



Annual Report



2015

Vision

Our Shared Commitment is founded in our proud traditions to provide exemplary service. As inclusive leaders we ensure community safety and well-being through collaborative partnerships, innovation and community engagement.

Mission

Invested in Our Shared Commitment, our members are ambassadors for a team-based approach to safety, security and wellness as champions for effective and efficient risk-focused policing.

OUR COMMUNITY ~ OUR COMMITMENT

Values

Proudly, we pursue our vision while living our “**RICH**” values:

RESPECT

Our actions demonstrate our mutual respect for the community and each other.

INCLUSIVITY

We value the unique qualities of our members and communities by promoting an inclusive environment guided by fairness, respect, equity and dignity.

COURAGE

We are committed to serving with distinction and pride for justice.

HONESTY

We are professional, open, fair and accountable ethically performing our duties with integrity and trust



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As your Chief of Police I am extremely proud to present the 2015 Annual Report. 2015 has seen many accomplishments as we continued to modernize policing in Greater Sudbury. The evolution of "Our Shared Commitment to Community Safety and Well-being" Model continues to place Greater Sudbury at the forefront of public safety in Ontario.

The evolution of our Model saw the introduction of our Community Safety Personnel (CSP) Program as an addition to our current core staff. These eight new civilian positions complement our team by creating efficiencies within our Service and allowing for greater front line response.

Investment in youth, seniors, Aboriginal programs and cultural diversity has been evident in a number of key proactive policing initiatives which have come to life. Initiatives including, engaging at risk youth, collaborating with diverse groups such as multicultural students through the Intercultural Ride a-long Program, Indigenous youth through the MKWA Opportunity Circle and our wide range of volunteer initiatives.

Several other projects illustrate excellent examples of collaborative partnerships that exemplify Our Shared Commitment Model with focuses on enforcement, intervention, prevention, change in community outcomes and championing Community Safety and Wellness. The year saw the continued evolution of key activities including Community Mobilization Sudbury's Rapid Mobilization Table, Community Safety and Well-being Planning and the Community Drug Strategy. While in its early stages of development, our strategy to proactively address Missing and Murdered Indigenous Women is groundbreaking. All of these initiatives are receiving positive endorsement by our Police Service, community leaders, key stakeholders and government.

The health and wellness of our members remains a top priority. This year our entire Service received Road to Mental Readiness Training, a program developed to reduce the stigma of mental illness and to promote mental health, wellness and resiliency. 2015 also saw the introduction of an in-house Peer Support Team, a resource consisting of specially trained employees to assist our Members.

We are proud of our results-oriented approach and a proven track record that shows a commitment to non-traditional approaches to policing with a focus on strategic and operational challenges. Looking back on 2015 and all the hard work of our Members, we are truly transforming Community Safety and Well-being in Greater Sudbury.

Best Regard,



Paul Pedersen, Chief of Police



GREATER SUDBURY POLICE SERVICES BOARD



Frances Caldarelli
Board Chair



Michael Vagnini
Vice Chair
Councillor



Toula Sakellaris
Board Member



Gerry Montpellier
Board Member
Councillor

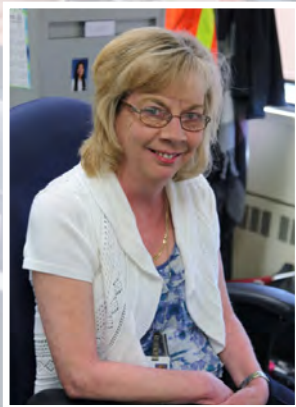
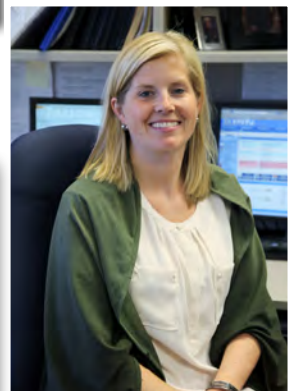


Gerry Lougheed Jr.
Board Member

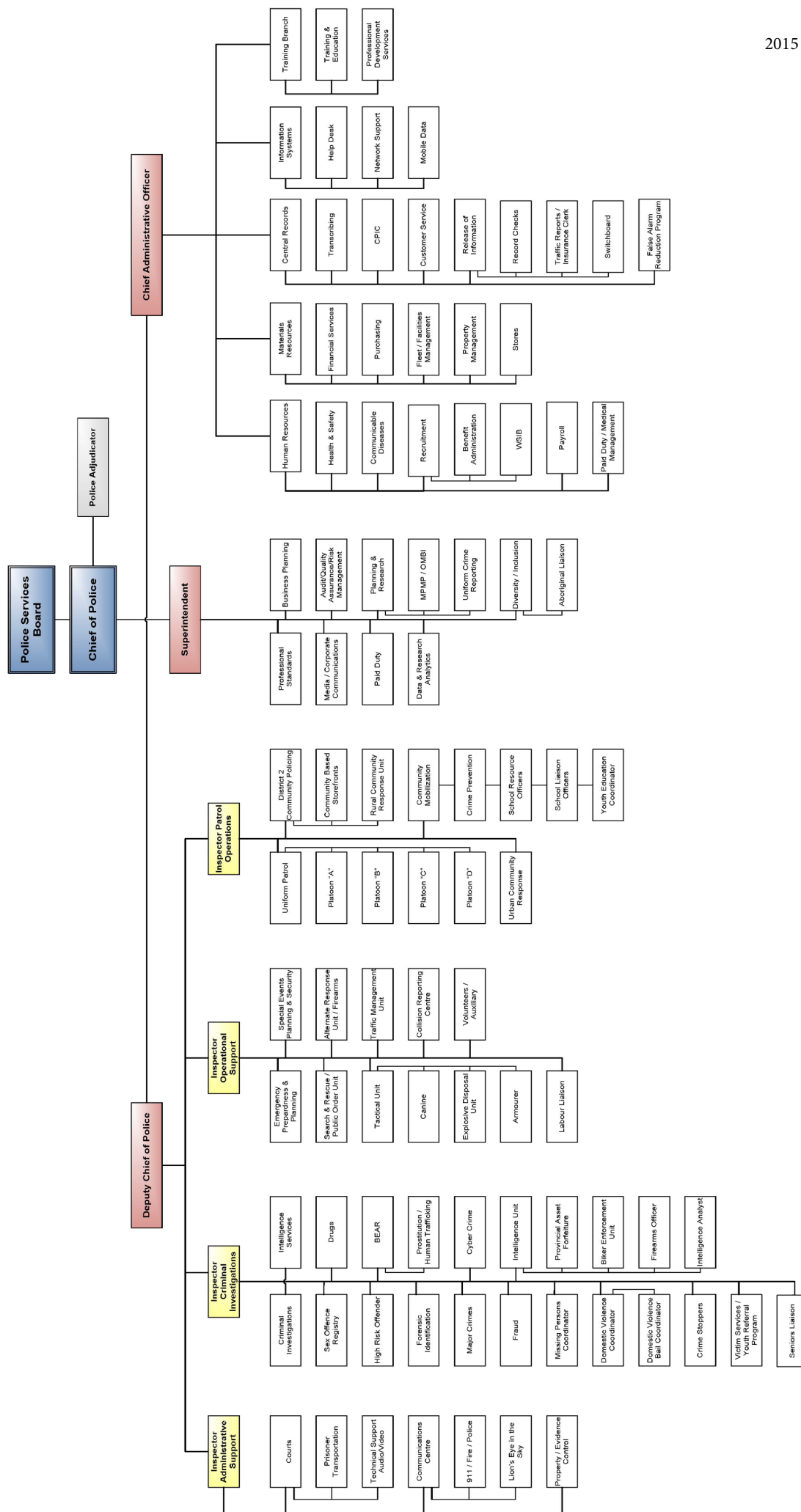
Under the Police Services Act of Ontario, the Board is responsible to ensure the provision of adequate and effective policing services in the City of Greater Sudbury.



SENIOR LEADERSHIP TEAM 2015



ORGANIZATIONAL CHART



The Greater Sudbury Police Service serves 160,274 people residing in the City of Greater Sudbury, which covers a total land area of 3,354.34 square kilometers. When including 333 lakes within its municipal boundaries, the total area of the City is 3,627 square kilometers.

DISTRICT #1

(POLICE HEADQUARTERS)

Urban Policing Zones

190 Brady Street, Sudbury

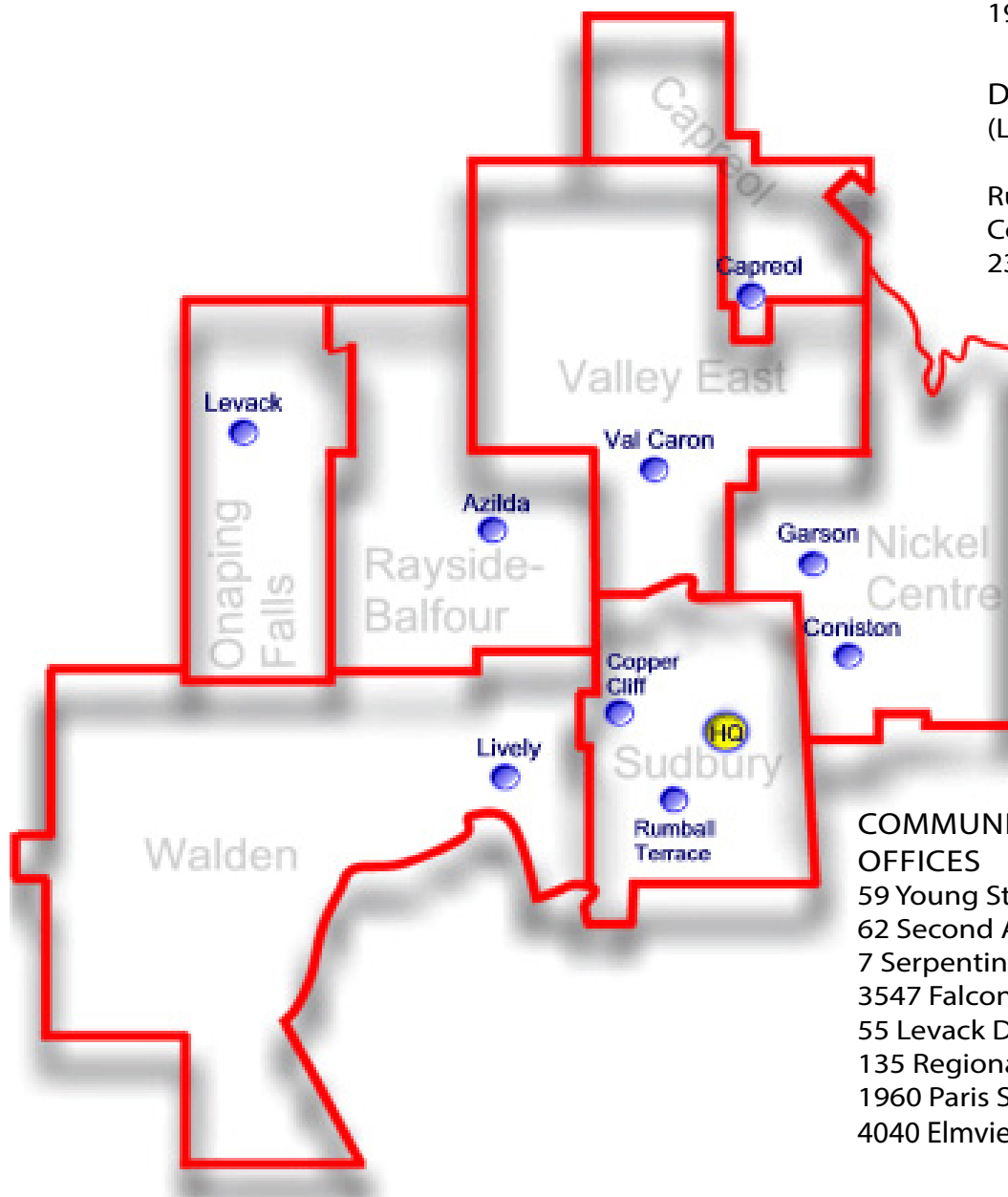
DISTRICT #2

(LIONEL E. LALONDE CENTRE)

