



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY April 20, 2016 4:00 P.M.
Dynamic Earth, Atlas Copco Theatre

PUBLIC AGENDA



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2	Matters Arising from In Camera Session		
3	Roll Call		
4	Adoption of Minutes		
	Adoption of Minutes - March 16, 2016	Motion	
5	Motion to Accept Agenda	Motion	
6	Declarations of Conflict of Interest		
7	Presentation		
	Staff Supports and Services		
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	2016-2017 Bail Safety Project	Motion	1 - 2
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| 13 | Operational Update - Deputy Chief Lekun | | |
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| 16 | Next Meeting Date | | |
| | Next meeting Wednesday May 18, 2016 | Motion | |
| 17 | Member Introduction and Presentation | | |
| | Appointment and Introduction of New Constables | Motion | 27 - 28 |
| 18 | Adjournment | | |



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: April 13, 2016
PUBLIC	
SUBJECT: 2016-2017 BAIL SAFETY PROJECT AGREEMENT RENEWAL	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Crime Prevention and Intervention	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board enters into an Agreement with the Ministry of the Attorney General for the purpose of the Bail Safety Program for a one-year period April 1, 2016 to March 31, 2017.

BACKGROUND:

In December 2002, the Board was advised that the Greater Sudbury Police Service had been selected to participate in a Domestic Violence Bail Project. Discussions ensued to determine the terms and conditions of such a Program. On April 1, 2003 the Board entered into an Agreement with the Ministry of the Attorney General with respect to a Bail Safety Pilot Project which outlined the various roles and responsibilities of each party. In 2006, the Ministry committed ongoing funds to ensure sustainability of the Bail Safety Program.

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The Bail Safety Program is a collaborative team consisting of staff from the police, Crown, Victim/Witness Assistance Program Staff and other organizations. The investigating police service notifies the victim of the opportunity to attend at the site for a pre-bail hearing interview which shall be conducted the day following the arrest.

The victim is interviewed by the designated police officer for the Project and has the opportunity to speak to the Designated Crown and to be counselled by the Victim/Witness Assistance Program Staff. The purpose of the interview is to determine risk to the victim, to assess the bail brief for completeness and to offer early support to the victim.

CURRENT SITUATION:

The program having been in operation for over ten years continues to be highly effective.

The current Agreement expired March 31, 2015. Correspondence was received from the Ministry extending the program from April 1, 2016 to March 31, 2017 on the same terms and conditions.

The Ministry has also advised that all funded programs remain under review.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: April 13, 2016
PUBLIC	
SUBJECT: SUDBURY REVOLVER CLUB AGREEMENT	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Ensure Facilities Meet Our Members Needs	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board enters into a renewal Agreement with the Sudbury Revolver Club for use of facilities and training subject to satisfactory negotiation of terms and conditions.

BACKGROUND:

The Sudbury Revolver Club owns and operates a shooting range facility in Garson, Ontario. This property, services, and training facility are available to the Service's Training Branch for the purpose of firearms training.

Since 2005, the Service has had an Agreement with the Club that provides access to use of various range facilities for the purpose of conducting mandated firearms training. Under this Agreement, the Sudbury Revolver Club provides access to its range and facilities which include the use of the clubhouse which houses a classroom and kitchen and dedicated access to shooting range number 8 which is a 25 yard outdoor handgun and shotgun range. Under the current terms, the use of fully automatic weaponry is prohibited. The Agreement provides for a number of conditions one of which is that GSPS has a Firearms Training Officer present at all times.

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At the site, the Service also has storage facilities, a small trailer, and portable toilet access. This Agreement has served the needs of the Service well.

CURRENT SITUATION:

The Service currently has a complement of 16 Colt C-8 Carbines which are assigned only to the Tactical Unit Officers. Frontline officers are not trained on this type of weaponry.

