



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY January 20 2016 4:00 P.M.
Police Headquarters, Alex McCauley Boardroom, 5th Floor

PUBLIC AGENDA

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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 13, 2016
PUBLIC	
SUBJECT: 2016 ELECTION OF BOARD CHAIR AND VICE CHAIR	
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 elects _____ to the role of Chair for the 2016 year; and further

THAT the Board elects _____ to the role of Vice Chair for the 2016 year.

BACKGROUND:

In accordance with the *Police Services Act*, elections are held annually for the position of Chair and Vice Chair of the Greater Sudbury Police Services Board.

Election of chair

28.(1) The members of a Board shall elect a chair at the Board’s first meeting in each year. R.S.O. 1990, c. P.15, s. 28.

Vice Chair

(2) The members of a Board may also elect a vice chair at the first meeting in each year, and the vice chair shall act as the chair if the chair is absent or if the chair’s position is vacant. 1997, c. 8, s. 20.

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SUBJECT: 2016 ELECTION OF CHAIR AND VICE CHAIR	Page 2
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Further, Board Procedure Bylaw 2002-02 being a Bylaw of the Board to govern the Conduct of meetings of the Board, Section 4. (1) requires that the Board elect a Chair and Vice Chair from its members at the first meeting of the Board in each calendar year.

CURRENT SITUATION:

Elections for the positions of Chair and Vice Chair will be held at the January 20, 2016 Board meeting.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 13, 2016
PUBLIC	
SUBJECT: PROMOTION OF OFFICERS	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Leadership Development and Succession Planning	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

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

CURRENT SITUATION:


As a result of recent retirements, two vacancies have been created.

The following members have been promoted and will be presented to the Board January 20, 2016:

Staff Sergeant Peter ORSINO
Sergeant Laura WAWRYSZYN



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 13, 2016
PUBLIC	
SUBJECT: INTRODUCTION 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:

THAT the Board receives and confirms the appointment of the following Constables:

Constable Donald GENOE
Constable Alex MCDONALD

BACKGROUND:



In accordance with the Service's annual hiring plan, members are hired to ensure staffing levels are maintained. Most specifically, the Service has an authorized strength of 264 sworn members. At this time, all 264 positions are filled with ten recruits having just commenced their Basic Constable Training at the Ontario Police College.

CURRENT SITUATION:

In December 2015, two 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. Officers will be presented to the Board January 20, 2016.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 13, 2016
PUBLIC	
SUBJECT: 2015 BOARD EXPENSES	
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 receives this 2015 Board Expenses report for information.

BACKGROUND:

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

The Board is also encouraged to participate in attending at community functions in their role as a Board Member for which there may be associated costs.

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CURRENT SITUATION:

The Greater Sudbury Police Services Board was very visible in 2015 with members attending many functions and events throughout the year such as the Crime Stoppers Proclamation, Police Conferences and Seminars, Crime Stoppers Gala, Multicultural Lunch, Media Conferences and Funding Announcements, Volunteer Appreciation, GSPS Annual Awards Night, Red Ribbon Campaign, and many more.

During 2015, meetings and conferences including those hosted by Ontario Association of Police Services Boards, Zone 1A, and the Canadian Association of Police Governance were attended by Members. Additionally, the Police Association of Ontario Labour Conference was attended by Board members in the pursuit of training and skills improvement.

This past year, expenses associated with Board member attendance at various conferences, meetings, and events lasting from one to five days in length have been recorded. The attached report shows that a total of \$5,257.57 was used for Board conference and travel expenses for 2015.

In addition, Board Members received training in the form of orientation and governance education totalling eight hours.

