



**ANNUAL  
REPORT** | 2019



## Vision

We ensure community safety and well-being (CSWB) through collaborative partnerships, innovation and community engagement.

## Mission

Ensuring a culture of trust through professional service while empowering our community to enhance safety.

## Values

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

- Respect
- Inclusivity
- Courage
- Honesty

## Our Strategic Priorities

### Our Members & Our Inclusive Workplace

*The health, safety & well-being of our members will be the first consideration in all that we do.*

### Public Trust & Accountability

*We commit to transparency & continued engagement across the diverse communities we serve - we are **your** police.*

### Collaborative CSWB for Greater Sudbury

*Together with our partners we will advance data-driven solutions to build strengths, meet needs & reduce vulnerabilities.*

### Policing with Excellence & Professionalism

*We will pursue & apply the best practices in the planning & execution of all core policing functions.*





# MESSAGE FROM OUR BOARD CHAIR

On behalf of the Police Services Board, I am pleased to present you the with the Greater Sudbury Police Service's 2019 Annual Report.

The Board is pleased with the many Service's achievements during the past year.

The Strategic Themes established by the Board set a clear direction around supporting members, building public trust and accountability, collaborating for community safety and wellbeing, and policing with excellence and professionalism. Significant progress has been made in year one of our three year plan.

The Board recognizes that policing is a highly complex and evolving profession demanding responsiveness through our numerous programs with members assigned to a multitude of job functions. Policing is sophisticated, resource intensive and must respond to a constantly changing environment. All of these align to ensure the safety and security of those who live, work, and visit our City.

The Service is poised with reactive and proactive initiatives that address crime trends and patterns. The use of crime analytics and data driven results assists in prioritizing resources and responding to fiscal pressures and demand for public accountability. Collaboration with all levels of government, businesses, community stakeholders, and residents is key to building community safety and wellbeing for all.

Our Shared Commitment policing model that incorporates enforcing laws and holding offenders accountable, intervening collaboratively to reduce elevated risk situations, initiating and partnering to achieve change in community outcomes, and being a champion for community safety, security and wellness... serves as our foundation.

In closing, the Board congratulates the Greater Sudbury Police Service for the numerous accomplishments in 2019.

The following report showcases the successes of the past year, and we thank the Service for their tremendous leadership in serving Greater Sudbury.



# MESSAGE FROM OUR CHIEF OF POLICE

On behalf of the Greater Sudbury Police Service and under the direction of the Greater Sudbury Police Services Board, I am pleased to present to you, our 2019 Annual Report. At the beginning of 2019 and in preparation for our next three-year business cycle, GSPS published our Strategic Direction 2019-2021, outlining our Strategic Priorities. By design, Our Members and Our Inclusive Workplace was prioritized as the health, safety and well-being of our Members will be the first consideration in all that we do. Without our dedicated and hard-working Members, we would not be the progressive, professional Service that is able to serve our community with such pride.

