



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY December 14, 2016 10:00 A.M.
Police Headquarters, Alex McCauley Boardroom, 5th Floor

PUBLIC AGENDA

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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 2016
PUBLIC	
SUBJECT: 2017 BUDGET	
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 DISCUSSION

BACKGROUND:

On October 12, 2016 the Police Services Board approved a Facilities Improvement Plan and requested that the Plan be implemented over a three year period. On October 25, the Board approved the 2017 budget along with the provisions for the Facilities Improvement Plan for 2018 and 2019.

On November 15, the Budget was presented to City Council's Finance and Administration Committee. During the budget session, the Committee Members posed several questions in relation to the Facilities proposal. Since that time, a number of questions were posed back to the Board seeking additional clarification on the budget. Correspondence authored by the Board Chair was forwarded in response. A copy is attached.

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SUBJECT: BUDGET 2017	Page 2
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CURRENT SITUATION:

As at the date of the authoring of this report, while a written request has not been received from Council, staff have been verbally advised that the Board will be receiving correspondence from Committee Chair, Michael Jakubo requesting that the Board revise the budget. Should formal correspondence be received, same will be forwarded to the Board electronically in advance of the meeting.



November 30, 2016

Chair Jakubo and Vice Chair Deb McIntosh
City of Greater Sudbury
Finance and Administration Committee
200 Brady Street
Sudbury ON
P3A 5P3

Chair Jakubo and Vice Chair McIntosh:

Thank you for the opportunity to present the Police Services budget as approved by the Police Services Board. I further acknowledge the interest taken by the Finance and Administration Committee with respect to the Facilities Improvement Plan included in the presentation. The questions posed by Councillors were relevant and certainly aligned with the thinking of the Board during their deliberations on the matter. The Board also recognizes that the \$18.8 million dollar total project cost, of which \$14.8 requires financing, is significant and the time provided to present the budget was limited.

The Board is also sensitive to facilities pressures that the City is addressing and have been involved in ongoing discussions for many years. I write on behalf of the Board to confirm that we are certainly open to and welcome more dialogue on this very important topic.

The Board is in a position with existing capital financing to commence renovations of Police headquarters to address some of the more urgent and pressing issues and can proceed in any event albeit this is not the most efficient manner. The phasing in of the project was strategically envisioned to minimize the disruption on operations through the completion of new construction first which would then allow specific areas to be vacated, which in turn would lead to the commencement of renovations in these vacated areas.

We cannot overstate the urgency and importance of addressing the health and safety concerns of our facilities. These issues have been outstanding and emerging for several years and efforts to address them with some overall level of permanence have simply not materialized.

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As was highlighted in the presentation, KPMG who was retained to provide an outside lens on the efficiency and effectiveness of the Service raised the state of police facilities as a significant concern. The report in its entirety is a public document from which the following excerpt provides details specifically with respect to police facilities:

Opportunity/Resource Management:

Police Facilities require immediate attention. Current state of HQ contributing to inefficiencies in terms of overcrowding, information sharing, customer service, public access, safety, and security. Plans for expansion to existing campus to be pursued in 2017 budget cycle should be a priority. LEL conditions contributing to risk exposure due to leakage and other environmental concerns. Training needs currently not met due to competition with other users for training space. Consideration should also be given to expanding existing site to accommodate large storage since the Falconbridge Arena must be decommissioned due to mold. Continue to examine utility and effectiveness of storefront model of service delivery model in relation to usage and community service.

Observation and Evidence:

Current state of HQ is contributing to inefficiencies in terms of information sharing, customer service, public access, safety, and security. A number of areas are significantly overcrowded most notably the Criminal Investigations Division.

The Uniform Patrol Division is split between three floors and space allocations are insufficient. Plans for an on-campus expansion will be pursued as a 2017 priority capital project for police.

The condition of the LEL facilities are contributing to health risks because of continual water leakages and findings of mould. These are emerging health risks that reactive and remedial interventions do not adequately address.

Training facilities are inadequate. The Service recently acquired a state of the art simulation training tool which does not have dedicated space to be housed. Classroom bookings are often cancelled in favour of paying customers at the LEL site which causes last minute changes and relocation of training activities.

The current storage facility located in an old arena is contaminated with mould and has adversely affected a number of stored items. This location is also not in close proximity to the current Property Storage unit which contributes to long driving time inefficiencies. The Service has a number of small storefront locations which primarily serve to house volunteers and COPs. An evaluation of this service delivery model should be undertaken to determine its value.

Timeline: Short/Medium Timeframe

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Given the independent findings reported by KPMG which confirmed the seriousness of the deficiencies of police facilities, the Chief and Board felt it imperative to initiate immediate action on plans already underway. Discussions ensued with City Finance Staff and facilities personnel with respect to the Facilities Improvement Plan that would be presented. Plans were already underway to de-commission the Falconbridge Arena given the serious health and safety risk posed. At no time were concerns raised around what was being contemplated in terms of the more significant facilities improvement initiatives.

To summarize:

- ✓ The Board acknowledges Council's willingness to address the state of police facility needs
- ✓ Maintaining the status quo of police facilities is not an option
- ✓ Adequate facilities are essential to improving our ability to serve the public and ensuring the protection of employees
- ✓ Health and safety pressures are dictating an immediate need to move forward
- ✓ Phasing of the project can be restaged
- ✓ The Board is available to present the Facilities Improvement Plan in its entirety
- ✓ The Board confirms the availability of existing capital to commence renovations and address significant pressures currently being experienced albeit this course of action will not be as efficient as envisioned as the new construction would facilitate renovations more effectively

Since the Board presented to Council on November 15, questions have been received from Councillors; the replies of which are detailed in Appendix A as attached.

Thank you in advance for your consideration of the Police Services Budget and this very important project. We remain available to respond to any further questions.

Yours truly,



Frances Caldarelli
Board Chair

Cc: Finance and Administration Committee, City of Greater Sudbury
Members, Greater Sudbury Police Services Board
Chief Paul Pedersen

Appendix A

Budget 2017 Councillor Questions

Why are we proposing to give the Police Dept. \$18.8M with no real business case?

As a point of clarification, the Police Service has \$4 million in its Police Capital Financing Reserve Fund which has been earmarked for this Project. The actual amount to be financed is \$14.8 million.