**GREATER SUDBURY POLICE SERVICES BOARD
EXPENSES
2015
Updated December 22, 2015**

LOUGHEED

DATE	EVENT	TOTAL EXP
		0.00
		0.00
TOTAL	\$	-

CALDARELLI

DATE	EVENT	TOTAL EXP
3-4 Mar	PAO Toronto	1,596.05
14-Apr	Big 12	181.52
29-30 Apr	Zone 1A North Bay	363.59
27-30 May	OAPSB Toronto	1,714.42
1-2 Oct	OAPSB Toronto	769.19
TOTAL	\$	4,624.77

SAKELLARIS

DATE	EVENT	TOTAL EXP
		0.00
TOTAL	\$	-

MONTPELLIER

DATE	EVENT	TOTAL EXP
		0.00
		0.00
TOTAL	\$	-

VAGNINI


DATE	EVENT	TOTAL EXP
		0.00
1-2 Oct	OAPSB Toronto	632.80
TOTAL	\$	632.80

TOTAL TRAVEL EXPENSES 2015

\$ 5,257.57



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 13, 2016
PUBLIC	
SUBJECT: DELEGATION OF SIGNING AUTHORITY	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Ongoing Best Practices	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the Delegation of Signing Authority, Chief of Police GSPSB – Policy 0025, annual report.

BACKGROUND:

Section 30 of the *Police Services Act* provides for a Police Services Board to contract, sue, and be sued in its own name. As a police service is not a legal entity, it may not enter into contracts in its own name or on behalf of the Board without its authorization.

The Board recognizes the need to ensure accountability in carrying out its statutory and administrative responsibilities. The Board also appreciates the need to advance its work and that of the Greater Sudbury Police Service in an efficient and timely manner.

The Board Chair is the designated signing authority for contracts, agreements, travel claims, vacation approvals for the Chief of Police, legal services, and reserve fund draws.

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The Board recognizes the need to delegate signing authority to the Chief of Police or designate to ensure accountability in carrying out the operational responsibilities of the Board for matters necessary for the management of day-to-day operations.

Where delegations of authority have been granted by the Board to the Chief of Police or designate, the delegation includes the authority to execute any related documents in the name of the Board unless the terms of the delegation require the signature of the Board. Policy GSPSB Policy – 025 establishes clear direction on the delegation of signing authority for the Chief of Police.

CURRENT SITUATION:

Pursuant to the authority delegated to the Chief or Designated Official by the Board, the Chief of Police shall provide a report to the Board on a semi-annual basis in June and December of each year regarding all procurement contracts and agreements approved and executed by the Chief or Designated Official of an operational nature valued at less than \$50,000.

Items that have been effected in accordance with the policy are as follows:

VENDOR	PURPOSE	VALUE
Agilis Networks	TLS Fibre Line Elm/Durham Agreement	\$ 1,440
Agilis Networks	TLS Fibre Line Capreol Agreement	\$ 1440
Agilis Networks	TLS Fibre Line Falconbridge Agreement	\$ 2,700
Bell Canada	NG911 Agreements (deployment and support)	\$ 32,587
Bell Canada	Annual Bellnet Maintenance Agreement	\$ 1,677
Bell Canada	VoIP Paging and Messaging Agreement	\$ 6,128
Bell Canada	Ethernet Routing Switch Agreement	\$ 8,895
Compugen Inc.	HP Plotter Agreement used in crime analytics	\$ 7,188
Drechsel Business Interiors	Customer Business Profile Form	\$ 646
Ergocentric Canada	Office Seating Agreement	As Needed
Golder Associates	Pre-Reno Survey Former Transit Garage –Designate Substance	\$ 4,850
Intergraph Canada Ltd.	Services Agreement software upgrade I/Tracker, Fibre Link, IPage	\$ 17,262
Intergraph Canada Ltd.	Services Agreement for the installation of data bases, import and export data, full system configuration	\$ 8,824

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**SUBJECT:
DELEGATION OF SIGNING AUTHORITY**

