



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY June 22, 2016 4:00 P.M.
Police Headquarters, Alex McCauley Boardroom, 5th Floor

PUBLIC AGENDA



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2	Matters Arising from In Camera Session	
3	Roll Call	
4	Declarations of Conflict of Interest	
5	Presentation	
	Annual Report - Chief Paul Pedersen	
6	Consent Agenda	Motion
	Adoption of Minutes - May 18, 2016	
	Financial Reports	
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13	Police and Community Awards Gala - Our Shared Commitment		
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16	New Business		
17	Next Meeting Date		
	Next meeting Wednesday September 21, 2016		
18	Adjournment	Motion	



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: June 15, 2016
PUBLIC	
SUBJECT: FINANCIAL REPORT YEAR-END DECEMBER 31, 2015	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Fiscal Accountability and Transparency	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the 2015 Year-End Financial Report for the period January 1 to December 31, 2015 for information.

BACKGROUND:

The Police Services Board passed a motion to accept the 2015 budget at their meeting of January 26, 2015. Subsequently, the City of Greater Sudbury Council approved the 2015 Police Services Budget in the amount of \$52,527,975.

CURRENT SITUATION:

The City of Greater Sudbury audit committee will meet on June 21, 2016. At this meeting, the 2015 Operating Budget Variance Report will be presented and the Police variance position of \$54,976 will be transferred to the City of Greater Sudbury in accordance with the Reserves and Reserve Fund Bylaw.

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This bylaw specifies that certain service areas that experienced a net under expenditure may retain this under expenditure if it does not put the municipality in a deficit position or increase the deficit. Police Services are included. In 2015, Council Resolution FA2015-16 indicated that 100% of savings achieved during the year would replenish the Tax Rate Stabilization Reserve. GSPS year-end finance reports have been finalized with the following results to report.

This report serves to provide the Board with an analysis of the year-end position and the variances between the 2015 budget and actual results. Overall, spending remained within approved overall budget. The variances were derived primarily from revenues received particularly in the form of provincial grants and miscellaneous user fees which offset operating expenditures associated with such grants.

The following table summarizes the financial outcome for the year which includes the transfer from the Capital Financing Reserve Fund in accordance with the Reserve Fund Policy.

Financial Overview Year ended December 31, 2015



Category Description	Annual Budget	Year End Actual	% Change
Salaries & Benefits	\$48,254,026	\$48,380,218	0.26%
Operating Costs	\$6,365,925	\$6,490,195	1.95%
Contr to Reserves/Capital	\$2,780,141	\$3,032,307	9.07%
Revenue	(4,872,117.72)	(5,429,720.77)	11.44%
Net Total	\$52,527,974	\$52,472,999	-0.10%

- 1 Salaries and Benefits are within budgeted allocations with variances noted in frozen sick leave bank payouts in accordance with the Collective Agreements. Sick leave payments are recorded to salaries with offsets drawn from the Sick Leave Reserve Fund which is reflected in the revenues.
- 2 Operating expenditures show a slight variance due to professional services higher than anticipated spending and equipment acquired through grant programs. These equipment expenditures are offset with grant funding and other revenue offsets recorded in the Revenue total line. Additional impacts related to fuel and hydro costs.
- 3 Provision to Reserves & Capital shows a slight variance as a result of a transfer of funds from the Voice Radio to the Communications Infrastructure Reserve Fund as a saving for future years.
- 4 Year-end revenues recorded were greater than budgeted as a result of grant funding received after budget was approved; spending related to these approved grants is offset by associated expenditures. Other contributing factors included police clearance letters, paid duty admin fees and cruiser rentals related to paid duty.

Overall the Service realized a successful year financially with spending within the authorized budget.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: June 15, 2016
PUBLIC	
SUBJECT: 2015 DONATIONS RESERVE FUND YEAR END	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Fiscal Accountability and Transparency	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the Donations Reserve Fund report for the period January 1 to December 31, 2015 for information.

BACKGROUND:

The City of Greater Sudbury Bylaw #2015-9 establishes and continues Reserves, Reserve Funds, and Trust Funds for the City of Greater Sudbury.

The Police Service has a number of such Reserves included in this bylaw which are summarized on Table 'A' attached.

CURRENT SITUATION:

The Police Services Donations Reserve Fund is maintained by annual contributions of excess donation proceeds net of expenditures in any given year.

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SUBJECT: 2015 DONATIONS RESERVE FUND YEAR END	Page 2
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Monies are used only for the purpose of crime prevention initiatives as deemed suitable by the Greater Sudbury Police Services Board without further authorization from Council.

Many of the funds drawn from this reserve are used in support of activities as determined suitable through the Chief's Youth Initiative Advisory Committee and crime prevention activities.

This is a working reserve. On an annual basis, the Board is provided with a report of annual transactions. Please see Table 'B' attached.



Reserve Funds

Greater Sudbury Police Services Board Reserve Fund

- Funded from the Greater Sudbury Police Service Board Auction held annually, interest earned from fund investments, and monies recovered as a result of seized property.
- Used for any purpose that the Greater Sudbury Police Service Board considers in the public interest in accordance with Sections 132 and 133 of the Police Services Act and for such charitable events as the Board deems suitable, without further authorization from Council.

Police Services Donations Reserve Fund

- Funded by an annual contribution of any excess donation proceeds net of expenditures in that year.
- Used only for the purpose of crime prevention initiatives as the Greater Sudbury Police Services Board deems suitable, without further authorization from Council.
- This is a working reserve fund.

