



**GREATER SUDBURY POLICE SERVICES BOARD**  
**WEDNESDAY March 16, 2016**  
**Police Headquarters, Alex McCauley Boardroom, 5th Floor**  
**PUBLIC AGENDA**



Item #		Action	Page (s)
1	<b>Motion to Move IN CAMERA</b>	<b>Motion</b>	
2	Matters Arising from In Camera		
3	<b>Roll Call</b>		
4	<b>Adoption of Minutes</b>		
	Adoption of Minutes - January 20, 2016	<b>Motion</b>	
5	<b>Motion to Accept Agenda</b>	<b>Motion</b>	
6	<b>Declarations of Conflict of Interest</b>		
7	<b>PRESENTATION</b>		
	Business Plan 2015 Update - Senior Leadership Team		
8	<b>Agreements</b>		
	Northern Ontario Heritage Fund Corporation - Internship Agreement	<b>Motion</b>	1 - 2
	Towing Contract	<b>Motion</b>	3 - 4
9	<b>Reports</b>		
	2015 Use of Force Report	<b>Motion</b>	5 - 16
	2015 Public Complaints Report	<b>Motion</b>	17 - 20
	2015 Chief's Complaints / Investigations		21 - 22
	2015 Property and Evidence Control Audit	<b>Motion</b>	23 - 26
10	<b>Board Training</b>		
	2016 OAPSB Spring Conference and AGM	<b>Motion</b>	27 - 31
	OAPSB Board of Directors Big 12 Nomination	<b>Motion</b>	32 - 35
	PAO Labour Conference Update		

Continued next page

11	<b>Board Reports</b>	
	2016 CAPG Call for Resolutions	36 - 37
	2016 Canadian Association of Police Governance Membership	<b>Motion</b> 38 - 44
	2016 Emil Kolb Award for Excellence in Police Governance	45 - 46
12	<b>Funding Requests</b>	
	Chief's Youth Initiative Fund	<b>Motion</b> 47 - 50
	- 2016 Chelmsford Neighbourhood Team Youth Ice Fishing	
	- 2016 YMCA Strong Kids Program	
	Board Trust Fund	<b>Motion</b> 51 - 57
	- 2016 Polar Plunge	
	- 2016 GSP Curling Funspiel	
	- 2016 Joe MacDonald Basketball Championships	
	- 2016 Ontario Communicators Conference	
13	<b>Operational Update - Deputy Chief Lekun</b>	
14	<b>Notes of Appreciation</b>	58 - 60
15	<b>Notes of Thanks</b>	61 - 62
16	<b>Events</b>	
	2016 International Day for the Elimination of Racial Discrimination	63
	2016 Annual Volunteer Appreciation	64
	2016 Our Shared Commitment Awards Night	65 - 66
17	<b>New Business</b>	
18	<b>Next Meeting Date</b>	
	Wednesday April 20, 2016	
19	<b>Adjournment</b>	



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 9, 2016</b>
<b>PUBLIC</b>	
<b>SUBJECT: MULTICULTURAL COMMUNITY LIAISON PROGRAM</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Mobilizing and Engaging Our Community <b>Goal:</b> Building Sustainable Networks	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

## RECOMMENDATION:

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

## BACKGROUND:

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

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

.../2



**CURRENT SITUATION:**

An application was submitted for funding to employ an individual to assist with the development of strategies for members of Multicultural Communities to learn about career opportunities with the Service. Additionally, internal training materials will be developed and delivered to provide a heightened awareness of cultural diversity in our community. The intern will speak at community events, provide networking opportunities, and provide employee training.