Police Tactics surrounding incidents like Active Shooters and Active Attackers have changed over the years and often times first responding frontline officers must be equipped in order to take immediate action to effectively respond and locate/eliminate a threat and reduce the number of casualties. Carbines are an option for use in containment situations, high risk vehicle stops, and active attacker/shooter incidents

A 2011 RCMP Report examining the 2005 Mayerthorpe tragedy identified the need for Carbine rifles. The McNeil Report examining the 2014 Moncton Shooting urged the RCMP to expedite the deployment of Patrol Carbines to its members.


The Service has conducted an extensive review on the use of Carbine rifles as part of its frontline equipment deployment. A Patrol Carbine Program has now been developed that recommends that 60 Frontline Members be trained to use the Patrol Carbine. Plans are now underway to implement the program in September 2016.

In order to proceed with this training, modifications and leasehold improvements are required to Range 8 currently assigned to the Service under the existing agreement. The Club has agreed to undertake such improvements with the understanding that the Board reimburse the Club for such improvements currently estimated to be \$25,000. The Agreement will also contain a provision that in the event of termination by the Club prior to expiry for any reason, the Club shall pay to the Board any funds required in accordance with a repayment schedule to be appended to the Agreement.

Additionally, the Service seeks to install a transportable building in the approximate size of 24 feet by 30 feet at its expense. Plans are currently underway for its acquisition which will be the subject of a separate Board Report at a later date.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: April 13, 2016
PUBLIC	
SUBJECT: FISHER WAVY INC. AGREEMENT	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Ensure Facilities Meet Our Members Needs	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board enters into an Agreement with Fisher Wavy Inc. for use of a Designated Area for police and Tactical Unit training subject to satisfactory negotiation of terms and conditions.

BACKGROUND:

Since the early 1990s the Service has operated a Tactical Unit. When the Adequacy and Effectiveness Regulation was passed in 1999, the training requirements for police tactical units became specified in legislation. Since the late 1990's, the GSPS Tactical Unit has been training in the Burwash Pit which is located on Crown Land outside of the City of Greater Sudbury. A facilities use permit has been in effect and renewed annually.

The purpose of training in Burwash was to be adequacy compliant by ensuring Tactical Officers had reasonable access to a small and long arms range (*Policing Standards Manual amended 2002 ER-002*). This range was suitable for this purpose having met the required specifications. It was also a suitable area due to its isolation.

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Over time and given that the police did not have sole right of access to the range, it was noted that at times, the public were using this range and causing mischief to the range itself. The refuse left behind on the range including broken glass renders the area unsafe when kneeling. Discarded metal targets have left the range hazardous due to risk of ricochet.

Additionally and more recently, the public had use of Crown land behind and adjacent to the range as a campground and training could not be safely conducted. With the changes to Highway 69, the route to the range has been extended from 30 to 45 minutes limiting any form of real-time tactical or medical response. Winter and other seasonal access is limited due to heavy drifting, flooding, and fallen trees. Plowing has become challenging and costly due to the travelling distance.

Given these challenges, the Service has searched for an alternate training location for the Tactical Team.



CURRENT SITUATION:

Fisher Wavy owns and operates a quarry located at 6130 Estaire Road, Greater Sudbury, Ontario. The OPP operate a range that has been in use for more than twenty years. The Service has entered into discussion with the owner in relation to possible use by GSPS for similar police and Tactical Unit training.

A range has been designed that is 100 metres long and 40 metres wide. The site is secure, safe, and isolated, yet provides quick access to the City in all seasons. The road is plowed throughout the winter to allow police and emergency vehicles access to the range. This location is private and affords the Service the option to leave on location portable toilet facilities, storage containers, and other equipment as may be necessary to effect training. The area also permits Tactical Officers a suitable training space to conduct tactics and general field training.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: April 13, 2016
PUBLIC	
SUBJECT: HARRIS RADIO SYSTEM SPARE PARTS INVENTORY	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Ensure Equipment Meets Our Members Needs	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board endorse the purchase of a spare parts inventory from Harris Canada Systems Inc. at a cost of \$118, 264 plus taxes to facilitate emergency system maintenance.