The Police Service considered several options in past years all of which were included in the material presented to the Police Services Board at a special meeting that was dedicated to deliberating the Facilities Improvement Plan. In assessing current facilities, several factors were utilized in this assessment including safety, health, circulation, customer access, security, spatial functionality, specialized equipment storage, crowding, customer access, regulatory compliance, use satisfaction, and value for money.

In order to address facility requirements, the process included examining and assessing several options including status quo, old surplus facilities such as schools, leasing, multiple small campuses, City owned facilities (200 Larch Street/former City Transit Garage), construction of an entirely new facility, purchase of Canadian Blood Service, expansion into existing occupied space of TD Square complex, renting space at 199 Larch Street, and renovations and expansion of existing police occupied campuses. The Police contributed to the MHPM Facility Rationalization and Asset Management Framework undertaken in 2015, offering many potential options to address police needs.

Each of the options were reviewed and evaluated based on the following criteria:

Key Factors

- Location
- Form and Function
- Innovation
- Complexity of construction
- Impact on the site or efficient use of the site
- Impact during construction
- Construction Schedule and Implementation
- Costs associated to the Option
- Costs of Financing
- Value

The *Adequacy and Effectiveness Standards* require that Police Services have a plan in place to address infrastructure requirements. The Facilities Improvement Plan adopted and approved by the Police Services Board addresses the operational facility needs of the Greater Sudbury Police service and sufficiently addresses and rectifies the inadequacies of the current Police Service

facilities. Further, the Plan identifies the current status of Greater Sudbury Police Service facilities, owned or leased by the City of Greater Sudbury, and identifies long-term needs for existing and future Police Facilities. The three-year Facilities Improvement Plan has been developed at an estimated total cost of 18.8 million dollars.

This Plan will see a significant renovation and expansion to both police main occupied campuses at 190 Brady Street and the Lionel E. Lalonde Centre. The objective is to resolve a variety of issues associated with the current state of facilities, most notably community access, parking, and health and safety risks. This Plan establishes an approach to maximize the use of existing facilities through renovation, expansion, and retrofit processes.

What benefit will taxpayers derive here?

The Plan adopted provides for operational space within the police facility that affords streamlined and efficient access to conduct police business as well as improved work flow processes. Citizen and customer access to services will be significantly improved and will also address the issue of public parking. The plan calls for the development of parking spaces in front of the new campus which will also serve parking for customer access to Tom Davies Square. The community will be invited to participate in the development process particularly as it relates to public spaces and these community needs will be incorporated into the design.

Safety and security in any community is of paramount importance to citizens. In contemplating the police service budget, the Board wanted to ensure an alignment with the City's Official Plan to ensure Sudbury is a welcoming and open community with a quality of place and lifestyle that is second to none. Greater Sudbury also values raising children in a child-friendly city, so that they in turn may choose to be educated, live, and work here. A Police Service that is open, accessible, and available to serving the community is key to the feeling of security. Our Plan demonstrates that the Police Service is open for business and strives to promote a safe and secure economic environment to retain and grow commercial and industrial enterprises and to attract new investment and human capital. Sudbury is recognized for its commitment to community and citizen engagement. The contemplated changes to police facilities will only serve to continue to optimize this approach to serving taxpaying citizens.

The primary objective is to provide a healthy, safe, and accessible environment for all staff and citizens attending for police business. Again as was stated in the KPMG Report, police facilities are contributing to inefficiencies in terms of information sharing, customer service, public access, safety, and security. Being accountable to the taxpayer, the Board is committed to optimizing service and ensuring an efficient and effective police service. Our capacity to ensure sound accountable business practices and effective and efficient work flow is impacted significantly by the facilities which have been noted on many levels.

The Police Service Business Plan, Mission, Vision and Values, *Adequacy and Effectiveness Regulation* under the *Ontario Police Service Act*, all embrace the need for police facilities that sufficiently meet police needs operationally and to maximize community safety and security.

Our Shared Commitment is founded in our proud traditions to provide exemplary service. As inclusive leaders we ensure community safety and wellbeing through collaborative partnerships, innovation, and community engagement. To this end, we pride ourselves in being accountable to the tax paying citizens and businesses.

The Greater Sudbury Police Service takes great pride in our public image. The location that houses and facilitates police services and activities sends a strong message to the community about what we strive for that is, being accessible, open and effective and efficient in the provision of services to the community. Citizens should expect and receive nothing less.

How soon before they outgrow this facility?

The Facilities Improvement Plan is intended to address and rectify inadequate and ineffective police service facilities. The plan includes flexibility to continue to respond to the changing and emerging needs of police service delivery. The facilities currently occupied by Police are not near end of life, however require interventions in order to address deficiencies which can be achieved through both renovations and new construction.

While changes in our business and service delivery mechanisms are difficult to predict in terms of specific impact on police facilities, the Plan developed identified space allocations required to meet not only current but also anticipated future space needs. The Facilities Improvement Plan has simply identified large square footage allocations based on a comprehensive analysis of space requirements. The next phase will involve detailed design work and planning to meet the unique needs to ensure adequate and effective services. The facilities will be capable of supporting modern technology and will be designed to accommodate future change. The issue specifically of accommodating female officers through expanded locker facilities will be resolved. Issues associated with interviewing accused, witnesses, and victims will be addressed. Weapons storage, front counter security, customer counter access, and public access to meeting space will be improved.

Remaining on the LEL campus will provide for future expansion should same be required. The intention is to improve currently outdated facilities with more flexible structures to meet the growing needs of the community and Service in the years to come.

Why not go a bit more long-term and give them a proper facility that will serve all their needs for many years to come?

Based on all of the reviews and the cost-benefit analysis undertaken, maximizing the use of existing police campuses yielded the greatest overall benefit. As appears to be suggested in this question, the ideal solution is to design, develop, and construct a special purpose police facility. Estimated costs for this solution are in the area of \$53 million plus applicable financing costs and taxes which given the other competing priority capital projects before Council was not considered by the Board as the course of action to be pursued. The Board would revisit this option if it is deemed more favourable by Council.

Why not work with Fire and Paramedic Services for a shared location?