Rural Policing Zones /

Collision Reporting Centre

239 Montée Principale, Azilda



COMMUNITY INFORMATION OFFICES

59 Young Street, Capreol

62 Second Avenue, Coniston

7 Serpentine Street, Copper Cliff

3547 Falconbridge Road, Garson

55 Levack Drive, Levack

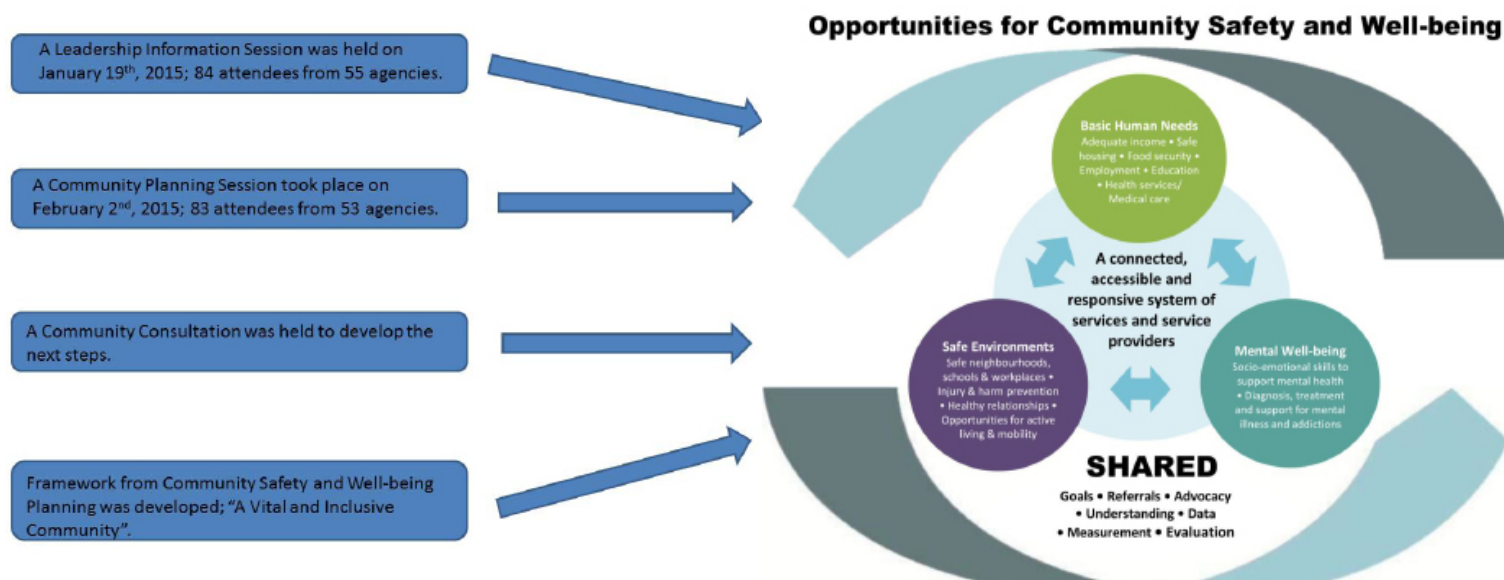
135 Regional Road 24, Lively

1960 Paris Street, Sudbury

4040 Elmview Drive, Val Caron

COMMUNITY SAFETY AND WELL-BEING PLANNING

Transforming Community Safety and Well-being in the City of Greater Sudbury was a top priority in 2015 for the Greater Sudbury Police Service. In partnership with our Steering Committee the following events took place in order to establish the Community Safety and Well-being framework;



COMMUNITY DRUG STRATEGY

On May 20, 2015, over 30 local pharmacies and other medical professionals took part in an information session regarding the City of Greater Sudbury's Fentanyl Patch4Patch Program.



The 2015 National Prescription Drug Drop-Off Day resulted in approximately 75 pounds of unused, expired, or unwanted medications being turned over by citizens for safe disposal. The 75 pounds collected in 2015 was 50 percent more than the amount collected in 2014.

On September 21, 2015, Dr. Penny Sutcliffe and Chief Paul Pedersen introduced the Community Drug Strategy at the Community Services Committee (CSC) meeting of City Council.

COMMUNITY MOBILIZATION SUDBURY

Greater Sudbury Police Service continues to be one of numerous partner agencies that take part in Community Mobilization Sudbury/Rapid Mobilization Table.



Community **Mobilization** Sudbury
Mobilisation **Communautaire** Sudbury
Weweni **EnjiNagidwendaagozing**

In 2015, 44 cases were presented to the Rapid Mobilization Table by our Community Mobilization Liaison Officer; 31 of those cases were accepted as being acutely elevated risk and of those 31 cases, Greater Sudbury Police Service was the lead agency on 10 of those cases.



2015 HIGHLIGHTS

LEARNING PARTNERSHIP'S OUTSTANDING EMPLOYER AWARDS

The Service hosted their 'Take Your Kids to Work' Day on November 4, 2015. Students from six high schools across the city were welcomed by Human Resources staff and provided an overview of employment opportunities including high school Co-op and Summer Student programs. Members throughout the service showcased their areas of expertise and provided hands-on exploration of their roles. The Greater Sudbury Police Service was selected as one of the winners of The Learning Partnership's Outstanding Employer Awards for 2015.



10TH ANNUAL LAW ENFORCEMENT TORCH RUN TOLLBOOTH

On Saturday, April 4, 2015, the Law Enforcement Torch Run Tollbooth, in support of the Special Olympics, Sudbury Chapter, raised \$29,037.78. This brought the overall amount raised in the past decade to \$219,000.00.

2ND ANNUAL POLAR PLUNGE

On March 7, 2015, the Greater Sudbury Police Service hosted its 2nd Annual Polar Plunge in partnership with Laurentian University, Scotia Bank, and HOT 93.5. There were 60 plungers who stepped up to the challenge and the event raised a total of \$20,178.03, surpassing last year's results.

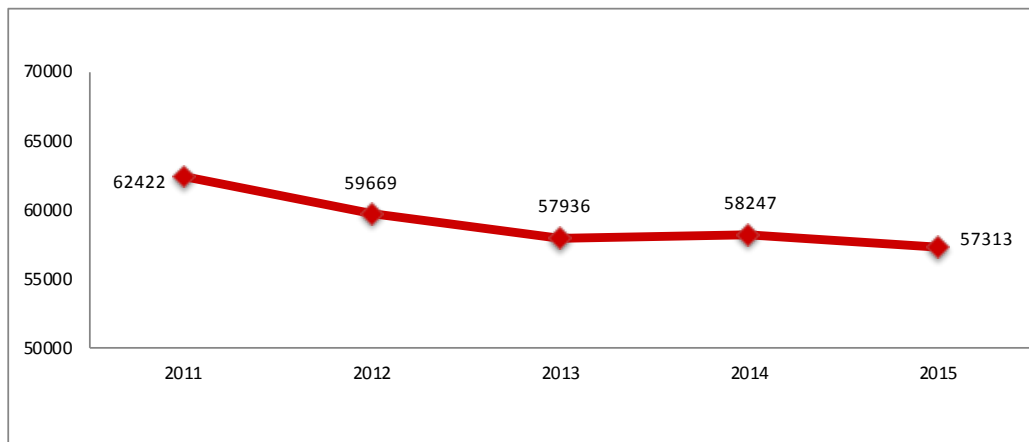


COMMUNITY SAFETY PERSONNEL PROGRAM (CSP)

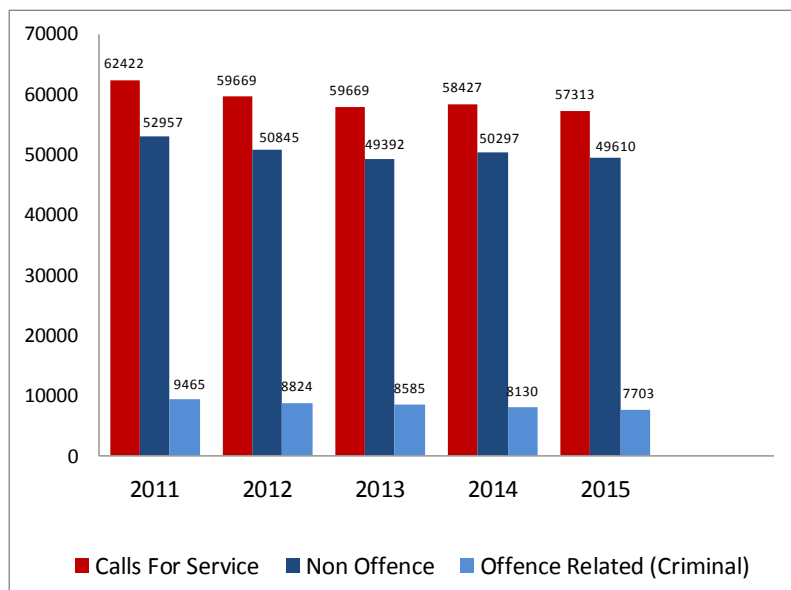
In 2015, the Greater Sudbury Police Service introduced the Community Safety Personnel (CSP) Program in order to enhance Community Safety and Well-being through proactive policing initiatives. The CSP program employs eight civilian members who have expertise in specialized areas and allows for greater front-line response.



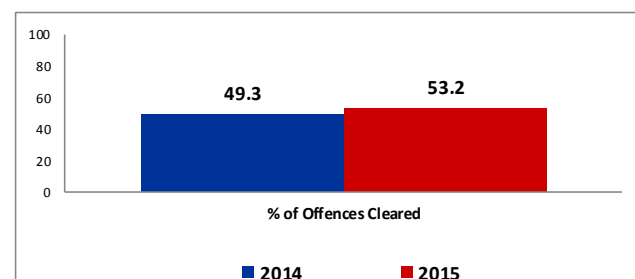
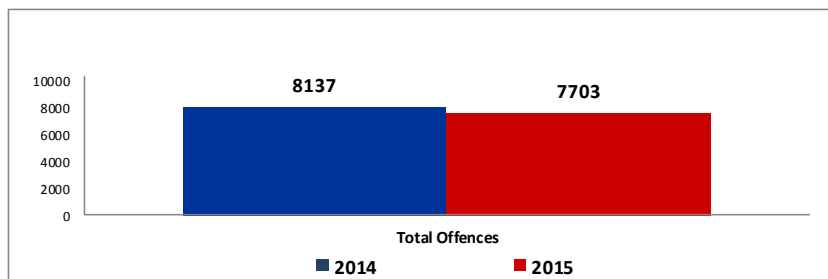
CALLS FOR SERVICE – FIVE YEAR TRENDS



CALLS FOR SERVICE CRIMINAL VS NON-CRIMINAL



TOTAL CRIMINAL OFFENCES AND CLEARANCE RATES

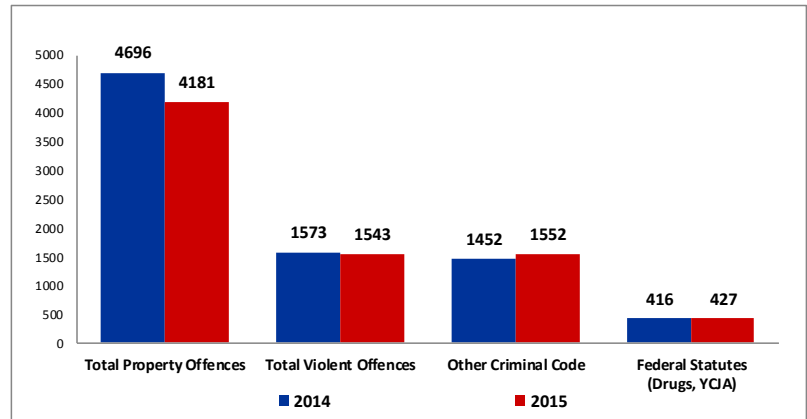


Clearances are not always recorded in the same calendar year that the offence was reported. Offences are scored in accordance with Uniform Crime Reporting Rules which captures the most serious violation within a particular incident.



