



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY January 14, 2015 4:00 P.M.
Tom Davies Square - Room C-11

PUBLIC AGENDA

Item #		Page (s)
1	Motion to Meet IN CAMERA	
2	Matters Arising from In Camera Session	
3	Roll Call	
4	Declarations of Conflict of Interest	
5	Adoption of Minutes - December 11, 2014	
6	Motion to Accept Agenda	
7	2015 Board Elections Chair/Vice Chair	
8	Police Governance and Role of Police Services Board Presentation - Glenn Christie	
9	Community Drug Strategy - A Call to Action	1 - 6
10	Room Naming Policy Revision	7 - 15
11	Appointment of Auxiliary Officers	16 - 17
12	Staffing / Deployment Update	18 - 21
13	2014 Annual Report on Secondary Activities	22 - 24
14	2014 Board Expenses	25 - 27
15	2015 CAPG Membership Renewal	28 - 31
16	2015 PAO Labour Conference	32 - 33
17	Disposition of Found/Seized Money	34 - 35
18	Chief's Youth Initiative Fund	36 - 39
	- 2015 Send a Kid to Camp Program	
19	Community Safety and Well-being Planning	40 - 44
20	2015 Crime Stoppers Gala	45 - 46



Continued next page

21	Inspector Updates - Deputy Lekun	
22	Notes of Appreciation	47
23	Correspondence	48
24	New Business	

Next meeting Wednesday February 11, 2015



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR ENDORSEMENT	DATE: January 7, 2015
PUBLIC	
SUBJECT: COMMUNITY DRUG STRATEGY – A CALL TO ACTION	
Recommended by: Allan Lekun Deputy Chief of Police 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board endorses the ‘Community Drug Strategy – A Call to Action’ collaborative initiative.

BACKGROUND:

The Sudbury and District Health Unit and the Greater Sudbury Police Service as well as our numerous community partners and service agencies recognize that substance misuse impacts everyone in our community. From the challenges of keeping medications away from children and teens, alcohol misuse in teens and adults, experimentation with substances and addictions, misuse and diversion of prescription drugs for illicit purposes, misuse of substances and use of illicit substances that contribute to overdose deaths and acquisitive crimes such as thefts, break and enters, and other crimes of violence, to drinking and driving deaths, substance misuse affects all of society. These situations can decrease a community’s sense of safety, security, and wellbeing. As well, the economic burden of substance misuse contributes needlessly to increased and preventable social costs in the health care, law enforcement, and criminal justice systems. With an engaged community, collectively we can make a difference.

Since 2010, over 50 community agencies and people with lived experiences in the City of Greater Sudbury openly shared their experiences, thoughts, and concerns about the prevention and harms of and solutions for drug and alcohol misuse.

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With financial assistance provided through a Safer and Vital Communities grant and the Ontario Trillium Foundation, a Steering Committee was formed whose task was to develop a Community Drug Strategy for Greater Sudbury.

CURRENT SITUATION

The Sudbury and District Health Unit and the Greater Sudbury Police Service on behalf of the Community Drug Strategy Steering Committee, are proud to release the first comprehensive Community Drug Strategy of the City of Greater Sudbury.

Consistent with the philosophy of ‘Our Shared Commitment’ to community safety and wellbeing, the involved agencies and individuals envision a community working together to improve the health, safety, and wellbeing of all individuals, families, neighbourhoods, and communities in the City of Greater Sudbury by reducing the incidence of drug use and creating a society increasingly free of the range of harms associated with substance misuse.

The Community Drug Strategy is a Call to Action providing a community focused strategic map to address the issue of substance misuse. This call to action will require the collective efforts of all members of our community including service providers, public and private institutions, and citizens. This multi-partner and multi-dimensional approach is built upon five foundations as follows:

- ✓ health promotion and prevention of drug misuse,
- ✓ treatment,
- ✓ harm reduction,
- ✓ enforcement and justice, and
- ✓ sustaining relationships.

The group is seeking the Police Services Board’s endorsement of this collaborative initiative and related document. Once endorsement has been received from the Greater Sudbury Police Services Board, the Sudbury and District Health Unit along with the Steering Committee will bring the report forward to City Council and ask for their endorsement and support of the Community Drug Strategy.

The Drug Strategy Executive Summary is attached for review.

Community Drug Strategy

for the City of Greater Sudbury



A Call to Action

Substance misuse affects everyone. From the challenges of keeping medications away from children and teens to alcohol misuse in teens and adults; to experimentation with substances and addictions, and accidental poisonings – substance misuse affects all of society.

Experimentation with alcohol, marijuana and other drugs can lead to decisions that put lives at risk. While prescription drugs are intended to restore and maintain health, they can lead to addiction, crime, financial burdens and injury when not used as prescribed. Illegal drugs and related crimes are a source of fear and destruction in our communities. Each year, drinking and driving kills and injures people in our community. The economic impact of substance misuse contributes to preventable social costs. These include costs to the individual's health and wellbeing and costs to health, enforcement and justice systems.

However we are making a difference.

Pregnant moms are aware of the potential harmful effects of drugs on their unborn babies, therefore they avoid drugs. Parents keep medication out of reach of their children. Educators and parents implement programs to build resiliency in youth to help them make decisions to avoid the dangers of experimenting with drugs. Doctors and pharmacists remind their clients about the risks of misusing prescribed drugs. Friends stop friends from driving impaired.

And we know that we can all do more. We can:

- Learn about drugs that are commonly misused.
- Talk to your family and neighbours about what we have learned.
- Dispose of any old or unused medications.
- Get involved. Our ideas can help find solutions to prevent the initiation of and the harms associated with drug use.
- Let people know we care if we are concerned about their use of substances.
- Seek professional help for ourselves or someone we love.

Together, across all sectors and with an engaged community, we can make a difference.

This Community Drug Strategy report has been created through extensive consultation and provides guidance for our next steps. It is our collective **CALL TO ACTION**.

Vision

A community working together to improve the health, safety, and well-being of all individuals, families, neighbourhoods, and communities in the City of Greater Sudbury by reducing the incidence of drug use and creating a society increasingly free of the range of harms associated with substance misuse.

Goals

To fulfill this vision we will actively work to:

- Improve community health and address drug-related issues by increasing public awareness of drug use and misuse as a health issue, by providing a range of services including treatment and harm reduction and encouraging a developmental asset building approach to prevention and community development.
- Increase community safety across the City of Greater Sudbury by implementing evidence-informed, drug-related crime prevention initiatives.
- Encourage partnerships among municipal government, academia, legal, health and human services sectors, the private sector, and the community to share the responsibility for the development and implementation of substance-related strategies and responses.
- Ensure ongoing monitoring and evaluation of this strategy.
- Encourage all levels of government to take action and responsibility for their elements of the framework within their respective jurisdiction.

Five (5) Foundations

Every building needs a solid foundation. Our drug strategy will be built on five foundations that will be integrated into the plan forming both the support and the structure of our Community Drug Strategy.

Health Promotion and Prevention of Drug Misuse

involves providing coordinated, evidence-informed education, awareness-raising activities, developmental asset building approaches to improve youth resiliency and strengthening local policies related to the prevention of drug misuse and its impacts.

Treatment

provides a continuum of necessary interventions and supports to help people regain their health through harm reduction and possible abstinence from drug use.

Harm Reduction

provides strategies to reduce drug-related harm without requiring the cessation of drug use. Interventions may be targeted at the individual, family, community, or society.

