



Ottawa Police Services Board

Minutes 58

Monday, April 25 2022, 4:00 PM

Andrew S. Haydon Hall, 110 Laurier Avenue West

Krista Ferraro, Executive Director

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Board Members:

Chair: Councillor E. El-Chantiry

Vice Chair: S. Valiquet

Members: Councillor C. Curry, M. Doucet, S. Fakirani, P. Henschel, Councillor J. Leiper

Regrets: P. Henschel

CONFIRMATION OF AGENDA

That the Ottawa Police Services Board confirm the agenda of the 25 April 2022 meeting.

CONFIRMED

CONFIRMATION OF MINUTES

MINUTES #57 OF 28 MARCH 2022

That the Ottawa Police Services Board confirm Minutes #57 of the 28 March 2022 meeting.

CONFIRMED

DECLARATIONS OF INTEREST

There were no declarations of interest.

PUBLIC DELEGATIONS

The Board heard from the following public delegate:

1. RYAN ST-JEAN

Some of the comments made during the delegation included:

- Questions regarding cost repayment from the original convoy demonstration.
- Concern related to the anticipated “rolling thunder” demonstration expected to begin Friday, April 29, 2022.

INQUIRIES

There were no inquiries.

ITEMS OF BUSINESS

1. CHAIR’S VERBAL REPORT

Chair's verbal report

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

RECEIVED

2. CHIEF'S VERBAL REPORT

Chief's verbal report

The Chief delivered a verbal report in which he spoke to the Service's planned response to the "rolling thunder" demonstration, expected to arrive in Ottawa on Friday, April 29.

The Service advised that their operational plan identified potential risks, outlined the assigned resources, and demonstrated a deployment model.

Concern was expressed that "rolling thunder" could be a front for groups with objectives similar to those that participated in the January and February occupation of downtown Ottawa. The Service continued to work in consultation with their intelligence partners at CSIS and were actively gathering information.

The Service acknowledged the harm caused by February's illegal protest and indicated sharing the community's concerns. They were planning for a variety of possible outcomes and intended to be nimble and adaptive.

The OPS had planned a route for the rolling thunder participants to take in order to best address the safety concerns and to allow for a foot-based demonstration while effectively moving participants through the city. The Service continued to refine their plan and were in consultation with City Councillors of the affected wards. The OPS had also been in contact with affected Business Improvement Areas (BIAs).

Discussion ensued regarding the use of the term "escort" and the fact that its use had connotations of offering support to the rolling thunder participants. The Service clarified that the term "escort" is very commonly used in policing vocabulary, and that the intended meaning of the term in this case was to move groups through the city in the most efficient way possible with the most minimal impact. It was noted that the Service would not be giving participants preferential treatment, nor were they welcoming the rolling thunder to Ottawa.

A question was raised regarding the aim of those participating in rolling thunder. The group had identified the need to attend the Tomb of the Unknown Soldier to reconsecrate it and undo damage done to the site during the OPS' removal of demonstrators in February. It was clarified that there did not seem to be a singular focus among the group. The Service continued to investigate potential motives.

Concerns related to noise and emissions were noted. Legal counsel David White advised that laws under the Highway Traffic Act would govern traffic offenses, and that there were provincial laws on emission standards. Noise bylaws remained continuously in effect.

In terms of counterprotests, the Service indicated that they were monitoring online activity and were working to identify the safest way to manage both the rolling thunder and community members wanting to express their frustrations.

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

RECEIVED

3. NATIONAL CAPITAL AREA CRIME STOPPERS: SEMI-ANNUAL UPDATE

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

President of the National Capital Area Crime Stoppers provided the Board with a verbal update.

A question was raised regarding whether Crime Stoppers had received tips during the occupation of downtown Ottawa in January and February. Mr. McMullen indicated that they had, however he could not provide any further details. Some of the tips continued to be investigated.

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

RECEIVED

4. APPOINTMENTS TO BOARD COMMITTEES

Executive Director's report

That the Ottawa Police Services Board approve the following appointments to committees:

BOARD COMMITTEE	MEMBERSHIP
Complaints Committee	S. Fakirani, P. Henschel, J. Leiper
Finance & Audit Committee	C. Curry, J. Leiper, S. Valiquet

Human Resources Committee	E. El-Chantiry, S. Valiquet, M. Doucet
Policy & Governance Committee	M. Doucet, S. Fakirani, E. El-Chantiry

OPS COMMITTEE	MEMBERSHIP
Community Awards Selection Committee	P. Henschel
Police Scholarship & Charitable Fund	C. Curry
Thomas G. Flanagan Scholarship Award Selection Committee	S. Valiquet

CARRIED

5. "IGNITING THE SPIRIT" GALA - FUNDRAISING EVENT FOR THE WABANO CENTRE

Executive Director's report

That the Ottawa Police Services Board approve funding for a table at the Wabano Centre's "Igniting the Spirit" Gala being held on June 23, 2022, at a cost of \$3,500 (before taxes).

