



GREATER SUDBURY POLICE SERVICES BOARD
MONDAY December 14, 2015 4:00 P.M.
Police Headquarters, Alex McCauley Boardroom, 5th Floor
PUBLIC AGENDA


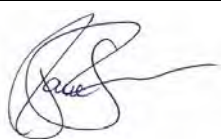
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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 2015
PUBLIC	
SUBJECT: PROMOTION OF OFFICER	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

Succession planning and promotions within the Service are governed by Human Resources Procedures. In accordance with the Collective Agreement and Promotional Procedure, members are promoted to various ranks within the Service.

CURRENT SITUATION:


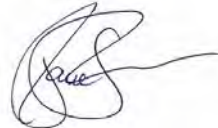
As a result of a recent retirement, a vacancy at the rank of Sergeant has been created.

The following member has been promoted and will be presented to the Board December 14, 2015:

Sergeant Jack SIVAZLIAN



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2015
PUBLIC	
SUBJECT: LIONS' EYE IN THE SKY	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board accepts donations in the amount of \$3,500 to the Donations Reserve Fund in support of the Lions Eye in the Sky program.

BACKGROUND:

In 1996, the Sudbury Lions Club partnered with the Greater Sudbury Police Service in the 'Lions Eye in the Sky' initiative. The mission of this program is to improve the safety and security of the people of the City of Greater Sudbury through the use of CCTV Cameras and to provide advice to the Greater Sudbury Police Services Board with respect to the implementation and ongoing operation of a video surveillance camera system serving the City. There are currently 16 cameras located throughout the downtown core.


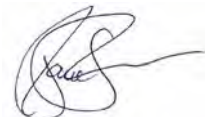
The Lions Eye in the Sky program continues to contribute to a safe environment for the residents of Sudbury.

CURRENT SITUATION:

Members of the BIA – Downtown Sudbury Business Improvement Area and the HCIF Healthy Communities Initiatives Fund will be on hand at the December 14, 2015 Board meeting to make cheque presentations in support of the Lions Eye in the Sky program.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2015
PUBLIC	
SUBJECT: 2016 FEES FOR SERVICES	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

That the Greater Sudbury Police Services Board approves the amendment to 'Schedule A' of By-Law 2009-3 as attached effective January 1, 2016.

These amendments shall also include the changes to the paid duty rates in accordance with the By-law and shall be adjusted at such time rates are negotiated with the Sudbury Police Association.

BACKGROUND:

Section 391 of the *Municipal Act* as amended allows local Boards, including police services boards to pass a By-Law imposing fees for services or activities provided and related matters. By-Law 2009-3 was approved by the Greater Sudbury Police Services Board to establish fees for certain services provided by the Greater Sudbury Police Service in accordance with the *Act*.

Section 4 of By-Law 2009-3 provides for the fees within "Schedule "A" to be automatically adjusted for inflation on January 1, 2010 and on January 1 every year thereafter by the Chief Financial Officer/Treasurer in the amount deemed appropriate based on the greater of 3% or the September Stats Canada Consumer Price Index (CPI) for all items.

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Notwithstanding Section 4 of the By-Law, paid duty rates shall be adjusted in accordance with the Collective Agreement between the Board and the Sudbury Police Association in effect at the time of the paid duty assignment and not the Consumer Price Index. A minimum of three hour charge shall apply.

CURRENT SITUATION:

The Greater Sudbury Police Service has been advised that fee adjustment for 2016 shall be 3%.

Schedule 'A' includes this 3% increase with fees rounded to facilitate the exchange of money and will be effective on January 1, 2016.

Customer Service has received numerous requests for fingerprinting along with Police Checks and the processing of Record Suspensions (Pardons). New fees for these services have been included in the schedule based on a review of comparable fees.

Destruction of fingerprints fees and charges for audio and video recordings have been updated to ensure cost recovery.

Additionally, HST has been removed from Record Checks and Fingerprinting in accordance with tax guidelines.

Paid Duty Administration Fees have been updated to 20% following the Board Resolution on the Budget.

Criminal Record Check with Fingerprints	New	\$50.00
Police Information Check with Fingerprints	New	\$55.00
Police Vulnerable Sector Check with Fingerprints	New	\$59.00
Destruction of Fingerprints **	Updated	\$38.00
Record Suspension (Pardon) Application	New	\$50.00
Recordings – Audio / Video **	Updated	\$43.00
Paid Duty Administration Fee		20%

**includes HST



GREATER SUDBURY POLICE SERVICE FEE SCHEDULE

Effective January 1, 2016 the fee for services provided by the Greater Sudbury Police Service as approved by the Police Services Board will be as follows:


