



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY October 14, 2015 4:30 P.M.
Police Headquarters, Alex McCauley Board Room, 5th Floor
PUBLIC AGENDA



Item #		Page (s)
1	Motion to Meet IN CAMERA	
2	Matters Arising from In Camera Session	
3	Roll Call	
4	Adoption of Minutes	
	Adoption of Minutes - September 9, 2015	
	Adoption of Minutes - October 7, 2015	
5	Motion to Accept Agenda	
6	Declarations of Conflict of Interest	
7	Election of Vice Chair	
8	Presentation	
	Community Safety Personnel - Chief Paul Pedersen	
9	Staffing Updates	
	Appointment of Special Constables.	1 - 2
10	Policy Updates	
	Workplace Violence and Harassment Policy	3 - 10
	Occupational Health and Safety Policy	11 - 15
11	Trust Fund Disposition	
	Return of Found Property	16 - 17
	Disposition of Found / Seized Money	18 - 19
12	Funding Requests	
	Chief's Youth Initiative Fund	20 - 23
	- 2015 Keep Them Warm Program	
	- 2015 Adopt-a-School Program	

Continued next page

	Board Trust Fund	24 - 26
	- 2015 United Way Campaign	
13	Zone 1A Representative	
14	OAPSB Conference Update	27
15	Inspector Updates	
16	Notes of Appreciation	28
17	Events	
	Annual Police Awards Presentation	29
18	New Business	
	 Promotions and Community Safety Personnel Introduction - City Council Chambers	
19	Promotions	
	Introduction of Newly Promoted Sergeants	30
20	Presentation	
	Introduction of New Community Safety Personnel	31 - 32
21	Next Meeting Date	
	Wednesday, November 18, 2015 - note change!	
20	Adjournment	



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: October 7, 2015
PUBLIC	
SUBJECT: APPOINTMENT OF SPECIAL CONSTABLES	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the appointment of the following Special Constables effective October 5, 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:

**Marshall HUTCHINSON
Jessica NYKILCHYK**

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 a 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

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 Special Constables 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: October 7, 2015
PUBLIC	
SUBJECT: WORKPLACE VIOLENCE AND HARASSMENT POLICY	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board re-approves the Workplace Violence and Harassment Policy – GSPSB Policy 010 as required pursuant to Section 32.0.1(1) of the *Occupational Health and Safety Act* in its existing form.

BACKGROUND:

In 2010, amendments to the *Occupational Health and Safety Act* strengthened protection for workers from workplace violence and harassment and established minimum standards as well as the rights and duties of workplace parties in regards to violence and harassment.

Section 32.0.01 of the *Act* requires the Board to prepare a policy with respect to workplace violence and harassment and further requires the Board to review the policies as often as is necessary but at minimum, once annually. The policy is required to be in writing and posted at conspicuous places in the workplace where workers can view it.

The Ontario Police Health and Safety Committee, established under Section 21 of the *Act*, develops guidance material to be approved by the Ministry of Labour for the purpose of clarifying the intent and provisions of the *OHS Act* and regulations made under the *Act* as they apply to policing services in Ontario.

.../2

CURRENT SITUATION:

The Greater Sudbury Police Services Board's Policy 010 deals with Workplace Violence and Harassment. The policy forms part of orientation programs and is available to all members of the Service electronically. Additionally, a copy of the policy is posted on every Health and Safety Bulletin Board throughout the Service and is reviewed by all members during their annual performance appraisal.

Since October is recognized nationally as Healthy Workplace month, this is an appropriate time each year for the Board to review their Health and Safety policies.

The policy adopted last year by the Board is fully compliant with both the *Occupational Health and Safety Act* and the Ontario Police Health and Safety Committee's Guidance Note pertaining to Violence and Harassment Prevention at Police Facilities.

The Joint Health and Safety Committee recommends that this policy be re-adopted by the Board for 2015/2016 in the same form.