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VENDOR	PURPOSE	VALUE
Intergraph Canada Ltd.	Yearly Maintenance Agreement for equipment on 48 vehicles	\$ 36,528
Intergraph Canada Ltd.	I/Cad Deployment Planning Agreement (Computer Aided Dispatch)	\$ 3,600
Mid-Range Computer Group Inc.	IBM Business Agreement for increased storage capacity at HQ and LEL	\$ 20,590
Panasonic Canada Inc.	Equipment installation and supply, Insurance and Indemnification Agreement for in car camera system	\$ 27,984
SNC Lavalin	5th Floor Ventilation Study	\$ 1,600
Tyco Integrated Security	Intercon Reader Installation and Supply Agreement	\$ 4,820
Tyco Integrated Security	Intercon Security Cards Agreement	\$ 1,053
Tyco Integrated Security	Intercon Reader Installation and Supply Agreement	\$ 6,121
Tyco Integrated Security	Intercon Reader Installation and Supply Agreement at LEL	\$ 6,052
Winmagic Inc.	Yearly Technical Support Agreement for security encryption	\$ 4,260
Xerox Canada	New Copier Contract Agreement for 48 month term	\$ 40,000
MCSCS	Secondment - Chief Firearms Officer	
Ontario Provincial Police	Secondment - ViCLAS	



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: DELEGATION OF SIGNING AUTHORITY CHIEF OF POLICE	NUMBER: GSPSB – POLICY 025
ORIGINATING DATE: November 13, 2014	REVISED DATE:
REPORTING REQUIREMENTS: Semi-Annual	

1. **POLICY STATEMENT:**

- (1) Section 30 of the *Police Services Act* provides for a Police Services Board to contract in its own name. The Police Service does not have specific authority to contract with others or to bind the Board without the authorization of the Board.
- (2) The Greater Sudbury Police Services Board recognizes the need to ensure accountability in carrying out its statutory responsibilities.
- (3) The Board also recognizes the necessity to advance its work and that of the Greater Sudbury Police Service in an efficient and timely manner, as such, it is the policy of the Board that signing authority shall be delegated to the Chief of Police or Designated Official for documents in matters relating to the management of the day-to-day operation of the Police Service.
- (4) Where delegation of authority has been granted by the Board to the Chief or designate, the delegation shall include the authority to execute any related documents in the name of the Board, unless the terms of the delegation require the signature of the Board Chair.
- (5) With the exception of delegation as provided for in Section 3 of this policy, all contracts, agreements or other documents having the effect of, or with the intent of, legally binding or committing the Board in any course of action shall be signed by the Board Chair or in their absence, the Vice-Chair of the Board.

2. **DEFINITIONS:**

(1) **ACT:**

Means the *Police Services Act, R.S.O. 1990, c. P.15.*

(2) **BOARD:**

Means the Greater Sudbury Police Services Board.

(3) CHIEF OF POLICE:

Means the Chief of the Greater Sudbury Police Service.

(4) DESIGNATED OFFICIAL:

Means the Deputy Chief of Police or the Chief Administrative Officer as may be appointed from time to time by the Chief of Police to act on behalf of the Service.

(5) GRANT APPLICATION:

Means any forms, expressions of interest and/or any other documentation required to be submitted to a Federal or Provincial Ministry in support of a request for funding.

(6) GRANT CONTRACTURAL AGREEMENT:

Means any agreement entered into with a Federal or Provincial Ministry in relation to approved funding from a Grant Program.

(7) GRANT PROGRAM:

Means any funding initiative offered by a Federal or an Ontario Provincial Ministry to assist police services in Ontario. Grant Programs can be for one time funding or provide funding on an ongoing basis.

(8) PROTOCOL AGREEMENT:

Means a written mutual accord between two or more agencies that outlines the expected rules of conduct to be followed in a given set of circumstance(s) where each stakeholder has a mandated role to fulfill. Protocol Agreements do not have a budgetary impact but rather outline the sharing of information and resources and the management of police or other investigations.

(9) PURCHASING BY-LAW:

Means *By-Law 2014-1*, or as amended from time to time, being a By-Law of the City of Greater Sudbury Governing Procurement Policies and Procedures.

