



## REPORT TO THE POLICE SERVICES BOARD

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Author: Inspector Don Patrick

Date of Report: 10/4/2022

Type of Report: Public

Title: Global Executive Limitations

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### RECOMMENDATION

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

### 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	<u>CHIEF’S COMMENTS</u>	BOARD MOTION
Adequacy & Effectiveness of Police Services	The policy defines overall compliance with Adequacy Standards. Comprehensive reporting is provided on all 6 categories of	Compliant as per M083-22 March 22, 2022 PSB Meeting)

	the Adequacy and Effectiveness of Police Services Regulation.	
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 M168-22 (May 17 <sup>th</sup> , 2022 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 M169-22 (May 17 <sup>th</sup> , 2022 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 M461-21 (December 21 <sup>st</sup> , 2021 PSB Meeting)
Financial Condition & Activities	This report identifies areas of fiscal responsibility and revenue streams.	Compliant as per M167-22 (May 17 <sup>th</sup> , 2022 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> <li>▪ SIU incidents</li> <li>▪ Lawsuits, and</li> <li>▪ Use of Force reports.</li> </ul>	Compliant as per M406-21 (November 16 <sup>th</sup> , 2021 PSB Meeting)
Succession Planning	In February of 2022, Glenn Courneyea was confirmed to the rank of Superintendent. As well, a Superintendent process was finalized in February 2022 resulting in Inspectors Paul Hallett and Ryan Connolly being eligible for promotion. Inspector Hallett is currently in an acting role as the Superintendent in Operations. In April of 2022, three Staff Sergeants were promoted to the rank of Inspector, along with the promotion of 12 Sergeants. The service also promoted 2 civilian members to supervisor positions in People, Development and Learning as well one member in Health and Wellness. Additionally another civilian member was promoted to the supervisor position in	Compliant as per M409-21 (November 16 <sup>th</sup> , 2021 PSB Meeting)

	<p>Corporate communications, as well as a member to the supervisor role in Facilities.</p> <p>Human Resources consistently updates me on predicted and confirmed notifications of retirement. I am also cognizant that there are a number of Inspectors, and Civilian Managers that are eligible for retirement by the end of 2022. The processes mentioned above will allow me to better address any vacancy that will arise.</p>	
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 M131-22 (April 19 <sup>th</sup> , 2022 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 M30-22 (April 19 <sup>th</sup> , 2022 PSB Meeting)
Community Diversity	<p>This report confirms that the Service reflects the multicultural, multiracial and pluralistic composition of the Region. Additionally, the report ensures that the Service embraces diversity internally as an employer and externally through services provided.</p> <p>The 11 members Diversity Advisory Committee continues to meet with service members as well as our Equity and Inclusion Unit.</p>	Compliant as per M462-21 (December 21 <sup>st</sup> , 2021 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 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.	Compliant as per M132-22 (April 19 <sup>th</sup> , 2022 PSB Meeting)
Community Safety	This report contains a considerable amount of statistical information to illustrate that	Compliant as per M308-21 (September 21 <sup>st</sup> , 2021 PSB Meeting)

	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.	
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 M050-22 (February 15 <sup>th</sup> , 2022 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 M166-22 (May 17 <sup>th</sup> , 2022 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 (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 2021, \$19,602.37 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 M129-22 (April 19 <sup>th</sup> , 2022 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 M047-22 (February 15 <sup>th</sup> , 2022 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.

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 2022 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 2022 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

## Report Approval Details

Document Title:	Global Executive Limitations.docx
Attachments:	
Final Approval Date:	Oct 6, 2022

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

Joseph Maiorano

A handwritten signature in black ink, appearing to be 'Todd Rollauer', with a stylized, somewhat abstract shape.

Todd Rollauer