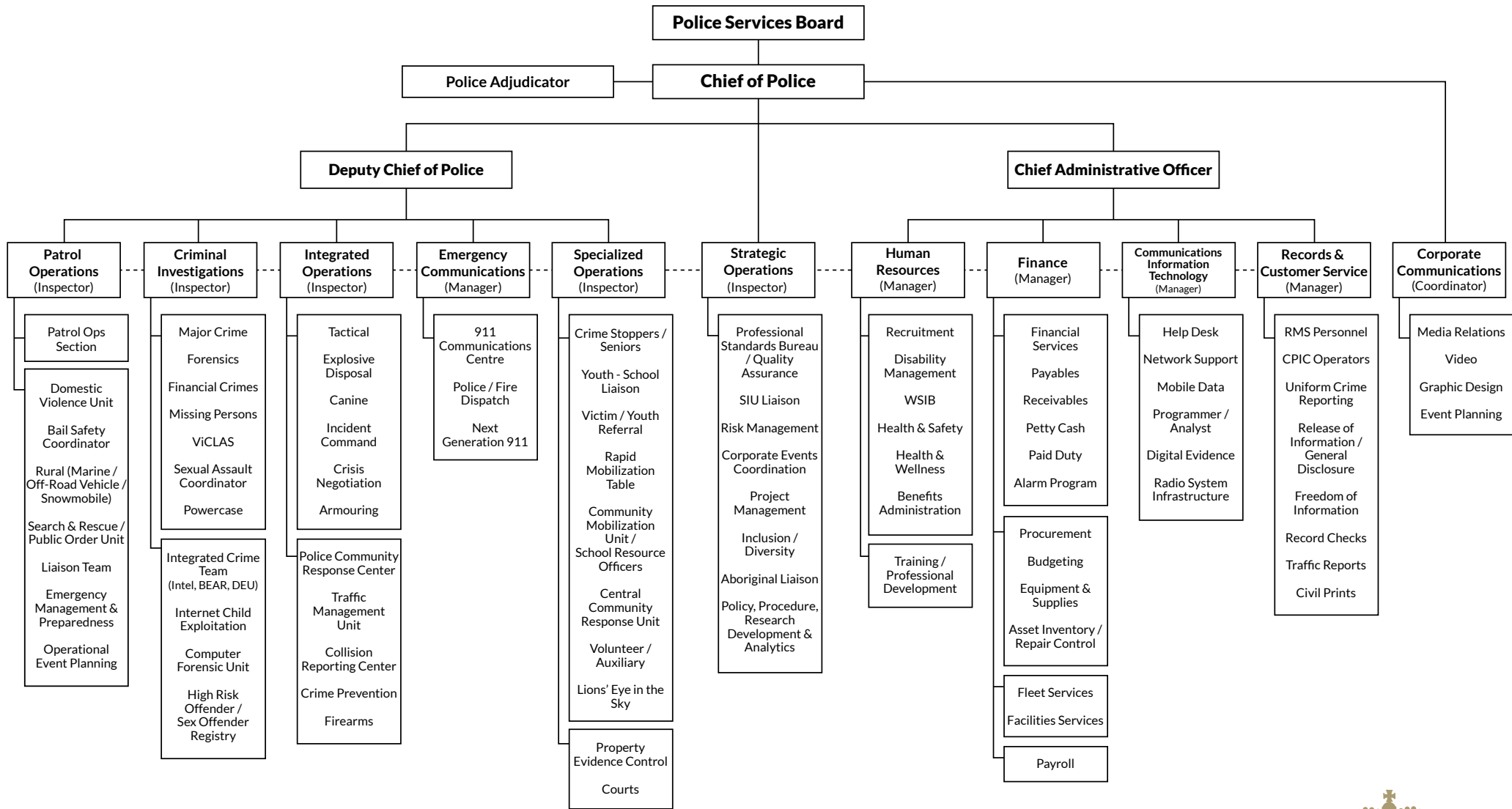
The landscape of Policing continues to evolve and with it, our Members face new challenges with grace and humility. As a Service, we recognize the importance of collaboration and engagement in order to ensure that we provide a well-rounded, culturally-sensitive, survivor-centred approach to community safety and well-being. Doing this assists to build Public Trust and Accountability with an emphasis on transparency, we are your police. Our Members work here, raise their families here and many grew up here, making Greater Sudbury not only a place of employment, but a place we call home. We are invested in this community.

We cannot share our successes without mentioning our community partners. Community Safety and Well-being in Greater Sudbury is a collaborative effort achieved through innovation and community engagement. Together with our community partners, we aim to build resiliency, meet needs and reduce vulnerabilities by working together to address situations and individuals that pose an elevated risk to the safety, security and wellness of our community. In order to build a better tomorrow, we must invest in today and really take a look at some hard truths while addressing the root causes of social disorder and systemic racism. As a learning organization, we look to our community partners to help guide our training and development as a progressive Police Service in Ontario, listening and adapting in order to better serve diverse communities with the respect and dignity that is deserved.

As Chief of Police, I would like to extend my sincere thanks and gratitude to our Members, our community members and our community partners for your ongoing support, dedication and commitment to this organization, the policing profession and the overall safety of our community. We look forward to what the future holds for GSPS and the City of Greater Sudbury as we come together to ensure that our community continues to be a safe place to live, work and play for everyone.

