

**GREATER SUDBURY POLICE SERVICES BOARD MEETING**  
**Wednesday September 16, 2020 – 10:15 A.M.**  
**WEBEX**

**PUBLIC MINUTES**

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**Present:**

Lise Poratto-Mason, Chair  
Frances Caldarelli, Member  
Richard Bois, Member  
Al Sizer, Member  
Joanne Latendre, Executive Assistant

**Regrets:**

Michael Vagnini, Chair

**Staff:**

Paul Pedersen, Chief of Police  
Sheilah Weber, Deputy Chief of Police  
Sharon Baiden, Chief Administrative Officer

**Senior Staff on Hand Webex:**

Dan Despatie, Inspector  
John Valtonen, Inspector  
Marc Brunette, Inspector

**Guests:**

Kaitlyn Dunn, Corporate Communications, assisted with meeting.

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**News Media or Other Attendees Logged In:**

John Hammill, Cambrian College

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**Motion to Meet In Camera Time – 9:00 a.m.**

(2020-108) CALDARELLI – BOIS: THAT the Board adjourn the public portion of its meeting to move IN CAMERA to discuss confidential items pertaining to legal and personal matters, in accordance with Section 35(4)(b) of the *Police Services Act*.

CARRIED

The Board moved back into PUBLIC to resume discussions at 10:15 a.m.

### **Matters Arising from In Camera Session**

The Board will report any matters discussed during the In Camera meeting. The Board discussed and resolved confidential items pertaining to legal and personal matters.

### **Welcome**

Vice Chair Poratto-Mason advised that Chair Vagnini was unable to participate

She also welcomed new Board Member Al Sizer to his first official meeting.

### **Roll Call**

Attendance was taken at this time.

### **Declarations of Conflict of Interest**

None

### **New Board Member Swearing In**

Vice Chair Poratto-Mason was pleased to introduce the Board to its newest Member, Councillor Al Sizer who will replace Member Renee Lapierre. Although previously sworn in during the summer, Member Sizer publicly took his Oath of Office. He was warmly welcomed by Board Members and Senior Staff.

## **Police Reframing Policing in Greater Sudbury Presentation**

Chief Pedersen made a presentation to the Board on Reframing Policing in Greater Sudbury.

In recent weeks, policing has come under significant criticism around system racism. This has resulted in diminishing public trust, concerns over use of police powers, and response to mental health related calls.

He noted that there has been a 200% increase in calls since 2015 and in 2019, there were 55,427 Calls for Service in 2019 with 85 reporting use of force

There have been calls to defund police nation-wide. In response, our organization is committed to reframing policing in Greater Sudbury. GSPS takes pride in serving the community and is dedicated to effecting positive change based on our Community Safety and Wellbeing model. GSPS has a long and strong history of working with the community to address concerns including mental health, elevated risk situations, violent threats and risk, homelessness, and addictions,

The Service has also instituted many innovative measures to serve the community which include Community Safety Personnel allowing for the redeployment of officers to the frontline, Police Community Response Centre, Lions' Eye in the Sky, Community Response Unit, Social Media to connect with citizens, Advisory Committee (Diversity Advisory Committee, Aboriginal Community Police Advisory Committee, Chief's Youth Advisory Council, MKWA Opportunity Circle, Intercultural Ride-along Program, Looking Ahead to Build the Spirit of Our Women Project, and Project Lifesaver. Our Victim-Centered approach includes facilitating access to services and available supports.

To support these important efforts, four Committees have been formed that will focus on Community Response to Mental Health, Anti-Racism Reform, Authentic Inclusion, and Member Mental Health Supports. These groups will embrace internal and external input to inform its work.

The Chief indicated a firm commitment to reframing GSPS through a continued collaborative approach and community engagement, community safety and wellbeing planning, and victim focused services.

## **Adoption of Minutes**

(2020-116) SIZER – CALDARELLI: THAT the Greater Sudbury Police Services Board Minutes of June 10, 2020 be adopted as circulated and read.

CARRIED

## **Consent and Discussion Agenda**

The Board received and approved the Consent and Discussion Agenda:

- Police Auctions Canada Annual Report
- 2020 Special Investigations Unit Annual Report
- CAPG Board of Directors Announced
- Correspondence – OAPSB Thanks

(2020-117) CALDARELLI – BOIS: THAT the Greater Sudbury Police Services Board accepts the Consent Agenda and Discussion Agenda for the September 16, 2020 meeting as distributed.

CARRIED

## **Office and Storage Solutions Agreement**

The Board received a report on furnishings for the 128 Larch Street Location. The lowest bid came in at \$207,516.08 and the contract was awarded accordingly.

