



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY May 13, 2015 4:00 P.M.
Police Headquarters, 5th Floor Boardroom



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 - April 9, 2014	
6	Motion to Accept Agenda	
7	2014 Crime Statistics Presentation - Chief Paul Pedersen	
8	Police Week Overview	
9	Appointment of Special Constable	1 - 2
10	Staffing / Deployment Update	3 - 6
11	Police Auctions	7 - 9
12	Effectiveness and Efficiency Review - Request for Proposal	
13	2015 CAPG Conference Support	10 - 11
14	Chief's Youth Initiative Fund	12 - 18
	- 2015 Aboriginal Secondary School Awards	
	- 2015 Chelmsford Neighbourhood Team Bike Rodeo	
	- 2015 SDHU Back to School Community Store	
15	Inspector Updates	
16	Notes of Appreciation	19
17	Correspondence	20 - 23
18	New Business	

Next meeting Wednesday June 10, 2015



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 6, 2015
PUBLIC	
SUBJECT: APPOINTMENT OF SPECIAL CONSTABLE	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the appointment of Special Constable effective May 1, 2015 pursuant to Section 53 of the *Police Services Act* in accordance with the terms and conditions set forth in the Approval of Appointment form:

KAREN, Kathryn

BACKGROUND:

The Ministry of Community Safety and Correctional Services is responsible for processing and approving the appointment of Special Constables. To ensure that these employees can carry out their assigned duties as Special Constables, application is made to the Ministry of Community Safety and Correctional Services to have them appointed as Special Constables pursuant to Section 53 of the *Police Services Act*. The Police Services Board appoints the employees as Special Constables upon approval by the Ministry.

Once a Police Service Board appoints an individual as a Special 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 for five years** or until the appointee is no longer an employee of the Greater Sudbury Police Service.

.../2

SUBJECT: APPOINTMENT OF SPECIAL CONSTABLE	Page 2
------------------------------------------------------	---------------

CURRENT SITUATION:



The Greater Sudbury Police Services Board employs Special Constables in Courts. The primary duties of a Special Constable include executing warrants, prisoner escorts and court security.

The Board is asked to appoint the employee cited above as a Special Constable in accordance with the above-noted process.

Pursuant to Section 53 of the *Police Services Act*, approval has been obtained from the Ministry of Community Safety and Correctional Services pending confirmation that the Board has appointed them as a Special Constable.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 6, 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 members of the Greater Sudbury Police Service on the dates specified; and further

THAT the Board hereby accepts the resignations 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 January 1 to April 30, 2015.

.../2

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 generally 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 April 30, 2015:

FULL TIME COMPLEMENT

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Recoverable Secondment
SWORN	264	264	0	(3)
CIVILIAN	119	111	0	(0)
TOTAL	383	375*	0	(3)

**Community Safety Personnel process recruitment now underway.*

.../3

TABLE B: Appointments

Hires for the period of January 1 – April 30, 2015:

Effective Date	Status	Assignment
5 January 2015	Sworn	Uniform
19 January 2015	Civilian (PT)	Court Security
19 January 2015	Civilian (PT)	Court Security
2 March 2015	Civilian (Student)	Human Resources
13 February 2015	Civilian (PT)	Fleet
29 March 2015	Civilian (PT)	Human Resources
20 April 2015	Sworn	Cadet
20 April 2015	Sworn	Cadet
20 April 2015	Sworn	Cadet
20 April 2015	Sworn	Cadet
27 April 2015	Civilian (PT)	Central Records
27 April 2015	Civilian (PT)	Central Records

TABLE C: Resignations/Retirements

Resignations/retirements for the period of January 1 – April 30, 2015:

Effective Date	Status	Years of Service	Reason for Leaving
02 January 2015	Sworn	26 years	Resigned
16 January 2015	Civilian -PT	6 years	Resigned
30 January 2015	Sworn	37 years	Retired
31 January 2015	Sworn	28 years	Retired
27 March 2015	Civilian	30 years	Retired
31 March 2015	Sworn	31 years	Retired
31 March 2015	Sworn	30 years	Retired
10 April 2015	Sworn	4 months	Resigned
24 April 2015	Sworn	26 years	Resigned

TABLE D: Secondments/Non-Medical LOA

Term	Type of Leave
March 1, 2015	Secondment – O.P.P Firearms
July 2013 – July 2015	Secondment - ViClas
Jan 2014 – Dec 2015	Secondment – O.P.C.