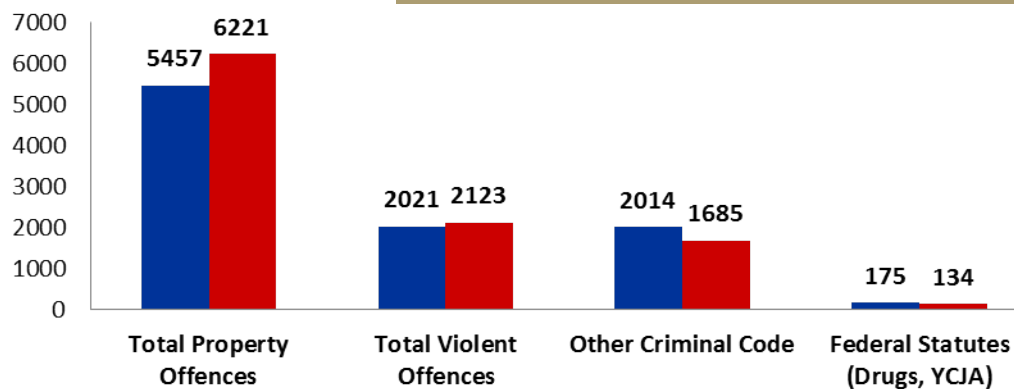






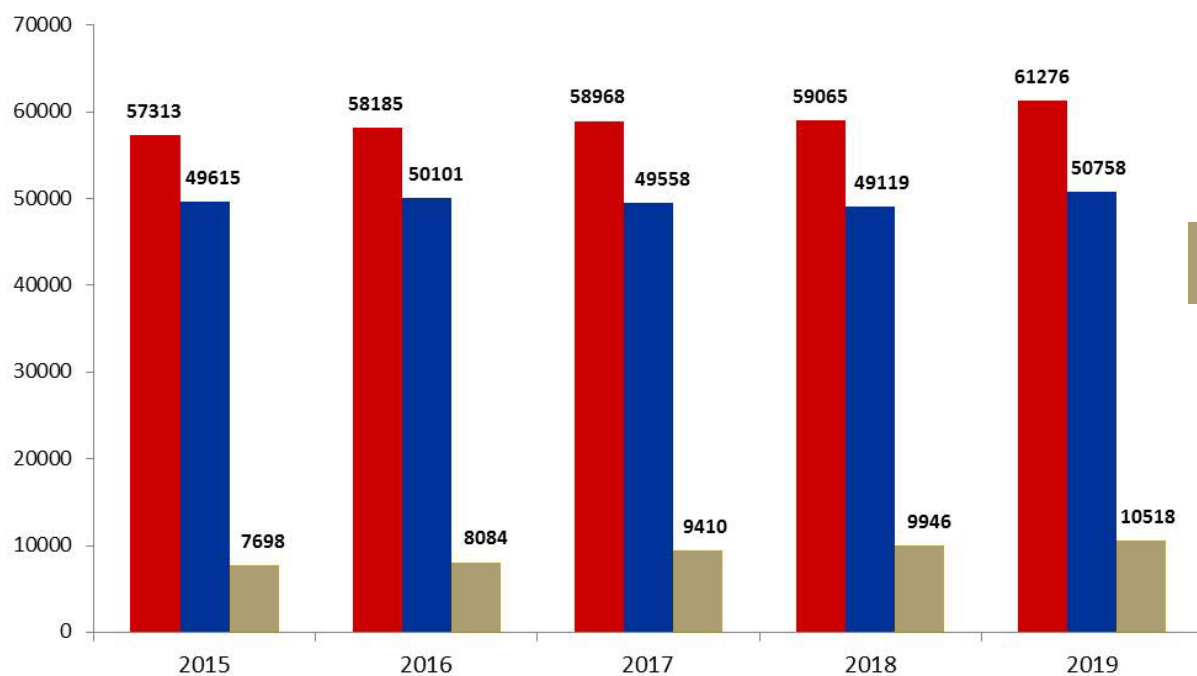
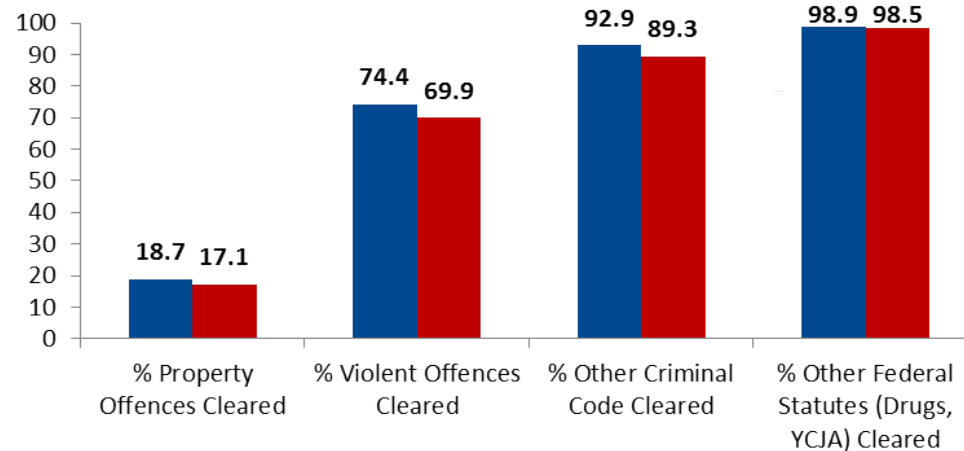
■ 2018 ■ 2019

