



**HALDIMAND COUNTY  
POLICE SERVICES BOARD**

**AGENDA**

**DATE:** September 28, 2016  
**TIME:** 9:30 a.m.  
**PLACE:** Community Boardroom, O.P.P Detachment, Cayuga

---

Page

**1. CALL TO ORDER**

**2. DISCLOSURES OF INTEREST**

**3. ADDITIONS TO AGENDA**

**4. ADOPTION OF MINUTES**

4.1 Minutes from the regular meeting of June 22, 2016

1

**5. BUSINESS ARISING FROM MINUTES**

**6. DEPUTATIONS**

None

**7. CORRESPONDENCE**

None

**8. REPORTS**

8.1 Monthly Report from the Detachment Commander  
(*enclosed separately*)

8.2 Board Financials and Current Reserve Figures

5



8.3 Haldimand County Provincial Offences Act Ticket Issuance Statistics

7

**9. NEW BUSINESS**

9.1 OAPSB Police Services Act Rewrite Survey

9

9.2 Speeding Concerns – Dunnville area

9.3 Foot Patrol

**10. OTHER BUSINESS**

10.1 Verbal update on Recognition Night

10.2 Zone 4 Meeting October 28, 2016 Niagara Regional Police  
Headquarters

**11. CLOSED SESSION**

None

**12. DATE AND TIME OF NEXT MEETING:**

Wednesday October 26, 2016 at 9:30 a.m. in the Community Boardroom,  
Haldimand County OPP Detachment, Cayuga

**13. ADJOURNMENT**

**Peggy Scott,  
Police Services Board Administrator**



**HALDIMAND COUNTY POLICE SERVICES BOARD**

**MINUTES**

**Wednesday, June 22, 2016**  
**Community Boardroom, O.P.P. Detachment, Cayuga**  
**9:30 a.m.**

---

**PRESENT:** Jack Esselment, Chair  
Bernie Corbett, Vice Chair  
Ken Hewitt, Member  
David Welch, Member

**ALSO PRESENT:** Peggy Scott, Police Services Board Administrator  
Inspector Phil Carter, Detachment Commander, Haldimand  
County OPP  
Staff Sergeant Belinda Rose, Haldimand County O.P.P.

**ABSENT:** Stewart Patterson, Member

**CALL TO ORDER**

The Chair called the meeting to order at 9:30 a.m.

**DISCLOSURES OF INTEREST**

None

**ADDITIONS TO THE AGENDA**

Responding to Speeding Complaints

**ADOPTION OF MINUTES**

Minutes from the regular meeting of May 25, 2016

**MOTION: Moved by D. Welch and Seconded by B. Corbett**  
**THAT the Haldimand County Police Services Board hereby adopts the minutes of**  
**the regular meeting of the Board held on May 25, 2016, as presented.**

CARRIED (Unanimously 4-0)

**BUSINESS ARISING FROM MINUTES**

None

**DEPUTATIONS**

None

**CORRESPONDENCE**

Correspondence from OPP Municipal Policing Bureau dated June 7, 2016 RE: New Report Available Related to Current Billable Calls for Service (CFS)

Inspector Carter gave an overview of the new report. Discussion ensued.

**MOTION: Moved by D. Welch and Seconded by B. Corbett THAT the correspondence from OPP Municipal Policing Bureau dated June 7, 2016 RE: New Report Available Related to Current Billable Calls for Service (CFS) be received as information.**

CARRIED (Unanimously 4-0)

**REPORTS**

Monthly Report from Detachment Commander, Inspector P. Carter.

Inspector Carter reviewed the reports with the Board noting violent crimes, property crimes and drug crimes are down. Clearance rates are up. Foot patrols are down. Discussion ensued.

**MOTION: Moved by D. Welch and Seconded by B. Corbett THAT the O.P.P. report for the month of May, 2016 from Inspector Phil Carter be hereby received as presented.**

CARRIED (Unanimously 4-0)

Board Financial Reports and Current Reserve Figures

**MOTION: Moved by B. Corbett and Seconded by D. Welch THAT the Haldimand County Police Services Board hereby approves the Board Financials and Current Reserve Figures dated June 10, 2016, as presented.**

CARRIED (Unanimously 4-0)

Monthly Provincial Offences Ticket Issuance Statistics

**MOTION: Moved by B. Corbett and Seconded by D. Welch THAT the Haldimand County Police Services Board hereby receives the May, 2016 Provincial Offences Ticket Issuance Statistics, as presented.**

