



REPORT TO THE POLICE SERVICES BOARD

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Date of Report: 5/17/2022

Type of Report: Public

Title: Monitoring Report – Discipline of Members

RECOMMENDED MOTION:

That the Board finds that all provision of the *Discipline of Members Executive Limitations Policy* has been complied with.

I hereby submit my monitoring report on your *Executive Limitations Policy: Discipline of Members* according to the schedule set out. I certify that the information contained in this report is true.

BOARD POLICY STATEMENT:

High levels of public trust and confidence in the police are essential features of a safe community. In order to achieve high levels of trust and confidence, the police must be held accountable, and be perceived to be held accountable, when they engage in conduct that is contrary to the values and high ethical standards that the DRPS strives to uphold. The handling of discipline within the Police Service by the Chief of Police is therefore demonstrative of the DRPS' commitment to the safety and wellbeing of the community.

POLICY APPLICATION:

The Chief of Police shall be guided by consideration of the following principles in the imposition of disciplinary measures of sworn and civilian members, recognizing that each situation is unique and aggravating or mitigating factors may be present including:

- *The public interest*
- *Fairness to the police member*
- *Consistency (internal and external)*
- *Efficiency*

All disciplinary processes and procedures shall be carried out in accordance with legislated requirements.

REPORTING:

Each quarter, a report shall be prepared and presented to the Board that includes a summary of:

- a) The type of misconduct or unsatisfactory work performance that occurred*
- b) The Division and/or Unit that the Member was assigned to when the misconduct occurred*
- c) The number and type of disciplinary measures imposed*
- d) A comparison to the previous reporting period's statistics*

INTERPRETATION OF THE CHIEF OF POLICE:

It is my interpretation of this policy that the Police Service shall have written procedures for holding members accountable when their conduct does not meet acceptable standards. Though each situation is unique, I shall ensure that discipline is administered in accordance with legislated requirements and guided by public interest, fairness, consistency, and efficiency.

I shall demonstrate the Police Service's commitment to safety and well-being through the appropriate handling of discipline of its members and by reporting to the Board: the types of misconduct or unsatisfactory work performance that have occurred, the division or unit where the incident(s) occurred, the types and number of disciplinary measures imposed, and a comparison to the previous reporting period. Further, it is my interpretation that providing the foregoing information according to the reporting schedule set out by the Board satisfies the reporting requirements of this policy.

DATA SUPPORT:

During the second quarter, two matters were resolved involving discipline of members.

1. The type of misconduct or unsatisfactory work performance that occurred.

From March 1st, 2022 and May 17th, 2022 two matters were concluded as a result of Police Service Act (PSA) investigations. The substantiated misconduct identified included one count of Discreditable Conduct and one count of Neglect of Duty.

2. The Division and/or Unit that the Member was assigned to when the misconduct occurred.

Both of the members were assigned to Central East Division.

3. The number and type of disciplinary measures imposed.

The two matters were resolved informally by Police Service Act. The following were the dispositions for each matter:

- Forfeiture of 24 hours without pay
- Letter of reprimand

4. A comparison to the previous reporting period's statistics.

By comparison, two matters were resolved in the second reporting quarter of 2021, which mirrors the number of dispositions during the same time period in 2022.

By comparison, the substantiated misconduct resolved during the second reporting quarter of 2021 were two counts of Discreditable Conduct.

By comparison, the Division and/or Unit that the Members were assigned to when the misconduct occurred in 2021 was one member was from Central East Division and the other member was from the Central Alternative Response Unit.

By comparison, one matter was resolved formally within the PSA hearing process and the other matter was resolved informally by the Police Service Act and/or Civilian Discipline process in the second quarter of 2021. The following were the dispositions for each matter in 2021 during the same time period:

- Demotion from 1st Class to 2nd Class for 13 months
- Forfeiture of 24 hours without pay

In reviewing the dispositions and there are no discernible patterns related to members or work locations.

It should be noted, when comparing the number of dispositions, between quarters or year over year, that there are a variety of factors for consideration that impact the time to resolution of discipline, including:

- Criminal charges – Members facing criminal charges will have their PSA matters stood down, at the request of the crown, until the completion of the criminal proceedings.
- Medical – The medical needs of a member, will at times result in adjournment requests and subsequent granting of the adjournment.
- Multiple PSA matters – Should a member be facing multiple PSA matters, subsequent sentencing may be deferred until the resolution of other matters, in order that the hearing officer may consider progressive discipline.
- SIU Investigations – Incidents that meet SIU mandate are not investigated until the conclusion of the SIU process.

Report Approval Details

Document Title:	Monitoring Report - Discipline of Members.docx
Attachments:	
Final Approval Date:	Jun 6, 2022

This report and all of its attachments were approved and signed as outlined below:



Todd Rollauer