



A Newsletter from the Ottawa Police Services Board

THE OTTAWA POLICE SERVICES BOARD



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MESSAGE FROM THE BOARD CHAIR

Welcome to the March 2013 issue of the Ottawa Police Services Board's newsletter - a vehicle for sharing information about the work of the Police Services Board. I hope you find the newsletter informative; additional information about the Board is available online at www.ottawapoliceboard.ca.

I'm honoured to be continuing as Chair of the Board for 2013 after my colleagues re-elected me at the January 28th Board meeting. Under the *Police Services Act of Ontario* the Board must elect a Chair at the first meeting each year. At the same meeting community member Jim Durrell was re-elected as Vice Chair, and a new community member was sworn in. Mr. L.A. (Sandy) Smallwood was appointed by City Council in December and will serve a two-year term on the Board. Background information about Member Smallwood is available on the Board website. The skills and knowledge he has gained as a business owner and through his extensive community involvement will be of significant benefit to the Board, and we look forward to working with him.

At the same time that we welcomed a new Board member, we also said good-bye to a tireless member of the Board - Henry Jensen. Mr. Jensen served a total of eight years on the Board, including two years as Chair and one year as Vice Chair. He also served several years on the Board of Directors of the Ontario Association of Police Services Boards, and was President of the Association in 2012. On behalf of the Board I wish to acknowledge and thank Mr. Jensen for the many significant contributions he made to our community, and for the dedication and hard work he displayed as a member of our Board.

Eli El-Chantiry, Chair



Chair Eli El-Chantiry presents a plaque to outgoing Board member Henry Jensen



New Board member
 L.A. (Sandy) Smallwood



BOARD SUPPORTS CHANGES TO ONTARIO'S ARBITRATION SYSTEM

At the March 25, 2013 meeting the Police Services Board approved a resolution in support of changes to the interest arbitration process proposed by the Association of Municipalities of Ontario (AMO) and the Emergency Services Steering Committee (ESSC) – the latter is a committee comprised of representatives from AMO, the Large Urban Mayors Caucus of Ontario (LUMCO), the Mayors and Regional Chairs of Ontario (MARCO), and the Ontario Association of Police Services Boards (OAPSB). The resolution also calls on the three provincial political parties to work together to make the interest arbitration system more efficient, transparent and accountable.

As noted in AMO literature on the topic, for more than a decade, cumulative wage increases for police, fire and paramedic employees have exceeded growth in Canada's Consumer Price Index by between 50% and 80%.

The intent of the proposed changes is to have local realities and economic conditions play a role in arbitrators' awards that are comparable to negotiated collective bargaining contracts, with a view to reining in ever increasing wage and benefit costs for emergency services including police. For example, the changes would amend the interest arbitration criteria to include:

- The employer's ability to pay in light of its fiscal situation with consideration given to, and consistent with, the municipal council's service priorities.
- The extent to which municipal service levels may have to be reduced to implement the arbitrator's decision if the current funding and taxation levels are not increased.
- The economic situation in Ontario and the municipality, including private sector settlements.
- A comparison between the employees and the bargaining unit and other municipal employees and groups within that municipality.

The changes also call for streamlining of the process and a 12-month time limit for completion of an arbitration decision. For more details, please refer to the report included on the March 25th meeting agenda available at ottawapoliceboard.ca.

OTTAWA POLICE SERVICE BUSINESS PLAN 2013 - 2015

"A Plan Where Everyone Matters"

The Board recently approved a new Business Plan for the Ottawa Police Service, as it is required to do under the Police Services Act of Ontario. ***"A Plan Where Everyone Matters"*** establishes the priorities, goals and outcomes needed to successfully achieve legislated responsibilities and address community needs for the next three years, and will shape the direction of the Ottawa Police Service over this time frame.

The Plan identifies **14 goals and 44 objectives** under the four pillars of "Community | Value | Members | Service". In fulfilling the strategic priorities, the Ottawa Police Service will strive to meet the guiding principles of Engagement, Social Value, Ethics and Performance through the following actions:

- Commitment to engagement and strengthening our partnerships with the community.
- Delivering policing services that meet the need of the community.
- Promoting trust and confidence.
- Commitment to transparency and accountability.

The 2013-2015 Business Plan is available at www.ottawapolice.ca.



UPDATE ON TRAFFIC STOP RACE DATA COLLECTION PROJECT

The Ottawa Police Service is preparing to launch its Traffic Stop Race Data Collection Project, which it has undertaken as a result of a complaint settlement with the Ontario Human Rights Commission. A number of final steps are currently underway to prepare for the launch of the project including:

- Pilot-testing the data collections process;
- Implementing officer training and an awareness campaign for the public; and
- Finalizing the methodology and study design with the Ontario Human Rights Commission (OHRC) and the team of experts from York University.