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: WORKPLACE VIOLENCE AND HARASSMENT	NUMBER: GSPSB – POLICY 010
ORIGINATING DATE: June 8 th , 2010	REVISED DATE:
REPORTING REQUIREMENTS: Annual	

1. **POLICY STATEMENT:**

- (1) The Greater Sudbury Police Services Board is committed to providing a safe and healthy work environment for the members of the Greater Sudbury Police Service and is committed to the prevention of workplace violence and harassment.
- (2) The Board recognizes that unwanted behaviours in the workplace must be addressed early to minimize the potential for workplace harassment to lead to workplace violence.
- (3) Workplace violence and workplace harassment are serious conduct issues that may constitute a violation of the *Criminal Code*, the *Ontario Human Rights Code* or the *Occupational Health and Safety Act*.
- (4) The Board shall not tolerate or condone workplace violence or harassment and will take all reasonable steps to protect the members of the Service from workplace violence or harassment and shall ensure that all incidents of workplace violence or harassment are responded to in accordance with law.
- (5) This policy is adopted to comply with the provisions of the *Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace) 2009*.

2. **DEFINITIONS:**

(1) **HARASSMENT:**

- (a) As defined by the *Occupational Health and Safety Act*, means engaging in a course of vexatious comment or conduct against a worker in the workplace that is known or ought to be known to be unwelcome.
- (b) Workplace harassment may be an action or behaviour related to the prohibited grounds under the *Ontario Human Rights Code*. Workplace harassment may also include harassment of a personal or emotional nature which is unrelated to the prohibited grounds of discrimination.

(2) MEMBER:

Means all employees of the Greater Sudbury Police Service including temporary, contract, part-time staff, placement students and volunteers.

(3) PERSONAL OR EMOTIONAL HARASSMENT:

Means an action or behaviour unrelated to the prohibited grounds of the *Ontario Human Rights Code* that causes a member to have anxiety or stress while at the workplace and affects the member's performance of their duties. Examples include, but are not limited to:

- (a) Persistent verbal abuse;
- (b) Unwelcome, unwanted or inappropriate jokes;
- (c) Taunting;
- (d) Derogatory or dismissive comments;
- (e) Displaying offensive or derogatory material;
- (f) Gestures that are insulting or belittling;
- (g) Bullying;
- (h) Conduct that shuns or excludes the member;
- (i) Persistently disrupting a member's work, workspace or equipment;
- (j) Interfering with a member's personal property;
- (k) Abuse of authority wherein a person with authority over the member improperly or unreasonably uses that power and authority to interfere with the member's performance, to threaten or negatively influence the member's career or job assignment or to threaten the economic livelihood of the member; and
- (l) Any other conduct or behaviour that creates an intimidating, offensive or hostile work environment.

(4) PROHIBITED GROUNDS:

Under the *Ontario Human Rights Code* means race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, same sex partnership status, family status, or disability (handicap).

(5) WORKPLACE VIOLENCE:

As defined by the *Occupational Health and Safety Act*, means:

- (a) The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker,
- (b) an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker,
- (c) a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

(6) WORKPLACE:

Means all premises or locations where business or work-related social activities are conducted, including external training facilities and any other location members may be assigned during periods of secondment. Workplace violence and harassment can also include incidents that occur outside of the workplace which are the result of employment responsibilities or employment relationships.

3. **WORKPLACE VIOLENCE AND HARASSMENT PROCEDURES:**

(1) The Chief of Police shall:

- (a) Ensure that this policy is posted in a conspicuous place in the workplace.
- (b) Dedicate sufficient attention, resources, and time to identify and address factors that contribute to workplace violence and harassment.
- (c) Take all reasonable steps to protect members of the Service from workplace violence or harassment.
- (d) Ensure that the safety of all members is addressed during the course of an investigation into workplace violence. Members may be reassigned in the interests of safety.
- (e) Ensure that members who have been exposed to workplace violence or harassment are provided with appropriate assistance and support.
- (f) Ensure that no offensive or derogatory material is displayed in the workplace.
- (g) Develop and implement written procedures with respect to workplace violence and harassment and ensure the procedures are reviewed annually.
- (h) Ensure that the members of the Service are educated with respect to the procedures.
- (i) Ensure that the procedures address the circumstances under which a member may refuse to work when workplace violence is likely to endanger the member.
- (j) Ensure that the right to refuse work is subject to Section 43(1) and 43(2)(a) of the *Occupational Health and Safety Act*, which stipulates that anyone employed in a police service cannot assert the right to refuse work when the particular job or task is inherent in the worker's work; is a normal condition of the worker's employment; or when a refusal to work would directly endanger the life, health or safety of another person.