(10) SECONDMENT:

Means a formal agreement between the Board and an external policing agency to second a member of the Service to that agency for a temporary period of time. Seconded members remain an employee of the Board during the assignment.

(11) SERVICE:

Means the Greater Sudbury Police Service.

3. **DELEGATION OF SIGNING AUTHORITY:**

- (1) The Chief of Police or Designated Official is authorized to approve and execute contracts and agreements relating to the following provided that such contracts/agreements are in accordance with applicable policies, are within approved budget and contain appropriate indemnification and insurance requirements, where applicable:
 - (a) Waivers, releases and grants of indemnification with respect to operational matters;
 - (b) Secondment agreements between the Greater Sudbury Police Service and other policing agencies;
 - (c) Contracts of an operational nature valued at less than \$50,000. in accordance with the *Purchasing By-Law*;
 - (d) Student placements;
 - (e) Emergency bank account;
 - (f) Requests for unpaid leave of absence;
 - (g) Ancillary documents necessary to give effect to the contract provided such document does not impose additional financial obligation;
 - (h) Grant applications;
 - (i) Renewal of funding agreements where there are no changes to program requirements and no changes to financial implications;
 - (j) Approval for requests for credits from a members frozen sick back pursuant to the Uniform and Civilian Collective Agreements;
 - (k) Protocol agreements;
 - (l) Software, hardware and business applications and licences relating to information technology;
 - (m) Retention of legal counsel with respect to labour, employment, corporate and release of information matters.

(2) All contracts shall be entered into in the name of the “Greater Sudbury Police Services Board”.

(3) Protocol Agreements may be entered into between the applicable agency and the Greater Sudbury Police Service.

4. **GRANT PROGRAMS:**

(1) **GRANT APPLICATIONS:**

If a Grant Application requires the signature of the Board Chair, the Board hereby delegates its authority to sign any Grant Application and ancillary documents to the Chief of Police or Designated Official.

(2) **GRANT CONTRACTUAL AGREEMENTS:**

The Board hereby delegates the Board Chair its authority to sign any Grant Contractual Agreements, or in their absence, the Vice-Chair of the Board.

(3) **GRANT CONTRACTUAL AGREEMENT RENEWALS:**




The Board hereby delegates the Chief of Police or Designated Official its authority to sign any Grant Contractual Agreement Renewals where there are no changes to program requirements and no changes to financial implications.

6. **REPORTING TO THE BOARD:**

Pursuant to the authority delegated to the Chief or Designated Official by the Board, on a semi-annual basis, in June and December of each year, the Chief of Police shall provide a report to the Board regarding all contracts and agreements approved and executed by the Chief, with the exception of procurement contracts under \$50,000.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 13, 2016
PUBLIC	
SUBJECT: FINAL DISPOSITION OF FOUND OR SEIZED MONEY	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Crime Prevention	
Prepared by: Laurie Kaelas  Property Supervisor	Approved by: Paul Pedersen  Chief of Police
Reviewed and Recommended by: Sharon Baiden  Chief Administrative Officer	

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board accepts for deposit to the Board Trust Fund \$2,600.19 in unclaimed funds.

BACKGROUND:

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

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

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

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Paragraph 1 of 132(1) states:

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

Paragraph 2 of 132(1) states:

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

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

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

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

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

CURRENT SITUATION:

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



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 13, 2016
PUBLIC	
SUBJECT: STAFFING/DEPLOYMENT UPDATE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Leadership Development and Succession Planning	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

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

THAT the Board hereby accepts the resignations of members from the positions on the effective dates specified.

BACKGROUND

Section 31 (1) of the *Police Services Act* sets out the Board's responsibilities with respect to the provision of adequate and effective police service in the municipality. More particularly under Section 31 (1) (a), the Board appoints and accepts resignations of members of the Service. The purpose of the report is to highlight the current strength of the Greater Sudbury Police Service and to bring forward appointments, resignations and retirements since September 1 to December 31, 2015.