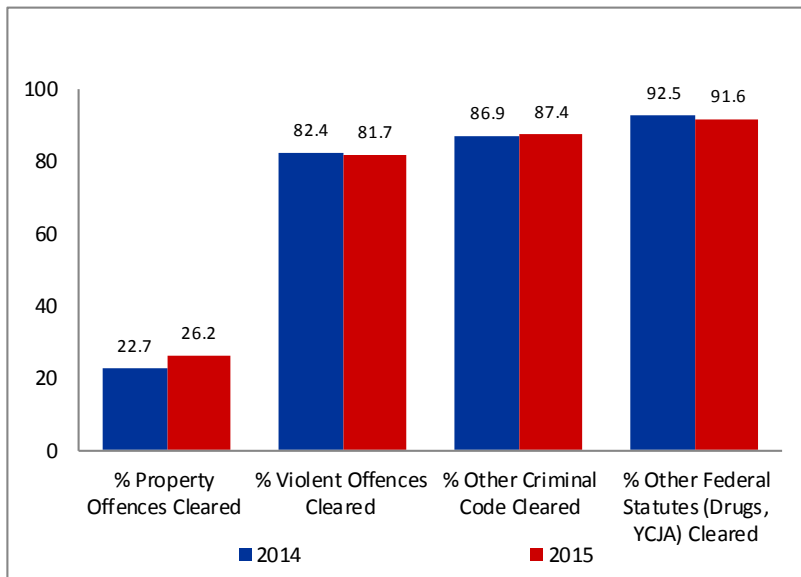
OFFENCES BY MAJOR CRIME CATEGORY

Property offences include Break and Enter, Theft, Theft of Motor Vehicle, Possession of Stolen Goods, Fraud, Arson and Mischief. Violent offences include Homicide, Attempted Murder, Sexual Assaults, Deprivation of Freedom, Criminal Harassment, Threatening and Robbery. Other Criminal Code offences include Offensive Weapons, Child Pornography, Prostitution, Gaming, Bail Violations, Counterfeit Money and Breaches. Federal Statutes include Drugs and Youth Criminal Justice Act.



Property offences have decreased by 11.0%
 Violent offences have decreased by 1.9%
 Other Criminal Code offences have increased by 6.9%
 Federal Statutes have increased by 2.6%
 Offences that are investigated and deemed to be unfounded are not included.

MAJOR CRIME CATEGORY CLEARANCES



Property crimes are difficult to solve due to the lack of evidence, witnesses and forensics.

Violent Crime clearances are higher as in the majority of the incidents, the offender is known to the victim.

The majority of other criminal code offences are bail violations, breaches or failing to attend court where the offence or warrant comes to the attention of the police due to another investigation.

The variances in percentages of clearances are very little from 2014 to 2015 in all Major Crime categories.

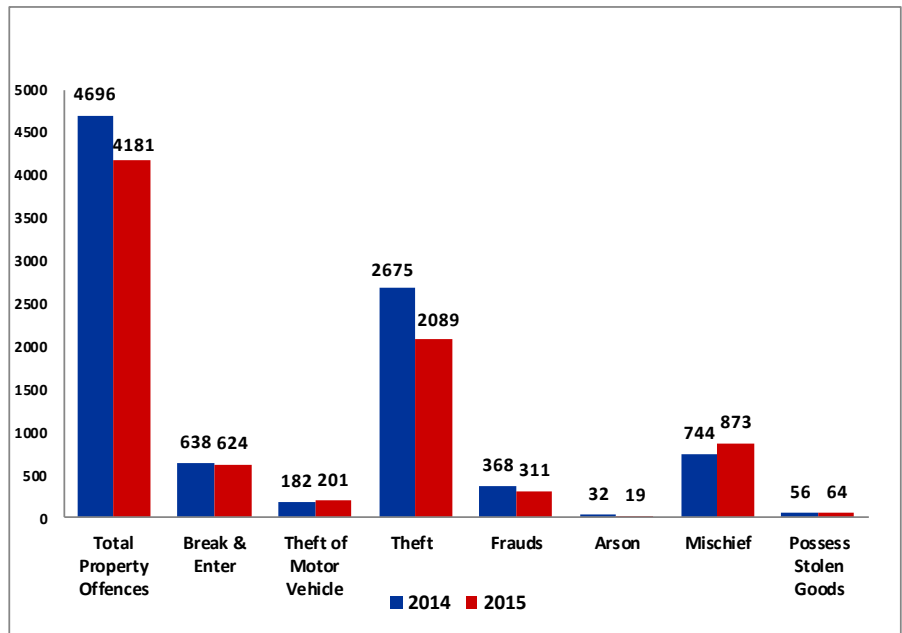


PROPERTY CRIME OFFENCES

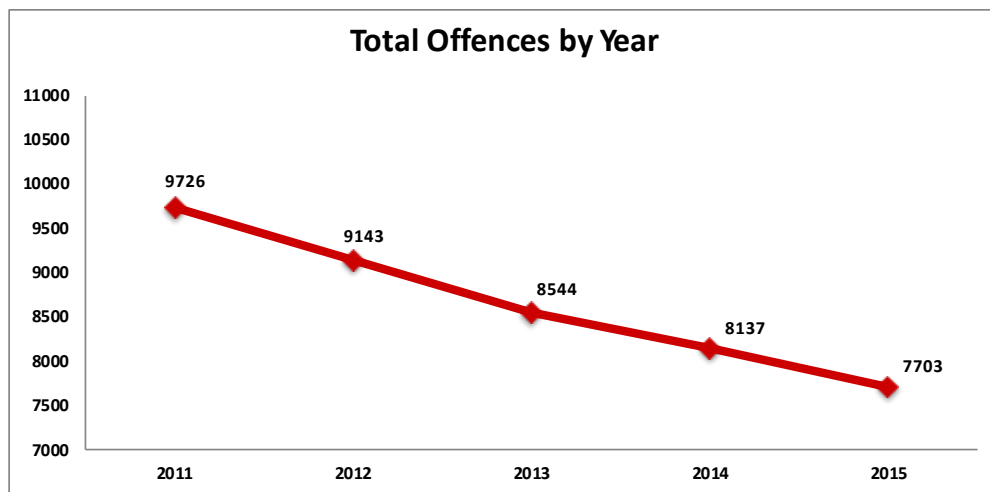
Many multi-jurisdictional frauds involving credit cards end up with charges being laid elsewhere.

Shifts in numbers are indicative of the changing nature of crime.

- Total Property Offences decreased by 11.0%
- Break and Enter decreased by 2.2%
- Theft of Motor Vehicle increased by 10.4%
- Theft decreased by 21.9%
- Fraud decreased by 15.7%
- Arson decreased by 40.6%
- Mischief increased by 17.3%
- Possession of Stolen Goods increased by 14.2%



FIVE YEAR TREND ANALYSIS

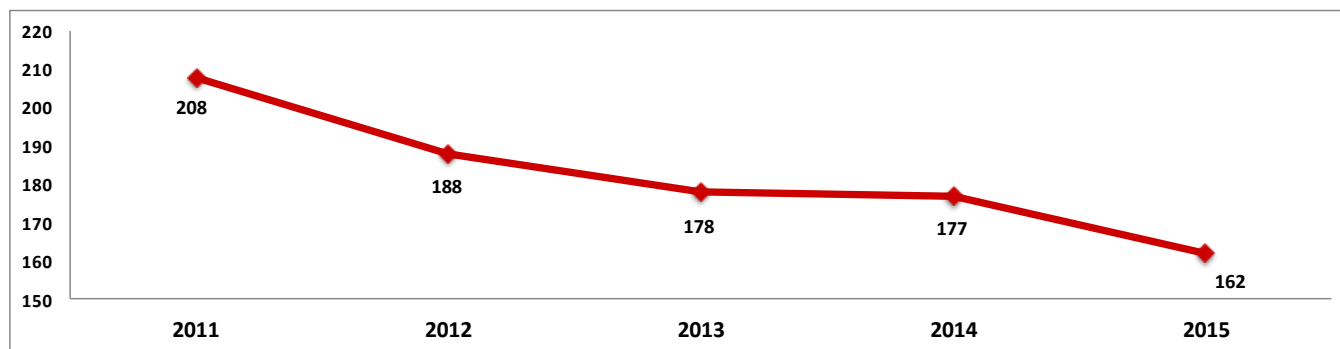


Downward trend is consistent across Canada.

Numerous factors can contribute to fluctuations in crime statistics (citizens not reporting crime, enforcement driven crime, age demographics, crime prevention strategies).



IMPAIRED DRIVING OFFENCES

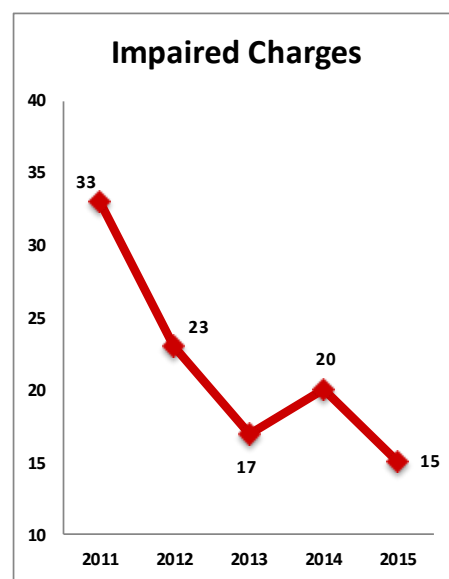
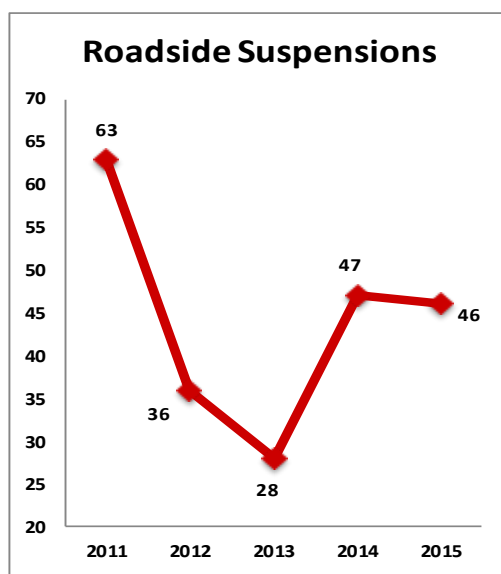
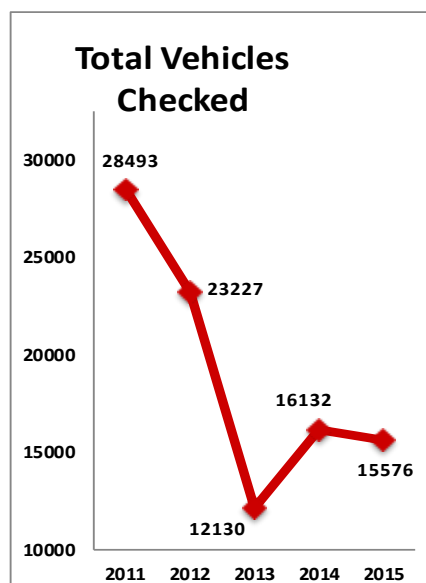
**Comparing 2014 to 2015:**

Decrease of 8.5%.

Implementation of Drug Evaluation Program and Standard Field Sobriety Testing now able to identify drug impaired drivers.

Partnerships to reduce Impaired Driving: MADD, Operation Red Nose, Impact 6/21, and Action Sudbury.