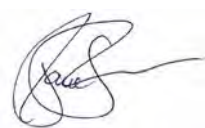
SERVICE	FEE	HST	TOTAL
Criminal Record Check	\$23.00	-	\$23.00
Criminal Record Check with Fingerprints	\$50.00	-	\$50.00
Criminal Record Check – Volunteers	\$15.00	-	\$15.00
Police Information Check	\$27.00	-	\$27.00
Police Information Check with Fingerprints	\$55.00	-	\$55.00
Police Information Check - Volunteers	\$19.00	-	\$19.00
Police Vulnerable Sector Check	\$31.00	-	\$31.00
Police Vulnerable Sector Check with Fingerprints	\$59.00	-	\$59.00
Police Vulnerable Sector Check – Volunteers	\$25.00	-	\$25.00
Criminal Record Check – Expedited	\$46.00	-	\$46.00
Additional Original Criminal Record Checks	\$4.50	-	\$4.50
Record Suspension (Pardon) Application	\$50.00	-	\$50.00
Digital Fingerprints	\$53.00	-	\$53.00
Digital Fingerprints – Vulnerable Sector	\$34.00	-	\$34.00
Digital Fingerprints – Vulnerable Sector – Volunteers	\$25.00	-	\$25.00
Destruction of Fingerprints	\$33.63	\$4.37	\$38.00
False Alarm Reduction Program Registration – Residential / Commercial Under 3000 Square Feet	\$35.40	\$4.60	\$40.00
False Alarm Reduction Program Registration – Commercial Over 3000 Square Feet	\$53.10	\$6.90	\$60.00
False Alarm Reduction Program Registration – Hospitals, Health Care Facilities, Colleges, Universities	\$53.10	\$6.90	\$60.00
False Alarm Reduction Program Registration – School Boards	\$221.24	\$28.76	\$250.00
False Alarm Dispatch Fee – Registered in Program	\$66.37	\$8.63	\$75.00
False Alarm Dispatch Fee – Not Registered in Program	\$110.62	\$14.38	\$125.00
Agencies (Lawyers & Insurance Company requesting interview with officer - Fee per hour – Minimum 1/2 hour)	\$76.99	\$10.01	\$87.00
Bingo / Lottery Applicant (cost per organization)	\$23.01	\$2.99	\$26.00
GOR Synopsis Report	\$38.05	\$4.95	\$43.00

Motor Vehicle Accident Report	\$38.05	\$4.95	\$43.00
Motor Vehicle Accident Report Additional Information Contained on Report Back	\$23.01	\$2.99	\$26.00
Motor Vehicle Accident Reconstruction Report	\$2,008.85	\$261.15	\$2,270.00
Motor Vehicle Accident – Scale Diagram 3' X 4'	\$663.72	\$86.28	\$750.00
Vehicle Inspection Report (per vehicle)	\$135.40	\$17.60	\$153.00
Officer's Notebook Notes	\$38.05	\$4.95	\$43.00
Parade or Public Event Application	\$76.99	\$10.01	\$87.00
Photographs – Electronic Reproduction CD	\$19.47	\$2.53	\$22.00
Plus Cost per Scanned Image	\$3.54	\$0.46	\$4.00
Recordings – Audio / Video	\$38.05	\$4.95	\$43.00
Special Occasion Permit Letters	\$30.09	\$3.91	\$34.00
Statement / Supplementary Report	\$23.01	\$2.99	\$26.00
Statistical Information (Fee per hour - 1/2 hour minimum)	\$76.99	\$10.01	\$87.00
VISA / Employment Clearance Letter	\$30.09	\$3.91	\$34.00
Additional Original VISA / Employment Clearance Letters	\$4.42	\$0.58	\$5.00
PAID DUTY FEES	JAN 1, 2016		JULY 1, 2016
Paid Duty Hourly Rate - Constable*	\$66.80 + HST.		67.47 + HST
Paid Duty Hourly Rate - Sergeant*	\$75.84 + HST.		76.61 + HST
Paid Duty Hourly Rate - Staff Sergeant*	\$83.99 + HST.		84.83 + HST
Paid Duty Cruiser Fee Per Hour (Minimum 3 hour charge)	\$25.66 + HST.		
Paid Duty Administration Fee	20% of total paid duty contract.		

*Notwithstanding Section 4 of By-Law 2009-3, paid duty rates shall be adjusted in accordance with the collective agreement between the Board and the Sudbury Police Association in effect at the time of the paid duty assignment and not the Consumer Price Index. **A minimum three (3) hour charge shall apply.**



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2015
PUBLIC	
SUBJECT: 2014 -2015 CONTINUING EDUCATION	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the 2014-2015 reimbursement to members in accordance with the Continuing Education Tuition Reimbursement Policy in the amount of \$3,178.11.

BACKGROUND:

In support of the Board's commitment to the members of the Service in pursuit of furthering their educational standing, the Board adopted a Continuing Education Tuition Reimbursement Policy. This policy is designed to encourage members to further their education relative to their career within the Service. The policy provides for reimbursement to members who have initiated self-study with approval for such reimbursement made in the context of available financial resources. Further, in considering such requests, priority is given to courses which directly benefit the Service.

On an annual basis through the operating budget, an estimated \$5,000 is designated for continuing education purposes to defray professional development expenditures for courses taken by personnel. In 2001, the Board adopted a Continuing Education Policy that provided a number of guidelines for reimbursement including a cap per course of \$500. The costs eligible for reimbursement are for tuition only that being books, supplies, equipment, lodging, meals, and travel are not considered as part of the subsidy. In 2010, an amendment was made to the policy limiting the maximum claim entitlement per individual to \$1,000 per year unless otherwise authorized by the Board.

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Notwithstanding these guidelines, the approval authority for any reimbursement rests solely with the Board and at their discretion. The following summarizes the allocations through the fund in recent years:

YEAR	AMOUNT
2015	\$3,178.11
2014	\$4,672.80
2013	\$4,500.00

CURRENT SITUATION:

At the time *Notice of Continuing Education Intent* forms were submitted for this year, a total of \$7,406.47 in proposed courses was identified. Of that original submission for the 2014-2015 year, a total of \$3,653.25 was submitted for reimbursement. Following a review against current policy \$3,178.11 has been deemed as eligible for reimbursement.

A total of nine members have submitted claims through the Continuing Education Program. The courses are generally relative to individualized work areas and members have demonstrated an application of these skills to enhance performance within the Service. Attached is a spreadsheet with the courses for which tuition reimbursement is requested. You will note that all of the requested courses are being recommended for reimbursement.

