

Classification **PUBLIC**

Meeting **September 12, 2016**

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



Recommended Motion:

THAT the Board finds compliance with all provisions of *Global Executive Limitations*.

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, and Performance Management Plan assessments. 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. Comprehensive reporting is provided on all 6 categories of the Adequacy and Effectiveness of Police Services Regulation.	Compliant as per M210-16
Strategic & Financial Planning	The policy outlines the Service’s fiscal responsibility and among other items the Service’s adherence to financial guidelines and reporting. The Service is currently undertaking the development of the 2017 - 2019 Business Plan and a draft outline has been approved by the Police Services Board. Based on current trends and staffing levels to June 1 st , our forecast for the year-end is that spending will be within the \$187.5 million budget.	Compliant as per M166-16
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.”	Compliant as per M211-16
Treatment of Members	The compliance information in this policy speaks directly to the broadest policy provisions 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 M211-16
Employment Compensation & Benefits	This policy provides details on the following categories: <ul style="list-style-type: none"> ▪ Implementation of CBA agreements and contracts ▪ Employee contracts ▪ Compensations and benefit packages ▪ Obligations and projection of revenues ▪ Equal opportunity employer ▪ Probationary periods 	Compliant as per M405-15 (December 14, 2015 Police Services Board meeting)

EXECUTIVE LIMITATION POLICY	CHIEF'S COMMENTS	BOARD MOTION
Financial Condition & Activities	This report identifies areas of fiscal responsibility and revenue streams.	Compliant as per M165-16
Asset Protection	<p>Of significance to this report is the section highlighting the Risk Management committee and its review of:</p> <ul style="list-style-type: none"> ▪ Vehicle collisions ▪ Suspect apprehension pursuits ▪ Public and internal complaints ▪ SIU incidents ▪ Lawsuits, and ▪ Use of Force reports. 	Compliant as per M373-15 (November 9, 2015 Police Services Board meeting)
Succession Planning	The Deputy Chief vacancy has been filled leading to compliance with section number 3 which requires a minimum two individuals to be proficient and prepared to assume the role of Chief at all times.	Compliant as per M336-15. (October 13, 2015 Police Services Board meeting)
Assistance to Victims of Crime	This policy requires that victims of crime receive and/or are referred in a timely manner to the appropriate level of support according to the severity of the crime, their level of vulnerability and their individual needs. The DRPS also provides specific support to vulnerable sectors.	Compliant as per M083-16
Audit Function	This report ensures that the Service has the capability to conduct internal audits either through DRPS members or contracted services if external expertise is required.	Compliant as per M168-16

EXECUTIVE LIMITATION POLICY	CHIEF'S COMMENTS	BOARD MOTION
Community Diversity	This report ensures that the Service reflects the multicultural, multiracial and pluralistic composition of the Region. 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 M123-16
Community Policing	The essence of this policy is the 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 with the intent of the Service to move communities to more interactivity. The objective is for community partners to lead various programs that are driven by the police and supported by the community. An example of this is the Oshawa HUB, now officially called Durham Connect, for collaborative risk-driven community safety and well-being.	Compliant as per M167-16
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 DRPS relative position for a variety of policing related measures.	Compliant as per M287-15 (September 14, 2015 Police Services Board meeting)
Cost of Policing Service	This report focuses on the cost of police service delivery. The report shows ranking with comparator Police Services in areas of cost per officer, cost per member (sworn and civilian) and cost per capita through the Ontario Municipal Benchmarking Initiative (OMBI).	Compliant as per M084-16

EXECUTIVE LIMITATION POLICY	CHIEF'S COMMENTS	BOARD MOTION
Equipment and Use of Force	<p>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 Ministry official, as required. The report also contains statistical information on deployment of use of force options with comparisons to previous years.</p> <p>The Police Services Board has directed a follow-up report be brought back July 2016 that includes the demographic breakdown of the 44 individuals involved with CEW deployments.</p>	Compliant as per M164-16
PSA Regulations	This report is designed to illustrate adherence to Provincial Regulations as set out in the Adequacy Standards within the Police Services Act. The Service meets or exceeds the requirements as set out in the Act.	Compliant as per M212-16

The individual Executive Limitations Policy monitoring reports provide the context for compliance across the organization. The comprehensive nature of these reports, including the measures, outputs and outcomes, forms the basis of compliance with the Global Executive Limitations Policy.

Compliance with the Global Executive Limitations Policy is based on a state of compliance or non-compliance within the Executive Limitations Policies and the included policy provisions.

The Police Services Board 2015 reporting schedule for the Executive Limitation Policy monitoring reports is in process to complete a full cycle and the remaining reports scheduled to be completed for 2015.

I am able to report compliance with the Global Limitations Policy 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