- (k) Ensure that the operational policing duties in relation to an investigation into workplace violence are addressed in a manner that is free of any conflict of interest.
- (l) Ensure that the response to an allegation against a sworn member is in compliance with Part V of the *Police Services Act*.
- (2) The Chief of Police may appoint a member in the workplace to act as a workplace coordinator with respect to workplace violence and harassment.

4. **WORKPLACE VIOLENCE PROGRAM:**

- (1) The Chief of Police shall develop and maintain a program with respect to workplace violence that shall include, but is not limited to:
 - (a) Measures and procedures to identify and control the risks identified in the workplace risk assessment as likely to expose a member to physical injury;
 - (b) Measures and procedures to communicate to members any information in the Service's possession regarding factors contributing to workplace violence;
 - (c) Measures and procedures for summoning immediate assistance when workplace violence occurs or is likely to occur;
 - (d) Measures and procedures for members to report incidents or complaints of workplace violence to the employer or person in authority;
 - (e) Set out how the Police Service will investigate and deal with incidents or complaints of workplace violence; and
 - (f) Include any prescribed elements.
- (2) The Chief of Police shall provide a member with information and instruction that is appropriate for the member on the contents of the procedures and program with respect to workplace violence and any other prescribed information or instruction.
- (3) The Chief of Police shall consider and take action where necessary on the observations and recommendations of Command Staff, the Joint Health and Safety Committee and the members.

5. **WORKPLACE ASSESSMENT OF RISKS OF VIOLENCE:**

- (1) The Chief of Police shall ensure that a workplace risk assessment is undertaken. This assessment shall consider the risks of workplace violence that may arise from the nature of the workplace, the type of work or the conditions of work.

- (2) The Chief of Police shall ensure that the workplace risk assessment take into account the following considerations:
 - (a) Circumstances that would be common to similar workplaces;
 - (b) Circumstances specific to the workplace; and
 - (c) Any other prescribed elements.
- (3) The Chief of Police shall ensure the results of the workplace violence risk assessment are provided to the Joint Occupational Health and Safety Committee.
- (4) The Chief of Police shall reassess the risks of workplace violence at minimum, once annually or as often as is necessary to ensure that the related procedures and program continue to protect workers from workplace violence.

6. DOMESTIC VIOLENCE:

- (1) The Chief of Police shall ensure that measures are in place to address the risk of domestic violence in the workplace.
- (2) The Chief of Police shall take every precaution reasonable in the circumstances for the protection of a member where another member becomes aware or ought reasonably to be aware of domestic violence that would likely expose a member to physical injury that may occur in the workplace.

7. DUTY TO DISCLOSE PERSONAL INFORMATION:

- (1) The Chief of Police shall ensure that a member receives information, including personal information, related to a risk of workplace violence from a person with a history of violent behaviour if the member can be expected to encounter that person in the course of the member's work, and the risk of workplace violence is likely to expose the member to physical injury.
- (2) The Chief of Police shall ensure, if the circumstances require the disclosure of personal information, that no person in authority discloses more personal information that is reasonably necessary to protect the member from physical injury.
- (3) The Chief of Police shall ensure that any disclosure of personal information is in compliance with the provisions of the *Police Services Act* and the *Municipal Freedom of Information and Protection of Privacy Act*.

8. WORKPLACE HARASSMENT PROGRAM:

- (1) The Chief of Police shall develop and maintain a program to implement the workplace harassment procedure as prescribed by the *Occupational Health and Safety Act*.