R.I.D.E. PROGRAM

**Comparing 2014 to 2015:**

Decrease of 3.4% vehicles checked.

Decrease of 2.1% roadside suspensions.

Decrease of 25% impaired drivers identified in RIDE.



CORPORATE SERVICES

TRAINING BRANCH

MATERIAL RESOURCES

CUSTOMER SERVICE

CENTRAL RECORDS

FINANCIAL SERVICES

INFORMATION TECHNOLOGY

FLEET & FACILITIES

FLEET

Description	Total	Marked	Unmarked
Cruiser	66	37 (+9 Citizens on Patrol)	20
Multi-Purpose	19	10	9
Truck	4	1	3
Bicycle	17	0	17
Motorcycle	4	0	4
Van	27	2	25
Trailer	12	0	12
Boat	4	3	1
Boat Motor	4	0	4
Snow Machine	4	4	0
Command Vehicle	1	1	0
Side-By-Side	0	0	0
ATV	4	4	0
Prisoner Van	1	1	0
Total	167	72	95



Sharon Baiden
Chief Administrative Officer

BUDGET

Description	Annual Budget	Year End Actual	% age Change
Salaries & Benefits	\$48,254,026	\$48,380,218	0.26
Operating Costs	\$6,365,925	\$6,490,195	1.95
Contribution to Reserves/Capital	\$2,780,141	\$3,032,307	9.07
Revenue	(\$4,872,117.72)	(\$5,429,720.77)	11.44
Net Total	\$52,527,974	\$52,472,999	(0.10)



CENTRAL RECORDS / CUSTOMER SERVICE

The Greater Sudbury Police Service is part of the Ontario Police Technology Information Cooperative (OPTIC) which is comprised of numerous municipal police services in Ontario, as well as, the Ontario Provincial Police. Central Records personnel are responsible for the maintenance of Service records on the Canadian Police Information Centre (CPIC) and transcription of Police reports.

Customer Service personnel provide various services to the public at the front counter and by telephone including, but not limited to, criminal record searches, Livescan fingerprinting, production of Police reports and Freedom of Information requests.

13,761 Record Checks

59,648 Total number of customers served (external)

52,315 Number of Officer Reports transcribed (internal)

18,500 Number of hours dedicated to transcribing Officer Reports (internal)

INFORMATION TECHNOLOGY

2015 Project Accomplishments:

Crime Analysis Tool: Used for weekly crime reports, to view and extract fire calls to excel for the Communications Centre and to track developing trends/patterns.

Intranet Content Management System and Framework: A new Intranet framework was implemented for the Sudbury Police Information Network (SPIN) to assist in finding information internally.

Next Generation 911: Phase 1 of Next Generation 911 was implemented to facilitate call location of mobile users and the use of text to 911.

Server Virtualization: The Information Systems branch continued its virtualization of the Greater Sudbury Police Service servers in 2015. Virtualization is a technology platform that allows multiple virtual servers to reside on a physical server as an efficiency measure in terms of power and reduction in the use of hydro. This technology also provides "Disaster Recovery".

Automated License Plate Recognition (ALPR): ALPR technology was introduced which provides a license plate recognition to enhance road safety through the early detection and apprehension of offending motorists who choose to drive while their privileges to do so have been revoked.

CAD Upgrade 9.3: Our Computer Aided Dispatch software was updated to provide users with the latest features of functionality. One such feature is Mobile for Public Safety which allows marked patrol vehicles equipped with mobile workstations to access all information that is part of the dispatch process in their vehicles.

In-Car Camera System: Information Systems staff contributed to the design and development of the In-car Cameras System set to be launched in 2016.



2015 RECRUITMENT

35 External
Civilian Hires

27 Internal
Hires

14 Constable
Hires

2 Experienced
Constable
Hires

31 Summer
Students



CONTINUED...

2015 PROMOTIONS



12
Sergeants

3 Staff
Sergeants

2
Inspectors



HUMAN RESOURCES

NEW HIRES



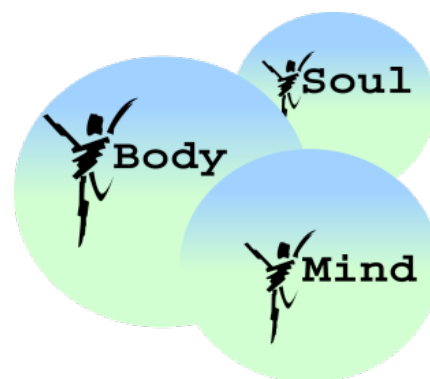
Carrie-Lynn Hotson
Manager of Human Resources
and Staff Development



Holly MacKinnon
Disability Management
Coordinator

The Service's commitment to Health and Wellness of its members continued throughout the year with its many programs and service offerings. 2015 saw the introduction of the Peer Support Team which provides an "in-house" resource consisting of specially trained members to assist members.

HEALTH & WELLNESS



ESSENTIAL INGREDIENTS OF EMPLOYEE WELLNESS



STAFF DEVELOPMENT

Training courses attended in 2015:

51	• Ontario Police College
6	• Canadian Police College
12	• Criminal Intelligence Service of Ontario
133	• Additional training: seminars, courses, meetings, workshops, etc.
38	• Training sessions hosted by Greater Sudbury Police Service
14	• Ontario Police College Basic Constable Training
7	• Influential Police Leadership
285	• Re-qualification of Use of Force

In-service training consisted of Road 2 Mental Readiness, a half-day session for all members of the service. Over 400 individuals received this training during the fall session.

The afternoon session offered sworn members presentations on Impaired Driving investigations delivered by the Crown Attorney. Topics included: proper documentation and disclosure, reasonable suspicion versus reasonable grounds, court preparation and testimony.

Additional presentations were delivered by the Criminal Investigations Division with topics on initial response to a major incident or Sexual Assault, VICLAS and SOR, as well as, Sudden Death investigations.



EXECUTIVE

PROFESSIONAL STANDARDS **INCLUSION TEAM**
MULTIRACIAL & MULTICULTURAL RELATIONS ADVISORY COMMITTEE

ABORIGINAL LIAISON
BUSINESS PLAN

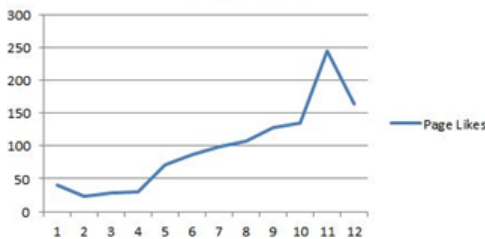
SERVICES

CHIEF'S YOUTH ADVISORY COUNCIL
CORPORATE COMMUNICATIONS

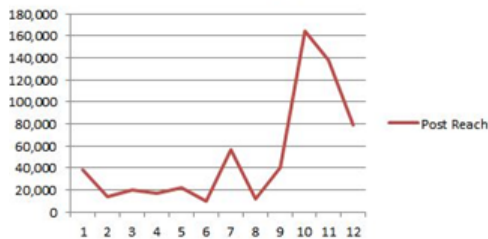


Sheilah Weber
Superintendent

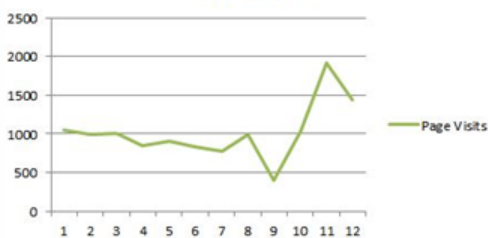
Page Likes



Post Reach



Page Visits



CORPORATE COMMUNICATIONS

In 2014, our Service expanded its use of Social Media in order to improve the delivery of information to the public, the media and our own members. With the use of Facebook, Twitter and Instagram, we have increased the means of sharing crime prevention tips, helpful security hints and other details, however media releases remain the most common means of sharing information.

In 2015, the use and delivery range of our social media platforms provided our Service with an expanded reach within our community and beyond. Facebook, Twitter and Instagram have developed a dynamic following over the past year that demonstrated a steady increase in the number of likes, people reached, and page visits.



205 total posts



614 total tweets

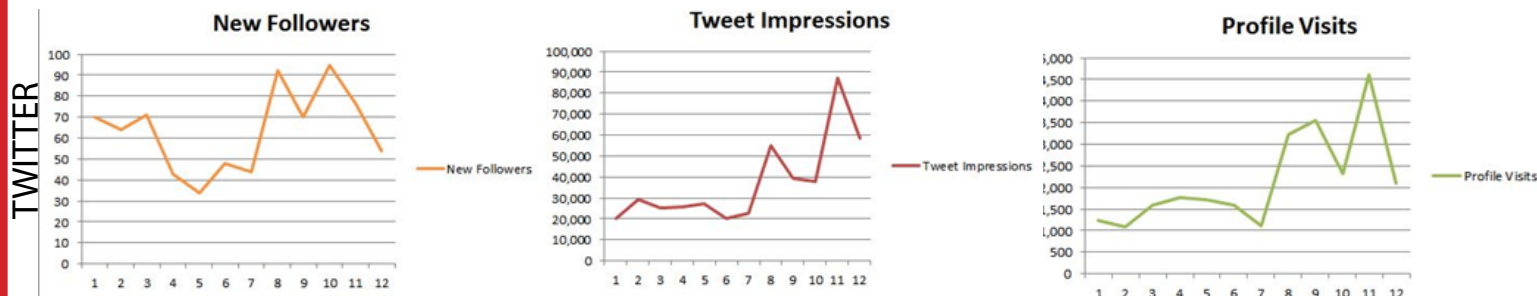


67 total posts

The Sudbury Police Facebook page gained 1,558 likes over the course of 2015, with 611,138 posts reach, 12,224 page visits, 660 comments and 2,284 post shares.

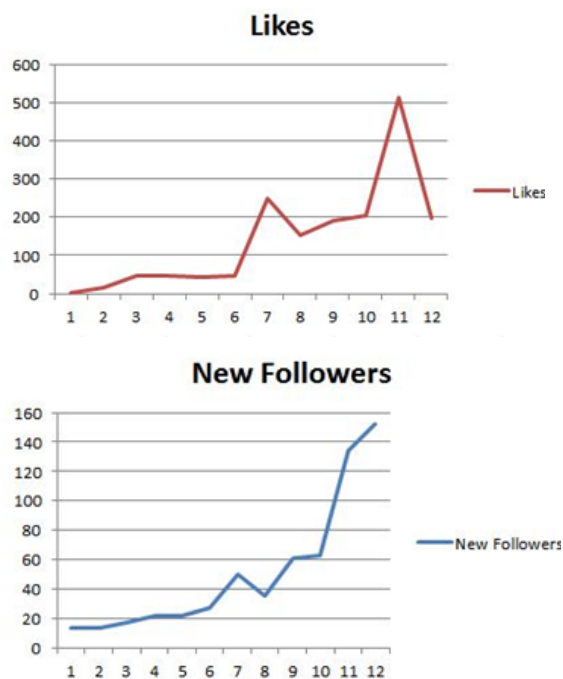


CORPORATE COMMUNICATIONS



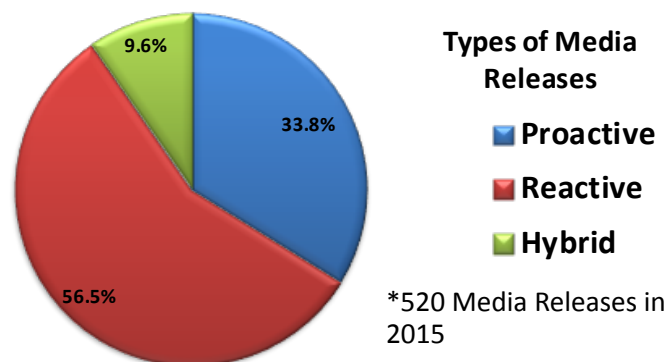
@Sudbury Police Twitter account gained 761 new followers in 2015, with 448,400 tweet impressions, 25,887 profile visits, 1,042 mentions, 1,877 retweets and 1,481 favourites.

