

Classification **PUBLIC**

Meeting **July 8, 2013**

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



Recommended Motion:

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

Global Executive Limitations

I hereby submit my monitoring report on 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 must be understood in context with all of the reports on limitation policies and the concepts expressed in the policy statement above. The concepts expressed generally deal with the “unlawful, imprudent, unethical or immoral behaviours and practices”. The actual interpretation of ‘cause or allow’ is critical to ensure ongoing reporting of details and full compliance with the policy. Certainly the Chief of Police should not ‘cause’ any unlawful, imprudent, unethical or immoral situations. However, ‘allow’ creates a broader interpretation. If likened to criminal process, to ‘allow’ requires knowledge of the specifics of the behaviours or circumstances, combined with a failure to enact remedial action intended to address the transgression and to prevent a continuation or recurrence. This concept makes eminent sense in the context of Board Policies, Directives and Adequacy Standards, and the Act as a whole. On that basis,

any one incident of misconduct, or a member charged with a crime is not interpreted as the Chief of Police ‘causing or allowing’ any of the above noted behaviours or circumstances. In conjunction with the Professional Standards Unit, members are held accountable through Policy, Legislation, Promotional Assessments (PA) and Performance Development Reviews (PDR). This is also reinforced through Routine Orders and the Chief’s Video messages. I take any breach extremely seriously and reinforce the message throughout the organization.

Data Support:

EXECUTIVE LIMITATION POLICY	CHIEF’S COMMENTS	BOARD MOTION
Adequacy & Effectiveness of Police Services	The policy defines overall compliance with Adequacy Standards and the section on Administration and Infrastructure highlights our Goal of Organizational Excellence.	This Monitoring Report is on the agenda for the July meeting; however I am able to report compliance in the area of Adequacy & Effectiveness of Police Services. Compliant as per M132-12 (May 14, 2012 Board Meeting)
Strategic & Financial Planning	The policy outlines the Service’s fiscal responsibility and among other items the Service’s adherence to financial guidelines and reporting.	Compliant as per M133-13
Treatment of Residents & Visitors	The most salient section of this policy is that, “...the Chief of Police will not cause or allow conditions, procedures, or decisions that are unnecessarily unsafe, undignified or intrusive for anyone.”	This Monitoring Report is on the agenda for the July meeting; however I am able to report compliance in the area of Treatment of Residents and Visitors. Compliant as per M221-12
Treatment of Members	The compliance information in this policy speaks directly to the broadest policy provision of this report across a wide spectrum that encompasses issues such as the need for written policy through to our ability to address potential issues of violence in the workplace.	Compliant as per M169-13
Employment Compensation & Benefits	The most relevant section of this policy relates to ensuring probationary periods for new employees and proper evaluations.	Compliant as per M069-12 (March 6, 2012 Board Meeting. The next monitoring report is scheduled for the December Board meeting.)

EXECUTIVE LIMITATION POLICY	CHIEF'S COMMENTS	BOARD MOTION
Financial Condition & Activities	This report identifies areas of fiscal responsibility and revenue streams. Based on current trends and staffing levels to March 31st, our forecast for the year-end is that spending will be within the \$172.120 million budget.	Compliant as per M069-13 & M13-132-13
Asset Protection	Of significance to this report are the sections highlighting the Risk Management committee as well as audits of seized and found property and unclaimed goods.	Compliant as per M287-12
Succession Planning	The most relevant section of this policy pertains to section number 2 which deals with ensuring supervisors are trained and understand issues surrounding leadership and accountability.	Compliant as per M071-12 (March 6, 2012 Board meeting. The next monitoring report is scheduled for the October Board meeting.)
Assistance to Victims of Crime	This report focused on information from the previous year and of note 3655 referrals were made to our Community Partners for further intervention, assistance or support as required. In 195 cases victims declined any assistance however in all cases they were sent an information package.	Compliant as per M065-13
Audit Function	This report ensures that the Service has the capability to conduct internal audits either through DRPS members or contracted members if external expertise is required.	Compliant as per M170-13
Community Diversity	This monitoring report ensures that the Service must reflect the multicultural, multiracial and pluralistic composition of the Region it serves. This includes bias free job postings and promotions as well as reporting on any issues that involve human rights complaints or allegations of discriminatory practices.	Compliant as per M288-12
Community	The essence of this policy is the	Compliant as per M101-13

Policing	requirement for the Service to find areas of cooperation between the DRPS and the communities it serves. This mirrors the Provincial Mobilization and Engagement model of community policing and it is the intent of the Service is to move communities to more interactivity to the point where they can run various programs with very little input from the police.	
Community Safety	This report contains a considerable amount of statistical information to illustrate that the DRPS is truly one of the safest communities to live work and play. The report includes comparator Services and shows the relative position for a variety of measures.	Compliant as per M153-12
Cost of Policing Service	This report deals with effective and efficient delivery of police service, particularly with respect to cost. The report shows ranking with comparator Police Services in areas of cost per officer, cost per member (sworn and civilian) and cost per capita.	Compliant as per M068-13
Equipment and Use of Force	This report adheres to Reg. 926 of the Police Services Act for dealing with the issuance of equipment pertaining to use of force, deployment, training, and reporting to both the Board and any other Ministry official, as required. The report also contains statistical information on deployment of use of force options with comparisons to previous years.	Compliant as per M131-13
PSA Regulations	This report is designed to illustrate adherence to Provincial Regulations as set out in Adequacy Standards within the Police Services Act. The Service meets or exceeds the requirements as set out in the Act.	Compliant as per M070-13

The Executive Limitations Policies monitoring reports provide the context for compliance across the organization. Compliance with the Global Executive Limitations is based on a state of compliance or non-compliance within the Executive Limitations Policies and the included policy provisions.

The reporting schedule for most of the Executive Limitation Policy monitoring reports has completed a full cycle; however due to a change in the reporting schedule for 2013 some of the reports have not been reviewed in the last twelve months. The reports affected by the change will be brought to the Board during the calendar year as set out in the reporting schedule. The comprehensive nature of these reports, including the measures, outputs and outcomes, forms the basis of compliance with the Global Executive Limitations Policy.

I am able to report compliance with the Global Limitations Policies that have come due in the reporting cycle at this time.

Based on the above proof provided, I report compliance with the policy at this point in the reporting cycle.

Attachments: None