(2020-118) BOIS – SIZER: THAT the Greater Sudbury Police Services Board enters into an Agreement with Staples Business Advantage for the supply, delivery, and installation of office furniture and storage solutions for 128 Larch Street location, at a cost of \$207,516.08 (before HST) with funds to be drawn from the Police Capital Financing Reserve Fund.

CARRIED

## **Short Term Disability Claim Adjudication**

The Board received a report on the provision of health adjudication services for members off work on non-occupational health related absences.

(2020-119) SIZER – CALDARELI: THAT the Board enters into an agreement with Acclaim Ability Management Inc. for the purpose of short-term disability adjudication and workplace accommodation subject to satisfactory terms and conditions.

CARRIED

### **Employee Assistance Program Extension**

The Board received a report on an Employee Assistance Program (EAP) that offers professional assistance to members of the Service and/or their eligible dependents.

(2020-120) CALDARELLI – BOIS: THAT the Board enters into a one-year Agreement extension with ComPsych Corporation for the purpose of delivering Employee Assistance Program services to the members of Greater Sudbury Police Service in accordance with the same terms and conditions for the period November 1, 2020 to October 31, 2021.

CARRIED

### **Ontario Strategy to End Human Trafficking**

The Board received a report on funding for a human trafficking initiative.

(2020-121) BOIS – SIZER: 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.

CARRIED

### **RIDE Program 2020-2022**

The Board received a report on an application for RIDE funding to cover a two year period.

(2020-122) SIZER – CALDARELLI: THAT the Board makes application in relation to the 2020/2021 and 2021/2022 Reduce Impaired Driving Everywhere RIDE. Program funding with the Ministry of the Solicitor General.

CARRIED

**Staffing / Deployment Update – May to August 2020**

The Board received a report on funding for an intern placement.

(2020-123 CALDARELLI – BOIS: 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 for May to August 2020 as follows:

|                            |              |                     |
|----------------------------|--------------|---------------------|
| HILL, Cassandra            | June 1       | Research/Data       |
| LABERGE, Ashley            | June 8       | Analyst             |
| HALLIDAY-SNOW, Christopher | June 8       | Cadet               |
| RANGER, Richard            | June 8       | Cadet               |
| EASTER, Susan              | June 8       | Cadet               |
| CHAPMAN, Heather           | June 8       | Cadet               |
| MONGRAIN, Brody            | June 8       | Cadet               |
| ST-AMOUR, Destiny          | July 30      | Property Clerk      |
| CERILLI, Sabrina           | August 5     | HR Intern Clerk     |
| BUTTAZZONI, Nicholas       | August 2     | Cadet               |
| WOOD, Ryan                 | August 24    | Cadet               |
| HUTCHINSON, Marshall       | September 10 | Experienced Officer |

AND FURTHER THAT the Board accepts the following resignations:

|                            |         |                  |
|----------------------------|---------|------------------|
| LABERGE, Ashley            | June 7  | CSP PCRC         |
| HALLIDAY-SNOW, Christopher | June 7  | Court Security   |
| RANGER, Richard            | June 7  | Court Security   |
| MONGRAIN, Brody            | June 7  | Court Security   |
| BAWA, Imani                | June 9  | HR Intern        |
| CORRIGAN, David            | June 11 | Court Security   |
| DAVIDSON, Melanie          | July 10 | Customer Service |

AND FURTHER THAT the Board accepts the following retirements:

|               |          |           |
|---------------|----------|-----------|
| BURTT, Tim    | July 31  | Sergeant  |
| FRANCHE, Lisa | August 7 | Constable |

CARRIED

## Body Worn Cameras

Technology to support police practices has increased exponentially in recent years. One of the more recent advances is the use of Body Worn Cameras (BWC). Recently in Canada and particularly Ontario, a number of services have been examining the costs and benefits associated with the use of this technology.

Body worn cameras have been promoted and studied with many areas considered including:

- accuracy and quality of evidence that can be collected and used in criminal investigations, judicial proceedings or oversight processes
- availability of timely and accurate information
- improving police legitimacy
- impact on personal privacy
- costs and associated benefits
- building relationships, transparency, and trust
- accountability to the community served
- use in informing training, equipment, and procedures

GSPS's Strategic Operations section conducted preliminary literature reviews and analysis of research work that has already been done on body worn cameras. Pilot projects as completed by Toronto Police Service, Peel Regional Police, Durham Regional Police and the Thunder Bay Police Service have been referenced. This work has pointed to a number of areas that require significant review and consideration in moving forward with BWCs at GSPS.