CARRIED (Unanimously 4-0)

**NEW BUSINESS**

None

**OTHER BUSINESS**

Crime Stoppers Annual Golf Tournament

**MOTION: Moved by B. Corbett and Seconded by D. Welch**  
**THAT the Haldimand County Police Services Board support the Haldimand Norfolk Crimestoppers 2016 golf tournament with a \$200. donation from the appropriate budget line.**

CARRIED (Unanimously 4-0)

Summer Meeting Schedule

**MOTION: Moved by B. Corbett and Seconded by D. Welch**  
**THAT the Haldimand County Police Services Board hereby cancels its regularly scheduled meeting for July 27 and August 24, 2016, unless otherwise precluded by the call of the Chair.**

CARRIED (Unanimously 4-0)

Responding to Speeding Complaints

Inspector Carter advised the Board that when a speeding complaint is received the speed spy device is placed in the area to gather data on traffic speeds. Once the information is received it is then relayed back to the complainant. If the data indicates that there is a speeding problem an officer would be put in this location.

**CLOSED SESSION**

None

**DATE AND TIME OF NEXT MEETING**

The next meeting of the Board was set for Wednesday, September 28, 2016, at 9:30 a.m. in the Community Boardroom of O.P.P. Detachment in Cayuga.

**ADJOURNMENT**

**MOTION: Moved by B. Corbett and Seconded by D. Welch  
THAT the Haldimand County Police Services Board hereby adjourns this meeting  
at 10:40 a.m.**

CARRIED (Unanimously, 4-0)

\_\_\_\_\_  
CHAIR

\_\_\_\_\_  
SECRETARY TO COMMITTEE



**Haldimand County**  
 2016 Police Services Board

Run Date: 9/15/16 10:06 AM

|  | 2015          | 2015           | 2015         | 2016          | 2016           | 2016          |
|--|---------------|----------------|--------------|---------------|----------------|---------------|
|  | YTD           | Revised Budget | Variance     | YTD           | Revised Budget | Variance      |
|  | Actuals       | Budget         |              | Actuals       | Budget         |               |
| <b>EXPENDITURES:</b>                         |               |                |              |               |                |               |
| 1110 General Activity                        |               |                |              |               |                |               |
| Salaries & Wages                             |               |                |              |               |                |               |
| G.241.1110.3100.3127 Honoraria               | 20,506        | 21,200         | 694          | 14,251        | 21,200         | 6,949         |
| Employee Benefits                            |               |                |              |               |                |               |
| G.241.1110.3200.3265 Part-time Stat Benefits | 718           | 610            | (108)        | 260           | 760            | 500           |
| Other Supplies                               |               |                |              |               |                |               |
| G.241.1110.4500.4510 Donations/Gifts         | 800           | 1,000          | 200          | 754           | 1,000          | 246           |
| G.241.1110.4500.4520 Promotional/Event Sup   |               | 440            | 440          |               | 440            | 440           |
| Employee Expenses                            |               |                |              |               |                |               |
| G.241.1110.5100.5110 Meeting Expenses        | 133           | 150            | 17           | 97            | 150            | 53            |
| G.241.1110.5100.5115 Travel Expenses         | 1,302         | 1,500          | 198          | 475           | 1,500          | 1,025         |
| G.241.1110.5100.5125 Memberships & Assoc     | 2,792         | 2,750          | (42)         | 2,848         | 2,850          | 2             |
| G.241.1110.5100.5130 Professional Developm   | 678           | 4,850          | 4,172        | 1,531         | 4,850          | 3,319         |
| Grants & Donations                           |               |                |              |               |                |               |
| G.241.1110.6600.6620 Sponsorship             | 200           | 800            | 600          | 700           | 800            | 100           |
| 2450 PSB Reserve Fund Transactions           |               |                |              |               |                |               |
| Other Contracts                              |               |                |              |               |                |               |
| G.241.2450.5600.5655 Commissions             | 83            |                | (83)         | 28            |                | (28)          |
| Transfers to Own Funds                       |               |                |              |               |                |               |
| G.241.2450.9200.9279 Police Reserve Fund     | 459           |                | (459)        | 184           |                | (184)         |
| <b>TOTAL EXPENDITURES</b>                    | <b>27,671</b> | <b>33,300</b>  | <b>5,629</b> | <b>21,128</b> | <b>33,550</b>  | <b>12,422</b> |
| <b>REVENUES:</b>                             |               |                |              |               |                |               |
| 2450 PSB Reserve Fund Transactions           |               |                |              |               |                |               |
| Rental/Recoveries                            |               |                |              |               |                |               |
| G.241.2450.2200.2266 Recoveries              |               |                |              | (214)         |                | 214           |
| Other Revenues                               |               |                |              |               |                |               |
| G.241.2450.2400.2445 Auction Proceeds        | (542)         |                | 542          | (212)         |                | 212           |
| <b>TOTAL REVENUES</b>                        | <b>(542)</b>  |                | <b>542</b>   | <b>(426)</b>  |                | <b>426</b>    |
| <b>NET LEVY</b>                              | <b>27,129</b> | <b>33,300</b>  | <b>6,171</b> | <b>20,702</b> | <b>33,550</b>  | <b>12,848</b> |