CONTINUING EDUCATION			
2014 - 2015 YEAR COMPLETED			
	Claimed	Entitlement	Recommended
	\$ 391.31	\$ 391.31	\$ 391.31
	\$ 653.30	\$ 500.00	\$ 500.00
	\$ 885.00	\$ 885.00	\$ 885.00
	\$ 401.80	\$ 401.80	\$ 401.80
	\$ 1,321.84	\$ 1,000.00	\$ 1,000.00
TOTAL	\$3,653.25	\$3,178.11	\$3,178.11

2014 - 2015 Continuing Education - Notice of Intent

Course	Cost	Reimbursement Claimed	Max Allowed
Project Communications and Human Resources management	\$ 391.31	\$ 391.31	\$ 391.31
Law and Justice - Sports, Communication, Culture	\$ 500.00	\$ 653.30	\$ 500.00
Law and Justice	\$ 500.00		
Designing Compensation Plans	\$ 439.00	\$ 439.00	\$ 439.00
Occupational Health and Safety	\$ 446.00	\$ 446.00	\$ 446.00
Sociology and Canadian Society	\$ 276.63		
Canadian Criminal Justice	\$ 389.30		
Communications	\$ 276.20		
Employment Law for Leadership Development	\$ 276.20		
Human Relations	\$ 276.20		
Performance Management	\$ 276.20		
Records Information Fundamentals IST1090	\$ 279.65		
Material Operations Management MGT2305	\$ 382.47		
Financial Accounting ACC1111	\$ 382.47		
Accident Prevention or Legislation OHS1008 / HD2001	\$ 500.00	\$ 222.00	\$ 222.00
Legislation in the Workplace OCC1000	\$ 500.00	\$ 179.80	\$ 179.80
Concepts in Human Decompositon	\$ 654.05	\$ 654.05	\$ 500.00
Forensic Aspects of Firearms and Toolmark Evidence	\$ 667.79	\$ 667.79	\$ 500.00
TOTAL	\$ 7,413.47	\$ 3,653.25	\$ 3,178.11



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2015
PUBLIC	
SUBJECT: 2014-2015 CONTINUING EDUCATION – SENIOR OFFICERS	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board approves the 2014-2015 reimbursement in accordance with the Senior Officers Collective Agreement in the amount of \$2,112.

BACKGROUND:

In support of the Board's commitment to the members of the Service in pursuit of furthering their educational standing, the Board encourages members to further their education relative to their career within the Service.

Article 17.02 of the Senior Officers Collective Agreement states:

'Each member who makes application and who is approved by the Board to attend University or any institution of higher learning to take an approved degree course, technical course, seminar course, or to receive any training which will compliment his knowledge and be of benefit to the Service, may have all fees for tuition expenses paid by the Board. Such approval shall be in complete and uncontrolled discretion of the Board.'

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CURRENT SITUATION:

One member in the Senior Officers Association has completed a four year Criminal Justice Degree at Athabasca University and has requested consideration on the reimbursement of tuition in the amount of \$781.

One member has completed courses relative to their position and has requested consideration on the reimbursement of tuition in the amount of 1,331.

It is understood that under Article 16.02 of the Senior Officers Collective Agreement that full reimbursement be paid on approval solely at the discretion of the Greater Sudbury Police Services Board. The total amount recommended for 2014-2015 is \$2,112.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 2015
PUBLIC	
SUBJECT: ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT INTEGRATED ACCESSIBILITY STANDARDS	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board accepts this *Accessibility of Ontarians with Disabilities Act, 2005 (AODA)* update for information.

BACKGROUND:

The *Accessibility for Ontarians with Disability Act 2005 (AODA)* came into effect on June 13, 2005. The goal of the *AODA* is to ensure that all Ontarians with disabilities have full and equal access to goods, services, facilities, accommodations, employment, building structures, and premises. Full accessibility is to be achieved by January 1, 2025. The primary purpose of the *Act* is to develop, implement and enforce accessibility through five sets of standards as follows:

- Customer Service
- Transportation
- Information and Communications
- Employment
- Built Environment

On January 1, 2008, the Accessibility Standards for Customer Service, *Ontario Regulation 429/07* came into force. Subsequently, on December 12, 2011, the Board adopted the Customer Service Policy GSPSB – POLICY 021 to comply with the Regulation.

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On July 1, 2011, the Integrated Accessibility Standards, *Ontario Regulation 191/11* came into force which combined the Transportation, Information and Communications, and the Employment Standards. Further on December 17, 2012, *Ontario Regulation 413/12* amended the Integrated Accessibility Standards Regulation to incorporate the Built Environment Standards.

One of the requirements under the *Integrated Accessibility Standards Regulation* (IASR) is to create, put into practice, maintain and document a multi-year accessibility plan. In 2014, the Police Services Board approved the Greater Sudbury Police Service's Multi-Year Accessibility Plan 2014-2021, in accordance with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) and the *Integrated Accessibility Standards Regulation* (IASR).

CURRENT SITUATION:

It is a requirement of the *Integrated Accessibility Standards Regulation* (IASR), to report on an annual basis on the progress on the measures taken to implement the Plan. The "Annual Accessibility Status Report 2015" attached, outlines the activities and accomplishments the Greater Sudbury Police Service has undertaken in 2015 towards inclusion and removing barriers of persons with disabilities. The plan is also posted on the Corporate website and made available in an accessible format, upon request.



Greater Sudbury Police Service Annual Accessibility Status Report 2015

The following represents the first Annual Accessibility Status Report detailing the progress of measures taken by the Greater Sudbury Police Service to implement the strategies outlined in the 2014-2021 Multi-Year Accessibility Plan.

The purpose of this report is to make the public aware of the Greater Sudbury Police Service's progress with regards to the 2014-2021 Multi-Year Accessibility Plan to prevent and remove barriers and meet requirements under the *AODA*.

