



**GREATER SUDBURY POLICE SERVICE BOARD  
TUESDAY, APRIL 21, 2026 – 10:00 A.M.  
Alex McCauley Boardroom/Zoom**

## PUBLIC AGENDA

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2	Matters Arising from In Camera	
3	Land Acknowledgement	
4	Roll Call	
5	Declarations of Conflict of Interest	
6	Adoption of Minutes – March 11, 2026	Motion
7	<b>PRESENTATION</b>	
	Tactical Rescue Vehicle	
8	<b>CONSENT AGENDA</b>	Motion 1-2
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<b>15</b>	<b>Date of Next Meeting</b>		
	May 20, 2026		
<b>16</b>	<b>Adjournment</b>	<b>Motion</b>	

# **CONSENT AGENDA**



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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**PUBLIC – 8**

**Date:** April 16, 2026

**Prepared by:** Sharon Baiden, Interim Board Staff

**SUBJECT:** Consent Agenda – April 2026

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**ACTION: For Approval**

**RECOMMENDATION:**

*THAT the Greater Sudbury Police Service Board receive and/or approve Consent Agenda items 8.1 – 8.6.*

*8.1 Staffing and Deployment Update*

*8.2 2025 Board Expenses*

*8.3 2026 Ontario Police Memorial Ceremony*

*8.4 Public Sector Salary Disclosure*

*8.5 Board Correspondence*

*8.6 Canadian Association of Police Governance – Host City Proposal*

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**CURRENT SITUATION:**

For the purposes of convenience and for expediting meetings, matters of business or repetitive/routine nature are included in the Consent Agenda, and all such matters of business contained in the Consent Agenda are voted on collectively.

A particular matter of business may be singled out from the Consent Agenda for debate or for a separate vote upon the request of any Member. In the case of a separate vote, the excluded matter of business is severed from the Consent Agenda, and only the remaining matters of business contained in the Consent Agenda are voted on collectively.

Each and every matter of business contained in the Consent Agenda is recorded separately in the minutes of the meeting.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### PUBLIC – 8.1

**Date:** April 11<sup>th</sup>, 2026

**Prepared by:** Holly Bilodeau, Manager of Human Resources

**Recommended by:** Sara Cunningham, Chief of Police

**SUBJECT:** Staffing/Deployment Update

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**ACTION:** For Approval

### RECOMMENDATION:

*THAT the Greater Sudbury Police Service Board, in accordance with Section 37(1)(b) of the Community Safety and Policing Act, hereby receives notice of the hiring of the following members:*

<b>Name:</b>	<b>Start Date:</b>	<b>Position:</b>
Mantle, Bronwyn	30-March-26	Full-Time Human Resources Administrator
Mealin, James	09-April-26	Part-Time Communicator
Clarke, Chris	09-April-26	Part-Time Communicator
Ladouceur, Olivia	09-April-26	Part-Time Communicator

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### BACKGROUND:

Section 37 of the *Community Safety and Policing Act* sets out the Board's responsibilities with respect to the provision of adequate and effective police service in the municipality.

More particularly under Section 37, the Board appoints and accepts resignations of members of the Service.

Each year, the Service develops a Recruitment Plan in accordance with anticipated attrition through resignation and/or retirement. New positions are also identified where

**SUBJECT: Staffing/Deployment Update**

required and filled accordingly. Recruiting efforts are ongoing continually to ensure staffing levels are maintained.

Recruiting efforts have been underway to meet and to be responsive to ongoing attrition through resignation and retirement. As soon as last day at work notices have been given, efforts are made to identify a replacement for both Sworn and Police Professional members.

**CURRENT SITUATION:**

The following tables summarize appointments, resignations, and retirements since the last report to the Board. Unless otherwise stated, the appointments are full-time.

**TABLE A: GSPS Authorized Strength on April 11<sup>th</sup>, 2026**

**FULL-TIME COMPLEMENT**

	Budgeted		Notes	
	Authorized	Actual	Long-term Leave	Secondment
<b>SWORN</b>	<b>303</b>	<b>304</b>	<b>(16)</b>	<b>(1)</b>
<b>POLICE PROFESSIONALS</b>	<b>147</b>	<b>147</b>	<b>0</b>	
<b>TOTAL</b>	<b>450</b>	<b>451</b>	<b>0</b>	<b>(1)</b>

We have successfully met our objective of hiring 30 new Officers over the past three years. Like many Police Services, we continue to experience staffing challenges resulting from long-term medical leaves. To mitigate these gaps, we have exceeded our authorized strength. As illustrated in the chart above, 16 sworn members of our 304 actual counts are currently on long-term medical leave of one year or more. Our ongoing priority is to proactively recruit in anticipation of upcoming retirements and to ensure coverage for members on extended leaves of absence.

**TABLE B: New Hires**

<b>Name:</b>	<b>Start Date:</b>	<b>Position:</b>
Mantle, Bronwyn	30-March-26	Full-Time Human Resources Administrator
Mealin, James	09-April-26	Part-Time Communicator
Clarke, Chris	09-April-26	Part-Time Communicator
Ladouceur, Olivia	09-April-26	Part-Time Communicator

**SUBJECT: Staffing/Deployment Update**

**TABLE C: Retirements/Resignations:**

<b>Name:</b>		<b>Effective:</b>	<b>Position:</b>
Miller, Catrina	End of Contract	07-March-26	Temporary Full-Time CSP – Youth Safety Coordinator
Kumar, Abhi	Resignation	20-March-26	Part-Time Special Constable/Court Security
Pelland, Aline	Resignation	07-April-26	Part-Time Communicator
Lamothe, Jamie	Resignation	08-April-26	Part-Time Communicator
Jeffrey, Marjorie	Retirement	11-April-26	Staff Sergeant



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### **PUBLIC – 8.2**

**Date:** April 8, 2026

**Prepared by:** Sharon Baiden, Interim Board Staff

**SUBJECT:** 2025 Board Expenses

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### **ACTION: For Information**

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### **BACKGROUND:**

Section 35(2) of the *Community Safety and Policing Act* requires the Police Service Board to ensure that its members undergo any training that the Solicitor General may provide or require. The Greater Sudbury Police Service Board recognizes the importance of pursuing excellence in governance through an ongoing commitment to training, education, and development, and has adopted Board Policy PSB016 Board Member Training to formalize training and ongoing learning requirements for its members.

The Board is also encouraged to participate in attending at community functions in their role as a Board Member for which there may or may not be associated costs.

Costs associated with such activities shall be reimbursed in accordance with Board Policy PSB011.

### **CURRENT SITUATION:**

In 2025, the Greater Sudbury Police Service Board had representatives at all major conferences that Boards in Ontario attend (PAO, OAPSB, and CAPG). These events provide for excellent learning, networking, and professional development opportunities for Board members and staff.

Events such as the Member Awards, International Day for the Elimination of Racial Discrimination, Media Conferences, Funding Announcements, and the GSPS Annual Community and Awards Gala have Board members in attendance.

**SUBJECT: 2025 Board Expenses**

For the 2025 year, expenses associated with Board member attendance at various conferences, meetings, and events were recorded and processed through the operating expense accounts for the Board.

The following table provides a summary of such expenses by member, date, event, and associated expenses.

<b>GREATER SUDBURY POLICE SERVICES BOARD 2025 EXPENSES</b>					
<b>LOUGHEED</b>					
<b>Date</b>	<b>Event</b>	<b>Travel Expense</b>	<b>Registration</b>	<b>Misc.</b>	<b>Total Expenses</b>
Feb 24 to 26	PAO Employment Conference	\$ 842.62	\$ 814.08	\$ -	\$ 1,656.70
Nov 24 to 26	OAPSB Labour Conference	\$ 420.68	\$ 846.37	\$ -	\$ 1,267.05
	<b>Total</b>	<b>\$ 1,263.30</b>	<b>\$ 1,660.45</b>	<b>\$ -</b>	<b>\$ 2,923.75</b>
<b>POLAND</b>					
<b>Date</b>	<b>Event</b>	<b>Travel Expense</b>	<b>Registration</b>	<b>Misc.</b>	<b>Total Expenses</b>
Feb 24 to 26	PAO Employment Conference	\$ 582.38	\$ 915.84	\$ -	\$ 1,498.22
Nov 24 to 26	OAPSB Labour Conference	\$ -	\$ 387.50	\$ -	\$ 387.50
	<b>Total</b>	<b>\$ 582.38</b>	<b>\$ 1,303.34</b>	<b>\$ -</b>	<b>\$ 1,885.72</b>
<b>SIZER</b>					
<b>Date</b>	<b>Event</b>	<b>Travel Expense</b>	<b>Registration</b>	<b>Misc.</b>	<b>Total Expenses</b>
Feb 24 to 26	PAO Employment Conference	\$ 797.03	\$ 814.08	\$ -	\$ 1,611.11
May 6 to 7	Spring 2025 OAPSB/OACP Zone 1A meeting	\$ 197.37	\$ 150.00	\$ -	\$ 347.37
June	Board meeting matters lunch	\$ -	\$ -	\$ 42.24	\$ 42.24
Aug 13 to 17	CAPG 2025 Annual Conference and AGM	\$ 3,660.74	\$ 931.11	\$ -	\$ 4,591.84
Nov 24 to 26	OAPSB Labour Conference	\$ 525.93	\$ 846.37	\$ -	\$ 1,372.30
	<b>Total</b>	<b>\$ 5,181.07</b>	<b>\$ 2,741.56</b>	<b>\$ 42.24</b>	<b>\$ 7,964.86</b>
<b>2026 TOTAL EXPENSES</b>					<b>\$ 12,774.33</b>



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### **PUBLIC – 8.3**

**Date:** April 21, 2026

**Prepared & Recommended By:** Sara Cunningham, Chief of Police

**SUBJECT:** 2026 Ontario Police Memorial Ceremony of Remembrance

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**ACTION:** For Information

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### **BACKGROUND:**

The Ontario Police Memorial Foundation was jointly formed over 25 years ago by the Police Association of Ontario (PAO), Ontario Provincial Police Association (OPPA), Toronto Police Association (TPA), Ontario Senior Officers' Police Association (OSOPA), and the Ontario Association of Chiefs of Police (OACP).

The Foundation organizes and hosts the annual Ceremony of Remembrance in Toronto which falls on the first Sunday of May. Policing personnel, some from across the country, in addition to friends and family of the fallen, gather to honour and pay tribute to Ontario officers who have been killed in the line of duty.

### **CURRENT SITUATION:**

The Ontario Police Memorial is taking place on Sunday, May 3<sup>rd</sup>, 2026, at Queen's Park in Toronto for the 27<sup>th</sup> Annual Ceremony of Remembrance.

GSPS members are honoured to attend to show solidarity and support for our fallen.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### **PUBLIC – 8.4**

**Date:** April 13, 2026

**Prepared By:** Melissa Lariviere, Acting Manager of Finance

**Recommended By:** Sara Cunningham, Chief of Police

**SUBJECT:** Public Sector Salary Disclosure Annual Report

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**ACTION:** For Information

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### **BACKGROUND:**

The Public Sector Salary Disclosure Act has been in place since 1996. It is also known and often referred to as 'The Sunshine List'.

The following section is the overview from the Ontario Public Sector Salary Disclosure (OPSSD) website:

'The Public Sector Salary Disclosure Act, 1996, makes Ontario's public sector more open and accountable to taxpayers. The Act requires organizations that receive public funding from the Province of Ontario to make public, by March 31 each year, the names, positions, salaries, and total taxable benefits of employees paid \$100,000 or more in the previous calendar year.

The Act applies to organizations such as:

- The Government of Ontario; Crown agencies; municipalities; hospitals; boards of public health; school boards; universities and colleges; Ontario Power Generation; and other public sector employers who receive a significant level of funding from the provincial government.'

The purpose of this Act provides the following for taxpayers:

## **SUBJECT: Public Sector Salary Disclosure Annual Report**

- 'The purpose of this law is to provide a more open and accountable system of government. It lets taxpayers compare the performance of an organization with the compensation given to the people running it. It also provides taxpayers with more details on how their tax dollars are spent.'

