

Classification **PUBLIC**

Meeting **October 19<sup>th</sup>, 2021**

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:

Oct 6/21

**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 M085-21<br>(March 23 <sup>rd</sup> , 2021 PSB 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 M169-21<br>(May 18 <sup>th</sup> , 2021 PSB Meeting)  |
| 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 M170-21<br>(May 18 <sup>th</sup> , 2021, 2020 PSB Meeting)  |
| Employment Compensation & Benefits          | This policy provides details on the following categories: <ul style="list-style-type: none"> <li>▪ Implementation of CBA agreements and contracts</li> <li>▪ Employee contracts</li> <li>▪ Compensations and benefit packages</li> <li>▪ Obligations and projection of revenues</li> <li>▪ Equal opportunity employer</li> <li>▪ Probationary periods</li> </ul> | Compliant as per M432-20<br>(December 15 <sup>th</sup> , 2020 PSB Meeting)   |
| Financial Condition & Activities            | This report identifies areas of fiscal responsibility and revenue streams.   | Compliant as per M168-21<br>(May 18 <sup>th</sup> , 2021 PSB Meeting)<br><br>And<br><br>Compliant as per M306-21<br>(Sept 21 <sup>st</sup> , 2021 PSB Meeting) |
| Asset Protection                            | Of significance to this report is the section highlighting the Risk Management committee and its review of: <ul style="list-style-type: none"> <li>▪ Vehicle collisions</li> <li>▪ Suspect apprehension pursuits</li> <li>▪ Public and internal complaints</li> </ul>  | Compliant as per M394-20<br>(November 17 <sup>th</sup> , 2020 PSB Meeting)   |



|                                |  |  |
|--------------------------------|--|--|
|                                | <ul style="list-style-type: none"> <li>▪ SIU incidents</li> <li>▪ Lawsuits, and</li> <li>▪ Use of Force reports.</li> </ul>  |  |
| Succession Planning            | <p>Chief Paul Martin retired on Jan 31, 2021 and Interim Chief Todd Rollauer was appointed, with A/Deputy Joe Maiorano being appointed as interim Deputy Chief. Additionally, two inspectors and one S/Sgt were promoted to the rank of Superintendent, two S/Sgt's promoted to the rank of Inspector with one civilian member being promoted to a Civilian Manager.</p> <p>Human Resources consistently updates the Command Team on predicted and actual notifications of retirement.</p> | Compliant as per M336-20<br>(October 21 <sup>st</sup> , 2020 PSB 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 M132-21<br>(April 20 <sup>th</sup> 2021 PSB Meeting)      |
| 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 M131-21<br>(April 20 <sup>th</sup> , 2020 PSB Meeting)    |
| Community Diversity            | <p>This report is a summary of equity and inclusion initiatives that the Service has completed and working towards as we embrace diversity internally as an employer and externally through services provided.</p> <p>The 11 members Diversity Advisory Committee continues to meet with services members as well as our Equity and Inclusion Unit.</p>  | Compliant as per M433-19<br>(December 15 <sup>th</sup> , 2020 PSB Meeting) |
| 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   | Compliant as per M133-21<br>(April 20 <sup>th</sup> , 2021 PSB Meeting)    |

|  |   |  |
|--|---|--|
|  | programs that are driven by the police and supported by the community. Durham Connect continues to be an example for collaborative risk-driven community safety and well-being.   |  |
| Community Safety   | This report contains a considerable amount of statistical information to illustrate that the Region of Durham 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 M308-21<br>(September 21st, 2021 PSB 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 M210-21<br>(June 15 <sup>th</sup> , 2021 PSB Meeting)     |
| 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 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 M167-21<br>(May 18 <sup>th</sup> , 2021 PSB Meeting)      |
| 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 M397-20<br>(November 17 <sup>th</sup> , 2020 PSB Meeting) |
| Acceptance of Donations  | This report is designed to illustrate the adherence that all proposed donations valued at more than \$5,000 are presented for Board approval prior to acceptance. In 2020, \$60,874.26 was received. All the donations on the list met the 9 specific goals including: donation is consistent with the principles outlined in Section 1 of the Police Services Act. | Compliant as per M130-21<br>(April 20 <sup>th</sup> , 2021 PSB Meeting)    |
| Collection of Identifying Information in Certain Circumstances | This report is designed to illustrate the adherence to the policy regarding the Collection of Identifying Information in certain Circumstances. Chief reported compliance with 9 of the 9 provisions, with the exception being policy provision #2.   | Compliant as per M041-21<br>(February 21 <sup>st</sup> , 2021 PSB Meeting) |

|  |   |   |
|--|---|---|
|  | <p>In 2020 there were zero (0) incidents in which an attempt to collect identifying information was made.</p> <p>Due to zero (0) attempted collections in 2020, a thorough review of the performance of all designates under the Regulation, as well as a review regarding the management of the workload associated with the Regulation cannot be conducted.</p> |   |
| Preventing and Responding to Workplace Violence and Harassment | This report is designed to illustrate the importance of a physically and psychologically safe workplace and that all reasonable steps are taken to protect members from workplace violence and harassment and from the risk of domestic violence in the workplace.  | Compliant as per M259-21<br>(July 20 <sup>th</sup> , 2021 PSB Meeting)      |
| Positive Workplace Culture                                     | This report is designed to illustrate the process in which the organization nurtures a positive workplace culture by implementing and maintaining programs and activities   | Compliant as per M260-21<br>(July 20 <sup>th</sup> , 2021 PSB Meeting)      |
| Administration of Human Resources                              | This report is designed to illustrate that human resources are administered with fairness, impartiality, transparency, and efficiency to advance organizational goals and to support individual career development and job satisfaction.  | Compliant as per M261-21<br>(July 20 <sup>th</sup> , 2021 PSB Meeting)      |
| Discipline of Members  | <p>This report is designed to provide information relating to the principles in the imposition of disciplinary measures for both sworn and civilian members which include:</p> <ul style="list-style-type: none"> <li>• Public Interest</li> <li>• Fairness to the police member</li> <li>• Consistency (internal/external)</li> <li>• Efficiency</li> </ul>      | Compliant as per M309-21<br>(September 21 <sup>st</sup> , 2021 PSB Meeting) |

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.



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 2021 reporting schedule for the Executive Limitation Policy monitoring reports is in process to complete a full cycle. The remaining monitoring reports scheduled to be completed for 2021 will be submitted according to the schedule.

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