



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY September 18, 2019 4:00 P.M.
Police Headquarters, Alex McCauley Boardroom, 5th Floor

PUBLIC AGENDA



| Item # | | Motion | Page (s) |
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| 1 | Motion to Meet IN CAMERA | Motion | |
| 2 | Matters Arising from In Camera Session | | |
| 3 | Roll Call | | |
| 4 | Declarations of Conflict of Interest | | |
| 5 | New Board Member Swearing In Richard Bois | | |
| 6 | Adoption of Minutes - June 12, 2019 | Motion | |
| 7 | Overview Strategic Directions Update - Chief Pedersen | | |
| 8 | Accept Consent and Discussion Agenda - September 18, 2019 | Motion | |
| 9 | Consent Agenda | | |
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| | Chief's Youth Initiative Fund | Motion | 25 - 29 |
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| | - 2019 'Home Run for High Schools' Initiative | | |
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| | - 2019 'Head Strong' Summit | | |
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| | Board Trust Fund | Motion | 30 - 34 |
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| 19 | New Business | | |
| 20 | Date of Next Meeting | | |
| | October 16, 2019 | | |
| 21 | Motion to Move to Adjourn | Motion | |



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| | |
|---|--|
| ACTION: FOR INFORMATION | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: 2019 MAY to AUGUST STAFFING / DEPLOYMENT UPDATE | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Leadership Development and Succession Planning | |
| Recommended by: Sharon Baiden Chief Administrative Officer  | Approved by: Paul Pedersen Chief of Police  |

RECOMMENDATION:

THAT the Board, in accordance with Section 31(1) (a) of the *Police Services Act*, hereby appoints members of the Greater Sudbury Police Service on the dates specified; and further

THAT the Board hereby accepts the resignations of members from the positions on the effective dates specified for information.

BACKGROUND

Section 31 (1) of the *Police Services 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 31 (1) (a), the Board appoints and accepts resignations of members of the Service. The purpose of the report is to highlight the current strength of the Greater Sudbury Police Service and to bring forward appointments, resignations and retirements since May to August 2019.

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CURRENT SITUATION:

Each year, the Service develops a Sworn Officer Hiring Plan in accordance with anticipated attrition through resignation and/or retirement. The plan is designed to ensure authorized strength is maintained. Hiring of new members includes direct entry officers, those having completed basic constable training and having gained experience from other police services, as well as new recruits who join the Service as a Cadet. These members generally join the Service approximately two weeks to one month prior to attending the Ontario Police College allowing for an initial orientation period.

Likewise, civilian hiring is influenced by many factors including resignation and retirement in addition to growth and pressures in certain support service areas. Civilian hiring taps both internal and external candidates. Full-time positions are generally filled by internal members. Such successful competitions often create vacancies leading to other competitions in a domino type of effect. With the retirements and resignations, Civilian vacancies emerged and created opportunities for existing and new personnel.

The Service is represented by diverse backgrounds, a broad inventory of languages, skills, knowledge, and experience.

The following will serve as an overview of such changes to the organization during the last four months.

TABLE A: GSPS Authorized Strength at August 31, 2019.

FULL TIME COMPLEMENT

| | Budgeted | | Notes | |
|-----------------|------------|------------|-----------------|------------|
| | Authorized | Actual | Non-medical LOA | Secondment |
| SWORN | 268 | 268 | 0 | (2) |
| CIVILIAN | 122 | 122 | 0 | |
| TOTAL | 390 | 390 | 0 | (2) |

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TABLE B: Appointments

| EFFECTIVE DATE | STATUS | ASSIGNMENT |
|-----------------------|---------------|-------------------------------------|
| 27 May 2019 | Civilian (PT) | Fleet |
| 13 June 2019 | Civilian (PT) | Transcriber |
| 13 June 2019 | Civilian (PT) | Transcriber |
| 17 June 2019 | Sworn | First Class Constable – Experienced |
| 17 June 2019 | Sworn | First Class Constable – Experienced |
| 7 August 2019 | Sworn | First Class Constable – Experienced |
| 12 August 2019 | Sworn | Recruit – OPC |
| 12 August 2019 | Sworn | Recruit – OPC |
| 12 August 2019 | Sworn | Recruit – OPC |
| 12 August 2019 | Sworn | Recruit – OPC |
| 12 August 2019 | Sworn | Recruit – OPC |
| 15 August 2019 | Civilian (PT) | Special Constable |
| 15 August 2019 | Civilian (PT) | Special Constable |
| 26 August 2019 | Civilian (PT) | Customer Service |
| 26 August 2019 | Civilian (PT) | Customer Service |

TABLE C: Resignations/Retirements (continued next page)

| EFFECTIVE DATE | STATUS | YEARS SERVICE | REASON FOR LEAVING |
|-----------------------|---------------|----------------------|----------------------------|
| 10 May 2019 | Sworn | 10.73 | Resignation |
| 14 May 2019 | Civilian | 0.21 | Temporary assignment ended |
| 23 May 2019 | Civilian | 23.53 | Retired |
| 30 May 2019 | Civilian | 10.67 | Resignation |
| 04 June 2019 | Sworn | 17.47 | Resignation |
| 21 June 2019 | Sworn | 32.40 | Retired |

TABLE C: Resignations/Retirements (continued)

| EFFECTIVE DATE | STATUS | YEARS SERVICE | REASON FOR LEAVING |
|-----------------------|---------------|----------------------|---------------------------------|
| 21 June 2019 | Civilian | 29.47 | Retired |
| 21 June 2019 | Civilian | 29.52 | Retired |
| 28 June 2019 | Sworn | 26.07 | Retired |
| 04 July 2019 | Sworn | 10.34 | Deceased |
| 05 July 2019 | Civilian | 0.62 | Resignation |
| 05 July 2019 | Civilian | 32.00 | Retired |
| 14 July 2019 | Sworn | 1.92 | Resignation |
| 18 July 2019 | Sworn | 30.00 | Retired |
| 19 July 2019 | Civilian | 24.02 | Retired |
| 26 July 2019 | Civilian | 29.69 | Retired |
| 09 August 2019 | Civilian | 4.56 | Resignation |
| 11 August 2019 | Civilian | 5.46 | Resigned – hired GSPS Constable |
| 11 Civilian | Civilian | 2.87 | Resigned – hired GSPS Constable |
| 13 August 2019 | Civilian | 1.49 | Resignation |
| 14 August 2019 | Civilian | 0.98 | Resignation |
| 20 August 2019 | Sworn | 18.35 | Resignation |

TABLE D: Secondments/Non-Medical LOA

| TERM | TYPE OF LEAVE |
|--------------------------------|----------------------|
| April 1/18 to March 31/20 | Secondment – O.P.P. |
| November 2/15 to October 31/19 | Secondment – O.P.P. |

SUMMARY:



This report summarizes the activities that have occurred in the second trimester of 2019 relative to staffing and deployment. Staff has worked collectively to ensure that strategic goals and priorities are met. The Board will be provided with updates three times a year on hiring and deployment of new Sworn officer and Civilian members.

These updates will be provided in the month following the previous four months on the following schedule:

| Report Tabled with Board | Category of New Member | Hiring Timeframe |
|---------------------------------|-------------------------------|-------------------------|
| May | Sworn/Civilian | January to April |
| September | Sworn/Civilian | May to August |
| January | Sworn/Civilian | September to December |



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: 2018 SPECIAL INVESTIGATIONS ANNUAL REPORT | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services | |
| Recommended by: Sharon Baiden Chief Administrative Officer  | Approved by: Paul Pedersen Chief of Police  |

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

The Special Investigations Unit is a civilian law enforcement agency independent of the police. They are an agency of the Ministry of the Attorney general that maintains an arm's length relationship with the Government of Ontario.