What's included in \$100,000 salary:

- 'The \$100,000 figure means salary before taxes and does not include taxable benefits. However, for those who are paid \$100,000 or more, the total value of these taxable benefits must be disclosed. Beginning with 2012 salaries, the definition of salary now also includes per diems and/or retainers paid to employees, in addition to amounts reported as employment income on the Canada Revenue Agency T4 slip. The Act does not authorize employers to disclose what the specific benefits are.'

### **CURRENT SITUATION:**

The 2026 OPSSD was released on March 27, 2026.

The 2026 disclosure for the 2025 fiscal year has a total of 404,922 Employees in Ontario on the list. In Ontario there are a total of 2,284 Employers included on the list.

This year for the City of Greater Sudbury there are a total of 807 employees with salaries greater than \$100,000. 279 of the employees are with the Greater Sudbury Police Service. This is an increase of 9 from the 2025 OPSSD list.

The main contributing factors to new members being on the list this year are wage step increases, pay equity, overtime, and paid duty.

Since 1996 the threshold has always remained at \$100,000. With general inflation applied, the current salary of \$100,000 in 1996 would today be \*\$185,017. If the reporting was revised to reflect inflation, there would only be 6 employees from the Greater Sudbury Police Service reported from the list.

*\*Source: Bank of Canada Inflation Calculator found at <https://www.bankofcanada.ca/rates/related/inflation-calculator/>*

Sources:

- [Public sector salary disclosure 2025: all sectors and seconded employees](#)
- [Ontario Sunshine List | Search Public Sector Salaries, Employers and Positions](#)



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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**PUBLIC – 8.5**

**Date:** April 14, 2026

**Prepared by:** Sharon Baiden, Interim Board Staff

**SUBJECT:** Board Correspondence

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**ACTION:** For Information

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### **CURRENT SITUATION:**

The Board receives regular updates from CAPG and the OAPSB electronically. Of note:

#### **1. Ontario Association of Police Service Boards**

The Board received e-mail notification that the OAPSB is now operating and branded as Police Governance Ontario. This is a name that reflects their role with greater clarity and inclusiveness for all board-types established under the *Community Safety and Policing Act*. The legal name remains Ontario Association of Police Services Boards. Police Governance Ontario is the province's central hub for civilian police governance. A copy of the full release is attached.

#### **2. CAPG Webinar**

The CAPG will be hosting a Webinar May 7 entitled "*From the Board Table to the Police Service: The Board's role in Organizational Culture*" with Leanne Douglas and Caitlin Brown. The first webinar will focus on trust, discipline, and culture at the board table. The second webinar will look at applying governance to influence healthy culture within the police service itself. Members are encouraged to attend sessions of interest. Additional details on these Webinars are through the [CAPG](#) website.

#### **3. CAPG Board of Directors**

The CAPG Board of Directors has issued the Call for Nominations for the 2026-2028 term. A number of positions are vacant on the CAPG Board of Directors and

**SUBJECT: Board Correspondence**

those with terms that expire at the 2026 Annual General Meeting & Conference which is to be held in Edmonton, Alberta on Wednesday, August 12, 2026.

The deadline for receipt of nomination papers is 5:00 PM Sunday, June 14, 2026. For interested members, additional information and assistance for the nominations process is available through the Board Office.

# Ontario Association of Police Service Boards launches new public identity:

**PRESS RELEASE** 13 APRIL 2026

## **FOR IMMEDIATE RELEASE**

Ontario, April 13, 2026 – The Ontario Association of Police Service Boards (OAPSB) is pleased to announce the launch of its new public-facing identity, **Police Governance Ontario (PGO)**.

This evolution reflects the growing importance of civilian police governance and the organization’s role in supporting effective, accountable, and transparent oversight of policing across the province.

While the organization will continue to operate under its legal name, Ontario Association of Police Service Boards, it will now conduct public-facing activities and communications as Police Governance Ontario (PGO).

The new name more clearly communicates the organization’s purpose to government partners, stakeholders, and the public, while positioning it for continued leadership in a modern policing environment.

“The transition to Police Governance Ontario reflects the growing expectations placed on police boards and the critical role governance plays in modern policing. This evolution will better equip boards with the tools, insights, and support needed to provide strong oversight, uphold accountability, and maintain public confidence.” **Al Boughton, Chair of the Board**

“This transition allows us to more clearly define our role in the policing landscape. Police Governance Ontario is focused on governance intelligence, helping boards understand not just what is required, but how to lead effectively in complex and evolving environments. Our goal is to help boards move beyond compliance and toward confident, effective governance.” **Lisa Darling, MOM, Executive Director**

“The transition of the Ontario Association of Police Service Boards to Police Governance Ontario is an important step that reflects the evolving role of police governance in our province. Police service boards play a critical role in ensuring accountability, transparency and strong oversight of policing, helping to protect Ontario and its communities. Our government will continue to work closely with Police Governance Ontario and its members to support effective, community-focused policing.” **Michael S. Kerzner, Solicitor General of Ontario**

## **SUBJECT: Board Correspondence**

“The transition to Police Governance Ontario reflects the vital role of police service boards under Ontario’s *Community Safety and Policing Act* and reinforces that effective policing depends on modern civilian governance that is grounded in high performance, accountability, and trust. The Inspectorate of Policing will continue to work closely with PGO’s leadership to elevate police governance across the province and meet the needs of the communities its members serve.” **Ryan Teschner, Inspector General of Policing of Ontario**

Over the coming weeks, the Police Governance Ontario identity will be reflected across digital platforms, communications, and resources, including a new website and updated email addresses.

During the transition period, both names may appear together to support continuity: Ontario Association of Police Service Boards (Police Governance Ontario).

The organization’s mandate, partnerships, and commitment to supporting police governance across Ontario remain unchanged.

Police Governance Ontario continues to provide advocacy, education, training, and practical tools to municipal police service boards, First Nations police service boards, and Ontario Provincial Police detachment boards.

### **Media Contact:**

[Media@PoliceGovernanceOntario.ca](mailto:Media@PoliceGovernanceOntario.ca)

**SUBJECT: Board Correspondence**



Canadian Association of Police Governance - 78 George Street, Suite 204 - Ottawa, Ontario - K1N 5W1

**CALL FOR NOMINATIONS 2026**

We are pleased to invite nominations to the CAPG Board of Directors for the term 2026-2028.

The following chart lists the positions that are vacant on the CAPG Board of Directors and those with terms that expire at the

**Annual General Meeting to be held at the 2026 AGM & Conference in Edmonton Alberta at 4:30 pm Mountain Time on Wednesday, August 12 2026**

**The deadline for receipt of nomination papers is 5:00 PM Sunday, June 14, 2026**

The chart below shows directors with terms expiring in 2026, vacant seats directors with terms expiring in 2026.

**PLEASE NOTE IF YOUR ANNUAL MEMBERSHIP FEE HAS NOT BEEN UPDATED BY JULY 1, 2026 YOU WILL NOT BE ELIGIBLE TO BE A CANDIDATE**

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Directors elected at the 2025 Annual General Meeting (AGM) for 2-year term/or appointed after AGM	Position	Term expires at the AGM in 2027
Jeff Knoll, Halton Police Services Board	Director ON	
Jeff Wiggett, Winnipeg Police Board	Director MB	
Kevin Darling, Kennebecassis Regional Board of Police Commissioners	Director NB	
Micki Ruth, Non-Police Board representative	Director Non-Police Board Organization	
Amanda MacNeil, Codiac Regional Board (appointed by the CAPG Board in September 2025)	Director MB	
Tyler Oka	Director, FNPGC	
Vacancies to be elected at the 2026 AGM for a one-year term expiring 2027		Term expires at 2027 AGM

**SUBJECT: Board Correspondence**

1 director (vacant)	Director SK	
Directors elected at the 2024 AGM for a two-year term expiring in 2026		Term expires at 2026 AGM
Oluyemi (Yemi) Akindoju, Halifax Regional Municipality Board of Police Commissioners	Director NS	
Amtul Siddiqui	Director AB	
Micayla Hayes	Director BC	
Shazia Amiri	Director AB	
Shirley Greyeyes	Director SK	
Arif Khan	Director ON	
Linda Jackson	Director ON	
Teddy Manywounds	Director FNPGC	
Andrew Minor (three terms finished)	Director Non-Police Board Organization	
Raza Mirani, Vancouver Police Board (replaced Comfort Sakoma-Fadguba who resigned in 2024)	Director BC	

There are a total of 11 vacancies that need to be filled.

The directors listed above are eligible to put their name forward for re-election (excluding Andrew Minor as he will be completing his maximum third term) but this does not preclude any and all eligible and interested candidates from submitting their own nomination for each vacancy.

\*The CAPG by-laws were amended in 2022 to include a new category of Director:

**“Non-Police Board Representative”** means an individual that is not on a Canadian police board or Canadian police commission but has previously served on a Canadian police board or Canadian police commission;

***\*This position includes the financial support of the CAPG to attend 1 face-to-face meeting and the annual conference when warranted and financially feasible. The rationale behind creating this position is to allow CAPG to benefit from the years of experience and knowledge police governors take with them when their terms expire.***

**PROCESS**

Nominations are an important responsibility of our members. The effectiveness and success of the CAPG depends on the strength and quality of your volunteer board. It is up to you to propose nominees who will bring the necessary competencies, including diversity, inclusivity, education and experience and most importantly a commitment to the success of the CAPG board and organization.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### **PUBLIC – 8.6**

**Date:** April 10, 2026

**Prepared by:** Sharon Baiden, Interim Board Staff

**SUBJECT:** Canadian Association of Police Governance - Host City Proposal

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**ACTION:** For Information

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### **BACKGROUND:**

At the Board Meeting held on March 11, 2026, the Board discussed the invitation recently issued by CAPG to submit expressions of interest to host the 2027 CAPG Annual Conference and Annual General Meeting (AGM). Following this discussion, the Board resolved to submit an application to host the event next year in Greater Sudbury.

### **CURRENT SITUATION:**

By way of update, on March 30, the City of Greater Sudbury in partnership with the Greater Sudbury Police Service Board and Greater Sudbury Police Service, submitted a proposal to host the 2027 CAPG AGM and Conference. The bid highlights Greater Sudbury's strong event-hosting capacity centrally located venues, quality accommodations, and dedicated planning support from Sudbury Tourism and local partners.

# **DISCUSSION AGENDA**



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### **PUBLIC – 9.1**

**Date:** April 11<sup>th</sup>, 2026

**Prepared by:** Holly Bilodeau, Manager of Human Resources

**Recommended by:** Sara Cunningham, Chief of Police

**SUBJECT:** *Supporting Ontario's First Responders Act* – 2025 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

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**ACTION: For Information**

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### **BACKGROUND:**

In April 2016, the province passed the *Supporting Ontario's First Responders Act* which amended the *Workplace Safety and Insurance Act*. This new legislation created a presumption that post-traumatic stress disorder (PTSD) diagnosed in first responders is work-related. The presumption allows for faster access to WSIB benefits, resources, and timely treatment. The *Act* is part of the Province's strategy to prevent or mitigate the risk of PTSD and to provide first responders with faster access to treatment and the information they need to stay healthy.

The diagnosis of PTSD must be made by a psychiatrist or psychologist and be consistent with the Diagnostic and Statistical Manual of Mental Disorders.

In accordance with the *Act*, employers of workers covered under the PTSD presumption were required to provide the Minister of Labour with information on their workplace post-traumatic stress disorder prevention plans by April 23, 2017. Given that identified police personnel are one of the specific groups covered under the PTSD, the Board was required to submit such a Plan.

The Service has a long history and commitment to the psychological health and wellbeing of members throughout their career. A range of programs and supports are in place to support member wellness and aimed at preventing PTSD.

**SUBJECT:** Supporting Ontario's First Responders Act - 2025 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

At their meeting on April 19, 2017, the Board adopted the Service's Post Traumatic Stress Disorder Prevention Plan in accordance with *Supporting Ontario's First Responders Act*. The Plan details the various programs and services the Service has available to address member wellness. These avenues are both reactive and proactive inclusive of education initiatives to increase awareness and reduce the stigma around mental health and to promote an environment that supports mental health interventions.