**POLICE RESERVE FUND****G.952.0001.1900.1979****Purpose of Reserve Fund:**

The Police Reserve Fund is used to finance policing related activities as approved by the Haldimand County Police Services Board. The Police Reserve Fund is for the sole use of the Police Services Board, to be used at their discretion.

[Back to Overall Summary](#)

|  | 2014            | 2015              | 2016              |
|--|-----------------|-------------------|-------------------|
|  | <u>ACTUALS</u>  | <u>PROJECTION</u> | <u>PROJECTION</u> |
|  | \$              | \$                | \$                |
| Opening Balances, January 1  | <u>5,992.71</u> | <u>3,587.60</u>   | <u>4,122.05</u>   |
| Sources of Funds:  |                 |                   |                   |
| Proceeds from unclaimed property/beer bottle returns/property disposal | 150.06          |                   |                   |
| Interest   | 108.38          | 75.73             |                   |
| Proceeds from On-line Auction  | 1,297.26        | 458.72            | 183.74            |
| Total Source of Funds  | <u>1,555.70</u> | <u>534.45</u>     | <u>183.74</u>     |
| Use of Funds:  |                 |                   |                   |
| Speed Statistics Radar and Data Logger                                 | 2,460.81        |                   |                   |
| ATV Stretcher Trailer  | 1,500.00        |                   |                   |
| Total Uses of Funds  | <u>3,960.81</u> | <u>0.00</u>       | <u>0.00</u>       |
| Closing Balance, December 31   | <u>3,587.60</u> | <u>4,122.05</u>   | <u>4,305.79</u>   |

**HALDIMAND COUNTY PROVINCIAL OFFENCES ACT  
TICKET ISSUANCE STATISTICS**

| Month /<br>Year | 2001        | 2002        | 2003        | 2004        | 2005        | 2006        | 2007        | 2008        | 2009        | 2010        | 2011        | 2012        | 2013        | 2014        | 2015        | 2016        |
|-----------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| JAN             |             | 727         | 266         | 316         | 252         | 364         | 230         | 1089        | 541         | 220         | 300         | 229         | 219         | 367         | 279         | 217         |
| FEB             |             | 375         | 321         | 301         | 234         | 285         | 202         | 613         | 453         | 184         | 198         | 169         | 181         | 403         | 201         | 205         |
| MAR             | 176         | 491         | 420         | 330         | 287         | 305         | 378         | 870         | 698         | 170         | 333         | 304         | 373         | 396         | 273         | 248         |
| APR             | 485         | 658         | 331         | 332         | 448         | 279         | 458         | 698         | 665         | 234         | 231         | 288         | 719         | 499         | 566         | 211         |
| MAY             | 647         | 572         | 466         | 349         | 618         | 352         | 561         | 739         | 736         | 347         | 261         | 333         | 596         | 414         | 422         | 202         |
| JUN             | 482         | 964         | 261         | 341         | 546         | 291         | 405         | 641         | 688         | 214         | 266         | 289         | 453         | 353         | 398         | 197         |
| JUL             | 401         | 332         | 713         | 218         | 441         | 329         | 809         | 638         | 559         | 334         | 292         | 342         | 442         | 335         | 567         | 171         |
| AUG             | 527         | 540         | 629         | 351         | 680         | 537         | 815         | 618         | 583         | 479         | 327         | 227         | 415         | 246         | 336         | 272         |
| SEPT            | 450         | 400         | 712         | 508         | 384         | 328         | 649         | 493         | 364         | 301         | 283         | 305         | 413         | 261         | 238         |             |
| OCT             | 419         | 500         | 542         | 466         | 406         | 388         | 1011        | 741         | 329         | 132         | 292         | 283         | 432         | 314         | 242         |             |
| NOV             | 423         | 323         | 285         | 424         | 292         | 348         | 798         | 618         | 304         | 188         | 301         | 284         | 406         | 276         | 302         |             |
| DEC             | 333         | 195         | 392         | 202         | 229         | 184         | 613         | 468         | 177         | 116         | 161         | 172         | 409         | 358         | 200         |             |
| <b>Total</b>    | <b>4343</b> | <b>6077</b> | <b>5338</b> | <b>4138</b> | <b>4817</b> | <b>3990</b> | <b>6929</b> | <b>8226</b> | <b>6097</b> | <b>2919</b> | <b>3245</b> | <b>3225</b> | <b>5058</b> | <b>4222</b> | <b>4024</b> | <b>1723</b> |

