



Ottawa Police Services Board

Minutes 43

Monday, 26 March, 2018, 4:00 PM

Champlain Room 110 Laurier Ave. West

Krista Ferraro, Executive Director

(613) 580-2424, ext 21618

Krista.Ferraro@ottawa.ca

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

CONFIRMATION OF AGENDA

That the Ottawa Police Services Board confirm the Agenda of the 26 March 2018 meeting.

CARRIED

CONFIRMATION OF MINUTES

That the Ottawa Police Services Board confirm the Minutes of the 26 February 2018 meeting.

CARRIED

DECLARATIONS OF INTEREST

There were no declarations of interest.

1. CHIEF'S VERBAL REPORT

Chief Bordeleau reported on the following items: Gun Violence, Anti-Black Racism, Conducted Energy Weapons Consultation, Arrest by K9 Officers, Diversity Audit – Request for Proposals, Bingo Hall Robbery, Communications and Promotions. *(A copy of the Chief's verbal report is available [online](#).)*

An update was requested on the status of the revised Outreach Recruitment Strategy. OPS is currently finalizing the communications strategy and will bring this forward to the Board in April. An update on the processes will be available in May. OPS is collecting demographic information to see what parts of the process candidates are dropping out of most frequently; they are also looking at creating a leaner process. Resources are currently being allocated for the outreach and background teams.

A question was also raised as to whether screening criteria for candidates has been changed and whether this has contributed to rising claims under WSIB and LTD. It was clarified that the screening criteria has not been relaxed. One of the contributing factors to WSIB and LTD claims rising across the country is the reduced stigma around mental health and members feeling more comfortable with coming forward and seeking assistance. A report on workplace injuries will be coming to the Board in April that will provide more context.

Some clarification was provided on the gun amnesty OPS is participating in; the purpose is to collect firearms and get unused firearms off the street before they become crime guns.

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

RECEIVED

2. ELECTION-RELATED RESOURCES POLICY

Executive Director's report

That the Ottawa Police Services Board approve that the City's Election-Related Resources Policy apply to the use of the Board's resources during the 2018 municipal election campaign period.

CARRIED

3. CONTRACT AWARD – SOUTH CAMPUS PHASE 1 PRIME CONSULTANT SERVICES

Chief's report

That the Ottawa Police Services Board approve the contract award to Moriyama & Teshima and CS&P Architects for prime consultant services for the architectural design and engineering of the South Campus Phase 1 Facility, to be located at 55 Lodge Road, for an amount not to exceed \$3,855,500.00 (excluding taxes).

CARRIED

4. "IGNITING THE SPIRIT" FUNDRAISING EVENT FOR THE WABANO CENTRE FOR ABORIGINAL HEALTH

Executive Director's report

That the Ottawa Police Services Board approve funding for a table at the Wabano Centre for Aboriginal Health "Igniting the Spirit" gala being held on 21 June 2018 at the Ottawa Conference Centre, at a cost of \$2,500.

CARRIED

5. FINANCIAL STATUS REPORT – 2017 ANNUAL REPORT

Chief's report

Increased pressures were identified pertaining to:

- Workplace Safety and Insurance Board (WSIB) claims, which are mainly a result of new presumptive legislation allowing Operational Stress Injury (OSI) claims.

There has been an increase in the volume of claims and lost time. The increase in claims has resulted in a deficit pressure of \$1.3 million.

- Long Term Disability Insurance (LTDI) claims are rising. Notice was given in April that Great West Life would be increasing the premium rates by 12% (effective 1 May 2017). This change created an additional pressure of \$0.4 million.

Collision Reporting Centre (CRC) revenues continue to be lower than expected. The CRC model was developed assuming that reports from 55% of collisions would be sold. To date the actual figure has been closer to 15% resulting in a shortfall of \$1 million in 2017. Staff are working with insurance companies to explore the reason for the low sales figure. It was noted that the CRCs are achieving the other targeted objectives - namely, officers are only going to 30% of collisions, and 70% are handled at the centres. The number of collisions in the city have decreased.

As a result of the launch of online background checks, there has been a reduction in the fees collected on express record checks. This was anticipated. OPS will be coming to the Board with a new fee structure for background checks for approval to ensure cost recovery. The updated fee structure was originally supposed to come to the Board last year however there were operational issues at Queensview that needed to be resolved first relating to wait times and lobby capacity.

New processes for Fleet Management began in 2017. OPS participated in the City's Fleet Audit. Staff are now seeing the increased efficiencies, however, the deferral is one time only.

The City of Ottawa manages the OPS' outstanding legal claims. There has been a shift in the type of claims being made. In the past claims were associated with injury and use of force; claims are now associated with motor vehicle collision injuries involving police vehicles (musculoskeletal injuries).

There was an arbitration award involving legal indemnification for various officers. This marked the resolution of a grievance between the Board and the Association that spanned many years. The award was the compression of various cases into one payment.

The Ottawa Police has its own tax rate. The City develops the assessment base estimates as well as supplementary taxes or payments in lieu of taxes and those revenues are taken in to offset the cost of the Police Service. This in turn creates the tax rate that is levied on the assessment base. At the end of the year, there are either excesses or deficits in taxation revenues which impact the tax rate. At the end of 2017 when the numbers were finalized, the City's original estimates were short by

\$3.5 million.

Beginning with the 2018 third quarter Financial Report, staff will provide the Board with the City's estimates for the taxation accounts as the supplementary tax reports and tax rolls will be closed by that time.

The overtime budget for 2017 ended with a significant reduction from the forecasted deficit. This change reflects the numerous systems that have been implemented to provide supervisors and managers with more real time access to overtime information.

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

RECEIVED

6. SWORN PROMOTION PROCESS – 2017 ANNUAL REPORT

Chief's report

The Inspector process was the first process to occur following the introduction of changes resulting from the Gender Audit. The new approach includes the following:

- Individuals on the panel who do the interviewing or who do the scoring of the resumes now receive Gender-based Analysis Plus (GBA+) training and bias neutral interviewing training.
- The composition of the interview panels was changed to include both men and women.
- An independent facilitator is now present in the sessions to monitor the questions and answers to ensure the process is bias neutral.
- In the development rotation process, gender is included if people want to self-disclose. Once the individuals have passed the process and qualified, the information can be used for placement to improve gender representation across the Service. There is no change to qualifications.

The goal of the Gender Audit was to ensure that women had equal access to opportunities in the transfer and promotion processes. It has created much discussion across the Service and there is a mixed reaction between males and females. The audit revealed that the old policies entrenched in policing have not allowed women to succeed as quickly as their male counterparts. These

changes make it equitable to all and will make the OPS a better organization.

Similar to the Gender Audit, the upcoming Diversity Audit will help to identify barriers with respect to diversity and help inform any required changes to policies and processes.

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

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7. OUTSTANDING BOARD INQUIRIES & MOTIONS: MARCH 2018

Executive Director's report

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

RECEIVED

8. LETTERS OF COMMENDATION

Chief's report

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

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OTHER BUSINESS

CONSIDERATION OF MOTION TO MOVE IN CAMERA

Moved by L.A. Smallwood

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 4:55 p.m.

K. Ferraro
Executive Director

E. El-Chantiry
Chair

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