**CURRENT SITUATION:**

The Greater Sudbury Police Service continues to take a holistic approach to addressing and assisting our member's overall wellbeing.

Internally, several services are available to members:

- Recruitment, Orientation, and Coaching
- Retirement Planning
- Peer Support Team Referrals
- Early and Safe Return to Work
- Health and Wellness Committee
- Assistance with navigating access to employment-related sponsored benefits including services of a Psychologist.

Through our **Wellness Coordination Officer**, access to mental health supports is accessible and readily available. Many early intervention practices continue to be implemented through this area. This position serves in a variety of capacities:

- Acts in the capacity of Peer Support Team Coordinator, Critical Incident Stress Debriefing Coordinator, and our Health & Wellness Team Co-Chair.
- Coordinates wellness activities with a focus on members.
- Provides daily peer support, non-clinical counselling, and in-vivo exposures through reactive, proactive and follow-up measures.
- Assist with the onboarding wellness chat for new members.
- Provides psychological referrals, mental health and resilience training.
- Establishes personal training programs, as well as fitness and nutritional guidance through custom planning.

In 2025, through the Wellness Coordination Officer, the following was achieved:

- Provided on-going fitness and nutritional resources along with member and applicant fitness testing. Having an on-site gym facilitates access for members around the 7/24-hour clock which aligns with shift work and ability to engage in physical activities. **In 2025, 50 personal training plans and over 15 nutritional**

**SUBJECT:** Supporting Ontario's First Responders Act - 2025 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

**plans were developed by the Wellness Coordination Officer. The Wellness Coordination Officer trained one-on-one with 40 members throughout the year in our fitness centre.**

- Meets with Pre- and Post-OPC Cadets to discuss issues of Health and Wellness, signs and symptoms of stress/PTSD, and resources available to them.
- Provides individual Peer Support to members who are off on Short-Term Disability, Long-Term Disability, and WSIB.
- Continued participation on the Communities of Practice provincial working group consisting of WSIB, medical and mental health professionals, and first responders.
- Assisted with the reintegration and return to work planning for members.
- Facilitated three critical incident debriefings for both Sworn and Police Professional members.

Our **Health and Abilities Claims Coordinator** manages absences due to illness, and early and safe return to work through a holistic approach to wellness. Supervisors identify and submit a Supervisor's Report of Work Injury/Illness form for occupational stress injuries which trigger WSIB claims management through this area. Members booking off work continue to be provided a resource list with contact information that outlines all the programs and support available to them. This list is updated regularly. Our HR Health and Abilities Claims Coordinator remains actively involved on the Provincial Occupational Stress Injury Working Group (formed in 2022), a provincial Disability Management Working Group within Policing.

The Service continues to have a suite of mental health support services available and may be summarized as follows:

**Employee Assistance Program**

ComPsych Limited provides the Employee Assistance Program (EAP) for the Service. They offer confidential and professional support, guidance, and counselling (and referrals when required) for personal challenges to members and their family.

- Trauma – Post Traumatic Stress Disorder Intervention
- Family and Marriage problems
- Parenting and Elder Care Support
- Stress Related Problems
- Gambling Addictions
- Legal and Financial Assistance
- Bullying and Harassment
- Anxiety and Depression
- Substance Abuse – Alcohol/Drug Use

**SUBJECT:** Supporting Ontario’s First Responders Act - 2025 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

- Eldercare
- Grief and Other Loss Counselling
- Emotional Issues
- Work-related Issues
- Life Transition including retirement

An EAP Application is available for members to download on their mobile devices.

**Psychological, Psychotherapy and Social Work Support:**

Significant efforts are made to ensure the psychological health of members is maintained. Pre-hire, police officer candidates must participate in a psychological screening and one-on-one visit with the Service Psychologist. Once hired, all recruits meet with the Service Psychologist prior to attending the Ontario Police College, on their return, and one year following return. Communicators who are involved in dispatching police calls also receive the support of our Service Psychologist through in-service training.

In 2025, the Collective Agreement provides for a maximum of \$10,000 to offset costs associated with psychological services. Members who spent their entitled allotment had additional funding provided through the Service.

Annual wellness checks are encouraged for all members. Some areas identified as high risk for potential harmful psychological effects participate in more structured programs with the Service Psychologist. These are areas such as Forensics, Cybercrime, Major Crime, and the Integrated Traffic Safety Unit (ITSU).

A list of Psychologist and associated specialties are maintained which assist with appropriate referrals.

**Peer Support Team**

Our Peer Support Team prides an “in-house” resource consisting of specially trained members to assist members with accessing services. These members assist with proactive reach-outs and connecting with members regularly. **In 2025, the Service continued utilizing the Peer Support Application “Peer Connect”. Through the App, the Peer Support Team achieved the following in 2025:**

- **492** Members supported.
- **434** Connection Forms completed.
- **41** follow-ups made through the App.
- **50** Check-ins.
- **32** check-in recommendations made.
- **206** proactive check-ins.

**SUBJECT:** Supporting Ontario's First Responders Act - 2025 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

- **38%** of GSPS members are signed up in the Application.

Meetings were held throughout the year. In addition, our Wellness Coordination Officer met one-on-one with all members of the Peer Support Team to check-in and gather feedback.

**Incident Debriefing Team**

The incident Debriefing team focuses on peer-led emotional debriefings in conjunction with our Service chaplains and/or psychologist following a critical incident. These are led by members with highly specialized training and skills. The team provides immediate peer support and access to resources for members who have been involved in potentially traumatic events. The goal is to monitor members post event and offer support services where identified. **One formal debriefing was held in 2025.**

**Training, Education, and Awareness**

All new recruits as part of their Basic Constable Training Program at the Ontario Police College receive the Road to Mental Readiness (R2MR) training.

A wellness package is provided to all new members including a copy of Kevin Gilmartin's Emotional Survival for Law Enforcement.

The Service's goal has been to promote a cultural shift which supports greater acceptance of the importance of psychological health and to reduce the stigma surrounding mental health issues and seeking help. Ongoing training will also include education and awareness sessions on mental health and wellness with specific emphasis on observing signs and signals of distress to ensure early intervention.

Members are introduced to all workplace policies and procedures that address wellness including our respectful workplace, harassment and discrimination, occupational illnesses and injuries, and early and safe return to work. These are designed to promote and support a healthy work environment physically, mentally, and emotionally.

Our onboarding was expanded to include a psychotherapist who specializes in mindfulness, stress reduction, and sleep this year with very positive feedback from members.

The Wellness Coordination Officer facilitated an awareness training session for all Police Professional Supervisors during our Supervisor Training in 2025.

**SUBJECT:** Supporting Ontario's First Responders Act - 2025 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

### **Mental Health Reform Working Group**

This group oversees and leads wellness initiatives at GSPS. Through continual examination of best practices in the field, this group regularly introduces new services and also invites participation in research in the area.

### **Training Programs**

Our Police Training Officer program ensures new members received specialized guidance and training both pre- and post- Basic Constable Training. There are open discussions about stress, conflict, job requirements, and concerns. Plans are individualized to ensure learner needs are met. There are continued reviews and ongoing plan revisions. This is coupled with ongoing coaching and supervision at the Division level. Check-ins are scheduled throughout the first year for both Sworn and Police Professional members.

### **GSPS Member Wellness Nexus Page**

The page provides our members access to health and wellness information and includes information on resources, fitness, nutrition, and wellbeing. Our Nexus page was completely rebranded through our Health and Wellness Intern in 2025.

### **Spiritual Team**

The Spiritual Team formerly known as the Chaplaincy Program provides spiritual and emotional support for the well-being of our members. The team was trained in the Police Chaplaincy Program to understand how to better assist our members with their job specific challenges. Our team also assists at ceremonial functions, police funerals, marriages, and other special events.

### **Enriched Academy**

This continued financial wellness program in partnership with the Sudbury Police Association is designed to support member financial health. It provides both independent, group, and one-one one coaching and counselling around financial support. Members and their families are invited to subscribe at no cost.

### **Wellness Rooms**

In 2025, we created a Wellness Space at Headquarters on the First Floor between Information Management and E Platoon. There is an existing space at 128 Larch Street on the seventh floor. These are comfortable spaces for members to have private time individually or with a peer. These spaces are available 24 hours a day.

### **Awards and Recognition**

- Annual Member Awards

**SUBJECT:** Supporting Ontario's First Responders Act - 2025 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

- Community and Police Gala
- “In the Spotlight” on the Nexus
- Divisional Recognition
- Promotions
- Retirements
- Commendations

**Health and Wellness Committee (Blue Balance Wellness)**

This group is comprised of internal members and continues to develop new workplace initiatives.

In 2025, the Blue Balance Wellness Committee:

- Promoted the Greater Sudbury Police Service Battle for the Fittest – **65** PIN Tests Completed.
- Third Annual PTSD Awareness Walk in June 2025.
- Bell Let's Talk Colouring Lunch hosted in January 2025.
- Blue Balance – Gratitude Secret Santa Cards in December.

In June 2025, our one-year Health and Wellness Intern joined our Wellness Committee to assist with the development of programs and incentives in the workplace. From June to December, the Intern:

- Coordinated a Wellness Basket Raffle, raising \$785.00 for internal wellness incentives.
- Introduced Pet Therapy days, “Paws for a Break”, through *Pets as Therapy – HSN*.
- Launched poster campaigns throughout all locations.
- Coordinated on-site massage from Registered Massage Therapist students through local college programs.
- Hosted a chair yoga session through Stava Yoga.
- Coordinated a Forest Walk through “Reclaim your Self” for members to join in a restorative guided walk focusing on mindfulness.

The Service strives to develop and have all our programs guided by our RICH values of Respect, Inclusivity, Courage, and Honesty. Through the collective efforts of many, the Service is ensuring proactive research and best practices in the prevention of occupational stress injuries, and to the treatment of post-traumatic stress incidents. Members' health and wellness remain a top priority and systems to support staff are available to assist in maintaining their health.

Our range of services continues to grow and evolve to ensure fitness for duty and overall organizational wellness.

**SUBJECT:** Supporting Ontario's First Responders Act - 2025 Post-Traumatic Stress Disorder (PTSD) Prevention Plan – Annual Update

At the end of 2025, a Full-Time Wellness Coordinator Police Professional position was developed within our Human Resources Division. This position will replace the Wellness Coordination Officer and lead our wellness programs and services starting in 2026.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### **PUBLIC – 9.2**

**Date:** April 13, 2026

**Prepared By:** Melissa Lariviere, Acting Manager of Finance

**Recommended By:** Sara Cunningham, Chief of Police

**SUBJECT:** Police Auctions Canada Annual Report

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**ACTION:** For Information

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### **BACKGROUND:**

In accordance with Section 258 of the *Community Safety and Policing Act (CSPA)*, certain property items that have come into possession of the police service may be sold once all legal proceedings regarding the property have been completed, and there are no court orders for disposition. Additionally, any unclaimed items in which the owner is unable to be determined may also be sold after a one-month or three-month period, dependent on the item. Section 258(4)(2) states that the sale of items must take place by way of auction.

Further, in accordance with Section 39 of the City of Greater Sudbury Purchasing By-Law 2014-1, Section 39(1), Senior Management Team Members shall dispose of all Goods for which they no longer have use and that are of value by using appropriate methods for disposal that are in the City's best interests, including with limitation, public auction, public tender, trade, negotiated sale, donation, or transfer to another Department. This method has been used to dispose of various equipment, furniture, and vehicles.

In 2018, the Board entered into an Agreement with Police Auctions Canada (PAC) for the purpose of disposing of such property through auction.

The Board holds title to all property until sold. PAC is responsible for all physical damage to the property while in its possession. Any damage is repaired, or the Board is reimbursed at reasonable market value, as determined by the Board. If an item is sold and payment is not received, title to the item reverts to the Board and is placed in a further auction. PAC pays all costs and procedure expenses necessary to verify the authorship,

**SUBJECT: Police Auctions Canada Annual Report**

attribution, quality, or authenticity of any item including gemological tests of jewelry and related matter.