Enforcement and Justice

work together to strengthen community safety by responding to crimes and community disorder issues associated with legal and illegal drugs.

Sustaining Relationships

encourage the development of partnerships between the community, sector organizations, and all levels of government.

Ten (10) Guiding Principles

The following principles reflect the key values and beliefs that shape and direct the actions of the Community Drug Strategy for the City of Greater Sudbury:

Socially Just

The equality, dignity, rights, and choices of individuals, families, neighbourhoods, and communities are respected.

Acceptance

A person's choice to use or not to use substances is accepted as fact.

Diversity

The diversity of people is recognized and incorporated into our responses to substance use issues.

Equitable Access

Universal access to appropriate, acceptable services and resources across the city is promoted and ensured.

Participation

People are involved in a meaningful way in the development, delivery, and evaluation of research and programs that are intended to serve them.

Partnership

All levels of government, academia, legal and human services sectors, the private sector, and the community share the responsibility to develop and implement strategies and responses.

Determinants of Health and Health Equity

Strategies address the range of conditions that affect physical, emotional, psychological and spiritual health including safe environment, adequate income, education, appropriate shelter and housing, access to health care, safe and nutritious food, peace, equity, and social justice. Equity in health is promoted.

continue to page 4

Drug Use Facts in The City of Greater Sudbury

In 2013, **400** EMS calls were made for **drug overdoses** while



1020 calls

were made for **alcohol intoxication**¹



14%



of residents* reported using some kind of **illicit drug** in the last 12 months²

41%



of residents* admit to having used **illicit drugs at some point** in their lifetime²

52%

of residents* have **tried marijuana** at least once in their lifetime²

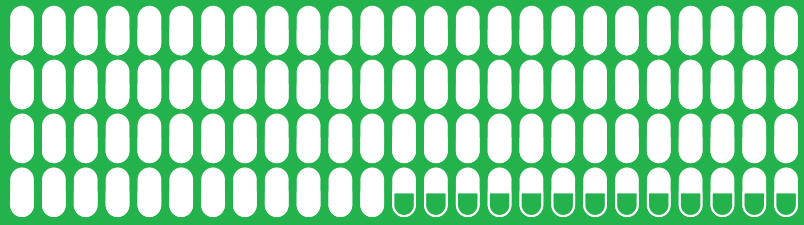


549 drug offences

were laid in 2013³



34% of students* reported **using at least one illicit drug** in the previous 12 months



87% of **student users of opioid pain relievers*** reported **getting the pills at home**⁴

Balance

Initiatives will be balanced to ensure investments are appropriate across the four strategies of prevention, harm reduction, treatment and enforcement.

Accountability and Transparency

Clearly defined methods are in place for demonstrating accountability and transparency toward all stakeholders in relation to drug use.

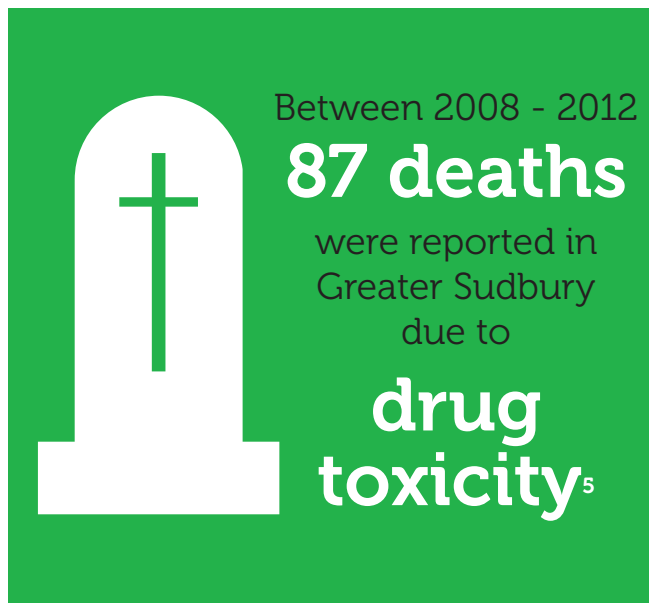
Building Assets

Community and individual strengths are used to build capacity of the community.

Nine (9) Key Priorities

1. The City of Greater Sudbury implements actions to reduce harms associated with substance use.
2. The City of Greater Sudbury is an inclusive city with accessible and appropriate services for its diverse population.
3. All people in the City of Greater Sudbury have access to safe, appropriate and affordable shelter and housing.
4. All levels of government set public policy and determine spending priorities that support optimal health for all citizens.
5. All people in the City of Greater Sudbury have optimal success and health.
6. People who use substances have optimal physical, social, emotional, mental and spiritual health.
7. People with substance addictions can get well.
8. Community members are safe in their neighbourhoods.
9. Government, businesses, agencies, neighbourhoods, families and all people work collaboratively and in partnership to build safe and supportive environments.

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Together, we can make a difference.



To learn more contact the Sudbury and District Health Unit by phone at 705.522.9200 or email us at drugstrategy@sdhu.com

1. City of Greater Sudbury, Emergency Medical Services. (2013). *Service call data*. (J. Amyotte: Personal Communication, 2013).
2. Statistics Canada. (2009-2012). Canadian Community Health Survey (CCHS). Analysed by the Sudbury & District Health Unit (SDHU) July 2014.
3. Greater Sudbury Police Service. (2014). Crime Data-City of Greater Sudbury. (R. Keetch: Personal Communication, 2014).
4. Centre for Mental Health and Addiction. (CMHA). (2013). *Drug use among Ontario students, 1977-2013: Detailed OSDUHS findings*. Toronto, ON. Retrieved from: http://www.camh.ca/en/research/news_and_publications/ontario-student-drug-use-and-health-survey/Documents/2013%20OSDUHS%20Docs/2013OSDUHS_Detailed_DrugUseReport.pdf.
5. Office of the Chief Coroner for Ontario. (2014). *Acute Toxicity Statistics for Greater Sudbury (City)*.

*includes residents in the City of Greater Sudbury and Sudbury and Manitoulin districts.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 7, 2015
PUBLIC	
SUBJECT: COMMEMORATIVE NAMING OF POLICE BUILDING ROOMS POLICY- REVISION	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approve the revisions to the Commemorative Naming of Police Building Rooms Policy GSPSB – POLICY 023

BACKGROUND:

In November 2014, the Board approved the Commemorative Naming of Police Building Rooms Policy GSPSB – POLICY 023. The Committee held its first meeting on December 4, 2014 and approved the naming of the Police Services Board Room in honour of Retired Chief of Police Alex McCauley.

The official naming ceremony was held on December 22, 2014 before friends, family and colleagues. The event truly signified our proud tradition of recognizing individuals for outstanding accomplishments, involvement, or work with the police. Alex McCauley was indeed humbled and honoured.

During Committee deliberations, there were further discussion on the call for nominations for room naming and the timeline for the process of review, recommendation, and ceremonial unveiling.

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SUBJECT: COMMEMORATIVE NAMING OF POLICE BUILDING ROOMS POLICY- REVISION	Page 2
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CURRENT SITUATION:

The Commemorative Naming of Police Building Rooms Policy GSPSB – POLICY 023 has been reviewed, revised, and updated in the context of committee recommendations in the form as attached.



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: COMMEMORATIVE NAMING OF POLICE BUILDING ROOMS	NUMBER: GSPSB – POLICY 023
ORIGINATING DATE: November 13, 2014	REVISED DATE:
REPORTING REQUIREMENTS: As Required.	