- (2) The Chief of Police shall ensure the program includes, but is not limited to the following:
 - (a) Measures and procedures for members to report incidents of workplace harassment to the employer or supervisor;
 - (b) Measures and procedures for the investigation of incidents and complaints of workplace harassment; and
 - (c) Any prescribed elements.
- (3) The Chief of Police shall ensure that members are provided with information and training with respect to the content of the procedure and program with respect to workplace harassment and any other prescribed information.

9. **TRAINING:**

The Chief of Police shall provide information, instruction and training on the factors that contribute to workplace violence, including but not limited to:


- (1) The nature and extent of workplace violence and how members may be exposed to it;
- (2) The communication systems established to inform members about workplace violence;
- (3) Information on what constitutes workplace violence and on the means of identifying the factors that contribute to workplace violence;
- (4) The workplace violence prevention measures that have been developed; and
- (5) The Service's procedures for reporting on workplace violence or the risk of workplace violence.

10. **REPORTING:**

The Chief of Police shall report to the Board, on an annual basis, on the effectiveness of the Workplace Violence and Harassment Programs including the total number and type of complaints received and the disposition of such complaints.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: October 7, 2015
PUBLIC	
SUBJECT: OCCUPATIONAL HEALTH AND SAFETY POLICY	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board re-approves the Occupational Health and Safety Policy – GSPSB Policy 008 for 2015-2016 in its existing form.

BACKGROUND:

Section 25(2)(j) of the *Occupational Health and Safety Act*, requires the Board to prepare an Occupation Health and Safety Policy and maintain a program to implement that policy. The policy is required to be in writing and posted at conspicuous places in the workplace where workers can see it. Further, the Act requires the Board to review the policy at least once annually.

The Ontario Police Health and Safety Committee (OPHSC), established under Section 21 of the *Act*, develops guidance material to be approved by the Ministry of Labour for the purpose of clarifying the intent and provisions of the *OHS Act* and regulations made under the *Act* as they apply to policing services in Ontario. The OPHSC issued a Guidance Note pertaining to a Sample Occupational Health and Safety Policy.

The sample policy developed by the OPHSC outlines the components that are required in the policy including an objective, principles, the key requirements of the *OHS Act*, and the expectation of all workers pursuant to their responsibilities under the *Act*.

.../2

Since the implementation of the policy, the OPHSC issued an amended Sample Occupational Health and Safety Policy. In 2014, the Joint Health and Safety Committee undertook a review of the policy to ensure compliance with the *OHSA* and the OPHSC sample policy.

CURRENT SITUATION:

As a result of the 2014 review, the policy was revised to include the responsibilities of all workplace parties including supervisors and workers.

Since October is recognized nationally as Healthy Workplace month, this is an appropriate time each year for the Board to review their Health and Safety policies.

The policy adopted last year by the Board is fully compliant with both the *Occupational Health and Safety Act* and the Ontario Police Health and Safety Committee's Guidance Note.

The Joint Health and Safety Committee recommends that the policy be re-adopted by the Board for 2015/2016.



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: OCCUPATIONAL HEALTH AND SAFETY	NUMBER: GSPSB – POLICY 008
ORIGINATING DATE: June 11 th , 2009	REVISED DATE:
REPORTING REQUIREMENTS: None	

1. **DEFINITION - WORKER:**

In accordance with the *Occupational Health and Safety Act* and for the purpose of this policy, worker means a person who performs work or supplies services to the Greater Sudbury Police Services Board or the Greater Sudbury Police Service for monetary compensation.

2. **POLICY STATEMENT:**

- (1) It is the policy of the Greater Sudbury Police Services Board and the Greater Sudbury Police Service to conduct all operations in a safe and healthy manner in order to prevent injury or illness to workers.
- (2) The elimination of hazards to workers and property shall be a prime consideration when planning any work activity.
- (3) All practical steps shall be taken to ensure that the work environment and work procedures comply with Federal and Provincial legislation and Municipal by-laws pertaining to the health and safety of workers.