SUMMARY:

This report summarizes the activities that have occurred in the first trimester of 2015 relative to staffing and deployment. Staff has worked collectively to ensure strategic goals and priorities are met. 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: May 6, 2015
PUBLIC	
SUBJECT: POLICE AUCTIONS	
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 Board enters into an Agreement for a one-year trial period with Police Auctions Canada for the purpose of online auction services.

BACKGROUND:

In accordance with Section 132 of the *Police Services Act*, an auction is held for the sale of property that has come into possession of the police service. Once all legal proceedings in respect of property have been completed and there is no court order for its disposition, such items may be disposed of. Paragraph 1 of 132(4)(2) states that the sale shall be by public auction.

Further, in accordance with Section 39 of the City of Greater Sudbury Purchasing By-Law 2014-1, Section 39(1), Senior Management Team Members shall dispose of all Goods for which they no longer have use and that are of value by using appropriate methods for disposal that are in the City's best interests, including without limitation, public auction, public tender, trade, negotiated sale, donation or transfer to another Department. This method has been used to dispose of various equipment, furniture and vehicles.

.../2

Since 1993 and on an annual basis, Nor Ontario Auctions were retained to provide auction services for Greater Sudbury Police Service. This included the services of all auction staff, auctioneers, equipment required to conduct the auction, collection of all monies, and detailed accounting of all transactions. The fee for such services was 19%.

Historically, the police service held onsite auctions which involved providing suitable premises to hold the auction (originally at the Frobisher Dome) which included the rental of a tent and fencing, security on auction day, advertising and costs to promote the auction, and a detailed listing of all goods for auction. Greater Sudbury Police Staff resources were also required to prepare for and be in attendance on the day of the event that attracted approximately 1,000 individuals.

The site location to hold the auction eventually moved to the Lionel E. Lalonde Centre in 2008-2009 where the audience declined to generally less than 300 attendees. This was attributed to the increased utilization of online buying through eBay and other companies that provide online auction services.

During the years 2010 to 2014, Nor Ontario Auctions was retained to provided online auction services which included the required software, unlimited technical support for site management, complete management of the auction process, monitoring of bids, collection of bidder information, processing of all sales from final bid results, collection and distribution of money, and a complete detailed accounting of all transactions. Their commission fee was 20%. Police personnel would be required to upload items onto the website. This was done utilizing data entry for all photos taken and property descriptors.

In January 2015, an email was received from our current auctioneer Dale Harnden of Nor Ontario Auctions informing that they will be discontinuing their auction services with Greater Sudbury Police Service indicating that the business returns were not viable.

CURRENT:

The Property Section has explored various options around conducting auctions in order to ensure the widest viewing audience utilizing available technology. After consideration of various solutions, Police Auctions Canada (PAC) is recommended. PAC has contracts with several Ontario Police Services and businesses including Hamilton, Halton, St. Thomas, Owen Sound, Guelph, Barrie OPP, Barrie Police Service, Durham, Laurier University, Guelph University and the TTC.

PAC is a full turnkey service providing the following auction services:

.../3

Pickup and Delivery: PAC will pick up items when convenient to the Property Department. PAC provides a receipt indicating item has been received and thereafter all risk of loss and/or damage shall be borne by PAC until such time as it is returned to GSPS. PAC makes the delivery and bears the costs and expenses of return delivery.

Warehouse storage: All property stored indoors and members of the public must be able to view the property at the site used for storage. PAC is responsible for the provision of any equipment necessary to load and unload the items at the premises used for its storage.

Customer Inquiries: PAC is responsible for responding to all service inquiries and complaints from members of the public within two business days. PAC provides the Board with a written description every seven days of all service inquires and complaints and their resolution.