PAC charges a flat fee of 50% commission of the net selling price for this service. When considered in the context of staff salary savings and the value generated from online sales, this is a reasonable fee and efficient means for disposing of property.

**CURRENT SITUATION:**

Income earned from PAC Online Auctions for 2025 is summarized as follows with a comparison to the 2024 year. Many factors contribute to revenue yielded, including the number and types of items auctioned.

<b>YEAR</b>	<b>GSPS REVENUE</b>	<b>YEAR</b>	<b>GSPS REVENUE</b>
<b>2025</b>	<b>\$1,928.09</b>	<b>2024</b>	<b>\$2,913.83</b>

These funds have been deposited to the Board Reserve Fund for use on the authority of the Police Service Board.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### **PUBLIC – 9.3**

**Date:** April 13, 2026

**Prepared by:** Marc Brunette, Superintendent

**Recommended by:** Sara Cunningham, Chief of Police

**SUBJECT:** 2025 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties

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**ACTION:** For Information

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### **BACKGROUND:**

On January 1<sup>st</sup>, 2017, Ontario Regulation 58/16 made under the *Police Services Act* (PSA) in relation to the *Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties* came into effect. This legislation provides police officers with direction relating to the attempted collection of identifying information about an individual in certain circumstances governed by the Regulation.

On April 1<sup>st</sup>, 2024, the *Community Safety and Policing Act* (CSPA) came into force. As a result, Ontario Regulation 58/16 was revoked and replaced by Ontario Regulation 400/23.

### Application

The Regulation outlines the application and reads as follows:

2. (1) This Regulation applies with respect to an attempt by a police officer to collect identifying information about an individual from the individual, if that attempt is done for the purpose of,
  - (a) inquiring into offences that have been or might be committed;
  - (b) inquiring into suspicious activities to detect offences; or
  - (c) gathering information for intelligence purposes.

**SUBJECT:** 2025 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties

The Regulation also contains several exemptions, prohibitions, and duties surrounding the collection of identifying information. The Regulation does not apply to:

1. An attempted collection made by a police officer for the purpose of investigating an offence when the officer reasonably suspects an offence has been or will be committed.
2. An attempt by a police officer to collect identifying information from an individual if:
  - (a) the individual is legally required to provide the information to a police officer;
  - (b) the individual is under arrest or is being detained;
  - (c) the officer is engaged in a covert operation;
  - (d) the officer is executing a warrant, acting pursuant to a court order, or performing related duties; or
  - (e) the individual from whom the officer attempts to collect information is employed in the administration of justice or is carrying out duties or providing services that are otherwise relevant to the carrying out of the officer's duties.

This legislation was introduced in Ontario by the provincial government as a mechanism for Police Services to gather information in a manner which supports and adheres to the principles of equity and fairness contained in the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code. GSPS Board Policy 027 and GSPS Procedure INT010 both titled *Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties* were developed to ensure compliance with the Regulation. The interactions that are governed by the Regulation are defined in the Service procedure as a “Regulated Interaction”.

An electronic Collection of Identifying Information in Certain Circumstances (CIICC) Submission Form has been created for officers to complete following a Regulated Interaction. Completed CIICC Submission Forms are required to be verified. During the verification process the Regulated Interaction will be deemed to be either a Compliant or Non-Compliant Regulated Interaction based on its compliance with the Regulation.

Ontario Regulation 58/16 and Ontario Regulation 400/23 provides direction to the Chief of Police to provide an annual report to the Police Service Board.

**CURRENT SITUATION:**

As the eighth reporting period, January 1<sup>st</sup> through December 31<sup>st</sup>, 2025, is now complete, the following information is being provided in compliance with the annual reporting requirements of the Ontario Regulation 58/16 of the PSA & Ontario Regulation 400/23 of

**SUBJECT: 2025 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties**

the CSPA. Both Regulations are titled Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties.

During 2025, zero (0) CIICC reports were submitted.

**Attempted Collections vs Collections - CIICC**

This table represents a comparison of the number of Regulated Interactions where an attempt to collect identifying information was made and how many resulted in an actual collection of information. In 2025, there were 0 attempts to collect identifying information and 0 collections of identifying information.

<b>2025</b>	<b>Attempted Collections</b>	<b>Collections</b>
<b>Total</b>	0	0

**Exemptions used in a Regulated Interaction**

The Regulation affords officers in specific circumstances the ability to not provide the involved individual with all the information and duties as required.

Examples of these exemptions are in situations where a police officer has a reason to believe that informing the individual:

- might compromise the safety of an individual;
- would likely compromise ongoing police investigation(s);
- might allow a confidential informant to be identified; or
- might disclose the identity of a person contrary to the law, including disclosing the identity of a young person contrary to the *Youth Criminal Justice Act* (Canada).

The Annual Report must include the number of times these exemptions were used during a Regulated Interaction.

This table represents how many times the above exemptions were used to not provide one of the following duties to an individual:

**SUBJECT: 2025 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties**

<b>Duty to</b>	<b>Number of Exemptions</b>
Inform the individual that he or she is not required to provide identifying information to the officer	0
Inform the individual why the police officer is attempting to collect identifying information about the individual	0

The Regulation also provides officers in specific circumstances the ability to not offer to provide a CIICC Receipt as required to the involved individual. Examples of these exemptions are in situations where a police officer has a reason to believe that continuing to interact with the individual:

- might compromise the safety of an individual; or
- might delay the officer from responding to another matter that should be responded to immediately.

The Annual Report must include the number of times these exemptions were used during a Regulated Interaction.

This table represents how many times the above exemptions were used to not offer a CIICC Receipt to an individual:

<b>Duty to</b>	<b>Number of Exemptions</b>
Offer to give the individual a document that provides a record of the attempt to collect identifying information	0
Give the individual such a document if the individual indicates that he or she wants it	0

**Regulated Interactions - Gender**

When submitting a CIICC submission form, the involved officer must indicate the perceived gender of the individual at the time of the attempted collection.

The following table represents a breakdown of those individuals by gender:

<b>Regulated Interaction</b>	<b>Male</b>	<b>Female</b>	<b>Transgender, non-binary or other gender identity</b>
<b>Total</b>	0	0	0

**SUBJECT: 2025 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties**

**Regulated Interactions – Age Groups**

When submitting a CIICC submission form, the involved officer must indicate the perceived age of the individual at the time of the attempted collection.

The following table represents a breakdown of individuals by age group:

<b>Age Groups</b>	<b>Total</b>
0 - 19	0
20 - 29	0
30 - 39	0
40 - 49	0
50 - 59	0
60 - 69	0
70 - 79	0
80 or over	0

**Regulated Interaction – Racialized Groups**

When submitting a CIICC submission form, the involved officer must indicate the perceived racial group of the individual at the time of the attempted collection. A racialized group means a group of individuals identified by one of the following race categories, as set out with respect to the collection of Participant Observer Information (POI) in the data standards established under section 6 of the *Anti-Racism Act, 2017*.

The following table represents a breakdown of the individuals by perceived racial group:

<b>Racialized Groups</b>	<b>Total</b>
White	0
Indigenous (First Nations, Metis & Inuit)	0
Latino	0
Middle Eastern	0
Black	0
South Asian	0
East/Southeast Asian	0
<b>Total</b>	<b>0</b>

**Racialized Groups - Narrative**

In this reporting period, there were 0 interactions determined to be Regulated.

**SUBJECT: 2025 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties**

**Regulated Interaction – Area of Collection**

When submitting a CIICC submission form, the involved officer must indicate the neighbourhoods or areas where collections were attempted and the number of attempted collections in each neighbourhood or area. For this, patrol zones were utilized as the defining areas of contact.

The following table represents a breakdown of those patrol zones and where Regulated Interactions occurred or were attempted:

<b>Patrol Zone</b>	<b>Total</b>
Zone 20	0
Zone 30	0
Zone 40	0
Zone 50	0
Zone 60	0
Zone 11	0
Zone 12	0
Zone 13	0
Zone 14	0
Zone 15	0

**Regulated Interaction – Submissions Determined to be Non-Compliant Collections**

The Regulation requires that every submission is reviewed to ensure that every aspect of the legislation has been properly applied. During this review, if the Regulated Interaction is found to be Non-Compliant with the legislation, the information is secured from access as restricted information.

The following table represents a breakdown of the Regulated Interactions and the number that were deemed to be Non-Compliant during the verification process:

<b>CIICC Submissions</b>	<b>Regulated Interaction</b>	<b>Incidents of Contact</b>
<b>Compliant</b>	0	0
<b>Non-Compliant</b>	0	0

**SUBJECT:** 2025 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties

### **Regulated Interactions – Annual Audit Review**

The Regulation requires that at least once a year a detailed review of an appropriately sized sample of entries of identifying information from the database is conducted to ensure regulatory compliance.

An audit was conducted which confirmed compliance.

### **Regulated Interactions – Access to Restricted CIICC Submissions**

The Regulation does permit in specific situations for the Chief of Police to grant permission to access restricted information. The legislation outlines the conditions that must be met to provide this review, and are as follows:

- for the purpose of an ongoing police investigation,
- in connection with legal proceedings or anticipated legal proceedings,
- for the purpose of dealing with a complaint under Part V of the *Act* or for the purpose of an investigation,
- to prepare the Annual Report,
- for the purpose of complying with a legal requirement, or
- for the purpose of evaluating a police officer's performance.

There were no requests submitted in 2025 to access restricted information.

### **Conclusion**

During 2025, the eighth year of Ontario Regulation 58/16 and first year of Ontario Regulation 400/23 being implemented, the Greater Sudbury Police Service continued to dedicate many resources to identifying areas requiring additional discussion or training. Training has been developed and provided to all officers to understand the application and interpretation of the Regulation.

The Service will continue to review all future CIICC Form submissions to ensure compliance with the duties of the Regulation and address any issues that are of concern.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### **PUBLIC – 9.4**

**Date:** April 10, 2026

**Prepared by:** Sharon Baiden, Interim Board Staff

**SUBJECT:** 37<sup>th</sup> Annual Canadian Association of Police Governance Conference

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**ACTION:** For Approval

### **RECOMMENDATION:**

*THAT the Greater Sudbury Police Service Board authorizes Members to attend the Canadian Association of Police Governance Annual Conference August 12 to 14, 2026, in Edmonton, Alberta.*

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### **BACKGROUND:**

The Canadian Association of Police Governance is a national organization dedicated to excellence in police governance, established in 1989. The CAPG represents municipal police boards and commissions in Canada and works to achieve highest standards as a national voice of civilian oversight.

Each year the CAPG hosts an Annual General Meeting and Conference where delegates are encouraged to network, discuss, and engage in learning. The Conference brings together police board members, governance professionals, and sector leaders from across Canada.

The conference features a curated program of plenary sessions, panel discussions, and workshops focused on advancing excellence in civilian police governance, addressing emerging challenges, and sharing leading practices. It provides a collaborative environment for learning, knowledge exchange, and strategic dialogue on key issues shaping policing and governance in Canada.

**SUBJECT: 37th Annual Canadian Association of Police Governance Conference**

**CURRENT SITUATION:**

The conference this year will be held in Edmonton, Alberta from August 12 to 14, 2026. The theme is “*Navigating Complexity; Police Governance in an Era of Competing Pressures*”. The Agenda will be available for distribution soon and will be circulated to Board members in the near future.

Conferences offer an excellent opportunity for Board Member training through inspiring speakers, engaging plenary sessions, group discussions with leaders and field experts, informative presentations, and practical skill-building workshops.