## Crime Category Offences



## Crime Category Clearances

■ 2018 ■ 2019



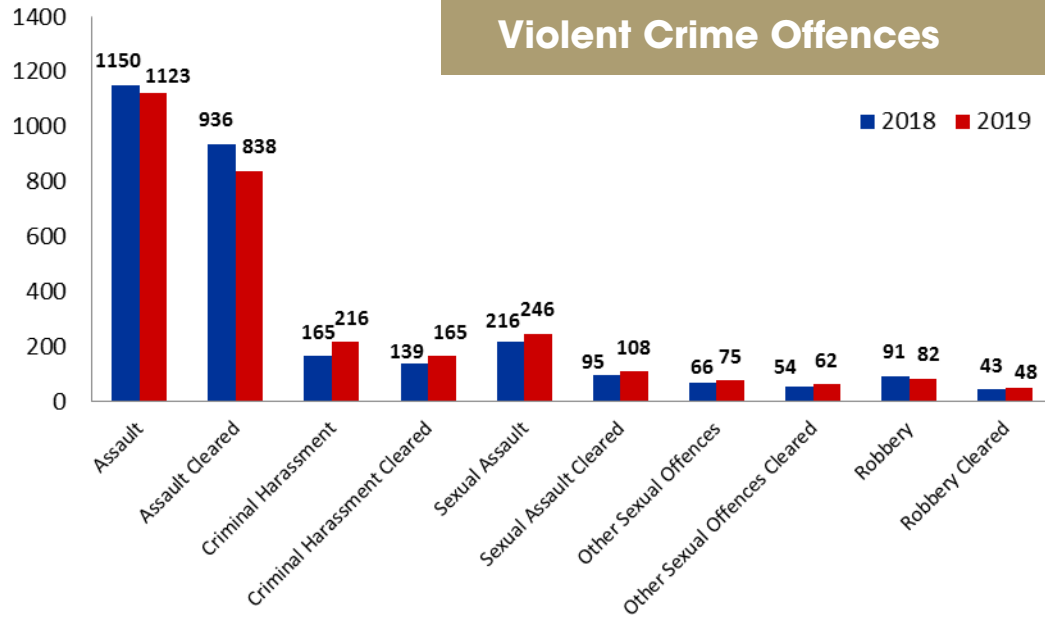
## Criminal vs Non-Criminal Offences

■ Calls For Service ■ Non Criminal Offence ■ Criminal Offence Related

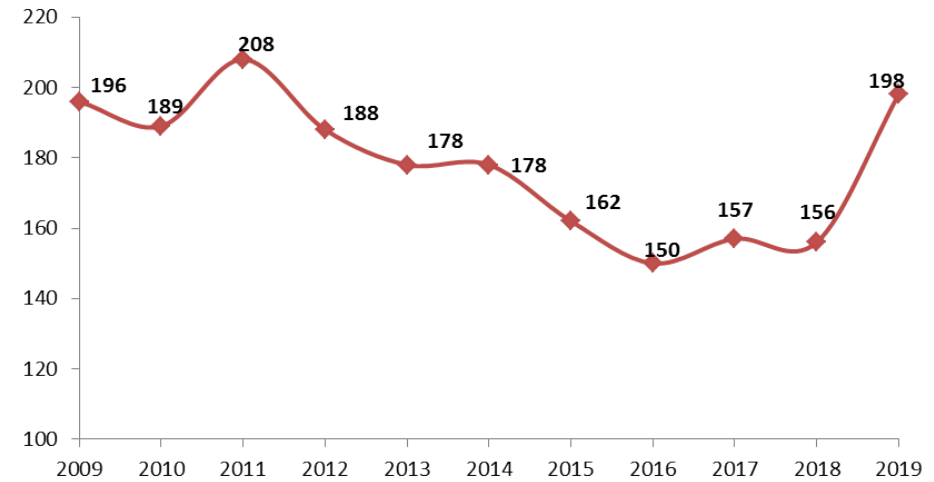




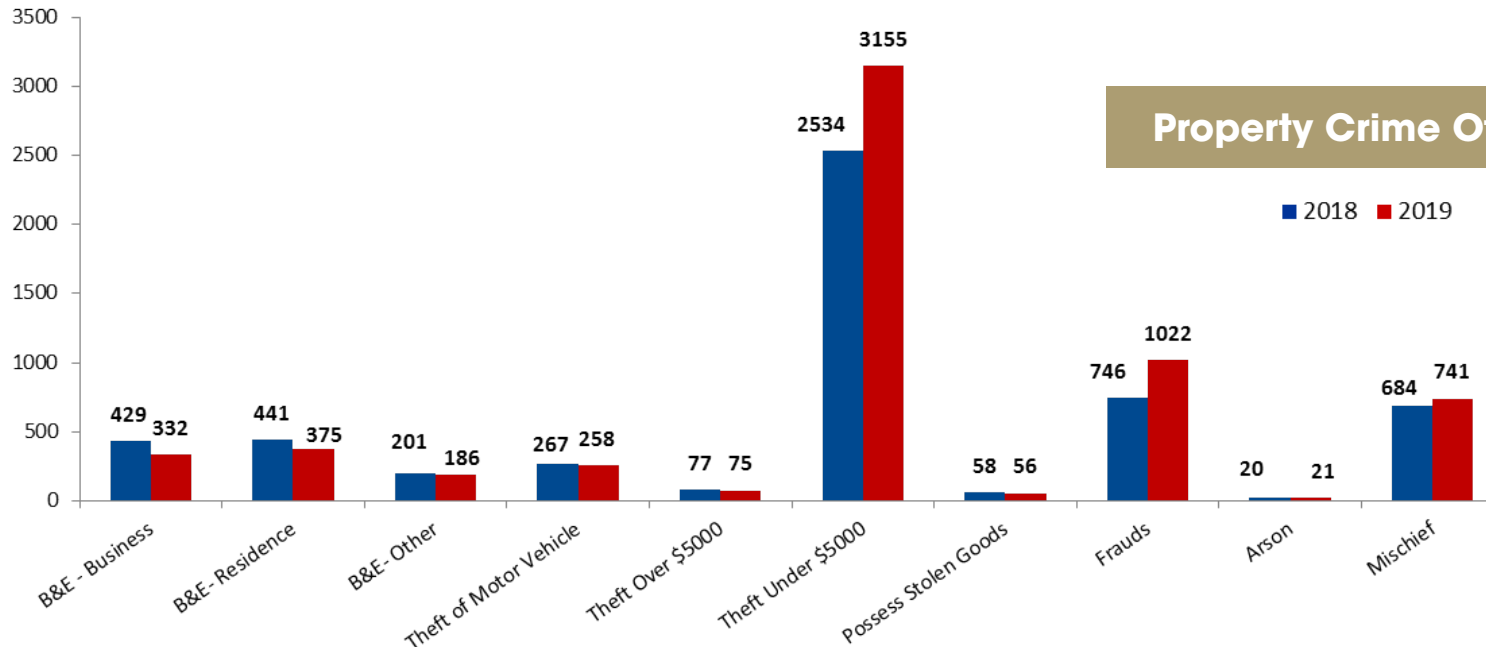
## Violent Crime Offences



## Impaired Driving Offences



## Property Crime Offences



Category Description	Annual Budget	Year End Actual	\$ Variance	% Change
Salaries & Benefits	\$54,902,854	\$56,505,464	\$(1,602,610)	2.9%
Operating Costs	\$5,858,065	\$6,526,659	\$(668,594)	11.4%
Contr to Reserves/Capital	\$3,833,361	\$3,862,159	\$(28,798)	0.8%
Internal Recoveries	\$1,346,170	\$1,293,579	\$52,591	-3.9%
Revenues	\$(5,952,842)	\$(8,200,252)	\$2,247,411	37.8%
<b>Net Total</b>	<b>\$59,987,608</b>	<b>\$59,987,608</b>	<b>\$(0)</b>	<b>0.0%</b>

1. Salary and Benefits were 2.9% over the budgeted allocation. This is attributed to salary expenses associated with unbudgeted grants wherein salaries are offset in the revenue section. Overtime was higher than budgeted due specifically to staffing challenges in the Communication Centre and a special project undertaken with the Integrated Crime Team Part-time staffing was also higher in the Communication Centre due to occupational illness absences. These costs were particularly offset by a draw from the Capital Financing Reserve Fund in keeping with the Reserve Fund By-law.

In salaries specifically, just over \$925,000 was paid out in sick leave entitlements both in terms of payout for unused sick leave credits to which members are entitle at retirement and topping up of wages by 25% when members are on Short Term Disability. These funds are recovered from the Sick Leave Reserve Fund, reflected through Revenues.