Equipment and Vehicle Replacement Reserve Fund - Police

- Funded by annual contributions made in accordance with the Greater Sudbury Police Services Board operating budget.
- Salvage values received from the sale of used Police vehicles and equipment shall be credited to this reserve fund.
- Used to purchase new Police equipment and vehicles as determined by the Greater Sudbury Police Services Board, and in accordance with the Police equipment replacement plan

Sick Leave Reserve Fund - Police

- Funded from the budgeted contributions from current funds
- Used to pay sick leave to retiring Greater Sudbury Police Service employees in accordance with policies of the City of Greater Sudbury
- This Reserve Fund is a working fund

Capital Financing Reserve Fund - Police

- Funded from unspent funds in the capital envelope for Police; from the capital envelope for commitments to future projects; from development charges proceeds; and from the current operating budget surpluses provided that such contribution will not put the City in a deficit position or increase a deficit.
- Shall be used for Police capital projects, one-time service delivery enhancement projects, human resources contractual
- This is a working Reserve Fund with commitments and expenditures to be approved by the Board as part of the annual Capital Plan.
- Unplanned expenditures an/or changes to the committed funds may be made from this Capital Financing Reserve Fund Police upon authorization by the Greater Sudbury Police Services Board.

Post 65 Employment Benefit's Reserve Fund - Police

- Funded from unallocated or excess funds in the capital envelope for Police; and from the operating budget provided that such a contribution would not put the City into a deficit position or increase a deficit; and from contributions from the annual operating fund.
- Expenditures from this Reserve Fund may only be used for the purpose of funding post 65 benefits unless otherwise authorized by the Board.
- This is a working Reserve Fund and expenditures for this Reserve Fund would be authorized by Police Services staff.





TABLE "B"

Police Services Donations Reserve Fund

Balance 2014 Year End	\$ (105,050.89)
2015 Revenue	
Youth Initiatives	\$ (10,257.47)
Mason Basketball Camp	\$ -
Youth Symposium	\$ -
Crime Prevention	\$ -
Citizens on Patrol	\$ -
Drug Related	\$ -
Literacy Program	\$ -
Lions Eye in the Sky	\$ (3,550.00)
Green Stairs	\$ -
Graffiti Eradication	\$ -
STRIDE	\$ -
SPYDR Mountain Bike Program	\$ -
GSPS Multicultural Board	\$ (1,755.00)
Auxillary Unit	\$ (600.00)
Kids Cops & Fishing	\$ -
Reserve Fund Interest	\$ (2,107.84)
2015 Total Revenue	\$ (18,270.31)
2015 Expenditures	
Youth Initiatives	\$ 13,161.33
Mason Basketball Camp	\$ -
Youth Symposium	\$ -
Crime Prevention	\$ -
Citizens on Patrol	\$ -
Drug Related	\$ -
Literacy Program	\$ -
Lions Eye in the Sky	\$ -
Green Stairs	\$ 1,664.32
Graffiti Eradication	\$ -
Stride	\$ -
SPYDR	\$ -
GSPS Multicultural Board	\$ 1,728.98
Auxillary Unit	\$ -
Kids Cops & Fishing	\$ 500.00
2015 Total Expenses	\$ 17,054.63
Balance 2015 Year End	\$ (106,266.57)



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: June 15, 2016
PUBLIC	
SUBJECT: 2015 BOARD TRUST RESERVE FUND YEAR-END	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Fiscal Accountability and Transparency	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the Board Trust Reserve Fund Financial Statement for the year ended December 31, 2015 for information.

BACKGROUND:

The City of Greater Sudbury By-law 2015-9 establishes and continues Reserves, Reserve Funds, and Trust Funds for the City of Greater Sudbury.

CURRENT SITUATION:

Schedule 'B' of By-law 2015-9 describes the Greater Sudbury Police Services Board Reserve Funds. This fund records revenue from the Greater Sudbury Police Services Board Auction held annually, interest earned from fund investments, and monies recovered as a result of seized property.

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The Reserve Fund is used for any purpose that the Board considers in the public interest in accordance with Sections 132 and 133 of the *Police Services Act* and for such charitable events as deemed suitable by the Board without further authorizations by Council.

Table “A” is attached and details the 2015 activities and provides a summary of year-end balance.

It should be noted that revenues are down in the area of auction proceeds and unclaimed funds. A number of contributing factors are having an impact:

- Court forfeiture orders generally direct the returning of property to Seized Property Management Directorate, Ministry of the Attorney General, or for destruction. Items ordered to be destroyed are not to be auctioned.
- Found and/or abandoned properties are the only items left that are eligible for auction and do not represent a high volume. Additionally, owners are often identified or finders claim property in accordance with procedure.
- Bicycles that are reported for pick up are low in numbers and do not yield much return at auction.
- The Break Enter and Robbery (B.E.A.R.) Unit is very effective in finding owners of property related to crime which has significantly reduced the amount of property sent for auction.

The Board will continue to examine options to ensure the ongoing viability of the Trust Fund.