**Note:** The above figures reflect tickets issued in Haldimand County from all sources including Haldimand County By-law Enforcement, the O.P.P., Ministry of the Environment, Ministry of Natural Resources, etc. they do not include Part II (Parking) issued offences. 2001 statistics in effect as of March 26, 2001 when Haldimand County POA office commenced operation

## Comprehensive POA Stats - 2016

| Legislation / By-law Reference               | JAN                             | FEB        | MAR        | APR        | MAY        | JUN        | JUL        | AUG        | SEP      | OCT      | NOV      | DEC      |
|--|---------------------------------|------------|------------|------------|------------|------------|------------|------------|----------|----------|----------|----------|
| <b>Summary of Charges Laid by OPP</b>        |                                 |            |            |            |            |            |            |            |          |          |          |          |
| Highway Traffic Act (Part I - ticket)        | 186                             | 184        | 180        | 154        | 164        | 167        | 129        | 184        |          |          |          |          |
| Highway Traffic Act (Part III - information) | 23                              | 19         | 59         | 50         | 45         | 14         | 16         | 35         |          |          |          |          |
| Parking By-laws (Part II)                    | By-law 307/02                   | 2          | 18         | 2          | 1          | 3          | 1          | 0          | 1        |          |          |          |
|  | By-law 302/02 (snow)            | 2          | 1          | 7          |            |            |            |            |          |          |          |          |
| Discharge Firearms                           | By-law 41-74                    |            |            |            |            |            |            |            |          |          |          |          |
|  | By-law 38-74                    |            |            |            |            |            |            |            |          |          |          |          |
|  | By-law 11-79                    |            |            |            |            |            |            |            |          |          |          |          |
| Noise  | By-law 1435/14                  |            |            |            |            |            |            |            |          |          |          |          |
| Air Burning                                  | 1376/13 & 1021/04               |            |            |            |            |            |            |            |          |          |          |          |
| Late Filed Part I Tickets                    | these #'s not included in total | 3          | 2          | 2          | 1          | 2          | 3          | 6          |          |          |          |          |
| <b>Total of all Charges Laid</b>             | <b>213</b>                      | <b>222</b> | <b>248</b> | <b>205</b> | <b>182</b> | <b>182</b> | <b>145</b> | <b>220</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
| <b>OPP Total: 1617</b>                       |                                 |            |            |            |            |            |            |            |          |          |          |          |