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CURRENT SITUATION:

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

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

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

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

TABLE A: GSPS Authorized Strength at December 31, 2015

FULL TIME COMPLEMENT

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

- Vacancies have been created due to resignations/retirements. At the present time ten recruits are at the Ontario Police College for the Basic Constable Training.

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TABLE B: Appointments for the period September 1 – December 31, 2015:

Effective Date	Status	Assignment
21 September 2015	Civilian	CSP – Missing/Vulnerable Persons
21 September 2015	Civilian	CSP – ARU
21 September 2015	Civilian	CSP – Youth Safety
21 September 2015	Civilian	CSP – ARU
21 September 2015	Civilian	CSP- ARU
21 September 2015	Civilian	CSP – Crime Prevention
05 October 2015	Civilian	Special Constable
05 October 2015	Civilian	Special Constable
14 December 2015	Sworn	Cadet
14 December 2015	Sworn	Cadet
14 December 2015	Sworn	Cadet
14 December 2015	Sworn	Cadet
14 December 2015	Sworn	Cadet
14 December 2015	Sworn	Cadet
14 December 2015	Sworn	Cadet
14 December 2015	Sworn	Cadet
14 December 2015	Sworn	Cadet
14 December 2015	Sworn	Cadet
14 December 2015	Sworn	Cadet

TABLE C: Resignations/Retirements for the period September 1 – December 31, 2015:

Effective Date	Status	Years of Service	Reason for Leaving
10 October 2015	Civilian (PT)	2 years	Resigned
14 October 2015	Civilian (PT)	4.5 years	Terminated
30 October 2015	Civilian	22.5 years	Retired
29 November 2015	Civilian	5.75 years	Resigned
31 December 2015	Sworn	30 years	Retired
31 December 2015	Civilian	30 years	Retired

TABLE D: Secondments/Non-Medical LOA

Term	Type of Leave
April 1/15 to March 31/18	Secondment – O.P.P.
November 2/15 to March 31, 2018	Secondment – O.P.P.
January 2015 to December 2016	Secondment – O.P.C.



SUMMARY:

This report summarizes the activities that have occurred in the first trimester of 2015 relative to staffing and deployment. Staff have worked collectively to ensure strategic goals and priorities are met. With the ten cadets hired December 2015, the Service is at its full strength as authorized. Additionally, there are members on pre-retirement leave currently as provided for in the Collective Bargaining Agreement. The Board will be provided with updates three times a year on hiring and deployment of new sworn officer and Civilian members. These updates will be provided in the month following the previous four months on the following schedule:

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



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 13, 2016
PUBLIC	
SUBJECT: 2015 ANNUAL REPORT ON SECONDARY ACTIVITIES	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Encourage Career Development	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the 2015 Secondary Activities Annual Report for information.

BACKGROUND:

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

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

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

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

Restrictions on secondary activities

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

Applications may also be denied for the following reasons:

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

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

CURRENT SITUATION:

During 2015, there were seven such applications for secondary activity. All of these submissions were approved.

The following chart details the type of activities.



**2015 ANNUAL REPORT
NEW APPLICATIONS FOR SECONDARY ACTIVITY**

TYPE ACTIVITY	UNIFORM APPLICATIONS	CIVILIAN APPLICATIONS
Author	1	
Bartender		1
Caterer	1	
League Commissioner	1	
Ski Instructor	1	
Referee		1
Security		1
Teacher	1	

The *Police Services Act* requires regular reporting to the board on secondary activities of members. This report fulfills the Chief's reporting requirements on secondary activities for the period January 1 to December 31, 2015.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 13, 2016
PUBLIC	
SUBJECT: 2016 PAO ANNUAL LABOUR CONFERENCE	
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 the attendance of Board Members at the Annual Police Association of Ontario Labour Conference February 29 – March 1, 2016 with funds to be drawn from the Board Operating Account.