Not quite ten years ago, the Police Service participated in a comprehensive feasibility study to establish an Emergency Services Centre that would be occupied at the Lionel E. Lalonde Centre. This project saw special purpose space designed for Fire, EMS, and Emergency Management along with the creation of District #2 for portions of Police operations including training, property and evidence management, traffic services, and rural uniform deployment. For police, this resulted in facility rationalization and consolidation of a number of storefront offices. Historically, the rural area for Sudbury had been served through a number of Patrol Operation Storefronts located in Walden, Valley East, Coniston, Rayside-Balfour, and Copper Cliff. This resulted in a more efficient and effective deployment of resources from a central location to serve the outlying areas. LEL also serves as the back-up Communication Centre for police and fire.

Today, serving Greater Sudbury from a Headquarters located in the downtown core and District #2 to serve rural Sudbury has worked well from a geographic perspective and any potential shared location would have to be considered in terms of police needs and best approach to serving the community and our current service delivery model.

Police, Fire and EMS are all separate and distinct businesses governed by separate legislation. Where possible shared use of space has been pursued. This notwithstanding has found to be limited given the unique needs of each service. Having the three services located at LEL for close to ten years seems to be working well having promoted comradery amongst the services with the exception of adequately serving police training needs.

Most notably with demands on police training having evolved significantly in recent years, the need for dedicated police space is required due the requirement for daily training. In response, the Police have identified the construction of special purpose police training space which will be equipped with a simulation training lab, use of force classroom, and an online computer teaching centre.

At the budget meeting, the Board learned that Fire Services currently has an Optimization Study underway which may see portions of the LEL campus vacated in favour of potentially building a new facility for Fire and/or EMS. The Police Facilities Improvement Plan Phase 3 focuses on

LEL and calls for new construction as an expansion of the existing building. In the event significant space becomes available within the facility, this component of the Plan can quite easily be converted to an interior build and renovation approach as opposed to new construction. In three years, this option can be pursued should the space become available.

Should a shared location Plan emerge as a result of the Optimization Study, the Police Service would be willing to examine a shared location. This however, will not alter the special purpose design requirements for Police and further will require a financial commitment from the Police Service.

Police have also worked with Fire extensively on the radio project which had facility implications. With respect to dispatch services, both police and fire worked very closely in the procurement of the equipment, furnishings and renovations (totalling just under \$2.5 million) to the Communication Centre located at Police Headquarters. The Facilities Improvement Plan has also identified a space allocation to house EMS dispatch should the Police, Fire, EMS Integrated Dispatch Project move forward at some future date.

Where is the business case?

Through years of review, dialogue with City Staff, architectural study, external efficiency and effectiveness assessment, and several option reviews, the Board's need to address facilities has been very much a priority discussion and has been raised in budget cycles dating back to 2009. These reviews culminated in the development of the Facilities Improvement Plan which was endorsed by the Board and included in a multi-year budget forecast. The Plan addresses systemic problems such as lack of space, poor work process patterns, inadequate locker facilities, insufficient parking, and health and safety problems that cannot be resolved until a major renovation, retrofit, or construction is undertaken.

Should Council wish, the Board would be pleased to present the entire plan and associated history at any time.

How do we vote on this matter?

The Board has approved a budget in the amount of \$55,604,204 which includes a commitment of funds toward a loan repayment for year 1 of a three-year facilities improvement plan. The Board respectfully requests that Council accepts the 2017 budget as presented. This phased project approach will ease the pressure on the Police operating budget in future years. Council will know that the 2017 budget contains \$163,200 in loan repayment which is earmarked for the facilities project. Should these funds not be spent, the Board would be prepared to contribute \$163,200 to another City project requiring funding. This approach preserves the allocation to the Police base budget relieving the impact in 2018.

At minimum, the allocation in 2017 launches the beginning of the financial investment that is required to move the project ahead at some future date. This will start to increase the baseline required regardless of when the project comes to life. As cost recovery for facilities is a line item chargeback from the City, we believe it is important to begin to increase that amount to be reflective of what we know future costs will be.



Delaying the implementation of the Plan stands to increase costs associated with addressing incidental building deficiencies, operational inefficiencies, and increases exposure to ongoing health and safety concerns.

The Police Board is requesting a new building and in effect more space. What will be the impact on the Police Board operating budget once the proposed new building becomes operational?

In terms of the funds required to operate within the newly expanded and renovated spaces, in 2014 and 2015 in anticipation of the then proposed renovation project moving forward, the operating funds were identified and are currently within the police base operating budget. Final operating resources will not be known until the project is actually completed. Costs were determined based on current operating expenses associated with spaces as occupied and factored with the additional space. Additionally, new space constructed will be done with an energy efficiency approach which will assist in managing these costs.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 2016
PUBLIC	
SUBJECT: 2017 SUDBURY RAINBOW CRIME STOPPERS MONTH	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Mobilizing and Engaging Our Community Goal: Building Sustainable Networks	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

Sudbury Rainbow Crime Stoppers is a partnership of the public, the police, and the media that provides the community with a proactive program for people to anonymously assist in the solving of crime and contributing to an improved quality of life in our community. Crime Stoppers is based on the simple principle that for every crime committed, someone other than the criminal has information that would solve the crime.

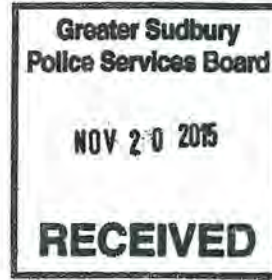
Sudbury Rainbow Crime Stoppers is one of the most effective programs in Canada. Since its inception, they have assisted law enforcement agencies to solve over 3,710 cases and recover over \$46 million dollars of stolen property and drugs. Crime Stoppers relies solely on the generosity of the community to operate programs and pay tipsters for information received.

CURRENT SITUATION:

January will be proclaimed as Crime Stoppers Month on Wednesday January 11, 2017 at 10:00 a.m. in the Alex McCauley Boardroom, 5th floor at Police headquarters. All Board Members are invited to attend.

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

November 19th, 2015



SUDBURY RAINBOW
CRIME 
STOPPERS

Dear Greater Sudbury Police Services Board Members,

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

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

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

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

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


Regards,

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

Peter Marunchak
President



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 2016
PUBLIC	
SUBJECT: BOARD CORRESPONDENCE	
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 INFORMATION ONLY

Correspondence was received from the Canadian Association of Police Governance (CAPG) with an invitation for Board Members to participate on CAPG Committees.

A copy is attached.

Hello CAPG Member,

I would like to graciously invite you to participate in one of CAPG's Committees for the 2016-2017 year. CAPG committees are a great way to get involved with and support our dynamic organization, as well as an opportunity to network with colleagues outside our Annual Conference.

