



## Ottawa Police Services Board

### Minutes 44

Monday, 23 April, 2018, 4:00 PM

Champlain Room 110 Laurier Ave. West

Krista Ferraro, Executive Director

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**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

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**That the Ottawa Police Services Board confirm the Agenda of the 23 April 2018 meeting.**

CARRIED

#### CONFIRMATION OF MINUTES

Minutes of 26 March 2018 meeting

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

CARRIED

#### DECLARATIONS OF INTEREST

There were no declarations of interest.

## COMMITTEE MEETINGS: REPORTS FROM COMMITTEE CHAIRS & MINUTES

Policy & Governance Committee - Draft Minutes #1 of 4 April 2018

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

CARRIED

### 1. CHIEF'S VERBAL REPORT

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Chief Bordeleau reported on the following items: Toronto Incident, Guns and Gangs, Cannabis Readiness Update, Recruitment Campaign, Ask an Officer, Downtown Fire and Constable Blonde. *(A copy of the Chief's verbal report is available [online](#).)*

Responding to a question, Chief Bordeleau explained that Cannabis training is delivered locally at the Professional Development Centre (PDC) in collaboration with the province and other partners. The Drug Recognition Experts training is partially done locally through the RCMP. There is still a component that requires officers to be sent out of the country to finish the certification process. The Canadian Association of Chiefs of Police (CACCP) are pushing towards a made in Canada solution. One of the models that is being explored is the Quebec model, which seems to be successful.

Vice Chair Smallwood asked that the Executive Director pass along to the Chief the very informative presentation the Canadian Association of Police Governance (CAPG) recently received.

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

RECEIVED

### 2. NATIONAL CAPITAL AREA CRIME STOPPERS: SEMI-ANNUAL UPDATE

Report from R. McMullen, President, National Capital Area Crime Stoppers

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

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

RECEIVED

### 3. UPDATE ON ACCOMMODATIONS

Presentation by D. Frazer, Director General

The presentation is meant to provide the Board with important information about the issue of accommodations and the trends that are being seen. Over the past few years there has been more of a focus on employee wellness and ensuring that the various needs of employees are recognized and accommodated by employers. This is true for all police services and big employers across the country.

Director General D. Frazer and Ms. L. Bianco, Labour Relations Advisor, guided the Board through the presentation. *(A copy of presentation is kept on file with the Boards' Executive Director.)*

The following points of clarification were made during the ensuing discussion:

- There is historical data that was being track but not published, historical data was added to the quarterly report about four quarters ago. The Director General said that a summary chart would be created containing data as far back as they can go and added to the quarterly report.
- There is a comprehensive medical review completed for individuals applying for accommodations. The restrictions of the condition can be acknowledged and then tested by the disability management people.
- The OPS has the ability to do an independent medical assessment. There are numerous discussions that take place between the disability unit and the medical doctor in order to ensure they have the right information that outlines the restrictions.
- The Director General indicated she would look into the number of new recruits that are on accommodations within the first four or five years of their employment. They are limited as to the information that can be collected.
- A member who is on accommodations can do a paid duty if it respects their restrictions. If the Service was to prohibit them from doing so, they would be breaching their human rights.
- Staff will attempt to gather data from the Big 12 for comparison, however, it

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is uncertain what data other services collect and if it can be shared.

- Referencing permanent civilian accommodations, it was explained that there are some parallels between the sworn and civilian workforces. For example: Communication Centre staff are also on rotating shifts and medical conditions arising with sworn members due to shift work are also showing up with civilians. In the Cell Block, special constables are doing physical work and develop similar injuries as frontline officers. In administrative areas, accommodations can be disease related, where treatment requires a change in their schedule.
- Accommodations can impact movement of staff within the Service if an accommodated member is given a priority placement in a particular area due to their restrictions, for example, an investigative role. Some of these positions are highly coveted therefore some members perceive this as unfair and it can create friction.
- Members join recognizing that they will work shift work however a number of things can happen after individuals obtain employment, and the employer has a duty, by law, to accommodate. For example, sleep disorders are a recognized medical condition that is brought on by shift work.
- The Executive Command, the Board and the Associations will be working together on addressing accommodations.