Members are asked to confirm their interest in attending through the Board Office.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### **PUBLIC – 10.1**

**Date:** April 8, 2026

**Prepared by:** Melissa Lariviere, Acting Manager of Finance

**Recommended by:** Sara Cunningham, Chief of Police

**SUBJECT:** 2026-2027 Bail Safety Program Agreement Renewal

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**ACTION:** For Approval

### **RECOMMENDATION:**

*THAT the Greater Sudbury Police Service Board enter into a renewal Agreement with 'His Majesty the King in Right of Ontario as Represented by the Attorney General' for the purpose of the Bail Safety Program for a one-year period April 1, 2026, to March 31, 2027.*

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### **BACKGROUND:**

In December 2002, the Board was advised that the Greater Sudbury Police Service had been selected to participate in a Domestic Violence Bail Project. Discussions ensued to determine the terms and conditions of such a Program. On April 1, 2003, the Board entered into an Agreement with the Ministry of the Attorney General with respect to a Bail Safety Pilot Project which outlined the various roles and responsibilities of each party. In 2006, the Ministry committed ongoing funds to ensure sustainability of the Bail Safety Program. Since that time, and on an annual basis, the Board has had an Agreement with the Ministry of the Attorney General which provides partial funding for a Bail Safety Officer in the amount of \$110,694.

The Bail Safety Program is a specialized bail program that assists in the collection of information to help in the identification of intimate partner violence risk factors and to assist in making recommendations during bail hearings.

**SUBJECT: 2025-2026 Bail Safety Project Agreement Renewal**

**CURRENT SITUATION:**

The program having been in operation for close to twenty-five years continues to be highly effective. The current Agreement expired March 31, 2026. Correspondence was received from the Ministry extending the program from April 1, 2026, to March 31, 2027, on the same terms and conditions.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### **PUBLIC – 11.1**

**Date:** April 13, 2026

**Prepared By:** Melissa Lariviere, Acting Manager of Finance

**Recommended By:** Sara Cunningham, Chief of Police

**SUBJECT:** 2025 Year End Police Service Board Reserve Fund

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**ACTION:** For Approval

### **RECOMMENDATION:**

*THAT the Greater Sudbury Police Service Board approve the January 1, 2025, to December 31, 2025, Police Service Board Reserve Fund report.*

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### **BACKGROUND:**

The City of Greater Sudbury Bylaw #2020-125 establishes and continues Reserves, Reserve Funds, and Trust Funds for the City of Greater Sudbury.

The Police Service Board Reserve Fund is utilized for any purpose that the Greater Sudbury Police Service Board considers to be in the interest of the public in accordance with Section 258 to 259 of the *Community Safety and Policing Act* (CSPA). It is also used for charitable endeavors and various events as the Board deems suitable, without further authorization.

The Reserve Fund is funded and maintained through annual contributions from online auction revenues, money recovered from seized property, and interest earned from fund investments.

### **CURRENT SITUATION:**

In the 2025 year, the Greater Sudbury Police Service Board successfully managed and maintained its financial resources within the Reserve Fund. The Board also continued to

**SUBJECT: 2025 Year End Police Service Board Reserve Fund**

support various activities and initiatives in alignment with the Reserves direction. Please refer to Appendix 'A' for details on 2025 activities and a summary of the year-end balance. The overall balance decreased by approximately \$16,121.30 compared to the previous year with a 2025 year-end balance of \$14,571.13. Gains and losses are closely tied to auction proceeds and seized funds, which may fluctuate from year to year.



## Greater Sudbury Police Services Board Board Trust Reserve Fund

**Balance 2024 Year End** \$ (30,692.43)

### 2025 Revenue

Auction proceeds	\$ (1,928.09)
National Peace Officers Memorial Run	\$ (3,870.00)
Seized funds	\$ (6,474.23)
Training reimbursement	\$ (348.46)
Reserve Fund Interest	\$ (1,241.53)

**2025 Total Revenue** \$ (13,862.31)

### 2025 Expenditures

110th Irish Regiment	\$ 600.00
Dan & Rick McDonald Golf Tournament	\$ 1,450.00
Found monies reimbursement	\$ 1,350.00
Fundraising walk	\$ 1,000.00
GSPS Men's Hockey Team	\$ 2,000.00
GSPS Ride to Remember Cycling Team	\$ 2,050.00
GSPS Ride to Remember Support Team	\$ 2,050.00
GSPS Women's Hockey Team	\$ 2,000.00
Joe MacDonald Ontario Police Basketball	\$ 2,000.00
Mousseau's Mission	\$ 1,500.00
National Peace Officers Memorial Run	\$ 5,983.61
Nigerian Community Soccer Game	\$ 1,000.00
Palmetto Motorcycle Skills Training Seminar	\$ 2,000.00
Run to Remember for PTSD	\$ 1,500.00
Safe Ride Home Sudbury Defeat Depression	\$ 2,500.00
YWCA Women Distinction Gala	\$ 1,000.00

**2025 Total Expenditures** \$ 29,983.61

**Balance 2025 Year End** \$ (14,571.13)



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### **PUBLIC – 11.2**

**Date:** April 13, 2025

**Prepared By:** Melissa Lariviere, Acting Manager of Finance

**Recommended By:** Sara Cunningham, Chief of Police

**SUBJECT:** 2025 Year End Police Service Donations Reserve Fund

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**ACTION:** For Approval

### **RECOMMENDATION:**

*THAT the Greater Sudbury Police Service Board approve the January 1, 2025, to December 31, 2025, Police Service Donations Reserve Fund report.*

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### **BACKGROUND:**

The City of Greater Sudbury Bylaw #2020-125 establishes and continues Reserves, Reserve Funds, and Trust Funds for the City of Greater Sudbury.

The Police Service has a number of such Reserves included in this bylaw one of which is the Police Service Donations Reserve Fund. This Reserve is under control of the Police Service Board and to be used for crime prevention initiatives, initiatives supporting community-oriented policing that involves a co-operative effort on the part of the Greater Sudbury Police Service and youth in the community, initiatives benefitting children and/or youth and/or their families, initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, and sponsorship of educational events.

### **CURRENT SITUATION:**

The Police Service Donations Reserve Fund is maintained by annual contributions of excess donation proceeds net of expenditures in any given year. The primary source of revenue generation is the annual Community and Police Gala. Monies are used for the purpose as set out above and deemed suitable by the Greater Sudbury Police Service

**SUBJECT: 2025 Year End Police Service Board Reserve Fund**

Board without further authorization from Council. Many of the funds drawn from this Reserve are used in support of activities as determined appropriate through the Chief's Youth Advisory Committee and crime prevention activities. Requests for funds are regularly reviewed by the Board based on applications detailing the purpose and use of said funds. This is a working Reserve with funds dispersed throughout the year based on Board resolution. On an annual basis, the Board is provided with a report summarizing annual transactions authorized throughout the year. Please see Appendix 'A' attached.

This year, the fund is up by \$20,821.80 over the previous year with a 2025 year-end balance of \$163,838.81. Again, this Reserve continues to support many community activities, particularly in support of youth engagement which has yielded many positive results and does not impact the Operating Budget.



## Greater Sudbury Police Services Board Donations Reserve Fund

**Balance 2024 Year End**                    \$ (143,017.03)

### 2025 Revenue

Auxilliary	\$	-
Burke Foundation	\$	-
COPs	\$	-
Crime Prevention (General)	\$	-
Drug Related	\$	-
Family Golf Tournament	\$	(500.00)
ELLF	\$	-
Graffiti Eradication	\$	-
Green Stairs	\$	-
Health & Wellness	\$	(2,222.00)
Home Run for High Schools	\$	-
Kids, Cops & Fishing	\$	(200.00)
Kids, Cops & Golf	\$	-
Kids, Cops & Ice Fishing	\$	-
Lions Eye In the Sky	\$	-
Literacy Program	\$	-
Mason Basketball Camp	\$	-
Multicultural	\$	-
Polar Plunge	\$	(2,500.00)
Police Fire & Ice	\$	(37,693.25)
Shop with a Cop	\$	(3,000.00)
Sled Days	\$	-
SPYDR	\$	-
STRIDE	\$	-
<b>Youth Initiatives</b>	<b>\$</b>	<b>(86,850.00)</b>
Youth Symposium	\$	-
Reserve Fund Interest	\$	(5,785.15)
<b>2025 Total Revenue</b>	<b>\$</b>	<b>(138,750.40)</b>

### 2025 Expenditures

Auxilliary	\$	-
Burke Foundation	\$	-
COPs	\$	-
Crime Prevention (General)	\$	-
Drug Related	\$	-
Family Golf Tournament	\$	-
ELLF	\$	-
Graffiti Eradication	\$	-
Green Stairs	\$	-
Health & Wellness	\$	130.93
Home Run for High Schools	\$	-
Kids, Cops & Fishing	\$	634.27

Kids, Cops & Golf	\$	-
Kids, Cops & Ice Fishing	\$	-
Lions Eye In the Sky	\$	-
Literacy Program	\$	-
Mason Basketball Camp	\$	3,031.31
Multicultural	\$	-
Polar Plunge	\$	1,073.21
Police Fire & Ice	\$	26,803.24
Shop with a Cop	\$	15,807.60
Sled Days	\$	-
SPYDR	\$	625.46
STRIDE	\$	-
<b>Youth Initiatives</b>	<b>\$</b>	<b>69,822.59</b>
Youth Symposium	\$	-
<b>2025 Total Expenditures</b>	<b>\$</b>	<b>117,928.61</b>
<b>Balance 2025 Year End</b>	<b>\$</b>	<b>(163,838.81)</b>



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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**PUBLIC – 11.3**

**Date:** April 10, 2026

**Prepared and Recommended by:** Sara Cunningham, Chief of Police

**SUBJECT:** Donations Reserve Fund Requests

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**ACTION:** For Approval

**RECOMMENDATION:**

*THAT the Greater Sudbury Police Service Board authorize the following donations with funds to be drawn from the Donations Reserve Fund:*

*\$2,500 in support of the Greater Sudbury Police Service SPARK and YMCA Crowley/Outdoors Camp*

*\$1,500 Lasalle Secondary School in support of Community Multicultural Day*

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**BACKGROUND:**

The City of Greater Sudbury Bylaw #2020-56 (as amended by 2020-125) 125 establishes and continues Reserves, Reserve Funds, and Trust Funds for the City of Greater Sudbury. Additionally, through this by-law, the Police Service maintains a Police Services Donations Reserve Fund which is governed through PSB005.

When assessing each request, consideration is given to donations and/or sponsorship that promotes the guiding principles for the provision of police services as outlined in Part 1 of the *Community Safety and Policing Act*.

A key component of this Fund is the Chiefs Youth Initiative Fund which was established for the exclusive purpose of providing financial resources and support to youth-related initiatives within the community.

## **SUBJECT: Donations Reserve Fund Requests**

When evaluating these requests for funds, the Board takes into account initiatives supporting community-oriented policing that involves a cooperative effort on the part of the Greater Sudbury Police Service and youth in the community, initiatives benefiting children and/or youth and/or their families, initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, and sponsorship of educational events.

### **CURRENT SITUATION/REQUESTS:**

Requests for funding consideration have been received.

The balance in the Chief's Youth Initiative Fund at this date is \$27,785.19.

### **\$2,500 in support of the Greater Sudbury Police Service SPARK and YMCA Crowley/Outdoors Camp**

In collaboration with the YMCA, GSPS's Community Engagement Section (CES) is creating a unique camp that includes a blend of Water Sports at Crowley and Outdoors Explorers for a one-week camp that takes place July 27-31. The YMCA is offering CES the opportunity to send up to 8 youth ages 11-14 to participate in this weeklong camp. Two days will be spent at Crowley Lake where campers will enjoy learning and practicing a variety of water activities, including paddle boarding, canoeing, kayaking, and fishing. Three days will be spent at Kivi Park where campers will dive into the world of outdoor adventures where they will learn techniques like shelter building, fire making, knot tying, and nature tracking. The criteria used for selection is youth deserving and in need of an opportunity to participate in a free athletic activity while interacting with police in a positive environment. This camp will be led by trained and expert staff from the YMCA. The CES will participate in this camp to ensure rapport building and positive role modeling. Other abilities we hope to help foster are team building, self-confidence and respect. All registration, consent forms, and waivers will be the responsibility of the YMCA alleviating all liability to the Service.

GSPS will provide transportation to and from the camp if this proves to be a barrier. Additional financial support from the CYIF will ensure healthy snacks and refreshments are available.

