



## The Ottawa Police Services Board



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## MESSAGE FROM THE BOARD CHAIR

Welcome to the Winter 2016 issue of the Ottawa Police Services Board's quarterly newsletter - a vehicle for sharing information about the work of the Police Services Board. Additional information about the Board is available on the [website](#). In this issue:

- Office Closed over the Holidays
- 2017 Regular Meeting Schedule
- Change in Council Representative on the Board
- Farewell to Deputy Chief Keeley
- 2017 Police Budget Approval
- Traffic Race Data Collection Project Report
- Ottawa Police Service Gender Audit
- 2017 Ottawa Police Awards Ceremony
- Reports Recently Received by the Board.

*On behalf of Board members and staff, I would like to take this opportunity to wish you and yours a joyful, safe and healthy Christmas season, and a happy and prosperous New Year.*



Eli El-Chantiry, Chair

### NOTE: OFFICE CLOSED OVER THE HOLIDAYS

The Ottawa Police Services Board will be closed for the holidays beginning 4:00 p.m. on Friday, 23 December 2016 and will re-open at 8:00 a.m. on Tuesday, 3 January 2017.

### 2017 REGULAR MEETING SCHEDULE

(Meetings are held at 4 p.m. in the Champlain Room at City Hall)

January 23	February 27	March 27	April 24
May 29	June 26	July 24	(No meeting in August)
September 25	October 23	November 27	December 18



## CHANGE IN COUNCIL REPRESENTATIVE ON BOARD

In November the Board said farewell to **Councillor Jan Harder** who served on the Board since December 2010. Due to Member Harder's heavy workload with the City Planning Committee and other City commitments, her final Board meeting was on 7 November. On behalf of the Board Chair El-Chantiry thanked her for her contributions to the Service and the Board.

On 9 November City Council appointed **Councillor Allan Hubley** to the Police Services Board for remainder of the term of Council. Councillor Hubley has been serving Ward 23 – South Kanata since December 2010. Previously he worked in the federal public service for over twenty years in various senior advisor positions. In 2007, he was recognized for his extensive community service in Kanata South and was chosen the City of Ottawa's Citizen of the Year. In 2008, he was chosen by the Governor General to receive the Caring Canadian Award at Rideau Hall for his community and volunteer work. The Board is very pleased to welcome Councillor Hubley who was officially sworn in at the Board's meeting on 28 November.

## FAREWELL TO DEPUTY CHIEF KEELEY

At the 28 November Board Meeting, Chief Bordeleau announced that Deputy Chief Ed Keeley would be taking leave starting 3 December until his retirement on 31 January 2017. Deputy Chief Keeley was congratulated on his 31 year career in policing and thanked for the many contributions he has made to the Ottawa Police Service and this community.

## 2017 POLICE BUDGET APPROVAL

On 14 December 2016 City Council approved the Ottawa Police Service 2017 Operating and Capital Budgets. The gross operating budget totals \$320.2 million. With the deduction of non-taxation revenue and recoveries, the net operating budget for the Police Service is \$285.9 million. This represents an increase of \$8.9 million over 2016. With an assessment growth assumption of 1.3% the resulting net increase to the police taxation revenues is 2%. In dollar terms, this equates to an \$11 increase, approximately, on the tax bill for the average urban resident.

In an effort to meet fiscal challenges facing policing and to continuously improve delivery, efficiencies totalling \$11.2 million have been found in the period from 2012 to 2016. For 2017, a further \$2 million in efficiencies has been forecasted.

## TRAFFIC STOP RACE DATA COLLECTION PROJECT REPORT

As a result of an agreement between the Ontario Human Rights (OHRC) and the Ottawa Police Services Board (Board) that was signed on



April 27, 2012, the Ottawa Police Service undertook the largest race based data collection project in Canadian policing history. The Traffic Stop Race Data Collection Project (TSRDGP) required police officers to record their perception of the driver's race, by observation only, for traffic stops over a two-year period from June 2013 to June 2015. Analysis of the data collected was conducted by a York University Research team, who released a report on the findings on 24 October. A follow-up meeting for the community to discuss the report recommendations was held on 24 November. Another public consultation meeting will take place on 28 February 2017 to work on developing a multi-year action plan to address the report recommendations.

Complete information, including the agreement, project updates, and opportunities to stay engaged are available online at [ottawapolice.ca/race](http://ottawapolice.ca/race).

### **OTTAWA POLICE SERVICE GENDER AUDIT**

Being reflective of the community is imperative to operational success and it also reflects a core value of gender equality enshrined in the *Charter of Rights and Freedoms*. Gender equality is an issue in policing and many other traditionally male-dominated occupations. On Aug. 16, 2012, a Human Rights Application was filed with the Human Rights Tribunal of Ontario (HRTO) by a female OPS officer alleging discrimination in employment on the basis of sex and family status. As part of the settlement, the OPS agreed to undertake a series of actions to address problems related to gender equality within the organization:

*Phase 1:* Analyze the OPS 2012 Workforce Census to determine representation by gender and/or family status.

*Phase 2:* Conduct a Gender Audit

*Phase 3:* Develop new and/or amended policies or procedures that relate to job placement and promotions, including a draft human rights accommodation policy.

*Phase 4:* Implement and train Members related to Phase 3 results.