**Greater Sudbury Police Services Board
Board Trust Reserve Fund**

TABLE "A"

Balance 2014 Year End	\$ (36,375.00)
2015 Revenue	
Auction Proceeds	\$ (3,047.56)
Seized Monies	\$ -
Unclaimed Money	\$ (3,287.10)
Donations	\$ (4,112.00)
Reserve Fund Interest	\$ (729.88)
Bad Debt Recovery (counterfeit funds deposited in error)	\$ 50.00
2015 Total Revenue	\$ (11,126.54)
2015 Expenditures	
GSPS Men's Basketball Team Joe MacDonald Tournament	\$ 1,000.00
2015 GSPS Curling Funspiel	\$ 500.00
2015 Canadian Police Curling Championship	\$ 1,500.00
2015 Polar Plunge	\$ 450.27
2015 Steps for Life	\$ 750.00
Fish for Food	\$ 250.00
2015-2016 Drive Safe Campaign	\$ 750.00
2015 Power Play	\$ 600.00
Park Run Sponsorship	\$ 500.00
2015 Campaign	\$ 2,000.00
2015 Project ELFF	\$ 1,000.00
2015 Total Expenses	\$ 9,300.27
Balance 2015 Year End	\$ (38,201.27)



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: June 15, 2016
PUBLIC	
SUBJECT: 2016 AUXILIARY OFFICER ANNUAL REPORT	
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

BACKGROUND:

The Greater Sudbury Police Services Board recruits volunteers to serve in the function of Auxiliary Constables in accordance with the provisions of the *Police Services Act*.

The Auxiliary Unit is a volunteer team of citizens from all walks of life who are concerned with the wellbeing of their neighborhood and community and are considered members of the Service. The Auxiliary Unit has designations of Constable, Sergeant, and Staff Sergeant similar to those of the Police Service. The members wear uniform and insignia that are distinct from those of Police Officers.

Auxiliary Constables provide a visible police presence and perform non-enforcement and non-hazardous duties including ride-along functions with frontline police personnel, accompany officers on patrols, attend emergency call outs, conduct tasks in community mobilization initiatives, and provide support with crime prevention initiatives under the supervision of Sworn members.

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The Greater Sudbury Police Auxiliary takes part in other police work that preserves peace and order, prevents crime, and protects life and property.

They assist at Police events such as monthly Police Services Board meetings, Joe McDonald Police Basketball Tournament, Rick McDonald Memorial Ball Tournament, Special Olympics Law Enforcement Torch Run and Polar Plunge, and the Sudbury Police Association and Retirees Golf Tournaments.

The Auxiliary Unit is very visible at community and public events assisting in crowd and traffic control, performing neighborhood foot or bicycle patrols, or providing security at local events such as:

- Aboriginal Day
- Big Brothers Bowl
- Canada Day Festivities
- Celtic Festival
- Easter Seal Telethon
- Food Bank
- Heart & Stroke
- MCTV Christmas Telethon
- Race Against Drugs Program
- Canadian Cancer Society Relay For Life
- Remembrance Day Parade
- Sudbury Rock's Marathon
- Sudbury Summer Fest
- Sudbury Santa Claus Parade
- Walden Winter Carnival








CURRENT SITUATION:

The Auxiliary Unit is a great addition to the Service and provides a necessary function.

In April 2015, seventeen new Auxiliary were introduced to the Board making the full complement of the Unit thirty-two members. Since that time, some members have left for employment opportunities both with and outside GSPS.

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Participation in the Auxiliary program affords members the opportunity to train and become familiar with Greater Sudbury Police Service policies and protocols. Many Auxiliary Officers have continued on to become Constables with our Service. In the last twelve months, the Service was very happy to welcome six Auxiliary Officers to the Sworn group:

-  Constable Mickey Teed
-  Constable Devin Weber
-  Constable Mark Bennett
-  Constable John MacRae
-  Constable Jordan Carroll
-  Constable Melissa Loranger
-  Alex Mc Donald

Auxiliary Staff Sergeant Jerry Villeneuve is retiring from the Unit this year after twenty years of exemplary service. He will be appropriately recognized at our Volunteer Appreciation celebration.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: June 15, 2016
PUBLIC	
SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS – BOARD OF DIRECTORS ANNOUNCED	
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

BACKGROUND:

The Ontario Association of Police Services Boards held their Annual General Meeting and Conference in Niagara Falls from May 11-14, 2016.

The Board of Directors was elected Friday May 13, 2016 at the Annual General Meeting

CURRENT SITUATION:

On June 2, 2016, the OAPSB issued a news release introducing the Board and slate of Officers. A copy is attached.

Greater Sudbury Police Services Board Chair, Frances Caldarelli, was elected to the Board to serve for a second term.



MEDIA RELEASE – BOARD OF DIRECTORS 2016 / 2017



The Ontario Association of Police Services Boards (OAPSB) represents police services boards from across Ontario. OAPSB provides advocacy, advisory, training and coordinated bargaining services to its members.

At its Annual General Meeting (AGM) held on May 13th, 2016 at Niagara Falls, the OAPSB membership approved its Board of Directors for the coming year. Immediately following the AGM, the Board appointed its executive. The results are:

President & Director Big 12	Eli El-Chantiry, Ottawa
Vice-President & Director Zone 5	Kevin Eccles, West Grey
Vice-President & Director Section 10 OPP North	Don Smith, Shuniah
Vice-President & Director Zone 3	Sal Polito, Kawartha Lakes
Secretary-Treasurer & Director Zone 4	Vaughn Stewart, Niagara Region
Past President & Director Section 10 OPP South-West	Russ Bain, Thames Centre
Director Zone 1	Jody Davis, Terrace Bay
Director Zone 1A	Doug Jelly, Temiskaming Shores
Director Zone 2	King Yee, Brockville
Director Zone 6	Pat Weaver, Chatham-Kent
Director Toronto	Ken Jeffers, Toronto
Director Big 12	Frances Caldarelli, Greater Sudbury
Director Big 12	John Molyneaux, York
Director Big 12	Norma Nicholson, Peel
Director Section 10 OPP South-East	Rick Fraracci, Orillia



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: June 15, 2016
PUBLIC	
SUBJECT: 2016 CANADIAN ASSOCIATION OF POLICE GOVERNANCE 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 Members to be named at the Canadian Association of Police Governance Annual General Meeting and Conference August 12-14, 2016 in Ottawa, Ontario with funds to be drawn from the Board Operating Account.

