



Ottawa Police Services Board

Minutes 31

Monday, 29 May, 2017, 4:00 PM

Champlain Room 110 Laurier Ave. West

Krista Ferraro, Executive Director

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Present J. Durrell, (Acting Chair), C. Nicholson, L.A. Smallwood, Councillor T. Tierney, S. Valiquet

Regrets: Councillor E. El-Chantiry, Councillor A. Hubley

CEREMONIAL ACTIVITIES / ANNOUNCEMENTS

1. PRESENTATION OF THE THOMAS G. FLANAGAN S. C. SCHOLARSHIP AWARD

Every year since 1993, the Ottawa Police Service has provided the Thomas G. Flanagan S.C. Scholarship Award as a means to assist racialized women and Aboriginal women who have expressed an interest in a policing career with the Ottawa Police Service. Chief Bordeleau introduced Mr. Curt Flanagan, son of the late Retired Chief T. Flanagan, to present Ms. N. Rathinappillai with the 2017 Thomas G. Flanagan S.C. Scholarship Award.

CONFIRMATION OF AGENDA

That the Ottawa Police Services Board confirm the Agenda of the 29 May 2017

meeting.

CARRIED

CONFIRMATION OF MINUTES

That the Ottawa Police Services Board confirm the Minutes of the 24 April 2017 meeting.

CARRIED

DECLARATIONS OF INTEREST

There were no declarations of interest.

COMMITTEE MEETINGS: REPORTS FROM COMMITTEE CHAIRS & MINUTES

Policy & Governance Committee - Draft Minutes 16 May 2017

Human Resources Committee - Draft Minutes 16 May 2017

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

RECEIVED

INQUIRIES

There were no inquiries.

ITEMS OF BUSINESS

1. CHIEF'S VERBAL REPORT

The Chief began his verbal report by recognizing Deputy Chief J. Skinner and Staff Sergeant P. Burnett for being invested into the Order of Merit of the Police Forces by His Excellency the Right Honourable David Johnston, Governor General of Canada on May 25, 2017.

The Chief also recognized newly appointed Superintendent C. Renwick who was attending his first Board meeting in his new position.

Chief Bordeleau proceeded to report on the following items: Opioids, Officers Respond to Women in Distress, Guilty Verdict in Triple Homicide, Move Over for Emergency Vehicles, Bikes for Kids Event, Police Week May 14 – 20, Difficult Calls, Coordinated Effort in Response to Child Drowning, Missing Person, and Suspensions. A copy of the Chief's verbal report is available [online](#).

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

RECEIVED

2. BOYS AND GIRLS CLUB OF OTTAWA GRANT FOR POLICE YOUTH CENTRE CLUBHOUSE CAPITAL CAMPAIGN

Finance & Audit Committee's report

That the Ottawa Police Services Board approve a one-time grant of \$30,000 to the Boys and Girls Club of Ottawa to help fund the Police Youth Centre Clubhouse Capital Campaign, as recommended by the Board's Finance and Audit Committee.

CARRIED

3. BYWARD MARKET STREET AMBASSADOR PROGRAM – 2016 ANNUAL REPORT AND 2017 FUNDING

Chief's report

That the Ottawa Police Services Board continue to endorse the Street Ambassador program and approve the release of a \$10,000.00 contribution to the ByWard Market Business Improvement Area for operation of the program in 2017.

CARRIED

4. GENDER PROJECT - PHASE III

Chief's report

Letter from the Ontario Human Rights Commission dated 16 May 2017

Presentation

(A copy of the presentation is kept on file with the Board's Executive Director.)

Responding to a question pertaining to the new Transfer Policy and how it would help support women with respect to promotions, Supt. Bell noted that there is equal success proportionally for men and women as they enter the promotional process. What the policy will enable is the ability for individuals to gain experience and access to different jobs across the organization based on a system that promotes based on breadth of experience. It was noted that it is important to work with officers early on to

provide progressive training and development opportunities as they work through their careers. One aspect of redeveloping the Transfer Policy is to clearly identify the development of all officers' needs with a more dedicated and focused effort.

D/G Frazer explained there is a need for a broader awareness program on how the new policies and practices will unfold. S/S I. Granger, who has a high level of trust amongst members, will assist with the process. The changes will be communicated through traditional means such as the website and focus groups in order to help individuals appreciate the changes and what they mean.

