

# OAPSB Conference June 3-5/24

Jim Oliver - Chair's Notes

AGM and Keynote 1:00 pm June 3

Patrick Weaver , chair of OAPSB

PSBs need to be a stronger lobby group for the provincial association

Quoted lowest PSB member remuneration as low as \$200/year.

Lisa Darling ED, working on improved communications tools for members.

Insurance for OPP detachment boards a big issue across the province - dealing with AMO and province - likely looking at a new collective insurance product for OPP boards - recommend OPP boards not hold public meetings until insurance issue resolved

Karen Fisher , treasurer

Previous year financials were strong, year end surplus, spending more on training ( members) and advocacy

Nominations for new board

Jim Maudsley elected as OPP detachment for S-W west

Keynote (Lisa Darling)

OAPSB established in 1990

Inconsistency across PSBs, due lack of coordination and communication across boards

Need to be a strong advocate, along with OACP and PAO

OAPSB supports boards with training and Ed, police leadership evaluation (OPP), budgeting, support boards in event of complaints, needs some level of sustainable funding - 1/3 of current funding is temporary funding for province re. CSPA transition.

Reviewed funding formula, and fee allocation to boards.

Proposed new fee structure for OPP boards based on property counts in the municipality ( similar to the formula for OPP contracts) -proposed at \$.18/property.

A majority of OPP boards should see a reduction in fee in 2025 compared to present, if formula applied.

WSIB file is a major issue, re. numbers of staff off work on WSIB claims.

Communication - builds transparency, and improves engagement, reduces confusion and misunderstanding, increased expertise,

# OAPSB conference

June 4/24

Keynote

Technology and Alternative Response Models -Craig Campbell RSPNDR

Alarm systems in municipalities -police response - false alarm costs.

False alarm bylaws need to recognize new alarm systems coming online continuously.

Trained security businesses/officers are able to do much more and more efficiently many roles being done by police officers

Professionalizing Police Governance -Board Staff (Panel)

OPPboards participate in detachment commander selection, monitor his/her performance, determine local priorities

Boards need admin support and decision support ( policy development, strategic planning , evaluation, budgeting)

Christian Luprecht (Kingston PSB)

Past board leadership experience is needed, staff often needed to support same.

Policing is a highly regulated world, and understanding of that world through staff is important.

Boards must avoid being "personality driven" ,rather than process driven.

Boards need to realize that the public's perception of what police do and should do is rapidly changing and boards need to be aware of this and adapt the priorities accordingly.

Jen Lawson (Niagara PSB)

Staff provide continuity to the board over time, even with member turnover.

Board members need to learn about the different units within the police service, presentations to the board are valuable.

Position description(s) for staff providing board support .

Paul Sweet (Essex #1 OPP board)

Staff are vital in organizing the transition to CSPA OPP board .

With OPP detachment boards, staff support is likely at "arm's length" from the police service and the board,which can be a good thing.

Inspector General for Policing -what police boards need to know :

Ryan Teschner

Importance of communication between the board and OPP staff

Boards are encouraged to collaborate with neighbouring board re policy development, common issues, etc

Board members shall operate under a code of conduct and recognize any misconduct of another member

Complaints - boards must have written procedures regarding disclosures of misconduct allegations against the detachment commander (section 183.2 of CSPA)

Section 197.2 of CSPA - board must pass on misconduct allegation against detachment commander to the LECA ( law enforcement complaints agency).

Slide 12,13 and 14 and 17 of the presentation most important

Under CSPA , OPP detachment boards no longer meet the definition of a local board under the Municipal Act, ( re. insurance coverage in particular)

(Orangeville OPP detachment board)

Local police service advisor (?)