BACKGROUND:

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

CURRENT SITUATION:

The annual conference will be held February 29 – March 1, 2016 at the Sheraton Parkway in Richmond Hill. Topics include medical records and privacy, new sexual violence and harassment action plan, medical marijuana in the policing environment, Chief's operational role, and a review of new issues in human rights.

The Board is asked to confirm interest in attending.

25th Annual Police Employment Conference

***** NEW HOTEL *****
***** NEW LOCATION *****

Sheraton Parkway
9005 Leslie Street
Richmond Hill, ON L4B 1B2

Book your HOTEL at the following link:
RESERVATIONS

Toll Free Reservations: 1-800-668-0101
Hotel: 905-881-2121

Cut-off date for Hotel Rooms is January 27th - BOOK EARLY
Single Room Rate—\$149

We will advise when REGISTRATION is available on our Website
www.pao.ca

Monday, February 29, 2016
and
Tuesday, March 1, 2016

CANADA'S PREMIER POLICE LABOUR RELATIONS CONFERENCE

Labour relations issues in the police sector are constantly changing. Police service boards, chiefs, managers and association executives need to be aware of the latest trends to do their jobs effectively. This two-day labour conference will provide you with comprehensive updates on current issues in police labour relations from the perspectives of associations, management and neutral experts.

Some of the topics this year will include the following: (more will be added)

- ◆ Medical Records and Privacy
- ◆ The New Sexual Violence and Harassment Action Plan Act
- ◆ Chief's Role—Defining the Scope of "Operational"
- ◆ Medical marijuana in the Policing Environment
- ◆ New Issues in Human Rights—A Year in Review



Conference Chairs

Ms. Nini Jones LL.B.
Paliare Roland

Mr. Ian Roland LL.B.
Paliare Roland

Mr. B. Richard Baldwin
LL.B.
Mathews Dinsdale

Conference Fees

Early Bird By Feb.12, 2016
\$649+HST

After Feb.12, 2016
\$749+HST

Conference Binder \$80+HST

Note: Conference materials will be supplied on USB Stick at registration and will be available through a secure internet link. Hard copies can be ordered in advance at an additional charge of \$80+HST

REMEMBER TO REGISTER ON
WWW.PAO.CA



Register at www.pao.ca

Police Association of Ontario

1650 Yonge Street, Suite 302
Toronto, Ontario
M4T 2A2

Phone: 416.487.9367
Fax: 416.487.3170
E-mail: pao@pao.ca



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 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:

\$1,500 in support of the 2016 ‘Project Fruit Snacks’

\$500 in support of the 2016 ‘Send a Kid to Camp’ Program

\$1,500 in support of the 2016 ‘Police vs Fire Charity Hockey Challenge’

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:

Three requests for funding consideration have been received.

2016 ‘Project Fruit Snacks’

The Sudbury Shared Harvest has a mission to relieve poverty by providing surplus fresh produce to non-profit organizations that serve families who require assistance. Shared Harvest encourages local residents to donate fruit and vegetables they have grown – food that might have been wasted is directed to those that need it most. Volunteers are recruited to pick the produce and deliver to soup kitchens and other community food programs. Residents have been very generous and in 2015, the ‘Fruit for All’ Program provided almost 1,500 pounds of fruit to thirteen community organizations.

In 2016, the group will introduce ‘Project Fruit Snacks’ where fruit grown in season and donated in abundance can be dried and provided to school breakfast programs year round.

The group is requesting assistance to purchase equipment for processing the fruit for the project.

2016 Send a Kid to Camp Program

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

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

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2016 Police vs Fire Charity Hockey Game

For the last five years, Police and Firefighters have organized a charity hockey game between Greater Sudbury Police Service and Greater Sudbury Fire Service. This event is organized with the Police Service, the Fire Service, City of Greater Sudbury, Sudbury Playground Hockey League, Sudbury Crime Stoppers, and all four school boards to build strong connections with community partners and youth.