1. **INTRODUCTION:**

- (1) The naming of rooms located within police facilities is important for public awareness, promotion, and recognition of individuals for outstanding accomplishments, involvement or work with the police. The Greater Sudbury Police Service is committed to providing a fair, consistent and efficient process for the commemorative naming of police rooms in police facilities after a person, persons, family name or event.
- (2) This policy sets out a framework and provides direction for the Police Services Board and to the Chief of Police, regarding considerations and processes for the naming of parts of police facilities, owned by the City of Greater Sudbury.
- (3) In preparing the policy, the City of Greater Sudbury’s By-law 2012-256 a By-Law of the City of Greater Sudbury to Adopt a Building, Property and Park Naming Policy has been used as a guide.

2. **SCOPE:**

- (1) Commemorative naming will apply solely to the naming of parts of police facilities and interior rooms, such as meeting rooms, only for as long as the buildings are used for police purposes. For greater clarity, the policy shall not be used to name entire buildings occupied by police.
- (2) Further, the policy does not apply to other City-owned buildings that may contain a lesser police presence, such as a community centre in which a police storefront or drop-in centre is located.

3. **PURPOSE:**

The main objectives of this policy are to ensure:

- (1) A clear, efficient and timely commemorative naming process for rooms located in police occupied facilities;

- (2) The application of consistent criteria to determine the validity of a commemorative name;
- (3) The application of a consultation process and community participation if warranted;
- (4) One central repository for all commemorative naming requests;
- (5) An appropriate approval process that recognizes the importance of the role played by the Police Services Board;
- (6) Consistency with the guidelines as set out in the *City of Greater Sudbury By-law 2012-256*.

4. **APPLICATION:**

Any member of the public, Police Services Board or Police Service (through the Chief) may submit a nomination for commemorative naming of part of a police facility or room.

5. **DEFINITION - COMMEMORATIVE:**

For the purpose of this policy, Commemorative shall refer to the official naming of a room located within a police occupied facility to commemorate or perpetuate the memory of a person, persons, family name or event.

6. **ASSESSMENT CRITERIA:**

When the naming of a police room is being requested, at least one of the following criteria shall apply:

- (1) The nominated individual is a former member of the Police Service recognized for exemplary leadership, extraordinary distinction or dedication to the Service, for example, a retired Chief of Police;
- (2) The nominated individual shall have demonstrated excellence, courage or exceptional service to the citizens of the City of Greater Sudbury, the Province of Ontario and/or Canada;
- (3) The nominated individual has made significant contributions to public life in general;
- (4) The nominated individual shall have an extraordinary community service record with regard to policing and public safety;
- (5) The nominated individual shall have worked to foster equality and reduce discrimination;

- (6) Where the nominated individual is a current Police employee, the individual shall have made an outstanding contribution to the Greater Sudbury Police Service outside of her/his capacity and duties as a Police employee, or they may be recognized for their exceptional service once they are no longer a Police employee; this would apply only in exceptional circumstances;
- (7) An individual may be recognized for a significant financial contribution to a facility, where that contribution significantly benefits the community that the facility serves;
- (8) The nominated name has historical significance;
- (9) The nominated individual shall not stand to benefit financially from any such naming.

7. **COMMEMORATIVE NAMING OF POLICE BUILDING ROOMS COMMITTEE:**

- (1) The naming of police facilities/rooms shall be managed by The Commemorative Naming of Police Building Rooms Committee (CNPBRC). The CNPBRC shall be composed of the following representatives (or their designate):
 - (a) The Chair of the Police Services Board and one other member as appointed by the Board;
 - (b) The Chief of Police or Designate;
 - (c) Superintendent;
 - (d) Chief Administrative Officer; and
 - (e) Manager of Budget and Material Resources
 - (f) Police Association President or Designate
- (2) Meetings will be held in-camera, in accordance with the *Police Services Act* exemption for matters pertaining to an identifiable individual.
- (3) **The CNPBRC shall meet no later than March of each year to review all nominations rendered during the previous year and to make recommendations, if any, on such naming(s) to proceed.**

8. **APPLICATION:**

- (1) **Applications will be accepted anytime throughout the year.**
- (2) **A Call For Nominations will be issued publicly in October of each year with a closing date of the end of November.**
- (3) A Greater Sudbury Police Service [Commemorative Naming of Police Building Rooms Application Form](#) must be completed and submitted to the Office of the Chief of Police.
- (4) The application must clearly state the actual name/organization in which the naming is being requested.

- (5) For applications made from members of the public/business/organizations all costs of establishing the name such as advertising, background checks, signage, special event etc. shall be made known to the applicant at the time the application is filed. A deposit will be collected at that time.

9. **REVIEW PROCESS:**

The commemorative naming process for police rooms will involve a different course of action depending on the circumstances surrounding the request/requirement for naming. The following outlines three possible circumstances under this policy with respect to commemorative naming:

(1) **COMMEMORATIVE NAMING PROCESS: EXTERNAL APPLICATIONS:**

(a) **Receipt of a Nomination/Application:**

All requests for commemorative naming are to be submitted in writing by completing the Greater Sudbury Police Service [Commemorative Naming of Police Building Rooms Application Form](#); such applications shall contain supporting documentation including references, media clippings, petitions, letters and possibly a petition providing substantial support for the request.

(b) **Processing of the Nomination/Application:**

Processing the application will involve confirmation of criteria, reference checks, discussion with the applicant and applicable Divisions within the Service, initial meeting of the Naming Committee, public consultation for a 60-day period, compiling consultation results, and reconvening a meeting of the Naming Committee to review the public consultation results and departmental comments, in order to reach a decision for recommendation to the Board.

(c) **Board Approval:**

After the Naming Committee has reached a decision, an *in-camera* report will be prepared for the Board. The Board shall have the final determination on the approval of such commemorative naming.

(d) **Implementation of Approved Nomination:**

Following Board approval, implementation of the approved commemorative name is undertaken. This involves final notification to the nominee and nominator, preparation of an official letter signed by the Board Chair and Chief, and an official unveiling ceremony will be convened **and held generally during Police Week.**

(2) COMMEMORATIVE NAMING PROCESS: INTERNAL APPLICATIONS:

(a) Receipt of a Nomination/Application:

All requests for commemorative naming are to be submitted in writing to the Chief of Police by completing the Greater Sudbury Police Service [Commemorative Naming of Police Building Rooms Application Form](#) and supporting documentation.

(b) Processing of the Nomination/Application:

Processing the application will involve confirmation of criteria, reference checks (if applicable), discussion with the applicant and in consultation with Divisions within the Service. A meeting of the Naming Committee will be convened to review the application and reach a decision for recommendation to the Board.

(c) Board Approval:

After the Naming Committee has reached a decision, an *in camera* report will be prepared for the Board. The Board shall have the final determination on the approval of such commemorative naming.

(d) Implementation of Approved Nomination:

Following Board approval, implementation of the approved commemorative name is undertaken. This involves final notification to the nominee and nominator, preparation of an official letter signed by the Board Chair and Chief, and an official unveiling ceremony will be convened **and held generally during Police Week**.

(3) COMMEMORATIVE NAMING PROCESS: COMMEMORATIVE NAMES RESERVE LIST:

Similar to the process outlined in sub-section 9(1), a name may be submitted that is not site or venue specific. In this regard, the application will undergo the same process with respect to criteria evaluation and investigation. The Naming Committee will discuss possible options and suitability with the nominator. If a site and/or geographic location is not determined through these discussions, the name will be placed on a Commemorative Names Reserve List.