Correspondence was received from the Northern Ontario Heritage Fund Corporation that funding was approved in the amount of \$27,846. The balance of salary and benefits will be paid out of the Service's salary part-time budget in the approximate amount of \$8,900. The Board is required to enter into a legal agreement now to receive such funds.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 9, 2016</b>
<b>PUBLIC</b>	
<b>SUBJECT: TOWING CONTRACT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Mobilizing and Engaging Our Community <b>Goal:</b> Building Sustainable Networks	
Prepared by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

### RECOMMENDATION:

**That the Board enters into Agreements with the following companies for the provision of towing, storing, and impounding of vehicles and additional services for police vehicles. The Agreements are for a three-year term commencing March 1, 2016 each of which provide for an additional two year renewal option.**

- Area 1: Guse Carriers Inc., o/a Boyuk Towing Services**
- Area 2: 1468680 Ontario Limited, o/a Bob's Service Centre**
- Area 3: Guse Carriers Inc., o/a Johnny's Towing Services**

### BACKGROUND:

For a number of years, the Board has entered into contracts for the towing, storing, and impounding of motor vehicles. The City is divided into three distinct areas to streamline access and efficient response to towing needs identified by police. The Agreement requires that the vendor in each of these areas provide equipment for the towing of large and small vehicles, along with storage or impound facilities.

.../2

**CURRENT SITUATION:**

The previous agreements expired in December 2012 and were extended for additional terms.

A comprehensive renewal process was undertaken which required that all interested vendors meet certain prequalification requirements in order to bid on the services as specified. Only prequalified vendors were issued a tender document.



The bid form included a request for rates to provide for towing and storage of vehicles which were weighted based on volume.

Following the issuance of the tender document, there were two bidders for Area 1 and one bidder for each of Areas 2 and 3. The tender was awarded based on the lowest total following the weighting calculation.

Pricing for police services was included but did not factor in the actual award.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: March 9, 2016
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2015 USE OF FORCE REPORT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Ongoing Best Practices	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receives the 2015 Use of Force Study in accordance with the *Equipment and Use of Force Regulation 926 of the Police Services Act* and in accordance with the Board's Policy on Use of Force under By-Law 2003-1.**

### BACKGROUND:

Police Officers are authorized to use a range of force options in response to an event or incident in order to protect life, preserve the peace, prevent crimes, maintain order, and apprehend suspects.

Provincial Use of Force Standards as governed by Regulation 926 of the *Police Services Act* and in accordance with Greater Sudbury Police Service ADM 012 Use of Force Reporting and ADM 44 Use of Force a Use of Force Report, requires that a report be submitted when a member:

.../2

- Uses physical force on another person that results in injury or a complaint of injury requiring medical attention
- Uses Oleoresin Capsicum (OC) Spray operationally
- Uses a weapon other than a firearm (Baton/Chair) on another person
- Draws a handgun in the presence of a member of the public
- Deploys an advanced Conductive Energy Device weapon
- Points a firearm at a person
- Discharges a firearm (except during training exercises)
- Deploys an ARWEN (POU/TAC)
- Releases a canine and the actions of the canine results in an injury or a complaint of an injury.

Use of Force reports were introduced by the Ontario provincial government as a mechanism for a Police Service to gather information on and to review an officer's use of force in a particular incident and if necessary, provide counselling or training to that officer.

The Training Branch receives the Reports and maintains a record of these documents enabling an analysis to be made of trends involving use of force. The Use of Force Report provides a province wide standardized method for the collection of data from use of force incidents that occur as a result of the day-to-day operations of a police service.

The Training Branch is responsible for formulating and delivering Use of Force training. Members in the Training Branch are also assigned the responsibility to receive, analyze, and maintain a record of Use of Force reports. This is done on a regular basis following the receipt of use of force reports by members. A comprehensive review is taken of such submissions which provides insight into trends and provides a basis to adjust the general training curriculum as necessary. Additionally, areas for member remedial training may be identified which will be provided directly with the involved members.

On a yearly basis, the Training Branch also prepares the Annual Use of Force Study which is reviewed operationally and presented to the Board.

In accordance with ADM 44 (Use of Force), use of force training is delivered in accordance with Provincial Adequacy Standards using the Ontario Use of Force Model (2004) below. This model indicates the appropriate use of force option based on situational factors and the subject's behaviour.