2. Operating Costs show a variance in certain areas due to higher than expected spending most notably for training of close to \$200,000 (this was tied to grant funds that offset these costs), higher legal costs associated with Police Services Act matters and vehicle maintenance. Additionally, radio software maintenance costs were higher than budgeted. This is a second year upgrade to the software and will conclude in 2020. Grant funding also offset a number of costs associated with operating expenses stemming from specific programs.

3. Provisions to Reserves and Capital show a slight positive variance which relates to the transfer of funds raised from the Gala to the Donations Reserve Fund; otherwise, there were no specific deviations in this area.

4. Internal Recoveries reflect funds transferred to the City to cover costs associated with facilities, Accounting, budgets, human resources, mail room and payroll support. This area also captures funds received from the City specifically around recoveries for fire and transit radio equipment maintenance.

5. Revenues at year-end revenues were recorded at greater than budgeted as a result of grant funding received after budget was approved in the amount of \$292,000. As noted earlier, \$925,000 was drawn from the Sick Leave Reserve to cover Sick leave payment entitlements paid through Salaries and Benefits with \$578,920 drawn from the Capital Financing Reserve Fund to offset overspending in relief staffing and overtime. User fees were up by just over \$100,000 in police clearance letter revenues. Approximately \$120,000 more than budgeted was drawn from the WSIB Reserve Fund to offset WSIB costs. Just over \$200,000 in other revenues were received which relate to miscellaneous payments for items such as honorarium payment from the accident reporting center and meals on wheels, funding for RIDE and CISO, Burst camp, reimbursement from Crime Stoppers for the photo copier, payments from Sudbury Police Association for event tables where the cost is shared, monies collected from events hosted, travel reimbursement collected, insurance for MVC's, sale of promotional items.



The Greater Sudbury Police Service employs over 440 members with diverse and unique backgrounds, as well as, numerous volunteers in various capacities.

