



Calgary Police Commission

Mandate and Composition

Mandate	<ul style="list-style-type: none">• General oversight of the Calgary Police Service• Establish policies for efficient and effective policing• Appoint the Chief of Police, subject to ratification by Council of employment contract• Prepare estimates of monies required for the fiscal year and yearly plan to be submitted to Council for approval• Monitor the police complaints process
Composition	<ul style="list-style-type: none">• 2 Members who may be members of Council or municipal employees• 9 Residents of the City



**Calgary Police Commission Report to
Special Council Meeting – Boards, Commissions and Committees
March 4, 2019**

OVERVIEW

The Calgary Police Commission is a board comprised of nine citizens and two City Council representatives who are responsible for ensuring police are addressing the crime and safety concerns of the community. The Commission upholds the core principles of independent citizen oversight:

1. The participation of the public in determining the priorities is essential
2. The police service must be accountable to the public
3. The police service must operate in the absence of political influence

The Alberta Police Act provides for the City to establish a municipal police commission. The Calgary Police Commission operates in accordance with the City's Calgary Police Commission bylaw and code of conduct, the Alberta Policing Oversight Standards and the legislated responsibilities outlined in the Alberta Police Act to:

- Allocate funds provided by city council,
- Establish policies for efficient, effective policing,
- Issue instructions to the Chief re. those policies,
- Ensure that sufficient people are employed to enable the police to carry out its functions
- Hiring and evaluating performance of the Chief
- Complaints oversight

The Commission holds nine public meetings each calendar year. Commission work is supported by three standing committees that meet eight times per year: Governance & Personnel, Finance & Audit, and Complaints Oversight. Ad hoc committees are created as needed, such as a search committee for hiring a new Chief Constable.

HIGHLIGHTS FROM 2017 + 2018

- Working toward achieving gender equity, diversity, and inclusion in the Calgary Police Service by overseeing implementation of a 7-point plan and human resource reform activities
- Engaging with CPS on the development of the 2019-2022 business plan and budget
- Supporting CPS leadership to improve employee morale
- Improving representation and expertise among Commission members with the addition of more women and members with an Institute of Corporate Directors designation
- Overseeing Justice Wittmann's independent review into whether CPS has the right policies, procedures, equipment and training to police the community in the safest way possible
- Driving and participating in provincial plan to reform the Alberta Police Act
- Enhancing community engagement and strengthening relationships with key partners through public meetings, targeted engagement, and an annual community dinner and awards event for 400 guests
- Conducting annual research on citizen satisfaction with the Calgary Police Service and employee workplace satisfaction to monitor trends over time
- Launching process to hire a new Chief Constable

PRIORITIES FOR 2019

- Hiring, onboarding, and performance managing a new Chief Constable
- Overseeing reforms underway at CPS to modernize the workplace, including hiring a new Chief Human Resource Officer, recruiting qualified members who represent the diversity of the community, and engaging members to address morale
- Overseeing implementation of Justice Wittmann's recommendations to improve public and officer safety
- Overseeing the resource review underway ("ZBR") to identify areas where changes can be made to improve operations or achieve cost saving within CPS
- Hosting more than 250 delegates at the 2019 Canadian Association of Police Governance conference in August
- Optimizing Commission operations by examining models of sharing information, defining a development process for Commission members, and examining committee format to ensure the Commission is able to effectively balance its legislated duties with emerging priorities
- Conducting annual research on employee engagement and citizen satisfaction with the Calgary Police Service
- Conducting community and employee engagement through public meetings, targeted engagement, district outreach, and an annual community dinner and community policing awards
- Working directly with municipal and provincial partners, the Alberta Association of Police Governance, and the Canadian Association of Police Governance to advance safe communities and policing excellence on priority topics
- Continuing to champion the overhaul of the Alberta Police Act by remaining an active contributor

CHALLENGES TO FULFILLING MANDATE

1. Understanding of Commission role

The Calgary Police Commission has a mandate to provide independent citizen oversight of police in a way that upholds the high levels of trust and confidence the Calgary Police Service has earned from the community. The Commission exists to ensure that police are accountable directly to the public.

The Commission operates within the parameters set out in the Police Act, which is occasionally inconsistent with public expectations about what police accountability should look like. With the resources available, it remains an ongoing challenge to enhance awareness about the Commission's role (and limitations).

In recent years, the Commission has prioritized engagement and outreach activities to increase understanding among citizens, within CPS, and with media.

2. Workload and expectations for volunteers

Given the significance of police oversight in keeping our city safe, the role of police Commissioner is both high profile and high pressure. The workload and expectations of the Commission's volunteer members are significant. Members can easily spend more than 30 hours each month attending meetings, preparing for meetings, participating in public and employee outreach activities, attending celebratory events at CPS, attending learning sessions about policing and governance, and sitting on affiliated boards. The Chair spends many additional hours in their role as spokesperson and as a point of contact with CPS and the City.

The Commission also requires members who demonstrate high level professional expertise in areas that will help the Commission fulfill its mandate, which means many members have demanding careers to balance alongside a heavy time commitment.

The Commission examines opportunities for efficiencies on an ongoing basis to find ways to make the most effective use volunteer time while still enabling the Commission to fulfill its role.