BACKGROUND:

In 2012, the Service awarded the contract for Communications Infrastructure replacement to Harris Canada Systems Inc. The contract provided for the replacement and/or upgrade of equipment and a system maintenance agreement plan for a period of 10 years. In their bid proposal, Harris also identified a list of Optional Spare Parts for the primary systems and tower sites which were recommended to be on hand for immediate repairs that would become required on a just-in-time basis and would guaranteed availability.

A price at that time was quoted at \$118,264.68 plus applicable taxes. There was further assertion that this pricing would remain in effect for a period of one year following system acceptance which occurred on April 1, 2015. Several discussions were held on the requirements of the parts and the benefits to the CGS radio system as a whole.

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At the time of purchase, it was recommended by our Radio Project Consultant Dan Perlstein of Lapp Hancock that a spare parts inventory be maintained locally. Exact replacements for many items listed may become difficult to obtain as technology changes and is dependent on the current demand for parts in stock.

The acquisition of these parts will allow Harris and their Agent(s) to respond to failures and restore service in a timely manner. Harris will use the inventory of spare parts to immediately repair the failure and will then order and place a new item into inventory once received providing the failure was warranty related.

Since the optional parts were outside the scope and budget of the main CGS Radio Project, the purchase was deferred for consideration until the P25 system was fully commissioned and operational.

The total cost of these items exceeds the current City of Greater Sudbury purchasing Bylaw. As they are Harris specific parts, they would qualify for a single source non-competitive purchase based on the following factors:

- 1) The standardization and compatibility of the parts with existing equipment and their service is of paramount consideration.
- 2) Pricing of these Optional Spare Parts has been maintained at 2012 levels.
- 3) Several delays have been experienced at tower sites as a result of equipment failures and the lack of local spares. While Harris does maintain some spares at their facility in Mississauga, Ontario, many parts are configured and shipped directly from Lynchburg Virginia in the United States resulting in longer delays.

CURRENT SITUATION:

A quote was obtained from Harris Canada prior to March 31, 2016 which honored the price previously identified in the Optional Spare Parts Listing. This purchase had to be made prior to the expiration of the reserved pricing.

The parts will be managed by the Greater Sudbury Police Service. They will be stored locally in the Radio Equipment Room at Police Headquarters on the sixth floor adjacent to the Primary 911 Dispatch Facility. This will keep them readily available to the Agent(s) of Harris who provide Service and Maintenance on the system without risk of delay for parts.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: April 13, 2016
PUBLIC	
SUBJECT: 2016 PAY EQUITY PLAN	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Encourage Career Advancement	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board adopts the Pay Equity Plan as at December 31, 2015 as recommended by the Joint Pay Equity Committee.

BACKGROUND:

In accordance with the requirements of Bill 154 an *Act to Provide for Pay Equity*, the Greater Sudbury Police Service’s Joint Pay Equity Committee is responsible for maintenance of the Pay Equity Plan and ensuring compliance with the *Act*.

All Civilian male and female job classes are covered by the Plan. According to the legislation, a job class is deemed to be a ‘Female Job Class’ where 60% or more of the incumbents are female. A job class is deemed to be a ‘Male Job Class’ where 70% or more of the incumbents are male. A job class meeting neither of these criteria is considered to be ‘Gender Neutral’ and is not covered by the Pay Equity Plan.

The method of comparison is a point factor job evaluation plan measuring the composite of the skill, effort, responsibility, and working conditions completed by the Joint Pay Equity Committee comprised of Association and Management members.

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There are two possible ‘Basis of Comparison’ between the male and female job classes within the Service. The first is Equal Value – where the male and female job classes are deemed to be of equal value based on the job evaluation point scores. The second is Greater Value – where the female job class has a higher number of job evaluation points than the male job class.