We employ over 265 sworn members who use the latest techniques and technologies to assist in the prevention, detection and reduction of crime. Our Officers enjoy a challenging career in patrol operations working within the community to prevent, detect and investigate crime with future career opportunities in specialized units including Criminal Investigation Division, Community Mobilization Unit, Courts, Emergency Response Team and Traffic Management Unit.

We employ over 170 professionals (civilians) in a variety of departments including Administration, Courts, Communications and Information Technology, 911 Emergency Communications, Finance, Human Resources and Records. Our professional members are employed as permanent or temporary staff in both full-time and part-time capacities. Being employed as a professional member of GSPS provides individuals the opportunity to work within a policing environment without being a Police Officer.

We pride ourselves in offering a professional and inclusive workplace by ensuring the health, safety and well-being of our members is the first consideration in all that we do.







Calls for Service Committee -  
Priority 4-6 calls dispatched to PCRC



Health & Wellness Committee -  
Health & Wellness Coordinator Hired



Scheduling Committee -  
Roll-out of compressed work week



SCOPE Committee -  
3,147 Crown Briefs completed



## GSPS D.E.U. & OPP O.C.E.B. -

226 drug-related charges, 98 trafficking charges, 128 possession charges



## Project Kraken -

\$400,000 in drugs & 23 guns seized, 73 people charged



## Project Skylark -

\$420,000 in drugs, 11 guns & \$75,000 seized







**125** Patrol Officers



**3,662** Arrests



**671** Domestic Violence Charges Laid



**6,580** Charges Laid





**23** Snowmobile Patrols



**33** Community Events attended by RCRU



**21** ATV Patrols



**34** Marine Patrols





**123** Offenders Identified through DNA & fingerprint analysis



**1,393** Missing Persons Located



**233** Sexual Assault Charges Laid



**3** Homicides Solved







**\$670,200** Property Recovered



**878** Devices examined by Computer Forensics Unit

**286** Internet Child Exploitation Investigations



**\$1,640,944** Drug Seized



**\$144,931** In Cash &  
**21** Illegal Firearms Seized





**108** High Risk situations resolved peacefully



**71** K9 Tracks



**32** Search Warrants Executed

**INTEGRATED OPERATIONS - TACTICAL UNIT & K9 UNIT**



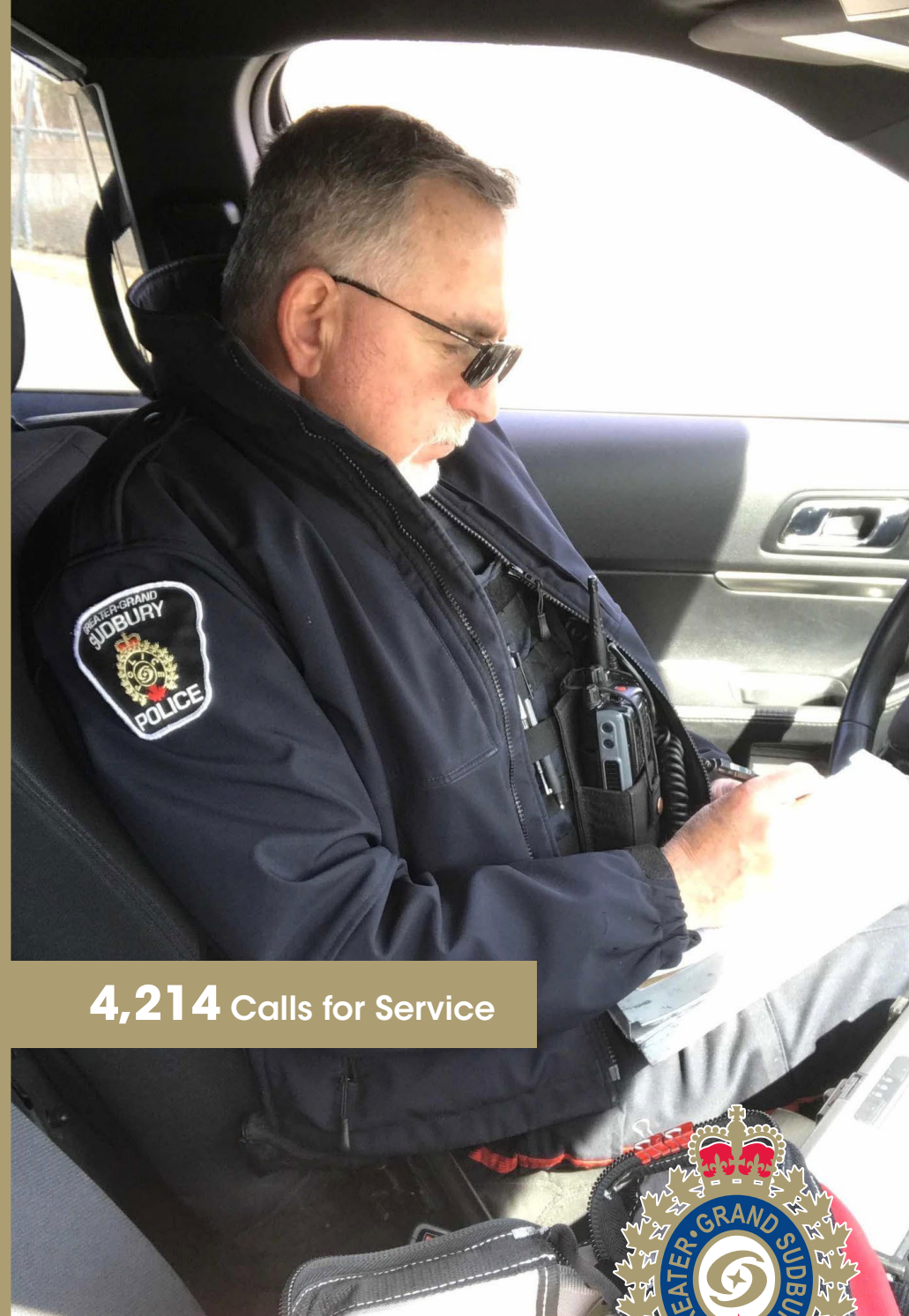




