Board:

1. **Receive the results of the 2017 Board Performance Review.**

RECEIVED

2. **Approve the recommended actions by the Policy and Governance Committee to address the results.**

CARRIED

3. OTTAWA POLICE GALA - FUNDRAISER IN SUPPORT OF BIG BROTHERS BIG SISTERS OF OTTAWA AND OTTAWA VICTIM SERVICES

Executive Director's report

That the Ottawa Police Services Board approve the purchase of a table at the Eighth Annual Ottawa Police Gala being held on October 28, 2017 at the Shaw Centre, at a cost of \$1,750.

CARRIED

4. ATTENDANCE AT ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS' LABOUR SEMINAR

Executive Director's report

That the Ottawa Police Services Board approve the attendance of E. El Chantiry, A. Hubley and K. Ferraro at the Ontario Association of Police Services Boards (OAPSB) Labour Seminar being held in Toronto, on November 16-17, 2017.

CARRIED

5. 2018 BUDGET DIRECTIONS AND TIMETABLE

Chief's report

That the Ottawa Police Services Board:

- 1. Direct staff to prepare the 2018 Draft Operating and Capital Budgets based on a 2% tax increase and an estimated 1.3% increase in taxes resulting from growth in assessment base.**
- 2. Approve the 2018 budget review and approval timetable.**

*An additional meeting date of 20 November 2017 has been added to the timetable in order for the Finance and Audit Committee to provide another opportunity for public delegations.

CARRIED

6. APPOINTMENT OF SPECIAL CONSTABLE: OTTAWA POLICE SERVICE

Chief's report

That the Ottawa Police Services Board approve the appointment of Mark-Anthony Johnson as Special Constable pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment form.

CARRIED

7. APPOINTMENT OF SPECIAL CONSTABLES: RCMP

Chief's report

That the Ottawa Police Services Board approve the appointments listed in Document 1 as Special Constables pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the attached Approval of Appointment form.

CARRIED

8. FINANCIAL STATUS REPORT: SECOND QUARTER 2017

Chief's report

The following questions were raised:

- How the efficiency/savings targets for the Collision Reporting Centres (CRC) were generated. The OPS used the experience from comparable police services (Peel and York). While Ottawa's experience is very different from the other jurisdictions, revenue is up from \$200,000 to \$600,000.
- Whether significant officer time has been saved as a result of the CRCs. As a result of the CRCs, OPS is now meeting the Ministry of Transportation's (MTO) requirement of a 10-day turnaround for the collision report and the error rate has been reduced. Also, only 30 per cent of collisions are handled by Frontline compared to 70 per cent pre-CRCs. It is estimated that 9,000-10,000 hours of officer time is saved however some of that time is lost on the extra time it takes to process collisions on the road. Wait times for the public to report collisions is also down from three hours to one and a half.
- Strategies around long-term savings. Within fleet, the OPS moved from the Ford Taurus to the SUV. The SUV is cheaper from a damage perspective and allows for more mileage and lasts longer. Feedback pertaining to the new vehicles has been positive. As well, the OPS recently participated in a fleet audit with the City, and that information will be brought back to the Board. Generally, the contributions to the fleet replacement program is roughly \$750,000 annually (supporting a fleet of just over 500 vehicles). This amount could be adjusted, but it wouldn't be by a significant amount.

- Cuts to discretionary funding and whether these cuts represent areas that could be kept off permanently. It was explained that some constraints were put around training and the OPS would be looking at this area for possible savings.
- Clarification around two contracts listed under the same company name to ensure no contract splitting took place. It was explained that the contracts are for different pieces of work.
- The use of funds set aside for the radio project in the budget that is delayed. Funds are set aside annually to cover the project when it moves ahead.

That the Ottawa Police Services Board:

1. Receive this report for information.

RECEIVED

2. Approve the one-time transfer of \$2.4 million from the Fleet Police Reserve Fund to the 2017 Operating Budget Fund.

CARRIED

9. WORKFORCE MANAGEMENT REPORT: SECOND QUARTER 2017

Chief's report

That the Ottawa Police Services Board:

1. Approve the appointment of the sworn officers identified in Document 2;

RECEIVED

2. Receive this report for information.

CARRIED

10. SERVICE INITIATIVE (SI) QUARTERLY UPDATE

Chief's report

A report is being developed that will outline the full-time equivalents (FTE) and benefits realized through the SI. There are currently more than 35 FTEs saved

through the work that has been done. The final report will come to the Board at the end of the SI process, which is scheduled for March or April 2018.

Some questions were raised about the number of employees in the Ottawa Police Strategic Operations Centre (OPSOC), whether it is enough, and if overtime costs are being generated as a result of the Centre. There are currently 24 employees within the OPSOC and it is not driving overtime costs. The Service Initiative has not generated any overtime costs.

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

RECEIVED

11. RESPONSE TO OUTSTANDING INQUIRY #I-17-02: NIGHT VISION GOGGLES

Chief's report

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

RECEIVED

12. OUTSTANDING BOARD INQUIRIES & MOTIONS: JULY 2017

Executive Director's report

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

RECEIVED

13. LETTERS OF COMMENDATION

Chief's report

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

RECEIVED

CONSIDERATION OF MOTION TO MOVE IN CAMERA

Moved by C. Nicholson

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 5:45 p.m.

K. Ferraro
Executive Director

E. El-Chantiry
Chair

DRAFT