SIU investigations and decisions are independent.

CURRENT SITUATION:


A copy of the 2018 Annual Report will be available at the Board meeting and is available for viewing online at:

English: https://www.siu.on.ca/en/annual_report_2018.php

French: https://www.siu.on.ca/fr/annual_report_2018.php



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: CANADIAN ASSOCIATION OF POLICE GOVERNANCE 2019-2020 BOARD OF DIRECTORS ANNOUNCED | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services | |
| Recommended by: Sharon Baiden Chief Administrative Officer  | Approved by: Paul Pedersen Chief of Police  |

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

The Canadian Association of Police Governance held their Annual General Meeting and Conference from August 8-11, 2019 in Calgary, Alberta

The Board of Directors was elected Friday August 9, 2019 at the Annual General Meeting. The Board will recall that Chair Vagnini had previously served on the CAPG Board of Directors. This year, he decided not to submit his name for re-election.

CURRENT SITUATION:


The CAPG is pleased to announce the newest members representing Ontario:

Bob HALL
Mary Anne SILVERTHORN
Sandy SMALLWOOD

Peterborough
Woodstock
Ottawa



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: MAJOR CASE MANAGEMENT INSPECTION | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services | |
| Recommended by: Sharon Baiden Chief Administrative Officer  | Approved by: Paul Pedersen Chief of Police  |

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

Section 3(2)(a)(b) of the *Police Services Act* provides that the Solicitor General monitor police services to ensure that adequate and effective services are provided at the Municipal and Provincial levels and further monitor board and police services to ensure that they comply with prescribed standards of service. The Ministry identified that Major Case Management practices be reviewed.

CURRENT SITUATION:

Correspondence was received from Graham Wight, Police Services Advisor, advising that the Service Improvement Plan and supporting documents were received and the inspection is concluded.

Mr. Wight extended thanks for the professionalism and cooperation of our team during the inspection process.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: BOARD CORRESPONDENCE | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services | |
| Recommended by: Sharon Baiden Chief Administrative Officer | Approved by: Paul Pedersen Chief of Police |

RECOMMENDATION: FOR INFORMATION ONLY

Ontario Police Arbitration Commission – Collective Agreements

Correspondence was received from Sig Walter, Chair Ontario Police Commission, requesting that copies of all Collective Agreements be forwarded for filing according to Section 119 (4) of the *Police Services Act*. The Agreements have been sent and the files are complete.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: NOTES OF THANKS | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Participation in Community Events | |
| Recommended by: Sharon Baiden Chief Administrative Officer | Approved by: Paul Pedersen Chief of Police |

RECOMMENDATION: FOR INFORMATION ONLY

A card of thanks was received from the Women's Hockey Team thanking the Board for their support.

A letter of thanks was received from the YMCA of Northeastern Ontario thanking the Board for their continued support of the Strong Kids Program.

A letter was received from Conservation Sudbury thanking the Board for their support of the annual 'Fast Flowing Water' Poster and Video contest. 2019 had amazing participation with 520 posters submitted from 20 schools.

A letter of thanks was received from the Canadian Association of Police Governance thanking the Board for their contribution to the 30th Annual Conference in Calgary.

A card of thanks was received from Constable Rick Carr on behalf of the officers and participants in the 2019 Kids, Cops, and Canadian Tire Fishing Days thanking the Board for their support.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: NOTES OF APPRECIATION | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Acknowledging Exceptional Efforts | |
| Recommended by: Sharon Baiden Chief Administrative Officer | Approved by: Paul Pedersen Chief of Police |

RECOMMENDATION: FOR INFORMATION ONLY

An email message was received from a Sudbury resident thanking Kevin Deforge, Communications Centre, Sergeant Derick Rose, and Constable Mathieu Guertin for their timely response to a physical threat. A mother and her daughter were threatened by a member of the public in a professional office and had locked themselves in a room for safety. "Kevin Deforge was wonderful and kept us on the phone. The officers immediately brought the situation under control and spoke to my daughter to calm her down. Thank you for your quick response and compassion."

An email message was received from a Sudbury resident thanking Constable Devin Weber and Kevin O'Shaughnessy for their response to a situation that developed within view of her home. The officers had made a traffic stop and the female driver became very confrontational, screaming and refusing to exit the vehicle. "This went on for some time and they remained calm but firm. Eventually, the woman left the vehicle and a tow was called. I wanted to share the good actions of your officers."

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| SUBJECT: NOTES OF APPRECIATION | Page 2 |
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A card was received from Mark Middleton of Kemptville Ontario expressing sincere gratitude and a hearty thank you to Constables Andrew Hinds and Jacques Roberge for hosting a great event in Sudbury – the 2019 Great Lakes Police Training Seminar. “I have been following the GLPMTS since 2005. I couldn’t resist joining the first ever Civilian Group included in Sudbury as I was sure this group was an afterthought. I and the other Civilians were pleasantly surprised to find that we were included in all the events and provided safe transportation. From guest basket on arrival, inclusion in the escorted parade, to the final dinner – we were treated as equals by all. It was superb!”

An email message was received from Larry Park from Sarnia Ontario thanking Greater Sudbury Police Service for hosting the 2019 Great Lakes Police Training Seminar and expressing his gratitude to Constables Andrew Hinds and Jacques Roberge. He is a novice Civilian rider. “It was awesome to be around such skilled riders. The great work done by the organizing officers was really appreciated and made the event a huge success. This event goes a long way in strengthening the bond between Police and the public. I am already looking forward to next year!”



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR APPROVAL | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: APPOINTMENT OF SPECIAL CONSTABLES | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Law Enforcement Strategies | |
| Recommended by: Sharon Baiden Chief Administrative Officer  | Approved by: Paul Pedersen Chief of Police  |

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board approves the appointment of the following Special Constables effective August 27, 2019 pursuant to Section 53 of the *Police Services Act* in accordance with the terms and conditions set forth in the Approval of Appointment form:

**Marc FORTIER
Brody MONGRAIN**

BACKGROUND:

The Ministry of Community Safety and Correctional Services is responsible for processing and approving the appointments and reappointments of Special Constables.

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To ensure that these members can carry out their assigned duties as Special Constables, application is made to the Ministry of Community Safety and Correctional Services to have them appointed as Special Constables pursuant to Section 53 of the *Police Services Act*. The Police Services Board appoints the employees as Special Constables upon approval by the Ministry.

Once a Police Services Board appoints an individual as a Special Constable and the Ministry of Community Safety and Correctional Services approves the application, the appointment is valid for five years or until the appointee is no longer a member of the Greater Sudbury Police Service.

CURRENT SITUATION:

The Board is asked to appoint the noted individuals as Special Constables for five years in accordance with the above-noted process. These members will be employed in the Courts Branch as Special Constables.

Pursuant to Section 53 of the *Police Services Act*, approval has been obtained from the Ministry of Community Safety and Correctional Services pending confirmation that the Board has appointed them as a Special Constables.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR APPROVAL | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: CANADA SUMMER STUDENT JOBS AGREEMENT | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Mobilizing and Engaging Our Community Goal: Building Sustainable Networks | |
| Recommended by: Sharon Baiden Chief Administrative Officer  | Approved by: Paul Pedersen Chief of Police  |

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board enters into an Agreement with Employment and Social Development Canada for funding in the amount of \$7,840 to offset costs associated with the hiring of students for the summer employment program.

BACKGROUND:

The Greater Sudbury Police Service provides an innovative summer employment opportunity through the Summer Student Employment Program.

