

Public

Meeting: **April 16, 2019**

Agenda Item: **Summary of Strategic Planning and Policy Committee Meeting – March 25, 2019**



Background

Present:

Mr. Garry Cubitt, Chair
Mr. Kevin Ashe
Ms. Patrice Barnes
Ms. Karen Fisher
Chief Martin
Deputy Chief Bertrim
Deputy Chief Rollauer
CAO Stan MacLellan
Brad Carter, Acting Manager of Strategic Planning
Bill Clancy, Executive Director

Summary of Meeting

1. Election of Chair

Mr. Cubitt was elected Chair of the Committee for 2019.

2. 2020 Strategic Plan

Mr. Brad Carter provided an overview of the strategic planning process and consultations that had occurred to date. The process began close to one year ago, with face-to-face interactions with residents at community events and the launch of the on-line survey. The survey generated 4500 responses, and a business survey is also underway, with over 1000 responses received. Mr. Carter explained that discussions had occurred with elected representatives in all eight local municipalities and the Mississaugas of Scugog Island First Nation, in addition to senior officials with the Region of Durham. Community group consultations also took place in recent months, with representatives from the following areas: youth and school boards; diversity; mental health/addictions; and victims. Mr. Clancy noted that a discussion was also held with the Executive of the Durham Regional Police Association, and that their priorities are the health and wellbeing of members and staffing.

Mr. Carter indicated that the various consultations support several conclusions: Satisfaction levels with policing in the Region, while generally high, are significantly lower for victims, members of racialized groups, and individuals who report lower income. Police presence and visibility was identified as a high priority in the consultations, especially in the more rural areas of the Region, and residents would appreciate the opportunity to interact with the police more informally. Traffic safety was the most common concern identified throughout the consultations, and the desire for more enforcement and presence, especially in neighbourhood residential areas, was repeated.

An overview of the results of the 2018 DRPS Member Survey was provided by Mr. Carter. Many similar themes arose that were identified in previous surveys, such as the impact of stress from the job on a member's personal life, a lack of confidence in the fairness of the promotional process and in the DRPS leadership. Overall, job satisfaction remains around 70%. Ms. Fisher inquired if there is a relationship between length of service and job satisfaction. Mr. Carter responded that there is an inverse relationship between these variables: as length of service goes up, satisfaction goes down, generally until the member has about 25 years of service when satisfaction levels improve.

Chair Cubitt stated that this section of the report caused him the greatest amount of concern. The responses from the survey are troubling and raise serious questions that need to be addressed. He stressed the importance of receiving additional information. CAO MacLellan suggested that the overall context of the challenges in the policing profession should be considered, and a more detailed analysis will be provided. Ms. Fisher requested that the list of questions given to members be provided.

Ms. Barnes inquired if concerns related to member wellness, advancement and succession planning will be addressed. Chief Martin advised that a significant amount of organizational investment is being made in these areas, and he stressed that as the Chief of Police his goal is to ensure the DRPS is in strong position to achieve success at the time of his departure. He noted that interpretations of the survey results should be done carefully and that additional work and analysis must be done. Chair Cubitt asked if comparative data with other Police Services is available and suggested that the member survey results be on the agenda of the Board off-site meeting.

Mr. Ashe asked Mr. Carter about the quality of feedback from the municipal sessions, and what format would be preferable to receive optimum input. Mr. Carter indicated that the forum in Brock Township, which enabled the public to participate directly, was the most productive. Given the strong public feedback related to road safety, Chair Cubitt asked if the road speed signage was an effective tool. Chief Martin indicated that the data is mixed, and the effects of enforcement dissipate after a period of time when the enforcement is no longer being conducted. Ms. Barnes asked if there would be a plan to diversify the workforce given the upcoming retirements that are expected. Chief Martin responded that diversity and inclusion are key priorities and will remain so, and he noted the Women's Symposium that recently took place.

Chair Cubitt noted that the next meeting will be called as the development of the Plan progresses, and that this will be an item on the agenda of the off-site Board meeting to be held on May 1.

Approved by:

Garry Cubitt
Chair
Strategic Planning and Policy Committee