The *Accessibility for Ontarians with Disability Act 2005* (AODA) came into effect on June 13th, 2005. The goal of the *AODA* is to ensure that all Ontarians with disabilities have full and equal access to goods, services, facilities, accommodations, employment, building structures, and premises. Full accessibility is to be achieved by January 1, 2025. The primary purpose of the *Act* is to develop, implement and enforce accessibility through five sets of standards as follows:

- Customer Service
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On January 1, 2008, the Accessibility Standards for Customer Service, *Ontario Regulation 429/07* came into force. Subsequently, on December 12, 2011, the Board adopted the Customer Service Policy GSPSB – POLICY 021 to comply with the Regulation.

On July 1, 2011, the Integrated Accessibility Standards, *Ontario Regulation 191/11* came into force which combined the Transportation, Information and Communications and the Employment Standards. Further, on December 17, 2012, *Ontario Regulation 413/12* amended the Integrated Accessibility Standards Regulation to incorporate the Built Environment Standards.

One of the requirements under the *Integrated Accessibility Standards Regulation* (IASR) is to create, put into practice, maintain and document a multi-year accessibility plan.

In 2014, the Police Services Board approved the Greater Sudbury Police Service's Multi-Year Accessibility Plan 2014-2021, in accordance with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) and the *Integrated Accessibility Standards Regulation* (IASR).

The following narrative highlights the actions taken by the Greater Sudbury Police Service to comply within the five standards from January 1, 2015 to December 31, 2015. They are organized under the accessibility standards of the AODA.

2015 ACCESSIBILITY STATUS UPDATE:

1. Accessibility Standards – Customer Service

In 2008, the Accessibility Standard for Customer Service was the first of five sets of standards to be issued by the Provincial Government in support of the AODA. The Greater Sudbury Police Service is committed to ensuring that all members of the public receive a fair customer service experience that meets their needs.

Status Update:

The Greater Sudbury Police Service has continued to comply with the requirements of the Customer Service Standard as outlined in the 2014-2021 Multi-Year Plan. In addition, the Services has taken several other actions to further compliance with this standard.

- Developed and implemented a *Corporate Services Division S.O.P* outlining the procedure involving “Notifying the Public of a Planned/Unplanned Temporary Disruption.”
- Provided AODA Customer Service Training for all new members and volunteers.
- Updated training records.
- Provided reading glass at the Customer Service counters.
- Developed and implemented a *Corporate Services Division S.O.P* outlining the procedure for “Receiving Feedback from the Public” and continued to review customer feedback and take appropriate action.

2. Integrated Accessibility Standards – General Requirements

In 2011, the Integrated Accessibility Standard Regulation was enacted and it is a consolidation of accessibility standards in the following five areas: General, Information and Communications, Employment, Transportation, and the Built Environment. The General Requirements are regulatory requirements that apply across all standards in this regulation.

Status Update:

- Implemented a revised Accessibility Policy 026 that addresses all the new requirements under the *Integrated Accessibility Standards Ontario Regulation 191/11*. In addition, this policy was made available to the public upon request.
- Developed a 2014-2021 Multi-Year Accessibility Plan that was made available to the public on the Service’s website, or in an accessible format upon request.
- Continued ongoing commitment to In-Service Sensitivity and Awareness Training by providing our members with “Road to Mental Readiness Training.”
- Added additional resources for our members in our “Accessibility” folder including:
 - A large print library - containing accessibility documents available to the public in 16pt, 16pt, and 20pt font

- An audio formats library - containing accessibility documents available to the public in audio format
- Developed a training program on *Ontario Regulation 191/11 Integrated Accessibility Standards* and implemented Service-wide online training; subsequently, all training records have been updated in the Service's OSL system.

3. Integrated Accessibility Standards – Information and Communications

The Greater Sudbury Police Service is committed to ensuring information and communications are made available and in an accessible format for people with disabilities.

Status Update:

- Purchased software to support the development of a Support Library of accessibility documents for the public in alternative formats – including audio and large print documents.
- Developed and implemented a *Corporate Services Division S.O.P.* outlining the procedure for “Providing Alternative Formats to Customers.”
- Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features.
- Participated in the YELLOWCARD Campaign for Special Olympics to end the use of the R-Word in everyday conversation.

4. Integrated Accessibility Standards – Employment Standards

The Greater Sudbury Police Service is committed to inclusive employment practices that ensure the processes of recruiting, hiring, communicating with, and retaining employees with disabilities fulfills the intent of the Ontario Human Rights Code.

Status Update:

The Greater Sudbury Police Service has continued to comply with the requirements of the Employment Standards as outlined in the Multi-Year Accessibility Plan. In addition, the Service has

- Continued to notify employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process. Notice indicated on job postings and on the Greater Sudbury Police Service website

- Continued to select individuals to participate in assessment or recruitment processes to complete a Performance Declaration in order to provide or arrange for suitable accommodations, as required.
- Successful applicants notification includes statement of commitment to policies for accommodating employees with disabilities
- Provided information regarding the provision of job accommodations during the Human Resources Orientation Program
- Continued to provide employees who have informed Human Resources of their personal disability a “Employee Workplace Emergency Response Plan”
- In conjunction with Acclaim Disability Management Services, we have continued to:
 - Develop individual accommodation plans for employees with disabilities
 - Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations
- Continued to institute the same practices and provisions as we use with external applicants, when members compete in the Promotional Competition Process or when being redeployed

5. Integrated Accessibility Standards – Transportation

The Greater Sudbury Police Service does not participate in any activities that fall under the Transportation Standards; therefore this section does not apply to the Service.

6. Design of Public Spaces Standards – Accessibility Standards for the Built Environment

The Accessibility Standards for the Built Environment was the last standard to become law and is also part of the Integrated Accessibility Standards. The Greater Sudbury Police Service is committed to ensuring that new buildings and/or renovations do not create any new barriers for persons with disabilities.

