

JULY 7, 2016

4.5(b)



THANK YOU FOR YOUR HEARTFELT SYMPATHY.  
THE KINDNESS, COMFORT AND SUPPORT YOU PROVIDED DURING THIS  
DIFFICULT TIME MEAN SO MUCH TO THE ENTIRE DART FAMILY.



*Gary C. Thomas*

Gary C. Thomas  
President/Executive Director  
Dallas Area Rapid Transit

*James D. Spiller*

James D. Spiller  
Chief of Police and Emergency Management  
DART Police

PSB Sept Info / GOOD NEWS



## HAMILTON POLICE SERVICES BOARD

### OUTSTANDING ISSUES as of September 22, 2016

ITEM	ORIGINAL DATE	ACTION REQUIRED	STATUS	EXPECTED COMPLETION DATE
1. Correspondence from Mr. Shekar Chandrashekar with respect to articles from the Hamilton Spectator.	September 15, 2014	That staff report back on the ability to publish expense(s) of Police Services Board Members on the Hamilton Police service Board website pages. The report is to include the process and costs associated to develop this initiative.		2 <sup>nd</sup> Quarter of 2016
2. Other Business	May 26, 2016	That Member Whitehead work with the Board Administrator to implement the use of Electronic devices for monthly agendas.	PSB 16-001 – Ongoing	3 <sup>rd</sup> Quarter of 2016
3. Body-Worn Camera Study	November 19, 2015	The Chief to report back to the Police Services Board in one year with further findings from external body-worn camera pilots.		4 <sup>th</sup> Quarter of 2016 – (November)
4. Policy - DRAFT Policy – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties	June 23, 2016	Awaiting final information on Training	Ongoing	4 <sup>th</sup> Quarter of 2016
5. City Clerk's Division Council Follow-up Notice with respect to Hamilton Police Service's Investigative Services Division	August 26, 2016	Sent to Legal Counsel for review		4 <sup>th</sup> Quarter of 2016

4.5 (c)

**HAMILTON POLICE SERVICES BOARD****- RECOMMENDATION -**

**DATE:** 22 September, 2017  
**REPORT TO:** Chairman and Members  
Hamilton Police Services Board  
**FROM:** Lois Morin  
Administrator  
**SUBJECT:** 2017 Police Services Board Meeting Schedule  
(PSB 16-105)

**RECOMMENDATION:**

That the Board consider the following meeting schedule which provides for the regular public meetings of the Board to be held at 2:00pm on the second Thursday of each month for 2017 (July, October and November excepted). All meetings will be held at Hamilton City Hall, Council Chambers, 71 Main Street West.

Thursday, January 12, 2017  
Thursday, February 9, 2017  
Thursday, March 9, 2017  
Thursday, April 13, 2017  
Thursday, May 11, 2017  
Thursday, June 8, 2017  
Thursday, July 27, 2017  
Thursday, September 14, 2017  
Thursday, October 19, 2017  
Thursday, November 16, 2017  
Thursday, December 14, 2017



Lois Morin  
Administrator

**FINANCIAL / STAFFING / LEGAL IMPLICATIONS:**

**FINANCIAL** – n\ a

**STAFFING** – n\ a

**LEGAL** – n\ a

**BACKGROUND:**

Section 3.2 of the board's procedural by-law provides for the Board, at each meeting, to determine the date and time of the next regular meeting or to schedule the meetings in advance. Board meetings are scheduled to start with the In Camera meeting at 1:00pm and the Public meeting at 2:00pm.

/ lem

**From:** OAPSB <admin@oapsb.ca>  
**Sent:** September-06-16 9:20 AM  
**To:** 'OAPSB'  
**Subject:** OAPSB Member Survey - PSA Rewrite  
**Importance:** High

Greetings Members,

In our continuing efforts to best serve our entire membership, please find attached a survey intended to help create our consolidated voice regarding changes to the Police Services Act.

The survey starts with a short message from President Eli El-Chantiry, which further explains our purpose and process.

We ask that each member Board/CPAC completes the survey by 30 September, perhaps during your September Board meeting.

This is an important opportunity for everyone to voice their opinions on this once-in-a-generation legislative opening.

We will subsequently share the consolidated results with everyone.

Thanks in advance,

Fred

Fred Kaustinen  
Executive Director OAPSB



**Ontario Association of Police Services Boards**  
**Police Services Act Survey**

- A. Generally speaking, rank in order of importance the following priorities for PSA legislative reform (1 is most important, 5 is least important.)**

	1	2	3	4	5	n/a
1 Strengthening police governance						
2 Facilitating alternate service delivery options, including outsourcing						
3 Mandating police cooperation with other health and social agencies						
4 Improving police oversight (OIPRD, OCPC, SIU)						
5 Modernizing labour relations (for example: arbitration, suspensions without pay, etc.						

- B. Please specify your Board's views on these proposals for PSA legislative reform:**

	Agree	Disagree	N/A
1 The safety of our communities should be legislatively recognized as a foundation for social wellbeing and economic prosperity.			
2 Engaging the public and community groups on an ongoing basis should become a more entrenched feature of police governance.			
3 The Police Services Act needs to instill a greater degree of public representation into governance processes.			
4 The Police Services Act must provide greater precision and clarity regarding the roles of Boards and Police Chiefs.			
5 There should be mandatory training for new Board members on what is expected of them, and what constitutes misconduct.			
6 There should be mandatory training for Boards on how to govern as a team.			
7 There should be performance standards for Boards.			
8 Boards should be evaluated against governance performance standards (rather than today's Adequacy Standards for Boards).			
9 OPP cost estimates/budgets should be approved by Section 10 Boards who then submit them to the municipal government.			
10 The majority of Board members should continue to be appointed by the local municipality (rather than the Provincial Government.)			