### **\$1,500 Lasalle Secondary School in support of Community Multicultural Day**

This Multicultural Day is a community-centered event that celebrates the diverse cultures represented within the school. The event will feature food trucks, cultural performances,

## **SUBJECT: Donations Reserve Fund Requests**

interactive activities, games, and information booths hosted by community organizations. The students will take part in a positive day that brings everyone together, fostering a sense of family and togetherness. The purpose of this initiative is to foster inclusion, belonging, and cultural appreciation among students and families. By creating opportunities for positive engagement, the event aims to strengthen relationships within the school community and between community partners, promote a sense of belonging, identity, and pride in cultural heritage, encourage positive social interactions and community engagement, provide access to local agencies that support youth and families, create a safe, welcoming space that builds trust and reduces social isolation, strengthen relationships between youth, families, and community supports all of which can contribute to reduced need for policing intervention and improved police-community relationships through proactive engagement.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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**PUBLIC – 11.4**

**Date:** March 23, 2026

**Prepared by:** Nathan Dokis – Manager of Communications and Information Technology

**Recommended by:** Sara Cunningham – Chief of Police

**SUBJECT:** Norigen Core Analytical Platform

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**ACTION:** For Approval

**RECOMMENDATION:**

*THAT the Greater Sudbury Police Service Board approve the sole-source procurement of the Norigen Core analytical platform from Norigen Management Consulting Inc., at an annual subscription cost of \$105,792.00 and a one-time implementation fee of \$10,000.00, for a total contract value of \$292,112.00 (plus HST) for the period May 1, 2026, to December 31, 2028.*

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**BACKGROUND:**

The Greater Sudbury Police Service (GSPS) continues to advance its data-driven policing capabilities to support operational effectiveness, strategic decision-making, and compliance with evolving provincial requirements.

Norigen Management Consulting Inc. has developed the Norigen Core, a web-based intranet analytics platform designed specifically for Ontario police services. The platform has been built through direct policing applications and is tailored to agencies operating within the OPTIC (Ontario Police Technology Information Cooperative) environment.

The Norigen Core provides:

- Statistical dashboards and reporting tools
- Mapping and visualization of occurrences and operational data

**SUBJECT:** Norigen Core Analytical Platform

- Integration of multiple internal data sources (e.g., RMS – Records Management System, CAD – Computer-Aided Dispatch)
- Analytical outputs tailored to operational and executive stakeholders

**CURRENT SITUATION:**

GSPS currently relies on a combination of manual reporting processes and limited analytical tools to extract operational insights from organizational data. These processes are resource-intensive and limit the Service’s ability to:

- Deliver real-time operational intelligence
- Perform advanced data correlation and risk analysis
- Support executive-level decision-making with dynamic dashboards
- Meet increasing expectations for evidence-based policing and reporting

The Norigen Core provides a purpose-built solution that directly addresses these gaps.

Financial Impact

Total Contract Value: \$292,112.00 (plus HST)

- Includes pro-rated subscription for 2026 (and full annual costs for 2027 and 2028)
  - 2026: \$70,528.00
  - 2027: \$105,792.00
  - 2028: \$105,792.00
- One-time implementation fee: \$10,000.00

Funds have been budgeted for this initiative in the Communication Information Technology account.

Procurement Justification

A sole-source procurement is justified as the Norigen Core is developed specifically for OPTIC police agencies, integrates directly with OPTIC-hosted RMS and CAD systems, and is approved for integration within the OPTIC environment.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

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### **PUBLIC – 12.1**

**Date:** April 14, 2026

**Prepared by:** Sharon Baiden, Interim Board Staff

**SUBJECT:** Report from Board Staff

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**ACTION:** For Information

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### **CURRENT SITUATION:**

Major highlights since the March 2026 meeting:

- Collective Agreements
  - SPA Sworn
  - Civilian Agreement
  - SOA Sworn
- Labour Relations Discussions
- March Board meeting follow-up
- Liaising and information sharing with Big 12 Staff
- Attend Presentation - OAPSB Meeting
- April Board meeting preparation
- Review Board Policies
- Assist with and respond to day-to-day inquiries

# **CHIEF OF POLICE REPORT**

## **GREATER SUDBURY POLICE SERVICE BOARD**

**April 2026**



Chief Sara Cunningham

COMMUNITY SAFETY & WELL-BEING

**Barry Ornella**

Inspector

**COMMUNITY MOBILIZATION SECTION (CMS)**

**CRU/AGCO Joint Liquor Inspection Initiative for St. Patrick’s Day**

On March 13<sup>th</sup>, 14<sup>th</sup>, and 17<sup>th</sup>, members of the GSPS Central Community Response Unit (CRU) and Liquor Inspectors from the Alcohol Gaming Commission of Ontario (AGCO) attended local licensed establishments throughout the City of Greater Sudbury to provide education and conduct liquor license compliance inspections with respect to St. Patrick’s Day festivities.

On March 13<sup>th</sup>, education and notification letters were provided to a total of **33** establishment operators, with a focus on the “Big 5” liquor violations:

1. Permit drunkenness, disorderly behavior, drugs
2. Sale or service to intoxicated person
3. Sale or service to minors
4. Overcrowding
5. Sale or service outside prescribed hours/fail to remove signs of service

On March 14<sup>th</sup> and 17<sup>th</sup>, the CRU Unit and AGCO Inspectors conducted compliance checks at **30** establishments and engaged with over **1,200** bar staff and patrons. **One** violation was identified and addressed for liquor service to a person under the age of 19 years.

**CRU Arrest Downtown Leads to Drug and Weapons Charges**

On March 26<sup>th</sup>, CRU Officers apprehended an individual on Elgin Street who was wanted on outstanding arrest warrants for Robbery and other criminal offences. While searching the individual incident to arrest, CRU Officers seized:

- 40.8g of suspected Cocaine
- 400 Clonazepam 0.5 mg pills
- Packaging materials
- Digital scale
- Bear Attack Deterrent Spray
- Folding Knife



## GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

The individual was additionally charged with 2 counts of Possession for the Purpose of Trafficking, Possession of a Weapon for a Dangerous Purpose, and Carry Concealed Weapon. The street value of the seized drugs is valued at \$4,400 CDN.

### COMMUNITY ENGAGEMENT SECTION (CES)

#### Indigenous Liaison Office (ILO)

##### 2026 Lacrosse Skills Development Program

March 30<sup>th</sup> marked the conclusion of the Lacrosse Skills Development Program. This new program provided lacrosse skills development opportunities to Indigenous youth while incorporating Indigenous teachings and history. A total of **43 youth** participated in the program across three age categories (5-7yrs, 8-12yrs, and 13-17 years).

We recognize the contributions of our valued community partners to make this program a success, including N’Swakamok Indigenous Friendship Centre, Cambrian College, City of Greater Sudbury, Sudbury Rockhounds, and the Indigenous Friendship Centre.

##### 2026 MKWA Program Launch

On March 27<sup>th</sup>, the ILO hosted the MKWA Program launch. This year, **11** local high school students will be paired with GSPS officers from various divisions. Over the coming months, participants will accompany their partner officer during four ride-along patrols, with the goal of creating bonds and providing exposure to the police profession. The MKWA Program has been held annually since 2005.

#### Citizens on Patrol (COP)

##### COP Patrols

In the month of March, COP volunteers conducted a total of **12** patrols throughout the community, during which a total of **25 focused patrols** were conducted in target areas identified by community members for chronic issues such as open drug use, loitering, trespassing, and trouble with youth.

##### Community Events

- March 1<sup>st</sup> - Inspector Mooseau attended “Growler’s Birthday Party” at the Sudbury Arena.
- March 7<sup>th</sup> - COP, GSPS Event Volunteers, and Auxiliary members assisted with the Polar Plunge.
- March 14<sup>th</sup> - Auxiliary members participated in the Motion Ball for Special Olympics event at Laurentian University.
- March 23<sup>rd</sup>, 25<sup>th</sup>, 27<sup>th</sup> - COP and Auxiliary members participated in the Meals on Wheels “March for Wheels” campaign.



## COURTS BRANCH

### Out-of-Town Youth Prisoner Escorts

In the month of March, Special Constables performed **one** out-of-town escort for a person remanded to a Youth Detention Centre:

- March 19<sup>th</sup>- One male youth was escorted to Hamilton, ON. This was the first transport to this Youth Detention Centre and required an overnight stay for officers due to the time of remand and length of shift to accommodate transport.

### Single-point Entry (SPE)

At 155 Elm Street, Court Security personnel - consisting of four Special Constables - continued to manage single-point entry while its full implementation neared completion. Members of the public entering the courthouse have been wanded and their personal baggage physically searched.

Single-point entry has since been completed and will be fully operational beginning Monday, April 20<sup>th</sup>, 2026.

At 159 Cedar Street, Court Security personnel – consisting of two Special Constables – have also continued to manage single-point entry, similarly wanding and physically searching personal baggage of all members of the public entering the courthouse.

**PATROL OPERATIONS & EMERGENCY COMMUNICATIONS**

**Chris Brown & Andrea Savage**

Inspector / Manager

**911 EMERGENCY COMMUNICATIONS CENTER (911-ECC)**

**911 Calls:**

March	Total
2024	5,849
2025	5,831
2026	6,041

**Ambulance Assistance Calls for Service – March:**

Year	Overall	Daily Average
2024	137	4.4
2025	128	4.1
2026	138	4.6

**Ambulance Assistance Call Analysis – March:**

Category	Count	%
Potential for violence	23	17%
Might be uncooperative	2	1%
Aggressive	17	12%
Uncooperative	19	14%
Mental health related*	20	14%
<i>MHA Apprehension</i>	10	50%
Intoxicated	27	20%
Non-fatal overdose	2	1%
Medical alarm	16	12%
Elderly patients	10	7%
Youth patients	14	10%
Investigative+	44	32%

\*Mental health related includes incidents involving self-harm, suicidal comments, and apprehensions under the Mental Health Act.  
 +Investigative includes incidents with required police involvement, such as Intimate Partner Violence, Sudden Deaths, allegations of child abuse, and mental health incidents requiring an apprehension.



## GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

Of the **138** Ambulance Assistance calls in March:

- **17%** involved potential violence (police requested as a precaution)
- **12%** involved aggressive patients
- **14%** involved uncooperative patients (i.e., refusing care)
- **14%** were Mental Health related, with **50%** of those calls involving a Mental Health Act apprehension.
- **20%** involved an intoxicated patient
- **12%** involved medical alarms
- **7%** involved elderly patients
- **10%** of calls involved youth patients
- **32%** of calls required police investigations (e.g., allegations of violence, child abuse, sudden death, suspected impaired driver)

GSPS continues to work with our Sudbury *Emergency Response Services Committee* to consult and collaborate on shared community issues and trends.

### E PLATOON – POLICE REPORTING CENTER (PRC)

Officers assigned to E Platoon contribute significantly to service delivery effectiveness and operational efficiency by providing alternative response options for low-threshold calls for service. This alternative service delivery model diverts a substantial number of incidents away from front-line emergency response to our police reporting centre, reserving emergency patrol resources for higher-priority service needs. On-line and alternative reporting fulfills an essential and strategically important function within the Service in both effective resource management and service delivery within our large jurisdictional radius.

E Platoon is currently staffed by 15 members – 12 sworn police officers and 3 Community Safety Personnel (CSPs). Triaged incidents are sent to E Platoon for dispatch and/or further investigation, diverting calls away from front-line Patrol members.

#### E Platoon Statistics - March

- Virtual Choice Reporting (VCR) Platform: **23** incidents handled
- Online Reporting (Rubicon): **1,017** reports
- Alternative Reporting: **102** reports
- Criminal Code Charges Laid: **120**

### PATROL OPERATIONS

The Patrol Division renewed its focus on the downtown core after the completion of the Support 360 initiative.

On each dayshift Monday through Friday, Patrol members were and continue to be assigned to work downtown. Officers respond to calls for service, engage with community members, challenge open-air drug use, provide service referrals, issue offence notices, and lay charges where applicable.