Reviewing and Monitoring the Accessibility Plan

The Greater Sudbury Police Service’s Multi-Year Accessibility Plan will be reviewed and updated at least once every five years. In addition, an Annual Status Report will be completed to document the progress and measures taken to meet the requirements of the Integrated Accessibility Standards Regulation.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 2015
PUBLIC	
SUBJECT: TAKE OUR KIDS TO WORK DAY	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

Take Our Kids to Work is an annual program held in November in which Grade 9 (or equivalent) students are hosted by parents, friends, relatives, and volunteers at workplaces across the country. The program supports career development by helping students connect school, the world of work, and their own futures.

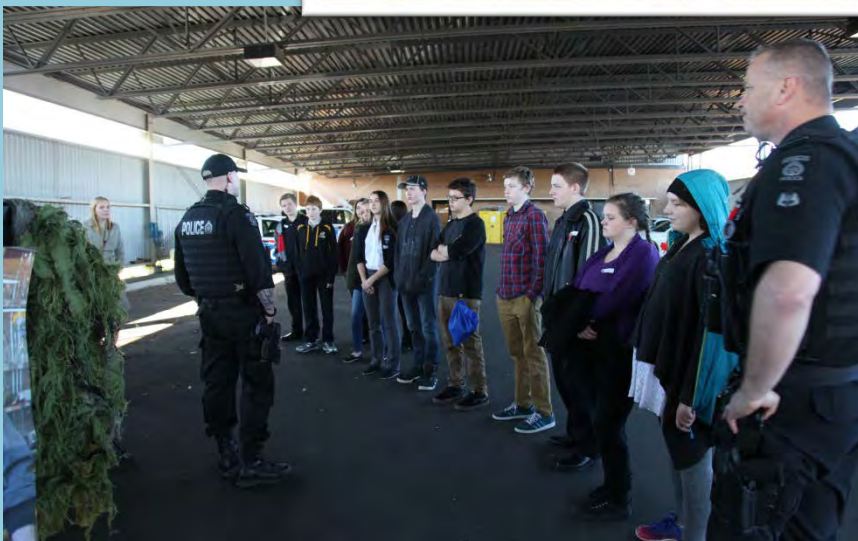
Employers who register for this program are eligible to apply for the Canada's Outstanding Employers Award.

CURRENT SITUATION:

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 Coop and Summer Student programs. Students participated in a number of planned activities where members throughout the service showcased their different professions 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.

2015 TAKE OUR KIDS TO WORK DAY





Take Our Kids to Work™
THE LEARNING PARTNERSHIP

Canada's Outstanding Employers Awards

Thanks for Inspiring Canada's Kids to Imagine Their Future



Take Our Kids to Work™ day at Horizon Utilities Corporation – Hamilton, Ontario.

Congratulations to our award recipients, and **Thank You** to the **75,000** employers across Canada who invited Grade 9 students into their workplaces on The Learning Partnership's **Take Our Kids to Work™** day.

Take Our Kids to Work day is generously supported by



thelearningpartnership.ca/OutstandingEmployers

2015 Recipients:



Aboriginal Peoples
Television Network



Alberta Health
Services

Bell

CBC



Radio-Canada

Fairmont
ROYAL YORK



horizon
UTILITIES Looking beyond™



Énergie NB Power



nexen
A CNOC LIMITED COMPANY



ROYAL ONTARIO
MUSEUM | MUSÉE
ROYAL DE L'ONTARIO

SAMSUNG



*We look forward to your continued
involvement in Take Our Kids to Work day!*





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2015
PUBLIC	
SUBJECT: 2016 ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS MEMBERSHIP	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board approves the annual Ontario Association of Police Services Boards membership fee of \$5,943.80 for the period of January 1 to December 31, 2016.

BACKGROUND:

The Ontario Association of Police Services Boards (OAPSB) is the leading voice of police governance in Ontario. OAPSB serves members and stakeholders as well as the general public by helping local police services boards fulfill their legislated responsibilities, by providing training and networking opportunities, and facilitating the transfer of knowledge, and advocating for improvements in public safety laws and regulations, practices and funding mechanisms.

CURRENT SITUATION:

The Greater Sudbury Police Services Board has received the Ontario Association of Police Services Board membership renewal application for 2016.

At its June 2015 meeting, the OAPSB Board of Directors approved the 2016 membership fee schedule. Board members are encouraged to visit the OAPSB website at www.oapsb.ca.



2016 Membership Dues

Voting Members (Police Services Boards)

Force Size	2016 Membership Dues	HST	Total
1-10	\$630.00	81.90	\$711.90
11-30	\$1,075.00	\$139.75	\$1,214.75
31-50	\$1,310.00	\$170.30	\$1,480.30
51-100	\$2,750.00	\$357.50	\$3,107.50
101-200	\$4,010.00	\$521.30	\$4,531.30
201-300	\$4,635.00	\$602.55	\$5,237.55
Over 300	\$5,260.00	\$683.80	\$5,943.80



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2015
PUBLIC	
SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS 2016 ZONE 1A MEMBERSHIP	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the annual Ontario Association of Police Services Boards Zone 1A membership fee of \$75 for the period of January 1 to December 31, 2016; and further

THAT Member _____ is designated to serve as the Greater Sudbury Police Services Board Zone 1A representative for 2016.

BACKGROUND:

The Ontario Association of Police Service Boards (OAPSB) is divided into zones. Sudbury is part of **Zone 1A** which includes Sault Ste. Marie, Espanola, Timmins, New Liskeard, North Bay, West Nipissing, and OPP Northeast Region.

CURRENT SITUATION:


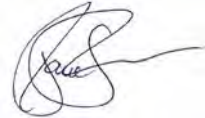
The Greater Sudbury Police Services Board has received their Ontario Association of Police Services Boards Zone 1A membership renewal for 2016. The Board will note that there has been no change to the fees since 2012.

The Board is also asked to appoint a representative to Zone 1A for the 2016 year.

