

Classification **PUBLIC**

Meeting **June 12, 2006**

Agenda Item **Monitoring Report:
Global Executive Limitations**



Recommended Motion:

THAT the Board find that all provisions of the *Global Executive Limitations* have been complied with.

Global Executive Limitations

I hereby submit my monitoring report on your Executive Limitations, Global Executive Limitations” according to the schedule set out. I certify that the information contained in this report is true.

Signed: _____
Chief of Police

Date: _____

BROADEST POLICY PROVISION:

The Chief of Police will not cause or allow any practice, activity, decision, omission or organizational circumstance which is either unlawful, imprudent or in violation of commonly accepted public service and police ethics and practices.

Interpretation of the Chief of Police:

It is my interpretation of this policy that compliance with this policy must be taken in context with all of the reports on limitations policies and the concepts expressed in the policy statement above where they differ from the specific policies. The concepts expressed generally deal with the “unlawful, unethical and immoral” approach. The interpretation of “cause or allow” is critical to ongoing reporting of details and compliance. Certainly the Chief of Police should not cause any of these situations. However, “allow” creates a broader interpretation. If I can liken this to criminal process, to “allow” would require knowledge of the specifics and that no remedial action were taken to prevent continuation or recurrence. This concept makes eminent sense in the context of Board Policies, Directives and Adequacy standards and the Act as a whole. Any one incident of misconduct, or even

a member charged with a crime is not interpreted as the Chief of Police causing or allowing any of the mentioned items.

Data Support:

EXECUTIVE LIMITATION POLICY	CHIEF'S COMMENTS	BOARD MOTION
Adequacy & Effectiveness of Police Services	Revised on February 14, 2005 - monitoring report was submitted on May 9, 2005 and the latest report was submitted on May 8, 2006 on this policy	There are two Board motions on file M035-05 and M126-05 regarding Shared Resources and Joint Protocols for this policy. The Board has requested that the Chief report monthly on the status of discussions with other services that are presently entering into agreements with DRPS.
Strategic & Financial Planning	<p>Report was submitted on May 8, 2006</p> <p>The tendered Annual Business Plan Budget for 2006 has met the direction of the Board. The 2006-2010 5 Year Forecast also met the relevant guidance set out above. The Board's motion was to receive the monitoring report for information.</p> <p>The next "Strategic and Financial Planning" internal monitoring report is due in September 2006.</p> <p>At the April 11, 2006 Regional F & A Committee meeting the committee agreed to add \$23,000 to the police budget to fund COMRA.</p>	<p>Regional Council approved a 2005 net DRPS & Board budget of \$112,300,000</p> <p>Motion M189-04 of 13 Sep 04 stated: "THAT the 2005 budget estimates and future budgetary forecasts reflect an annual increase of 7.5%, plus or minus 0.5%"</p> <p>Motion M228-04 of 8 Nov 04 stated: "THAT all future business plans and budgets clearly identify the associated impact on Board's Ends policies with specific reference to crime rate, clearance rate, response rate and times, and cost per household and citizen, in each case relative to comparator communities"; and</p> <p>Motion M136-05 of 13 June 05 states "THAT the Chief be directed to prepare a 2006 budget based on a 6% increase over the 2005 approved police budget."</p> <p>Motion M228-05 of 14 November 05 states "THAT the board approve for 2006 a police Services budget base of \$118,870,947 which is a 5.85 % increase inclusive of all operating and current capital requirements as identified to meet all established Board Ends policies of the Service, except Emergency Response, which shall progressively improve towards compliance in 2007"</p>

		<p>Motion M017-06 of 13 February 06 states “THAT the 2006 budget be referred to the Chief to reduce the budget by \$1 million.”</p> <p>Motion M042-06 of 13 March 06 states “THAT the Board approve for 2006 a Police Services budget base of \$117,743,153 for presentation to the Regional F & A.”</p> <p>Motion M042-06 of 13 March 06 states “THAT Motion M042-06 be amended to have the capital portion of the 2006 budget reduced by \$250,000 for Board approval of the Durham</p> <p>Motion M056-06 of 27 March 06 states “THAT the 2006 Police Budget be set at \$117,343,000 including the deletion of two civilian positions.”</p>
Treatment of Residents & Visitors	Submitted May 8, 2006. I reported overall compliance with this Executive Limitations Policy.	The Board’s motion M090-06 requested that the report be resubmitted on provision 6 of Treatment of Residents & Visitors policy – public complaints – detailing status of reportedly unresolved complaints, and identifying which areas of DRPS are receiving the bulk of the complaints. The revision is due for June 12, 2006.
Treatment of Members	Submitted May 8, 2006. Notwithstanding all of the proactive measures and policies regarding the effective management and equal treatment of members as regards promotion, there were two (2) ongoing grievances challenging the promotional process. At the time of this report the (1) grievance remains outstanding.	No new Board motions on file
Employment Compensation & Benefits	The “Employment Compensation & Benefits” Executive Limitations Policy was submitted on March 27, 2006. I reported compliance with all the policy provisions. In July 2005 policy provision #6 in regards to probationary	No new Board motions on file

	<p>periods was non-compliance. Since that time I can report that every new civilian employee is placed on a 6-month probationary period. During 2005, 28 civilians were hired. The DRPS has a process whereby all civilian members receive a six-month probationary evaluation (or equivalent for part-time). All 28 civilian hires successfully completed the probationary period and continued their employment with the DRPS.</p> <p>In 2005, 43 sworn officers were hired. Thirty-eight of these were sworn recruits who have been or will be subjected to rigorous written performance evaluations prior to the completion of their probationary period. In 2005 all sworn officers completing their probationary periods were evaluated at an acceptable level of performance or better.</p>	
Communication and Support to the Board	The "Communication and Support of the Board" Executive Limitations Policy reporting schedule is annually by direct inspection. There have been no written reports filed and no Board motions issued regarding Executive Limitations Policy. There have been no complaints or findings of non-compliance by the Board regarding this policy.	No Board motions on file
Financial Condition & Activities	The "Financial Condition & Activities" Executive Limitations Policy internal monitoring report was	

	submitted on May 6, 2006. At this point, based on current trends and staffing levels, our forecast for the year-end is that spending will be within the \$117.3664 million budget.	
Asset Protection	The “Asset Protection” Executive Limitations Policy internal monitoring report was scheduled for March 2006. There have been no previous reports filed on this policy.	The Board’s motion M064-06 calls for the resubmission of the report in March 2007.
Emergency Chief of Police Succession	The “Emergency Chief of Police Succession” Executive Limitations Policy monitoring report was submitted to the Board on March 27, 2006. The next monitoring report is due in March 2007.	No Board motions on file

In summary: Executive Limitations Policies monitoring reports encompasses nine Executive Limitations Policies and a total of forty-seven policy provisions within the Executive Limitations Policies. Compliance of the Global Executive Limitations is based on compliance or non-compliance of the nine Executive Limitations Policies and the forty-seven policy provisions.

The reporting schedule for all nine Executive Limitation Policy monitoring reports has yet to complete a full cycle and some Executive Limitation Policy monitoring reports have yet to receive a Board motion regarding compliancy or non-compliancy.

I will not be able to report compliance with the Global Limitations Policy until all of the Executive Limitations Policies have been reported on. I anticipate compliance by March 2007 following the acceptance of the Asset Protection monitoring report.

Based on the above proof provided, I report non-compliance with the policy.

Attachments: None