BACKGROUND:

The Canadian Association of Police Governance is a national organization dedicated to excellence in police governance established in 1989. The CAPG represents more than 75 municipal police Boards and commissions in Canada and works to achieve highest standards as a national voice of civilian oversight

Each year the CAPG hosts an annual General Meeting and Conference that provides updates on topics of interest and opportunities for Board training.

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SUBJECT: 2016 CANADIAN ASSOCIATION OF POLICE GOVERNANCE CONFERENCE	Page 2
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CURRENT SITUATION:

The 27th annual conference will be held August 12-14, 2016 in Ottawa, Ontario. This year's theme is 'Ethics in Policing'. The conference Agenda will be forwarded to Board Members once received.

Board Members are encouraged to attend. Please confirm interest in attending.



ETHICS IN POLICING AND THE ROLE OF GOVERNANCE

The CAPG Conference is a leading event in the police governance sector. Now entering its 27th year, the Annual CAPG Conference is held over a three day period during which delegates are encouraged to network, discuss, engage, and discover the rich community we continue to foster. Don't miss out on the 2016 CAPG Conference, taking place August 12 - 14 at the Château Laurier in Ottawa, ON.

- **INSPIRING SPEAKERS AND NETWORKING RECEPTION**
- **ENGAGING PLENARY AND GROUP DISCUSSIONS WITH THOUGHT LEADERS AND FIELD EXPERTS**
- **SKILL BUILDING WORKSHOPS TO HELP DELEGATES DEVELOP CONCRETE SKILLS**



CAPG CONFERENCE 2016
ETHICS IN POLICING AND THE ROLE OF GOVERNANCE
DRAFT PROGRAM



DEDICATED TO EXCELLENCE IN POLICE GOVERNANCE

WWW.CAPG.COM

CAPG Conference 2016 – Ethics in Policing and the Role of Governance

Draft Program

** Please note that this is a draft program and is subject to change. Speakers are to be confirmed. **

Thursday, August 11

12:00 – 5:00 pm

Conference Registration

5:30 – 7:00 pm

Welcoming Reception at Ottawa City Hall (tentative)

7:00 pm

Ottawa Dine Around

Conference delegates will receive information and the Ottawa Delegate Insider Badge in advance and in their delegate package, entitling you and a companion to discounts at a variety of restaurants. Just present your delegate badge at the restaurant when you arrive. Reservations may be required at participating restaurants, so please call ahead.

Friday, August 12

7:30 am – 4:00 pm

Conference Registration

7:30 – 8:30 am

Hot Buffet Breakfast

8:30 – 8:45 am

OFFICIAL OPENING CEREMONIES

8:45 – 10:15 am

Plenary Session: Ethics in Policing and the Role of Governance

Keynote Speaker: Jack Hoban, author of “The Ethical Warrior”

In his book, *The Ethical Warrior*, Jack Hoban talks about the concept of “life value”, which means treating people with dignity and respect. Police governors have a role to play in ensuring that their Chief of Police embraces and espouses that concept, and that the members of the police service understand and practice it. Jack Hoban was shaped by service in the U.S. Marine Corps among other unique experiences. He now delivers a revolutionary view of moral values for our time epitomized by the Ethical Warrior – protector of self and others as equal human beings. His book addresses important questions such as: Is there a true north on the moral compass? How do we reject our tendency to dehumanize others not of our “in-group” and respect true human equality? How do we do “the right thing” under the stresses of everyday life?

10:15 – 10:45 am

Refreshment and Stretch Break

10:45 – 12:15 pm

Plenary Session: Ottawa Police Service Ethics Program

Speakers: Staff Sergeant Pete Danyluk, Ethics Coordinator, Ottawa Police Service, and Dr. Stephen McGuire, Director, Center on Values & Ethics, Carleton University

In 2012 the Ottawa Police Service (OPS) launched a unique program in Canadian policing that outlines the critical role a strong and commonly understood set of ethics plays. It identifies the values and principles considered fundamental for all members of the Service in pursuing the highest ethical standards, individually and collectively. The speakers will talk about its origins, development and objectives. They will also address the role that police boards can play. There will be a concurrent break-out session on Saturday for delegates interested in further discussing the board's role on this subject and developing policy to address concerns.

12:15 – 1:15 pm

Lunch

1:15 – 2:30 pm

Plenary Session: Body Worn Cameras – What Boards Should Know

Panel Speakers: Sergeant Greg Brown, Ottawa Police Service, a Police Association representative, and a representative from another Police Service.

Police governors responsible for making policies on issues of public contention, such as body worn cameras, need to carefully weigh the pros and cons before making a decision on permitting their use. The speakers will share their observations about the impact on the behaviour of police officers when wearing body worn camera, the pros and cons, and the ethical issues they present. There will be a concurrent break-out session on Saturday for delegates interested in further discussing the board's role on this subject and developing policy to address concerns.