Board members are encouraged to visit the OAPSB website at www.oapsb.ca.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2015
PUBLIC	
SUBJECT: BOARD TRUST FUND REQUEST FOR FUNDING	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

RECOMMENDATION:

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

\$1,000 in support of the 2015 GSPS Men's UNDER 35 Hockey Tournament

\$1,000 in support of the 2015 GSPS Men's OVER 35 Hockey Tournament

BACKGROUND:

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

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

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

.../2

CURRENT SITUATION:

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

2016 GSPS Men's Under 35 Hockey Tournament

The Greater Sudbury Men's Police Hockey Team is comprised of members from the Service under 35 years of age and competes regularly in tournaments in and around Sudbury.

The team has been invited to participate in the International Police Hockey Tournament along with Police Services across Canada, and the United States. This charitable tournament sponsors different selected charities each year. In 2015, the beneficiaries were the Special Olympics Torch Run, Forest Cliff Camp, Hutton House, and the Hicks Family.

The Under 35 Greater Sudbury Men's Police Team is requesting financial support to offset costs of participating in the 55th Annual International Police Hockey Tournament hosted by the Kingston Police Service on February 25-26, 2016.

2015 GSPS Men's Over 35 Hockey Tournament

The Greater Sudbury Police Hockey Team is comprised of members from the Service over 35 years of age and competes regularly in tournaments.

The team has been invited to participate in one of the most prestigious tournaments, the Niagara Falls Customs / Tender Wishes Hockey Tournament. This charitable event raises money for the 'Tender Wish Foundation' which grants wishes to children with serious or life-threatening illnesses.

The Over 35 Greater Sudbury Men's Police Team is requesting financial support to offset costs of participating in the 39th Annual Hockey Tournament hosted by the Niagara Falls Police Service on February 18-19, 2016.

GSPS MEN'S OVER 35 HOCKEY TEAM

2014 Tender Wishes Canada Customs Tournament


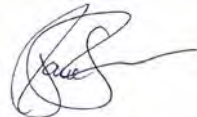


**Constable Ward
Caldbick
(recently retired)
accepts the
championship
trophy on behalf
of the GSPS Team.**





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 2015
PUBLIC	
SUBJECT: OAPSB CORRESPONDENCE	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

Fred Kaustinen, Executive Director of the OAPSB forwarded correspondence from Prime Minister Trudeau to Ralph Goodale, MP for Regina-Wascana and Minister of Public Safety and Emergency Preparedness. The letter outlines the Government commitments and goals to keeping Canadians safe.

The Letter is attached for your review.

MINISTER OF PUBLIC SAFETY AND EMERGENCY PREPAREDNESS MANDATE LETTER



Dear Mr. Goodale:

I am honoured that you have agreed to serve Canadians as Minister of Public Safety and Emergency Preparedness.

We have promised Canadians a government that will bring real change – in both what we do and how we do it. Canadians sent a clear message in this election, and our platform offered a new, ambitious plan for a strong and growing middle class. Canadians expect us to fulfill our commitments, and it is my expectation that you will do your part in delivering on those promises to Canadians.

We made a commitment to invest in growing our economy, strengthening the middle class, and helping those working hard to join it. We committed to provide more direct help to those who need it by giving less to those who do not. We committed to public investment as the best way to spur economic growth, job creation, and broad-based prosperity. We committed to a responsible, transparent fiscal plan for challenging economic times.

I expect Canadians to hold us accountable for delivering these commitments, and I expect all ministers to do their part – individually and collectively – to improve economic opportunity and security for Canadians.

It is my expectation that we will deliver real results and professional government to Canadians. To ensure that we have a strong focus on results, I will expect Cabinet committees and individual ministers to: track and report on the progress of our

commitments; assess the effectiveness of our work; and align our resources with priorities, in order to get the results we want and Canadians deserve.

If we are to tackle the real challenges we face as a country – from a struggling middle class to the threat of climate change – Canadians need to have faith in their government's honesty and willingness to listen. I expect that our work will be informed by performance measurement, evidence, and feedback from Canadians. We will direct our resources to those initiatives that are having the greatest, positive impact on the lives of Canadians, and that will allow us to meet our commitments to them. I expect you to report regularly on your progress toward fulfilling our commitments and to help develop effective measures that assess the impact of the organizations for which you are answerable.

I made a personal commitment to bring new leadership and a new tone to Ottawa. We made a commitment to Canadians to pursue our goals with a renewed sense of collaboration. Improved partnerships with provincial, territorial, and municipal governments are essential to deliver the real, positive change that we promised Canadians. No relationship is more important to me and to Canada than the one with Indigenous Peoples. It is time for a renewed, nation-to-nation relationship with Indigenous Peoples, based on recognition of rights, respect, co-operation, and partnership.

We have also committed to set a higher bar for openness and transparency in government. It is time to shine more light on government to ensure it remains focused on the people it serves. Government and its information should be open by default. If we want Canadians to trust their government, we need a government that trusts Canadians. It is important that we acknowledge mistakes when we make them. Canadians do not expect us to be perfect – they expect us to be honest, open, and sincere in our efforts to serve the public interest.

Our platform guides our government. Over the course of our four-year mandate, I expect us to deliver on all of our commitments. It is our collective responsibility to ensure that we fulfill our promises, while living within our fiscal plan. Other issues will arise or will be brought to our attention by Canadians, stakeholders, and the public service. It is my expectation that you will engage constructively and thoughtfully and add priorities to your agenda when appropriate.

As Minister, you will be held accountable for our commitment to bring a different style of leadership to government. This will include: close collaboration with your colleagues; meaningful engagement with Opposition Members of Parliament, Parliamentary Committees and the public service; constructive dialogue with Canadians, civil society, and stakeholders, including business, organized labour, the broader public sector, and the not-for-profit and charitable sectors; and identifying ways to find solutions and avoid escalating conflicts unnecessarily. As well, members of the Parliamentary Press Gallery, indeed all journalists in Canada and abroad, are professionals who, by asking necessary questions, contribute in an important way to the democratic process. Your professionalism and engagement with them is essential.

