

# OAPSB OPP Detachment Board Remuneration Survey Report

The Ontario Association of Police Service Boards (OAPSB) conducted a survey among its members who are forming the new OPP Detachment Boards under the new Community Safety and Policing Act. The objective was to gather insights and details regarding the past and current practices of board member remuneration. This survey aimed to assist the new boards in determining appropriate remuneration practices by reflecting on historical data and current perspectives from various communities.

## Findings Summary

The survey results showed the following trends. For the detailed information, please scroll down to the Survey Results section.

Remuneration for board members in the overall survey revealed that most communities in the past did remunerate all board members regardless of their position. Some boards chose to pay more for a board secretary and chair because of their expanded responsibilities.

The survey also shows that a majority of boards had paid more than \$1000 per board member per year. The majority of respondents showed that remuneration was a combination of a rate and expense reimbursement and the criteria for remuneration was a flat rate per board meeting regardless of the amount of time required for preparation or duration of the meeting and that committee work was not always covered as a “meeting”.

## Survey Results

The below information is a summary of the raw data and feedback directly from the survey.

### Participation

There were 37 participants all from different communities who responded. Those 37 participating communities represented 29 new OPP Detachment Boards.

### Current Size of Board

The responses ranged indicating that all of the participants did not understand the question the same way. Some of the responses may have indicated the number of seats their current community has sitting on a new OPP Detachment Board, while others may have indicated how many seats on the OPP Detachment Board were already filled and still others may have just counted the number of seats required on the OPP Detachment Board per O. Reg. 135/24.

The responses included the following

Current Size	Number of Responses
1	2
3	1
4	2
5	12
6	3

Current Size	Number of Responses
1	2
3	1
4	2
5	12
6	3

7	6
9	5
10	3
15	3

## Remuneration

The OAPSB did want to gather as much detail as possible when it came to previous and current activities with respect to remuneration. There was a lot of thought put into the questions in this section to produce some detail with respect to the topic of *total remuneration*.

In the following parts of this section of the survey, we will summarize not only the total number of responses but the detail inside of those responses to provide some clarity.

The first section had to do with any past practices that allowed different levels of remuneration depending on the responsibilities of elected, committee work or administrative functions for board members.

1. Did your board have different remuneration amounts depending on your position on the board (chair, vice chair, secretary/treasurer, etc.)?

The total responses split into three areas:

Yes = 14      No = 22      Unanswered = 1

Of the Yes responses, participants were asked what the difference in amounts for different positions on the board was. The interpretation in the summary included a lot of variation that the OAPSB may decide to further explore at another time. In some cases the feedback was a per meeting /per position amount and at others it was the total budget amount.

The answers varied in their responses and are summarized below.

<b>Remuneration per position on the Board</b>
Secretary 300\$ per meeting
Board members are paid a monthly honorarium plus authorized per diem plus expenses for approved special projects in accordance with the Board's remuneration and expense policy. Board Exec. Asst. is paid a salary, plus per diem and expenses per the policy and an hourly rate for approved special projects.
Chair -\$100/year
Chair \$112.50 per meeting and vice chair \$93.75 Secretary hourly rate
Chair - \$2,000
Chair's salary higher than two other members
Annual wage plus expense reimbursement plus per diem for professional development events

Community & provincial members receive an annual stipend of \$4000; Chair receives an additional \$1200
Chair was \$2000
Chair \$5300/year Secretary \$4200 Vice same as members
150/per meeting for members and 300/ per meeting for secretary
Remuneration for Chair (\$150/mtg) and Provincial Appointee (\$100/mtg)
chair \$1060. Member \$765. Sec-Treas \$1060.

2. Similarly, the summary of those who answered that in the past their board members did receive remuneration, were asked to split it into a financial category for the ease of understanding the total board member remuneration. Of those boards who participated in the survey (37) only 32 boards answered the question. The table below shows the results.

\$0 per year	\$100 or less per year	\$101 - \$300 per year	\$301 - \$500 per year	\$501 - \$1000 per year	\$1000 + per year
5	2	3	3	7	13

### Provincial Appointees

3. Knowing that the CSPA has been somewhat prescriptive by legislation, stating the Provincial Appointees will be remunerated, the OAPSB thought it important to ask about specific remuneration for Provincial Appointees in the past, and whether there was any difference based on the remuneration for existing Board members. The following table shows the results, and it is important to note that of the 37 boards participating, 6 boards did not answer this question

\$0 per year	\$100 or less per year	\$101 - \$300 per year	\$301 - \$500 per year	\$501 - \$1000 per year	\$1000 + per year
8	4	1	1	7	11

### Type of Remuneration

Again, with the aim to understand the nuances in how board members may be remunerated, the OAPSB felt it important to understand the complexity in situations that may determine how Board Members are remunerated. The following number of questions identifies the different situations that may determine the remuneration for board members.