The CAPG values the diverse contributions from our Committee members. Effective committee participation brings together member viewpoints which might not otherwise be heard. As a committee member, you can help the Board create value for our members and achieve the CAPG's strategic goals and directions in a tangible and measurable way.

Benefits of being a CAPG Committee member:

- Exchange information and ideas with your peers.
- Develop professional relationships and strengthen your ties in the police governance sector.
- Establish contact with leading government and sector decision-makers.
- Build your knowledge of the sector through contributing to the work of the committee.
- Gain expertise in new areas or gather new ideas for your current area.
- Contribute to the success and visibility of the CAPG.

Currently, the CAPG is in urgent need of members for the **Governance Committee**. The purpose of the Governance Committee is to provide a focus on governance that will enhance the organization's performance. The Committee assesses and makes recommendations regarding Board effectiveness and ongoing Board Member development, and leads the process for recommending Board Member election/appointment criteria for consideration when electing Members. You can view the [Governance Committee Terms of Reference on our website](#).

I encourage you to engage with a national group of peers, build your network, develop your skills and contribute to the CAPG's mandate. Please take a moment and fill out the CAPG Committee form here:

<https://www.surveymonkey.com/r/QFVTXWD>

On behalf of the CAPG Board of Directors, I would like to thank you for your continuing commitment and engagement with the Association.

Sincerely,



Rob Stephanson, FCPA, FCGA, President
Canadian Association of Police Governance



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 2016
PUBLIC	
SUBJECT: NOTES OF THANKS	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Mobilizing and Engaging Our Community Goal: Building Sustainable Networks	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police



RECOMMENDATION: FOR INFORMATION ONLY

A letter was received from the Health Sciences North thanking the Board for the donation to their 2016-2017 PARTY program – *Prevent Alcohol and Risk-related Trauma in Youth*. “With your help, this valuable program continues to education youth in the community about injury prevention.”

A letter was received from the Azilda Lions Club thanking the Board for the donation to their 2016 ‘Keep Them Warm’ program. The group was able to assist over 100 children.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 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

A letter was received from the Down Syndrome Association of Sudbury thanking Service members for keeping families safe during the annual 'Go21' walk. Thanks especially to the Auxiliary Officers that assisted. More than 400 guests attended this year's event.





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2016
PUBLIC	
SUBJECT: HEALTH AND LIFESTYLE COORDINATOR INTERN PROGRAM	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Mobilizing and Engaging Our Community Goal: Building Sustainable Networks	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board enters into an Agreement with the Northern Ontario Heritage Fund Corporation for funding in the amount of \$27,846 to offset costs associated with the hiring of an Intern to assist in the development of a Health and Lifestyle Program.

BACKGROUND:

The Northern Ontario Heritage Fund offers post-secondary graduates from an accredited college/university, first time employment in their chosen field or a work placement and internship through the Northern Ontario Youth Internship Program. This program serves to assist youth on the path to a rewarding and successful career.

Private and public sector employers located in Northern Ontario involved in the areas that will result in an economic or social development advantage for Northern Ontario are eligible to apply. For a number of years now the Service has availed this funding opportunity and have provide significant work experiences to young graduates.

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CURRENT SITUATION:

An application was submitted for funding to employ an individual to assist with the planning, development, implementation, and monitoring of police service wellbeing initiatives. Develop programs and strategies that create awareness and motivation and provides tools to members that help to adapt and maintain a well-rounded and healthy lifestyle.

Correspondence was received from the Northern Ontario Heritage Fund Corporation that funding was approved in the amount of \$27,846. The balance of salary and benefits will be paid out of the Service's salary part-time budget in the approximate amount of \$8,900. This is a highly successful partnership the Service enjoys with NOHFC and has provided many new graduates with valuable on-the-job learning.

The Board is required to enter into a legal agreement now to receive such funds.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 7, 2016
PUBLIC	
SUBJECT: ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT INTEGRATED ACCESSIBILITY STANDARDS	
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 accepts this *Accessibility of Ontarians with Disabilities Act, 2005 (AODA)* update for information.

BACKGROUND:

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

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

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

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

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

In July 2016, the Accessibility Standards for Customer Service, *Ontario Regulation 429/07* was revoked and the Accessibility Standards for Customer Service were incorporated into the Integrated Accessibility Standards *Ontario Regulation 191/11*. The regulatory references in both policies have been updated to coincide with *Ontario Regulation 191/11*.

Further the Accessibility Policy GSPSB – POLICY was amended in relation to who may provide documentation for service animals confirming that the person requires the animal for reasons relating to their disability. Amendments to *O. Reg 191/11* now provide for an expanded list of health professionals other than just a physician or a nurse or a doctor who are able to provide such documentation.

CURRENT SITUATION:

It is a requirement of the *Integrated Accessibility Standards Regulation (IASR)*, to report on an annual basis on the progress on the measures taken to implement the Plan.

The ‘Annual Accessibility Status Report 2016’ attached, outlines the activities and accomplishments the Greater Sudbury Police Service has undertaken in 2016 towards inclusion and removing barriers of persons with disabilities. The plan is also posted on the corporate website and made available in an accessible format, upon request.



Greater Sudbury Police Service Annual Accessibility Status Report 2016

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

The purpose of this report is to make the public aware of the Greater Sudbury Police Service's progress with regards to steps to prevent and remove barriers and meet requirements under the *AODA*.

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

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

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

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

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

In 2014, the Police Services Board approved the Greater Sudbury Police Service's Multi-Year Accessibility Plan 2014-2020, in accordance with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)* and the *Integrated Accessibility Standards Regulation (IASR)*.

In July 2016, the Accessibility Standards for Customer Service, *Ontario Regulation 429/07* was revoked and the Accessibility Standards for Customer Service were incorporated into the Integrated Accessibility Standards *Ontario Regulation 191/11*. The regulatory references in both policies have been updated to coincide with *Ontario Regulation 191/11*.

Further the Accessibility Policy GSPSB – POLICY was amended in relation to who may provide documentation for service animals confirming that the person requires the animal for reasons relating to their disability. Amendments to *O. Reg 191/11* now provide for an expanded list of health professionals other than just a physician or a nurse or a doctor who are able to provide such documentation.

These amendments were reported to the Board at their November 2016 meeting.

