


HAMILTON POLICE SERVICES BOARD - INFORMATION -

DATE: 2019 July 18
REPORT TO: Chair and Members
Hamilton Police Services Board
FROM: Lois Morin
Administrator
SUBJECT: *Board Member Travel and Expense Reimbursement Report*
PSB 19-052

BACKGROUND:

The Hamilton Police Service at its meeting of October 19, 2017, approved the Board Member Travel and Expense Reimbursement Policy which provides the guidelines for attendance, travel, eligible expenses and reimbursement of expenses for Board Members who attend various conferences, seminars and other meetings related to their duties with the Board. The policy further outlines that the Administrator will provide a written report which will include the members that attended and a brief synopsis of the conference.

Attendance at the Ontario Association of Police Services Boards (OAPSB) Annual General Meeting and Conference was approved by the Board at its meeting of February 14, 2019. Vice Chair Donald MacVicar, Member Patricia Mandy, Member Fred Bennink and Member Geordie Elms attended the OAPSB Annual General Meeting and Conference which was held at the Caesars Windsor from May 22-25, 2019. Information sessions provided were: Board Training – Strategic Planning, The Community Safety & Policing Act 2019; First Nations Community Safety; Calm: A Proven Four-Step Process to Transform Stress into Action; Police Board & the Media; Police Board & Police Associations; Sexual Assault Investigation Reviews: Community Safety & Well-Being Planning; Remarks from the Honourable Sylvia Jones, Solicitor General; Wounded Warriors; Gardaworld; Cannabis Update and the Future of Police Board Training. The OAPSB Annual General Meeting was also held on Friday, May 25, 2018, for OAPSB Member Boards.



Lois Morin
Administrator

Attachment: Appendix "A" Conference Findings Report from Board Members
LM/lm

Conference Findings

Board Member: Donald F. MacVicar

Event (and dates attended): May 22nd, 23rd, and 24th. _____

Location: Windsor Ontario _____

Describe in one or two paragraphs (or in point form) one or more findings from your attendance at this event that should be shared with the Board. Consider how it may improve the job performance of others, or result in improved public/service delivery and customer service, or contribute to improved budgetary performance by the Board. Include networking opportunities or learning experiences that resulted by your attendance.

Board and Governance training was a constant theme

The need to ensure that all parts of Ontario boards are inclusive

Default minimum number of board members is 5 to 7 or 9 members.

Board Training, complete basic training on roles and responsibilities, of the board and its members before exercising powers, and performing duties and must successfully complete other mandatory training that promotes recognition of and respect for the diverse, multiracial and multicultural character of Ontario society and the rights and cultures of First Nation, Inuit and Metis Peoples and any other prescribed training

Community Safety and Policing Act

Plans prepared and adopted under the Polices Services Act 1990 will be deemed to be made under the Community Safety and Policing Act 2019

Action Tables.

Comprised of the people programs and services best positioned to respond

Focused on a system level issues that require a collaborative or multi sector response

Hon Sylvia Jones Solicitor General – main points

15 years debt and deficit

Health care, education and security of our people

Need to do things differently

Responsibility as a minister to react, study mental health and addictions.

Look after our families, neighbours, talking about the crisis intervention teams.

Responding and reacting to the needs of the community.

Making changes need your help to do it.

Community Safety plans needed by the Minister.

Will this information help the Board achieve their goals, and if so, which goals in particular?

I found this conference to be very beneficial on having a strong showing by the HPS board members, so much so the informal team building was excellent. The many ideas that came out of our going discussions was very positive. We all came away with new ideas to introduce community engagement, training and governance.

Please rate the Conference (1 is very poor, 10 is excellent)

Value for money spent	1	2	3	4	5	6	7	8	9	10
Conference content	1	2	3	4	5	6	7	8	9	10

Recommended future attendance by self or others	YES	NO
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Please fill out this form to evaluate business travel when overnight accommodation is required.

Conference Findings

Board Member: Pat Mandy_____

Event (and dates attended): OAPSB May 22-25, 2019_____

Location: Windsor, Ontario_____

Describe in one or two paragraphs (or in point form) one or more findings from your attendance at this event that should be shared with the Board. Consider how it may improve the job performance of others, or result in improved public/service delivery and customer service, or contribute to improved budgetary performance by the Board. Include networking opportunities or learning experiences that resulted by your attendance.

There were a few themes throughout the presentations and discussions during the conference. There was a strong focus on the responsibility of the Board for oversight of Police Service and engagement of the community to determine priorities and establish policy. There is an increase requirement for professionalism and education of the Board. Board members should be aware of recommendations of relevant reviews such as the Justice Tulloch Report and the Senator Murray Sinclair Report. Board should share information to reduce duplication of work. e.g. body worn cameras. There was a theme throughout of Board members having more knowledge of the day to day functioning and activities of the Service. Not getting involved with operations but understanding the challenges and opportunities.

We are still using the old Act before the Comprehensive Ontario Police Act, 2019 (COPS) is fully in force. There was an overview of the new Act. There are 2 new principles - responsive to Indigenous community and equitable levels of policing. There will be increased requirements for Board training and demonstration of successful completion of training regarding roles and responsibilities, as well as training in human rights and systemic racism. The development of regulations is in progress and will include stakeholder engagement for key issues.