3. **GUIDING PRINCIPLES:**

- (1) Every worker has a right to work in a healthy and safe environment.
- (2) Workers are encouraged to be actively involved in maintaining a healthy and safe environment.
- (3) Cooperation between the employer and workers is desirable in developing and maintaining healthy and safe workplaces.
- (4) The prevention of accidents, injury and occupational illness should be an integral part of every job activity.

- (5) An internal responsibility system, recognizing the roles of everyone in the workplace including workers, supervisors, employers and owners, is the key to an effective health and safety program.

4. MANDATORY REQUIREMENTS:

- (1) This policy shall be posted in a conspicuous location in all Greater Sudbury Police Service facilities.
- (2) All reasonable precautions for the prevention of accidents, and the promotion of safety and health of all workers, shall be made in compliance with the *Occupational Health and Safety Act* and other relevant legislation that sets out minimum requirements for ensuring workers' health and safety. The need to supplement these minimum requirements must be determined in light of specific workplace situations.
- (3) Occupational health and safety programs specific to the Greater Sudbury Police Services' operational needs shall be developed, implemented and communicated to all workers.
- (4) Managers, supervisors and workers shall receive information and training on safe work practices and their duties and responsibilities under applicable legislation.

5. CHIEF OF POLICE:



The Chief of Police shall:

- (1) Provide as safe and healthy a work environment as can reasonably be expected given the nature of police work and the resources and technology available.
- (2) Establish an effective internal responsibility system, whereby everyone clearly understands their responsibilities regarding the occupational health and safety of workers.
- (3) Provide ongoing training to heighten worker awareness of known safety hazards and maintain job skills and knowledge.
- (4) Develop and maintain open communication between all levels in the Police Service to encourage member participation in the Police Service's Safety Program.
- (5) Involve all members in safety through an effective Joint Health and Safety Committee accessible to all Service members.
- (6) Ensure compliance with applicable Federal and Provincial legislations including sections 25 and 26 of the *Occupational Health and Safety Act*, and Municipal by-laws.

- (7) Periodically review the Police Service's health and safety policy, program and operating procedures to maintain safety performance and ensure that the workplace health and safety policy is posted in a conspicuous place in the workplace.
- (8) Establish procedures that are consistent with this policy and comply with Sections 25, 26, 27 and 28 of the *Occupational Health and Safety Act* which outline the duties of employers, supervisors and workers under the Act



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: October 7, 2015
PUBLIC	
SUBJECT: RETURN OF FOUND PROPERTY	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the return of the following found property:

\$472.30 Cash to the requesting party
– (Incident # SU14052131 & SU14052158)

BACKGROUND:

According to Board Bylaws and Policies, the procedure for unclaimed property in possession of the police service is as follows:

The Greater Sudbury Police Service has a legal responsibility to ensure that property in possession of the Service that is unclaimed is dealt with in accordance with the provisions of the *Police Services Act*.

With the exception of firearms, the Police Services Board shall have the authority to return property to the finder upon request, provided the property has been in the possession of the Service in accordance with the timelines specified in the *Police Services Act*. Each request shall be considered independently and shall not be precedent setting.

.../2

SUBJECT: RETURN OF FOUND PROPERTY	Page 2
--	---------------

Money shall be deposited in an account designated by the Board following the statutory waiting period where the Owner is not known and the Finder has not made a claim for the money.




Found money shall not be returned to the Finder where there is evidence it represents proceeds of crime or where there is any legislative provision or public policy affecting the Finder's right to possession, otherwise the money shall be retained in accordance with the Policy.

CURRENT SITUATION:

Recently, the Service investigated theft of money from the personal property of a citizen in the community. The money has since been claimed by the alleged victim in this case. The victim has satisfied investigators that the money belonged to them and as such it is recommended that same be returned.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: October 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 \$1,310.06 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.

.../2

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.

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 at this time 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. As well, any court matter that may have been associated to this money has been concluded.