The following highlights the actions taken by the Greater Sudbury Police Service to comply within the five standards from January 1 to December 31, 2016. They are organized under the accessibility standards of the AODA.

2016 ACCESSIBILITY STATUS UPDATE:

1. Accessibility Standards – Customer Service

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

Status Update:

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

- Provided AODA Customer Service Training for all new members and volunteers.
 - Training to a total of 53 new volunteers, students, and new employees.
- Continue to review customer feedback and take appropriate action.
 - Feedback has been very favourable and Customer Service staff continue to hear that the public is pleased with the services available
 - spare prescription eye glasses and are available at the counter for public use
 - staff offer to verbally assist members who identify with literacy disabilities
 - larger print documents are available on request

2. Integrated Accessibility Standards – General Requirements

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

Status Update:

- Additional resources available to our members in our ‘Accessibility’ folder including:
 - A large print library containing accessibility documents available to the public in 16pt, 16pt, and 20pt font
 - Audio formats library containing accessibility documents available to the public in audio format
 - no requests for this assistance have been received
- In progress: all training records have been updated in the Service’s OSL system.

3. Integrated Accessibility Standards – Information and Communications

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

Status Update:

- Implementation a *Corporate Services Division S.O.P* outlining the procedure for “Providing Alternative Formats to Customers.”
- Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features. 2016 6,414 views, 301 used closed captioning

4. Integrated Accessibility Standards – Employment Standards

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

Status Update:

The Greater Sudbury Police Service has continued to comply with the requirements of the Employment Standards as outlined in the Multi-Year Accessibility Plan. In addition, they have also taken several other actions to further their compliance.

- Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website
- Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration in order to provide or arrange for suitable accommodations as required.
- Continued notification to successful applicants of our policies for accommodating employees with disabilities
- Provided information regarding the provision of job accommodations during the Human Resources Orientation Program
- Continued the provision of an ‘Employee Workplace Emergency Response Plan’ to those employees who have informed Human Resources of their personal disability
- In conjunction with Acclaim Disability Management Services, progress has continued to:
 - Develop individual accommodation plans for employees with disabilities

- Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations
- Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed

5. Integrated Accessibility Standards – Transportation

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

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

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

Reviewing and Monitoring the Accessibility Plan

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



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2016
PUBLIC	
SUBJECT: 2017 FEES FOR SERVICES	
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 Greater Sudbury Police Services Board approves the amendment to ‘Schedule A’ of By-Law 2009-3 as attached. This amendment increases the fees currently charged for services by 3% effective January 1, 2017.

These amendments shall also include the changes to the paid duty rates in accordance with the By-law.

BACKGROUND:

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

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

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

CURRENT SITUATION:

The Greater Sudbury Police Service has been advised that fee adjustment for 2017 shall be 3%.

Schedule ‘A’ includes this 3% increase with fees rounded to facilitate the exchange of money and will be effective on January 1, 2017.

After a recent review and discussion with other police agencies, two updates were made to the 2017 schedules where wording has been changed to reflect the actual activities associated with such fees.

The previous ‘GOR Synopsis Report’ has been reworded to read ‘GOR Report’ as requested reports are provided in their original form and redacted accordingly. Synopses are no longer prepared.

The ‘VISA/Employment Clearance Letter’ and ‘Additional Original VISA/Employment Clearance Letter’ have been deleted. Police Information Checks are routinely completed to satisfy these reports.

GOR Synopsis Report	Deleted
VISA/Employment Clearance Letter	Deleted
Additional Original VISA/Employment Clearance Letter	Deleted



GREATER SUDBURY POLICE SERVICE FEE SCHEDULE

Effective January 1, 2017 the fee for services provided by the Greater Sudbury Police Service as approved by the Police Services Board will be as follows:

SERVICE	FEE	HST	TOTAL
Criminal Record Check	\$24.00	-	\$24.00
Criminal Record Check with Fingerprints	\$52.00	-	\$52.00
Criminal Record Check – Volunteers	\$15.50	-	\$15.50
Police Information Check	\$28.00	-	\$28.00
Police Information Check with Fingerprints	\$57.00	-	\$57.00
Police Information Check - Volunteers	\$20.00	-	\$20.00
Police Vulnerable Sector Check	\$32.00	-	\$32.00
Police Vulnerable Sector Check with Fingerprints	\$61.00	-	\$61.00
Police Vulnerable Sector Check – Volunteers	\$26.00	-	\$26.00
Criminal Record Check – Expedited	\$47.00	-	\$47.00
Additional Original Criminal Record Checks	\$4.50	-	\$4.50
Record Suspension (Pardon) Application	\$52.00	-	\$52.00
Digital Fingerprints	\$55.00	-	\$55.00
Digital Fingerprints – Vulnerable Sector	\$35.00	-	\$35.00
Digital Fingerprints – Vulnerable Sector – Volunteers	\$26.00	-	\$26.00
Destruction of Fingerprints	\$39.00	-	\$39.00
False Alarm Reduction Program Registration – Residential / Commercial Under 3000 Square Feet	\$35.40	\$4.60	\$40.00
False Alarm Reduction Program Registration – Commercial Over 3000 Square Feet	\$53.10	\$6.90	\$60.00
False Alarm Reduction Program Registration – Hospitals, Health Care Facilities, Colleges, Universities	\$53.10	\$6.90	\$60.00
False Alarm Reduction Program Registration – School Boards	\$221.24	\$28.76	\$250.00
False Alarm Dispatch Fee – Registered in Program	\$66.37	\$8.63	\$75.00
False Alarm Dispatch Fee – Not Registered in Program	\$110.62	\$14.38	\$125.00
Agencies (Lawyers & Insurance Company requesting interview with officer - Fee per hour – Minimum 1/2 hour)	\$79.65	\$10.35	\$90.00
Bingo / Lottery Applicant (cost per organization)	\$23.89	\$3.11	\$27.00
GOR Report	\$39.94	\$5.06	\$44.00