## Patrol Statistics - March

- Downtown Focused Patrols: **55** patrols conducted by Patrol members in the downtown core.
- Highway Traffic Act (HTS) Charges: **89** charges laid.
- Criminal Code (CC) Charges: **447** charges laid.
- Impaired Driving Investigations Resulting in Charges - **21**

## Noteworthy Incidents:

### Home Invasion

**Situation:** On March 1, 2026, at 10:23 pm, police received a 911 call for a home invasion involving a firearm. Officers attended a residence in the Donovan area and determined that the victim was assaulted and held at gunpoint. Five suspects were identified and observed fleeing the area in a vehicle.

**Response:** Patrol members located the suspect vehicle near King Street and Notre Dame Avenue. Officers attempted to stop the vehicle, but it initially refused. The vehicle was eventually stopped near Leslie Street.

**Result:** All five suspects were arrested. The gun was recovered and determined to be a replica airsoft pistol. All suspects were held, pending bail.

### Mental Health – Weapons

**Situation:** On March 18, 2026, EMS requested police assistance at a residence. Paramedics activated their emergency alert while on scene at a medical call while providing care to a male who was experiencing a mental health crisis and had access to knives.

**Response:** Patrol members attended the scene, and upon their arrival the male armed himself with two kitchen knives. Officers removed any persons nearby, contained the male, and actively used verbal de-escalation techniques.

**Result:** The male surrendered without incident. He was apprehended under the Mental Health Act and transported to HSN for assessment and additional support.

CRIMINAL INVESTIGATIONS DIVISION

**Jerry Willmott**  
Inspector

**MAJOR CRIME SECTION**

**Collaborative Effort Leads to Identification of Missing Person, Pamela Harvey (1978)**

**Situation:** Pamela Harvey, aged 23, was reported missing to the Sudbury Regional Police Service on December 25, 1978. In March 1979, an unidentified homicide victim was discovered in St-Eustache, Quebec. Despite extensive investigative efforts at the time, the victim remained unidentified for decades.

**Response:** Over the course of 47 years, investigators from the Sudbury Regional Police Service, and later the Greater Sudbury Police Service (GSPS), remained committed to resolving the case. Evidence was meticulously preserved, allowing for the application of modern forensic techniques.

In 2018, familial DNA samples were collected and submitted to the National Missing Persons DNA Program.

In 2025, through a collaborative effort involving the Sûreté du Québec, GSPS, the Québec Coroner’s Office, and forensic specialists, historical case data and forensic odontology linked Pamela Harvey to the unidentified victim. DNA analysis confirmed the identification through the RCMP National DNA Data Bank.

**Outcome:** Pamela Harvey was positively identified nearly five decades after her disappearance, providing long-awaited answers and closure to her family. The investigation also determined that the individual believed responsible for her homicide died in 1979.

**Intimate Partner Violence (IPV) Presentation**

On March 26, 2026, Detective Sergeant Jeff Mussen and Staff Sergeant Adam Demers of the Greater Sudbury Police Service (GSPS) provided a presentation on the GSPS Intimate Partner Violence Unit to the Rotary Club of Sudbury – Sunrisers at the Radisson Hotel.

The GSPS Intimate Partner Violence (IPV) Unit strengthens community safety by providing a focused, specialized response to complex and high-risk incidents. By concentrating expertise in risk assessment, victim support, and offender management, the unit ensures more consistent investigations, stronger partnerships with social services, and better protection for victims.



### The Bail Compliance & Warrant Apprehension (BCWA) Program

The Bail Compliance and Warrant Apprehension (BCWA) program continues to address risks posed by individuals who fail to comply with court-ordered conditions or have outstanding warrants. Ongoing demand reflects the prevalence of repeat and high-risk offenders, underscoring the need for a proactive, coordinated enforcement approach aligned with the GSPS commitment to prevention, risk mitigation, and accountability.

The GSPS BCWA program implemented a focused and intelligence-led approach to offender management through:

- Proactive Bail Compliance Monitoring  
Regular compliance checks and targeted follow-up with individuals on release conditions to ensure adherence and early intervention.
- Prioritized Warrant Apprehension  
Strategic identification and apprehension of high-risk offenders to reduce time-at-large and prevent further offences.
- Integrated Operations  
Coordination with the Integrated Crime Team (ICT) and frontline units to align enforcement efforts with emerging trends and risk profiles.

**Outcome:** First quarter statistics for 2026 demonstrate that the BCWA program continues to deliver meaningful, measurable impact:

- Improved Compliance  
Increased adherence to bail conditions through consistent monitoring and enforcement.
- Enhanced Community Safety  
Timely apprehension of offenders reduced opportunities for re-offending and mitigated risk to the public.
- Disruption of Recidivism  
Early intervention interrupted repeat offending cycles among known individuals.
- Operational Efficiency  
Focused enforcement reduced demand on frontline and investigative resources by preventing escalation.

The BCWA program remains a critical component of GSPS in delivering proactive, results-driven policing that enhances accountability, reduces risk, and strengthens community safety.

BCWA program First Quarter statistics for 2026:



## GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

Category	YTD Total
Compliance Checks Conducted	146
Confirmed Compliant	107
Warrant Requests Due to Offender Being Non-Compliant	9
New Charges Laid	58
Arrest Warrants Executed	387

### INTEGRATED CRIME SECTION

#### IPV Investigation Leads to Seizure of Replica Firearm

**Situation:** On March 7, 2026, members of Patrol Operations began an Intimate Partner Violence (IPV) investigation in relation to an individual uttering threats. During the investigation, officers received information that the individual was in possession of a handgun. Officers applied for and were granted a search warrant for the individual’s residence

**Response:** On March 9, members of the Emergency Response Unit (ERU), Major Crime Section, and Integrated Crime Section (ICS) executed the search warrant and located a replica firearm. The individual was taken into custody without incident.

**Outcome:** A 28-year-old male has been charged with the following offences under the Criminal Code of Canada.

- Utter Threats to Cause Bodily Harm
- Utter Threats to Damage Property
- Failure to Comply with Probation x2
- Possession of Firearm Contrary to Prohibition x2
- Possession of Prohibited or Restricted Weapon
- Knowledge of Unauthorized Possession of Firearm

#### DEU Arrests Individual for Third Time in Less Than Two Years for Drug and Firearm-Related Offences

**Situation:** On March 24, 2026, Detectives from the Drug Enforcement Unit (DEU) concluded a drug investigation into individuals believed to be trafficking illicit drugs in our community. Based on the investigation, members of the Emergency Response Unit (ERU) and K9 Unit executed two Controlled Drugs and Substances Act (CDSA) warrants in the Donovan.

**Response:** As a result of the CDSA search warrants, two people were located inside the apartment and arrested for drug-related offences. A search of the individuals, apartment, and detached structure incident



## GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

to arrest, revealed a **handgun with an extended magazine**, several rounds of **ammunition**, a small amount of **crack cocaine**, and **\$2,871** in cash.

**Outcome:** A 44-year-old male has been charged with the following offences under the CDSA and Criminal Code of Canada:

- Possession of a Firearm Contrary to Order x 7
- Unauthorized Possession of a Weapon
- Careless Use of a Firearm
- Unauthorized Possession of a Prohibited Device
- Unauthorized Possession of a Prohibited or Restricted Firearm
- Possession of a Loaded Prohibited or Restricted Firearm
- Possession of a Schedule I Controlled Substance for the Purpose of Trafficking, to wit: Cocaine
- Possession of Property Obtained by Crime under \$5,000
- Fail to Comply with Release Order



INTEGRATED OPERATIONS

**Robert Norman**

Inspector

**INTEGRATED TRAFFIC SAFETY UNIT (ITSU) – TRAFFIC MANAGEMENT UNIT & SPECIALIZED ENFORCEMENT UNIT (SEU)**

**Enforcement Activity**

In March, ITSU issued **313** Provincial Offence Notices, including **56** Part III summonses and **35** seventy-two-hour report-in notices.

Year-to-date, the ITSU has laid **702** charges under the Provincial Offences Act, representing an approximate **53% increase** over the same period in 2025, where 459 charges were laid. This increase reflects a deliberate and sustained enforcement presence, with a focus on high-risk driving behaviours and known problem areas.

**Motor Vehicle Collisions (MVC)**

ITSU investigated **one** serious personal injury motor vehicle collision during the month of March. While serious injury collisions remained limited this month, continued enforcement and visibility efforts remain critical in mitigating roadway risk and supporting safe driving behaviours.

**Impaired Driving – Service-Wide**

A total of **22** drivers were charged with impaired-related offences in March, including:

- **15** alcohol-impaired drivers
- **7** drug-impaired drivers

Supporting enforcement activity included:

- **13** Approved Screening Device (ASD) tests
- **3** Standard Field Sobriety Tests (SFST)
- **7** Drug Recognition Evaluations (DRE)



## GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

Impaired driving enforcement continues to reflect both proactive enforcement and investigative demand, with drug-impaired driving remaining a consistent and significant component of enforcement activity.

### Stunt Driving & High-Risk Driving

In March, **6** stunt driving charges were laid. Notably, **2** of these offences occurred in speed zones under 80 km/h, with the majority occurring in 80 km/h zones.

### March Initiatives / Focus Areas

- Distracted Driving Enforcement: **56** charges were laid. Enforcement was impacted by winter conditions, which limited visibility in traditional enforcement locations.
- School Bus Safety Enforcement: **1** charge was laid, with observed improvement in compliance at known high-risk locations, including the Paris Street corridor.
- Motorized Snow Vehicle (MSV) Enforcement & Education:
  - The Specialized Enforcement Unit (SEU) conducted proactive patrols across the trail network, covering approximately **1,600 kilometres** during the month of March. Enforcement efforts focused on permit compliance and motorized snow vehicle safety, supporting safe and responsible trail use. SEU also conducted Joint Patrols with Ministry of Natural Resources and the Ontario Provincial Police enhancing our presence on the trails systems and frozen waterways.
  - In addition to enforcement, members engaged in **youth education sessions** at Hanmer Secondary School, Bishop Alexander Carter Catholic Secondary School, Confederation Secondary School, and Lively District Secondary School, promoting safe riding practices and awareness among young riders. Early engagement with youth riders supports long-term behavioural change, reinforces safe operation of motorized vehicles, and contributes to building positive relationships and trust between youth and police.

### COLLISION REPORTING CENTRE (CRC)

The Collision Reporting Centre (CRC) has recently been integrated into the Integrated Traffic Safety Unit (ITSU) mandate, supporting a more coordinated and efficient approach to roadway safety, reporting, and enforcement.

Collision data captured through the CRC reflects reported incidents and self-reporting processes and does not represent the totality of police response to motor vehicle collisions, as officers continue to attend and investigate higher-priority and more serious incidents.



## GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

In March, a total of **379** motor vehicle collisions were recorded through the CRC, including **41** on-scene investigations and **338** self-reported incidents.

Of the on-scene collisions, **11** involved non-fatal injuries, while the majority (**73%**) were classified as property damage only. No fatal collisions were reported during the month.

There were **4** collisions involving alcohol or drugs, reinforcing the continued need for targeted impaired driving enforcement.

Pedestrian involvement remained limited, with **one** reported pedestrian collision during the reporting period.

### EMERGENCY RESPONSE UNIT (ERU)

Monthly Operational Stats – March 2026
<ul style="list-style-type: none"><li>• <b>Calls for Service: 130</b></li><li>• <b>K9 Requests: 5</b></li><li>• <b>Search Warrants: 5</b></li><li>• <b>TEMS (Tactical Emergency Medical Support) Deployments: 4</b></li><li>• <b>TRV (Tactical Rescue Vehicle) Deployments: 2</b></li><li>• <b>RPAS (Remotely Piloted Aircraft System) Deployments: 1</b></li><li>• <b>Requests for Assistance (Investigative Units): 5</b></li><li>• <b>Significant Tactical Incidents: 5</b></li></ul>

ERU continues to provide critical support to frontline operations and investigative units, ensuring safe and controlled responses to high-risk incidents.



## Incidents of Interest

### **CDSA (Controlled Drug & Substances Act) Warrant – Flour Mill**

ERU executed a high-risk warrant targeting fentanyl and cocaine trafficking. The operation utilized containment, TRV deployment, K9 support, and a controlled call-out approach, resulting in arrests and the seizure of a **loaded firearm** without incident.