|  |                      |           |           |          |            |           |           |           |          |          |          |          |
|--|----------------------|-----------|-----------|----------|------------|-----------|-----------|-----------|----------|----------|----------|----------|
| <b>Summary of Charges Laid by County Staff</b> |                      |           |           |          |            |           |           |           |          |          |          |          |
| Discharge Firearms                             | By-law 41-74         |           |           |          |            |           |           |           |          |          |          |          |
|  | By-law 38-74         |           |           |          |            |           |           |           |          |          |          |          |
|  | By-law 11-79         |           |           |          |            |           |           |           |          |          |          |          |
| Noise  | By-law 1435/14       |           |           |          |            |           |           |           |          |          |          |          |
| Property Standards                             | By-law 730/06        |           |           |          |            |           |           |           |          |          |          |          |
| Air Burning                                    | By-law 1376/13       |           |           |          |            |           |           |           |          |          |          |          |
|  | By-law 1021/04       |           |           |          |            |           | 2         |           |          |          |          |          |
|  | By-law 36(1)(a)      |           |           |          |            |           |           |           |          |          |          |          |
| Planning Act                                   | 562(67)(1)           |           |           |          |            |           |           |           |          |          |          |          |
| Haldimand-Norfolk Tree By-law                  | By-law 15-00         |           |           |          |            |           |           |           |          |          |          |          |
| Salvage yard / Scrap Metal Bins                | By-law 1507/15       |           |           |          |            |           |           |           |          |          |          |          |
| Parking By-laws (Part II)                      | By-law 307/02        | 39        | 24        | 25       | 9          | 129       | 30        | 37        | 25       |          |          |          |
|  | By-law 302/02 (snow) | 24        | 13        | 21       |            |           |           |           |          |          |          |          |
| <b>Total of all Charges Laid</b>               | <b>63</b>            | <b>37</b> | <b>46</b> | <b>9</b> | <b>129</b> | <b>32</b> | <b>37</b> | <b>25</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
| <b>Staff Total: 378</b>                        |                      |           |           |          |            |           |           |           |          |          |          |          |

|  |          |          |          |          |           |           |           |           |          |          |          |          |
|--|----------|----------|----------|----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|
| <b>Summary of Charges Laid by Other Enforcement Agencies</b>               |          |          |          |          |           |           |           |           |          |          |          |          |
| Ministry of Natural Resources and Forestry                                 |          |          |          | 2        | 5         | 10        | 24        | 44        |          |          |          |          |
| Welland & District Society for the Prevention of Cruelty to Animals (SPCA) | 1        |          | 1        |          | 13        | 3         |           | 7         |          |          |          |          |
| Ministry of Finance  |          | 2        | 6        | 5        | 1         |           |           |           |          |          |          |          |
| Ministry of Revenue  |          |          |          |          | 2         |           |           |           |          |          |          |          |
| Ministry of Transportation   |          |          |          |          |           |           |           |           |          |          |          |          |
| Ministry of Environment  | 2        |          | 2        |          |           | 1         | 2         |           |          |          |          |          |
| Ministry of Labour   | 5        |          |          |          | 2         |           |           | 2         |          |          |          |          |
| Ministry of Agriculture, Food & Rural Affairs                              |          |          |          |          |           |           |           |           |          |          |          |          |
| Ontario College of Trades  |          |          |          |          |           |           |           |           |          |          |          |          |
| Health Protection Act  |          |          |          |          |           |           |           |           |          |          |          |          |
| <b>Total of all Charges Laid</b>   | <b>8</b> | <b>2</b> | <b>9</b> | <b>7</b> | <b>23</b> | <b>14</b> | <b>26</b> | <b>53</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
| <b>Other Enforcement Agency Total: 142</b>                                 |          |          |          |          |           |           |           |           |          |          |          |          |

\*Note: Total Charges (Excluding Parking) reflects what is recorded and reported regularly to Council (through the Council Information Package) and PSB for year-by-year historical trends. The historical trends spreadsheet does not capture parking tickets.

|   |             |
|---|-------------|
| <b>*Total Charges (Excluding Parking)</b> | <b>1723</b> |
| OPP Issued Parking Charges                | 38          |
| Staff Issued Parking Charges              | 376         |
| <b>Total Parking Charges Issued</b>       | <b>414</b>  |
| <b>Total of All 2016 Charges</b>          | <b>2137</b> |



The aim of this survey is confirm the needs and expectations of the OAPSB membership regarding the rewrite of the Police Services Act (PSA)—otherwise known as the "Strategy for a Safer Ontario". The survey is based on the submissions from: Durham Region PSB, London PSB, Peel PSB, York PSB, Toronto PSB, Temiskaming Shores PSB, and OAPSB. These submissions are posted at [http://www.oapsb.ca/psa\\_rewrite\\_member\\_submissions/](http://www.oapsb.ca/psa_rewrite_member_submissions/).

Each member board is requested to involve all their board members in completing the survey, and submit one (and only one) response per board.

Board identification is requested for auditing purposes only, and will not be disclosed.

The survey results will inform our PSA re-write advocacy efforts this Fall and Winter, 2016, on behalf of all members. To this end, your input is critical!

Thank you in advance for your continued service and support.