Motor Vehicle Accident Report	\$38.94	\$5.06	\$44.00
Motor Vehicle Accident Report Additional Information Contained on Report Back	\$23.89	\$3.11	\$27.00
Motor Vehicle Accident Reconstruction Report	\$2,070.80	\$269.20	\$2,340.00
Motor Vehicle Accident – Scale Diagram 3' X 4'	\$681.42	\$88.58	\$770.00
Vehicle Inspection Report (per vehicle)	\$139.82	\$18.18	\$158.00
Officer's Notebook Notes	\$38.94	\$5.06	\$44.00
Parade or Public Event Application	\$79.65	\$10.35	\$90.00
Photographs – Electronic Reproduction CD	\$20.35	\$2.65	\$23.00
Plus Cost per Scanned Image	\$3.54	\$0.46	\$4.00
Recordings – Audio / Video	\$38.94	\$5.06	\$44.00
Special Occasion Permit Letters	\$30.97	\$4.03	\$35.00
Statement / Supplementary Report	\$23.89	\$3.11	\$27.00
Statistical Information (Fee per hour - 1/2 hour minimum)	\$79.65	\$10.35	\$90.00
PAID DUTY FEES	JAN 1, 2017	JULY 1, 2017	
Paid Duty Hourly Rate - Constable*	\$68.15 + HST.	68.82 + HST	
Paid Duty Hourly Rate - Sergeant*	\$77.37 + HST.	78.15 + HST	
Paid Duty Hourly Rate - Staff Sergeant*	\$85.68 + HST.	86.54 + HST	
Paid Duty Cruiser Fee Per Hour (Minimum 3 hour charge)	\$26.29 + HST.		
Paid Duty Administration Fee	20% of total paid duty contract.		

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



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2016
PUBLIC	
SUBJECT: 2015 -2016 CONTINUING EDUCATION	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Commitment to Continuous Learning	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board approves the 2015-2016 reimbursement to members in accordance with the Continuing Education Tuition Reimbursement Policy in the amount of \$2,261.30.

BACKGROUND:

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

On an annual basis through the operating budget, an estimated \$5,000 is designated for continuing education purposes to defray professional development expenditures for courses taken by personnel.

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In 2001, the Board adopted a Continuing Education Policy that provided a number of guidelines for reimbursement including a cap per course of \$500. The costs eligible for reimbursement are for tuition only that being books, supplies, equipment, lodging, meals, and travel are not considered as part of the subsidy. In 2010, an amendment was made to the policy limiting the maximum claim entitlement per individual to \$1,000 per year unless otherwise authorized by the Board

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

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

CURRENT SITUATION:

At the time *Notice of Continuing Education Intent* forms were submitted for this year, a total of \$4, 903.35 in proposed courses was identified. Of that original submission for the 2015-2016 year, a total of \$2,409.15 was submitted for reimbursement. Following a review against current policy \$2,261.30 has been deemed as eligible for reimbursement.

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



CONTINUING EDUCATION			
2015 - 2016 YEAR COMPLETED			
	Claimed	Entitlement	Recommended
	\$ 628.45	\$ 500.00	\$ 500.00
	\$ 287.30	\$ 287.30	\$ 287.30
	\$ 563.20	\$ 563.20	\$ 563.20
	\$ 930.20	\$ 910.80	\$ 910.80
TOTAL	\$2,409.15	\$2,261.30	\$2,261.30

2015 - 2016 Continuing Education - Notice of Intent

Course	Cost	Reimbursement Claimed	Max Allowed
Bachelor Arts - Law and Justice	\$ 713.15	\$ 628.45	\$ 500.00
Law and Justice	\$ 500.00		
Law and Justice	\$ 500.00		
French as a Second Language - Intermediate II	\$ 315.00		
French as a Second Language - Intermediate II	\$ 315.00	\$ -	\$ -
Communication Styles, Presentation Skills, Meeting Facilitation	\$ 287.30	\$ 287.30	\$ 287.30
Communications	\$ 281.60	\$ 281.60	\$ 281.60
Employment Law for Leadership Development	\$ 281.60	\$ 281.60	\$ 281.60
Human Relations	\$ 281.60		
Performance Management	\$ 281.60		
Accident Prevention and Risk Analysis OHS1008	\$ 222.20	\$ -	\$ -
Health & Safety Assessment and Education OHD2006	\$ 410.00	\$ 410.80	\$ 410.80
Physical Hazards OHD2005	\$ 520.00	\$ 519.40	\$ 500.00
TOTAL	\$ 4,909.05	\$ 2,409.15	\$ 2,261.30



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2016
PUBLIC	
SUBJECT: 2015-2016 CONTINUING EDUCATION – SENIOR OFFICERS	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Commitment to Continuous Learning	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the 2015-2016 Continuing Education reimbursement in accordance with the Senior Officers Collective Agreement in the amount of \$892.

BACKGROUND:

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

Article 17.02 of the Senior Officers Collective Agreement states:

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

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SUBJECT: 2015-2016 CONTINUING EDUCATION – SENIOR OFFICERS	Page 2
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CURRENT SITUATION:

It is understood that under Article 16.02 of the Senior Officers Collective Agreement that full reimbursement be paid on approval solely at the discretion of the Greater Sudbury Police Services Board.

One member has completed courses relative to their position and has requested consideration on the reimbursement of tuition in the amount of \$892. The requested amount is relevant and in keeping with the Collective Agreement.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2016
PUBLIC	
SUBJECT: DISASTER COMMUNICATIONS INITIATIVE APPLICATION FOR FUNDING – CRIA GRANT	
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 endorses the application for funding under the Ministry of the Attorney General’s Civil Remedies for Illicit Activities Grants Program to assist with the ‘Disaster Communications Project – Stand Alone System, Amateur Radio’.

BACKGROUND:

In accordance with Ontario Regulation 498/06 of the *Civil Remedies Act, 2001*, the Attorney General may pay grants out of a special purpose account to a designated institution in order to assist victims of unlawful activities and to prevent unlawful activities that result in victimization.

The Ministry of the Attorney General issued a call for applications under a new community safety grant program. This year, they are searching for applications in support of the Premier’s initiative to end human trafficking especially projects relating to prevention, training, support, intelligence gathering, identification, investigation, and prosecution.

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CURRENT SITUATION:

Currently, the Service receives and dispatches emergency calls through a central 9-1-1 system. In the event of a disaster, a Mobile Command is set up close to the incident location.

As demonstrated recently during the 2016 Fire Disaster in Fort McMurray, local emergency service workers and citizens were displaced quickly during the evacuation and required communications organized by radio equipment.

In times of crisis and natural disasters, wire line, cell phones, and other conventional means of communications fail and alternative radio equipment is required as the only means of dependable emergency communication. A stand-alone backup radio system will provide a dependable, instantly deployable means of providing disaster communications to the community during a crisis.

