



The Ottawa Police Services Board



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MESSAGE FROM THE BOARD CHAIR

Welcome to the Spring/Summer 2019 issue of the Ottawa Police Services Board's newsletter - a vehicle for sharing information about the work of the Board. Additional information about the Board is available on the [website](#).

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Diane Deans, Chair

2019 BUDGET

On February 25, 2019, the Board approved the [2019 Operating and Capital Budgets for the Ottawa Police Service](#) (OPS). The approval took place after hearing from public delegates and following an adjustment of our funding strategies to help mitigate some of our budget pressures and reduce our reliance on new revenue sources. It was subsequently approved by City Council on March 6.

The budget achieved the 2019 police tax rate increase target of 3 per cent, directed by Council, while still reflecting the needs of the community,



including an increase in officers in community relations, traffic, and investigative areas focused on violence against women. The tax rate increase equates to approximately an \$18 increase on the tax bill for the average urban resident.

The net operating budget for the Police Service is \$306.5 million. This level represents an increase of \$12.2 million over 2018. The capital budget is \$37.2 million.

2019/2020 STRATEGIC DIRECTION

The Police Services Act, Ontario Regulation 3/99 Adequacy and Effectiveness of Police Services, s.30 (1) requires that every board prepare a business plan for its police force at least once every three years to guide the delivery of policing services to the community.

The [2019-2020 Plan](#) is the Ottawa Police Services Board's eighth plan since 1995. It sets the strategic direction of the organization for the next 18 months and is informed by feedback received from residents, businesses, school boards, community partners and stakeholders, city councillors, and Ottawa Police Service (OPS) members.

The OPS is currently in a period of transition, with several key activities that will influence the direction of the Service in the near term. This includes, increased familiarization of the newly established Board; a new Chief of Police and Chief Administrative Officer; emerging legislation (Bill 68 Community Safety and Policing Act); and a city-wide Community Safety and Well-Being Plan.

This Plan continues to focus on the three thematic areas of Community, Service and Members. Given the transition period, this Plan has a shortened horizon of 18 months taking the Service to the end of 2020. With the shorter duration, this Plan is both strategic and tactical, and identifies four key priorities that cut across the three thematic areas, supported by targeted activities and key deliverables.

The 2019-2020 Plan makes necessary adjustments that respond to community and member needs in the short term.



CHIEF CHARLES BORDELEAU RETIRES

May 4 was Chief Charles Bordeleau's last day before his retirement following 35 years of dedicated service. He started his career in 1984 with the Gloucester Police, which later amalgamated into the Ottawa Carleton Regional Police Service, before becoming the Ottawa Police Service in 2001. He was sworn in as Chief in March of 2012.

The Board thanks the Chief for dedicated service and wishes him a long, happy, and healthy retirement.

Check out the "Out and about in the community" photo page for a picture taken at the Chief's last Board meeting on April 29.

CHIEF AND CHIEF ADMINISTRATIVE OFFICER RECRUITMENT

The Board launched its national search for a new Chief of Police and Chief Administrative Officer on June 24. This was following a period of public consultation where the Board held a town hall and used an online survey to gather feedback from the community on the issues and challenges facing the OPS; the top priorities for the next Chief of Police; and the required attributes, skills, and experience needed to be successful in the role. The posting closed on July 19. The Board will be holding interviews for both positions in August.

SOUTH CAMPUS

The Police Service currently has a \$206.2 million Facilities Strategic Plan that spans from 2017-2033. The plan includes the development of a new OPS building at 55 Lodge Rd., which will occur in three phases.

The Board received a presentation on the Phase 'A' Site Plan in June which included a number of visual representations of the site, the building materials that will be used, and 3D images of the planned campus. [Have a look!](#)

BACKGROUND CHECKS

At its meeting on June 24, the Board approved an updated fee structure for background checks. The new fee for background checks beginning on September 1, 2019, will be \$65 for employment checks and \$10 for volunteers, increasing to \$20 for volunteers in 2020.

Prior to the change, the cost of employment checks was \$90 and volunteer checks were \$0. The average cost for providing the service is \$65. This meant that the customers obtaining employment checks were paying more



than average cost, and subsidizing the free volunteer checks. The Board also learned that Ottawa was the only large municipal police service in the province not charging a fee for volunteer checks and that our costs for employment checks were the highest by at least \$25.

When reviewing the fee structure the Board was looking to ensure:

- All categories were treated equitably;
- An efficient administrative process was maintained (i.e. avoiding multi-tier pricing models and manual validation processes); and,
- Cross segment subsidization was minimized.

The Board also took into account community feedback received through multiple channels including submissions to an online questionnaire that was posted; direct emails to the Board and Chair; and public delegations at our meetings.

The final fee structure offers the best compromise in terms of lessening costs to the employment sector; acknowledging concerns of the volunteer sector by providing a transition period for the fee increase; and ensuring cost recovery.