INSTAGRAM

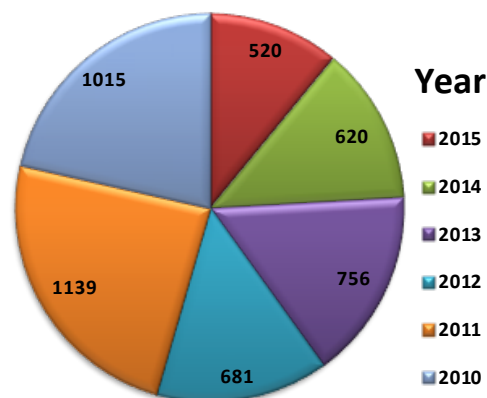


Sudbury Police Instagram account gained 609 new followers throughout 2015, with 1703 likes and 30 comments. Instagram was the newest and last social media platform adopted by our Service.

GSPS 2015 Media Releases



Media Releases Issued



Media releases are still the most common platform for generating public awareness on proactive initiatives, corporate messaging, incidents that have occurred, community events, and additional topics that effect our community.

The number of media releases produced each year have steadily decreased since 2010, with a heavier focus on newsworthy topics, educational pieces and other social media platforms.



PROFESSIONAL STANDARDS BUREAU (PSB)

The Professional Standards Bureau (PSB) created an internal SPIN page for our members to provide them with information on; relevant complaint processes, what to expect when a complaint is lodged, direct links to our civilian oversights, hearing dates for criminal and formal matters, and other relevant materials.

The Professional Standards Bureau page on our website was revamped to include a direct link to the Office of the Independent Police Review Director (OIPRD) web forms, an area for hearing dates and formal matters, as well as, recent PSA formal and criminal convictions. The addition of “Compliment a Member” section on our website provides a positive feedback forum for the Greater Sudbury community.

The PSB team developed a Front-Line Training presentation to inform our members of the new process for submitting an internal complaint and introduce the newest members of Professional Standards. The new process stresses the importance of allowing matters to be dealt with at command level as often as possible. The presentation also explained the processes for the OIPRD public complaints and what situations will prompt the Special Investigations Unit to invoke their investigative mandate.

COMMUNITY SAFETY PERSONNEL PROGRAM (CSP)

The fall of 2015 saw the evolution of “Our Shared Commitment to Community Safety and Well-being” Model with the introduction of Community Safety Personnel (CSP). The Organization recognized that in order to continue to decrease crime trends that it needed to analyze how service was delivered through alternative delivery models. The result of this comprehensive review process was the development of a program which added eight CSP positions. A CSP is a uniformed civilian member with specialized training geared towards their respective assignments. They do not, however, carry any use of force options or possess any Police Officer powers of arrest.

The commitment of these positions is to augment frontline service strength and enhance capacity for proactive policing and prevention measures. The goal is also to provide greater availability and visibility of sworn personnel through the redeployment of police resources.

Summary of CSP Positions:

Youth Safety Coordinator: Focused on reducing risk and building resiliency in our youth.

Crime Prevention Coordinator: Develop programs to prevent identified crime trends.

Missing/Vulnerable Person Coordinator: Assist Investigator and our community by building resiliency and identifying vulnerable persons. Conduct phone calls and establish contacts in order to allow officers to concentrate on locating missing persons.

Crime Stoppers/Senior Liaison: Promote Crime Stoppers to Officers and our community, link tips to Investigations and act as a contact and advocate for Senior groups.

Alternative Response Coordinator (3): Document incidents from complainants (Coplogic/non-emergent calls) and be visible in the community (take statements, retrieve short-lived evidence, community partners).

Corporate Communications: Enhance communication capability of our Service, communicate the business plan and assist in ensuring consistent messaging in all areas of our Service.



CHIEF'S YOUTH ADVISORY COUNCIL

Greater Sudbury Police Service Chief's Youth Advisory Council (CYAC) is in its 6th year. The CYAC makes a difference for young people in our community through their liaison with the Chief and the initiatives they undertake to educate youth and adults on the importance of the youth voice.

In 2015, CYAC said good-bye to some long standing members and welcomed 11 new members.

The annual 'Courage to Stand' event on April 20th was a success, focusing on mental health and the well-being of today's youth. Community resources were introduced and table conversations were facilitated.



ABORIGINAL LIAISON

The Aboriginal Liaison Officer (ALO) worked directly with the Indigenous Community, community groups and committees to continue to build relationships and to create an atmosphere of trust and cooperation. In 2015, Aboriginal Awareness training was provided to 18 new Police recruits.



The Police MKWA Ride-Along Program is in its 10th year, with over 175 Aboriginal secondary school students and Police Officers who have participated in the program to date.

The Aboriginal Liaison Officer collaboratively works with other Greater Sudbury Police Service members and community agencies to build trusting relationships with disengaged and at risk youth. Some events participated in include; a Christmas get together, cultural teachings, as well as, taking time to visit youth in custody.

The Aboriginal Liaison reached out to the Indigenous community to collaboratively work on a strategy to proactively address Missing and Murdered Indigenous Women. A steering committee was formed and in 2015 a number of meetings were held setting the groundwork for the strategy.

The Aboriginal Liaison and the Chair of the Aboriginal Community/Police Advisory Committee reached out to the community to recruit membership. The Committee is working closely with Greater Sudbury Police Service to continue building strong ties, discuss current issues, and continue to strengthen partnerships in the community.



MULTIRACIAL & MULTICULTURAL RELATIONS ADVISORY COMMITTEE

The Committee continued to evolve in 2015 welcoming seven new members and saying good-bye to those who have provided insight in the past.

On March 21st, the Committee hosted the annual International Day for the Elimination of Racism Luncheon. The luncheon was a great success with more than 100 people in attendance.

The second Intercultural Student Ride-Along Program was facilitated by a working team including members from Greater Sudbury Police Service Inclusion Team, Multiracial and Multicultural Relations Committees with community partners represented by Laurentian University, Cambrian College, College Boreal, City of Greater Sudbury, and the YMCA-Newcomers. To date, 32 students and 33 officers have participated in the program.



Training sessions led by Melissa Keeping, Director, Laurentian International were provided to front-line staff including an overview of the international student population, some cultural points, and questions and concerns regarding the most appropriate way to interact with individuals of different cultures.

INCLUSION TEAM

In 2015 the Greater Sudbury Police Service Inclusion Team continued its work on increasing awareness and understanding surrounding the rights and issues facing the community.

In June of 2015 the Inclusion Team hosted the Ontario Human Rights Commission and delivered the following presentations to members, "Policy on Preventing Discrimination Based on Mental Health Disabilities and Addiction" and to the community, "Taking it Local – A Municipal Update on Human Rights."

The Inclusion Team continued building community partnerships and participated in many initiatives and events including Fierste Sudbury Pride's annual events, the Intercultural Ride-Along Program and the Yellow Card Campaign producing a video demonstrating there is no good way to use the "R" word. This video reached 23,157 people through social media.

The exemplary efforts of the Inclusion Team were recognized in 2015 when they were presented with two prestigious awards:



Ontario Women in Law Enforcement "Team Endeavour" Award which recognizes exceptional success working on a complex, comprehensive, ground breaking or long term project with significant implications for change.

Fierste Sudbury Pride (FSP) "Awesome Ally" Award which represents our dedication and commitment to making Greater Sudbury Police Service a more inclusive organization, and an ally to the LGBT community.



FIREDISPATCH

PROPERTY AND EVIDENCE CONTROL

ADMINISTRATIVE

CALLS FOR SERVICE COURTS BRANCH

COMMUNICATIONS CENTRE

PRISONER TRANSPORTATION COURT SECURITY

9-1-1

CROWN BRIEF PREPARATION

SUPPORT



John Somerset
Inspector

COMMUNICATIONS CENTRE

The Communications Centre made a number of improvements over the course of the year to enhance operational response, as well as, the health and wellness of the staff.

In the fall of 2015, staff members received specialized training in Computer Aided Dispatch (CAD) database management software. This permitted modifications to be made to the software to suit local conditions improving overall dispatching ability and data analysis.

Preprogrammed responses to fire incidents were updated to allow communications staff to dispatch the correct fire personnel and equipment to an incident at the right time.

In the course
of 2015...



59,435
9-1-1
calls
were
received



45,000 Police
incidents were
dispatched by
Communications
Staff

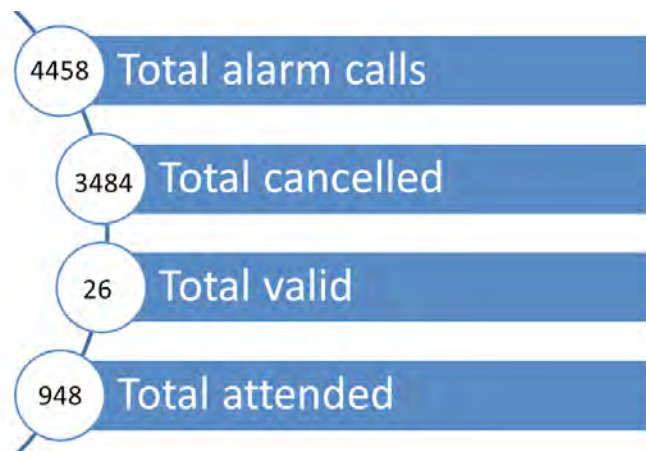


4,721 fire
incidents were
dispatched by
Communications
Staff



COMMUNICATIONS CENTRE

FALSE ALARM PROGRAM



CONGRATULATIONS



COURTS BRANCH

In cooperation with the local Crown Attorney's Office, additional training was provided to all Officers on Impaired Driving investigations while supervisors received specialized instructions on powers of release that was delivered by the Courts Branch.

The evolution of Weekend and Statutory Holiday (WASH) Court continued in 2015. Early in the year, consent releases were introduced.

Preparations were also made for Greater Sudbury to become the permanent site of Weekend and Statutory Holiday Court in the North East Region commencing January 1, 2016.

During the year, four Court Security Officers used their experience as Special Constables to assist them in becoming sworn police officers with the police service. This required four replacements to be hired and trained in 2015.