Eli El-Chantiry  
President

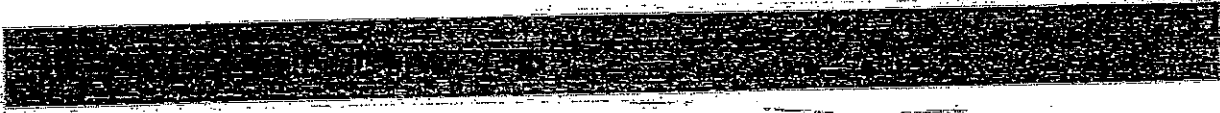
\* 1. Please identify your board type:

- Section 10 (OPP)
- Section 31 (Municipal)
- Section 5.1 (CPAC)
- First Nations
- I don't know (Please enter your first name, last name and email address below and we will look-up your board type.)

---



---



\* 2. Identify your Board:

- Acramston Blount, Township - Section 10
- Alkwick (including Township) - OPP - Section 10
- Arden Township (OPP) - Section 10
- ...

- West Perth (OPP) - Section 10
- Windsor - Section 31
- Woodstock - Section 31
- York Region - Section 31
- Our board is not on this list.

If your board isn't listed, please specify your board:

**Police Services Act (PSA) Survey - Copy**

\* 3. Generally speaking, rank in order of importance the following priorities for PSA legislative reform (1 is most important, 5 is least important).

|                      |  |                              |
|----------------------|--|------------------------------|
| <input type="text"/> | Strengthening police governance  | <input type="checkbox"/> N/A |
| <input type="text"/> | Facilitating alternate service delivery options, including outsourcing                 | <input type="checkbox"/> N/A |
| <input type="text"/> | Mandating police cooperation with other health and social agencies                     | <input type="checkbox"/> N/A |
| <input type="text"/> | Improving police oversight (OIPRD, OCPC, SIU)  | <input type="checkbox"/> N/A |
| <input type="text"/> | Modernizing labour relations (for example: arbitration, suspensions without pay, etc.) | <input type="checkbox"/> N/A |

**Police Services Act (PSA) Survey - Copy**

4. Please specify your board's views on these proposals for PSA legislative reform:

|   |                       |                       |                       |
|---|-----------------------|-----------------------|-----------------------|
|   | Agree                 | Disagree              | N/A                   |
| The safety of our communities should be legislatively recognized as a foundation for social wellbeing and economic prosperity | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|  | Agree                 | Disagree              | N/A                   |
|--|-----------------------|-----------------------|-----------------------|
| Engaging the public and community groups on an ongoing basis should become a more entrenched feature of police governance  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The Police Services Act needs to instill a greater degree of public representation into governance processes.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The Police Services Act must provide greater precision and clarity regarding the roles of Boards and Police Chiefs   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There should be mandatory training for new board members on what is expected of them, and what constitutes misconduct  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There should be mandatory training for boards on how to govern as a team   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There should be performance standards for boards   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Boards should be evaluated against governance performance standards (rather than today's Adequacy Standards for boards)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| OPP cost estimates/budgets, and bills, should be approved by Section 10 boards who then submit them to the municipal government  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The majority of board members should continue to be appointed by the local municipality (rather than the Provincial Government)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| All appointments to police boards should be subject to a background check that provides evidence of suitability (standards of which must be established province-wide) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|  | Agree                 | Disagree              | N/A                   |
|--|-----------------------|-----------------------|-----------------------|
| The police chief should be able to suspend, without pay, officers charged with egregious offenses/misconduct   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Processes regarding police officer misconduct need to be simplified and more reflective of general labour practices in Ontario   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Penalties for officer misconduct, up to and including dismissal, need to be simplified and more reflective of general labour practices in Ontario  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Post-secondary education (i.e. college and/or university) should be a prerequisite to becoming a police officer  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Police officers should be professionally accredited, like lawyers, accountants, engineers, etc.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Today's generalist model of police organization (general patrol, general investigation) needs to become more specialized, in order to address new and emerging threats such as cybercrimes | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Police board decision-making needs to be evidence-based, and boards must be ensured the timely provision of relevant decision-information  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Outcome-based performance metrics for police need to replace today's process/resource/activity-based Adequacy Standards  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Police boards should have the authority to lay-off police and civilian employees, not CCPC   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