10. PUBLIC CONSULTATION:

- (1) In processing external applications in accordance with sub-section 9(1), Public Consultation shall be undertaken. Such consultation shall be in accordance with the size and scope of the room being named.

- (2) Consultation may consist of formal written notification of the proposed name to the ward affected community associations, applicable consultative groups and Greater Sudbury Police Service advisory groups (where appropriate) for comment. A public meeting may be held to review the name request in more detail. The meeting shall occur in the community as close as possible to the facility in which the room is located. The applicant will be in attendance to review the name request and respond to inquiries.
- (3) Advertisements may be placed in applicable community newspapers and other electronic means, where appropriate, and on the Service's Web site. The public consultation period shall last two months, or 60 calendar days.
- (4) Public consultation is required as the issue of commemorative naming of police rooms that directly affects citizens and provides identity to the communities in which they live. Through public consultation at the community and city-wide level, residents will be able to ensure they maintain a strong connection to their communities and will be able to gain a better understanding of the individual who has been nominated for commemoration. Statistical information on comments received under consultation will be provided upon request. However, specifics and written comments received will only be available to the Naming Committee. The Naming Committee shall then review the application in its entirety and in the context feedback received through the public consultation process.

11. **COMMEMORATIVE NAMES RESERVE LIST MAINTENANCE AND USE:**

- (1) The Executive Assistant to the Police Services Board shall maintain a list names for future consideration. There shall be no prioritization system of commemorative names on the list. Nominators are free to designate the name for use in a specific police facility/room at the time of nomination if they chose.
- (2) The List shall be made available on request to any interested party, although the results of the investigations of the naming requests shall remain confidential.

12. **RENAMING:**

- (1) The renaming process shall be identical to the commemorative naming process and shall also require the Police Services Board as the final authority for approving the proposed name. The renaming process differs in that it entails the discarding of an old name, which most likely has become an important part of community identity. Thus the need for public input is even greater.
- (2) If in the opinion of the Board, subsequent circumstances respecting the honouree contradict the mission, ethics and/or value of the Service or bring its reputation into disrepute the commemorative name may be revoked.

13. **TERM AND RENEWAL**

- (1) The term of the dedication shall be for a period of fifteen years unless otherwise determined in accordance with 12 (2).
- (2) After the limitation of naming period as described in 13 (1) has lapsed, such name shall be re-evaluated and at the discretion of the Commemorative Naming of Police Building Rooms Committee may be re-confirmed or changed.

14. **CHIEF OF POLICE:**



The Chief of Police shall understand and support this policy, and ensure that the policy is communicated to members and the public.

15. **CONTRAVENTIONS:**

Failure to comply with this policy will result in inconsistent information provided to the public and members of the Police Services Board, and increase the possibility of improper commemorative naming rooms within police facilities without appropriate research, community involvement and endorsement.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 7, 2015
PUBLIC SUBJECT: APPOINTMENT OF NEW AUXILIARY OFFICERS	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the appointment of Auxiliary Constables effective January 14, 2015 pursuant to Section 52(1) of the *Police Services Act* in accordance with the terms and conditions set forth in the Approval of Appointment form:

**BRYANTON, Stephen
CAYEN, Jennifer
CARROLL, Jordan
DECHAINED, Daniel
DUPONT, Kristopher
EEROLA, Logan
FORTIER, Manon
FRANCHE, Tyler
KEDZIESKI, Filip
LORANGER, Melissa
MCDONALD, Alex
MICELOTTA, Nicholas
NYKILCHYK, Jessica
REEDMAN, Ian
SANDERS, Matthew
VAILLANCOURT, Marc Andre
WALKER, Bradley**

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BACKGROUND:

The Ministry of Community Safety and Correctional Services is responsible for processing and approving the appointment of Auxiliary Constables. To ensure that these members can carry out their assigned duties as Auxiliary Constables, application is made to the Ministry of Community Safety and Correctional Services to have them appointed as Auxiliary Constables pursuant to Section 52(1) of the *Police Services Act*.

The Police Services Board appoints the member as an Auxiliary Constable upon approval by the Ministry.

Once a Police Service Board appoints an individual as an Auxiliary Constable and the Ministry of Community Safety and Correctional Services approves the appointment, the individual can be sworn in by the Board. The appointment is valid until the appointee is no longer an Auxiliary member of the Greater Sudbury Police Service.

CURRENT SITUATION:

The Greater Sudbury Police Services Board recruits individuals to serve in the function as Auxiliary Constables. These are non-paid positions within the Service. The primary duties of Auxiliary Constables include providing a uniform presence at special events, i.e. parades, assisting with crime prevention activities, camera monitoring and to perform a ride-along function under the supervision of a police officer.



The Board is asked to appoint the members as cited in this report as Auxiliary Constables in accordance with the above-noted process. These volunteer members have been through an intense in-house training program under the direction of Auxiliary Liaison Officer Sergeant Carrie-Lynn Hotson.

Approval will be obtained from the Ministry of Community Safety and Correctional Services to have them appointed as Auxiliary Constables. Pursuant to Section 52(1) of the *Police Services Act* upon receipt of the Board appointment of their status, the Auxiliary Members will undertake the Oath of Office.

These new members will be introduced at the March 11, 2015 Board meeting.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 7, 2015
PUBLIC	
SUBJECT: STAFFING/DEPLOYMENT UPDATE	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

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

THAT the Board hereby accepts the resignations as per Table C, members from the positions on the effective dates specified.

BACKGROUND

Section 31 (1) of the *Police Services Act* sets out the Board's responsibilities with respect to the provision of adequate and effective police service in the municipality. More particularly under Section 31 (1) (a), the Board appoints and accepts resignations of members of the Service. The purpose of the report is to highlight the current strength of the Greater Sudbury Police Service and to bring forward appointments, resignations and retirements since September 1 to December 31, 2014.

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CURRENT SITUATION:

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

Likewise, Civilian hiring is influenced by many factors including resignation and retirement in addition to growth and pressures in certain support service areas. Civilian hiring taps both internal and external candidates. Full-time positions are generally filled by internal members. Such successful competitions will typically create vacancies leading to other competitions in a domino type of effect.

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

The following will serve as an overview of such changes to the organization.