The Service provides an eight-week summer employment program available in designated communities in partnership with local police services. This initiative is intended to support youth to gain valuable employment experience, exposure to general life skills, and develop a mentorship relationship with local police staff. This initiative also supports positive relationships between diverse communities and police.

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| SUBJECT: CANADA SUMMER JOBS AGREEMENT | Page 2 |
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Students must be registered full-time with intention to return to school.



The Greater Sudbury Police Services had submitted an application to Employment and Social Development Canada for financial assistance under their Youth Employment Strategy towards the cost of the summer employment program.

CURRENT SITUATION:

Funding for four students for the 2019 summer session was confirmed in the amount of \$7,840 which required the establishment of a legal agreement.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR APPROVAL | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: ONTARIO STRATEGY TO END HUMAN TRAFFICKING | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Mobilizing and Engaging Our Community Goal: Building Sustainable Networks | |
| Recommended by: Sharon Baiden Chief Administrative Officer  | Approved by: Paul Pedersen Chief of Police  |

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board enters into an Agreement with the Solicitor General – Ontario Provincial Police for funding in the amount of \$17,400 to assist with Ontario’s Strategy to End Human Trafficking.

BACKGROUND:

Human trafficking is a crime and human rights abuse that’s sometimes called “modern day slavery.” There are different types of human trafficking that take place in Ontario, including sex trafficking and labour trafficking. Forced marriage is also considered a form of human trafficking. Traffickers control people in many ways, including psychological manipulation, emotional abuse, lies, addiction, threats, violence, isolation, and taking control of ID/documents and money.

Most of the people trafficked in Ontario are girls and women who are Canadian citizens or permanent residents. Human trafficking is a vastly under-reported crime in Ontario with about two-thirds of reported cases arising here. Survivors often need intensive, specialized services and supports to rebuild their lives.

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CURRENT SITUATION:

The Ontario Provincial Police is providing funding through the Provincial government – Ministry of the Solicitor General in its attempt to combat human trafficking. Funding has been allocated to offset partial costs of officer salary to enhance investigations and the prevention of this heinous crime.

Correspondence was received that funding was approved in the amount of \$17,400. It is the intention of this funding to develop a coordinated approach to addressing human trafficking, creating and strengthening partnerships, and building bridges to work with survivors and apprehend traffickers.

The Board is required to enter into a legal agreement now to receive such funds.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR APPROVAL | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: MARCH OF DIMES CANADA AGREEMENT | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Mobilizing and Engaging Our Community Goal: Building Sustainable Networks | |
| Recommended by: Sharon Baiden Chief Administrative Officer | Approved by: Paul Pedersen Chief of Police |

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board enters into an Agreement with March of Dimes Canada for funding from the Youth Employment Strategy to offset costs associated with the hiring a youth under the program.

BACKGROUND:

March of Dimes Canada has established the Youth Employment Strategy to provide support that assists youth to overcome barriers to employment and develop a broad range of skills and knowledge to participate in the current and future labour market and to promote education and skills as being key to labour market participation.

CURRENT SITUATION:

The Service will provide placement for a sponsored youth in a twenty-four week employment program under the supervision of the Training Branch.

Funding for the youth will be a subsidized to a maximum amount of \$10,080 for a fixed term of employment expiring on February 21, 2020 and requires the establishment of a legal Agreement.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR APPROVAL | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: CIVIL REMEDIES FOR ILLICIT ACTIVITIES (CRIA) GRANT 2019/2020 APPLICATIONS FOR FUNDING | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services | |
| Recommended by: Sharon Baiden Chief Administrative Officer | Approved by: Paul Pedersen Chief of Police |

RECOMMENDATION:

THAT the Board makes two applications under the 2019 – 2020 Civil Remedies for Illicit Activities (CRIA) Grant Program through the Ministry of the Attorney General to offset costs associated with the Projects, each not to exceed \$100,000 in Program support.

BACKGROUND:

The *Civil Remedies Act*, 2001 came into force in Ontario in April, 2002. The *Act* provides for civil forfeiture of property that was obtained as a result of unlawful activity or that is an instrument of unlawful activity. All property that is forfeited is converted to cash and deposited into a Special Purpose Account (SPA).

The *Act* stipulates that funds may be disbursed for grants to assist victims or to prevent unlawful activities that result in victimization.

The Ministry of the Attorney General (MAG) has recently announced the 2019-2020 Civil Remedies for Illicit Activities (CRIA) Grant Program.

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CURRENT SITUATION:

The Service proposes seeks to secure funding for two applications as follows:

Project One

This Project will allow the GSPS to more efficiently and effectively utilize human resources currently assigned to investigative roles that are targeted at profit motivated crimes and support initiatives related to proceeds of crime investigations.

Funding will be used to purchase a next generation Crime Scene Processing Unit (FARO 3D Laser Scanner), associated training, and six cutting-edge surveillance equipment kits for Investigators.

With this high-tech surveillance equipment, profit motivated crimes such as human and drug trafficking will be able to be detected more efficiently and successfully prosecuted. This will ultimately result in reduced community victimization from the illegal drug trade and profit motivated crimes. It will also increase the opportunity for Investigators to be allocated to other investigations due to increased time savings and continue to widen the scope and breadth of surveillance on targets engaged in profit-motivated unlawful activity.

Project Two

This Project will improve the Service's investigative capacity into organized crime, drug and human trafficking by acquiring an interdiction vehicle, associated surveillance and audio-video equipment, and analytical software.

Funding will be used to purchase an interdiction vehicle, Automated License Plate Reader (ALPR), innovative audio-video recording and surveillance equipment, and spatial analytical software.

This vehicle will enhance the investigative efficiency in investigations involving profit related activity including drug and human trafficking, increase the volume of individuals identified who are involved in profit-related activity and their ties to criminal organizations, and subsequently the ability to analyze these links through applicable software.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR APPROVAL | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: 2019 OAPSB LABOUR SEMINAR | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services | |
| Recommended by: Sharon Baiden Chief Administrative Officer  | Approved by: Paul Pedersen Chief of Police  |

RECOMMENDATION:

THAT the Board approves the attendance of Members at the Ontario Association of Police Services Boards 2019 Labour Seminar.

BACKGROUND:

The OAPSB is hosting a governance and labour seminar for Police Services Board Members and staff, Ministry/OPP employers and staff. Representatives from both the Police Services Board and Administration generally attend.

CURRENT SITUATION:

The 2019 fall seminar will be held at the Four Points by Sheraton Toronto Airport on October 10-11, 2019 and features topical sessions on current trends and issues in police labour relations. A program is attached.

The Board is asked to confirm interest in attending.



ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS

2019 LABOUR SEMINAR

Program

October 10-11, 2019

Four Points by Sheraton Toronto Airport
6257 Airport Road,
Mississauga ON L4V 1E4 Canada
fourpoints.com/torontoairport

This event is open to anyone from the police sector

Sponsors:

Objectives:

- Learn about new police labour legislation
- Get updated on the labour relations landscape across Ontario
- Learn about new analytics tools to optimize workforce health
- Discuss how best to improve mental health in police services

Thursday October 10, 2019


| | |
|----------|---|
| 8:00 AM | Breakfast |
| 9:00 AM | Opening Address Chair |
| 9:10 AM | Bill 68 Labour Changes - Oversight, Discipline, Bargaining Including coffee break <i>Fuad Abdi</i> |
| 11:15 AM | Employee Privacy <i>TBA</i> |
| 12:00 PM | Lunch OMERS update <i>Monte Baker & Fred Biro</i> |
| 1:00 PM | Legal Developments on the Labour Relations Front <i>TBA</i> |
| 1:45 PM | Collective Agreements Trends <i>Matt Siple</i> |
| 2:45 PM | Networking break |
| 3:15 PM | Bargaining Updates from Member Boards |
| 4:30 PM | Free time |
| 6:00 PM | Reception |
| 6:30 PM | Dinner |

Friday October 11, 2019

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|----------|---|
| 8:00 AM | Breakfast |
| 9:00 AM | Workforce Health Analytics <i>TBA</i> |
| 9:45 AM | Networking Break |
| 10:00 AM | PTSD & the Employer <i>Panel</i> |
| 11:30 AM | Closing Address |



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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|---|--|
| ACTION: FOR APPROVAL | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: CHIEF'S YOUTH INITIATIVE FUND REQUEST FOR FUNDING | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Youth Crime Prevention Initiatives | |
| Recommended by: Sharon Baiden Chief Administrative Officer  | Approved by: Paul Pedersen Chief of Police  |

RECOMMENDATION:

THAT the Board approve the following donations with funds drawn from the Chief's Youth Initiative Fund:

\$250 in support of the 2019 Foundation for Education

\$1,500 in support of the 2019 'Home Run for High Schools' Initiative

\$250 in support of the 2019 'Back Pack for Buddies' Initiative

\$1,000 in support of the 2019 'Head Strong' Summit

\$1,000 in support of the 2019 'Keep Them Warm' Program

BACKGROUND:

Since 2002, the Board has maintained a Donations Reserve Fund that is utilized to assist in crime prevention initiatives at the discretion of the Police Services Board or those specifically targeted by the donor.

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

When considering request for funds, the Board takes into account 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 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 for funding from the Chief's Youth Initiative Fund have been received.

2019 Foundation for Education in Honduras – \$250

Foundation for Education in Honduras is a charitable organization supporting students attending Canada for further their education. Funding was requested by two Cambrian College students who are assisting children.

2019 Home Run for High Schools Initiative – \$1500

This is the third year of the Service's Rural Unit program that connects with youth of the community through sportsmanship and respect while participating in a team sport.

Home Run for High Schools will include eight secondary schools from the outlying areas such as Val Caron, Hanmer, Chelmsford, and Lively in a Slo-Pitch Tournament. This activity based day will build and maintain strong partnerships with local school boards and relationships with our future generation. The event is scheduled for September 26, 2019 at Rick McDonald Memorial Park in Azilda.

2019 'Back Pack for Buddies' Initiative – \$250

Backpack Buddies of Sudbury is a campaign started and led by Brady Storage in 2018 to collect backpacks, lunch bags, and other school supplies for disadvantaged children in our community. Starting school can be difficult for many families especially those with more than one child trying to budget for clothes and school supplies. In 2018, over 250 children were assisted.

This initiative is supported by Our Children, Our Future, and community members.

2019 'Head Strong' Summit – \$1,000

'Head Strong' is an initiative created by the Mental Health Commission of Canada to inspire youth to 'Be Brave, Reach Out, and Speak Up' about mental health. It teaches students how to reduce stigma and become mental health champions in their schools.

A Summit is planned for October 10, 2019 that brings together groups of students from the four School Boards to hear stories of hope and recovery and participate in stigma-busting activities, and design an action plan to use in their schools.

2019 Azilda Lion's Club 'Keep Them Warm' Program – \$1,000

The Azilda Lions Club goal remains the same – to serve. Though the Club is silent to the public and the media on the vast area of work undertaken, they are well known in the community for assisting with many charities.

The 'Keep Them Warm' program provides warm clothing to children in need for the upcoming winter weather. Children will be taken shopping at the Hart Store in Chelmsford with \$150 allocated to each to shop for necessary clothing. The program is planned for October 24, 2019.

The Azilda Lion's Club has also been given food donations to offer the children a light lunch.

2018 HOME RUN FOR HIGH SCHOOLS



Backpack Buddies of Sudbury



BRADY
STORAGE
SOLUTIONS

in support of



Our Children, Our Future
Nos enfants, notre avenir



2019 AZILDA LIONS 'KEEP THEM WARM' PROGRAM





GREATER SUDBURY POLICE SERVICE BOARD REPORT

| | |
|--|--|
| ACTION: FOR APPROVAL | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: BOARD TRUST FUND REQUESTS FOR FUNDING | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Crime Prevention and Intervention | |
| Recommended by: Sharon Baiden Chief Administrative Officer | Approved by: Paul Pedersen Chief of Police |

RECOMMENDATION:

THAT the Board approve the following donations with funds drawn from the Board Trust Fund:

\$500 in support of the 2019 'Run to Remember'

\$1,000 in support of the 2019–2020 'Safe Ride Home Sudbury' Program

\$500 in support of the 2019 'Multiple Births Canada' Conference

BACKGROUND:

The Greater Sudbury Police Services Board maintains a Trust Fund to deposit funds received pursuant to Sections 132 and 133 of the *Police Services Act* to be used for any purpose the Board considers is in the public interest and for such charitable events as the Board deems suitable.

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When considering requests, the Board shall give preference to funding requests that fall into one of the following categories:

- Community Relations through Involvement with Police Related Organizations
- Board/Police Service Relations
- Public Education/Awareness
- Special Board Requirements

CURRENT SITUATION:

Requests for funding consideration from the Board Trust Fund have been received.

2019 ‘Run to Remember’ – \$500

College Boreal is creating community awareness of Post Traumatic Stress Disorder especially in first responders. Second year students of the Fitness and Health Promotion Program are sponsoring a fitness, information, and fundraiser event. Money raised will support #911IVEGOTYURBACK and a bursary for a student graduating from the program.

‘Run to Remember’ will be held on November 10, 2019. The event will include a 1, 3, and 6 km run/walk.

2019-2020 Safe Ride Home Sudbury – \$1,000

‘Safe Ride Home Sudbury’ is a service that offers a free, volunteer-driver service to any individual who has been drinking. Your personal car will be parked in your driveway and you will be escorted to your door.

Safe Ride Home Sudbury will continue to participate with the Service’s Traffic Unit with the R.I.D.E. Program spreading their message in a fun and positive manner to plan a ride home. Free Tim Horton’s coffee cards are distributed as thanks to sober drivers. Awareness in the media and the popularity of this program has increased volunteer participation and distribution of cards each year.

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2019 Multiple Births Canada Conference – \$500

The Greater Sudbury Multiple Births Association (GSMBA) is a local organization that supports families with twins and triplets. The group assists families experiencing many of the difficulties families with multiples encounter and bringing knowledge and resources into the community.

The Sudbury Association is hosting the Multiple Births Canada National Conference featuring presenters and workshops in October 2019. The have requested a donation from the Service, specifically 50 of the GSPS bears at a cost of \$10 per bear.



RUN TO REMEMBER

COURIR POUR SE SOUVENIR

**SUNDAY,
NOVEMBER 10, 2019**
NATURE TRAILS AT

COLLÈGE BORÉAL

SENTIERS PÉDESTRES DU
COLLÈGE BORÉAL **LE DIMANCHE**
10 NOVEMBRE 2019

1 km
9:30 am

5 km
10 am

10 km
11 am

COURSE/RUN
MARCHE/WALK

Enfants 12 ans et moins **10 \$** **Children 12 yr and under**

Adultes **25 \$** **Adults** | Étudiants **15 \$** **Students**

Emilie.Lacroix@collegeboreal.ca

<https://www.events.runningroom.com/site/?raceld=15595>

Organisé par/**organized by**

Promotion de l'activité physique et de la santé

#IVEGOTYOURBACK911



Safe Ride Home
SUDBURY





GREATER SUDBURY POLICE SERVICE BOARD REPORT

| | |
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| ACTION: FOR INFORMATION | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: 2020 POLICE SERVICES BOARD MEETING SCHEDULE | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services | |
| Recommended by: Sharon Baiden Chief Administrative Officer | Approved by: Paul Pedersen Chief of Police |

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

The Greater Sudbury Police Services Board meetings are regularly scheduled on the third Wednesday of each month with the Public session starting at 4:00 p.m. Meeting locations may change to accommodate large events or presentations to the Board.