4. Types of Remuneration:

Remuneration plus expenses	24
Remuneration only	9
Expenses only	1

### 5. Criteria for Remuneration

Flat rate per hour regardless of task (prep time, meetings, committee work, training, conferences) no cap	Flat rate per hour for specific tasks only	Flat rate per meeting only	Flat rate per hour per meeting only	Flat rate per month regardless of task or time committed	Different rates for meeting prep, meeting attendance, training and conferences	Expense reimbursement only	No payment or reimbursement	Assumed as part of compensation for municipal council work
3	0	15	0	8	3	5	2	1

### 6. How much do they receive?

\$0
\$3,000 per year paid quarterly less deductions
300\$ per annum
Members - \$1,500
In 2024, Chair - \$3,560/year, Members & Secretary - \$2,946/year. Expenses reimbursed, and \$200/day per diem for conference/seminar attendance.
1850
Community & provincial members receive an annual stipend of \$4000; Chair receives an additional \$1200. No additional remuneration for Council appointments.
Chair salary - \$3,144 + reimbursement of expenses. Other members salary - \$2,350 + reimbursement of expenses.
Council appointee & community appointee meeting under 3 hours 88.09, meeting over 3 hours 146.85, meeting over 5 hours 278.36
2060
\$150 per meeting
765
\$50 per meeting

Board members receive an honorarium of approximately \$5,220.00 per annum plus \$100.00 per diem plus expenses for approved work and the Board Exec. Asst. is paid an annual salary of \$15,000, plus per diem of \$100.00 and expenses per the policy and an hourly rate of \$70.00 for approved special projects.
member \$150/mtg, chair \$175/mtg
\$4000.00 annually
0
\$75.40 per meeting to a maximum of \$754.00 per year.
Payment was based on a per diem (\$83.23 in 2023).
\$100.00 per year was paid to the provincial appointee only
All PSB members could claim mileage for meetings. Only the provincial rep received \$100.00 per year as per the PSA. Council rep was assumed as part of duties and community rep was volunteer.
\$3,333/ yr
\$1800 Annually
\$100 per year remuneration for all members, plus travel expenses plus an out of town meeting per diem for travel outside of our municipality
Travel expenses + \$150/day for per diem.
\$4200 per year
2000.00
150\$ per meeting + expenses when going to a conference
meeting remuneration and any travel expense for conferences or out of town meeting

**New OPP Detachment Boards**

The OAPSB suspected that some boards may already have moved ahead with determining remuneration so felt it was important to include any remuneration decisions that have already been made by new boards in the survey.

- 7. Will your board have different remuneration amounts depending on your position on the board (chair, vice chair, secretary/treasurer, etc.)?

Yes	12
No	14
No resp	11

- 8. If so, what will new Detachment Board position amounts be?

Not sure if there will be different amounts since we have not been reconstituted as a board. This needs to be discussed because the Chair does WAY more than anyone else on the board.
has not been determined
Chair - \$2,000

Wage plus expense reimbursement plus daily per diem for professional development attendance (conference, etc.)
The Chair receives an additional \$1200.
Chair's salary higher than two other members
\$50/mtg and \$75/mtg for Chair
Chair \$1060. Member \$765. Sec-Treas \$1060.=
See question 10 above for specific remuneration amounts
TBD
Paid by municipality
We are only paying the Provincial rep. as it is mandated by the Province that we do so. We will not be paying remuneration to the Council and community member for meetings attended, however, we will pay them a meeting per diem along with travel expenses for any time attending meetings out of town.
same as before but tied to cost of living
Same as above
Secretary et maybe the chair
undecided we would like guidance

9. Has remuneration been decided for current OPP Detachment Board?

Yes	15
No	22
No Answer	0

10. If so, what type of remuneration will be covered?

Remuneration plus expenses	20
Remuneration only	3
Expenses only	0

11. For your new board, what will be the criteria for remuneration?

Flat rate per hour regardless of task (prep time, meetings, committee work, training, conferences) no cap	Flat rate per hour for specific tasks only	Flat rate per meeting only	Flat rate per hour per meeting only	Flat rate per month regardless of task or time committed	Different rates for meeting prep, meeting attendance, training and conferences	Expense reimbursement only	No payment or reimbursement	Assumed as part of compensation for municipal council work
2	0	14	0	7	3	4	0	3