		Agree	Disagree	N/A
11	All appointments to Police Boards should be subject to a background check that provides evidence of suitability (standards of which must be established province-wide.)			
12	The Police Chief should be able to suspend, without pay, Officers charged with egregious offenses/misconduct.			
13	<u>Processes</u> regarding police officer misconduct need to be simplified and more reflective of general labour practices in Ontario.			
14	<u>Penalties</u> for officer misconduct, up to and including dismissal, need to be simplified and more reflective of general labour practices in Ontario.			
15	Post secondary education (i.e. college and/or university) should be a prerequisite to becoming a police officer.			
16	Police Officers should be professionally accredited, like lawyers, accountants, engineers, etc.)			
17	Today's generalist model of police organization (general patrol, general investigation) needs to become more specialized, in order to address new and emerging threats such as cybercrimes.			
18	Police Board decision-making needs to be evidence-based, and Boards must be ensured the timely provision of relevant decision information.			
19	Outcome-based performance metrics for police need to replace today's process/resource/activity-based/Adequacy Standards.			
20	Police Boards should have the authority to lay-off police and civilian employees, not OCPC.			
21	The government must specify what police functions must be performed by a police officer, and only a police officer. Police Boards must be legislatively authorized to determine who will fulfill non-core functions in their community.			
22	Human Resources, Finance and Legal advisors should be excluded from bargaining unit (Association) membership, like Chiefs and Deputy Chiefs.			
23	All uniformed and civilian police management should be excluded from bargaining unit (Association) membership, like Chiefs and Deputy Chiefs.			
24	Boards should be <u>allowed</u> to delegate the bargaining process to professionals not on the Board.			
25	Boards should be <u>expected</u> to delegate the bargaining process to professionals not on the Board.			

		Agree	Disagree	N/A
26	Arbitrators should be compelled to consider non-police comparators, such as a municipality's non-police employee groups, in their determinations.			
27	Arbitrators should be compelled to explain how and to what extent mandatory factors were considered in rendering their decisions, and mandated to duly consider all legislated decision factors.			
28	Police Boards should approve bargaining mandates and ratify collective agreements; collective bargaining itself should be conducted by (police) management, with external assistance as required (like every other sector in Canadian society).			
29	Police Boards, through community engagement and surveys, should be determining the strategic outcomes and limitations for policing in the community; police chiefs should be developing action plans to achieve those outcomes within those limits.			
30	Police Board member selection should be based on fulfillment of required governance competencies as determined by the Ministry.			
31	Police Board member selection should be based on fulfillment of required governance competencies as determined by each police board.			
32	Police recruits should complete an accredited post-secondary program prior to selection as a police recruit (like teachers, nurses, etc.)			
33	Mandatory board training should be the responsibility of the provincial government.			
34	The provincial government should accredit and fund Board training developed and delivered by OAPSB on the government's behalf.			
35	Board members must have sufficient understanding of public safety issues to collectively make decisions regarding strategic direction for the police service.			
36	Progression through the constable classes (4th, 3rd, 2nd, 1st) needs to be slowed down, and not just based on "time served".			
37	Boards should appoint special constables within their jurisdiction, rather than just 'recommend' for Provincial Government approval.			



		Agree	Disagree	N/A
38	Boards should have the flexibility and authority to select a composite of service providers from a variety of suppliers - police and non-police, public and private sector-based.			
39	There should be a standardized MOU between a special constable employer (e.g. college, transit system, etc.) and the police board that appoints them.			
40	Oversight of special constables should be similar to oversight of police officers, as both may use force against other people in certain circumstances.			
41	Board roles must be clarified before prescribing board composition, member competencies, training, etc.)			
42	Boards exist to govern resources, not manage them; human resource management should be delegated to the Chief/Detachment Commander.			
43	Board policies need to specify what the police service/detachment is to achieve, not how it functions.			
44	Boards need to evaluate how well the overall police service performs, not just the Chief.			
45	Police budgeting needs to reflect programs, not "lines", in order to be able to show the value to the community.			
46	Boards need to be larger, in order to perform all their governance duties, and better reflect community diversity.			
47	Board training needs to be developed and delivered by people that understand governance, and can teach.			
48	Boards must have direct access to the information and independent expert assistance/advice they need to fulfill their roles and responsibilities.			
49	Reading legislation to new Board members is not adequate training.			
50	Board training needs to develop critical thinking, analysis and decision-making skills.			
51	OPP Boards should have a say in the Provincial Government's mandate for OPP collective bargaining.			
52	"Coordinated" bargaining amongst police employers should continue.			
53	Bargaining police collective agreement should be " <u>centralized</u> " in Ontario			

		Agree	Disagree	N/A
54	Section 10 (OPP) Boards should be amalgamated at the county/district level, and larger, for greater influence, to best serve the community.			
55	Section 10 (OPP) Boards should be amalgamated at the Detachment level, to simplify oversight for the Detachment Commander.			
56	Geography should be a key factor in determining whether or not to amalgamate Section 10 (OPP) Boards, especially in Northern Ontario.			
57	Board members need to be compensated in accordance with the importance and gravity of their roles and responsibilities.			

**C. Are there any additional Police Act issues that you think needs to be addressed?**

**D. Please verify that your entire Board participated in this survey, as requested.**

Yes they did

No they did not.