ACHIEVEMENTS

- ✓ Over 4,000 summons/subpoenas served
- ✓ 3,820 Crown Briefs were prepared
- ✓ 375 custodies were safely handled through court
- ✓ 1,782 screening requests were processed
- ✓ 503 DNA samples obtained as a result of court orders
- ✓ 17 escorts of custodies requiring Mental Health Assessments
- ✓ 15 warrant returns from other jurisdictions



PROPERTY & EVIDENCE CONTROL BRANCH

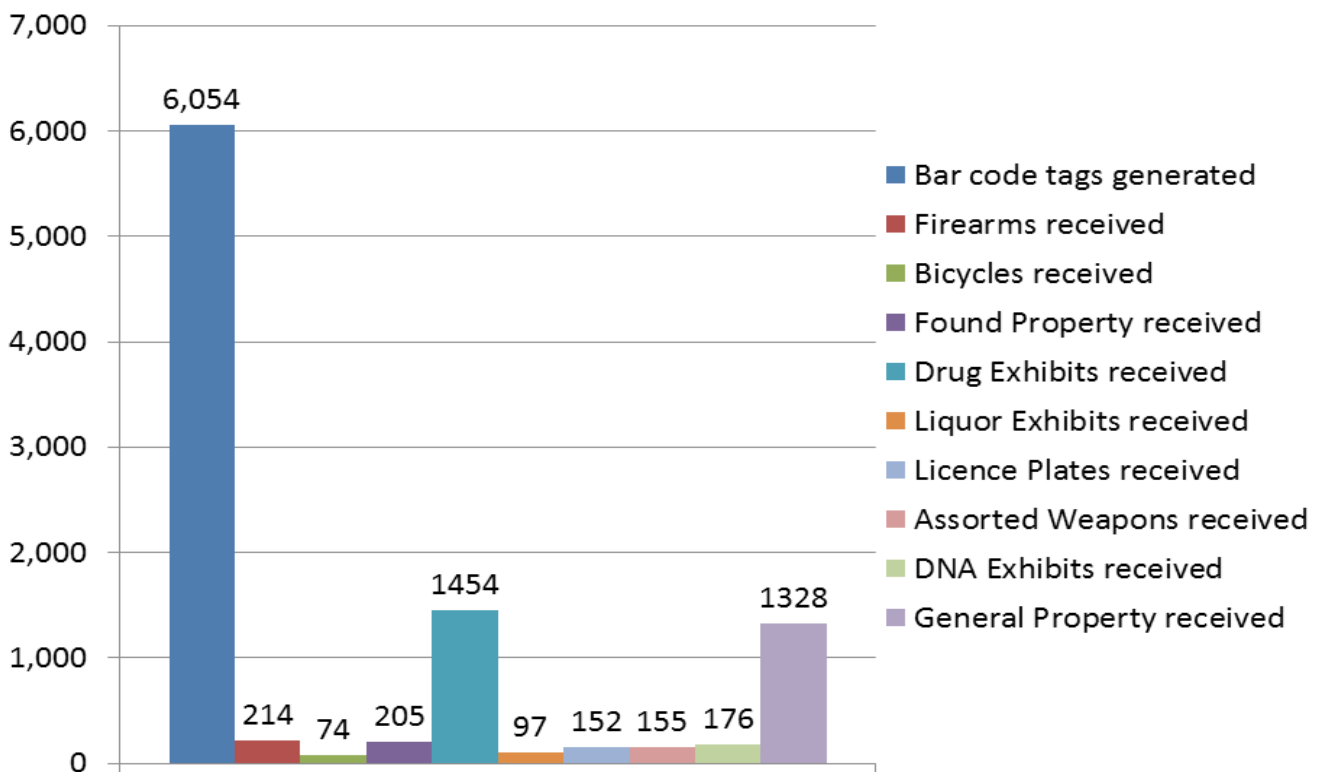
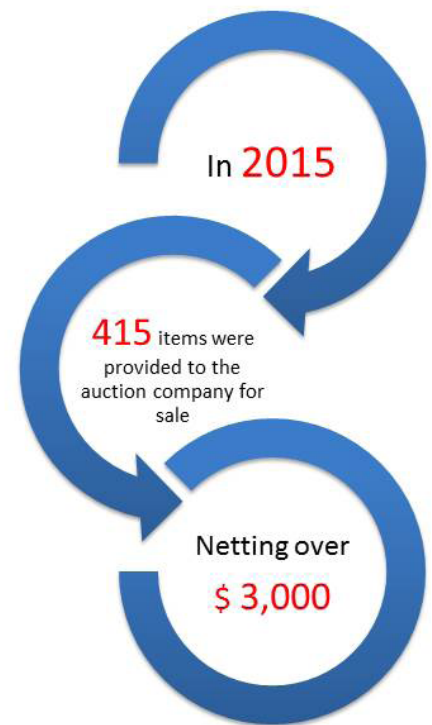
The Property/Evidence Control Branch is comprised of **five full-time employees** and **one part-time employee**. The branch is responsible for the intake, logging, storing, and maintenance of all found and/or seized property in possession of the Greater Sudbury Police Service.

In 2015, the Police Service entered into an agreement with Police Auctions Canada, which took effect in the Fall of 2015. Through this agreement, any items that the Police Service can legally sell are picked up and sold online by Police Auctions Canada. All proceeds from auction sales are turned over to the Police Services Board who may use proceeds for any purpose that it considers in the public's interest.

Over the year, the Property/Evidence Control Branch was responsible for:

Approximately 12,108 total items were submitted to Property.

Registered letters were sent out to 150 owners in order to enable the return of property items.



CRIMINAL INVESTIGATIONS

BREAKENTER&ROBBERYUNIT
CYBERCRIMEUNIT
CRIMINALINVESTIGATIONS DIVISION
FORENSICIDENTIFICATIONUNIT
SENIORLIAISON VICTIMSERVICES
HIGHRISKOFFENDER/SEXOFFENDERREGISTRY
FRAUD

INTELLIGENCEUNIT
DOMESTICVIOLENCEUNIT
DRUGENFORCEMENTUNIT



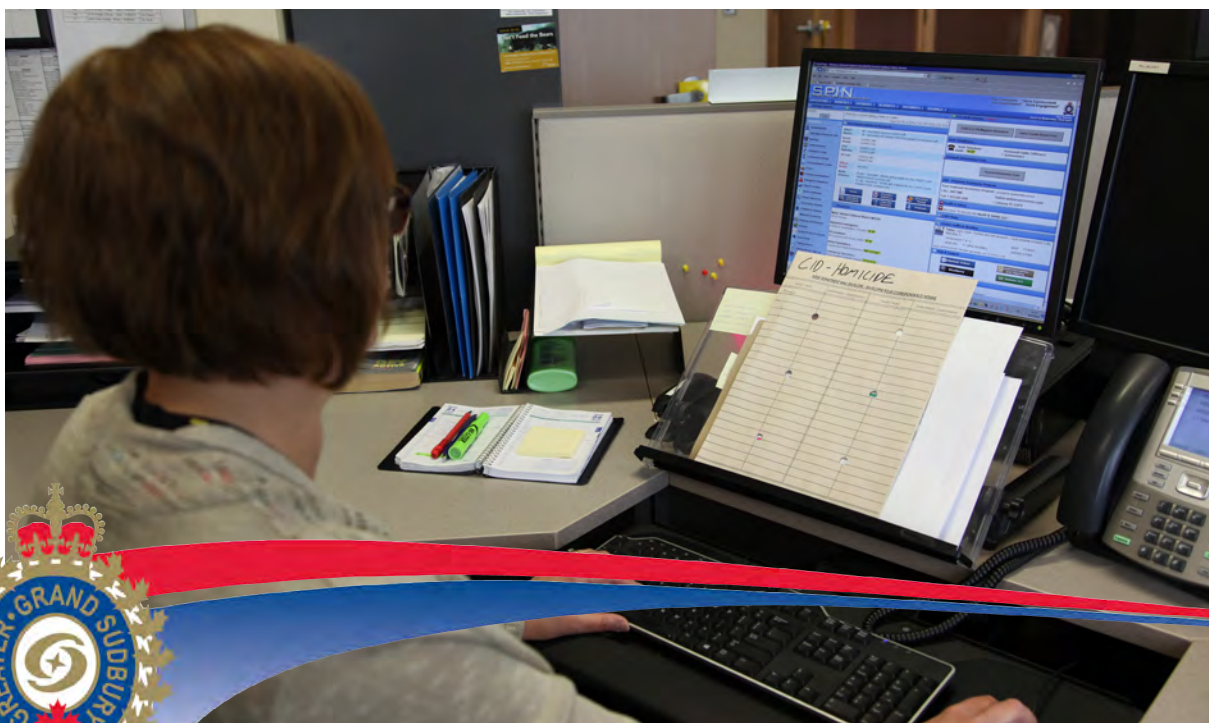
Dan Despatie
Inspector

CRIMINAL INVESTIGATIONS

The **Criminal Investigations Division (CID)** is divided into three operational sections, which includes Investigative Services, Major Crime, and Intelligence Services, each led by a Staff Sergeant.

The three separate sections include sworn and civilian members who are assigned to manage, investigate, and support, complex investigations involving serious major criminal offences.

CID is comprised of multiple special units that focus on investigating major crimes, which include: homicide, organized crime activities, criminal proceeds of crime, drug investigations, fatalities resulting from industrial incidents, sexual assault, fraud, child abuse, cyber-crime, forensic identification services, missing persons, technical support, and intelligence analysis.



GENERAL INVESTIGATIONS SECTION

In 2015, the General Investigations Section was involved in hundreds of criminal investigations with multiple arrests, resulting in over 500 criminal charges being laid.

In a multitude of these instances, victims and their families have been assisted with recovery supported by Sudbury and Area Victim Services (SAVS), one of our many community partners.



DOMESTIC VIOLENCE UNIT

The Domestic Violence Coordinator continued to work with many partners throughout 2015 to reduce the incidents of domestic violence in our community.

The Greater Sudbury Police Service has teamed up with our local Domestic Violence Youth Committee in a new initiative called, "Boys 4 Real".

The "Boys 4 Real" conference helped participants recognize their common challenges, develop personal awareness, and work towards individual and group oriented solutions by challenging the harmful aspects of masculinities and the personal, social and systemic messages about what it means to be a "Man" with a focus on young boys in grades seven and eight.

MAJOR CRIMES SECTION

The Major Crime Section investigated two homicides in 2015, have four ongoing cold cases and multiple incidents involving missing persons.

CYBER CRIME UNIT

The operation Community Intervention for Children's Safety (CICS) resulted in Officers from Drugs, B.E.A.R., Uniform Patrol, Ontario Provincial Police Child Exploitation Unit, and the Cyber Crime Unit targeting persons in the Greater Sudbury area possessing Child Pornography on file sharing networks.

- The Greater Sudbury Police Service Cyber Crime Unit is among the first Ontario police services to introduce cutting edge software to identify victims in Canada.

The Cyber Crime Unit continues to take lead with multiple investigative tools to address criminal acts perpetrated through the Internet.

CRIME STOPPERS COORDINATOR & SENIOR LIAISON

New in 2015, was the Community Safety Personnel - Crime Stoppers/Senior Liaison Coordinator who is responsible for working in partnership with the Crime Stoppers Program to convey relevant information to the Service to assist in solving crimes.

In addition, this person serves as a resource for seniors in the community and provides support to Officers in order to develop community awareness and prevention strategies to address issues surrounding crimes against seniors.

HIGH RISK OFFENDER MANAGEMENT & SEX OFFENDER REGISTRY

The High Risk Offender and Ontario Sex Offender Registry (OSR) Coordinator is a Detective Constable assigned to monitor sex offenders through legislated registration and reporting.

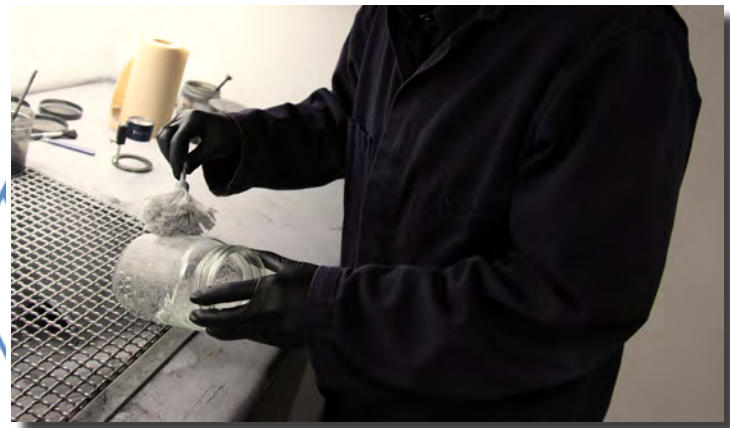
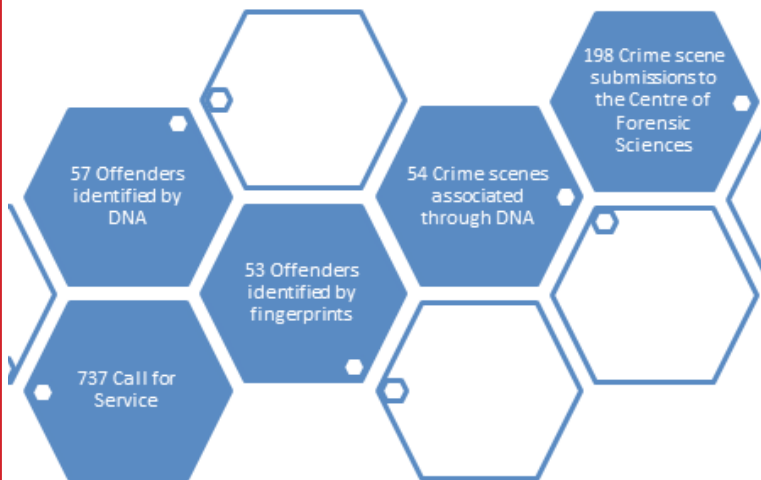
Liaison continues with the Sudbury District Jail, Sudbury Probation, and Sudbury Parole in regards to management of high-risk offenders by providing Police opinion, joint-supervision, assistance in warrant execution, and attending Community Assessment Team meetings.