A portion of the money is from beer bottles returned for refund.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: October 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 donations with funds drawn from the Chief's Youth Initiative Fund:

\$1,000 in support of the 2015 Keep Them Warm Program

\$1,000 in support of the 'Love of Reading – Adopt a School' 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.

.../2

CURRENT SITUATION:

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

2015 Azilda Lion's Club 'Keep Them Warm' Program

The Azilda Lions Club goal remains the same – to serve. Though the Club is silent to the public and the media on the vast area of work undertaken, they are well known in the community for assisting with the Easter Seal Society, Resource Centre for the Deaf and Hard of Hearing, Annual Winter Carnival, Christmas Telethon including toy packaging and distribution, Minor Sports, Senior's Picnic, School Graduations, Grass Drag Races, and an annual Grey Cup Party.

The Club's created this program to provide warm clothing to children in need for the upcoming winter weather. Children will be taken to the Hart Store in Chelmsford with \$100 allocated to each to shop for necessary clothing.

The Azilda Lion's Club has also been given food donations to offer the children a light lunch.

In 2014, the Board approved a donation in the amount of \$1,000 to this Program.

2015 Adopt-A-School Program

Greater Sudbury Police Service has made a commitment to promote literacy and the love of reading to primary students of Sudbury community schools.

Chapters and Coles annually champion schools with the Indigo 'Love of Reading Adopt-a-School' campaign which provides access to new books and education resources for local schools. Money is raised to help rejuvenate underfunded elementary school libraries.

This year, the Adopt-a-School Program is supporting Chelmsford Public, Holy Trinity Catholic, R.L. Beattie Public, and Northeastern Elementary schools.

It is suggested that a \$1,000 donation be made to be distributed equally between the four participating schools; for a contribution of \$250 per school.



2015 AZILDA LIONS 'KEEP THEM WARM' PROGRAM





Indigo love of reading foundation

Adopt a School

Schools to Believe In





GREATER SUDBURY POLICE SERVICE BOARD REPORT

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

RECOMMENDATION:

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

\$2,000 in support of the 2015 United Way – Sudbury Campaign

BACKGROUND:

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

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

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

.../2

CURRENT SITUATION:

One request for funding consideration from the Board Trust Fund has been received.

2015 United Way – Sudbury Campaign

The United Way is a non-profit organization that campaigns to raise and distribute money to an important network of charities and local groups that are doing great work to address community issues and problems. The United Way – Sudbury and Nipissing Districts has been active in our community since 1982. Money raised stays in the community to support organizations and worthwhile programs

The organization was founded on the principle of mobilizing others to solve community problems. Their responsibility is to embody the value of community and, in our actions, to model the values we ask others to share. A number of agencies in Sudbury received United Way Funding some of which include Better Beginnings Better Futures, Carrefour francophone, Learning Disabilities Association of Sudbury, March of Dimes, Meals on Wheels, and YWCA Sudbury – Genevra House.

The United Way is requesting the support of the Board to assist with their campaign.

In 2014, the Board approved a donation in the amount of \$2,000 to this Campaign.



United Way
Sudbury and
Nipissing Districts

The Impact of your Gift.

Helping Kids

Supporting our community by addressing challenges children and youth face so they reach their potential and grow into engaged and productive adults.

1925 children have a better understanding of the French language and culture.

100 children have shown an increase in self esteem.

Your gift of \$1,200 provides a child with a role model and friend to talk to and share the experiences of growing up for one year.



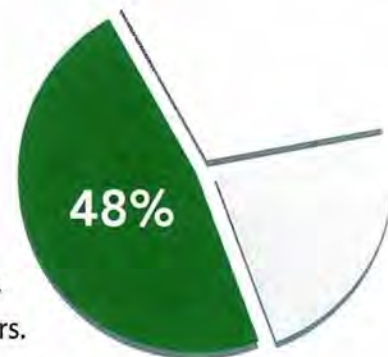
Strong Communities

Supporting our community by improving access and availability of resources needed to revitalize and strengthen neighbourhoods.