**3,542** Online Reports



**7,602** Collisions reported to the Collision Reporting Centre



**4,214** Calls for Service



**146** Distracted Driving Tickets



**110** Impaired Drivers Arrested



**1,426** Speeding Tickets



**INTEGRATED OPERATIONS - TRAFFIC MANAGEMENT UNIT**







**60,775** Calls for Service



**5,400** Fire Incidents Dispatched



**55,427** Police Incidents Dispatched

**911 EMERGENCY COMMUNICATIONS**







**312** Bike & Foot  
Patrols Downtown



**22,489** Positive Interactions with Youth



**6,380** Volunteer Hours



**30** Presentations to Seniors

**SPECIALIZED OPERATIONS - CENTRAL COMMUNITY RESPONSE UNIT & COMMUNITY MOBILIZATION UNIT**





**2,923** Prisoner Custodies Handled Safely



**7,105** Exhibits



**3,147** Crown Briefs Prepared

**SPECIALIZED OPERATIONS - PROPERTY BRANCH & COURTS BRANCH**







**30** Civilian Hires



**2,373** People  
engaged through  
recruitment events



**22** Sworn Hires







**405** Members attended inclusivity, diversity, and cultural training

**265** Officers Completed De-Escalation training





Ministry of Solicitor General	\$ 4,428,691.66
Project Enhance	\$ 38,976.00
Project Innovate	\$ 67,362.29
Community Engagement Response Team	\$ 328,383.54
Police Community Response Centre	\$ 308,561.46
Sexual Violence Response Team	\$ 183,085.97
Integrated Crime Team	\$ 273,343.04
Court Security and Prisoner Transportation Program	\$ 1,821,131.74
Membership Support Grant	\$ 16,000.00
Chief Firearms Office Secondment	\$ 177,348.51
Drug Impaired Driving Detection Training	\$ 45,507.92
Ontario's Strategy to End Human Trafficking	\$ 13,050.00
Violent Crime Linkage Analysis System Centre (VICLAS) Secondment	\$ 81,771.46
Policing Effectiveness and Modernization Grant	\$ 382,170.80
Project Champion	\$ 110,352.22
Project Homestead	\$ 105,467.87
Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet	\$ 438,614.34
Reduce Impaired Driving Everywhere (R.I.D.E.) Grant	\$ 37,564.50

Funding by Agency	Sum of 2019 Year to Date
Canada Department of Justice	\$ 185,594.79
March of Dimes	\$ 6,160.00
Ministry of Children, Community and Social Services	\$ 39,566.00
Ministry of the Attorney General	\$ 110,694.10
Ministry of the Solicitor General	\$ 4,428,691.66
Northern Ontario Heritage Fund	\$ 24,254.80
<b>Grand Total</b>	<b>\$ 4,794,691.35</b>