Meetings are not convened in July and August and scheduled only as required and with the consensus of the Board.

CURRENT SITUATION:

The proposed meeting schedule for 2020 is attached. From time to time scheduling conflicts arise due to changes in member obligations. Please advise the Board Executive Assistant if you are unable to attend any meeting(s). The Board may also wish to consider alternate dates should scheduling conflicts occur.

Board Members are reminded that teleconferencing is available to facilitate participation.



GREATER SUDBURY POLICE SERVICES BOARD SCHEDULE OF MEETINGS 2020

| | |
|-----------|-------------|
| Wednesday | JANUARY 15 |
| Wednesday | FEBRUARY 19 |
| Wednesday | MARCH 18 |
| Wednesday | APRIL 15 |
| Wednesday | MAY 20 |
| Wednesday | JUNE 10 |

MEETINGS IN JULY AND AUGUST SCHEDULED AS REQUIRED

| | |
|-----------|--------------|
| Wednesday | SEPTEMBER 16 |
| Wednesday | OCTOBER 21 |
| Wednesday | NOVEMBER 18 |
| Wednesday | DECEMBER 9 |



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: September 11, 2019 |
| PUBLIC | |
| SUBJECT: ANNUAL MEETING AND CONFERENCE UPDATES CANADIAN ASSOCIATION OF POLICE GOVERNANCE | |
| BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services | |
| Recommended by: Sharon Baiden Chief Administrative Officer | Approved by: Paul Pedersen Chief of Police |

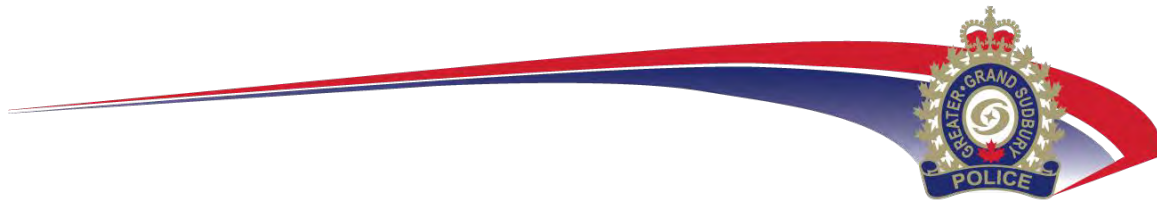
RECOMMENDATION: VERBAL UPDATE

BACKGROUND:

The Canadian Association of Police Governance held their Annual General Meeting and Conference in Winnipeg, Manitoba August 8-11, 2019. Board Chair Vagnini and CAO Sharon Baiden attended.

CURRENT SITUATION:

This year's annual conference was very good and provided for excellent networking and knowledge exchange opportunities. An update on conference proceedings will be provided at the meeting of September 18, 2019.



GREATER SUDBURY POLICE SERVICES BOARD

REPORT FROM THE CHIEF OF POLICE

June/July/August 2019

MINISTRY UPDATES (excerpts from Ministry Communiqués)

Victim Quick Response Program

Starting October 1, 2019, the Victim Quick Response Program be instituting changes to some of the services and supports offered through the program to address the priority needs of the most vulnerable victims. Changes and enhancements include:

- Increased amounts for certain services and supports such as hotel accommodations when a victim cannot immediately return to their home as a result of the crime.
- Increased residential treatment resources for victims of human trafficking.
- A new homicide survivor support benefit for spouses of homicide victims and for parents of minor victims of homicide.
- A one-time contribution toward supports for victims with serious physical injuries to assist with their immediate needs.

These changes are in keeping with the commitment in the 2019 Spring Budget announced by the Ontario government that victim compensation would be reformed by replacing the adjudicative model of the Criminal Injuries Compensation Board (CICB) with an administrative model, to ensure that victims receive financial support faster and more efficiently with less administrative burden.

Risk-Driven Tracking Database – 2018 Annual Report

The Risk-Driven Tracking Database (RTD) 2018 Annual Report has been released. The report provides an overview of the RTD project including provincial roll-out and 2018 data results. The RTD supports multi-sectoral risk intervention models such as Situation Tables by providing a standardized means of gathering de-identified information on situations of elevated risk. It is one tool that communities can use to collect risk-based data about local priority risks and evolving trends to help inform the community safety and wellbeing planning process.

As of December 2018, there were approximately 70 Situation Tables across Ontario and the RTD supports 47 of those Tables. The RTD data results continue to prove that one of the most effective ways to support individuals experiencing a multitude of risks factors is through these collaborative, multi-agency responses. This involves bringing together various service providers to ensure those who are at imminent danger of experiencing harm receive the most appropriate response in a timely manner. Further, these results demonstrate the need to implement a collaborative, integrated service delivery model that leverages the strengths of partners in the community.

Sudbury operates a Situation Table as well and has contributed results to the report.

Basic Constable Training Program and Senior Specialized Course Fees

In recent months, the province has undertaken a comprehensive financial review to ensure that communities can continue to receive modern, cost-effective, and high-quality services on a sustainable basis. In connection with this goal, the Ministry of the Solicitor General (Ministry) has updated its training fees.

As the nature of policing has become more complex, officers require the appropriate training to support their duty to protect our communities both today and tomorrow. Currently, the Ministry covers a significant portion of the cost of the Basic Constable Training program as well as Senior Specialized Courses.

To ensure the Ontario Police College's future sustainability as a superior educational institute for all police services and the broader law enforcement community, the Ministry will be implementing a number of changes to police training fees as of January 1, 2020. These changes will impact the training budget, although the province is also moving to a 'Train the Trainer' model for a number of courses which will save on out of town travel costs.

Exemptions Regulation Amendments Under the Police Record Checks Reform Act, 2015

Under the new *Police Record Checks Reform Act* (PRCRA), temporary exceptions from the *Act* were granted under O. Reg. 347/18. This exempts requests for a police check including for the purpose of screening individuals in relation to positions in policing or other positions in the justice sector. The temporary exceptions were to expire in November of 2019 and will now be extended to December 31, 2020 which will allow the Ministry to work with policing partners on developing a permanent regulatory approach.

Collection of Identifying Information in Certain Circumstances (CIICC): Police Training Update

Section 11(1) of O. Reg. 58/16 in respect of the Collection of Identifying Information in Certain Circumstances requires training of officers every thirty-six months. The three year mark is now in effect and the Ministry has assembled mandatory comprehensive street checks refresher training. This program will be underway and included with part of the Service's fall in-service training program. The training aims to provide greater clarity and consistency in the application of the regulation. It is based on examples of how and when the regulation applies.

Approach to Constable Selection

The work of the Ministry continued throughout the summer in reviewing the Constable Selection System (CSS). Work included an in-depth analysis of data provided by the OACP, a survey to all police services in Ontario and interim direct licensing to provide for greater flexibility in screening. The review of the System has now completed and the approach now endorsed will allow for greater local flexibility in determining hiring and election processes.

