

Public

Meeting: **September 14, 2020**

Agenda
Item: **Board Staff policy**



Recommended Motion

That the Board find compliance with the Board Staff policy.

Policy Provisions:

Without limiting the foregoing the Executive Director shall not:

1. Allow for meetings to be unsupported.

Executive Director's interpretation

Providing support to all Board meetings is the key function of Board staff. Support for meetings involves the following activities: developing agendas with the input of the Board and the Chief of Police and members of the DRPS; coordinating presentations by DRPS members, external stakeholders and deputations by citizens; reviewing and analyzing reports submitted by the Chief of Police and correspondence directed to the Board; conducting research, drafting reports and providing advice related to the Board's governance and oversight responsibilities; ensuring the organization and distribution of materials in advance to provide sufficient time to review; recording the minutes; and ensuring the Board's decisions are communicated to the appropriate audiences and implemented accordingly.

Data in Support

The Board has held 8 regular meetings to date (inclusive of September 14, 2020), in addition to three special meetings. The Strategic Policy and Planning Committee met twice, and the HR Committee convened once. Presentations and deputations were arranged effectively and adequate support was provided for all meetings.

Therefore, I report compliance with this provision.

2. Fail to advise the Board regarding its decisions and processes.

Executive Director's Interpretation

It is the responsibility of the Executive Director to ensure that the Board is furnished with the appropriate information and advice to exercise effective governance and oversight of the Police Service. This information is gathered through independent research, by reviewing and analyzing reports and other materials produced by the DRPS, other Police Services, academics and think-tanks, the provincial and federal governments, and community stakeholders, and by building constructive relationships throughout the police sector. The scope of the advice covers all governance and oversight matters and responsibilities conferred upon the Board through the *Police Services Act*, other relevant legislation, and additional duties assigned by the Board to the Executive Director.

Data in Support

The Executive Director has advised the Board on numerous issues during the first eight months of 2020, including the following: monitoring reports from the Chief of Police covering aspects of the management of the Police Service and compliance with Board policies and objectives; various labour relations matters, issues related to police reform and anti-racism and the COVID-19 pandemic; a review of policies, including the introduction of several new policies related to administrative matters and the workplace; and the Orders issued by the Ontario Civilian Police Commission affecting the DRPS and the Board. The advice provided has been complemented by thorough research and consultation.

Therefore, I report compliance with this provision.

3. Fail to provide for financial planning, operations and reporting of the Board's governance budget.

Interpretation of the Executive Director

The effective management of resources requires diligent planning, adherence to procedure and timely reporting. The Board budget is established as part of the budget process for the Police Service and involves a review of previous years' expenditures and considers the current environment as a predictor of future costs. The Board office receives monthly reports to enable the tracking of expenses and requisite planning for contingencies. The Executive Assistant attends to all accounts payable and receivable and ensures appropriate coding of expenses in consultation with Police Service staff. The Board's budget is identified in the budget documents submitted to and approved by the Board and Regional Council.

Data in support

The Board's annual budget for 2020 is \$600,000. As of July 31, \$262,610 had been drawn from the budget (44%). It is expected that spending will remain within budget at the end of the year.

Therefore, I report compliance with this provision.

4. Fail to Manage the Unclaimed Money and Property Fund, including banking and authorizing disbursements of not more than \$5,000 or one donation per charity per year while maintaining a minimum fund balance of \$10,000.

Interpretation of the Executive Director

This provision addresses money and property in the possession of the Service in accordance with sections 132 and 133 of the *Police Services Act*. The Board is permitted to dispense these funds in the public interest, and has adopted a policy entitled "Management of the Unclaimed Money and Property Account" to guide disbursements in this regard.

Data in Support

Disbursements from the Unclaimed Money and Property Account are consistent with Board policy and Board approval is required should exceptions be made. A summary of all disbursements is included at each monthly Board meeting. The total amount disbursed to July 31, 2020 is \$90,968, compared to \$88,061 at the same time last year. The balance of the account is above the \$10,000 amount required by policy. An independent audit of the account is conducted annually, and the most recent results were reported to the Board in April of this year. A plan for the upcoming year will be presented to the Board in November.

Therefore, I report compliance with this provision.

5. Fail to coordinate Board member training

Interpretation of the Executive Director

The requirement for Board members to undergo training is stated in Regulation 421/97 under the *Police Services Act* as follows: "Board members shall undergo any training that may be provided or required by them by the Solicitor General". The Board's Code of Conduct Policy states explicit adherence to this Regulation. There is currently no training provided by the Ministry, nor is any training identified by the Ministry as a requirement. Recognizing the important responsibilities that are invested in Board Members, however, the Ontario Association of Police Services Boards (OAPSB) offers ongoing training to its members at its annual conference each Spring.

Data in Support

Upon appointment, all Board members are provided an orientation package and briefings are held with the Executive Director, the Chief of Police and Command. Board members are offered the opportunity to participate in ride-alongs and engage the various operational units to improve their understanding of the organization and community safety challenges in Durham Region. The training sessions offered by the Ontario Association of Police Services Boards (OAPSB) prior to its Annual Conference are extended to Board members, and access to the OAPSB's online training is shared. Board members and the Executive Director also participated in numerous webinars, including "The Law of Policing" and others hosted by the Canadian Association of Police Governance.

Therefore, I report compliance with this provision.

6. Allow the Board to lack representation with the Ontario Association of Police Services Boards and the Canadian Association of Police Boards, and at local events.

Interpretation of the Executive Director

This provision requires that Durham Board maintains a visible and viable presence locally, provincially and nationally to communicate its positions and interests.

Data in Support

The Board is a member of both the Ontario Association of Police Services Boards and the Canadian Association of Police Governance (formerly the Canadian Association of Police Boards, now known as the CAPG). The OAPSB annual conference was cancelled this year, though the Executive Director and Board Members Cubitt and Fisher attended the OAPSB virtual annual meeting May 2020. At this meeting, Board Member Fisher was elected as a representative of the Big 12 on the OAPSB's Board of Directors, and has assumed the position of Treasurer. The Executive Director also participated at numerous meetings as the police representative on the Emergency Services Steering Committee (ESSC) and the ESSC leadership group. This group of municipal representatives collaborate to address the escalation of costs in the emergency services sector. Board members were present at an extensive number of local events, including retirement functions for DPRS members and charitable events sponsored by the Board.

Therefore, I report compliance with this provision.

7. Fail to manage Board staff performance

Interpretation of the Executive Director

The Board office is staffed by the Executive Director and the Executive Assistant. The Executive Director is responsible to manage the performance of the Executive Assistant. The management of staff performance is based upon the principle of continuous improvement, and the service standard expected of Board staff is excellence.

Data in Support

The performance of the Executive Assistant is managed on an ongoing basis, and includes both a formal assessment once a year by the Executive Director and continuous feedback informally. The Board approved the Executive Director's performance evaluation for 2019 and agreement for 2020. The same were completed for the Executive Assistant.

Therefore, I report compliance with this policy provision.

8. Fail to provide semi-annual monitoring reports regarding this policy.

Interpretation of the Executive Director

Two reports to the Board covering all aspects of this policy are to be submitted to the Board.

Data in Support

Reports on this policy are provided in September and March each year.

Therefore I report compliance with this provision.

Based on the above, I report overall compliance with this policy.



Bill Clancy
Executive Director