2:30 – 2:45 pm

Refreshment and Stretch Break

2:45 – 4:15 pm

Plenary Session: Race-Based Data Collection Project

Speakers: Professor Lorne Foster, York University Project Research Team, and Inspector Pat Flanagan, Ottawa Police Service

In 2012 the Ottawa Police Services Board agreed, as part of a Settlement in a human rights complaint with the Ontario Human Rights Commission,

to the Ottawa Police Service (OPS) conducting a two-year project in which officers would record data on the perceived race of individuals in traffic-related stops. The results of the project, to be released in a report this summer, were compiled and analyzed by the York University Project Team that worked with the OPS. Hear about the lessons learned through the project that police governors should be aware of, and how it touches on other related topics such as carding and profiling.

5:30 – 6:00 pm

Transportation to Host Board Night Event

6:00 – 8:30 pm

Host Board Night – Ottawa Police Services Board, Horticulture Building, Lansdowne Park

Delegates and companions are invited to join us at an indoor garden party / picnic with dinner and entertainment.

Saturday, August 13

8:00 am – 4:00 pm

Conference Registration

7:45 – 8:45 am

Hot Buffet Breakfast

8:45 – 9:45 am

Plenary Session: Social Media and Implications for Policing and Police Governance (tentative)

9:45 – 10:00 am

Refreshment and Stretch Break

10:00 – 11:45 am

Break-Out Sessions: Small, Medium, Large & First Nations Police Service Boards

11:45 – 12:45 pm

Buffet Lunch

12:45 – 2:15 pm

CONCURRENT SESSIONS

1. Ethics in Policing: Policy Discussion
2. Body Worn Cameras: Policy Discussion
3. Top 5 Reasons Officers Get in Trouble
4. Reasons Board Members Get in Trouble

2:15 – 2:30 pm

Refreshment and Stretch Break

2:30 – 4:00 pm

CONCURRENT SESSIONS

1. Ethics in Policing: Policy Discussion
2. Body Worn Cameras: Policy Discussion
3. Top 5 Reasons Officers Get in Trouble
4. Reasons Board Members Get in Trouble

6:00 – 7:00 pm	Cocktail Reception
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7:00 – 11:00 pm	Dinner & Entertainment
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Sunday, August 14

7:30 – 8:30 am	Hot Buffet Breakfast
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8:30 – 10:15 am	CAPG ANNUAL GENERAL MEETING
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This session is restricted to voting delegates who are full members of the CAPG and their Board staff.

10:15 – 10:30 am	Refreshment and Stretch Break
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10:30 am – 12:30 pm	Joint Plenary Session with CACP Delegates
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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: June 15, 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:

A Sudbury resident tagged Greater Sudbury Police Service in a Tweet sharing some positive feedback. Her son was biking and got a flat tire. A GSPS officer stopped to ensure he was safe and offered assistance. He provided a ride taking the boy and his bike home with a stop at the Dairy Queen on the way. "This mama thanks him for his service to our community" #ThankYou

A note was received from a Sudbury resident, a recent widow, who was a passenger in a vehicle driven by her son. Constable Ray Prevost conducted a traffic stop where the driver was charged. "I want to express my appreciation and gratitude for Officer Prevost. His patience and understanding of my circumstances, excellent manner, kindness, and professionalism will never be forgotten. He handled the matter with care and compassion. I cannot thank him enough."



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: June 15, 2016
PUBLIC	
SUBJECT: NOTES OF THANKS	
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 ONLY



CURRENT SITUATION:

A letter was received from Renee Richer, Rayside Balfour Neighbourhood Team, thanking the Board for their support of the 2016 Kids, Cops and Ice Fishing event.

A letter was received from the Ontario Association of Police Services Boards thanking the Board for their support of the 2016 Spring Conference and Annual General meeting.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: June 15, 2016
PUBLIC	
SUBJECT: MAINTENANCE AND REPAIR OF POLICE VEHICLES - SERVICE PROVIDER CONTRACT	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Efficiency and Effectiveness	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board enters into an Agreement under contract GSP16-44 Request for Standing Offer for the maintenance and repair of police service vehicles for a three-year period awarded on May 30, 2016 commencing with the submission of required documentation with the option to extend for two – one year term periods with the following Service Providers:

- Belanger Ford Lincoln Centre
- Bob's Service Centre, 1468680 Ontario Ltd.
- Cambrian Ford Sales Inc.
- Crosstown Chevrolet Buick Cadillac GMC Ltd.
- Kal Tire
- Laking Toyota
- Mike Doyle Dodge Chrysler Jeep Inc.
- Royal Tire Service Ltd. O/A Fountain Tire
- West End Alignment & Auto Repair

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SUBJECT: MAINTENANCE AND REPAIR OF POLICE VEHICLES - SERVICE PROVIDER CONTRACT	Page 2
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BACKGROUND:

On February 9, 2016, the City of Greater Sudbury Purchasing Department on behalf of the Greater Sudbury Police Service Board, issued a Request for Standing Offer for the Maintenance and Repair of the Police Service fleet of approximately 120 vehicles.

Due to the initial lack of response received from the public and in order to ensure that the police fleet had ample service providers in place for the required servicing of the fleet, an Extension of Closing Date was issued with a closing date of Thursday March 3, 2016.