TABLE A: Greater Sudbury Police Service Authorized Strength

Authorized and actual strength effective December 31, 2014:

FULL TIME COMPLEMENT

	Budgeted			Recoverable
	Authorized	Actual	Non-medical LOA	Secondment
SWORN	264	264	(1)	(3)
CIVILIAN	111	111	0	(0)
TOTAL	375	375	(1)	(3)

TABLE B: Appointments

For the period of September 1 – December 31, 2014 GSPS had the following hires:

Effective Date	Status	Assignment
22 September 14	PT- Civilian	Fleet/Facilities Assistant
27 October 14	PT- Student	Human Resources
15 December 14	Sworn	Cadet
15 December 14	Sworn	Cadet
15 December 14	Sworn	Cadet
15 December 14	Sworn	Cadet
15 December 14	Sworn	Cadet
15 December 14	Sworn	Cadet
15 December 14	Sworn	Cadet
15 December 14	Sworn	Cadet
15 December 14	Sworn	Cadet
22 December 14	PT – Student	Customer Service

TABLE C: Resignations/Retirements

For the period of September 1 – December 31, 2014, G SPS had the following resignations/retirements:

Effective Date	Status	Years of Service	Reason for Leaving
3 September 2014	PT- Civilian	9 months	Resigned
19 September 2014	Sworn	9 years	Resigned for another P.S.
29 September 2014	PT- Civilian	7 days	Resigned
21 November 2014	Sworn	30 years	Terminated
14 December 2014	PT- Civilian	1 year	Transferred status– hired as GSPS Cadet
14 December 2014	PT- Civilian	1 ½ years	Transferred status– hired as GSPS Cadet
14 December 2014	PT- Civilian	6 ½ years	Transferred status – hired as GSPS Cadet
16 December 2014	PT- Civilian	1 ¼ years	Resigned for another P.S.
31 December 2014	Sworn	28 years	Retired

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TABLE D: Secondments/Non-Medical LOA

Term	Type of Leave
2012- March 31, 2015	Secondment – O.P.P.
July 2013 – July 2015	Secondment - ViClas
Jan 2014 – Dec 2015	Secondment – O.P.C.
Nov 2013 – Nov 2014	Non-Medical



SUMMARY:

This report summarizes the activities that have occurred in the third trimester of 2014 relative to staffing and deployment. Staff has worked collectively to ensure strategic goals and priorities are met. With the eight cadets hired December 15, the Service is at its full strength as authorized. Additionally, there are members on pre-retirement leave currently as provided for in the Collective Bargaining Agreement. The Board will be provided with updates three times a year on hiring and deployment of new sworn officer and Civilian members. These updates will be provided in the month following the previous four months on the following schedule:

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



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 7, 2015
PUBLIC	
SUBJECT: 2014 ANNUAL REPORT ON SECONDARY ACTIVITIES	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the 2014 Secondary Activities Annual Report for information.

BACKGROUND:

Under Section 31 (1)(g) of the *Police Services Act*, the Board shall receive regular reports from the Chief of Police on disclosures and decisions made under section 49 of the *Act* which deals with secondary activities by members of the Police Service.

This legislative requirement is addressed in Board By-Law 2003-2 which establishes governance standards relating to the disclosure of secondary activities pursuant to the *Police Services Act* and Administration Procedure 024 in relation to Secondary Employment. Both of these documents address the requirement for members to follow with respect to applying for authorization to engage in secondary activities or to disclose full particulars of an activity they have already undertaken that may place the member in conflict with the *Police Services Act*.

The purpose of the procedure is to provide guidelines with regard to off duty secondary activities for all members including temporary, contract, and term employees. This is to ensure that outside activities do not interfere with the member's duties or detract from public trust and community confidence in the Greater Sudbury Police Service.

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In consideration of these guidelines, the Chief may grant approval provided the secondary activity does not contravene the restrictions set out in section 49(1) of the *Police Services Act* which states:

Restrictions on secondary activities

- 49. (1)** A member of a police force shall not engage in any activity,
- (a) that interferes with or influences adversely the performance of his or her duties as a member of a police force, or is likely to do so;
 - (b) that places him or her in a position of conflict of interest, or is likely to do so;
 - (c) that would otherwise constitute full-time employment for another person; or
 - (d) in which he or she has an advantage derived from employment as a member of a police force.

Applications may also be denied for the following reasons:

- (a) Where the applicant has demonstrated a history of poor attendance or poor performance. Reference: P.S.A. s49(1)(a)
- (b) Where the secondary activity might bring discredit upon the member's reputation as an employee or upon the reputation of the Greater Sudbury Police Service. Reference: P.S.A. s74.(1)
- (c) Where it involves the use of programs, lesson plans, technology, materials, equipment services or procedures that are the property of the police service. Reference: P.S.A. s49(1)(d).

The Chief may use discretion on a case by case basis to determine if an application is likely to violate Section 49(1) of the *Act*.

CURRENT SITUATION:

During 2014, there were four such applications for secondary activity. Of these submissions, all were approved.

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The following chart details the type of activities.



**2014 ANNUAL REPORT
NEW APPLICATIONS FOR SECONDARY ACTIVITY**

TYPE ACTIVITY	UNIFORM APPLICATIONS	CIVILIAN APPLICATIONS
Court Services	1	
Home Sales		1
Teaching	2	1
Travel Agent	1	

The *Police Services Act* requires regular reporting to the board on secondary activities of members. This report fulfills the Chief's reporting requirements on secondary activities for the period January 1 to December 31, 2014.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 7, 2015
PUBLIC	
SUBJECT: 2014 BOARD EXPENSES	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives this 2014 Board Expenses report for information.

BACKGROUND:

Section 31 (5) of the *Police Services Act* requires the Board to ensure that its members undergo training and further Board Policy 016 respecting Board Member Training supports a commitment to training, education and development in support of learning for its members. Expenses for same are guided by Policy 011.

The Board is also encouraged to participate in attending at community functions in his/her role as a Board member for which there may be associated costs.

CURRENT SITUATION:

The Greater Sudbury Police Services Board was very visible in 2014 with members attending many functions and events throughout the year such as the Crime Stoppers Proclamation, Police Conferences and Seminars, Crime Stoppers Gala, Multicultural Lunch, Media Conferences and Funding Announcements, Volunteer Appreciation, GSPS Annual Awards Night, Red Ribbon Campaign, and many more.

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SUBJECT: 2014 BOARD EXPENSES	Page 2
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During 2014, meetings and conferences including those hosted by Ontario Association of Police Services Boards, Zone 1A, and the Canadian Association of Police Governance were attended by Members. Additionally, the Police Association of Ontario Labour Conference was attended by Board members in the pursuit of training and skills improvement.

This past year, expenses associated with Board member attendance at various conferences, meetings, and events lasting from one to five days in length have been recorded. The attached report shows that a total of \$6,139.08 was used for Board conference and travel expenses for 2014.

**GREATER SUDBURY POLICE SERVICES BOARD
EXPENSES
2014
Updated December 31, 2014**



LOUGHEED			SPENCER			DUPUIS			SAKELLARIS			MATICHUK		
DATE	EVENT	TOTAL EXP	DATE	EVENT	TOTAL EXP	DATE	EVENT	TOTAL EXP	DATE	EVENT	TOTAL EXP	DATE	EVENT	TOTAL EXP
22-24 May	OAPSB Toronto	1,550.03	3-4 Mar	PAO Toronto	1,483.81									
		0.00	21-Mar	Big 12 Chairs Richmond Hill	634.04									
		0.00	21-23 Aug	CAPG Nova Scotia	2,311.72									
			3-4 Sep	OAPSB Zone 1A Sturgeon Falls	159.48									
TOTAL		\$ 1,550.03	TOTAL		\$ 4,589.05	TOTAL		\$ -	TOTAL		\$ -	TOTAL		\$ -

TOTAL TRAVEL EXPENSES 2014

\$ 6,139.08



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 7, 2015
PUBLIC	
SUBJECT: 2015 CANADIAN ASSOCIATION OF POLICE GOVERNANCE MEMBERSHIP	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the annual Canadian Association of Police Governance membership fee of \$ 1,322 for the period of January 1 to December 31, 2015.

BACKGROUND:

The Canadian Association of Police Governance (CAPG) is the only national organization dedicated to excellence in police governance in Canada. The CAPG has grown to represent more than 75 municipal police boards and commissions across Canada that together employ in excess of 35,000 police personnel - approximately three-quarters of the municipal police personnel in Canada. Their mission is to improve police governance in Canada and to bring about change that will enhance public safety for all Canadians.