1214 people have found an increase in stability, life skills, finding permanent accommodations for at least six months after occupancy.

176 women chose to live independently from their abusive partners.

Your gift of \$750 provides emergency food, lodging, personal services and clothing for a family of four for 36 hours.



Poverty to Possibility

Supporting our community by creating opportunities people need to build resiliency to help avoid, stabilize or transition out of the cycle of poverty.

13,005 youth were provided access to housing and meals.



3,548 people had access to more fruits and vegetables.

Your gift of \$500 provides personal hygiene kits to 50 low income individuals who are homeless or at risk of being homeless.





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: October 7, 2015
PUBLIC	
SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS FALL CONFERENCE UPDATE	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

The Ontario Association of Police Services Boards holds an annual labour conference. The event is held every fall and addresses a number of topics of interest relative to police labour relations.

CURRENT SITUATION:

The conference was attended by Chair Frances Caldarelli and CAO Sharon Baiden on October 1 – 2, 2015 in Toronto. Both attendees will be on hand to provide an overview of the topics addressed.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: October 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:

A letter was received from Sudbury Rainbow Crime Stoppers thanking Detective Sergeant Robert Weston for speaking to their Board on the processing of tips received. Sergeant Weston "Our Directors were very impressed with Detective Sergeant Weston's presentation and gained a better understanding of how information received and initiatives instituted directly impact the work done by law enforcement. What an excellent representative of the Service. We commend him for his dedication to making our community a safer place."

An email message was received from a Sudbury resident extending his appreciation to the uniform officers who assisted at the Labour Day celebrations at Bell Park. "I heard helpful and positive two-way conversations between officers and the public. They engaged and encouraged children, parents, and grandparents to speak and offered open arms and warm smiles. They set a good tone from arrival to departure."



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: October 7, 2015
PUBLIC	
SUBJECT: ANNUAL POLICE PERSONNEL AWARDS PRESENTATION	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

Each year the Greater Sudbury Police Services Board continues the tradition of proudly recognizing police personnel for outstanding service to this community.

We will also recognize police personnel who have provided essential support services for 20, 25, and 30 years.

CURRENT SITUATION:

This year's event will be held Wednesday November 25, 2015 at the Caruso Club Upper Hall, 385 Haig Street, Sudbury. Please hold the date.

The start time for the ceremony will be confirmed.

All Board Members are encouraged to attend.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

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

CURRENT SITUATION:

As a result of recent retirements and resignations, vacancies at the rank of Sergeant have been created.

The following members have been promoted and will be presented to the Board October 14, 2015:

Sergeant John LALONDE
Sergeant Derick ROSE



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: October 7, 2015
PUBLIC	
SUBJECT: INTRODUCTION OF COMMUNITY SAFETY PERSONNEL	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

The Service's budget for 2015 included a business case that further evolves 'Our Shared Commitment to Community Safety and Well-being' Model with the introduction of Community Safety Personnel.

The Human Resources and Staff Development Branch undertook a comprehensive review of positions in order to ensure that the "right resources were located in the right place at the right time with a focus on the highest risks". Our commitment is to augment frontline service strength and enhance capacity for proactive policing and prevention measures to provide for greater availability and visibility through redeployment of police resources.

CURRENT SITUATION:

Since the budget and business case were approved, the Service has worked diligently on the implementation of the Community Safety Personnel Program.

Chief Pedersen will deliver a presentation on program status to date and will proudly introduce the inaugural team of Greater Sudbury Police Service CSPs as listed below.

.../2

The following members have been assigned to their positions and will be presented to the Board October 14, 2015:

Corporate Communications	– Dana DAOUST
Crime Stoppers / Senior Liaison	– Lise PERREAULT
Alternative Response Coordinators	– Ashley LABERGE
	Leticia PILEGGI
	Julie SAJATOVIC
Crime Prevention Coordinator	– Samantha GAUDETTE
Missing/Vulnerable Persons Coordinator	– Lisa JENSEN
Youth Safety Coordinator	– Roxanne SAUVE