As a result of this process, bids were received from a total of nine service providers – Belanger Ford Lincoln Centre, Bob’s Service Centre (1468680 Ontario Ltd.), Cambrian Ford Sales Inc., Crosstown Chevrolet Buick Cadillac GMC Ltd., Kal Tire, Laking Toyota, Mike Doyle Dodge Chrysler Jeep Inc., Royal Tire Service Ltd O/A Fountain Tire, and West End Alignment & Auto Repair.

CURRENT SITUATION:

The City’s Purchasing Department determined that the noted bidders had met the requirements of the RFP. Official notification and confirmation has been made to the aforementioned service providers regarding the contract award and are currently in the process of collecting all required documentation. Once received and verified, Standing Offers will be issued and contracts will be finalized.

The total value of the service covered with the agreements is estimated at approximately \$412,273 annually, with funds drawn through the operating budget. The contracts will be for a period of three years, with the option of two, one year term extensions.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: June 15, 2016
PUBLIC	
SUBJECT: 2016 SUMMER STUDENT FUNDING AGREEMENT	
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 Wikwemikong Unceded Indian Reserve, Aboriginal Skills and Employment Training Strategy, to receive funding in the amount of \$5,906.50 to offset costs associated with the hiring of an Aboriginal student for the summer employment program

BACKGROUND:

The Greater Sudbury Police Service provides an innovative summer job experiences through the Summer Student Employment Program.

The Wikwemikong Unceded Indian Reserve, Aboriginal Skills and Employment Training Strategy provide an eight-week summer employment program in designated communities in partnership with local police services. This initiative is intended to support youth to gain valuable employment experience, exposure to general life skills, and develop a mentorship relationship with local police staff. This initiative also supports positive relationships between diverse communities and police.

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The Program in association with the Wikwemikong Unceded Indian Reserve also provides for youth from Aboriginal communities to work with their local police service to develop skills relevant to possible future careers in policing.

CURRENT SITUATION:

The Greater Sudbury Police Services had submitted an application for financial assistance towards the cost of administering the Aboriginal Skills and Employment Training Strategy which has been approved.

The Board will be responsible to participate in the Wikwemikong Aboriginal Skills and Employment Training Program in a diligent and professional manner using qualified personnel. They will also provide progress reports to the Program. The Service has participated in this partnership in the past which has yielded many positive results for the student.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: June 15, 2016
PUBLIC	
SUBJECT: APPOINTMENT OF SPECIAL CONSTABLES	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Law Enforcement Strategies	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board approves the reappointment of the following Special Constables effective June 1, 2016 pursuant to Section 53 of the *Police Services Act* in accordance with the terms and conditions set forth in the Approval of Appointment form:

**Andrea Benoit
Scott Champagne
Daniel Howard
Albert Pileggi**

**Natalie Boutet
Richard Daypuk
Roderick Kirkwood
Gerard Read**

**David Corrigan
Micheal Depatie
Angela Mead
Jerry Villeneuve**

BACKGROUND:

The Ministry of Community Safety and Correctional Services is responsible for processing and approving the appointments and reappointments of Special Constables.

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

Once a Police Services Board reappoints an individual as a Special Constable and the Ministry of Community Safety and Correctional Services approves the appointment, the reappointment is valid for another five years or until the appointee is no longer an employee of the Greater Sudbury Police Service.



CURRENT SITUATION:

The Board is asked to appoint above noted employees as Special Constables for another five years in accordance with the above-noted process. These employees are current members of the Service and continue to be employed in the Courts Branch as Special Constables.

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



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: June 10, 2016
PUBLIC	
SUBJECT: RACE RELATIONS AND BIAS NEUTRAL POLICING POLICY	
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 amended Race Relations and Bias Neutral Policing GSPSB – POLICY 001 as attached.

BACKGROUND:

The Greater Sudbury Police Services Board adopted the Race Relations Policy in 1993 with the most recent amendments being in February of 2011 when the Board's Policy Manual was adopted and a full review of all policies was undertaken. The Policy was adopted in order to affirm the Board's commitment to the right of all Ontarians to equal rights and opportunities without discrimination or harassment.

CURRENT SITUATION:

While racial profiling has long been a concern for members of racialized communities there has been heightened public debate on the issue in relation to the collection of identifying information which otherwise had become known as "street checks".

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The focus of discussion on this issue has primarily been on whether racial profiling exists in Ontario, who engages in it, who have been the subject(s), whether it is a legitimate practice and what could be done to prevent it.

“Racial profiling” is any action undertaken for reasons of safety, security or public protection or attributing criminal activity to an identified group in society that relies on stereotypes about race, colour, ethnicity, ancestry, religion, place of origin, or a combination of these rather than on a reasonable suspicion, to single out an individual for greater scrutiny or different treatment.

The Greater Sudbury Police Services Board and the Service acknowledges that racial bias exists in Ontario society and in its institutions, and that members of police services may be susceptible to its harmful influence. As such, the Board and the Service continue to be committed to bias neutral policing and to ensuring that the members of the Service carry out their duties in a manner that respects the rights and freedoms of all individuals. The Chief of Police established a procedure in relation to Bias Free Policing in 2007 to affirm the Service’s position that racial profiling and biased policing will not be tolerated. In 2015, the procedure was renamed to reflect Bias Neutral Policing in order to align with current terminology adopted by the Ontario Association of Chiefs of Police.

