



## Ottawa Police Services Board

### Minutes 17

Monday, 27 January 2020, 4:00 PM

Champlain Room, 110 Laurier Ave. West

Krista Ferraro, Executive Director

(613) 560-1270

Krista.Ferraro@ottawa.ca

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#### **Board Members:**

**Present:** L.A. Smallwood, Councillor C. Meehan, D. Nirman, S. Valiquet, Mayor J. Watson

**Regrets:** Councillor D. Deans (*medical leave of absence*)

#### ELECTION OF CHAIR AND VICE CHAIR

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Ms. K. Ferraro, Executive Director, explained that in accordance with Section 28 of the *Police Services Act* and the Ottawa Police Services Board Procedural By-law, the Board must elect a Chair and a Vice Chair at its first meeting each year. Accordingly, she requested nominations for the position of Chair.

Member Smallwood moved that Member Deans be nominated to the position of Chair of the Ottawa Police Services Board. Member Meehan seconded the nomination.

The Executive Director called for any additional nominations. There being none, the following motions were considered:

Moved by L. A. Smallwood

Seconded by J. Watson

**That nominations for the position of Chair of the Ottawa Police Services Board be closed.**

CARRIED

Moved by L. A. Smallwood

Seconded by C. Meehan

**That the Ottawa Police Services Board appoint D. Deans as Chair of the Board for 2020.**

CARRIED

Given that Chair Deans is currently off on a medical leave of absence, the Executive Director then called for nominations for the position of Vice Chair.

Member Nirman moved that Member Smallwood be nominated to the position of Vice Chair, and Member Meehan seconded the nomination. There being no other nominations, the following motion was considered:

Moved by D. Nirman

Seconded by C. Meehan

**That nominations for the position of Vice Chair of the Ottawa Police Services Board be closed.**

CARRIED

Moved by D. Nirman

Seconded by C. Meehan

**That the Ottawa Police Services Board appoint L. A. Smallwood as Vice Chair of the Board for 2020.**

CARRIED

Member Smallwood, as Vice Chair, assumed the role of Acting Chair in Chair Dean's absence and then put forward the following motion to ensure coverage of the Chair and Vice Chair duties should either individual be away:

**That the Ottawa Police Services Board approve that when the Vice Chair is absent, Board Member Suzanne Valiquet, as the next most senior member of the Board, shall assume the responsibilities of the Vice Chair.**

CARRIED

#### CONFIRMATION OF AGENDA

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**That the Ottawa Police Services Board confirm the Agenda of the 27 January 2020 meeting.**

CONFIRMED

#### CONFIRMATION OF MINUTES

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Minutes #16 of 16 December 2019

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**That the Ottawa Police Services Board confirm Minutes #16 of the 16 December 2019 meeting.**

CONFIRMED

#### DECLARATIONS OF INTEREST

There were no declarations of interest.

#### INQUIRIES

1. Member Nirman – Internal Promotions

Member Nirman requested information on the policy provisions regarding internal promotions of sworn and civilian members, including: whether members who are promoted and/or transferred to specialized sections require any previous experience in those areas; if OPS has a career development officer who counsels employees and guides them when they take on greater responsibilities; whether there is a program in place to ensure mandatory rotation of staff to different departments to increase their exposure and if not, are any steps being taken in this regard; and whether the promotion process takes into account ensuring diverse representation in different sections and levels of the OPS.

This inquiry will be responded to at a later date.

2. Acting Chair Smallwood – Violence Against Women

As a follow-up to the public delegation at the December 2019 Board meeting from Erin Leigh of the Ottawa Coalition to End Violence Against Women and Sunny Marriner of the Violence Against Women Advocate Case Review, Acting Chair Smallwood asked the Chief whether the requests that had been put forward by the delegates could be met; namely, whether the stats requested could be provided by the Service to the Board and public; how soon the Board could receive its first report containing the requested information; and if VAW stakeholders can be included in any future presentations going forward to offer a voice from the public.

The Service indicated it would be able to improve the statistics provided however there may be some limitations depending on the nature of the crime. They will work with community stakeholders on their requests. A large meeting is scheduled for March to delve into these issues and the Board can expect to receive its full report back sometime this year.