Tickets will be purchased and donated to areas' 66 Elementary and 21 Secondary schools for youth and family members. Sworn and Civilian members along with Volunteers will also be on hand to cheer for the teams.

All proceeds from the game will be donated to various recognized youth charities throughout Sudbury.

This year's Charity Hockey Game is scheduled for January 16, 2016 at the Countryside Sports Complex.

PROJECT FRUIT SNACKS



Donate Today!

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

There are many ways to give:

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

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

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

Helping Kids be Kids

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



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

Tel: 705-673-2227

Fax: 705-673-8798

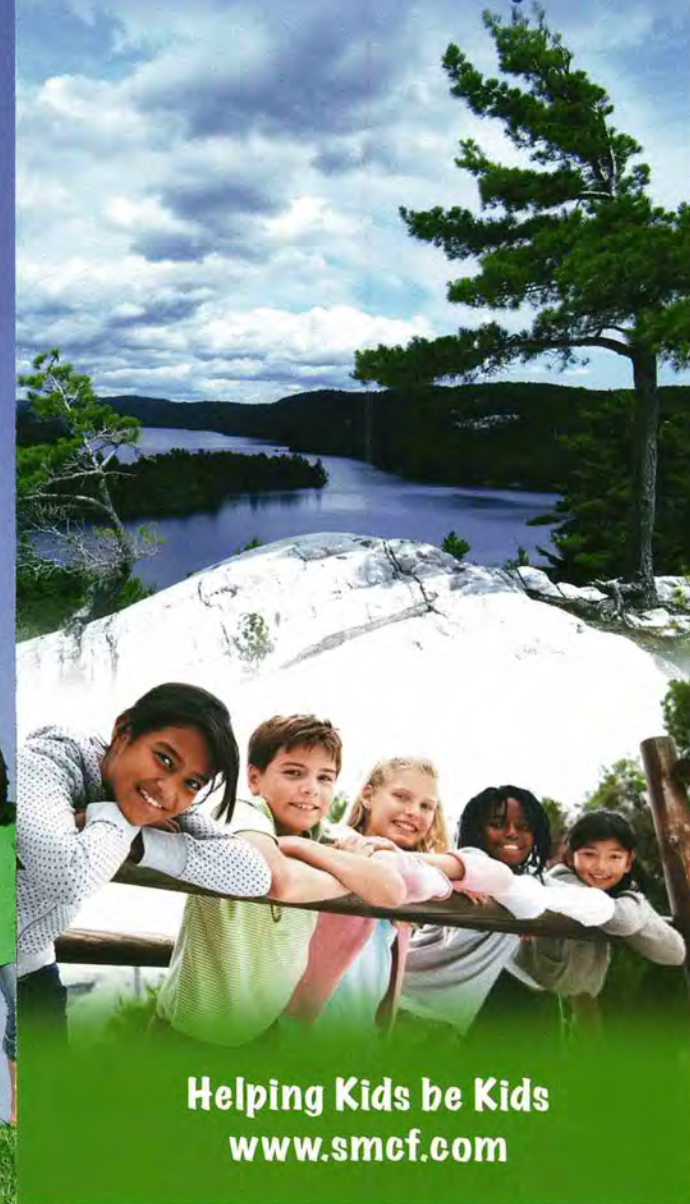
info@smcf.com

www.smcf.com

Charitable Donation Number
119205037RR0001

Sudbury Manitoulin Children's Foundation

Help us . . . Send-a-kid To Camp



Helping Kids be Kids
www.smcf.com



Friendships are made. Memories are built.

Sudbury Manitoulin Children's Foundation - SMCF

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

Send-A-Kid-To-Camp

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

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

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

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

Summer Camp

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

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

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

Our Goal...