**3,597** Help Desk Tickets



**24** Mobile Apps Created



**10** Data Portals Created

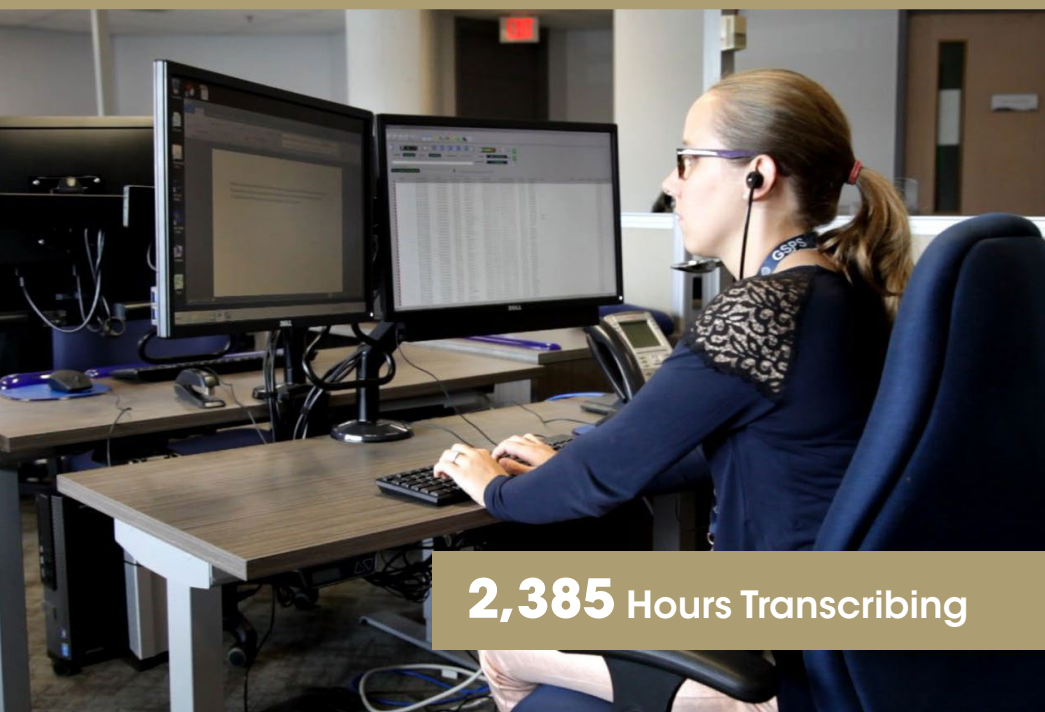




**36,544** Calls through switchboard



**12,090** Record Checks



**2,385** Hours Transcribing



**37,238** Walk-Ins





**144** Indigenous Events & Initiatives



**140** Attendees  
at International  
Day for the  
Elimination  
of Racial  
Discrimination

*International Day for the  
Elimination of Racial Discrimination*  
#GSPSBreakingBarriers

@SudburyPolice



**119** Crime Reports



**2** Secondary Students Received  
Diversity Bursary





**198** Media Releases




**39,608** Social Media Followers



    
**2,266** Social Media Posts

**CORPORATE COMMUNICATIONS**

Emergency: **9 1 1** Non-emergency: 705-675-9171

 **Greater/Grand Sudbury Police**

Home / About GSPS

Reporting Request for Information Crime Prevention and Community Safety Jobs and Opportunities

Report Online Contact Us Translate

## About GSPS




Under the leadership of Chief Paul Pedersen and governed by the Greater Sudbury Police Services Board, the Greater Sudbury Police Service is one of the Big 12 Police Services in Ontario, policing over 3,350 square kilometres of land and 333 lakes.

We employ over 440 dedicated and committed members that serve our community in a variety of departments.

We also offer multiple volunteer opportunities through various programs and committees.

Through Our Shared Commitment to Community Safety and Well-being, we are a victim-focused police service that promotes safety, security and wellness, initiates and partners to achieve change in community outcomes, intervenes and responds to incidents.

## Modernization of Website



Access  
Annual  
Contact  
Media  
Message  
Organ  
Police  
Police  
Private  
Public  
Request  
Office



Complaint Classification	2019	2018
Abuse of Authority	1	0
Assault	0	0
Breach of Confidence	0	1
Corrupt Practice	0	0
Discreditable Conduct	4	3
Excessive Force	4	3
Deceit	0	3
Harassment	0	1
Incivility	3	0
Neglect of Duty	3	4
Service / Policy Complaint	6	6
Sex Assault	0	0
Threatening	0	1
Damage to Property	0	0
Total Investigations	21	22
Screened out by OIPRD	16	13
<b>TOTAL Complaints</b>	<b>37</b>	<b>35</b>

Complaint Disposition	2019	2018
Section 60 (screened out)	16	13
Withdrawn	13	5
Unsubstantiated	2	10
Resolved	2	5
Lost Jurisdiction (resignation)	2	0
Under Investigation	2	2
<b>TOTAL Complaints</b>	<b>37</b>	<b>35</b>

Police Act Charges	2019	2018
Abuse of Authority	0	0
Assault	0	0
Breach of Confidence	0	1
Corrupt Practice	0	1
Discreditable Conduct	1	11
Excessive Force	0	0
Deceit	0	15
Harassment	0	1
Incivility	0	0
Neglect of Duty	3	5
Service / Policy Complaint	0	0
Insubordination	4	9
Unsatisfactory Work Performance	0	0
Damage to Property	0	0
<b>TOTAL Chief Complaints</b>	<b>4</b>	<b>11</b>



OUR COMMUNITY  
OUR COMMITMENT



NOTRE COMMUNAUTÉ  
NOTRE ENGAGEMENT