There was opportunity to network with Board members of other Police Services. Many are concerned about the many unknowns and the impact of the final regulations. Those on OPP Boards have the most concern about reduction in numbers and merger of oversight bodies. In speaking with others it seems that we have best practice in many areas such as strategic planning and Victims Services.

The Solicitor General, Sylvia Jones, spoke briefly. Her message was that we must face the reality of debt and deficit. The government will be making investments in Mental Health and Addictions. She supports the Community Safety and Well-being plan and indicated that the Police Services should provide significant leadership in the development.

The only take away from the AGM is that the funding model may be changing as the number of Boards change.

Will this information help the Board achieve their goals, and if so, which goals in particular?

There was a lot of good information about the new Act that provides direction for current decision making and planning. The changes that have already been implemented were reviewed in detail and provided understanding for Board roles and responsibilities. There is confirmation that our strategic plan process of development and content are a 'best practice. I think our Board needs to take some time to look at governance objective or goals. There was encouragement to have more engagement with community. We will have to determine what that would look like.'

Please rate the Conference (1 is very poor, 10 is excellent)

Value for money spent	1	2	3	4	5	6	7	8	9	10
Conference content	1	2	3	4	5	6	<u>7</u>	8	9	10

Recommended future attendance by self or others	<u>YES</u>	NO
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Conference Findings

Board Member: Fred Bennink
OAPSB 2019

Event (and dates attended): May 22-May 25, 2019 _____

Location: Ceasars Windsor _____

Describe in one or two paragraphs (or in point form) one or more findings from your attendance at this event that should be shared with the Board. Consider how it may improve the job performance of others, or result in improved public/service delivery and customer service, or contribute to improved budgetary performance by the Board. Include networking opportunities or learning experiences that resulted by your attendance.

-learning and understanding main area of PSA, as it relates specifically to Boards

-Board ought to set the tone, and drive all performance towards substantive success.

-main task is governance, not only reactive ... and is ultimately responsible to ensure that Police actions are congruent with community's needs, values, and expectations.

- 3 main tasks as part of governance -watch, -hear, -speak.

-Check Performance stats, comparators, trends, complaints, media, mood (morale)

-IG of Policing update, SIU changes, suspensions of officers,

-how social service cuts affect policing (time) and specifically 911

-boards ought to engage all stakeholders as best possible.

-CPSA 2019 is driving Boards to be and act as "employers"

-we need collaboration in finding solutions for the 10-20% of officers off work.

-Professor Graham (Queens), and Fabian Batise (police officer with Nishnawbe Aski Police Service) gave an overview of some of the issues around Indigenous Policing, specifically in Ontario. Very helpful to get a wee glimpse of the wrongs, as well as the indigenous' expectations of Policing. Mandatory policing requirements, without proper funding = additional difficulties.

Board member continuous training is a must, as we endeavour to assist the Chief in meaningful ways.

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Recommended future attendance by self or others	YES	NO
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Conference Findings

Board Member: **Geordie Elms**

Event (and dates attended): **OAPSB AGM 22-25 May 2019**

Location: **Windsor ON**

Total Cost:

Describe in one or two paragraphs (or in point form) one or more findings from your attendance at this event that should be shared with the Board. Consider how it may improve the job performance of others, or result in improved public/service delivery and customer service, or contribute to improved budgetary performance by the Board. Include networking opportunities

This was my first OAPSB Conference since being appointed to HPSB. Several PSBs (ie York) consider it mandatory for new board members. I found it a good introduction. Specifically I found the following points useful:

- It is very timely with the ongoing process of changes in legislation that are coming into effect - particularly as there is increased emphasis on PSBs governance and increased accountability under the new Act.
- The opportunity to network with more experienced members of other PSBs was quite useful and in this case it was an opportunity that provided time to get to know the Administrator and the three other appointees of HPSB that attended.
- The final session on the last morning dealt with PSB Training and the way ahead under the Regulations that will eventually rollout to support the new legislation. This was a good session led by OAPSB ED Fred Kaustinen and it is clear a lot of work is being done in this area by OAPSP Executive working closely with officials from SOLGEN. Some points that came out:
 - Although the most likely partner developing curricula and programme delivery models could be Institute of Corporate Directors, cost and the need to serve smaller Sect 35 and Sect 10 PSBs are major considerations. Likely a gradual system with separate modules to serve them and collective training being offered in different locations and at OAPSB annual events. There is an emphasis in some form that in the end it would involve a formal certification.
 - It was noted that in the new model it was hoped that costs with the new mandated programmes might be shared between the Province (for provincial appointees) and the Municipalities (for municipal appointments).
- If I were to list one NI (Needs Improvement) it would be the nature of the initial training session conducted on Day 1 on Strategic Planning. I'm not sure whether it failed to hit the mark because of the diversity of backgrounds in the room or because the presenter promoted a variant of his own business model but for me it

or learning experiences that resulted by your attendance.Z

Certainly it will help us to improve our ability to adapt to the legislative changes that are coming.

However, I believe the other area it will help us to work on is how to we as a board and member might better look at ways to engage community partners - particularly within the framework of the requirement for Community Safety and Well Being plans mandated by the Provincial Government where a lot of work has been done on this and lessons learned by Halton.

Will this information help the Board achieve their goals, and if so, which goals in particular?

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