



Ottawa Police Services Board

Minutes 34

Monday, February 22 2021, 4:00 PM

Via Zoom

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Board Members:

Councillor D. Deans, B. Johnson, Councillor R. King, Councillor C. Meehan, D. Nirman, L.A. (Sandy) Smallwood, R. Swaita

CONFIRMATION OF AGENDA

That the Ottawa Police Services Board confirm the agenda of the 22 February 2021 meeting.

CONFIRMED

CONFIRMATION OF MINUTES

MINUTES #33 OF 25 JANUARY 2021

That the Ottawa Police Services Board confirm Minutes #33 of the 25 January 2021 meeting.

CONFIRMED

COMMITTEE MEETINGS: REPORTS FROM COMMITTEE CHAIRS & MINUTES

FINANCE AND AUDIT COMMITTEE - DRAFT MINUTES #13 OF 11
FEBRUARY 2021

FAC Chair Sandy Smallwood provided an overview of the 11 February Committee meeting, noting the development of a working group aimed at looking at how the 2022 budget can be reduced or frozen at 2021 levels.

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

RECEIVED

DECLARATIONS OF INTEREST

There were no declarations of interest.

PUBLIC DELEGATIONS

The Board heard from the following public delegates on a range of topics.

1. ROBIN BROWNE
2. CASSIE SLACK
3. DAVID HENNESSY
4. JACK BELLEMARE
5. FARNAZ FARHANG

Some of the feedback expressed during the delegations included:

- A lack of trust in the development of the mental health strategy.
- Concerns with the appointments of special constables.
- Requests for defunding of the police.
- Disappointment in the vagueness of the public survey report.
- Concerns with alterations and additions to OPS uniforms, i.e. thin blue line patches.

INQUIRIES

The following inquiry was raised, and addressed immediately following:

Member Daljit Nirman – Describe the measures the OPS are taking to ensure bicycles and e-scooters are not used on sidewalks. What resources are available to community members that see this happening anyways?

Superintendent Chris Rheaume explained that legally, e-scooters cannot be used on sidewalks. If they are, the operator faces a \$125 fine. He also noted that a person must be at least 18 years or older to rent a scooter and the operator must be a minimum of 16 years old. He continued, stating that because the e-scooter program is relatively new to Ottawa, there has been a lot of education on it. Last year there was a single impaired charged laid and 14 additional tickets.

Deputy Chief Steve Bell said that the non-emergency phone line is the best method of reporting should someone encounter a scooter or cyclist using a sidewalk, however if they are creating a significant public safety hazard, the emergency line can be used as well. He also noted that the inquiry was extremely timely, as he had just met with Safer Roads Ottawa, and one of the areas of discussion was the use of e-scooters.

The following follow-up inquiry was then raised, to be addressed at a future meeting of the Board:

Member Daljit Nirman – E-scooter and bicycle complaint statistics from the past three years

Can the OPS please provide relevant statistical data pertaining to complaints on the use of e-scooters and bicycles on sidewalks over the past three years?

Superintendent Rheaume did not have these statistics available, however said he would happily bring them forth at a later date. He was able to inform the Board of the 14 tickets

having been issued in 2020.

ITEMS OF BUSINESS

1. CHAIR'S VERBAL REPORT

Chair's report

Chair Deans delivered a verbal report, in which she spoke to Black History Month, touched on the St. Laurent Mall incident, and reviewed the Workplace Sexual Violence and Harassment project currently underway within the Service. Her full report is available [here](#).

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

RECEIVED

2. CHIEF'S VERBAL REPORT

Chief's report

A copy of the Chief's verbal report is available [online](#).

Following a question regarding thin blue line patches and uniform requirements, Chief Sloly read out the following, which was released as correspondence with members of the OPS the day of the meeting:

We are proud of the professionalism and integrity each of you demonstrate every day.

To support that we need to maintain a consistent, professional image which is a crucial component in earning the public's trust and displaying our duty of care.

As part of our ongoing evaluation of dress and deportment, we want to remind you that we all have a responsibility to maintain a standard of appearance consistent with the professional image of the Ottawa Police Service.

As of today, and effective immediately, uniforms and equipment are to be returned to the state they were issued through Quarter Master and the Professional Development Centre.

There are to be no additions, modifications, personalization, or other exceptions

unless permitted by the Chief via the Ceremonial Sergeant Major.

Supervisors are expected to monitor and address any breaches to this directive. A new uniform care and maintenance policy will be in effect soon.