With the recent enactment of *Ontario Regulation 58/16* made under the *Police Services Act* respecting the ‘Collection of Identifying Information in Certain Circumstances – Prohibition and Duties’ a review of the existing Race Relations Policy was undertaken to determine if the policy is in alignment with the current Board’s commitment to the rights guaranteed under the *Canadian Charter of Rights and Freedoms*, the *Ontario Human Rights Code* and the *Ontario Police Services Act*.

Stemming from the review, the policy has been updated to incorporate reference to racial profiling and to affirm the Board and the Service’s commitment to bias neutral policing. Further, the RICH value of inclusivity as articulated in our Business Plan has been incorporated into the policy to further confirm the Board’s commitment to the elimination of racism in all its forms.

Additionally, the *Ontario Human Rights Code* has been amended to include ‘gender identity and gender expression’ in the definition of prohibited grounds. The definition in the policy has been revised to mirror the current definition in the *Ontario Human Rights Code*.



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: RACE RELATIONS & BIAS NEUTRAL POLICING	NUMBER: GSPSB – POLICY 001
ORIGINATING DATE: 1993	REVISED DATES: September 16, 1996 February 14, 2011 June 22, 2016
REPORTING REQUIREMENTS: Annually	

1. DEFINITIONS:

(1) BIAS NEUTRAL POLICING:

Means a commitment to providing quality policing services to all people in a respectful, professional, fair and impartial manner without discriminating based on race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.

(2) BIASED POLICING:

Means the practice of treating differently any person or persons during investigative or enforcement activity initiated by a police officer on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.

(3) RACIAL PROFILING:

Racial profiling is defined by the Ontario Human Rights Commission as any action undertaken for reasons of safety, security or public protection or attributing criminal activity to an identified group in society that relies on stereotypes about race, colour, ethnicity, ancestry, religion, or place of origin, or a combination of these, rather than on reasonable suspicion or reasonable grounds, to single out an individual for greater scrutiny or different treatment.

2. INTRODUCTION:

The right of all Ontarians to equal rights and opportunities is enshrined in federal and provincial law:

- (1) The *Canadian Charter of Rights and Freedoms* declares: "Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age, or mental or physical disability. "
- (2) The *Ontario Human Rights Code* affirms: "... it is public policy in Ontario to recognize the dignity and worth of every person and to provide for equal rights and opportunities without discrimination". It is crucial, therefore, that in the administration of social justice, the rights and opportunities of all Ontarians are safeguarded. This is particularly important in the area of policing.
- (3) The *Ontario Police Services Act* directs Ontario police to safeguard rights guaranteed by both the *Canadian Charter of Rights* and the *Human Rights Code*. The *Police Services Act* calls for police services to be "representative of the communities they serve"; it also stresses "the need for sensitivity to the pluralistic, multiracial and multicultural character of Ontario society". To ensure this sensitivity, the Police Service has implemented procedures to eliminate discrimination and harassment in the workplace and to eliminate racial profiling in the delivery of police services.
- (4) The basic philosophy and principles of community policing are articulated in the *Police Services Act*. Community policing defines and emphasises the roles, responsibilities and philosophies by which the police and other community members partner to improve community wellbeing, safety and security through joint problem identification, analysis, response and evaluation. This partnership emphasizes the importance of trust and cooperation between the police and the community and the importance of community input and participation as a guiding principle in organizing, planning and delivering police services in Ontario.

Both public policy and the principles of modern-day policing require policing in our province to be equally responsive to all Ontarians, without regard to race or colour. Accordingly, this police service is pleased to adopt the following policy on race relations and bias neutral policing and dedicates itself to the full realization of its principles.

3. STATEMENT OF PRINCIPLES:

The Police Services Board is committed to the principle that all persons have the right to live and work in an environment free of racism. Accordingly, this Police Service supports the elimination of racism in all its forms and affirms its support for and adherence to:

- (1) The principles of equity and fairness embodied in the *Canadian Charter of Rights and Freedoms*, the *Ontario Human Rights Code* and the *Police Services Act*;
- (2) The principle of inclusivity where we value the unique qualities of our members and communities by promoting an inclusive environment guided by fairness, respect, equity and dignity;

- (3) Maintain a respectful and co-operative relationship with Aboriginal communities, that recognizes their right to self-determination;
- (4) The principle that every individual has a right to the provision of police services without discrimination and harassment;
- (5) The principles of community service and community policing, inherent in the *Police Services Act*; and
- (6) The principle of police accountability to the communities they serve.

4. POLICY STATEMENT:

As a provider of policing services to the public and as an employer, it is the policy of the Greater Sudbury Police Services Board to:

- (1) Provide the fullest possible services in a fair and equitable manner to all segments of the public without discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.
- (2) Extend fair and equal treatment under the law to every community and individual within its jurisdiction and provide quality policing services to all people in a respectful, professional, fair and impartial manner without discriminating based on race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.
- (3) Maintain a respectful and co-operative relationship with all communities, that recognizes their racial, cultural and linguistic diversity, thereby, fostering the kind of community support that is essential to effective policing;
- (4) Maintain a discrimination-free workplace for all of its personnel, to ensure that the organization is bias free, and that it reflects the racial diversity of the Community; and
- (5) Assist in the prevention and resolution of incidents of discrimination, racism, and crime motivated by racism, bias, or hate.