CARRIED

6. APPROVAL OF NEW JUSTIFICATION FOR CLERICAL SPECIAL CONSTABLES' APPOINTMENT: OTTAWA POLICE SERVICE

Chief's report

It was explained that in order for individuals to be able to swear information in a court when a charge is laid, the individual needs to have been sworn in as either an officer or a special constable.

That the Ottawa Police Services Board (Board) approve the Clerical Special Constable Justification as submitted. This will facilitate the ability of the

Ottawa Police Service (OPS) - Court Liaison Section to serve court processes on individuals and swear to all OPS Court Information(s) as Common Informants in the Province of Ontario.

CARRIED

7. RE-APPOINTMENT OF SPECIAL CONSTABLES: OC TRANSPO

Chief's report

That the Ottawa Police Services Board (Board) approve the re-appointments of OC Transpo employees listed in Document 1 as Special Constables pursuant to Section 53 of the Police Services Act (PSA) and in accordance with the terms and conditions set forth in the attached Approval of Appointment forms.

CARRIED

8. APPOINTMENT OF SPECIAL CONSTABLES: OTTAWA POLICE SERVICE

Chief's report

That the Ottawa Police Services Board (Board) approve the appointment of Ottawa Police Service (OPS) employees listed in Document 1 as Special Constables pursuant to Section 53 of the Police Services Act (PSA) and in accordance with the terms and conditions set forth in the attached Approval of Appointment Forms.

CARRIED

9. SWORN PROMOTION PROCESS – 2021 ANNUAL REPORT

Chief's report

A question was raised regarding steps taken by the OPS to have its promotional and developmental assessments evaluated for potential systemic barriers affecting certain disadvantaged groups.

The Service indicated that they had been implementing a number of changes to their processes, prompted by a review and consultation conducted in 2018. The need for a fair, open, and consistent process was highlighted. The feedback they received was taken and implemented into a pilot promotional process. The pilot included blind scoring for assessors, removed all identifiers of candidates, and included interview calibration. Those pilot processes were successful and encouraged the Service to continue updating their framework.

The updated framework for promotions was described as a leadership development program, which when implemented, would allow all members interested in future promotions to enroll. Members would complete the program and then would be assessed by a promotion board to identify high leadership potential. Successful members would then be placed and promoted based on their skillset.

The Service indicated being interested in attending a PSB Human Resources Committee meeting to further discuss the framework.

The need for diverse representation throughout the ranks of the OPS was highlighted.

The importance of mentorship was noted. The Service advised that they had run two pilots of a mentorship program. The aim of the mentorship program will be to provide all interested members with a mentor.

The Service explained that 23 per cent of their members were promoted in 2021, which was considered normal. Members are promoted from their rank order.

A question was raised regarding resignations. It was noted that whereas historically an individual would be hired as a police officer and work in that role until retirement, a greater number of people now change careers multiple times throughout their working lives. This was apparent in the number of resignations.

The need to consider why females might be less likely to participate in promotion processes was noted, and a report from Carleton University professor Linda Duxbury was referenced.

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

RECEIVED

10. REPORT ON SIU INVESTIGATION

Chief's report

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

RECEIVED

11. FINANCIAL STATUS REPORT: FIRST QUARTER 2022

Chief's report

A question was raised regarding whether the Service could predict their year-end financial status based on the first quarter results. It was explained that while the first quarter report does identify some pressures and risks to track, it is very much a preliminary report.

The Service advised that they were tracking a number of risks in 2022, however whether the risks would materialize remained to be seen. In 2021, the OPS had tracked approximately \$21 million in pressures, most of which were resolved through management interventions, although the City of Ottawa did assist in managing the OPS' remaining outstanding pressure come year-end.

The Service aimed to identify a total of \$7.05 million in efficiencies in 2022. \$2 million had been identified in the first quarter.

Pressures being faced included those related to the illegal February demonstrations and events, some of which would be offset through federal agreements. Additional risks being tracked included Saint Patrick's Day, as it had cost the OPS \$300,000 to manage in 2022. It had only cost \$50,000 in 2021. The increased cost was associated with the need to deploy a greater number of officers in light of the convoy demonstration. In addition, the Senior Officers Association remained in negotiations. While a dollar amount had been forecast for SOA bargaining, whether or not sufficient funds had been allocated was not yet known.

The Service advised that the second quarter report would provide a clearer picture.

A question was raised regarding the job re-classification pressure in 2022. The OPS anticipated that it would result in a \$3 to \$5 million pressure.

A point was raised that despite the report only covering the first quarter of 2022, significantly more than 25 per cent of the OPS' budget had been spent. Chief Administrative Officer Blair Dunker advised that there were funds that had not yet been distributed to some line items. The Service had spent 27 per cent of their annual funds overall in the first quarter. With costs associated with the convoy demonstration removed, they had spent 25.6 per cent.