We will continue to evaluate our uniform and equipment needs to align with the City and the Province's Community Safety and Well-Being Plan. Moving forward, the Ceremonial Sergeant Major and the Uniform and Equipment Committee will consult with members and the community to meet those needs

It was then further clarified that there is a one-month moratorium on enforcement to allow for all members to remove from their dress anything that may have been added, including unauthorized patches and equipment.

When asked about enforcement beyond the moratorium, Chief Sloly said that as with any new policy, the first step of remedying non-compliance will be investigation. There is always the potential for a legitimate explanation, he said. If there is found to be willful non-compliance, they would look at informal or formal disciplinary measures depending on the circumstance. The aim of this new policy is to level-set the entire organization and is not in direct response to the thin blue line patches, the Board was told.

A question was then raised regarding the notable concern mentioned during delegate presentations related to special constables, and whether there exists incident information or complaint statistics that the Board should be aware of. It was explained that Carleton University and OC Transpo determine their own needs. Based on their own assessments of their organizations, they submit requests to have special constable positions filled.

Individual organizations apply for the implementation of special constable programs, and then for the appointments and reappointments of officers, as seen with OC Transpo and Carleton University. The Board then receives, assesses and approves the requests.

It was said that there is a history of rolling automatic approval, but that doesn't have to be the case moving forward. It was further clarified that there is a difference between the sanctioning of the program and the re-appointments of individuals that are more commonly brought to the Board.

CAO Letourneau said that there is presently a 5-year agreement that the Board has signed with Carleton University.

It was decided that Mr. Marconi from OC Transpo and a representative from Carleton University should be invited to the next Board meeting, at which they

can explain their processes and need for special constables.

An unrelated question was then raised on background checks and their turnaround time. The Board was told that the online process works for approximately 70 per cent of applicants. That 70 per cent of applicants receive results within 24 hours. The other 30 per cent might be required to go into the police station. Due to Covid-19 restriction, the station is scheduling appointments and priority is being given to first responders and health care workers. It was suggested that some employers might consider implementing a self-declaration form for new employees until they're able to attain official record checks. It was then stated that a report on the police record check process could be brought forth for the Board's knowledge, as it has been a while since the last update.

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

RECEIVED

3. REPORT ON STRATEGIC PLANNING SURVEYS

Chief's report

PUBLIC DELEGATION

The Board heard from the following public delegate regarding the strategic planning surveys.

1. SAM HERSH
2. LAURA SHANTZ
3. XUE XU (Remarks read by Cassie Slack due to technical difficulties)

Some of the feedback expressed during the delegations included:

- Concerns with how the results have been framed in terms of the survey sample.
- The lack of qualitative data included in the report.

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

RECEIVED

4. UPDATE ON OPS SOCIAL MEDIA PROGRAM

Presentation

OPS Executive Director of Strategy and Communications John Steinbachs provided a presentation on this item. He said the pandemic has amplified the need for police services to be on social media.

A point was made that keeping a manageable number of accounts is significant and the Board was pleased to hear that some accounts are being consolidated.

On the question of whether posts are made without being or prior to being approved, J. Steinbachs explained that oftentimes information on crimes in progress will be sent out in real-time, which can complicate matters. That said, depending on the social media post, there are approvals in place. Members with social media accounts go through training and there is an ongoing conversation. J. Steinbachs further stated that as soon as anything warranting feedback is noticed, that feedback is immediately delivered and acted upon.

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

RECEIVED

5. CANADIAN ASSOCIATION OF POLICE GOVERNANCE: 2021 MEMBERSHIP RENEWAL

Executive Director's report

That the Ottawa Police Services Board approve payment of \$7,500.00 (HST exempt) to the Canadian Association of Police Governance for its 2021 membership fee.

CARRIED

6. CITY COUNCIL REQUEST TO OTTAWA POLICE SERVICES BOARD –
ELECTRIC VEHICLES

City Council Motion on Electric Vehicles

It was clarified that the motion is not asking for additional funds at this point, just looking for approval to consider the potential feasibility of the program.

That the Ottawa Police Services Board:

1. **Receive this request from Ottawa City Council;**

RECEIVED

2. **Direct the Chief of Police to work with the City of Ottawa and its Partners Envari, an affiliate of Hydro Ottawa, with support under the Zero Emission Vehicle Infrastructure Program to complete an assessment in 2021 to determine if an Electric Vehicle pilot project can be implemented by the Ottawa Police Service where operationally feasible, as requested by the motion passed by City Council.**

CARRIED

7. APPOINTMENT OF SPECIAL CONSTABLE: CARLETON UNIVERSITY

Chief's report

PUBLIC DELEGATION

The Board heard from the following public delegate regarding special constables.