5. SPECIFIC OBJECTIVES:

The Chief of Police shall implement initiatives to ensure that:

- (1) Personnel at all levels, uniformed and civilian, to clearly understand that racially discriminatory behaviour - such as racial harassment, racial name-calling, racist graffiti, racial jokes, or racially biased hiring - is not tolerated and considered grounds for disciplinary measures consistent with the *Police Services Act*.

- (2) Procedures and practices in every area of operations and administration, such as response to calls, investigation and arrest, public order maintenance, and employment practices are free of discriminatory elements.
- (3) The workforce, whether uniformed or civilian, reflects the multi-cultural and multi-racial diversity of the community.
- (4) Personnel at all levels, both uniformed and civilian
 - (a) Understand racism in all its forms - overt, covert, systemic - and have the skills to ensure that it is not manifested in their behaviour or any systems they manage;
 - (b) Understand, are sensitive to, and can work positively within a diverse environment and racial and cultural differences among people, including Aboriginal people, in the community and within the police service itself;
 - (c) Understand the principles of community policing; and
 - (d) Recognize and understand the unique place of Aboriginal peoples in Ontario.
- (5) Mechanisms are in place to promote and facilitate active, meaningful participation by the community, including racial and cultural minorities, individuals representing the diversity of our community and Aboriginal peoples, in the planning of police services.
- (6) Mechanisms are in place to promote and facilitate cooperation with First Nation Police Services.
- (7) Mechanisms for addressing racial complaints within the workplace and that they are known and are accessible to police service personnel.
- (8) Mechanisms for addressing complaints of racial profiling are in place and are known and accessible to the citizens of the Community.
- (9) Efforts are made to assist the community and police service personnel in understanding this policy.
- (10) The police service will communicate in an open and transparent manner with the public and the media, respond fairly, impartially, and with sensitivity to requests for information, and will provide accurate, up-to-date information without disclosing confidential details.

6. CHIEF OF POLICE:



To support this policy, the Chief of Police shall ensure:

- (1) That that a periodic review is undertaken that focuses upon the effectiveness of both the implementation and the enforcement of this policy and related procedures.

- (2) That all officers receive training on race relations, diversity and human rights and that as part of the training the Service's policies and procedures dealing with equal opportunity, discrimination and workplace harassment are reviewed with all officers.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: June 15, 2016
PUBLIC	
SUBJECT: BOARD POLICY – ONTARIO REGULATION 58/16 “COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES – PROHIBITION AND DUTIES	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Law Enforcement Strategies	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

At the May 18, 2016 meeting, the Board received a presentation on Ontario Regulation 58/16 “Collection of Identifying Information In Certain Circumstances – Prohibition and Duties”. During that session, the Board was apprised of the various requirements of the legislation including the requirement for the Board to have a policy in effect as at July 1, 2016. A significant amount of work has been underway by a provincial working group on the development of materials to respond to the requirements of Ontario Reg. 58/16.

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SUBJECT: BOARD POLICY – ONTARIO REGULATION 58/16 “COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES – PROHIBITION AND DUTIES	Page 2
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CURRENT SITUATION:

The Board Policy is currently under development and still subject to clarification in some areas.

The Ministry has also indicated that the Board must simply have the policy under development as at July 1, 2016. As such, the intent is to table a “Draft” policy at the June 22, 2016 meeting for preliminary discussion with a decision at a future date.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: June 15, 2016
PUBLIC	
SUBJECT: CHIEF'S YOUTH INITIATIVE FUND REQUESTS FOR FUNDING	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Youth Crime Prevention and Intervention	
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:

\$850 in support of the 2016 Cops, Kids, and Golf

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.

Cops, Kids, and Golf

The relationship between the Police Service and youth is very important. The Service continuously hosts events that offer youth a chance to be heard and respected in a safe environment. We are also endeavouring to build community partnerships that offer a positive atmosphere where youth can interact with proper role models.

In 2010, Constable Victor Leroux, Youth Liaison Officer, organized a golfing event for the youth of the Chelmsford Youth Centre – Cops, Kids, and Golf. Each youth participant was matched with an officer for a day of golfing fun, sharing good times and experiences in a safe and supervised location. The day ends with pizza and refreshments.



This successful youth initiative continues to grow in numbers for its sixth year! The event will be hosted on July 29, 2016 at the Monte Vista Golf Course in Val Caron.

2015 COPS, KIDS AND GOLF





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: June 15, 2016
PUBLIC	
SUBJECT: 2017 POLICE SERVICES BOARD MEETING SCHEDULE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Crime Prevention and Intervention	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

The Greater Sudbury Police Services Board meetings are regularly scheduled on the third Wednesday of each month with the Public session starting at 4:00 p.m. Meeting locations may change to accommodate large events or presentations to the Board.

Meetings are excluded in July and August and scheduled only as required and with the consensus of the Board.

CURRENT SITUATION:

The proposed 2017 Board Meeting Schedule is attached.

Please advise the Board Executive Assistant if you are unable to attend any meeting. Board Members are reminded that teleconferencing is available.



**GREATER SUBBURY
POLICE SERVICES BOARD
SCHEDULE OF MEETINGS
2017**

Wednesday	JANUARY 18
Wednesday	FEBRUARY 15
Wednesday	MARCH 15
Wednesday	APRIL 19
Wednesday	MAY 17
Wednesday	JUNE 21

MEETINGS IN JULY AND AUGUST SCHEDULED AS REQUIRED

Wednesday	SEPTEMBER 20
Wednesday	OCTOBER 18
Wednesday	NOVEMBER 15
Wednesday	DECEMBER 13