MOTION ON GUN VIOLENCE

City Council at its meeting of June 26, considered a [motion from Councillor Rawlson King](#) regarding measures to curb gun violence, and subsequently approved a motion to refer the matter to the Police Services Board for consideration.

The Board has since directed the Chief of Police to bring forward a report by Q1 of 2020 to the Board's Policy and Governance Committee that contains an environmental scan and research and recommendations on measures to curb gun violence, and to confer with Crime Prevention Ottawa in the development of this report. On behalf of the Board, the Chair will also be reaching out to the Canadian Association of Police Governance to solicit information on best practices from other police services boards across the country.



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. Have a look at some of the comments that were received!

February	March	April
May	June	July



REPORTS RECENTLY RECEIVED BY THE BOARD

In the first quarter of 2019, the Board received the following reports that may be of interest to you; for full listings of reports, visit www.ottawapoliceboard.ca:

- [Workforce Management Report](#) – presents statistical information on workforce activities such as hiring, retirements, resignations, promotions and senior officer assignments.
- [Positive Workplace 2018 Annual Report](#) – provides an update on the usage and outcomes of the Respectful Workplace Program, and reports on initiatives pertaining to the creation and maintenance of a positive work environment for the members of the OPS.
- [Quality Assurance 2018 Annual Report](#) – reports on quality assurance processes relating to the delivery of adequate and effective police services, and compliance with the *Police Services Act* and its regulations.
- [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.
- [Sworn Promotion Process 2018 Annual Report](#) – reports on compliance with Board policy and objectives pertaining to sworn promotion processes.



The following second quarter 2019 reports were also received:

- [Financial Status Report 2018 Annual Report](#) – provides the year-end financial position of the OPS and outlines operational issues that affected the Service's finances in 2018.
- [Workplace Injuries, Illnesses and Incidents 2018 Annual Report](#) – reports on the frequency and severity of injuries, and the effectiveness of policy and programs in place.
- [Wellness Strategy Update](#) – provides an update on the status of wellness work at the OPS in the year since the strategy was approved.
- [Legal Service Status Report 2019 First Quarter](#) – 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.
- [Workforce Management Report](#) – *as previously described.*
- [Performance Report](#) – *as previously described.*
- [Financial Status Report 2019 First Quarter](#) – this report presents the current financial position of the OPS as well as an initial projection of the Service's year-end financial position.
- [2018 Annual Report](#) – provides important information on key indicators of our performance and crime trends in Ottawa for the previous year.

ABOUT THE OTTAWA POLICE SERVICES BOARD

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 the Board's [website](#).

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 3rd 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](#).

Out and about in the community...



On March 29, Board members participated in a use of force briefing at the Ottawa Police Service's Professional Development Centre, located in the P Building of Algonquin College. Chair Diane Deans is pictured with Board Member Carol Anne Meehan, geared up and ready to test their de-escalation skills.



The Board presented retiring Chief Charles Bordeleau with some mementos at his last Police Board meeting on April 29. Pictured from left to right: Vice Chair Sandy Smallwood; Daljit Nirman; Andrea Blaustein; Chief Charles Bordeleau; Chair Diane Deans; Carol Anne Meehan; Suzanne Valiquet; and Keith Egli.



The Ottawa Police Service hosted a reception on May 8 at the Westboro Barley Mow, to thank sponsors of the OPS Gala and announce the charity recipients for the 2019 Gala – the Snowsuit Fund and Operation Come Home.



Board members attended the OPS Partnership in Action – Community Policing Forum held on May 13. Pictured here from left to right: Board Member Carol Anne Meehan; Chair Diane Deans; and Executive Director Krista Ferraro.



From May 23-25, the Ontario Association of Police Services Boards held its spring conference in Windsor, Ontario. From left to right: Board Member Daljit Nirman; Chair Diane Deans; Executive Director Krista Ferraro; and Board Member Carol Anne Meehan.



Chair Diane Deans addresses attendees at the OPS Interfaith Safety Forum on June 18.



On June 19, the Ottawa Police Service welcomed 88 police constables at its Recruit Badge Ceremony, held at the EY Centre.



Chair Diane Deans addresses delegates at the Police Associations of Ontario 87th Annual General Meeting on May 14.



Board members attended Wabano's 2019 Igniting the Spirit Gala on June 20. From left to right: Board member Andrea Blaustein; Board member Daljit Nirman; Chair Diane Deans; and Vice Chair Sandy Smallwood.



On June 27, the OPS hosted its 5th Annual Diversity Day celebration in recognition of Multiculturalism Day and National Indigenous Peoples Day. Board members assisted in welcoming 25 individuals who were sworn in as Canadian Citizens at this event by Immigration, Refugees and Citizenship Canada.