12. What is the expected amount of remuneration?

Not determined at this point. it will be a combination of expense reimbursement and an annual amount.
Members - \$1,000
Chair - \$3,651/year. Members, Admin Support and Municipal Liaisons (CAOs) - \$2,947/year. Expenses are reimbursed, and \$220/day per diem for professional development such as conferences, etc.
not sure
Haldimand County community & provincial members receive an annual stipend of \$4000; Chair receives an additional \$1200. No additional remuneration for Haldimand County Council appointments.
Regular and special meetings: Chair - \$400 per meeting, all other members - \$250 per meeting. Zone meeting - 2 members allowed at \$250 per meeting, Conference attendance \$100 per day. Expenses reimbursed according to travel expenses policy adopted by detachment board.
nothing decided yet, as meetings changing towns
above - \$50/mtg and \$75/mtg for Chair
\$150 per meeting plus mileage
765
To be determined see question 13
\$2000.00 annually
\$3,333/ yr
3,500.00
\$75 per meeting for the Provincial rep only
The Provincial Appointee and the Community Appointees will receive \$2,000 per annum for attendance at meetings, online training (as required), meeting preparation and follow-up. Out of pocket expenses, previously approved by the Board, will be eligible for reimbursement.
has not changed from previous Board
75.00 per meetings for members, chair 112.50, vicechair 93.75
2000.00
150\$ per meeting
unsure

Summary of final thoughts of the participants are included below.

- Do not know what, if any remuneration was/is paid to provincial appointee member of the board

- With a flat remuneration it does not provide adequate compensation to those members who are doing more- whether additional meetings, attending OAPSB conference or zone meetings- there is no incentive to do any more than the person getting the same as you- and while none of us are doing this for the money there should be some recognition of those who do go above and beyond- attend all the meetings, get engaged and advocate. Also- the expense reimbursement policies seem to follow those of the municipality in that something very small has to be approved by the board first- there needs to be some policies around what is eligible for board members to submit (eg mileage, meal expenses for meetings, etc). The municipality is the one that decides what the remuneration will be with zero input from the board itself. This culture has to change!
- We currently receive an annual amount (300\$) plus reimbursement for expenses. There is no difference in remuneration per board member type. I suspect that we will consider average number of hours per year at a fair rate.
- In CSPA regulation, the two boards for the Essex County OPP do not have different names. We are using "North" for the board covering Tecumseh, Lakeshore and Town of Essex but it is not 'official' in the regulation.
- This is based on past practice and relates to Haldimand County appointments. We understand that it may need to be adjusted. It is our understanding that Mississauga's of the Credit First Nation will be responsible for the remuneration of their members.
- Question 16 - information provided is as per budget approved by detachment board but not yet approved by all municipality in catchment area.
- Not sure how you can ask the questions regarding the new board as boards are unable to meet and make decisions due to no insurance.
- Remuneration has not been set for this Board. Initial talks include Flat rate for meetings. (Time dependent ie. half day or full day) Expense reimbursement for mileage, meals, accommodations. Training and conference attendance. (Time dependent i.e. half day or full day)
- New Board make up not finalized yet and will be in Cochrane instead of Smooth Rock Falls with new board
- Members of Municipal councils should be paid by the local council.
- If answer is blank, I do not know at the moment of this survey Thank you
- The Executive Assistant of the Board will forward our special remuneration policy to Lisa Darling to provide more detail.
- The compensation is a flat rate annually as decided by City Council. Any conferences attended are reimbursed.
- The Chair was our Mayor, so remuneration was covered under Mayor remuneration. Secretary is staff, so no additional remuneration. Expenses for conferences was paid per member.
- Remuneration for the current Board is still to be determined therefore previous questions could not be answered.
- Remuneration, once decided, ought to be consistent across the participating municipalities and first nation communities
- Unsure at this time for remuneration for the Board, TBD when board can meet.
- My first month on the Board, so not certain of exact remuneration... haven't asked for details.
- The new detachment board has not yet met so we not able to give proper details for this survey.



- We are paying the Provincial rep. only as it is mandated by the Province. All other members of the OPP Detachment Board are only receiving a meeting per diem and reimbursement for travel expenses for meetings that take place outside of each member's municipality. Our Council members already receive annual remuneration from their respective municipalities for their time and work spent on various boards and committees.
- Council Appointees will not receive any remuneration for serving on the Detachment Board, as it's assumed to be covered by their Council remuneration.
- The Superior East Detachment Board has not met at this time and no decision has been made on any remuneration. This will be discussed at its first meeting.
- We are fortunate that our Board has not changed except in name only. Compensation will remain the same.
- Members don't get paid for attending zone 4 meetings or conferences only expenses for mileage, meals, parking. No remuneration paid only for open public meetings
- When appointed to Police Services Board Pembroke by Province we were paid \$4000. Per year. I considered it my duty to attend quarterly Neighborhood Watch meetings, special BIA meetings, Kids & Cops Fishing Derby and meeting with Detachment Commander as required. I maintain my connections and work with our Service Clubs e.g. Rotary, Kiwanis & Royal Canadian Legion.
- We would like guidance on other board rates.

## **Conclusion**

In summary, the survey conducted by the Ontario Association of Police Service Boards provides a comprehensive overview of the remuneration practices for OPP Detachment Board members, both past and present. The insights gathered will serve as valuable guidance for new boards as they establish fair and effective remuneration policies. By reflecting on the diverse practices and opinions shared by the participating communities, the new OPP Detachment Boards can make informed decisions that uphold the principles of transparency, fairness, and accountability in their governance.