A question was raised regarding the Ottawa International Airport revenue. It was noted that due to decreased travel caused by Covid-19, the OPS had worked with the airport authority to adjust their charge. The OPS anticipated a return to normal rates of revenue recovery with the airport within two years. It was clarified that while the Service does charge the airport administrative fees, the charge is not revenue but rather a recouperation of costs.

A question was raised regarding a false-alarm fee, and whether any progress had been made towards charging alarm companies if an alarm goes off and calls the OPS to a residence when they are not required. The Service was not aware of any progress on the matter and indicated they would investigate it. It was further noted that if they are called to a residence for a false alarm, they do level a fine to the homeowner.

A question was raised regarding red light cameras and why revenues had dropped. The Service explained that it was simply due to Covid-19 and less vehicular travel occurring. It was further clarified that the revenue from red-light camera tickets does not go directly to the OPS. The City of Ottawa receives the revenue and provides the OPS with a portion to invest in their services. Police services do not receive the money from provincial offences. Mr. White further noted that under an agreement entered into between municipalities and the province, municipalities assumed responsibility for prosecution of provincial offences, and in exchange for that, municipalities became entitled to collect and retain the fine revenue from most ticketable offenses.

A question was raised regarding the \$11 million spent on the South Facility despite the project being paused. The \$11 million was spent on the design of the facility. The first two phases of the building had been fully designed. The South Facility was on pause while the Service consulted with its City partners to determine how a new building might best serve Ottawa within the scope of the Community Safety and Wellbeing Plan. It was clarified that the South Facility project had been placed on hold under the previous iteration of the Board, however the project was again being reconsidered and reviewed. It was noted that the South Facility project would be brought forth to a Finance and Audit

Committee meeting for discussion in the future.

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 2022

Chief's report

Clarification was requested on what would cause a complaint's investigation to be designated as "not in the public's interest." Mr. White noted that his office could reach out to the OIPRD, further noting that the OIPRD is well schooled in the policing context, and it could be that on review of a complaint, the OIPRD determines that the conduct described does not constitute misconduct, it could also be that the complaint describes a minor scenario and the resources required to investigate it would be greater than any benefit that could be derived from the investigation.

A question was raised regarding how the complaints that were screened in relating to the convoy would be dealt with. 65 complaints in the report fell under the "failure to take action" category, and an additional five were included with respect to "differential treatment." The OPS indicated that the OIPRD refers the complaints back to the Service for investigation. It was noted that the extent to which the federal inquiry and the Auditor General's review would inform the OPS' response to the complaints would be determined at a later date. The Service anticipated overlap, however, the Professional Standards Unit would investigate complaints as directed by the OIPRD and would report back to the Board.

It was noted that the OCPC had not yet provided the Board with a response to their request to investigate the OPS' convoy response.

One complaint referenced the OPS' response to reports of an armed individual at the Rideau Centre during the illegal convoy demonstrations. The complaint indicated that staff of the Rideau Centre had not known where to muster in the event of an emergency. A question was raised regarding whether the OPS had followed up with the Rideau Centre to ensure an appropriate muster point was designated. The Service advised that they had engaged in conversations with the Rideau Centre, however further noted that a Neighbourhood Resource Team would follow up regarding this specific concern.

A question was raised regarding where a complainant could turn after the OIPRD if they are dissatisfied. It was noted that a review could be requested through the OIPRD. When the OIPRD issues a decision on a complaint, the complainant is informed in writing and provided with details of next steps. In the case of policy or service complaints, an individual could request a review by the Board's Complaints Committee. Another option is to seek a review through the Ontario Court of Justice.

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

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13. WORKPLACE INJURIES, ILLNESSES & INCIDENTS: 2021 ANNUAL REPORT

Chief's report

A question was raised regarding injuries caused by slips and falls, particularly on icy sidewalks. The Service indicated that they could not provide an exact figure. It was noted that despite efforts being made, the number of workplace injuries remained high. A point was raised that investments in employee wellness do not have an immediate return.

A suggestion was made that the Service compare their data with that of hospital staff. The OPS advised that they would review data from hospital staff on workplace injuries to determine whether the comparison is appropriate.

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

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14. LEGAL SERVICES STATUS REPORT: FIRST QUARTER 2022

Board Solicitor's report

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

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15. BOARD MONITORING REQUIREMENTS STATUS REPORT: FIRST
QUARTER 2022

Executive Director's report

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

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16. OUTSTANDING BOARD INQUIRIES & MOTIONS: APRIL 2022

Executive Director's report

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

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17. LETTERS OF COMMENDATION

Chief's report

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

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OTHER BUSINESS

There was no other business.

Please note that the in camera meeting was held prior to the public meeting and the following items were discussed:

IN CAMERA ITEMS

1. Update on Demonstrations
2. Legal Services Status Report – Settlements, First Quarter 2022
3. Personnel Matter

ADJOURNMENT

The meeting adjourned at 6:10 p.m.

NEXT MEETING

Regular Meeting – Monday, May 30, 2022 - 4:00 PM