

OAPSB Meeting with Minister Jones, MCSCS - 15 JANUARY 2019

Talking Points

Aspects of the 2018 PSA we would like to see changed:

- **Mandatory police governance education & training for all police board members**
 - By increasing board and board member competencies through mandatory education & training, boards will do a better job of aligning policing with both provincial needs and community expectations, which in turn will increase public confidence in police and ultimately improved public safety
- **Establish performance standards for police boards, and evaluations of police board performance relative to those standards**
 - By establishing performance standards and evaluations for police boards, boards can find out how they are doing and where they need to improve. This will help identify and resolve issues before they become crises. This can also inform and improve the board education and evaluation program. Coupled with remedial improvement initiatives, performance evaluations can increase public confidence in police boards, and by extension – public confidence in police.
- **Allow the arbitrator in a police budget dispute to consider the board's strategic plan, in addition to the municipality's least-cost-policing alternative (s50(9))**
 - In the current legislation, any cost-saving measure proposed by a municipality, that meets the minimum provincial standard, is binding on the arbitrator in a budget dispute arbitration – and therefore binding on the police board, the police service and the community. By allowing the arbitrator to also consider the police board's strategy plan for policing the community, it will be possible for the people to receive the policing they expect in their community, rather than just the cheapest minimum standard.
 - If the current wording stays in the legislation, municipalities can dictate virtually everything about community policing by micro-managing the police budget.

Aspects of the 2018 PSA we want to ensure stay the way they are:

- **Ability for police boards to be represented in collective bargaining by agents (s171(2))**
 - By allowing boards to be represented in the collective bargaining process, without compelling board members to participate in that process, it allows boards to focus on the collective bargaining results. It also frees up time for boards to focus on their governance responsibilities, rather than becoming embroiled in what is essentially an HR management function. This can only improve the quality of board governance, and collective bargaining.
- **The powers and restrictions on police board authorities as currently described (s37-40 & s68-70)**
 - The current wording in these sections, regarding board powers & duties, provides much needed clarity about where governance ends and management starts. It clarifies that boards can set policy and direction in a general, strategic sense, but may not set policy or direction on any specific, individual police operation, investigation, discipline or HR matter. This distinction will help boards understand and focus on their job, and will help police chiefs understand the board's policy role. Such understanding will foster better communication and cooperation between boards and police chiefs, which will in turn improve public safety.

Regarding police board education & training, we ask that the Government:

- **Sponsor, fund and oversee the development of a competency-based education and training program for police boards, by OAPSB and post-secondary institutes/educators.**
 - The current approach to police governance training has seen the provincial government and OAPSB working separately, with neither supported by professional educators. This approach has failed to produce the results required, according to numerous independent reviews of boards in crisis. By partnering, together we can leverage the authority and financial powers of the Provincial Government, and the police governance insights and connections to professional educators of OAPSB.

- **Mandate that all police board members complete the education and training program before they are allowed to exercise their board member powers.**
 - Mandatory board education and training will result in better and more consistent police governance across Ontario, and by extension better policing and safer and more confident communities.

- **Establish performance standards for police boards.**
 - Education and training needs to be based on performance expectations. Learning retention needs to be sustained and verified. If either of these conditions doesn't exist, education and training cannot be expected to have the desired effect on police governance and public safety.
 - By establishing performance standards for police boards, they will know not just what they must do, but also how to govern effectively. This will have a huge positive impact on board performance.

- **Establish a program of evaluation of police boards, complete with remedial actions where warranted.**
 - An evaluation program will provide police boards with essential feedback, trigger remedial assistance prior to crises, and inform improvements to the board education and training system. Each of these benefits will improve police board governance, and by extension improve policing and public safety in Ontario.