Phases 1 and 2 were required to be delivered to the Human Rights Commission by 4 November 2016 and were publically released at a committee meeting of the Board on 14 November. The reports are available [here](#). Phase 3 and Phase 4 are required to be completed by 4 May 2017 and 4 November 2017, respectively.

### **2017 OTTAWA POLICE AWARDS CEREMONY**

On Monday, 5 December, Chief Charles Bordeleau and the Ottawa Police Services Board Chair hosted the annual Ottawa Police Service Awards. This Ceremony recognizes the service of members of the Ottawa Police with the presentation of different awards. There were 127 recipients who received one of the awards listed below:



- **Police Exemplary Service Medal** is presented on behalf of the Governor General of Canada to all sworn members of the Police Service who have completed twenty years of exemplary service with a Canadian Police Service. Police officers who have completed an additional ten years of exemplary service are entitled to receive a bar, which is worn with the medal.
- **Civilian Service** - A gift is presented in recognition of service to civilian employees who have completed 20, 30 and 40 years of full time service. Sworn and civilian members who reach 25 years of service are presented with a timepiece of their choice and sworn and civilian members who reach 35 years of service receive a gift.
- **Canadian Peacekeeping Service Medal** was established to acknowledge the unique contribution to peace that Canadian peacekeepers have made since 1947. Two members of the Service received this honour.
- **International Peace Operations Commemorative Coin** was created in 2009 on the occasion of the International Police Peace Operation Program's 20<sup>th</sup> Anniversary to recognize the contributions of all Canadian Police Officers who have served on such missions since 1989. One member was presented with the Commemorative Coin.



## REPORTS RECENTLY RECEIVED BY THE BOARD

In the third quarter of 2016 the Board received the following reports that may be of interest to you; reports are available at

[www.ottawapoliceboard.ca](http://www.ottawapoliceboard.ca):

- **2017 Budget** (see earlier article)
- **Traffic Stop Race Data Collection Project Update** (see earlier article)
- **Ottawa Police Service Gender Audit** (see earlier article)
- **Human Rights and Racial Profiling Policy: Annual Report** – The Board's Policy CR-16 requires that the Chief of Police report annually on the effectiveness and impact of the policy. The Service's operational policies and procedures continue to be an important part of a multi-pronged approach to addressing racial profiling and ensuring a bias-neutral police service. In terms of next steps, a more complete review will be conducted in 2017 to ensure alignment and inclusion of other related projects currently underway such as: results of major racial profiling projects and other bias-neutral policing initiatives that have the potential to impact policies; the OPS Gender Audit project; and the development of a multi-year action plan that aligns with the equity, diversity and inclusion lens in the current business plan.
- **Letters of Commendation** – Members of the Ottawa Police Service come into contact with residents of Ottawa and visitors

on a daily basis, often going above and beyond the call of duty. When they do, the Chief and the Board like to know about it. Each month the Board receives a Commendation Report comprised of excerpts from letters commending Ottawa Police members for their assistance in a time of need or for their personal contributions beyond the call of duty.



The following third quarter 2016 reports were received:

- **Board Monitoring Requirements Status Report** - The annual Calendar of Monitoring Requirements sets clear expectations for OPS staff and the Board with regard to when reports of a monitoring nature are due. It assists the Board in meeting its legislative obligations to monitor, on a regular basis, certain aspects of Police Service business such as the status of the budget, administration of the public complaints system, and the achievement of Business Plan objectives, as well as compliance monitoring required by several Ministry Policing Standards.
- **Performance Report** – the Ottawa Police Service (OPS) monitors and evaluates information on a variety of performance metrics, such as total calls for service, emergency response calls for service, response time on priority 1 calls, amount of time spent on calls, and the number of Criminal Code offences per sworn officer.
- **Financial Status Report** – the quarterly financial report summarizes the current financial position of the organization. Currently, a balanced position is projected by year-end. The third quarter report also included the 2015 Asset Management Report.
- **Workforce Management Report** – presents statistical information on workforce activities such as hiring, retirements, resignations, promotions and senior officer assignments.
- **Complaints Report – Part V, Police Services Act** – presents statistics on conduct complaints made by the public and the Chief of Police, as well as policy and service complaints made by the public.
- **Legal Services Status Report** – includes statistical information and analysis of trends on variances against the approved budget, claims and actions against the Board, appeals and applications for judicial review, and any issues of significance the Board should be advised of.



*The Ottawa Police Services Board is a civilian body established by provincial legislation that provides governance and oversight for the Ottawa Police Service. It is accountable to the Ministry of Community Safety & Correctional Services, and the Ontario Civilian Police Commission. If you are interested in viewing past issues of the “Board Matters” newsletter or other information about the Ottawa Police Services Board, please visit [www.ottawapoliceboard.ca](http://www.ottawapoliceboard.ca).*

*The Police Services Board holds regular business meetings on the fourth Monday of each month except August (there is no meeting in August) and December (the meeting is on the 3<sup>rd</sup> Monday). All meetings are open to the public and take place at 4:00 p.m. in the Champlain Room, Ottawa City Hall. Members of the public are welcome to speak to any item on the agenda or can speak to an issue not on the agenda but of concern to them, provided the matter falls under the jurisdiction of the Board and they submit a written request at least one week in advance. A complete schedule of meetings is available [online](#).*