ITEMS OF BUSINESS

1. CHIEF'S VERBAL REPORT

Chief's report

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

Following the Chief's verbal report, the following was noted:

- The OPS is currently reviewing its online reporting system and the various systems it is integrated with, to look at how the categories of gender identifiers can be broadened;
- The crime guns that were seized during arrests resulted from a variety of police activity, including search warrants but also frontline officers acting on intelligence.
- Proactive vehicle stops still require a lawful purpose for the stop.
- Incidents of shoplifting are increasing, particularly organized retail thefts. There was a provincial meeting held to look at solutions to address this trend occurring across the province and country.

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

RECEIVED

## 2. ACCELERATED SWORN OFFICER HIRING PLAN

### Chief's report

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It was clarified that the hiring plan would be carried within the previous budget envelope that was approved for 2020.

Should the plan be approved, the OPS has secured the required spaces at the Ontario Police College for the recruits.

Funding for the plan is mainly being derived from monies previously set aside for the Modernization Roadmap. A review has taken place and some projects will be continued (i.e. Frontline Mobility), while others will be held or ceased if they are not demonstrating a clear return on investment. The OPS is also looking at different ways of addressing modernization issues, such as partnering with the City on different solutions. There will be no impact to the public; the changes are mainly to ensure better value for money while still allowing the OPS to invest in areas that are necessary.

With respect to applying an equity, diversity and inclusion lens on the new hires, the OPS expects to see a significant increase in the diversity of its applicant pool given the changes it is making at various stages of the recruitment process. These changes do not lower the standards but rather focus on removing barriers. The Board will be receiving a presentation on this at the February meeting. It was noted that applicants previously rejected could reapply.

### **That the Ottawa Police Services Board approve:**

- 1. The acceleration of hiring the 70 sworn positions identified in the Ottawa Police Service's 2020, 2021, 2022 and a portion of 2023 staffing forecasts requiring no additional funding to the approved 2020 Operating Budget envelope and using one-time sources outlined in the recommendations below;**
- 2. The return of the budgeted authority within the following two capital projects to the Ottawa Police Service (OPS) General Capital Reserve Fund – 909553 2019 Modernization Roadmap for \$5,582,000 and 909884 2020 Modernization Roadmap for \$3,865,000;**
- 3. An increase in budgeted authority from the OPS General Capital Reserve within capital project 909886 2020 Growth Costs in the amount**

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of \$3,185,700, to cover the one-time costs of the additional 70 positions;

4. The transfer of \$3,306,600 from the OPS General Capital Reserve Fund into the 2020 Operating Budget to cover the additional ongoing costs related to the 70 sworn positions;
5. That OPS amend its budget forecast tabled during the 2020 budget and table its 2021, 2022 and 2023 budgets to align with the City Council approved budget recommendations for the police tax levy and assessment growth.

CARRIED

3. APPOINTMENT OF SPECIAL CONSTABLES - OTTAWA POLICE SERVICE

Chief's report

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**That the Ottawa Police Services Board approve the appointments of Ottawa Police Service employees, Thomas ASH, Kayla BISAILLION, Melissa CABLE and Robert MCNALLY, 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

4. APPOINTMENT OF SPECIAL CONSTABLE – CARLETON UNIVERSITY

Chief's report

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**That the Ottawa Police Services Board approve the appointment of Carleton University employee, Alison FINN, 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

5. RE-APPOINTMENT OF SPECIAL CONSTABLES – CARLETON UNIVERSITY

Chief's report

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**That the Ottawa Police Services Board approve the re-appointments of Carleton University employees, Kyle GALLINGER, Alicia POOLE and Richard SABOUIN, 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

6. ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS: 2020 MEMBERSHIP RENEWAL

Executive Director's report

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**That the Ottawa Police Services Board approve payment of \$6,465.95 (including HST) to the Ontario Association of Police Services Boards for its 2020 membership fee.**

CARRIED

7. CANADIAN ASSOCIATION OF POLICE GOVERNANCE: 2020 MEMBERSHIP RENEWAL

Executive Director's report

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**That the Ottawa Police Services Board approve payment of \$6,094 to the Canadian Association of Police Governance for its 2020 membership fee.**

CARRIED

8. EQUITY, DIVERSITY AND INCLUSION ACTION PLAN

Documents to be tabled at the meeting

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A presentation was made by Deputy Chief Uday Jaswal; Inspector Paul Burnett; Director David Snoddy; and Laurie Fenton. Sahad Alolo, Co-Chair of the Community Equity Council, also presented. A number of questions were raised and the responses are noted below.