Bill 102 amending the original *Pay Equity Act* was proclaimed on July 1, 1993 in effect from January 1, 1993. This *Act* requires that where there are no male job classes of equal or comparable value, a ‘proportional value’ calculation be undertaken to determine an appropriate comparator rate of compensation. The proportional value calculation requires the use of a statistical technique known as ‘linear regression’. In 2015, both Equal Value and the Proportional Value method were required in devising the Greater Sudbury Police Service Plan.

The legislation requires that Pay Equity Adjustments be calculated as follows:

- a) Where the basis of comparison is Equal Value, pay equity is achieved when all incumbents in the female job class earn a rate of compensation at least equal to that of the lowest paid incumbent in the comparable male job class.
- b) Where the basis of comparison is Greater Value, pay equity is achieved when all incumbents in the female job class earn a rate of compensation at least equal to that of the highest paid incumbent in the male job class of lesser value.

In achieving pay equity, female jobs classes are compared to male job classes using a Ten-Factor Job Evaluation Plan (‘JE Plan’) that measures the following:

<u>Skill Factors</u>	<u>Responsibility Factors</u>	<u>Effort and Working Condition Factors</u>
1. Education 2. Experience	3. Scope 4. Contacts 5. Supervision Required 6. Accuracy 7. Supervision of Others	8. Visual Demand 9. Physical Demand 10. Working Conditions

CURRENT SITUATION:

The Greater Sudbury Police Service Joint Pay Equity Committee is comprised of two members representing the Association and two members representing Management that meet as required and review jobs within the plan under any of the following conditions:

- When a new job has been created within the Service
- When a member reports significant change to their job
- When Management makes significant change to a job description.
- As part of regular maintenance, annually four or five jobs are scheduled for a review

The Greater Sudbury Police Service achieved pay equity on October 26, 1990 and an amended Plan was achieved on Oct 2, 1996, Dec 14, 2010, May 09, 2013, 11 Apr 2014 and 03 Mar 2015.

The Joint Committee has determined that an amended Plan will be posted annually to reflect any new wage rates negotiated between the parties or when there are new positions created and/or other positions eliminated.

This Committee has now submitted an amended Pay Equity Plan using pay, job, and employee data as of December 31, 2015. The Joint Pay Equity Committee recommends that the Board adopt the amended Pay Equity Plan which will be also recommended to the Police Association for approval. Once received, same will be posted in accordance with the legislation for 30 days.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: April 13, 2016
PUBLIC	
SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS ANNUAL CONFERENCE SUPPORT	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves a donation in the amount of \$500 in financial support of the Ontario Association of Police Services Board's Annual Conference and General Meeting in Toronto, Ontario May 11-14, 2016 with funds drawn from the Board's operating account.

BACKGROUND:

Each year the Ontario Association of Police Services Board hosts an annual General Meeting and Conference. Representatives from the Police Services Board generally attend. It is customary for the Board to donate \$500.

CURRENT SITUATION:

This year, the annual conference will be held May 11-14, 2016 in Niagara Falls, Ontario. The theme this year is 'Preparing for Change'. The full conference Agenda has been forwarded to all Members.



2016 Spring Conference and AGM
May 11, 2016 - May 14, 2016
Sheraton on the Falls
Niagara Falls

Greetings Members!

Our annual Conference & AGM is fast approaching, and the excitement is building! **Some Highlights:**

- Minister Naqvi's address
- Update of Street Checks
- Keynote Speaker: Michael "Pinball" Clements!
- Special consultation session re: Safer Ontario & PSA rewrite.
- Companions' winery tour

We are **seeking Member Boards' sponsorships of the conference.** Your continued participation and financial contributions to OAPSB are crucial to our ability to provide member services and advocate for much needed legislative changes.

Thanks for continued service and support.