Canadians expect us, in our work, to reflect the values we all embrace: inclusion, honesty, hard work, fiscal prudence, and generosity of spirit. We will be a government that governs for all Canadians, and I expect you, in your work, to bring Canadians together.

You are expected to do your part to fulfill our government's commitment to transparent, merit-based appointments, to help ensure gender parity and that Indigenous Canadians and minority groups are better reflected in positions of leadership.

As Minister of Public Safety and Emergency Preparedness, your overarching goal will be to lead our government's work in ensuring that we are keeping Canadians safe. This goal must be pursued while protecting the rights of Canadians, and with an appreciation that threats to public security arise from many sources, including natural disasters, inadequate regulations, crime, terrorism, weather-related emergencies, and public health emergencies. I will expect you to work with your colleagues to ensure a close link between defence policy, foreign policy, and national security.

In particular, I will expect you to work with your colleagues and through established legislative, regulatory, and Cabinet processes to deliver on your top priorities:

- Assist the Leader of the Government in the House of Commons in the creation of a statutory committee of Parliamentarians with special access to classified

information to review government departments and agencies with national security responsibilities.

- Work to repeal, in collaboration with the Minister of Justice, the problematic elements of Bill C-51 and introduce new legislation that strengthens accountability with respect to national security and better balances collective security with rights and freedoms.
- Create an Office of the Community Outreach and Counter-radicalization Coordinator.
- Lead a review of existing measures to protect Canadians and our critical infrastructure from cyber-threats, in collaboration with the Minister of National Defence, the Minister of Innovation, Science and Economic Development, the Minister of Infrastructure and Communities, the Minister of Public Services and Procurement, and the President of the Treasury Board.
- Take action to get handguns and assault weapons off our streets by working with the Minister of Justice to strengthen controls on hand-guns and assault weapons, including by repealing some elements of Bill C-42.
- Enhance compensation benefits for public safety officers who are permanently disabled or killed in the line of duty, including the creation of a compensation benefit for firefighters, police officers, and paramedics.
- Work with provinces and territories and the Minister of Health to develop a coordinated national action plan on post-traumatic stress disorder, which disproportionately affects public safety officers.
- Restore funding to provinces and territories to support Heavy Urban Search and Rescue teams.
- Work with provinces and territories, Indigenous Peoples, and municipalities to develop a comprehensive action plan that allows Canada to better predict, prepare for, and respond to weather-related emergencies and natural disasters.
- Support the Minister of Justice and the Minister of Health on efforts that will lead to the legalization and regulation of marijuana.
- Work with the Minister of Justice and the Minister of Indigenous and Northern Affairs to address gaps in services to Indigenous Peoples and those with mental illness throughout the criminal justice system.
- Take action to ensure that the RCMP and all other parts of your portfolio are workplaces free from harassment and sexual violence.

These priorities draw heavily from our election platform commitments. The government's agenda will be further articulated through Cabinet discussions and in the Speech from the Throne when Parliament opens.

I expect you to work closely with your Deputy Minister and his or her senior officials to ensure that the ongoing work of your department is undertaken in a professional manner and that decisions are made in the public interest. Your Deputy Minister will brief you on issues your department may be facing that may require decisions to be made quickly. It is my expectation that you will apply our values and principles to these decisions, so that issues facing your department are dealt with in a timely and responsible manner, and in a way that is consistent with the overall direction of our government.

Our ability, as a government, to successfully implement our platform depends on our ability to thoughtfully consider the professional, non-partisan advice of public servants. Each and every time a government employee comes to work, they do so in service to Canada, with a goal of improving our country and the lives of all Canadians. I expect you to establish a collaborative working relationship with your Deputy Minister, whose role, and the role of public servants under his or her direction, is to support you in the performance of your responsibilities.

In the coming weeks, the Privy Council Office (PCO) will be contacting you to set up a meeting with PCO officials, your Deputy Minister and the Prime Minister's Office to further discuss your plans, commitments and priorities.

We have committed to an open, honest government that is accountable to Canadians, lives up to the highest ethical standards, and applies the utmost care and prudence in the handling of public funds. I expect you to embody these values in your work and observe the highest ethical standards in everything you do. When dealing with our Cabinet colleagues, Parliament, stakeholders, or the public, it is important that your behaviour and decisions meet Canadians' well-founded expectations of our government. I want Canadians to look on their own government with pride and trust.

As Minister, you must ensure that you are aware of and fully compliant with the *Conflict of Interest Act* and Treasury Board policies and guidelines. You will be provided with a copy of *Open and Accountable Government* to assist you as you undertake your responsibilities. I ask that you carefully read it and ensure that your staff does so as well. I draw your attention in particular to the Ethical Guidelines set out in Annex A of that document, which apply to you and your staff. As noted in the

Guidelines, you must uphold the highest standards of honesty and impartiality, and both the performance of your official duties and the arrangement of your private affairs should bear the closest public scrutiny. This is an obligation that is not fully discharged by simply acting within the law. Please also review the areas of *Open and Accountable Government* that we have expanded or strengthened, including the guidance on non-partisan use of departmental communications resources and the new code of conduct for exempt staff.

I know I can count on you to fulfill the important responsibilities entrusted in you. In turn, please know that you can count on me to support you every day in your role as Minister.

I am deeply grateful to have this opportunity to serve with you as we build an even greater country. Together, we will work tirelessly to honour the trust Canadians have given us.

