



## REPORT TO THE POLICE SERVICES BOARD

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Author: Inspector James Lamothe #691

Date of Report: 1/25/2023

Type of Report: Public

Title: Monitoring Report – Discipline of Members

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### RECOMMENDED MOTION:

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

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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.

**\*\*Please note\*\*** the reporting period has changed from the previous year's report. This report is reporting on the fourth quarter of 2022 and moving forward all reports will be reporting on the previous quarter.

## **DATA SUPPORT:**

During the fourth quarter in 2022, six members who were investigated resulted in discipline.

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

From October 1<sup>st</sup>, to December 31<sup>st</sup> 2022, six members were disciplined as a result of Police Service Act (PSA) investigations. The substantiated misconduct identified included five counts of Discreditable Conduct, two counts of Insubordination and one count of Unlawful or Unnecessary Exercise of Authority.

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

The members worked at Central West, Central East, North Division, West Division and Court Services.

### **3. The number and type of disciplinary measures imposed.**

Two matters were resolved formally within the PSA hearing process. As is required by section 85(8) of the PSA, notification to the Board is required when penalty imposed or actions are taken under section 85, subsections (1), (2), (3) or (7), and accordingly, the matters will be reported on at the January Board meeting.

The following were the discipline decisions for each file:

- Forfeiture of 60 hours without pay
- Demoted from 1<sup>st</sup> Class Constable to 2<sup>nd</sup> Class Constable for 3 months

Four of the investigations were resolved informally as per the Police Service Act. The following were the dispositions for each file:

- Forfeiture of 24 hours without pay
- Letter of Reprimand
- Forfeiture of 36 hours without pay + 1 hour Use of Force & Arrest Training to be completed at the Education & Training Centre (ETC)
- Forfeiture of 12 hours without pay

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

By comparison, two member's investigations were resolved between October 1<sup>st</sup> to December 31<sup>st</sup>, 2021.

The substantiated misconduct resolved were two counts of Discreditable Conduct.

By comparison, the Division and/or Unit that the Members were assigned to when the misconduct occurred was the Financial Crimes and Mental Health Unit.

One investigation was resolved formally within the PSA hearing process. As is required by section 85(8) of the PSA, notification to the Board is required when penalty imposed or actions are taken under section 85, subsections (1), (2), (3) or (7), and accordingly, the matter was reported during the December 2021 Board Meeting. The penalty imposed was Demotion from 1<sup>st</sup> Class to 2<sup>nd</sup> Class Constable for 12 months.

The other investigation was resolved informally by Police Service Act Discipline process. Forfeiture of 72 hours to be worked without pay was the disposition imposed in this file.

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

## Report Approval Details

Document Title:	Discipline of Members 2023b.docx
Attachments:	
Final Approval Date:	Jan 10, 2023

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

A handwritten signature in black ink, appearing to be 'Todd Rollauer', written in a cursive style.

Todd Rollauer