Tracking: PAC ensures that courier providers utilize online tracking software to track items shipped to buyers. PAC provides the buyers with the option of pick up directly at the premises used for its storage at no cost to the buyer.

Title and Risk: the Board holds title until sold. PAC is responsible for all physical damage to the property while in its possession. In the event of damage to an item for whatever reason, PAC shall repair the item or if the item is not repairable or it is commercially unreasonable to repair, PAC shall reimburse the Board the market value of the item as determined by the Board in its sole discretion, acting reasonably. If the item is sold and PAC does not receive payment from the buyer, title to the item of shall revert to the Board and shall be placed in a further auction.

Tests and Procedures: PAC shall pay all costs and expenses of test of procedures which may be necessary to verify the authorship, attribution, quality, or authenticity of any item including gemological tests of jewelry and related matter.

Auction site: Identifies PAC and their disclaimers and notices. Additional information is noted within the contract.



Commission Rates: PAC charges a flat fee of 50% commission of the net selling price for this service. When considered in the context of staff salary savings and the value generated from online sales, this is a reasonable fee.

This auction service can be utilized to assist with the sale of property items as well as used office furnishings and equipment.

It is recommended that Police Auctions Canada be retained for a one year trial period.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 6, 2015
PUBLIC	
SUBJECT: 2015 CAPG CONFERENCE SUPPORT	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves a \$500 donation to the 2015 Canadian Association of Police Governance (CAPG) to help defray the cost of organizing the conference in York Region, Ontario with funds to be drawn from the Police Services Board operating account.

CURRENT SITUATION:

The Canadian Association of Police Governance has scheduled their annual conference in August 26-29, 2015 and hosted by the York Regional Police Service. The theme this year is *'Diversity and Inclusiveness in Policing'*.

The CAPG annual conference is considered an excellent opportunity for Police Board members for educational and networking opportunities and for bringing strong grassroots and civilian perspective to critical policing issues.

Their ultimate objective is to offer a program for delegates that is affordable, provides rich dialogue and education, and showcases the host city. With cost increasing, they are asking for our financial support.

In the past the Board has provided financial assistance in the amount of \$500.

With the location being Ontario, all Board Members are encouraged to attend.

SENT ELECTRONICALLY

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

April 24, 2015

Re: The 26th Annual CAPG Conference

Dear Mr. Lougheed Jr.,

I am writing today to invite your support for the 26th Annual Conference of the Canadian Association of Police Governance (CAPG). The conference, hosted by the York Regional Police Services Board (YRPSB), with support from York Region and the York Regional Police Service, will take place in York Region, Ontario, August 26 – 29, 2015.

Last August in Halifax, Nova Scotia we celebrated a milestone of 25 years of achieving high standards as the national voice of civilian governance for policing excellence in Canada. Our delegates touted the Halifax conference as one of the best and we will be even better in 2015. The CAPG Board and staff have been working with the YRPSB to build the ultimate conference experience. The overarching objective is to provide expert training in areas of police governance, oversight and accountability while also showcasing some leading edge police practices. We have a very exciting program this year, including keynote addresses from Stephen Lewis and Dr. Dave Williams, panels on diversity and radicalization and workshops on everything from social media to human trafficking.

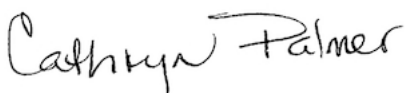
For a quarter of a century, we have delivered a sector leading conference that is affordable, provides rich dialogue and education, and give delegates a chance to experience the host city. With costs increasing each year, and as an unfunded Association, we look to our membership to assist us in delivering our premier conference through financial support. Members have shown their generosity and commitment to the program by sponsoring coffee breaks, hospitality suites, lunches or simply contributing whatever their budget can manage. Your contribution helps the CAPG in covering the costs of putting together a first rate conference program and, more importantly, will keep the registration fees for our delegates to a level that even the smallest of police boards are able to afford.

The CAPG annual conference is considered essential attendance for police board members for both educational and networking opportunities and for bringing a strong grassroots and civilian perspective to critical policing issues.

So, please take up our offer to sponsor CAPG's 26th Annual Conference. Your support will publicly demonstrate that you value the contributions police boards make across the country, in our own communities, and for the work the CAPG does in presenting a united voice on national issues.