Yours sincerely,


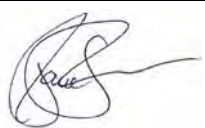
A handwritten signature in blue ink, appearing to be 'Justin Trudeau', with a stylized flourish at the end.

Rt. Hon. Justin Trudeau, P.C., M.P.
Prime Minister of Canada

- See more at: <http://pm.gc.ca/eng/minister-public-safety-and-emergency-preparedness-mandate-letter#sthash.u2sMeAbi.dpuf>



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 2015
PUBLIC	
SUBJECT: CORRESPONDENCE	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

A letter of appreciation was received from the Azilda Lions Club acknowledging receipt of a donation to their 2015 'Keep Them Warm Program'. "We were able to assist over 100 children this year. The children and their parents are most thankful."

A letter of appreciation was received from 'Our Children Our Future' acknowledging receipt of a donation to their 2016 Calendar of Life in support of the Infant Food Cupboard and Food Security Program. "Your financial sponsorship is greatly appreciated. Thank you."

A card of appreciation was received from Health Sciences North acknowledging receipt of a donation to their 2015-2016 PARTY Program. "With your support, this program continues to educate youth in the community about the ramifications of drinking and driving, texting while driving, and other distracted driving."



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 2015
PUBLIC	
SUBJECT: NOTES OF APPRECIATION	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

CURRENT SITUATION:

An email was received from the Marymount School of Nursing Alumni thanking CSP Lisa Jensen and Constable Chantal St. Martin for attending to speak to their Alumni. "The presentation was very informative and greatly appreciated."

A message of thanks was received from a resident who received a quick response to a fraud call from CSP Ashley Laberge. "I was happy to tell him about the new Community Service Personnel Program and the ability to assist Uniform officers. He expressed his gratitude and thought this was a wonderful initiative."

A letter was received from a Sudbury family thanking the Service for their actions in response to a home alarm. They had missed the alarm and the phone call from the security company. Constables Tyler Koop, Elise Guerin, and George Szymanski attended to ensure their safety. "Officers did a thorough search and were so professional and kind. They made us feel better about a scary and potentially dangerous situation. We truly appreciate the police service."

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SUBJECT: NOTES OF APPRECIATION	Page 2
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An email message was received from Danny Minor, Principal Alliance St. Joseph School Chelmsford, extending his sincere appreciation for the staff of the Service. Police responded to a suspicious person in a timely, appropriate, and compassionate manner. He had kind words for Constable Marc Belanger, Communication Centre dispatchers, and Detectives.

An email message was received from a resident acknowledging the Traffic Unit and specifically Sergeant Steve Russell and Constable Dann Kingsley. "They were a testament to the good things that your members do on a daily basis. They treated me with respect and did their best to rectify the situation with limited resources. Thank you for the great service to our community. Keep up the good work."



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 2015
PUBLIC	
SUBJECT: 2016 SUDBURY RAINBOW CRIME STOPPERS MONTH	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

Sudbury Rainbow Crime Stoppers is a partnership of the public, the police, and the media that provides the community with a proactive program for people to anonymously assist in the solving of crime and contributing to an improved quality of life in our community.

Crime Stoppers is based on the simple principle that for every crime committed, someone other than the criminal has information that would solve the crime.

Sudbury Rainbow Crime Stoppers is one of the most effective programs in Canada. Since its inception, they have assisted law enforcement agencies to solve over 3,710 cases and recover over \$46 million dollars of stolen property and drugs.

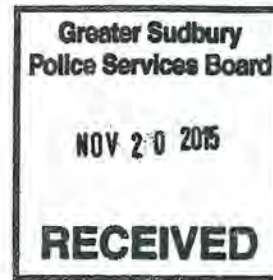
Crime Stoppers relies solely on the generosity of the community to operate programs and pay tipsters for information received.

CURRENT SITUATION:

January will be proclaimed as Crime Stoppers Month on Wednesday January 13, 2016 at 10:00 a.m. in the Alex McCauley Boardroom, 5th floor at Police headquarters. All Board Members are invited to attend.

Greater Sudbury Police Services Board
190 Brady Street
Sudbury, ON
P3E 1C7

November 19th, 2015



SUDBURY RAINBOW
CRIME 
STOPPERS

Dear Greater Sudbury Police Services Board Members,

The New Year will signal Crime Stoppers Month for Programs around the world. The official proclamation of **January as Crime Stoppers month** gives community leaders the opportunity to recognize the efforts of the more than 1,200 programs in 23 countries around the world in battling crime and maintaining safe communities.

In our community Crime Stoppers has had a direct impact on crime. Anonymous callers are helping police make arrests in cases which in the past may have gone unsolved. Since inception in 1987, Sudbury Rainbow Crime Stoppers tipsters have helped solve over 3,710 cases and assisted in the recovery of over 46 million in cash, property and drugs making our Program one of the most effective Crime Stoppers Programs in Canada.

It is important to commemorate January as Crime Stoppers Month to highlight the success achieved by our local Program and to acknowledge the individuals and organizations that have assisted Crime Stoppers throughout the year.

We invite the Board Members of the Greater Sudbury Police Services Board to attend and should you wish designate a representative to speak about your support of Crime Stoppers at the Proclamation of January as **Crime Stoppers Month on Wednesday, January 13th, 2016 at 10:00 a.m. at the Greater Sudbury Police Service in the Alex McCauley Boardroom.** Officials from the City of Greater Sudbury, RCMP, OPP, Greater Sudbury Police Service, Ministry of Natural Resources, Directors from Sudbury Rainbow Crime Stoppers and local media will be in attendance at this important event.

Please contact Deborah Rousseau to confirm your availability to attend at 705-675-9171 ext: 5692 or sudburycrimestoppers@vianet.ca.

Regards,

A handwritten signature in black ink, appearing to read "Peter Marunchak".

Peter Marunchak
President