Responder Recruitment (Suzanne Christie)

Assisting municipal police services in recruiting new officers and civilian staff

Employer to Employee-Trust, Accountability and Needed Tools

Bruce Chapman, AXON ( technology providers to police services)

Evolving g Police Services -Modernization and Automation

Rob Stewart,Triton Canada

OPP Strategic plan, Local action plans , and the board's role

Sean Tout (OPP)

Section 61 of the CSPA dictates the development of a strategic plan by the OPP Commissioner

Section 70 of the CSPA dictates that the detachment shall develop a local action plan,including youth, First Nations and racialized groups, and citizens with mental health issues

Annual reporting by the OPP detachment board to municipal council should address the OPP strategic plan priorities

Crime stats ( provincial, regions, detachments)will be made available to detachments and detachment boards

CSWP should be "refreshed" starting now (\*\*\*\*\*)

Detachment Commander Evaluation

OPP/OAPSB working group will provide standardized format document for detachment t boards to use in detachment commander evaluations.

Officer response time stats of interest, But not yet available provincially for comparison purposes.

Operationalizing Your Detachment Board

John Davison (Northumberland OPP Board)

Importance of effective communication within the board and to councils d with detachment commander.

Combined 5 former boards into o e new board.

Remuneration of \$100/ member / meeting, with the chair receiving \$150/ meeting, vice-chair \$125/ meeting. Typically monthly meetings, May revert to quarterly.

Orangeville model of procedural bylaws, etc

Key Policies

Terms of reference

Finance policy - budgets,expenses,

Local action plan

Communication/media relations policy - website ( or page on municipal website), agendas and minutes, links to OPP , Inspector General of Policing, LECA websites

Accessibility and transparency, FOI requests

Records management

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Importance of the Use of Surveys in Board/Service Evaluations

Corwin Odland (Calgary Police Commission)

Surveys used to evaluate chief performance, monitor employee wellness, workplace concerns, effects of systemic changes implemented, early warning of emerging issues

Surveys should examine items that can be actioned, useful to both the board and detachment, have a clear decision-making plan (for question wording)

Reporting back and to stakeholders on results is essential and must be authentic.

Lisa Darling (OAPSB)

OPS does a workplace satisfaction survey, includes OPP detachments

Survey also addresses issues outside the control of the local detachment

Surveys and implementing results result in healthy and engaged staff, reduce workplace absenteeism, reduce transfers put/in,

Know why you are doing a survey, not at a time of crisis, professionally designed, intended to support leadership to achieve quick wins and long-term development.

OPP community satisfaction survey results should be made available to detachment boards.

Commissionaires

Martha Cooper

Non-profit security provider employing veterans, retired police officers, etc

Provide low cost options for community security needs, reduce overtime stressors for officers, etc.

Strategy Corp's 2024 Survey of Police Chiefs

Identified 4 priority themes -mental health, addictions and homelessness; increased volume and variety of criminal activity; community safety and well-being plans (

lack of measurable outputs, municipally-driven but policing results); resources for police services (difficulty in recruiting, retention, employee health and wellness (WSIB))

"strategycorp.com"

Policing Agreements CSPA (section 14)-Requests for Assistance

John Cain (OPP) and Joe Maiorano (Inspector General of Policing Deputy)

OPP boards/detachments that are obligated to provide a certain police function, but cannot provide a e, may obtain that function from another OPP board/detachment under section 14 (CSPA) or under section 19 if for an emergency.

The physical boundary for shoreline municipalities (Great Lakes) and thus for PSBs (may not apply to OPP Detachment boards) may restrict a service (water rescue, search and rescue) to be provided.

OPP Detachment Board Budgets Estimate

Lisa Darling

Section 71.1 of the CSPA requires board to prepare estimates

Terms of reference will determine how budgeting is done, monitored, etc.

Any carryover expenses/assets from present OPP contract and PSB expenses ?

How will existing special grant project funding for the existing PSB and detachment carry on re. new budgeting ?

If municipality is covering admin functions for the new board, what is the "real" cost of same ?

Remuneration for board members needs to be identified and noted separately ( as per CSPA).

Insurance costs (estimate \$5000 +or-), OAPSB membership fees ,costs for community consultation fees for medical services

Staff appreciation event ( in conjunction with OPP internal awards ceremony) ?

OAPSB recommend that municipal support staff (secretary to the board) take the mandatory training Community Safety and Wellbeing Plan