Greater Sudbury Police Service along with their community partners, ARES, North Shore Search & Rescue, local and Provincial EOC, and Red Cross will be able to quickly coordinate all services to the affected area for the communities' recovery.

An application for funding was submitted by Greater Sudbury Police Service under the CRIA Grant call to purchase both portable and mobile amateur radio equipment along with permanent antenna installations at each of the six Storefront locations to link the community.

If successful, the grant will provide funds to purchase Disaster Communications equipment which will enable the police to better protect the health, safety, and welfare of residents and their property within a disaster area.

The funding is a one-time only grant. Maintenance and training costs will be the responsibility of the Service. Funds must be spent by March 31, 2017 solely in accordance with the Budget.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2016
PUBLIC	
SUBJECT: COUNTER SEXUAL EXPLOITATION STRATEGY APPLICATION FOR FUNDING – CRIA GRANT	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Mobilizing and Engaging Our Community Goal: Identifying New/Enhanced Community Strategies	
Recommended by: Sharon Baiden, Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board endorses the application for funding under the Ministry of the Attorney General’s Civil Remedies for Illicit Activities Grants Program to assist with the ‘Counter Sexual Exploitation Strategy - IMPACT’.

BACKGROUND:

In accordance with Ontario Regulation 498/06 of the *Civil Remedies Act, 2001*, the Attorney General may pay grants out of a special purpose account to a designated institution in order to assist victims of unlawful activities and to prevent unlawful activities that result in victimization.

The Ministry of the Attorney General issued a call for applications under a new community safety grant program. This year, they are searching for applications in support of the Premier’s initiative to end human trafficking especially projects relating to prevention, training, support, intelligence gathering, identification, investigation, and prosecution.

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CURRENT SITUATION:

The Greater Sudbury Police Service has developed a ‘Counter Sexual Exploitation Strategy’ to provide awareness, education, and support for victims of human trafficking.

This grant will assist the Counter Sexual Exploitation Strategy by establishing educational training to combat human trafficking, establish new community partnerships, establish partnerships with local businesses, and provide the vice investigator with equipment required to combat human trafficking In the City of Greater Sudbury.

Project ‘Impact’ will:



- Establish community partnerships with the assistance of Sudbury and Area Victim Services (SAVS) to strengthen services to victims of human trafficking
- Provide education to Law Enforcement Officers and local Crown Attorneys of the ramifications of human trafficking
- Identify local community business partners who operate hotels/motels in the City of Greater Sudbury and provide human trafficking awareness training
- Provide equipment necessary to conduct thorough investigations
- Provide opportunities for SAVS with the Vice Investigator to attend a conference regarding human trafficking. This will assist in the development of community partnerships and training for Law Enforcement to combat human trafficking in the City of Greater Sudbury.

An application for funding was submitted by Greater Sudbury Police Service to implement the strategy under the CRIA Grant call.

The funding is a one-time only grant. Maintenance and training costs will be the responsibility of the Service. Funds must be spent by March 31, 2017 solely in accordance with the Budget.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 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:

\$2,000 in support of the 2017 Police Cup Hockey Tournament

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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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.

CURRENT SITUATION:

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

2017 Police Cup – Sudbury Playground Hockey Tournament

The Sudbury Playground Hockey League (SPHL) has been providing a low-cost hockey experience to the youth of Sudbury since 1952. The league promotes fun and sportsmanship for players, coaches, and parents. Players participate in one tournament each year, held locally and run by volunteers. The organizing committee sponsors two bursaries each hockey season – one girl, one boy from the Children's Aid Society in the name of Ian Smyth. Ian was the son of Constable Phil Smyth of our Service. This year's Police Cup – SPHL Tournament is scheduled for January 13-15, 2017. The tournament has a GSPS theme with police logos on banners and on medals awarded to all participants.

The Board may recall that the IODE also recognized this very important initiative at the staff awards banquet in November 2016.



The League has invited Board Members, Chief Pedersen, and Senior Staff to attend the official kick off ceremonies. Details will be confirmed and the Board notified.



**SUDBURY PLAYGROUND HOCKEY LEAGUE – POLICE CUP
2016 PUCK DROP**



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 7, 2016
PUBLIC	
SUBJECT: BOARD TRUST FUND REQUEST FOR FUNDING	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Crime Prevention Initiatives	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

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

\$1,000 in support of the 2017 GSPS Men's UNDER 35 Hockey Tournament

\$1,500 in support of the 2017 GSPS Men's OVER 35 Hockey Tournament

BACKGROUND:

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

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

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

CURRENT SITUATION:

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

2017 GSPS Men's Under 35 Hockey Tournament

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

The team has been invited to participate in the 56th International Police Hockey Tournament along with Police Services across Canada, and the United States. This charitable tournament sponsors different selected charities each year. In 2016, the beneficiaries were the Brett Griffith's Children's Educational Fund, Rachael Hill Atypical Hemolytic Syndrome Fund, and the Boy and Girls Clubs of Kingston.

The Under 35 Greater Sudbury Men's Police Team is requesting financial support to offset costs of participating in the 56th Annual International Police Hockey Tournament hosted by the Brantford Police Service on February 23-24, 2017.

2017 GSPS Men's Over 35 Hockey Tournament

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

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

The Over 35 Greater Sudbury Men's Police Team is requesting financial support to offset costs of participating in the 40th Annual Hockey Tournament hosted by the Niagara Falls Police Service on February 16-17, 2017.

INTERNATIONAL POLICE HOCKEY TOURNAMENT

BRANTFORD – FEBRUARY 23-24, 2017



Creating Their Future... Together.



**BOYS AND GIRLS
CLUB
BRANTFORD**





GSPTS MEN'S OVER 35 HOCKEY TEAM

2016 Tender Wishes Canada Customs Tournament





**GREATER SUDBURY
POLICE SERVICES BOARD**

**REPORT FROM THE
CHIEF OF POLICE**

December 2016

LEGISLATIVE UPDATES

ONTARIO REGULATION 58/16 “COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES – PROHIBITION AND DUTIES”

As of December 21, 2016, the Service will have concluded all the mandatory training for sworn members. The procedure has been completed and circulated, all officers have been issued with receipt books, and the verifier has been assigned. Work continues within and throughout the Service on procedural developments in order to achieve compliance with the requirements under Ontario Regulation 58/16. As of January 1, 2017, Ontario Regulation 58/16 becomes law and the Greater Sudbury Police Service is compliant.