Russ & Fred
President & Executive Director



2016 SPRING CONFERENCE & ANNUAL GENERAL MEETING


MEMBER SPONSORSHIP OPPORTUNITIES

<u>LEVELS</u>	<u>SPONSORSHIP RANGE</u>	<u>RECOGNITION/BENEFITS</u>
Diamond	\$10,000 +	Keynote Speaker sponsor & introducer Recognition in the conference program Recognition on OAPSB website Letter of appreciation
Platinum	\$5,000 to \$9,999	President's Banquet sponsor Recognition in the conference program Recognition on OAPSB website Letter of appreciation
Gold	\$2,000 to \$4,999	Breakfast/Lunch sponsor Recognition in the conference program Recognition on OAPSB website Letter of appreciation
Silver	\$1,000 to \$1,999	Coffee Break sponsor Recognition in the conference program Recognition on OAPSB website Letter of appreciation
Bronze	Up to \$999	Recognition in the conference program Recognition on OAPSB website Letter of appreciation

To become a sponsor of the OAPSB Spring conference and AGM, please contact admin@oapsb.ca



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR CONSIDERATION	DATE: April 13, 2016
PUBLIC	
SUBJECT: CAPB CALL FOR NOMINATIONS	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR CONSIDERATION

BACKGROUND:

The Canadian Association of Police Governance (CAPG) is the only national organization dedicated to excellence in police governance in Canada. Since 1989, CAPG has worked diligently to achieve the highest standards as the national voice of civilian oversight of municipal police.

CURRENT SITUATION:

The CAPG has sent out a call for nominations for positions on the Board of Directors. A list is attached.

Nominations should be submitted by Tuesday May 31, 2016. Elections will take place during the Annual General Meeting scheduled for August 12-14, 2016 in Ottawa, Ontario.



CALL FOR NOMINATIONS CAPG Board of Directors

To: CAPG Members

Date: March 31, 2016

From: Cathy Palmer, Chair, Nominations Committee

Subject: Call for Nominations to the CAPG Board of Directors

On behalf of the CAPG Nominations Committee, I am pleased to invite nominations to the association's Board of Directors for the term 2016-2018.

Nominations are an important responsibility of our members. The effectiveness and success of our association depends on the strength and quality of our volunteer Board. It is up to you to propose nominees who will bring the necessary competencies and commitment.

Under the new CAPG governance structure, Directors shall be elected by the Members at each annual meeting of Members for which an election of Directors is required. Each Director shall be elected to hold office for two (2) years, at which time each such Director shall retire as a Director, but, if qualified, shall be eligible for re-election. In order to be eligible for election a candidate must have been appointed to his/her local Member Board/Commission for a two year term which will not expire during the following two years. Should a Director's remaining term on his/her local Member Board be for less than two years, he/she may be elected to office on a one-year term. No Director may continue to serve for more than six (6) consecutive years but will be eligible for election to the Board after twelve (12) or more months have elapsed since he/she ceased to be a Director.

The Nominations Form is attached as Schedule A and Schedule B includes a list of competencies that we would ask you to complete. Following the receipt of nominations and identification of eligible candidates, the Nominations Committee will conduct phone interviews with each candidate.

Please submit your nomination forms electronically to the attention of Cathy Palmer, Chair, and Nominations Committee at the following address: nominations@capg.ca. **The deadline for receipt of nomination papers is TUESDAY, MAY 31, 2016.**

Along with my fellow members of the Nominations Committee, Jonathan Franklin, Saint John, New Brunswick and Joan Kotarski, Victoria, British Columbia, I look forward to your response. If you have any questions, please direct them to Jennifer Malloy, the CAPG Executive Director. We will do our best to address your questions promptly.

Sincerely,

A handwritten signature in black ink that reads 'Cathy Palmer'.