In 2013, the Canadian Association of Police Boards took advantage of changes to the *Not For Profit Corporations Act* which allows organizations the ability to change their name. The Board of Directors chose to act on the new Bylaw and changed to a name that reflects the true mandate. The organization is now known as the Canadian Association of Police Governance.

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SUBJECT: 2015 CANADIAN ASSOCIATION OF POLICE GOVERNANCE MEMBERSHIP	Page 2
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CURRENT SITUATION:

The Greater Sudbury Police Services Board has received their renewal for 2015 in relation to membership with the Canadian Association of Police Governance. At its 2011 AGM, the CAPB Board of Directors approved the membership fee schedule with an increase of 2.5% per year for four years, 2012 to 2015.

Board members are encouraged to visit the CAPG website at www.capg.ca for more information.

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

December 16, 2014

Greetings Mr. Lougheed Jr.,

As we approach the end of 2014, I want to take a moment on behalf of the CAPG Board of Directors to thank you for your generous support and commitment to the CAPG over the past year. It goes without saying that our organization could not do all that we do without your willingness to engage, participate and support us. We believe that a collaborative approach between our two organizations can effect positive results on the municipal, provincial and national levels.

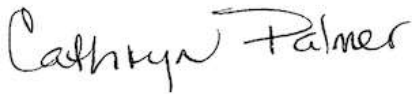
The 2014 year was a fruitful one for our organization, with a number of successes and new developments that have seen the CAPG grow. Here are just a few of our accomplishments in 2014:

- Our Annual Conference in Halifax, NS was a great success, with a record number of attendees.
- We have expanded our Board of Directors, all of whom are eager to engage with our Membership in enhancing police governance and oversight.
- We developed our collaborative relationships with a number of organizations, including CACOLE, CKPN, and others.
- A number of the CAPG staff and directors attended the CACOLE Board of Directors meetings, where our Executive Director and Past-President are both directors.
- Our Executive Director attended the CPKN conference with a theme of “The Road Ahead: Defining a Collaborative Learning Future”. CKPN expressed a desire to have CAPG involved at a more significant level.
- We continue to foster a positive, collaborative relationship Public Safety Canada.
- We are active participants in Public Safety Canada’s Shared Forward Agenda Steering Committee, the Coalition on Sustainable Policing, Carleton University’s Research Advisory Board, to name but a few.
- We partnered with Queens University to explore First Nations policing and what can be done to aid communities in need of support. We have developed a First nations Police Governance section on our website and will continue to develop this area as a beneficial resource.

We hope to accomplish even more in 2015. The Annual Conference, taking place in the York Region, will see a number of high-profile speakers that are sure to energize our attendees and provide them with the tools they need to create positive change. We will continue to work with Public Safety Canada and the Shared Forward Agenda and engage our membership in continuing research. We hope to develop our collaborative relationships in this year with a variety of organizations across Canada and North America. We are also excited to be launching a pilot project this January which will offer educational webinar sessions on a variety of topics. Members will receive 50% off all webinars as well as priority registration. We are also developing a searchable library of a number of key research papers, reports and presentations on our website that will be responsive to keyword searches.

We hope that you will support us in our endeavors through the 2015 year and beyond. The CAPG exists to serve its members and collaborate with other police services sector stakeholders across the nation. The CAPG's strategy for future growth and development includes enhancing services to our members. I encourage you to explore our exciting new services that we will be providing to our members in the 2015 year. Visit our website for more information on [Member Benefits](#). Membership renewals are now being processed online, and you will have the option to pay online as well. Please consider renewing your CAPG Membership for the 2015 year by visiting our [Membership Registration](#) page.



Again, on behalf of the CAPG Board of Directors, we thank you for your support and engagement.



Cathryn Palmer, President



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 7, 2015
PUBLIC	
SUBJECT: 2015 PAO ANNUAL LABOUR CONFERENCE	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the attendance of Board Members to be named at the Annual Police Association of Ontario Labour Conference March 2-3, 2015 with funds to be drawn from the Board Operating Account.

BACKGROUND:

Each year the Police Association of Ontario hosts an annual Labour Conference. Representatives from both the Police Services Board and Administration generally attend.

CURRENT SITUATION:

The twenty-third annual conference will be held March 2-3, 2015 in Mississauga. The conference will present several relevant topics in the areas of collective bargaining and interest arbitration, suspensions – paid or unpaid, and a review of major cases affecting police labour relations. A full brochure will be provided as soon as available.

The conference will be held at the Delta Meadowvale, 6750 Mississauga Road, Mississauga, Ontario.

The Board is asked to confirm interest in attending.

24th Annual Police Employment Conference
CANADA'S PREMIER POLICE LABOUR RELATIONS CONFERENCE
March 2-3, 2015 Delta Meadowvale, Mississauga

Labour relations issues in the police sector are constantly changing. Police service boards, chiefs, managers and association executives need to be aware of the latest trends to do their jobs effectively.

This two-day labour conference will provide you with comprehensive updates on current issues in police labour relations from the perspectives of associations, management and neutral experts. Conference attendees will hear presentations on key topics, ask questions and receive a comprehensive package of informative papers prepared by panel members.

Conference Chairs

Ms. Nini Jones LL.B.
Paliare Roland

Mr. Ian Roland LL. B
Paliare Roland

Mr. B. Richard Baldwin LL.B
Mathews Dinsdale




Topics this year will include the following:

- Updates on Coordinated Bargaining and Interest Arbitration
- Best Practices in Workplace Harassment Investigations
- The Proposed Overhaul of the PSA: Is suspension without pay on the horizon?
- Body Cameras: Pros, Cons and Best Practices
- Developments in the Management of PTSD: Critical Incident Stress in the Police Sector
- Twice Daily Reporting: A Legal Update
- New Challenges in Accommodation

Note: Conference materials will be supplied on USB Stick at registration and will be available through a secure internet link. Hard copies can be ordered in advance at an additional charge of \$75.00 + hst



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 7, 2015
PUBLIC	
SUBJECT: FINAL DISPOSITION OF FOUND OR SEIZED MONEY	
Prepared by: Laurie Kaelas Property Supervisor 	Approved by: Paul Pedersen Chief of Police 
Reviewed and Recommended by: Sharon Baiden Chief Administrative Officer 	

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board accepts for deposit to the Board Trust Fund \$1,905.18 in unclaimed funds.

BACKGROUND:

Section 132, 133 and 134 of the *Police Services Act* of Ontario deals with all property in the possession of a Police Force.

In particular **Section 133(1)** deals with money and states:

This section applies to money that comes into the possession of a police force under circumstances described in paragraph 1 or 2 of subsection 132(1).

Paragraph 1 of 132(1) states:

The property was stolen from its owner or was found abandoned in a public place, and the chief of police is unable to determine who owns it.

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Paragraph 2 of 132(1) states:

The property was seized by a member of the police force in the lawful execution of his or her duties, all legal proceedings in respect of the property have been completed, there is no court order for its disposition and there is no legal requirement, apart from this section, that it be retained or disposed of.

Section **133(3)** then addresses the use of this money and states:

If three months have elapsed after the day the money came into the possession of the police force and the owner has not claimed it, the Board may use it for any purpose that it considers in the public interest

From time to time money is found, by various individuals, and turned over to police in an attempt to return it to its rightful owner. In many cases, the police are unable to determine the rightful owner. If no individual comes forward to attempt to claim this money, it remains in the possession of the police and is subsequently turned over to the Police Services Board for deposit to the Board Trust Fund.