One focus of the Transfer Policy is to create specific and delineated developments within the Service. The policy was approved last year, and the need for 48 positions was identified to enable patrol members to move into development opportunities. This will ensure a clear selection process and a rotation for individuals to experience opportunities within other sections. Gaining experience from investigative units has been found to be critical to promotions.

Supt. Bell added that work is ongoing with Human Resources to identify individuals who are on maternity / paternity leave. IT changes will need to be made to ensure ottawapolice.ca posts sworn positions as well as civilian positions. The communications plan will include a notification to those going on leave to stay in touch to see what opportunities are coming up.

That the Ottawa Police Services Board receive this report for information

CARRIED

5. DIVERSITY AUDIT & MULTI-YEAR ACTION PLAN FOR BIAS-NEUTRAL POLICING: UPDATE

Chief's report

Responding to comments regarding concerns that some community groups have feel they aren't being represented, Supt. C. Rheume explained that a call out for applications will be going out this week; first to community policing communities and other partners such as COMPAC, then to community organizations through a mail out (approximately 500 people and organizations), and finally a media release through social network channels. In response to a question regarding whether an environmental scan would be taking place as part of the diversity audit to identify best practices, Supt. C. Rheume advised this requirement would be included in the Request for Proposal (RFP).

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

RECEIVED

6. CANADIAN ASSOCIATION OF POLICE GOVERNANCE ANNUAL CONFERENCE: ATTENDANCE AND SPONSORSHIP

Executive Director's report

That the Ottawa Police Services Board approve:

- 1. The attendance of Chair El-Chantiry, Members Hubley, Smallwood, Valiquet and Executive Director Ferraro at the 2017 Canadian Association of Police Governance Conference being held in Montreal, Quebec from 14 – 16 July 2017.**
- 2. A \$1,500 Bronze sponsorship for the Canadian Association of Police Governance's 2017 Annual Conference.**

CARRIED

7. CANADIAN ASSOCIATION OF POLICE GOVERNANCE: NOMINATION TO BOARD OF DIRECTORS

Executive Director's report

That the Ottawa Police Services Board support the nomination of Board Member L.A. Smallwood to serve on the board of directors of the Canadian Association of Police Governance for the 2017 - 2019 term.

CARRIED

8. ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS' ANNUAL CONFERENCE: FUNDING REQUEST

Executive Director's report

That the Ottawa Police Services Board approve a \$1,500 Silver sponsorship for the Ontario Association of Police Services Boards' 2017 Annual Conference being held in Blue Mountain on June 21 - 24, 2017.

CARRIED

9. APPOINTMENT OF SPECIAL CONSTABLES: OC TRANSP

Chief's report

That the Ottawa Police Services Board approve the re-appointment of one (1) and the new appointment of five (5) OC Transpo employees, listed in Annex A, 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

10. APPOINTMENT OF SPECIAL CONSTABLES : OTTAWA POLICE SERVICE

Chief's report

That the Ottawa Police Services Board approve the re-appointment of Carlos OLIVERA, 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

11. 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

12. FINANCIAL STATUS REPORT: FIRST QUARTER 2017

Chief's report

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

RECEIVED

13. WORKFORCE MANAGEMENT REPORT: FIRST QUARTER 2017

Chief's report

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

RECEIVED

14. OUTSTANDING BOARD INQUIRIES & MOTIONS: MAY 2017

Executive Director's report

Last year, Member Valiquet made an inquiry regarding the Street Ambassador Program and making it a best practice that could be shared with BIAs across the city (Outstanding Inquiry I-16-02). D/C Skinner noted that a callout was made and approximately 12 BIAs have responded with a number of them interested in a continued dialogue. Going forward, a meeting will be organized so that information and guidance can be provided to all interested and consideration can be given to funding requirements.

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

RECEIVED

15. LETTERS OF COMMENDATION

Chief's report

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

RECEIVED

16. BY-LAW TO AMEND THE FALSE ALARM REDUCTION BY-LAW OF THE
OTTAWA POLICE SERVICES BOARD

By-law No. 1 of 2017

That the Ottawa Police Services Board approve Ottawa Police Services Board By-law No. 1 of 2017, being a by-law to amend Section 12 of By-law No. 1 of 2015 entitled "A by-law of the City of Ottawa Police Services Board establishing a system for the registration of security alarm systems and reduction of false alarms" by striking out the expression "One Hundred and Forty Dollars (\$140.00)" where it occurs therein and substituting the expression "One Hundred and Forty-Nine Dollars (\$149.00)" therefor.

CARRIED

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 4:50 p.m.

K. Ferraro
Executive Director

J. Durrell
Vice Chair