I hope to see you in York Region!



Sincerely,



Cathryn Palmer, President



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: May 6, 2015
PUBLIC	
SUBJECT: CHIEF'S 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 donations with funds drawn from the Chief's Youth Initiative Fund:

\$1,000 in support of the 12th Annual Aboriginal Secondary Schools Awards

\$500 in support of the 2015 Chelmsford Neighbourhood Team Bike Rodeo

\$250 in support of 2015 SDHU 'Back to School Community Store'

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

.../2

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.

CURRENT SITUATION:

Three requests for funding consideration from the Chief's Youth Initiative Fund have been received.

2015 Aboriginal Secondary School Awards

The Aboriginal Secondary School Awards is an annual function hosted by the United Way in partnership with Gezhtoojig Employment and Training. This event recognizes and celebrates the achievements of Aboriginal students in the Sudbury area. The celebration is founded on principles of partnership with the Aboriginal community, teachers, guidance counsellors, principals, parents, and youth.

The 12th Annual Aboriginal Secondary School Awards is scheduled for Thursday June 4, 2015.

In December 2010 with motion 2010-236, the Board committed to continue the sponsorship in principle for five years from 2011-2015 with an annual donation in the amount of \$1,000.

2015 Chelmsford Neighbourhood Team Bike Rodeo

The Rayside Balfour Youth Action Network provides a safe, comfortable environment offering quality youth programs, resources, and information relating to topics of importance that will help with making sound and healthy choices.

The Chelmsford Neighbourhood Team is providing youth the opportunity to attend a bike rodeo sponsored by and held at the Rayside Balfour Youth Centre on June 6, 2015. They will learn the laws of cycling and participate in an obstacle course. They will also have a chance to win one of six brand new bicycles. Lunch will be provided.

Financial assistance is being requested in the amount of \$500. The Chelmsford CAN (Community Action Network) has also been approached for a donation.

.../3

2015 SDHU 'Back to School Community Store'

The Sudbury District Health Unit is a progressive health agency committed to improving health and reducing social inequities in health. The SDHU has an enriched public health practice environment that fosters research, ongoing education, and the development of innovative programs and services geared to people of all ages.

Each year, the SDHU hosts a 'Back to School Community Store' to provide local children in need the school supplies they require for the upcoming year. The children and their families will also have the opportunity to connect with community partners and local services that promote healthy lifestyle choices. The goal is to build new relationships and strengthen existing ones.

The event for 2015 will be held at Jeanne Sauvé Elementary School in August.

Other partners include the United Way, and Canadian Tire. In addition local businesses have been approached for support.

Financial assistance is being requested in the amount of \$250.

ABORIGINAL SECONDARY SCHOOL AWARDS



April 8, 2015

Mr. Gerry Lougheed Jr.
Chair of the Board
Greater Sudbury Police Service
190 rue Brady Street
Sudbury, ON
P3E 1C7

RE: **The 12th Annual Aboriginal Secondary School Awards Banquet**
Thursday, June 4, 2015 at 5:00 pm
Caruso Club, Sudbury

Dear Mr. Lougheed:

The Aboriginal Secondary School Awards committee is proud to announce the **12th Annual Aboriginal Secondary School Ceremonies**. This year, the event is hosted by United Way/Centraide in partnership with N'Swakamok Native Friendship Centre.

The committee is seeking your support of \$1,000.00 to make this event a reality and a success. Your organization had made a commitment to continue sponsorship in principle until 2015. We are very grateful for your continued support.

The Aboriginal Students need your financial support to make this event a true celebration and recognition of their achievements. Last year the event was attended by approximately 400 guests: students, family, friends and supporters. Plaques are presented to each of the graduates and certificates are presented to the students in ten different award categories. The students are examples of young people who have met challenges and overcome a number of obstacles to reach their goals. With your continued support we believe the youth have the potential to succeed.

Greater Sudbury Police Service will be recognized as a gold sponsor of this event. All sponsorships are to be made payable to the "United Way".

The Aboriginal Secondary School Awards Committee thanks you for your support.