Update on Ontario's Guns, Gangs and Violence Reduction Strategy

On August 26, 2019, the Ontario government announced that it will be extending its province-wide efforts to curb gun crime and reduce gang activity. An additional investment of \$54 million over three years starting in 2020-21 will be provided to support Ontario's Guns, Gangs, and Violence Reduction Strategy (GGVRS). This will further act as a deterrent to crime and aid law enforcement and justice partners to ensure that individuals responsible for gun and gang violence are promptly brought to justice. The GGVRS also includes investments that promote alternatives to gangs, break the cycle of offending, and prevent violence before it starts.

Ontario is extending initiatives that were announced in March 2019 and investing in new initiatives that will begin in 2020-21. New initiatives will include:

- Those focused on combatting human trafficking including enhancements to survivor supports, investments in dedicated prosecution resources, and future enhancements to the Safer and Vital Communities Grant Program.
- Creating a new Intensive Firearm Bail Team in Peel to support bail hearings and Proceedings for gun-related offences in the Greater Toronto Area (GTA).
- Establishing a GTA/Greater Golden Horseshoe (GGH) Gun and Gang Fund that will support major investigations which target the organized crime areas that fuel gun and gang operations, specifically within the GTA/GGH area.
- Creating a new Eastern Ontario Gun and Gang Team that will work closely with the Ottawa Police Service. The East Region team is staffed with four Assistant Crown Attorneys who will provide prosecutorial support for complex investigative projects and an intensive firearms and gang-specific bail strategy.

Funding will also be used to extend initiatives that the government began implementing earlier this year including the Provincial Gun and Gang Support Unit, the GGSIF, the Ottawa Police Service Gun Violence Suppression Strategy, and the creation of Justice Centres in four locations across the province.

Royal Assent of Bill C-75, An Act to Amend the Criminal Code and the Youth Criminal Justice Act and other Acts and to make consequential amendments to other Acts

On June 21, 2019, Bill c-75 received Royal Assent. This was the culmination of activity since the government introduced Bill C-75, *An Act to amend the Criminal Code, the Youth Criminal Justice Act and other Acts and to make consequential amendments to other Acts*.

The Act:

- modernizes and clarifies bail provisions;
- provides an enhanced approach to administration of justice offences including for youth;
- abolishes peremptory challenges of jurors and modifies the process of challenging a juror for cause and of judicial stand-by;
- restricts the availability of preliminary inquiries;
- streamlines the classification of offences;
- expands judicial case management powers;
- enhances measures to better respond to intimate partner violence;
- provides additional measures to reduce criminal justice system delays and to make the criminal law and the criminal justice system clearer and more efficient;
- restores judicial discretion in imposing victim surcharges;
- facilitates human trafficking prosecutions and allows for the possibility of property forfeiture;
- removes provisions that have been ruled unconstitutional by the Supreme Court of Canada; and
- makes consequential amendments to other Acts.

Update on Animal Welfare Calls

In keeping with Ontario's interim animal protection model which came into effect on June 29, 2019, the government passed legislation that enables the interim Chief Inspector to appoint inspectors to ensure animals remain protected during the interim period.

The Chief Inspector has now appointed inspectors employed at local Humane Societies or Society for Prevention of Cruelty to Animals (SPCAs). There are 13 inspectors located throughout the province namely in Lincoln County, Kingston, Hamilton/Burlington, Sarnia, Windsor Essex, London/Middlesex, Oakville/Milton, Guelph, Thunder Bay, Northumberland, Kitchener Waterloo, Kawartha Lakes, and Timmins.

Additionally, specialized inspectors with subject matter expertise in livestock and agriculture, horses, zoos, and aquariums have been appointed to provide support to police services and other inspectors.

Police continue to have the authority to enforce animal welfare legislation across the province.

A dedicated toll-free number has been set up for the public to report animal welfare. The call centre triages calls to the organization responsible for enforcing animal welfare based on the location and nature of the incident which could be a provincial inspector, local Humane Society/SPCA, or a police service. During this interim period, police services may be contacted if the matter is criminal in nature and/or there is an emergency. For example, police still respond to calls related to dogs in hot cars.

Inspectors are available to provide support to police services when responding to calls related to animal cruelty matters. Police services are also encouraged to use other local resources including municipal bylaw officers, animal control, local humane societies and animal rescues, including finding vets and offering education and guidance to owners of livestock.

State of Financial Crime and Serious Fraud in Ontario

The Ministry of the Solicitor General is conducting a survey on the state of financial crime and serious fraud in Ontario.

The purpose of this survey is to collect information from investigative organizations regarding financial crime and serious fraud in Ontario.

The following objectives have been identified in support of this survey:

1. To enhance awareness of the challenges of financial crime and serious fraud affecting Ontario's law enforcement community.
2. To identify opportunities for the Serious Fraud Office to support Ontario's law enforcement community to meet the challenges of serious fraud in Ontario.
3. To establish an enhanced set of indicators to measure the impact of the Serious Fraud Office and create a current baseline.
4. To assess the magnitude and array of financial crime and serious fraud reported to investigative organizations.
5. To assess the capacity of investigative organizations to respond to complaints of financial crime and serious fraud.
6. To assess the financial crime and serious fraud caseload and workload of investigative organizations.
7. To assess monetary recoveries obtained through property seizures, restraints, and forfeitures as well as restitution paid to victims of financial crime.
8. To assess awareness of the Serious Fraud Office.

Data is being collected for the period of January 1, 2015 to December 31, 2018 with some questions requesting data from 2019 (YTD). This survey will be conducted on an annual basis.

AMBER Alert Program

The Ontario Provincial Police is responsible for activating AMBER Alert requests within the Province of Ontario. If a child is reported as being abducted and the case meets established guidelines, the investigating police service can request the OPP to issue an AMBER Alert by completing an AMBER Alert Activation form. A number of guidelines must be met in order for this to be initiated. Recently there have been changes to the guidelines.

Drug Impaired Driving Detection Training and Enforcement 2019/20 Eligible Expenses and Submission Processes

Through the Federal-Provincial Drug Impaired Driving Contribution Agreement, Ontario and the federal government are enhancing supports for law enforcement across the province to help ensure communities and roads are safe from drug-impaired driving. Under the agreement, the federal government will provide Ontario with \$17 million in additional funding over five years (2018-2023) to enhance drug-impaired driving enforcement on Ontario roads. The funding will support costs incurred for police training (OPP, municipal, and First Nations) and procurement of Approved Drug Screening Equipment (ADSE), as well as measurement of the effectiveness of the roadside detection tools and prosecution process of alcohol and drug impaired driving.

The government is currently collecting information from police agencies to determine the anticipated need, and training requirements for police services across Ontario. A specific process has been implemented for claiming costs under this funding program. GSPS will be participating.

Guidance Note on X-ray Equipment Used in Policing

The Ontario public Health and Safety Committee has recently issued a note in relation to Health and Safety Requirements for X-ray Equipment Used in Policing. Such equipment includes body scanners, portable bomb detection machines, and security baggage scanners. Our internal Health and Safety Committee oversees these directives and ensures policies are updated accordingly.

Bill C-59, An Act Respecting National Security Measures

On June 21, 2019, Bill C-59, an *Act* respecting national security measures received Royal Assent. The *Act* provides the Government of Canada with new authorities to address emerging national security threats while ensuring that these new authorities are compliant with the Canadian Charter of Rights and Freedoms. Once in effect, these measures will all work to increase accountability and transparency of national security measures.