CONTINUED



FORENSIC IDENTIFICATION UNIT



MISSING PERSONS INVESTIGATOR & VULNERABLE PERSONS - CSP

The Missing Person Investigator is responsible for investigating all missing person cases; working closely with the Human Trafficking Team and the Sudbury Area Victims Services to provide assistance to habitual runaways and their families.

- The Community Safety Personnel (CSP); Missing & Vulnerable Persons Coordinator liaises with community agencies and families in relation to locating missing persons while providing support to the Missing Person Investigator.

Throughout 2015, strong relationships have been fostered with our relevant community stakeholders as well, the CSP is working with partners to launch the Vulnerable Person Registry. This will allow swift dissemination of accurate information to Investigators to promote the safety and security of our most vulnerable persons in the community.



INTELLIGENCE SERVICES SECTION

INTELLIGENCE UNIT

With the assistance of the Intelligence Unit, the Provincial Asset Forfeiture Team seized **\$230,072** in Canadian currency from **Drug seizures** and **Break and Enter seizures**; there were also **10 vehicle seizures** made by the Unit. The Intelligence officers provided over **40 security details** for Federal and Provincial Ministers who were in Greater Sudbury for public meetings or other government events.

The Intelligence Unit also provided investigative support through physical surveillance and intelligence gathering for all specialty teams within CID and outside Police agencies related to Joint Force Operations.

The Intelligence Unit includes an Intelligence Analyst that provides the statistical analysis and linkages needed to interpret the information being received.



BREAK ENTER AND ROBBERY UNIT (BEAR)

The Break Enter and Robbery Unit (BEAR) quickly located and arrested the person responsible for an armed bank robbery in May of 2015.

The Officers have participated in two National Human Trafficking Initiatives under; "Project Northern Spotlight".

The BEAR Unit was the recipient of the Chief's Nickel Award in 2015.



The BEAR Unit processed 962 Criminal Code charges in 2015

arresting 319 individuals

of which 145 were repeat offenders.



This resulted in an estimated value of \$225,000.00

in recovered stolen property

including the recovery of 8 stolen firearms.

DRUG ENFORCEMENT UNIT

The Drug Enforcement Unit participated in enforcement initiatives involving illegal activities in targeted, high-incident areas of Greater Sudbury.

The DEU has provided in excess of 20 community presentations regarding drug dependency and awareness and participated in the introduction of the Fentanyl Patch 4 Patch Return Policy.

Members are actively involved in the Community Drug Strategy in cooperation with community partners.

2015 Statistics

The Drug Enforcement Unit arrested 205 individuals in relation to 686 drug-related charges.

This resulted in \$533,532.00 worth of drugs being seized.

Three Drug Enforcement Officers qualified as Drug Experts and generated 26 reports at the request of the courts.

CONTINUED...



OPERATIONAL

AUXILIARY

ALTERNATIVE RESPONSE

CANINE

PUBLIC ORDER

LABOUR LIAISON OFFICER

SPECIAL EVENTS SECURITY

SUPPORT

TACTICAL
ARMOUR

TACTICAL UNIT

In 2015, the Greater Sudbury Police Service Tactical Unit was involved in 181 proactive initiatives by working in conjunction with our community partners and liaising with stakeholders and groups located in the downtown core of Greater Sudbury.

When Tactical officers were not collaborating and problem solving with these stakeholders they were focusing their proactive efforts on areas of the community requiring problem-solving Police attention.

The Tactical Unit gained and maintained positive partnerships to prepare for and respond to large scale incidents at locations such as, Health Sciences North and the Greater Sudbury Airport.



Todd Zimmerman
Inspector



The Tactical Unit regularly provides public demonstrations that display tactics and equipment highlighting a critical role of the unit.

TACTICAL UNIT

On the risk management side, the Tactical Unit resolved 82 tactical calls safely and led 55 search warrants supporting members of the Drug Enforcement Section, Break Enter and Robbery Unit, Intelligence Branch and Cybercrime Unit and logged 58 training days.

Tactical officers also assisted in searches for several missing persons, as well as, evidence searches in various climates and terrain.



K9 UNIT

The K9 Unit lead over 91 K9 tracks, 65 drug/firearm detection searches, 8 building searches, and 48 apprehensions.



The K9 Unit participated in 150 training days and conducted 35 demonstrations.



TRAFFIC MANAGEMENT UNIT

In 2015, the “12-Month High Visibility Program” was successful in addressing our continued commitment to distracted driving, school bus safety and impaired driving. Each month the “12-Month High Visibility Program” focuses on specific traffic offences including: Speeding and Aggressive Driving, School Zone Safety, Distracted Driving and Intersection Offences.



In 2015, the “12-Month High Visibility Program”, distributed 2,300 Speeding Offences under the Highway Traffic Act.

Working with community partners, the Unit coordinated a number of major community events including Canada Day Festivities, Run for the Cure, Sudbury Rocks and the Santa Claus Parade.



VOLUNTEER OFFICE

The Volunteer Office celebrated two milestones in 2015:

The 25th Anniversary of the Storefront Friendly Call Program and the 10th Anniversary of Citizens on Patrol.

Both programs are operated throughout Greater Sudbury in Greater Sudbury Police Service satellite offices. Downtown, volunteers for the Lion's Eye in the Sky (CCTV monitoring) have the opportunity to operate and monitor the cameras for any suspicious or criminal behaviour.

The launch of a brand new program "Event Volunteer" took place in September. The purpose of the program is to assist Greater Sudbury Police Service with a presence at community events.

In 2015, Volunteers dedicated 8,000 hours to various programs!

ALTERNATIVE RESPONSE UNIT (ARU)

The Alternative Response Unit (ARU) continued to respond to non-complex and non-emergency calls for service that require minimal investigation to complete.

The ARU supports front-line Officers by responding to non-emergent calls for service, thereby reducing call volume, and creating additional capacity at the front-line in order to reduce call response time and increasing proactive time for officers in their patrol areas.

As the Unit develops, it will be taking on other appropriate tasks within the Service that will further help achieve the above goals.

The roles managed by the ARU include; Collision Reporting Centre, Tow Book, CopLogic, and Firearms.

In 2015, the ARU accepted 936 CopLogic reports, investigated 1,619 Motor Vehicle Collisions and submitted 278 firearms to the Property Branch. The ARU dedicated 600 hours to outreach and attended 73 demonstrations/protests to keep the peace.

In September 2015, three Community Support Personnel (CSP) were added to the ARU. They are able to gather incident information in relation to less-emergent calls for service and complete initial reports in relation to those incidents. Capacity has been gained as the CSPs assume further responsibility, thereby creating additional capacity in the ARU to potentially redeploy elsewhere within the organization.

AUXILIARIES

In 2015, the Auxiliary Unit consisted of members of the public dedicated to helping Police expand their ability to increase the safety and well-being of our citizens in Greater Sudbury. In 2015, Auxiliary members volunteered 3,460 hours by attending 70 community events in Greater Sudbury among other duties.

The Auxiliary members continue to support various events in the community including the Pinnacle Triple Crown Safety Summit, the SPHL Police Cup Tournament, Cops, Kids and Fishing, Mudmoiselle Mud Run and the Notice of Community Crime (NOCC) Program.





Michael Chapman
Inspector

PATROLS

PLATOONC PAVIS

RURAL&URBANRESPONSE

YOUTHSAFETYOFFICER PLATOONB

SCHOOLRESOURCE

CRIMEPREVENTION

VRTA

PLATOONA

PLATOOND

OPERATIONS

PATROL OPERATIONS

The Patrol Operations Division is comprised of Uniformed Frontline Officers, Community Mobilization Unit, Rural Response Unit, Domestic Violence Investigators and Civilian Support. There are 151 personnel assigned and of those 127 are Uniformed Patrol Officers.

Patrol Operations is the first line of response for Domestic Violence occurrences.

In 2015, Uniform Patrol Officers were part of 2,949 proactive initiatives. They laid 9,915 Criminal Code Charges and 8,353 Highway Traffic Act tickets were issued.

In 2015, 14 new officers began their careers with the Greater Sudbury Police



URBAN/RURAL COMMUNITY RESPONSE UNIT

In conjunction with Uniform Patrol Officers the Rural Community Response Officers work in partnership with the amalgamated Greater Sudbury communities to address the unique needs of our citizens.

The Urban/Rural Community Response Officers are responsible for the development of collaborative problem-solving initiatives with community partners.

COMMUNITY MOBILIZATION UNIT

The Community Mobilization Unit (CMU) is tasked with a variety of portfolios including SRO's (School Resource Officers), Youth Safety Coordinators (YSC), RMT (Rapid Mobilization Table), CYAC (Chief's Youth Advisory Council), VTRA (Violent Threat Risk Assessment), NOCC (Notification of Community Crime), and the Rural Community Response Unit.



In 2015, the Community Mobilization Unit was responsible for:

29

VTRA cases to proactively reduce the risk of violence in our schools

Grade
5&6

Values, Influences and Peers program delivered to all four School Boards

Grade
3

Launch of the Pink Shirt Campaign to address bullying

35

Number of events the Rural Community Response Unit Officers participated in

These officers help organize a variety of community events, such as Cops, Kids and Fishing, Cops, Kids and Golf, Pumpkin Patrol and Bike Rodeos. Officers also attend a variety of community events.

In 2015, officers spent over 1,000 hours patrolling road and waterways for recreational vehicles/vessels use.



ANNUAL AWARDS

On Wednesday, November 25, 2015, the Greater Sudbury Police Service hosted its 31st Annual Awards Ceremony to acknowledge and honour Members for their significant achievements, dedication and service.

35-Years of Service

Ms. Severina Bazinet

30-Years of Service

Staff Sergeant Craig Maki, Sergeant Philip Smyth, Sergeant Joseph Williams, Constable Alain Sauve, Ms. Sheila Kelly-Petrin, Mr. Jeff Kuhn, Ms. Deborah Laframboise, Mr. Brett Lavigne, Ms. Marilyn Legault, and Ms. Karen Levesque

25-Years of Service

Staff Sergeant John McCormick, Sergeant Stephen Hotson, Constable Tanja Geick, Ms. Natalie Corcoran, Special Constable Richard Daypuk, Special Constable Dan Howard, Special Constable Helen McComber, and Ms. Carol Toner

20-Years of Service

Inspector John Somerset, Sergeant Wade Maksymchuk, Constable Kelly Haggart, Constable Doug Ward, CAO - Sharon Baiden, Ms. Lorena Dudley, Ms. Marianne Laberge, and Ms. Lynn MacKinnon

Retired

Inspector Dan Markiewich, Inspector Robert Thirkill, Staff Sergeant Robin Tiplady, Sergeant Wayne Foster, Sergeant Carl Hoeg, Sergeant Philip Smyth, Constable David Beck, Constable Douglas Boyd, Constable Linda Burns, Constable Scott Greenough, Constable Nicole Lekun, Constable Claudio Nizzero, Constable Dan Staneckyj, Ms. Sheila Kelly-Petrin, Mr. Jeff Kuhn, and Ms. Cathy Volpini

IODE Award

Constable Mitch Brunette



OUR SHARED COMMITMENT

The Greater Sudbury Police Service celebrated its first annual Our Shared Commitment Awards Gala on Thursday, May 14, 2015. The gala allows the Service recognize the citizens, organizations, and Members for outstanding service to our community.