|   | Agree                 | Disagree              | N/A                   |
|---|-----------------------|-----------------------|-----------------------|
| The government must specify what police functions must be performed by a police officer, and only a police officer. Police boards must be legislatively authorized to determine who will fulfill non-core functions in their community. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Human Resources, Finance and Legal advisors should be excluded from bargaining-unit (Association) membership, like Chiefs and Deputy Chiefs   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| All Uniformed and Civilian police management should be excluded from bargaining-unit (Association) membership, like Chiefs and Deputy Chiefs  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Boards should be <u>allowed</u> to delegate the bargaining process to professionals not on the board  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Boards should be <u>expected</u> to delegate the bargaining process to professionals not on the board   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Arbitrators should be compelled to consider non-police comparators, such as a municipalities non-police employee groups, in their determinations  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Arbitrators should be compelled to explain how and to what extent mandatory factors were considered in rendering their decisions, and mandated to duly consider all legislated decision factors   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|  | Agree                 | Disagree              | N/A                   |
|--|-----------------------|-----------------------|-----------------------|
| Police boards should approve bargaining mandates and ratify collective agreements; collective bargaining itself should be conducted by (police) management, with external assistance as required (like every other sector in Canadian society)         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Police boards, through community engagement and surveys, should be determining the strategic outcomes and limitations for policing in the community; police chiefs should be developing the action plans to achieve those outcomes within those limits | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Police board member selection should be based on fulfillment of required governance competencies as determined by the Ministry   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Police board member selection should be based on fulfillment of required governance competencies as determined by each police board  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Police recruits should complete an accredited post-secondary program prior to selection as a police recruit (like teachers, nurses, etc.)  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Mandatory board training should be the responsibility of the provincial government   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The provincial government should accredit and fund board training developed and delivered by OAPSB on the government's behalf  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|   | Agree                 | Disagree              | N/A                   |
|---|-----------------------|-----------------------|-----------------------|
| Board members must have sufficient understanding of public safety issues to collectively make decisions regarding strategic direction for the police service                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Progression through the constable classes (4th, 3rd, 2nd, 1st) needs to be slowed down, and not just based on 'time served'   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Boards should appoint special constables within their jurisdiction, rather than just 'recommend' for Provincial Government approval   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Board should have the flexibility and authority to select a composite of service providers from a variety of suppliers - police and non-police, public and private sector-based | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There should be a standardized MOU between a special constable employer (e.g. college, transit system, etc.) and the police board that appoints them                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Oversight of special constables should be similar to oversight of police officers, as both may use force against other people in certain circumstances                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Board roles must be clarified before prescribing board composition, member competencies, training, etc.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Boards exist to govern resources, not manage them; human resource management should be delegated to the Chief/Detachment Commander  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|  | Agree                 | Disagree              | N/A                   |
|--|-----------------------|-----------------------|-----------------------|
| Board polices need to specify what the police service/detachment is to achieve, not how it functions   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Boards need to evaluate how well the overall police service performances, not just the Chief   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Police budgeting needs to reflect programs, not lines, in order to be able to show the value to the community  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Boards need to be larger, in order to perform all their governance duties, and better reflect community diversity                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Board training needs to be developed and delivered by people that understand governance, and can teach   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Boards must have direct access to the information and the independent expert assistance/advice they need to fulfill their roles and responsibilities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Reading legislation to new board members is not adequate training  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Board training needs to develop critical thinking, analysis and decision-making skills   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| OPP boards should have a say in the Provincial Government's mandate for OPP collective bargaining  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| "Coordinated" bargaining amongst police employers should continue  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Bargaining police collective agreements should be "centralized" in Ontario   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|  | Agree                 | Disagree              | N/A                   |
|--|-----------------------|-----------------------|-----------------------|
| Section 10 (OPP) boards should be amalgamated at the county/district level, and larger, for greater influence, to best serve the community | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Section 10 (OPP) boards should not be amalgamated at the Detachment level, to simplify oversight for the Detachment Commander              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Geography should be a key factor in determining whether or not to amalgamate Section 10 (OPP) boards, especially in Northern Ontario       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Board members need to be compensated in accordance with the importance and gravity of their roles and responsibilities                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**Police Services Act (PSA) Survey - Copy**

5. Are there any additional Police Act issues that you think need to be addressed?

6. Please verify that your entire board participated in this survey, as requested:

- Yes they did
- No they did not

**Police Services Act (PSA) Survey - Copy**

Thank you for completing the survey.

Please be reminded that we are seeking majority participation from all individuals on your board.

Please forward this survey link to all members of your board, if not done so already.