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



CHARITY HOCKEY GAME

SATURDAY JANUARY 16, 2016
COUNTRYSIDE SPORTS COMPLEX

POLICE



VS

FIRE





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 13, 2016
PUBLIC	
SUBJECT: CORRESPONDENCE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Developing Workplace Strategies	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

A letter was received from the Ministry of Community Safety and Correctional Services in response to the Board's letter regarding concerns with the Ontario Registered Pension Plan. The letter is attached.

**Ministry of Community Safety
and Correctional Services**

Office of the Minister

25 Grosvenor Street
18th Floor
Toronto ON M7A 1Y6
Tel: 416-325-0408
Fax: 416-325-6067

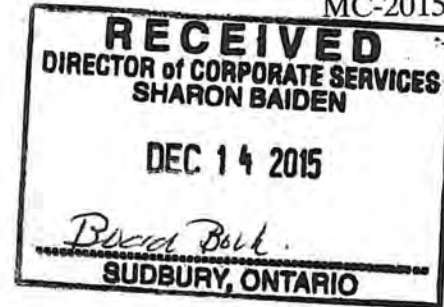
**Ministère de la Sécurité communautaire
et des Services correctionnels**

Bureau du ministre

25, rue Grosvenor
18^e étage
Toronto ON M7A 1Y6
Tél. : 416-325-0408
Télec. : 416-325-6067



MC-2015-2301



NOV 27 2015

Ms. Frances Caldarelli
Chair
Greater Sudbury Police Services Board
190 Brady Street
Sudbury ON P3E 1C7

Dear Ms. Caldarelli:

I am writing in response to your predecessor's letter of June 22, 2015, regarding the Greater Sudbury Police Services Board's concerns about the Ontario Registered Pension Plan. I apologize for the delay in responding.

The mandate of the Ministry of Community Safety and Correctional Services is to ensure the safety and security of communities across Ontario through effective policing, correctional services, and emergency services programs.

As such, the specific issues raised fall within the jurisdiction of the Ministry of Finance. I note that a copy of the letter was sent to my colleague the Honourable Charles Sousa, Minister of Finance. I am sure Minister Sousa will review the concerns raised and respond accordingly.



Sincerely,

Yasir Naqvi
Minister

c: The Honourable Charles Sousa
Minister of Finance



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 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 resident involved in a criminal matter expressing their thanks for contact with Detective Sergeant Sandra Dicaire. "I am eternally grateful to have the force protecting our community and our children. Talking to you made me realize how lucky we are. You have been the light in an otherwise very dark place."

A letter was received from Nancy Griffin thanking the force for recognizing the passing of her husband Rich. "My family and I were overwhelmed with the Police escort around the City and past the radio station on Lasalle where Rich spent so much time. The time taken by officers to honour Rich truly touched our hearts. Please know that your compassion has gone a long way to helping us heal and we will never forget it."



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 13, 2016
PUBLIC	
SUBJECT: SUDBURY RAINBOW CRIME STOPPERS GALA	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Participation in Community Events	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION

CURRENT SITUATION:

Sudbury Rainbow Crime Stoppers invites all Board members to attend their Annual Gala on Saturday February 13, 2016 at the Caruso Club located at 385 Haig Street, Sudbury. The event hosts representatives from law enforcement agencies and military personnel from the Greater Sudbury area.

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

For tickets or more information, please contact Crime Stoppers at 705 – 675 9171 ext. 5692. You can also visit their website at www.sudburycrimestoppers.com.

CRIME STOPPERS



Crime Stoppers Gala

Fundraising for a safer community

February 13th, 2016

*Caruso Club
385 Haig Street*

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

*Silent Auction
Treasure Chest Key Draw
Door Prize*

*Five Course Meal
Complimentary Bar*

*Complimentary
Professional Photograph*

Dress: Black Tie, Dark Suit

Courtesy Ride Home Available

\$125/Person

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



SUDBURY
INTEGRATED NICKEL
OPERATIONS
A GLENCORE COMPANY