- Technology Solutions – number of providers
- Hard Cost – equipment costs \$1,000 to \$3,000 per officer, Cloud storage, software subscription fees, hardware refreshment
- Soft Cost – staffing required Programmer Analyst, Senior Programmer, Disclosure Analyst
- Privacy – *Privacy Impact Assessment (PIA)* recommended prior to the use of BWC
- Governance and Policy – Office of the Privacy Commissioner of Canada and other Canadian police services recommendation should be included in policies and procedures for police services considering BWC

In order to make more informed decisions around its use, costs, benefits, and performance metrics, a feasibility study may be worth pursuing at this time. The Sudbury Police Association will be consulted.

At the same time, the Service and Board would also work with the Information and Privacy Commissioner with respect to an appropriate governance framework as was requested by way of correspondence from the Commissioner.

### **COVID-19 Status Information Disclosure Policy**

The Board received a report on the closure of the COVID-19 Status Information Access Portal.

(2020-124) BOIS – SIZER: THAT the Greater Sudbury Police Services Board accepts this report in respect of the decommissioning and use of the COVID-19 Status Information Access Portal and reporting obligations pursuant to GSPSB Policy–29 Status Information Disclosure.

CARRIED

### **Delegation of Signing Authority – Chief**

The Board received a report on the Chief’s signing authority.

(2020-125) SIZER – CALDARELLI: THAT the Board receives the Delegation of Signing Authority Chief of Police, Policy GSPSB 0025, semi-annual report for information.

CARRIED

### **2020 CAPG Virtual AGM and Conference**

The Board received a report on the upcoming 2020 CAPG AGM and Conference.

(2020-126) CALDARELLI – BOIS: THAT the Board authorizes Members to participate in the Canadian Association of Police Governance VIRTUAL Annual General Meeting and Conference October 30 – November 1, 2020.

CARRIED

### **2020 OAPSB Labour Seminar**

The Board received a report on the upcoming 2020 OAPSB Labour Seminar.

(2020-127) BOIS – SIZER: THAT the Board approves the attendance of Members at the Ontario Association of Police Services Boards VIRTUAL Labour Seminar November 12-13, 2020.

CARRIED



## **Donations Reserve Fund**

The Board reviewed requests for financial support from the Donations Reserve Fund.

(2020-128) SIZER – CALDARELLI: THAT the Board approve the following donations with funds drawn from the Donations Reserve Fund:

\$2,000 in support of the 2020 NEO Kids Foundation – ‘NHL vs Sudbury’ Event

\$606 in support of the 2020 Youth Marine T-shirt Program

\$500 in support of the 2020 College Boreal ‘Run to Remember’

\$1,000 in support of the 2020 YWCA ‘Women of Distinction’ Awards  
Gala

CARRIED

## **Order of Merit of the Police Forces – Deputy Weber**

Chief Pedersen nominated Deputy Chief Sheilah Weber for induction into the Order of Merit of the Police Forces. The appointment was made by her Excellency the Right Honourable Julie Payette, Governor General of Canada. The Board warmly congratulated Deputy Chief Weber on this very honourable and prestigious recognition.

## **Order of Merit of the Police Forces – Chief Pedersen**

The Greater Sudbury Police Services Board nominated Chief Paul Pedersen to advance within the Order of Merit of the Police Forces. The appointment was made by her Excellency the Right Honourable Julie Payette, Governor General of Canada. This advancement in the order is significant and the Board extended sincere recognition on this honourable and prestigious acknowledgement

## **2020 Board Meeting Schedule**

The Board received the 2021 Board meeting schedule. Meetings are held on the third Wednesday of each month except July and August. Members were reminded to advise the Board Chair of any conflict with respect to attending any meeting. Board meetings shall continue to be held to ensure social distancing requirements have been met. Various venues were suggested for meetings including Council Chambers.

## Chief's Report

The Chief reviewed his report for the months of June, July and August 2020 as circulated with the Board Agenda highlighting certain activities. As was noted the Ministry issued many All Chief's Directive which were highlighted to the Board. Additionally, Board Members did appreciate the short updates over the summer months. Of note was that most scheduled events were cancelled due to the pandemic. Recognition of Ontario Police Memorial and Canadian Police and Peace Officers' Memorial were recognized through virtual means. Members of the Service have partnered with ULU an organization that represents humanity, justice, and equity, and will work on the development of service wide training. As always, the Service takes great pride in its involvement with the community **Stay safe! Stay positive!**

## New Business

None

**Next Meeting: October 21, 2020**

**Move to Adjourn: Time – 12:50 p.m.**

(2020-129) CALDARELLI – BOIS: THAT this Board moves back to In Camera.

CARRIED



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Board Chair



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Board Executive Assistant