### **Armed Robbery – Val Caron**

ERU and K9 responded to a robbery involving a firearm. A coordinated containment and track led to the safe surrender of two suspects.

### **IPV / Weapons Warrant – Flour Mill**

ERU executed a warrant involving firearm-related offences. The subject was arrested safely at gunpoint without incident, supported by K9 containment.

### **Cybercrime Warrant – Hanmer**

ERU supported the ICE (Internet Child Exploitation) Unit in executing a warrant related to child exploitation material. The operation was assessed as moderate risk and executed in a controlled and safe manner.

## **K9 UNIT**

K9 deployments continued to support ERU and Patrol operations through containment, tracking, and evidence location.

Notable outcomes included:

- Successful track and evidence recovery in an armed robbery investigation
- Containment support during a high-risk IPV / weapons warrant
- Support in locating an individual during a missing/suicidal person investigation
- Operational integration during CDSA warrant execution, including firearm recovery



CORPORATE COMMUNICATIONS

## Kaitlyn Dunn

Supervisor

### Greater Sudbury Polar Plunge – March 6

Despite the rain - it was an incredible day today at the 2026 Sudbury Polar Plunge!

Thank you to everyone who jumped into action to raise funds for the amazing athletes of Special Olympics Ontario!

It was a record breaking year - with over 300 plungers and over \$66,000 raised for Special Olympics Ontario!!

A HUGE shoutout to every single plunger, young and old, who braved the freezing waters of Ramsey Lake for this incredible cause. You are all champions!

A heartfelt THANK YOU to the hundreds of community members who showed up to support our brave plungers and cheer on this important cause! Your support means the world.



### International Women’s Day – March 8 (video) – 70,700 views

Honouring the women of GSPS who lead, serve, protect, and inspire - today and every day. On this [#InternationalWomensDay](#), we celebrate the women who strengthen our workplaces, our families, and our community.

This year’s [#IWD](#) theme, “Give to Gain,” reflects the heart of policing: service, compassion, and connection.

Women in law enforcement continue to break barriers, lead with courage, and build bridges that make our communities safer, more trusting, and more inclusive. Their dedication, resilience, and impact are powerful - and truly unstoppable.

[#IWD2026](#) [#GiveToGain](#) [#SudburyPolice](#)



**Intercultural Ride Along and Job Shadowing Program Closing**

This week, we proudly wrapped up the 2025–26 GSPS Intercultural Ride Along & Job Shadow Program, delivered in partnership with [YMCA of Northeastern Ontario-Employment and Immigrant Services](#), [Cambrian College](#), [Laurentian University - Université Laurentienne](#), and [Collège Boréal](#).

Designed to build meaningful connections between GSPS and international newcomers, this initiative gives participants the chance to ride along with officers, explore different roles within our service, and gain firsthand insight into policing in Canada.

At GSPS, our RICH values - Respect, Inclusivity, Courage, and Honesty - guide everything we do. Programs like this help us live those values by strengthening trust and ensuring our service reflects the diverse community we serve.



Thank you to all participants for sharing your stories, your perspectives, and your willingness to learn. We know that starting a new life in a new country can be overwhelming, and we’re honoured to show you that we’re here to support you and keep you safe.

[#SudburyPolice](#) [#CommunitySupport](#) [#DiversityandInclusion](#)

**Celebrating Diversity, Equity and Inclusion with DAC**

On March 12, members of the GSPS Diversity Advisory Committee joined GSPS officers and police professionals for an afternoon of honest conversations, shared stories, and meaningful connection. From discussions on equity, diversity, and unconscious bias to simple icebreakers and getting to know one another, we created space to listen, learn, and break down barriers together.

As Sudbury continues to grow and become more diverse, these moments of dialogue and collaboration are essential. They help us understand the experiences within our community, strengthen relationships, and support a more inclusive future for everyone.

Stronger relationships start with real conversations - and we remain committed to having them.



# GREATER SUDBURY POLICE SERVICES BOARD – CHIEF’S REPORT

## Thank You to Our Community – Significant Weather Event – 214,255 views

The significant weather event that occurred Sunday into Monday reminded us once again, what true strength and compassion look like. While the weather brought challenges, our community brought heart.


To the first responders who braved dangerous conditions to keep us safe - thank you for your courage, your steadiness, and your unshakable dedication.

To the front-line workers, from healthcare teams to essential staff, who continued showing up for all of us - your commitment does not go unnoticed. You are the backbone of our community.

To our transit operators who kept essential workers moving despite the storm - thank you for getting people where they needed to go, and for doing it with care.

To the many community members who checked in on neighbours, cleared paths, offered rides, shared resources, and showed kindness in countless ways - you are what community truly means.

And to the plow operators - from City crews to contracted teams and local businesses - who worked around the clock during the storm, often in difficult and dangerous conditions: Thank You.

In moments like these, we see how powerful we are when we come together. Thank you for showing resilience, compassion, and solidarity when it mattered most. 

## [#ThankYouSudbury](#)

## Throwback Baby Picture Reel (video) – 30,877 views

## International Day for the Elimination of Racial Discrimination – March 21

March 21 marks the International Day for the Elimination of Racial Discrimination - a day to reflect, reaffirm, and take meaningful action against racism, discrimination, and intolerance in all forms.

Today, we’re proud to introduce you to members of our Diversity Advisory Committee (DAC) - dedicated community members who work alongside the Greater Sudbury Police Service to strengthen relationships, build trust, and ensure that diverse voices and lived experiences help shape the way we serve our community.

Each member is sharing what inspires them to be part of the DAC and what this work means to them.

On this day - and every day - let’s continue breaking down barriers, fostering understanding, and building a safer, more inclusive community where everyone feels seen, heard, and valued.

## [#IDERD2026](#)



**Meals on Wheels – March for Meals Campaign (video) – 20,464 views**

Chief Cunningham was honoured to take part in the March for Meals campaign today, joining [Meals On Wheels - Sudbury](#) to deliver nutritious meals to homebound senior clients. It was a meaningful opportunity to connect with residents and highlight the incredible impact this program has in our community.

Meals on Wheels delivers an average of 180 meals a day, five days a week, across 11 routes - powered by 65 dedicated volunteers. This year marks their 55th anniversary, a testament to decades of compassion and service.

As demand continues to grow, so does the need for more helping hands. If you’ve ever considered volunteering, now is a wonderful time to get involved. A few hours a week can make a real difference for seniors who rely on these essential deliveries.

GSPS was so grateful to be part of an initiative that brings care directly to those who need it most.

**What Was GSPS Like in the 90’s Reel (video) – 69,000 views**

**M’Kwa Opportunity Circie Mentorship Program**

This annual initiative, delivered through our Indigenous Liaison Unit in partnership with our four local school boards, pairs students in Grades 10–12 with GSPS officers from now until May. Participants will take part in a variety of activities, including a police station tour, presentations, and officer ride-alongs.

M’Kwa was created in 2005 to provide meaningful learning opportunities for First Nation, Métis, and Inuit students in Greater Sudbury and surrounding areas who may be interested in pursuing a career in the justice sector. The program also strengthens relationships between students and police officers.

This mentorship experience helps humanize the uniform and gives youth a firsthand understanding of the policing profession, while also offering our officers invaluable insight into the lived experiences of young people in our community. It has always been envisioned as a shared learning journey - an opportunity for youth to explore policing while receiving important Indigenous cultural teachings, and for officers to deepen their understanding of Indigenous culture and the realities faced by local youth.

Miigwetch to this year’s participants. We look forward to learning alongside you.



### Elgin Street Mission Soup-off

Chief Cunningham was proud to attend and serve as a judge at this fantastic community event.

Congratulations to the [Colonial Sports Bar](#) for taking home the win with their delicious pierogi soup - back-to-back champions!

All funds raised go directly to supporting the Elgin Street Mission, which has been serving the Sudbury community for 35 years. The Mission provides physical, emotional, and spiritual support to anyone in need. As a Christian-based, non-profit, non-political registered charity, it relies entirely on donations from individuals, businesses, and churches.



Thank you to everyone who came out to support such an important cause.

### Lacrosse Skills Development Program Closing

A collaborative effort with the [N’Swakamok Indigenous Friendship Centre](#), the [City of Greater Sudbury](#), [Cambrian College](#), and the Greater Sudbury Lacrosse Association.

Over the past several weeks, young athletes built their skills, confidence, and community both on and off the floor.

Lacrosse holds deep roots in Anishinaabe culture, with teachings and traditions carried forward through generations. Throughout the program, participants explored how the Seven Grandfather Teachings connect to the game, shaping teamwork, respect, sportsmanship, unity, and personal growth.



A huge thank-you to [Sport Chek](#) for coordinating and supplying the equipment that helped launch this program, and to [Canadian Tire Jumpstart Charities](#) for their generous grant ensuring every youth participant received the starter gear they needed - and got to keep - as they continue their lacrosse journey.



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Chief Cunningham even got in on the action, picking up a stick and joining the kids on the floor for some lacrosse fun.

GSPS is proud to have supported these young players as they honoured the origins of the game and discovered everything this sport has to offer.

### 30Forward Recruitment Campaign (video) – 18,482 views

Everyone’s path to policing looks different. Different ages, different backgrounds, different stories. So why not start yours now?

Meet Detective Melanie Cropp - who came from England and joined GSPS at 36. Your journey could be next.

### GSPS vs Rolling Thunder Basketball Game in Support of the Sudbury Food Bank

Don’t miss the action!

Join us for the GSPS vs. Rolling Thunder basketball game! 🏀

📅 April 26

🕒 3–4 PM

📍 Lo-Ellen Park Secondary School

Admission is free. Attendees are asked to bring a non-perishable food donation to support the [Sudbury Food Bank](#) and help local families.

Bring your energy and enjoy an afternoon of community spirit. We’d love to see you there to support [Independent Living Sudbury Manitoulin](#) wheelchair basketball team!

### Acquisition and Deployment of Tactical Rescue Vehicle (TRV)

The Greater Sudbury Police Service is pleased to announce the acquisition and deployment of the service’s first Tactical Rescue Vehicle (TRV), strengthening our ability to safely respond to high risk, life threatening incidents.

The TRV is designed to protect officers and the community during critical incidents such as armed barricades, active threats, and complex rescue situations. Unlike standard patrol vehicles, the TRV provides ballistic protection and a shielded environment that allows officers to safely evacuate injured individuals and approach dangerous scenes without escalating force.

The TRV allows officers to:

- Safely evacuate injured individuals or officers,



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- Provide protection during negotiations and crisis intervention, and
- Reduce the need for lethal force by allowing time and distance to de-escalate situations.

When officers are protected, they can slow situations down, communicate, and focus on resolving incidents peacefully. Deployment of the TRV is limited to high-risk, life-threatening situations.

Designed for long term durability, the TRV has low maintenance requirements and an extended service life, making it a cost effective investment in public and officer safety.

The TRV is in service following specialized Emergency Response Unit (ERU) and K9 Unit training. The TRV has been deployed operationally since its acquisition during the armed barricaded persons incident on MR80 and the high-risk search warrant executed on King Street. In both instances, officers recovered firearms and the incidents were resolved peacefully.

Community members may occasionally see the vehicle during training exercises or community engagement activities to encourage transparency and increase public understanding.

The TRV aligns with national best practices and ensures interoperability with law enforcement partners during multi agency responses. Most importantly, it reinforces our commitment to preserving life, reducing risk, and responding responsibly to modern threats.

### OWLE Northern Training Day

GSPS was honoured to join police services from across Ontario yesterday at the 2026 [Ontario Women in Law Enforcement OWLE](#) Northern Training Day at [Science North](#).

Women in law enforcement continue to strengthen our profession - leading with integrity, collaboration, and a deep commitment to public safety and community trust.

The day's sessions focused on critical policing topics including women in leadership, emergency management, human trafficking awareness, wellness, and real-case collaboration, alongside valuable opportunities for networking.

It's about supporting one another, sharing knowledge, and building a culture where everyone can succeed.

Thank you to the speakers, OWLE Board and organizers for an impactful day, and to all attendees for the leadership you bring to law enforcement every day. Together, we are committed to protecting and serving our communities.