In addition, officers arrest individuals for offences and seize money that is suspected of being obtained through illegal occurrences. In these instances, the Property Branch holds the money seized until the courts order it to be forfeited to the Crown. If no such order is made, the money remains in Property until such time as the individual that it was seized from attends to claim the money. If the individual does not make any attempts to claim the money and police are unable to locate the individual, the money remains in the possession of the police and is subsequently turned over to the Police Services Board.

CURRENT SITUATION:

The above monies being submitted to the Board have come into the possession of the Police Service over the last few years through incidents of found or seized money. All attempts to locate the proper owners have been unsuccessful and no claims or inquiries for this outstanding currency were ever made by persons involved. Any court matter that may have been associated to this money has been concluded.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 7, 2015
PUBLIC	
SUBJECT: CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

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

\$500 in support of the 2015 Send a Kid to Camp Program

BACKGROUND:

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

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

When considering request for funds, the Board takes into account initiatives supporting community-oriented policing that involves a co-operative effort on the part of the Greater Sudbury Police Service and youth in the community, initiatives benefiting children and/or youth and/or their families, initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, and sponsorship of educational events.

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CURRENT SITUATION:

One request for funding consideration from the Chief's Youth Initiative Fund has been received.

2015 Send a Kid to Camp Program

The Sudbury Manitoulin Children's Foundation has been providing summer camping experiences for disadvantaged children between the ages of 6 to 14 for the past 28 years. Summer camp offers many benefits to children, promoting a wholesome way to have fun and create new friendships. Camp is an ideal setting to learn cooperation, respect and appreciation of nature. Campers are referred to the program by many social agencies. Many different existing camping facilities located throughout Ontario are utilized including day camps, residential camps, religious camps, sports camps, Francophone camps, and others.

The program covers all camp fees for each child. This fee assists with transportation and provides basic necessities and sleeping bags for children who need them.

Friendships are made. Memories are built.

Sudbury Manitoulin Children's Foundation - SMCF

SMCF is a registered charitable organization. Since 1976, SMCF is mandated to provide programs designed to promote, devise, sponsor, establish, assist, develop & participate in programs designed to benefit children & families from the districts of Sudbury and Manitoulin.

Send-A-Kid-To-Camp

The "Send-A-Kid-To-Camp" program was established in 1984 to provide disadvantaged children between the ages of 6-14 years old with the opportunity to attend summer camp.

Children are referred to our program by many social agencies who feel that the child would benefit from this type of experience.

There are many reasons why these children are referred to this program. Some parents cannot afford the luxury of sending their children to camp. Some children live in violent or abusive households. Through this program, these children have the opportunity to experience the fun, freedom, and excitement that summer camp provides.

Without the help of the SMCF's "Send-A-Kid-To-Camp" program all of the children we have sponsored would otherwise not be able to attend camp.

Summer Camp

The phrase 'school's out for summer' may not be appealing to children who think of school as being a refuge from home. By attending summer camp, disadvantaged children gain the means to meet new friends; learn new skills; appreciate nature; create happy memories; find positive role models; and experience self growth.

If nothing else, summer camp provides a much needed break from often stressful home situations.

The SMCF does not own or operate a camp facility. Instead, we utilize various existing camps that are located throughout Ontario. With access to a variety of camps ranging from day camps, residential camps, horse camps, religious camps, sports camps, francophone camps and more, we are able to pair children with different types of camps depending on their specific interests.

Our Goal...

Each and every year, our goal is to send all the disadvantaged children referred to the "Send-A-Kid-To-Camp" program to summer camp. You can help us create powerful and positive memories for a child in need!



Help us Send-a-kid To Camp

Helping Kids be Kids

Help us reach our goal of ensuring that all the children referred to the "Send-A-Kid-To-Camp" program are given the opportunity to enjoy the benefits of summer camp.



P.O. Box 1264 Station B
Sudbury, Ontario
P3E 4S7

Tel: 705-673-2227
Fax: 705-673-8798

info@smcf.com
www.smcf.com

Charitable Donation Number
119205037RR0001

Donate Today!

Donations received by the Sudbury Manitoulin Children's Foundation for the "Send-A-Kid-To-Camp" program are spent on direct camp fees and related camp costs.

There are many ways to give:

- Yearly • Monthly • Online
- Transfer of Shares • Trust Account
- Donations • Bequests • Endowments
- Insurance Policies • Legacy Gifts
- In-Kind Donations

Please contact us to discuss how you can donate today at: 705-673-2227

All contributions are tax deductible. Tax receipts will be issued for donations of \$15.00 and over.



Helping Kids be Kids
www.smcf.com





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 7, 2015
PUBLIC	
SUBJECT: SITUATION: COMMUNITY SAFETY AND WELL-BEING PLANNING IN GREATER SUDBURY	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION

BACKGROUND:

As part of a Proceeds of Crime Grant provided by the Ministry of Community Safety and Correctional Services that was awarded to the Greater Sudbury Police Service, the City of Greater Sudbury was selected as one of eight communities across Ontario to participate in a collaborative, multi-agency project that will result in the development of an integrated Community Safety and Well-being Plan for a safer, healthier community for everyone.

The project entitled 'Crime Prevention through Social Development: Community Safety and Well-being Planning in Greater Sudbury' is being led by the newly formed Community Safety and Well-being Steering Committee which is made up of representation from the City of Greater Sudbury, Greater Sudbury Police Services, Sudbury & District Health Unit, Northeast LHIN, Social Planning Council, Canadian Mental Health Association – Sudbury/Manitoulin Branch, and Community Mobilization Sudbury.

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CURRENT SITUATION:

The Committee is now moving to the next phase and is to starting to develop and contribute to the actual Plan.

The overarching goal of the Plan is to improve safety and well-being for individuals and communities in Greater Sudbury. As a lead partner in the project the Greater Sudbury Police Service will be involved in:

- Identifying and selecting the key risks facing our population that will be prioritized in the Community Safety and Well-being Plan.
- Developing shared goals and measurable outcomes that will demonstrate improvement in preventing, mitigating, and responding to the selected risks and improved community well-being.
- Contributing (through new or existing programming) to actions and strategies that will help to protect from, mitigate against, and respond to the identified key risks as well as promote well-being, for our community members.

The result will be a Community Safety and Well-Being Plan that can harness the efforts of all community partners and measure community results in improving safety and well-being for individuals and the community.

A backgrounder giving more information about the project and how it relates to other community planning initiatives is attached for your review.

The Committee is hosting a Leadership Meeting on January 19, 2015 from 8:30 to 11:00 a.m. at the Steelworkers Hall, 66 Brady Street, Sudbury. This session is geared to leaders from a number of community organizations. The focus will be to introduce the project and to seek commitment to participate.

Members of the Board are invited to attend. Please confirm your availability with the Board Executive Assistant.



BACKGROUNDER

Community Safety and Well-being Planning December 2014



What is Community Safety and Well-being Planning and how is it different from Crime Prevention?

From a recently release Ministry of Community Safety and Correctional Services publication entitled *Community Safety and Well-being Planning- Snapshot of Local Voices*



“The Ministry of Community Safety and Correctional Services (Ministry) has been working with federal, provincial and municipal partners and local community stakeholders to develop a provincial approach to increase community safety and well-being.