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

CARRIED

4. REVIEW OF BOARD POLICIES

Executive Director's report

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**That the Ottawa Police Services Board approve the amendments to policies contained in this report as endorsed by the Policy and Governance Committee.**

CARRIED

5. RENEWAL OF ADOBE ENTERPRISE TERM LICENSE AGREEMENT

Chief's report

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**That the Ottawa Police Services Board approve the renewal of an Adobe Enterprise Term License Agreement through Softchoice LP for a three year term from February 13, 2018 to February 12, 2021 at an approximate annual cost of \$75,785.19, excluding taxes.**

CARRIED

6. APPOINTMENT OF SPECIAL CONSTABLE: OTTAWA POLICE SERVICE

Chief's report

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**That the Ottawa Police Services Board approve the appointment of Benjamin SPLIT, as Special Constable pursuant to Section 53 of the Police Services Act, in accordance with the terms and conditions set forth in the Approval of Appointment form.**

CARRIED

7. APPOINTMENT OF SPECIAL CONSTABLES: OC TRANSP

Chief's report

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**That the Ottawa Police Services Board approve the appointment of the individuals 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 Approval of Appointment form.**

CARRIED

8. RE-APPOINTMENTS OF SPECIAL CONSTABLES: OC TRANSP

Chief's report

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**That the Ottawa Police Services Board approve the re-appointments of the**

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**individuals 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

9. SERVICE INITIATIVE QUARTERLY UPDATE

Chief's report

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**Ms. Cheryl Parrot**, wished to speak to the Board about the Service Initiative (SI). She indicated the community wants to ensure there is an evaluation of the changes and wants to know what the criteria for the evaluation will be. She is hoping the Board will prescribe the evaluation and she will have the ability to come and address the Board about any concerns. She would also like to see a chart that explains hiring plans and complement numbers.

The Chief acknowledged that the plan is to come back with an evaluation of the Service Initiative. The May report will discuss the close out of the program.

The Chief clarified that the Bikes and Beats functions never disappeared under the new model; they were rolled into frontline. In 2019 however a number of officers will be dedicated to this function on a full time basis.

With respect to the numbers of officers, the Chief noted that some of the information that is in the media is incorrect. He said a report would be coming forward to the Board in May outlining exactly what the numbers of officers are.

Responding to a question about the implementation of the Alternate Response Unit, D/C Bell explained that the unit would handle some of the higher frequency, lower level criminal investigations. The SI established a process that was used to divert those investigations from the frontline. Officers will triage these and allow them to send the ones with higher solvency rates for investigation. It should create a more timely response and a better and more effective response to those investigations.

Supt. McKenna explained that the HealthIM program is being implemented to improve information sharing and interactions with hospital patients using a software package. A memorandum of understanding is being drawn up between the OPS and local hospitals pertaining to this program and should reduce the time officers spend in hospitals.

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

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10. WORKPLACE INJURIES, ILLNESSES & INCIDENTS: 2017 ANNUAL REPORT

Chief's report

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This report lays out the results for the first full year where the presumptive legislation was passed permitting Post Traumatic Stress Disorder (PTSD) to be recognized as a Workplace Safety and Insurance Board (WSIB) acknowledged illness. There has been a significant number of approved PTSD claims and this condition requires a longer recovery time, explaining the significant increase in severity hours.

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

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11. WELLNESS STRATEGY UPDATE

Chief's report

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

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12. COMPLAINTS REPORT – PART V, POLICE SERVICES ACT – FIRST  
QUARTER 2018

Chief's report

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

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13. BOARD MONITORING REQUIREMENTS STATUS REPORT: FIRST  
QUARTER 2018

Executive Director's report

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

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14. LEGAL SERVICES STATUS REPORT – 2018 FIRST QUARTER

Deputy City solicitor's report

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A suggestion was made that comparable information from the previous year be added to the report so that changes and/or trends can be seen. The Deputy City Solicitor agreed this could be done for the next quarterly report.

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

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15. REPORT ON SIU INVESTIGATION

Chief's report

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

RECEIVED

16. OUTSTANDING BOARD INQUIRIES & MOTIONS: APRIL 2018

Executive Director's report

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

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17. LETTERS OF COMMENDATION

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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

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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 5:55 p.m.

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K. Ferraro  
Executive Director

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E. El-Chantiry  
Chair