Bill C-71: An Act to Amend Certain Acts and Regulations in Relation to Firearms

On June 21, 2019, Bill C-71: an *Act* to amend certain *Acts* and Regulations in relation to firearms received Royal Assent. The key amendments to the Criminal Code and *Firearms Act* include changes to the background check prior to issuing a firearms license, transfer of non-restricted firearms, business record-keeping, classification of firearms, transport of restricted and prohibited firearms, and expansion of forfeiture of powers,

Operational Firearm and Less Lethal Weapon Survey

The Ministry of the Solicitor General has been canvassing police services with respect to firearms and less lethal weapons and munitions to understand what is currently in use across the province. This information will assist the Ministry in policy development in the area of law enforcement weapons.

Implications of the Recent Supreme Court of Canada Decision - R. v. Myers

In a unanimous decision of nine Justices of the Supreme Court of Canada (SCC) on March 28, 2019, the Court held in *R. v. Myers* 2019 SCC 18 (Myers) that accused persons in custody should have a review of their detention every 90 days in the case of indictable offences and 30 days in the case of summary offences.

As a result of the decision, police services may need to provide more frequent transportation for individuals held in custody at correctional facilities. Section 29 of the Adequacy and Effectiveness of Police Services regulation under the *Police Services Act* requires a police services board to have a policy on prisoner transportation and prisoner care and control. As a result of this decision, in-house procedures are under review.

Assistant Deputy Minister Retirement

Correspondence was received from the Ministry of the Solicitor General's Assistant Deputy Minister announcing his retirement effective June 28, 2019. To date the new Assistant Deputy Minister has not yet been announced.

ONTARIO ASSOCIATION OF CHIEFS OF POLICE CONFERENCE

June 23 to 26 marked the annual Ontario Association of Chiefs of Police Conference. Several excellent topics were presented including legal issues impacting on policing, recruiting for resiliency, the opioid crisis challenges for police agencies, and key issues impacting occupational stress injuries.

During the Annual General Meeting, I was sworn in as the President of the Ontario Association of Chiefs of Police. This was a true honor and I look forward to serving over the next year with pride.

CANADIAN ASSOCIATION OF CHIEFS OF POLICE ANNUAL CONFERENCE

The Canadian Association of Chiefs of Police Annual Conference was held August 11 to 14, 2019 in Calgary Alberta. The conference was well attended with delegates and vendors on hand. There were discussions on several very relevant topics

The conference opened with a joint session with Canadian Association of Police Governance Board delegates with a panel discussion on Police Chief Recruitment and Selection.

Delegates heard about the 'Future of Policing Workforce' from an Australia-New Zealand Perspective, trends in police staffing, 911 Emergency Call systems and NG911, conflict in the workplace, Commissioner of Canada Elections, Remotely Piloted Aircraft Systems, Disabilities Management, research update on perspective bias, emerging technology in policing, and victim/offender overlap in the justice system,

Overall the conference was stimulating and provided an opportunity for sharing ideas with colleagues from across Canada.

SUDBURY POLICE AND YOUTH DIRT RIDERS (SPYDR)

Our SPYDR Program had another successful summer. This is a free mountain bike program for youth ages 12-17 years, male and female, with or without mountain biking experience. Participating youth are drawn from at-risk, underprivileged, or those identified by teachers, police, or CAS as deserving and needing an opportunity to participate in a free athletic activity while interacting with police in a positive environment.

The program is led and supported by members and volunteers within the service who generally donate their time to participate in the weekly rides.

The program ran once a week starting at the end of the school year and continued until the end of August. Helmets, t-shirts, gloves, glasses, and snacks were provided to the kids to use and then keep at the end of the program. The youth were provided with some skill development and safety training by our Police Mountain Bike Trainer. Trails traveled included Kivi Park, Fielding Park, Adanac Rotary Trail, as well as Laurentian Conservation area.

The program receives funding from the Chief's Youth Initiative fund and is enjoyed by many participants.

35th WORKERS MEMORIAL

The 35th Workers Memorial was held on June 20. I was on hand as a keynote speaker offering remarks in support of Workplace Safety and ensuring that this is consistently at the forefront of the policing profession. As frontline responders, our members are continually dealing with individuals in crisis and aggressive offenders, and are exposed to drugs and chemicals regularly. No call is routine and more and more we are observing confrontation and unexpected outcomes. In policing, we are committed to providing personnel not only with training and Personal Protective Equipment to protect them, but also mental health supports. The day provides the opportunity to honour and remember those who have lost their lives in their line of work.

INDIGENOUS PEOPLES HISTORY MONTH

June continues to see GSPS celebrate National Indigenous Peoples History Month with additional activities:

Medicine Garden Unveiling

June 20, saw the unveiling of the Medicine Garden which is located at on the patio of Police Headquarters. Nokomis Pat Migwans was special guest on hand to provide teachings on the Medicine planted in our garden. The Medicine Garden will grow Sage and Cedar, two of the sacred medicines used for protection and washing away negative energy. The design includes the Seven Grandfather Teachings and the Greater Sudbury Police Service's RICH values of Respect, Inclusivity, Courage, and Honesty. There is also a Medicine Wheel and designs to those teachings, as well as, a Bear Paw to symbolize the Bear that is a protector.

We were grateful to this year's participants in the MKWA Opportunity Circle, their school's support staff, and members of the Aboriginal Community Police Advisory Committee (ACPAC) for assisting with the paintings seen on the Medicine Garden, as well as our Summer Student, Kyanna Sinclair-McKeever who spent many hours working on the garden. Miigwech to the Métis Nation of Ontario for providing the supplies to paint the garden and to the members of the Looking Ahead Project for ensuring that our members have access to Medicines.

Make Your Own Moccasins

Members of the Service participated in a workshop to learn to make a pair of moccasins. The workshop was led by Juliette Wemigwans and was enjoyed by all who were involved.

Indigenous Peoples Day

Several members from GSPS were on hand to celebrate Indigenous Peoples Day on June 21. This provides the opportunity to commemorate history and culture with First Nation, Metis and Inuit peoples.

BURST YOUTH LEADERSHIP CAMP: 'BUILDING & UNDERSTANDING RESILIENCE & STRENGTH TOGETHER'

GSPS's BURST youth leadership camp was piloted in 2016 and saw its fourth year of operation this summer. The camp was created and implemented to provide youth an opportunity to build their resiliency and ability to work towards community leadership opportunities. The initiative has already strengthened Police and Youth relationships while providing unique opportunities. Activities include geocaching, hiking, Tango Tower at Laurentian, interactive games for intrapersonal and interpersonal growth, and building boats and sleds with basic material such as cardboard, tape, and floatation tools.

Youth were selected for this particular program by reaching out to school boards and community partners. The youth engage with GSPS, Northern Youth Services (NYS), Probation, and Elizabeth Frye staff in a fun and positive environment while participating in healthy physical, social, and emotional activities. The camp is now funded by NYS which also provides the central facility for the activities.

As part of the evaluation, the youth are asked what they learned, felt, and are going to do. The comments from this year's camp included "I learned to work with others as a team", "I feel happy with all my new friends and I feel like it helped me learn to deal with things correctly which makes me happy." "Thank you for the best 4 days of my life"

SPARK (SUDBURY POLICE ADVENTURE RECREATIONS AT KIVI PARK)

The Community Mobilization Unit once again coordinated Sudbury Police Adventure Recreations at Kivi Park (SPARK). The program consists of youth in the community with financial limitations and between the ages of 12 to 17. Many outdoor activities are offered including kayaking, canoeing, fishing, stand-up paddle boarding, hiking, and geocaching. SPARK was held for six weeks at Kivi Park and is intended to strengthen relationships between youth and police and to provide youth with opportunities to develop new life and sport skills. SPARK is also supported by the Chief's Youth Initiative Fund. Its second year proved to be once again successful in building resilience in youth.