The event honoured and thanked those who have demonstrated community commitment and leadership to incidents that required quick and immediate intervention and those who have supported initiatives dedicated to enhancing community safety.

Constable Joseph MacDonald Memorial Award

Constable David M. Duffy

Police Assistance Award

Melissa Keeping

Sergeant Richard McDonald Memorial Award

Constable Ward Caldbick

Teamwork Commendation Award

Gang Resistance Strategy

Nicole Belair Service Above-Self Award

Paula Wharton

Police ~ Community Leader Award

Marc Gauthier

Heroic Actions Award

Chloe Burke

Emilie Smith

Police ~ Community Partnership Award

Community Mobilization Sudbury Rapid Mobilization Table

Meritorious Actions Award

Staff Sergeant Allan Asunmaa

City of Greater Sudbury Patnership Award

Communications Infrastructure Project



Thank You

for all that you do for our
Service

Adam, Natalie
 Adams, Daryl
 Agowissa, Shannon
 Archer, Jessica
 Ashick, Sharon
 Ashton, Linda
 Asunmaa, Allan
 Babij, Michael
 Baiden, Sharon
 Bailey, Dale
 Balloway, Alex
 Bamberger, Melissa
 Barbeau, Ann
 Barry, Jonathan
 Barsanti, Anna
 Bazinet, Severina
 Beaudry, Nicholas
 Belanger, Asheley
 Belanger, Marc
 Belisle, Ayla
 Belyea, Manon
 Bennett, Mark
 Benoit, Andrea
 Benoit-Goggin, Louise
 Bergeret, Stephane
 Bergh, Janelle
 Bignucolo, Cheryl
 Bignucolo, Todd
 Bignucolo, Ryan
 Bilecik, Richard
 Bilodeau, Sean
 Bisaillon, Ryan
 Blais, Julie
 Bonish, Jason
 Bortot, Sandro
 Boutet, Natalie
 Boyd, Chad
 Bradley, Stephen
 Brine, Kevin
 Brouillette, Stephane
 Brown, Chris
 Brownlee, Dean
 Brunet, David
 Brunette, Marc
 Brunette, Michel
 Brunette, Alain
 Brush, Chelle
 Buchanan, Jordan
 Buchowski, Randy
 Burian, Pavel
 Burke, Karrie
 Burnett, Brett
 Burt, Timothy
 Calabrese, Pierina

Calabrese, Antonietta
 Carmichael, Christina
 Carr, Rick
 Carroll, Jordan
 Castle, Jason
 Champagne, Scott
 Chandler, Kyle
 Chapman, Michael
 Charbonneau, Darren
 Chisholm, Kimberly
 Christison, Karen
 Cirillo, Rick
 Clark, Richard
 Coccimiglio, Jeff
 Coluzzi, John
 Condratto, Katie
 Corcoran, Natalie
 Corrigan, David
 Crouch, Brooke
 Cummins, Ashley
 Cunningham, Sara
 Dailey, Angela
 Daoust, Ronald
 Daoust, Dana
 D'Aoust, Kevin
 Davidson, Melanie
 Daypuk, Richard
 Deforge, Nicole
 Deforge, Kevin
 Delongchamp, Ian
 Depatie, Micheal
 Despatie, Daniel
 Desroches, Kimberly
 Dewar, David
 Dicaire, Sandra
 Dillabough, Blake
 Dionne, Michael
 Dixon, Gail M.
 Dixon, Shelly
 Dober, Shelley
 Dockery, Reynard
 Dokis, Grant
 Dokis, Nathan
 Dokis, Ross
 Dokis, Alana
 Doucet, Melanie
 Doyon, Sasha
 Dubreuil, Eric
 Dubreuil, Susan
 Dudley, Lorena
 Duffy, David M.
 Duguay, Daniel
 Dumond, Cheryl
 Dupont, Ericka

Ealdama, Raymond
 Epps, Duncan
 Erkkila, Markus
 Etchells, Ryan
 Favret, Sandy
 Ferguson, Darryl
 Fewster, Corinne
 Filiatreault, Valerie
 Foessel, Shane
 Fournier, Chantal
 Franche, Lisa
 Fraser, Jenilee
 Freeman, Curtis
 Freimanis, Jason
 Gagne, Jason
 Gagnon, Alain
 Gascon, Todd
 Gaudette, Samantha
 Gelinas, Daniel
 Genoe, Donald
 Gianfrancesco, Mauro
 Gibbons, Amanda
 Gibson, Wayne E.
 Giommi, Natalie
 Goddard, Gordon
 Gorman, Cheryl
 Gosselin, Dan
 Gosselin, Eric
 Greenough, Glenn
 Grenier, Stacey
 Grisdale, Darryl
 Groleau, Adam
 Guerin, Marc
 Guerin, Elise
 Guerin, Mathieu
 Guertin, Mathieu
 Hagen, Tyler
 Haggart, Kelly
 Hall, Matthew
 Hamilton, David
 Hart, Christopher
 Hasanefendic, Nihad
 Hasanefendic, Sherry
 Hass, Anita
 Hayes, Karen
 Heaslip, Emerson
 Hebert, Lise

Heffern, Darin
 Heffern, Emily
 Hinds, Andrew
 Hosken, Randy
 Hosken, Heidi
 Hotson, Stephen
 Hotson, Carrie-Lynn
 Howard, Dan
 Hucal, Katherine
 Hutchinson, Marshall
 Hutton, Ryan
 Hysen, Richard
 Insinna, Samantha
 Irvine, Francine
 Jefferson, James
 Jeffery, Marjorie
 Jenkins, Nicholas
 Jensen, Lisa
 Jetty-Bedard, Tammy
 Joannette, Alain
 Johnson, Ryan
 Johnson, Nancy
 Johnston, Darcie
 Joly, Ruth
 Kaelas, Laurie
 Karen, Kathryn
 Katulka, Stephen
 Katulka, Wesley
 Kelly, Joshua
 Kennedy, Alexandra
 Kennelly, Cheryl
 Kerr, Christopher
 Kidder, Cameron
 Killeen, James
 Killeen, Lori
 Kingsley, Dann
 Kirkwood, Roderick
 Kitchikake, Mitchell
 Kiviaho, Dana
 Koop, Chris
 Koop, Tyler
 Koval, Mark
 Kozicki, Kristina
 Kuhn, Amanda
 Kuhn, Jeff
 Laberge, Marianne
 Labreche, Christopher

Laframboise, Deborah
 Lagace, Shawna
 Laino, Roberto
 Lalande, Linda
 Lalonde, John
 Lamontagne, Melissa
 Laneville, Brianne
 Lanzo, Andrew
 Lapalme, Julie
 Lapierre, Camille
 Lapointe, David
 Lariviere, Judy
 Lariviere, Melissa
 Larochelle, Marc
 Latendre, Joanne
 Laurin, Stephanie
 Lavallee, Meagan
 Lavigne, Brett
 Lawrence, Scott
 Leblanc, Michel
 Lee, Amanda
 Lefebvre, Todd
 Lekun, Allan
 Leroux, Victor
 Levesque, Karen
 Lewis, Heather
 Leys, Susan
 Lindsay, Troy
 Lingenfelter, Ken
 Lock, Jeff
 Loranger, Melissa
 Lovat, William
 Luczak, Emilia
 MacKay, Megan
 MacKay, Ryan
 MacKinnon, Lynn
 MacKinnon, Holly
 MacRae, John
 MacRury, Brian
 MacTaggart, Robert
 Majkot, Jason
 Major, Greg
 Makela, Barbara
 Maki, Craig
 Mann, Christopher
 Mannisto, Jocelyn
 Mannisto, Angel
 Marassato, Todd
 Marconato, Lori
 Marcotte, Robin
 Marriott, Jason
 Martindale, Mathew
 Mazza, Elizabeth
 Mazza, Lucia
 McComber, Helen
 McCormick, Irene
 McCormick, John
 McDonald, Alex
 McGee, Paul

McIver, Melissa
 McMahon, Ryan
 McNamara, Neil
 McNamara, Ryan
 McNaught, Douglas
 McTaggart, Barbara
 Mead, Angela
 Midena, Julie
 Mills, Scott
 Mills, Jordan
 Moggy, Christopher
 Morin, Michelle
 Mullens, Arlington
 Murray, Shannon
 Mussen, Stefany
 Mussen, Jeff
 Nizzero, Steven
 Nizzero, Karen
 Norman, Robert
 Notman, Paul
 Nykilchuk, Jessica
 O'Brien, Sharon
 Ornella, Barry
 Orsino, Peter
 O'Shaughnessy, Kevin
 Pacan, Matthew
 Pagnutti, William
 Parker, Melanie
 Patchett, David
 Pedersen, Paul
 Pendrak-Flesher, Joanne
 Perreault, Lise
 Petrozzi, Katlyn
 Piche, Celyne
 Pileggi, Albert
 Plante, Frances
 Porringa, Andrew
 Posadowski, Landon
 Prevost, Raymond
 Primeau, Kyle
 Proulx, Julie
 Purvis, Brad
 Rainville, Gilles
 Rainville, Shawn
 Ramsay, Blair
 Raskevicius, Michael
 Read, Glenn
 Read, Gerard
 Remeikis, Andrew
 Renaud, Guy
 Renaud, Kathy
 Renford, Mark
 Rheame, Robert
 Rhodes, Lindsey
 Ricciuto, Kevin
 Rickard, Joshua
 Rinaldi, Lee
 Rivers, Darrell
 Rizzi, Vincenzo

Roberge, Jacques
 Robinson, Michael
 Robinson, John
 Rocca, Jacqueline
 Rose, Derick
 Rouleau, Michael
 Rumford, Terry
 Russell, Steven
 Saaremets, Taavi
 Sabourin, David
 Sajatovic, Jeffrey
 Sanche, Joanne
 Sanderson, Eric
 Santagapita, John
 Santi, Kevin
 Santi, Paula
 Sarafin, Brenda
 Sauve, Alain
 Sauve, Roxanne
 Sauve, Michel
 Savignac, Marc
 Savoie, Denis
 Scaglione, Gianluca
 Seguin, Jacques
 Sell, Jesse
 Sheridan, Colin
 Shirazi, Ali
 Sirkka, Angela
 Sivazlian, Jack
 Slobodian, Christopher
 Smagac, Sophie
 Smuland, Gregory
 Soenens, Laurie
 Somerset, John
 Sonier, Glen
 Spec, Robert
 St Laurent, Debbie
 Stevens, Lisa
 Stiller, Edward
 Stinson, Michael
 Storrie, Duncan
 Strom, Cheryl
 Sutherland, Heather
 Sutton, Kimberly
 Szymanski, George
 Tarnopolsky, Jason
 Taskinen, Lucia
 Tattersall, Kaitlyn
 Teed, Gerald
 Thibeault, Leo
 Tiplady, Valerie
 Toffoli, David
 Toner, Carol
 Train, Steven
 Tremblay, Kevin
 Tremblay, Danielle
 Truskoski, Patrick
 Underdown, Melissa
 Valtonen, John

Viitala, Anne
 Villeneuve, Jerry
 Vitali, Christopher
 Walden, Adam
 Waldick, Sylvie
 Ward, Doug
 Warnock, Travis
 Waugh, Richard
 Wawryszyn, Laura
 Way, Natalie
 Weber, Sheilah
 Weber, Devin
 Wemigwans, Robin
 Weston, Robert
 Whitten, Joann
 Wiles, Dorothy
 Wilkins, Diane
 Williams, Andrew
 Williams, Matthew
 Willmott, Hally
 Willmott, Jerry
 Windle, Nolan
 Wright, Cheryl
 Young, Sherry
 Zacerkowny, Steven
 Zazelenchuk, Kristin
 Zelionka, Andrij
 Zembrzycki, Daniel
 Zimmerman, Todd
 Zloty, Andrew
 Zuliani, Daniel