REGINA VS JORDAN

New case law has recently been set that establishes new rules to ensure accused persons get a trial within a reasonable time. This will address months following criminal charges from becoming years. In a recent decision, Supreme Court Justice Michael Moldaver slammed complacency towards delay in the court system.

The new rules established by the R v Jordan decision has left courts across the country scrambling to deal with a new reality. The courts have determined that cases at the provincial court level shouldn't take longer than 18 months and cases at the Superior Court level shouldn't take longer than 30 months from the time charges were laid.

The potential impact of this ruling is that minor charges may be less likely to be thrown out while more serious charges such as murder may now be in jeopardy. The Service is examining all systems and processes in order to ensure compliancy with the new requirements albeit a level of uncertainty in terms of how the requirements will be instituted during the transition, for example, how cases that began prior to the decision in Jordan will be handled.

While there are still many unknown aspects around the impact, the goal is to complete cases as efficiently and fairly as possible.

FESTIVE RIDE PROGRAM

The Festive Ride Program is well underway. In one night alone through spot checks at various locations throughout the City, four motorists were charged for impaired related offences. The Service will continue to be out with full presence throughout the season checking vehicles. The R.I.D.E. program is aimed at reducing property damage, injuries, and death caused by impaired driving. R.I.D.E. checks are intended to target high-incident / high-complaint areas

EVENTS

In recent weeks, the Service participated in many events throughout the community including:

- ✓ **Santa Claus Parade** and were proud to receive third prize in the in the Non Profit Division of the parade. The Service was grateful once again for the support received from Manitoulin Transport. Also this year, Northern Ontario Film Studios partnered with the Service and were of great assistance in float construction. Many thanks are extended to the team from GSPS who were instrumental in coordinating the entry.
- ✓ GSPS is participating in the planning for **The Push for Change** event which is coming to Sudbury on January 15–16, 2017. A local organizing committee is helping to establish community events to welcome the event and raise money and awareness of youth homelessness.
- ✓ The Service was pleased to greet another **Syrian refugee family** to our City on December 7. Members attended at the airport to extend a warm welcome to Sudbury.
- ✓ On November 29, the Service's auxiliary unit was on hand to welcome the **Holiday Train**
- ✓ The Auxiliary Unit also assisted with the **CTV-Lions Children's Christmas Telethon** on December 3.
- ✓ December 6, members from the Community Mobilization Unit presented at Confederation High School on **Bullying and Healthy Relationships**
- ✓ December 6, members of the Service participated in **Canada's National Day of Remembrance and Action on Violence Against Women**. A Vigil was held to commemorate the 14 young women who were murdered in Montreal on December 6, 1989 and all women killed by violence.
- ✓ December 8, the Service held a **Recruiting – Engaging and Attracting a Talented and Diverse Candidate Pool**. This workshop is designed to provide the audience and potential police candidates with a better understanding of the police recruit hiring and selection process. Constable Shannon Agowissa, Aboriginal Liaison Officer, provided insight and personal experience on being an Aboriginal Officer with Greater Sudbury Police Service.
- ✓ December 8 marked the annual **Shopping with Cops** event. Members participated with children from our community. This is an opportunity for children to bond with police officers and do some Christmas shopping for their families.

MULTICULTURAL AND RACE RELATIONS ADVISORY COMMITTEE

At the last Meeting of the Multicultural and Race Relations Advisory Committee, members agreed to change the name to the 'Diversity Advisory Committee'. This group is motivated to provide advice on diverse issues within the Service and are addressing a number of goals including improving the cultural diversity of the Police Front Lobby, creating a Chief of Police Diversity Scholarship, and improving communication with between the Chief and diverse groups to strengthen community engagement.

NORTHERN ONTARIO HERITAGE FOUNDATION - INTERN

GSPS has received confirmation of funding approval through the Northern Ontario Heritage Foundation for the hiring of an intern for a one year period. A Health & Lifestyle Coordinator will be joining the Service and will assist with developing programs around member wellness with a particular emphasis on managing stress in the work place. They will also assist with the development of a PTSD Prevention Plan which is now required under WSIB. This important piece of legislation was passed earlier this year wherein if a first responder or other designated worker covered by the legislation is diagnosed with Posttraumatic Stress Disorder (PTSD) by a psychiatrist or psychologist and makes a claim for benefits, the WSIB must presume the condition is work-related, unless the contrary is shown. Recruitment efforts are currently underway to fill this position.

2017 DIVERSITY CENSUS

In an effort to better understand who we are, experiences we share, and the diversity that we represent the Service will be conducting an internal Diversity Census. The information collected will assist in understanding the composition of our workforce and enable us to better meet the needs of our members, our organization, and the community in which we operate.

We will be using the definition of Diversity as follows: gender, education, age, employment, language, ethnicity, cultural background, family status, geographic location, country of origin, life experiences, intellectual and physical ability, social economic status, religious beliefs, and sexual orientation. It defines everything that makes us unique. Members will be invited to participate and participation is voluntary.

Results will then be shared with the Service and will be utilized to develop new recruitment strategies, foster a healthy and productive work environment, enhance opportunities, promote goal achievement and demonstrate service commitment that recognizes and respects our diversity community.

PUBLIC EDUCATION AND AWARENESS INITIATIVES

Door-To-Door Fraudsters Soliciting Donations for Various Charities

The Service has noted an increase in incidents where individuals have been attending door-to-door in Greater Sudbury area and fraudulently soliciting donations for various charities, for their own personal gain. The money is being collected in the form of cash and cheques. A police investigation into these incidents is ongoing.

These types of fraudsters attempt to profit from people's generosity, especially around the holiday season. Through Corporate Communications, many safety tips have been conveyed around how to avoid these traps and what precautions can be taken to prevent being victimized.

Text with 911 Awareness Day

December 1, 2016 was Text with 9-1-1 Awareness Day. Text with 9-1-1 (T9-1-1) is a service for Canada's Deaf, Deafened, Hard of Hearing, and Speech Impaired community that provides 9-1-1 Communications Centres with the ability to communicate with citizens who are hearing or speech impaired via text messages during an emergency. This Service is available throughout the City of Greater Sudbury for those who are Deaf, Deafened, Hard of Hearing, and/or Speech Impaired. Citizens requiring the service can sign up through their mobile service providers.