EVENTS

During the summer months, the Service was engaged in a number of events throughout the community including but not limited to:

June 27 – Law Enforcement Torch Run

This year marked the 32nd Annual Law Enforcement Torch Run in Ontario to raise funds and awareness for Special Olympians through Special Olympics Ontario. GSPS members were proud to carry the torch from Science North to Memorial Park to show their support. Special Olympics Ontario is the charity of choice for Ontario Association of Chiefs of Police and provides those with intellectual disabilities the opportunity to participate in sport and recreational activities. Since 1987 in Ontario alone, the Law Enforcement Torch Run has raised more than \$35 million for Special Olympians to play sports and build their athletic dreams. This is also a momentous year for Special Olympics as it celebrated its 50th anniversary earlier this year in March.

July 1 – Canada Day Celebrations at the Sudbury Arena

GSPS participated in the Canada Day celebrations, specifically the Canada Day parade from Memorial Park to the Sudbury Arena. This event was hosted by the Sudbury Multicultural and Folk Arts Association. As a police service, we take pride in the inclusivity and diversity of Canada and honour the contributions that multicultural groups have made to building our country. The day always concludes with a fireworks show at Bell Park which is supported by GSPS.

July 8 – Pride Flag Raising

Several members attended the official launch of Sudbury's Pride Week through the raising of the Pride Flag. The flag represents diversity, inclusion, freedom of expression, and human rights. The Chief's Youth Initiative Fund is a proud sponsor of Sudbury Pride.

July 10 – Annual PRIDE BBQ

Members attended the annual PRIDE BBQ held at the YMCA.

July 12 – Pride Breakfast

This event was hosted by Réseau Access and was well attended with the Service filling a table. The event started with a breakfast and presentations by speakers Dr. Sean Sullivan & Rahim Thawer. Dr. Sean Sullivan is the Lead Physician for Réseau Access Network's Gay Bi MSM Primary Care Clinic. Speakers addressed how PrEP/PEP and the Undetectable=Untransmittable campaigns are exciting advances in HIV prevention and sexual health. Rahim Thawer, a Lead Consultant and Psychotherapist, spoke to supporting dialogue when someone comes out.

July 13 – Youth Pride Prom

Presented by Sudbury Pride and the GSPS through the Chief's Youth Initiative Fund, Sudbury Pride presents a Prom night for all LGBTQ2S+ youth in a welcoming, fun, and safe atmosphere. The attendees are provided with dance music, a refreshments table, and LGBTQ2S+ chaperones to ensure safety and peace of mind.

July 14 – Pride Parade

Members of GSPS walked in the Sudbury Pride Parade to demonstrate our solidarity and support of members of the LGBTQ2S+ community. The Traffic Management Unit aided in controlling and navigating traffic. GSPS actively supports LGBTQ2S+ community members and their rights to express themselves without fear of persecution or violence due to sexual identity or orientation. The Sudbury Pride Parade is a truly remarkable and symbolic event for the LGBTQ2S+ community.

July 16 – Cops, Kids, and Fishing

Our exciting grassroots Cops, Kids, and Fishing took place on Whitewater Lake in Azilda. Participating children enjoy the great outdoors and the opportunity to get to know our officers on a more personal level. This event is aimed at helping underprivileged children take part in an outdoor activity that they may not have previously had the opportunity to do. It is made possible through the Chief's Youth Initiative Fund as well as several other sponsors.

July 19 - Cops, Kids and Golf

This event is made possible through the Chief's Youth Initiative Fund and helps strengthen relationships and trust between officers and children. Each child is paired with a GSPS officer and golf together for the entire day, allowing the children opportunity to have open one-on-one discussions with an officer while participating in friendly competition and having fun. The children were also provided complementary bags full of golf goodies through the Sudbury Police Association.

July 27 – Atikameksheng Anishnawbek

I was pleased to attend the Traditional Gathering at Atikameksheng Anishnawbek on July 27. The Pow Wow was an honour to be part of along with our Aboriginal Liaison Officer Shannon Agowissa.

September 2 – Sudbury Police Awareness Memorial Walk/Run

As part of our commitment to remembering fallen officers, members of the GSPS Canadian Police and Peace Officers' Memorial Run team led the first 'Greater Sudbury Police Service Memorial Awareness Walk/Run'. This event drew others to honour fallen officers through the work of the Memorial Committee. Members and their families/friends participated in the run that started at the various memorial bridges with a gathering in Memorial Park followed by a BBQ and the naming of the Fitness and Wellness Centre in honour of Constable Joe MacDonald and Sergeant Rick McDonald.

MISSING PERSON TOOLKIT UNVEILING

We understand that being an Indigenous woman or girl is a high risk classification of Missing person due to systemic racism and intergenerational trauma. Further, we acknowledge that MMIWG is not solely a national issue but our community's priority. Sudbury is at the heart of Anishnawbek territory with many Indigenous peoples calling this community home.

In 2016, a Victim Services Missing Persons Toolkit from Saskatoon, Saskatchewan was given to Chief Paul Pedersen while discussing Missing and Murdered Indigenous Women and Girls during a conference. From this toolkit, the Greater Sudbury Police Service began working with the Indigenous Community on creating their own version.

The new toolkit was given to the Aboriginal Community Police Advisory Committee as well as others from the Indigenous community for feedback. The 'Looking Ahead To Build The Spirit of Our Women' Project sponsored the endeavour. While the GSPS toolkit was made for our jurisdiction and our calls for service, it is meant to act as a resource to anyone, specifically from the Indigenous community. It adds a holistic perspective through suggesting various support options and by providing answers to the questions that people may have during a police investigation.

We offer this toolkit in assisting Indigenous families who may require help. This toolkit will assist in better navigating the missing person investigation and resources available. Our goal is to ensure the safety and wellbeing of Indigenous peoples in our community.

Thank you to all community and national partners who made this toolkit possible.

DRUG STRATEGY UPDATE

Chief and Dr. Sutcliffe will be presenting to Mayor and Council on September 24 to update Council on the work of the Community Drug Strategy and the work that is underway related to opioids in the City of Greater Sudbury.

The objectives are:

- To provide an overview of local issues e.g. how did we get here, surveillance – Canada and local, Naloxone distribution, drug overdose related calls.
- To share our collective response (Community Drug Strategy) to opioids and our community e.g. NAFS, promotion and prevention, organizational chart, pillars, examples of pillar work, meeting with the Minister of Health.
- To outline next steps e.g. embed video, opioid poisoning response plan, end stigma.
- Undertaking of the Supervised Consumption Services Needs Assessment & Feasibility Study.

SUMMER STUDENT EXPERIENCE

Once again our summer student employment experiences proved to be highly rewarding for our member students who joined our team throughout May to August. Students gained valuable employment skills in many areas including Criminal Investigations Division, Finance, Customer Service, and Community Support.

GREAT LAKES POLICE MOTORCYCLE TRAINING SEMINAR

From August 14 to 17, the Service was the proud host of the Great Lakes Police Motorcycle Training Seminar. Riders from across Canada and the United States had the opportunity to participate in various training seminars and riding courses. The event culminated in a motorcycle parade and competition amongst the riders. The leadership efforts of Constables Andrew Hinds and Jacques Roberge are recognized. Their attention to detail in ensuring all participants were welcomed with open arms and treated to Greater Sudbury hospitality.

SAFETY INITIATIVES

SCHOOL SAFETY

The Service participated in a number of back to school safety initiatives and school bus safety especially. Much of the messaging was achieved through social media.