1. WARD VERSCHAEVE

The delegate expressed concerns he had with special constables based on a personal experience he had and how he was treated by them. He would like to see more accountability in place.

After further discussion by the Board, it was decided that the appointment would be deferred until the next meeting where the Board would be receiving an overview of the special constable program and would be in a more informed

position.

That the Ottawa Police Services Board approve the appointment of Carleton University employee, Daniel FAUST, 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.

DEFFERED

8. 2021 ANNUAL AUDIT PLAN

Chief's report

That the Police Services Board approve the Plan as endorsed by the Finance and Audit Committee (FAC).

CARRIED

9. 2020-2022 EDI ACTION PLAN UPDATE

Chief's report

Presentation

Isobel Granger provided an EDI update by way of presentation.

Chief Sloly acknowledged that the OPS are not where they need to be in terms of EDI but said significant progress has been made in a short period of time.

The re-establishment of the hate-crime unit last January was praised, and it was noted that since 2017 there has been a 67 per cent increase in reported hate-crimes, making it a necessity within the Service.

A question was raised regarding the role of the Community Equity Council (CEC). The Board was told that the CEC has played a progressively larger role in the shaping of the EDI Action Plan. There are monthly meetings of the EDI sub-committee, made up of CEC members, and they report back to the whole of the CEC quarterly. The CEC has been fundamental in the shaping and delivering of the EDI program. The relationship between the CEC and the OPS is an example of the Service and community learning from one another for everyone's benefit.

A request was made that any time there be a subject matter expert invited to speak to those in charge of the EDI directorate, that the Board be invited to listen in as well. Chief Sloy said that outside of instances where members need to feel safe and secure addressing said experts, the Service will endeavor to invite the Board to participate in any anti-racism trainings or presentations that they host.

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

RECEIVED

10. EQUITABLE WORK ENVIRONMENT ANNUAL REPORT

Chief's report

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

RECEIVED

11. POSITIVE WORKPLACE: 2020 ANNUAL REPORT

Chief's report

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

RECEIVED

12. PERFORMANCE REPORT: FOURTH QUARTER 2020

Chief's report

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

RECEIVED

13. WORKFORCE MANAGEMENT REPORT: FOURTH QUARTER 2020

Chief's report

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

RECEIVED

14. QUALITY ASSURANCE 2020 ANNUAL REPORT (COMPLIANCE WITH
MINISTRY STANDARDS)

Chief's report

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

RECEIVED

15. LEGAL SERVICES REPORT: FOURTH QUARTER 2020

Board Solicitor's report

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

RECEIVED

16. OUTSTANDING BOARD INQUIRIES & MOTIONS – FEBRUARY 2021

Executive Director's report

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

RECEIVED

17. LETTERS OF COMMENDATION

Chief's report

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

RECEIVED

OTHER BUSINESS

Motion to provide Chair Deans with delegated authority to move ahead with a request for proposals (RFP) to assist with outstanding Board motions

Moved by Vice Chair Smallwood

Seconded by Member Nirman

Vice Chair Smallwood raised a comment related to the many outstanding Board motions. He expressed concern that there isn't sufficient bandwidth internally at the Board to take on the work and the Board will need to hire some external help to assist.

Chair Deans offered support for this. She noted that the Board did budget for bringing someone on to assist with the work they have already committed to. She requested delegated authority to move this along.

It was decided that Chair Deans and Executive Director Krista Ferraro would meet with the City of Ottawa's procurement office for guidance as to how best this should be approached. The Chair committed to reporting back to the Board to keep them informed on progress made

It was clarified that the work already committed to by the Finance and Audit Committee working group would continue independently.

That the Ottawa Police Services Board delegate authority to Chair D. Deans to prepare a request for proposals for the purposes of hiring external assistance to help the Board with its outstanding Board motions.

CARRIED

CONSIDERATION OF MOTION TO MOVE IN CAMERA

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

CARRIED

IN CAMERA ITEMS

1. Legal Services Report – Settlements: 4th Quarter 2020
2. Legal Indemnification Updates
3. Legal Matter
4. Legal Matter
5. Legal Matter
6. Legal Matter **New*
7. Legal Matter **New*
8. Legal Matter **New*

ADJOURNMENT

The public meeting adjourned at 7:21 p.m.

NEXT MEETING

Regular Meeting - Monday, March 22 2021 - 2:00 PM