Thank You,



Michael Cullen
Executive Director
United Way/Centraide
Sudbury and/et District

CHELMSFORD NEIGHBOURHOOD TEAM BIKE RODEO



Make it a **Healthy Day!** *Vissez Santé dès aujourd'hui!*



Sudbury & District Health Unit Service de santé publique de Sudbury et du district



BACK-TO-SCHOOL!
Store



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: May 6, 2015
PUBLIC	
SUBJECT: NOTES OF APPRECIATION	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

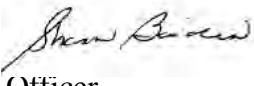

CURRENT SITUATION:

A letter was received from Councillor Joscelyne Landry-Altmann commending the team members of the Anti-Fraud Campaign Initiative including the Greater Sudbury Police Service, Greater Sudbury Utilities, Huntington University, and Northern Life. “The pamphlet is well designed, the information is concise, easy to understand, and will be successful in delivering its message. The social media campaign will be far reaching. The Police Service has been issuing fraud alerts on a regular basis to keep our citizens informed. Everyone has played an integral role in bringing this important message to the community.”

An email was received from a Sudbury resident thanking the police officers who attended following a family death. “Constable Mike Babij kept me calm and prepared me and my wife to attend the hospital. He stayed with us through everything. Detective Constable Neil McNamara was amazing. He kept us informed and told me I could call him any time if I needed to talk. Officers were very respectful. They all did a great job handling the worst day of our lives. Thank you from the bottom of my heart.” The police team included Constables Chris Vitali, Matthew Hall, Lisa Franche, Kim Chisholm, Detective Sergeant Sandra Dicaire, Detective Constable Dave Dewar, and Sergeant Sharon O’Brien.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: May 6, 2015
PUBLIC	
SUBJECT: CORRESPONDENCE	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

OIPRD

Communication was received from the Office of the Independent Police Review Director in April 2015 regarding a systemic review of use of force techniques for all municipal police services in Ontario. The correspondence is attached for your review. For discussion by the Board.

THANKS

A card was received from Myths and Mirrors Community Arts Program thanking the Board for their support of the 'Arts in the Park' project. "We look forward to reporting the impacts and results of our project on youth in the community."

A letter was received from Ashleigh McBain, OSAID Teacher Representative at Confederation Secondary School, thanking the Board for the support of the 2015 leadership conference. Unfortunately, the conference was cancelled for this school year. Continued support for the planned 2016 conference is appreciated. The donation has been returned.

Sent via email through OAPSB

April 15, 2015

Ontario Association of Police Services Boards
10 Peel Centre Drive
Suite A, 1st Floor
Brampton, Ontario
L6T 4B9

Dear Chairs of Police Services Boards:

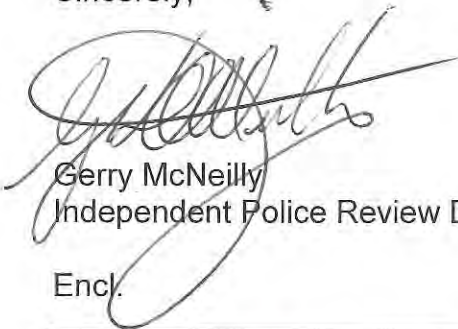
As you may be aware, in February 2014, the Office of the Independent Review Police Director (OIPRD) announced a systemic review of the Toronto Police Service's (TPS) use of force, lethal use of force and de-escalation techniques in dealing with individuals with mental health issues, emotionally disturbed people and people in crisis. In November 2014, I invited police services across the province to participate in this review. Following that invitation, I met with both police and community stakeholders to discuss the Terms of Reference for the review.

Through this consultation process, it has become clear that police use of force, lethal use of force and de-escalation techniques in dealing with persons in crisis are issues that affect police services and citizens throughout Ontario. Accordingly, I have expanded and revised the Terms of Reference to apply to the Ontario Provincial Police and all municipal police services in Ontario. The revised Terms of Reference are enclosed here for your reference.