- With respect to recruiting, the OPS has been using a variety of tactics to reach out to different communities, such as targeted information sessions.
- The cost of the EDI office is within the 2020 budget. It is intended to serve as a centre of excellence on EDI, to help guide the activities of the Service.
- While there is diversity amongst the OPS background investigations, there are no racialized members. The OPS is in the process of hiring more.
- The Board would like to hear directly from the Community Equity Council on progress being made by the OPS on EDI, as an independent community voice.
- The OPS does not have targets in place in terms of the hiring of racialized members. There were recommendations contained within the Diversity Audit however they have not been implemented. The Gender Audit had very specific recommendations regarding representation of women (23% in every section). The target has been met in some but not all areas.

**That the Ottawa Police Services Board receive and table the Ottawa Police Service Equity, Diversity and Inclusion Action Plan, to be considered at the Board meeting on 24 February 2020.**

RECEIVED and TABLED

9. 2019-2020 STRATEGIC DIRECTION FOR THE OTTAWA POLICE SERVICE :  
SEMI-ANNUAL REPORT

Chief's report

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

RECEIVED



10. COLLECTION OF IDENTIFYING INFORMATION - DUTIES & PROHIBITIONS  
POLICY: ANNUAL REPORT

Chief's report

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

RECEIVED

11. SECONDARY ACTIVITIES: 2019 ANNUAL REPORT

Chief's report

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

RECEIVED

12. PUBLIC REWARDS: 2019 ANNUAL REPORT

Chief's report

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

RECEIVED

13. OTTAWA POLICE SERVICE ACCESSIBILITY FOR ONTARIANS WITH  
DISABILITIES ACT STATUS REPORT

Chief's report

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

RECEIVED

14. REPORT ON SIU INVESTIGATION – JULY 21, 2018

Chief's report

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

RECEIVED

15. REPORT ON SIU INVESTIGATION – DECEMBER 30, 2018

Chief's report

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

RECEIVED

16. REPORT ON SIU INVESTIGATION – DECEMBER 31, 2018

Chief's report

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

RECEIVED

17. BOARD ACTIVITY, TRAINING AND PERFORMANCE: 2019 ANNUAL REPORT

Executive Director's report

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**That the Ottawa Police Services Board:**

- 1. Receive this report for information.**
- 2. Direct the Executive Director to forward it to City Council for information.**

RECEIVED & CARRIED

18. BOARD CALENDAR OF MONITORING REQUIREMENTS 2020

Executive Director's report

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

RECEIVED

19. SCHEDULE OF CONFERENCES AND CAPG WEBINARS IN 2020

Executive Director's report

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

RECEIVED

20. OUTSTANDING BOARD INQUIRIES & MOTIONS – JANUARY 2020

Executive Director's report

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

RECEIVED

21. LETTERS OF COMMENDATION

Chief's report

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

RECEIVED

OTHER BUSINESS

There was no other business.

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 and personnel matters in accordance with Section 35(4)(b) of the Police Services Act.**

CARRIED

IN CAMERA ITEMS

1. REPORT ON LABOUR RELATIONS UNIT: 4<sup>TH</sup> QUARTER 2019
2. MODERNIZATION ROADMAP PROGRAM UPDATE
3. EXECUTIVE COMMAND PERFORMANCE EVALUATION
4. PERSONNEL MATTER INVOLVING A NAMED INDIVIDUAL
5. LEGAL INDEMNIFICATION

ADJOURNMENT

The meeting adjourned at 5:43 pm.

NEXT MEETING

Regular Meeting - Monday, 24 February 2020 - 4:00 PM

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Krista Ferraro  
Executive Director

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Sandy Smallwood  
Acting Chair

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