The dialogue initially used the terminology “crime prevention” which has traditionally been seen as mainly a police responsibility. But it is clear that Ontario communities recognize the essential leadership roles played by a wide variety of sectors. Part of this clarity comes from the understanding that while those in the policing sector tend to use the phrase “crime prevention”, educators may identify “safe schools” and health professionals may focus on the “social determinants of health”. What these sectors are all referring to, in their own way, is community safety and well-being. As a result, the provincial dialogue has been refocused.



Supported by:



The Ministry encourages communities to move away from relying solely on reactionary and incident driven responses, and implement social development practices by identifying and responding to risks that increase the likelihood of criminal activity, victimization or harm, and working together to build local capacity and strong networks to implement proactive measures.

The provincial approach requires integrated community leadership and the flexibility to be responsive to local circumstances, needs and priorities. In order to plan for the future, community safety and well-being must be a shared commitment that is grounded in local leadership, meaningful multi-sectoral collaboration and must include responses that are community focused, rooted in evidence and outcome-based.”



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Through pilot sites, the Ministry is now supporting Community Safety and Well-being Planning in eight (8) communities across the Province, including Greater Sudbury. Greater Sudbury was selected because of the important collaborative work that has already been done under the leadership of Greater Sudbury Police Services and other community partners.

Who is leading Community Safety and Well-being Planning? Is this a Greater Sudbury Police Initiative?

Community Safety and Well-being is a community initiative, which in May of 2014 was endorsed by Council by way of the following resolution:

“THEREFORE BE IT RESOLVED THAT the City of Greater Sudbury authorize the establishment of a Community Safety and Wellbeing Advisory Panel under the following mandate:

- a. To drive the safety and well-being initiative;*
- b. To support “Community Safety Partnerships’ that will focus on particular risks and threats to community safety and well-being;*
- c. To provide an annual report on the “Status of Safety and Well-being in Greater Sudbury’ including analysis of the challenges faced within the community and any improvement or decline; accompanied by an annual plan for the year ahead;*

AND FURTHER THAT the City of Greater Sudbury encourage all agencies, organizations, businesses and residents of Greater Sudbury to fully engage in, and support, this direction of developing and sustaining safety and well-being for all to the fullest extent of their capacities to do so;”

While Greater Sudbury Police Services is a lead partner, Community Safety and Well-being Planning is a community effort. The newly formed Community Safety and Well-being Steering Committee made up of representation from the City of Greater Sudbury, Greater Sudbury Police Services, Sudbury & District Health Unit, the Northeast LHIN, the Social Planning Council, Canadian Mental Health Association-Sudbury/Manitoulin Branch and Community Mobilization Sudbury, is leading the initiative in Greater Sudbury. And the planning process will involve community leaders from across the many sectors that make up the community- health, education, social services, community development, arts and culture.

How will Community Safety and Well-being Planning work?

As cited from New Directions for Community Safety – Hugh C. Russell and Norman E. Taylor 2014

“The first goal in planning for community safety and well-being is to reduce harms and victimization for all elements of our community. The second goal is to decrease the upward trends in demand for, and costs of, emergency response. To achieve these goals, local leadership will have to rally everyone to the cause of safety and well-being for all. This is a collective enterprise. No single agency, or even a handful of agencies, can achieve it alone. Planners will have to learn how to identify risks of harm that may befall some members of community, so that they can target those risks with protective factors. The job will require commitment, leadership, patience, creativity, and above all, interest in learning new ways of working together on behalf of the whole community.”

.../3

The planning process will bring the community together to identify the issues and risks that most need to be addressed and will develop a plan that will harness the efforts of all partners to protect from, prevent, mitigate and respond to those risks. The plan will include shared goals and outcomes and the indicators and measures that will help us monitor progress and meet those outcomes.

The following example was provided by the Ministry of the how planning might look around the issue of Mental Health and Addictions:



Priority	Vulnerable Group	Risk Factors	Protective Factors	
Mental health and addictions	Children, youth and families; persons with mental illness	<ul style="list-style-type: none"> Negative parenting Domestic violence Social isolation Stress factors 	<ul style="list-style-type: none"> Social networks Family supports Recovery supports Physicians screening 	
Outcomes	Mental health awareness Stronger social/family supports Improved mental health	Faster diagnosis Increased access to treatment Increased ability to manage stress	Reduce ER visits Reduce drug related problems Reduce family crises	Increased access to specialized support Enhanced ER response
Strategies	Education for parents Youth mentoring Health promotion	MH screening by physicians Link physicians and treatment Youth recreation	Set addictions/mental health thresholds Multi-agency interventions	Provide advocacy for addicts Develop Crisis Response Team
Measures	Quality of life Levels of stigma Affiliation rates	Treatment referrals/intake Engagement and stress levels	Rates of harm ER visits Family competency Speed of referral	ER wait times Access to MH specialist De-escalation measures

How does Community Safety and Well-being Planning fit in to all the other planning that is happening in the community?

The Community Safety and Well-being Steering Committee recognizes that there are other planning tables and committees working on issues that may overlap with Community Safety and Well-being Planning. This planning process recognizes the potential overlaps and will ensure that efforts already underway will be recognized and integrated into the plan, not duplicated. This is why the committee is asking all community partners to be involved in the planning process. Where there is already a planning table or network responsible for addressing one of the prioritized risks in the community, that group could (and should) become the lead for that part of the plan.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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

RECOMMENDATION: FOR INFORMATION

CURRENT SITUATION:

Sudbury Rainbow Crime Stoppers invites all Board members to attend their Annual Gala on Saturday February 14, 2015 at the Caruso Club located at 385 Haig Street, Sudbury. The event hosts representatives from law enforcement agencies and military personnel from the Greater Sudbury area.

This gala has grown to be Sudbury Rainbow Crime Stoppers major fundraiser. Crime Stoppers relies solely on the generosity of our community to operation their programs, to provide education and to pay tipsters for information.

The Board is asked to confirm interest in attending.

CRIME STOPPERS



Crime Stoppers Gala

Fundraising for a safer community

February 14th, 2015

*Caruso Club
385 Haig Street*

*Cocktails: 5:30 p.m.
Dinner: 6:30 p.m.*

*Silent Auction
Treasure Chest Key Draw
Door Prize*

*Five Course Meal
Complimentary Bar*

*Complimentary
Professional Photograph*

Dress: Black Tie, Dark Suit

*Courtesy Rides Available
Upon Request*

\$125/Person

*Reserve Your Tickets or Table By
Calling Crime Stoppers
At 705-675-9171 ext: 5692*





SUDBURY
INTEGRATED NICKEL
OPERATIONS
A GLENCORE COMPANY





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 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

BACKGROUND:

Notes of appreciation are received by the Chief's office and reported monthly to the Board.

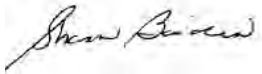

CURRENT SITUATION:

An email message was received from Josée Miljours, Elder Abuse Ontario Regional Consultant North East, thanking the Service for their quick response to a request to check on the wellbeing of a senior. The family was happy for the prompt action.

A letter was received from Dawn Chew, Principal of Adamsdale Public School, thanking the Service for the meaningful community partnership. The Drop In Program has contributed to a safer environment conducive to learning. "The effectiveness of the officer's communications with the students is comfortable and positive. It is a sincere pleasure to have Constable Chery Kennelly visit the school as a regular part of the Drop In Program. "



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 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 was received from Action Sudbury thanking the Service for their financial assistance with the Youth Program and wishing all the best in the New Year.