In addition to expanding our review to focus on the content and use of mandated use of force reports, we will also focus on the training in the deployment of use of force provided by the Ontario Police College and individual police services. The review will also include an examination of the extent to which recommendations from past reviews and inquiries dealing with related topics have been implemented.

The OIPRD will be in contact with you in the near future to request specific information. I look forward to working together with your Board and Service to ensure public trust and confidence in policing.

Sincerely,



Gerry McNeilly
Independent Police Review Director

Encl.

OIPRD REVISES TERMS OF REFERENCE FOR USE OF FORCE REVIEW

April 20, 2015

TORONTO – The Office of the Independent Police Review Director (OIPRD) has revised and expanded the Terms of Reference for its systemic review of use of force, lethal use of force, de-escalation techniques and approaches in dealing with people with mental health issues, emotionally disturbed people and people in distress.

“While the original review focused on the Toronto Police Service, in order to ensure my recommendations have relevance more broadly to policing across the province, I have revised and expanded the Terms of Reference to extend to police services throughout Ontario. The review will focus more intently on the extent to which recommendations made in the past have been implemented. It will also examine the relationship between Ontario Police College training and training by police services; the content and use of “use of force reports”; and the interplay between government, mental health agencies and police services in addressing the needs of persons in distress, while protecting the public.”

– Gerry McNeilly, Independent Police Review Director

Since announcing the systemic review in February 2014, the OIPRD has reviewed written submissions from interested parties solicited when the systemic review was announced. The OIPRD has also examined the evidence and the jury’s recommendations from the Coroner’s Inquest into the deaths of Reyal Jardine-Douglas, Sylvia Klibingaitis and Michael Eligon, along with a number of earlier Coroner’s Inquests, the Honourable Frank Iacobucci’s report, “Police Encounters with People in Crisis,” and other related reviews and reports. In addition, the OIPRD has also consulted with both police and community stakeholders to discuss the issues identified in the original Terms of Reference, with a goal of better focussing the systemic review and avoiding duplication of the important work that has already been done.

The Director is currently analyzing evidence collected from complaint investigations and high-profile use of force incidents, and will continue to consult with a wide range of public interest organizations and police services to advance the expanded review.

During the course of the review, the Director may release interim reports. A final report summarizing the findings of the review and outlining recommendations and advice for the overall improvement of police practices will be released to the public.

TERMS OF REFERENCE

The systemic review will examine the following:

- Training provided by the Ontario Police College and police services in Ontario for deployment of use of force generally, and specifically regarding the application of the principles related to Ontario’s use of force model and guidelines.

- Police service and Ontario Police College officer training related to dealing with persons in distress.
- The relationship between, and consistency of, Ontario Police College training and ongoing police services training of officers as they relate to use of force, equipment – including conducted energy weapons – officer supervision and oversight, de-escalation, crisis negotiation, barricaded suspects and approaches in dealing with persons in distress.
- The interplay between government, mental health agencies and police services in addressing the needs of persons in distress while protecting the public.
- Accountability and leadership in training and supervising officers dealing with persons in distress.
- Policies, procedures and practices of police services in Ontario as they relate to use of force, equipment – including conducted energy weapons – officer supervision and oversight, de-escalation, crisis negotiation, barricaded suspects and approaches in dealing with persons in distress.
- Content and use made of Use of Force Reports and the relationship of such reports to accountability and training, as well as the adequacy of Regulation 926, section 14.5 of the *Police Services Act*.
- Policies, procedures, practices and records of police services in implementing recommendations coming out of the public complaint system, Coroner's inquests and other reviews related to police interaction with persons in distress.

OIPRD FACTS

- The OIPRD receives, manages and oversees all public complaints against the police in Ontario. This includes Ontario's municipal and regional police services and the Ontario Provincial Police.
- The [Police Services Act](#) gives the Independent Police Review Director the power to examine and review issues of a systemic nature that are the subject of, or that give rise to, public complaints. It also allows the Director to make recommendations regarding these issues to Ontario's Solicitor General, Attorney General, chiefs of police, police services boards and other persons or organizations, in order to enhance public confidence and trust in police and policing.
- Read the original [Terms of Reference](#) for the use of force systemic review announced in February 2014.