Cathy Palmer
Chair, Nominations Committee 2016



CALL FOR NOMINATIONS

GEOGRAPHIC LOCATION	CURRENT APPOINTMENTS & VACANCIES
British Columbia (2 seats)	<ol style="list-style-type: none"> 1. Marcus Wong, West Vancouver Police Board 2. Karla Rockwell, Delta Police Board
Alberta (2 seats – 2 VACANCIES)	<ol style="list-style-type: none"> 1. VACANCY 2016 - 2018 2. VACANCY 2016-2018 (Interim Appointment – Tyler Shandro, Calgary Police Commission)
Saskatchewan (2 seats – 1 VACANCY)	<ol style="list-style-type: none"> 1. Rob Stephanson, Weyburn Board of Police Commissioners 2. VACANCY 2016 - 2018
Manitoba (2 seats – 1 VACANCY)	<ol style="list-style-type: none"> 1. Scott Gillingham, Winnipeg Police Board 2. VACANCY 2016 - 2018
Ontario (3 seats)	<ol style="list-style-type: none"> 1. Mary Anne Silverthorn, Woodstock Police Services Board 2. L.A. (Sandy) Smallwood, Ottawa Police Services Board 3. Laurie Williamson, Peel Police Services Board
New Brunswick (1 seat – 1 VACANCY)	1. VACANCY – 2016 - 2018
Nova Scotia (2 seats)	<ol style="list-style-type: none"> 1. Nola Folker-Hill, Kentville Board of Police Commissioners 2. Steve Graham, Halifax Board of Police Commissioners
First Nations (2 seats)	<ol style="list-style-type: none"> 1. Ron Skye, Kahnawake Peacekeepers 2. Tammy White Quills Knife, Blood Tribe Police Commission

Schedule A NOMINATION FORM

TO BE SIGNED BY BOARD/COMMISSION CHAIR AND NOMINEE:

We _____ being members in good standing of CAPG, nominate _____ for the position above.

We also confirm that:

- We represent a geographical region of Canada represented by the Association's Members (By-laws – Article 5.2);
- We are members in good standing of the association; (By-laws – Article 5.3(a));
- The nominee resides in the province where our Police Board/Commission is located (By-laws – Article 5.3(b));
- The nominee is willing to commit to the association for at least a two year term;
- The nominee has the time to contribute fully in 3 face-to-face meetings a year (one in Ottawa, one board retreat, one at the annual conference);
- The nominee has the financial support of our Police Board/Commission to cover the cost of their attendance at the three meetings a year including airfare and accommodation (estimated financial commitment is \$5,000);
- The nominee is able to participate in a two-hour bi-monthly teleconference board meeting; and
- The nominee is willing to sit on at least one working committee and actively participate in the work of that committee.

Signature:

Name: (please print)

Chair of Board/Commission

NOMINEE:

I _____ being a member of, _____ consent to this nomination.

I am currently a _____ (provincial, municipal, citizen appointment) representative on my police board/commission and I have _____ years left to serve.

I am eligible for another reappointment for _____ years.

Address: _____

Telephone: _____

Fax: _____

Email: _____ Date _____

Signature:

Name: (please print)

RETURN THIS FORM BY EMAIL TO NOMINATIONS@CAPG.CA BY MAY 31, 2016





SCHEDULE B

COMPETENCY CHECKLIST FOR CAPG BOARD MEMBERS

YES	NO	EXPERIENCE
		Business, business administration, especially non-profit
		Strategic planning
		Risk management
		Accounting & Finance
		Human resources
		Labour Relations
		Legal, especially non-profit & tax law
		Multi media / communications
		Advocacy
		Knowledge of federal government
		Board or governance experience
		Community development
		Proposal and grant writing
		Policy making
		Information Technology
		Marketing & public relations
		Fundraising & special events
		Contacts, networking, especially on a national level
		Educational program development
YES	NO	SKILLS
		Strong communication skills
		Strong decision maker
		Consensus builder/collaborative
		Effective listener
		Strong analytical skills
YES	NO	PERSONAL ATTRIBUTES
		Integrity and high ethical standards
		Strong public service orientation
		Respect for diversity
		Discretion, objectivity and good judgment
		Desire to contribute
		Active participant
		Ability to meet time commitments
		Capable of wide perspective
		Resilience
		Life long learning
		Team player