A significant amount of consultation and ongoing dialogue has been undertaken for this project. The comments, ideas and feedback from those consultations are being incorporated into the planning for this project. "This is a significant project. We want to ensure a meaningful study with ongoing police-community dialogue," said Inspector Pat Flanagan, who is the Ottawa Police Service Project Lead.

In order to facilitate the preparations for the project launch, the OHRC and the Ottawa Police Services Board have mutually agreed to extend the launch date by approximately two months, to no later than June 27, 2013. "Human rights-based data collection involves many steps," said Barbara Hall, Chief Commissioner of the OHRC. "This extra time will help ensure that the best possible data is collected. It will also provide sufficient time to consider and incorporate the feedback that has been received so far from the public and officers."

A report on the implementation of the project will be presented at the Police Services Board's May meeting. This race based data study will be the largest of its kind in Canada. Project updates will continue to be available online at ottawapolice.ca/race.

COMMUNITY SOLUTIONS: BEAUTIFICATION TODAY, SAFER TOMORROW

Crime Prevention Ottawa will be hosting a half-day conference on **Saturday, April 6, 2013** at which Jim Diers, the author of *Neighbor Power*, will talk about engaging people in community-based projects to help prevent crime and enhance safety. Participants will have a choice of two different break-out sessions at which eight different successful community-based projects will be discussed.

A Crime Prevention Ottawa invitation describes the concept as follows: "Preventing crime and keeping communities safe starts at the grassroots. When residents, businesses and groups take pride in their neighbourhoods, great things happen. The evidence tells us that cleaner, greener communities are safer communities."

Date & Time: Saturday, April 6, 2013, 8:00 am to 1:00 pm
Location: Immaculata High School, 140 Main Street, Ottawa
Cost: \$20 for community agency employees
Free for community members and volunteers.
To register: Visit <http://www.communitysolutionsconference.eventbrite.ca>

For more information, please visit the Crime Prevention Ottawa website or contact Francine Demers at cpo@ottawa.ca or (613) 580-2424, ext. 22454.



CRIME STOPPERS 2ND ANNUAL FUNDRAISING GALA

The National Capital Area Crime Stoppers will be holding its 2nd Annual Fundraising Gala on May 30, 2013 at the Ottawa Convention Centre. The evening will begin with a reception and silent auction from 4:45 to 6:00 pm, followed by a sit-down dinner and live auction with Dave Smith. Tickets are \$125 or \$1200 per table of 10. To purchase tickets or review Sponsorship opportunities, please visit www.crimestoppers.ca. You can also call (613) 482-7910 or email admin@crimestoppers.ca to order tickets.

REPORTS RECENTLY RECEIVED BY THE BOARD

- **2012 Board Activity, Training and Performance Report** – This annual report provides information on the meetings, events and training attended by the seven Board members during the previous year, as well as the results of an evaluation of the Board's performance in 2012. It was another productive and busy year for the seven members of the Board, who collectively attended a total of 27 formal Board and committee meetings and 135 other events related to their work. The other events include such things as community meetings, events and fundraisers, meetings with community partners or with Provincial officials and colleagues from other boards in the Province, police association functions, collective bargaining sessions, police recruit badge or awards ceremonies, and the list goes on. In total, Board members collectively spent 471 hours at meetings and other events as part of their duties, representing a significant commitment of time and effort in service to the community.
- **Board Work Plan for 2013** – The work plan sets out the tasks the Board intends to complete in 2013 in order to fulfil its legislative and governance responsibilities and strategic priorities.
- **Calendar of Board Monitoring Requirements for 2013** – The calendar lists all of the reports of a monitoring nature that must be submitted to the Board in 2013 and the months they are due, to ensure the Board is fulfilling its oversight responsibilities under the Police Services Act and its own policies.
- **Positive Workplace – 2012 Annual Report:** This report provides a general overview of the Police Service's Respectful Workplace Program and statistical information on the utilization and outcomes of that Program.

The following fourth quarter 2012 reports were received:

- **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.
- **Policy & Service Complaints Report – Part V, Police Services Act** – presents statistics on policy and service complaints made by the public. Conduct complaints will be reported on in the 2011 Annual Report to be submitted in April.

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- **Workforce Management Report** – presents statistical information on workforce activities such as hiring, retirements, resignations and promotions.
- **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.

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 5:00 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 they give at least one week’s notice to Board staff. A complete schedule of meetings is available online.