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: April 13, 2016
PUBLIC	
SUBJECT: CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Youth Crime Prevention Initiatives	
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:

\$1,000 in support of the 2016 Aboriginal Secondary School Awards

\$1,000 in support of the 2016 Fast Flowing Water Poster Contest

\$500 in support of 2016 Girls Run Sudbury

\$300 in support of the 2016 Valley East '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.

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The Chief's Youth Advisory Council reviews and provides insight on all funding requests submitted to the Board.

When considering requests 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.

CURRENT SITUATION:

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

2016 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 13th Annual Aboriginal Secondary School Awards is scheduled for Thursday June 2, 2016 at the Caruso Club.

2016 Fast Water Safety Strategy Poster / Video Contest

The Fast Water Safety Program is an initiative from the City of Greater Sudbury and the Junction Creek Safety Committee aimed primarily at educating children. It is recognized that flowing water is a dangerous situation in many locations in our community.

The annual event brings attention to elementary school students that rapidly flowing water poses a real threat and is an integral learning tool that stresses important lessons and safety themes. The contest includes all schools in the Greater Sudbury area.

2016 Girls Run Sudbury

Girls Run Sudbury was developed to increase physical activities among teenage girls from grades 7-12. The event promotes self-esteem and increased awareness towards a healthier life style and helps them discover the advantages and enjoyment that come from physical activity in a positive environment. This event is an achievable challenge for all regardless of fitness and personal goals and brings together athletes and beginners to build a social circle based around physical activity and having fun.

The Sudbury event will be held on June 5, 2016 and hosted by Laurentian University.

2016 Valley East Neighbourhood 'Back to School' Community Store

The Valley East Neighbourhood Team consist of different community partners brought together to address identified needs. The Valley East Team includes CPTM Best Start Hubs, OCOF Daycares, SDHU, GSPS, various churches, and school principals.

Each year, a 'Back to School Community Store' is held to provide local children in need the school supplies they require for the upcoming year at a reduced cost. 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.

ABORIGINAL SECONDARY SCHOOL AWARDS





Conservation Fast Flowing Water Contest Sudbury







GIRLSrun.ca
FIND AN EVENT NEAR YOU!

2016 'Back to School Community Store'





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: April 13, 2016
PUBLIC	
SUBJECT: NOTES OF APPRECIATION	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Acknowledging Exceptional Efforts	
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 a Sudbury property owner extending his appreciation to Constables Curtis Freeman and Michel Brunette for their assistance with property issues. "Their attitude, obvious interest, and professionalism are a credit to themselves and the entire Greater Sudbury Police Service."



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: April 13, 2016
PUBLIC	
SUBJECT: INTRODUCTION AND PRESENTATION OF NEW OFFICERS	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Recruitment and Succession Planning	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION

That the Board receives the following members now duly appointed:

BERGERET, Stephane
BIGNUCOLO, Ryan
COCCIMIGLIO, Jeff
CARROLL, Jordan
JOANETTE, Alain
JOHNSTON, Darcie
LORANGER, Melissa
MCIVER, Melissa
PRIMEAU, Kyle
SAUVE, Michel

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BACKGROUND:

In accordance with the Service's annual hiring plan, members are hired to ensure staffing levels are maintained at authorized strength. At this time, vacancies are being filled in accordance with the 2016 proposed budget plan which includes hiring of cadets to attend at the Ontario Police College for their recruit training.

CURRENT SITUATION:

In March 2016, ten officers successfully completed the Basic Constable Training at the Ontario Police College. They have returned and are now assigned to the Police Training Officer Program. These members will be presented to the Board April 20, 2016.