## Ontario Use of Force Model (2004)



The officer continuously assesses the situation and selects the most reasonable option relative to those circumstances as perceived at that point in time.

**CURRENT SITUATION:**

A summary of the Use of Force Report is provided for review and information purposes. During 2015, a total of 129 reports were submitted regarding 96 incidents. This compared to 2014 wherein a total of 90 reports were recorded. The reports have been analyzed in the context of the following indicators:

- Incident Time
- Type of Assignment
- Type of Incident
- Police Presence and Attire
- Number of Subject(s) involved
- Type of Force Used
- Reason for Using Force
- Weapons Carried by Subject
- Alternative Strategy Used
- Injuries Sustained and Medical Attention Sought

**Incident Time**

Police officers for the most part are required to work shifts. The reports submitted were broken down into 3 time periods designated as follows: days 0800-1600 hours; afternoons 1600-2400 hours; and nights 0000-0800 hours.

<b>TIME OF DAY</b>	<b>2015</b>	<b>2014</b>
Days	44 (34%)	21 (23%)
Afternoons	55 (43%)	45 (50%)
Nights	30 (23%)	24 (27%)
<b>TOTAL</b>	<b>129</b>	<b>90</b>

Of the 129 reports received, 127 came from individual officers leaving 2 from the Tactical Unit as team reports. In 2014 of the 90 reports received, 85 came from individual officers leaving 5 from the Tactical Unit as team reports.

.../5

In regards to time of year when reports were submitted: 22% (28) were submitted during the winter months (January- April); 38% (49) were submitted during the summer months (May-August); and 40% (52) were submitted during the fall months (September-December). Comparative data for 2014 is as follows: 40% (36) were submitted during the winter months (January- April); 41% (37) were submitted during the summer months (May-August); and 19% (17) were submitted during the fall months (September-December).

In regards to time of year when reports were submitted: 40% (36) were submitted during the winter months (January- April); 41% (37) were submitted during the summer months (May-August); and 19% (17) were submitted during the fall months (September-December). Comparative data for 2013 is as follows: 41% (37) were submitted during the winter months (January- April); 33% (29) were submitted during the summer months (May-August); and 26% (23) were submitted during the fall months (September-December).

### **Type of Assignment**

Uniform members on General Patrol submit the majority of Use of Force reports. General patrol is a term used to refer to the frontline uniform officers on patrol.

Officers on general patrol filed 76% (97) of the reports; the Tactical Unit submitted 8% (10), with 2% (2) as team reports; 9% (11) submitted by Court Security; a combination of Criminal Investigations, Drug Unit, Special Assignment, On Duty S/Sgt, and unspecified (Information Desk) accounted for the remaining 10% (11) of reports submitted.

In 2014, officers on general patrol filed 83% (75) of the reports. Members of the Tactical Unit submitted 6% (5) as team reports. The balance of the remaining units accounted for 11% (10) reports.

**Type of Incident**

This category defines the type of incident the officer(s) were responding to which resulted in a Use of Force report being submitted. The incident types varied from robbery complaints, break and enter, and weapons complaints. The number of reports from each complaint type resulted in the following number of reports:

<b>Type of Incident</b>	<b>2015</b>	<b>2014</b>
Other Disturbances	20	6
Domestic Disturbance	18	5
Weapons Call	17	10
Other	10	11
Animal Complaint	9	2
Court Security	8	1
Traffic	7	27
Attempt Suicide	7	6
Injured Animal	6	5
Suspicious Person	6	4
C.C. Search Warrant	6	
M.H.A.	4	
Break & Enter	2	
Unwanted Person	2	
Warrant Suspect	2	
Serious Injury	1	
Intoxicated Person	1	
Stolen Property	1	
Escape Custody	1	
Threatening	1	

The remaining types of incidents had no reports submitted under their categories for 2015.

.../7

**Police Presence and Attire**

The number of officers present at a call or complaint and their attire has a significant impact on the call:

<b>POLICE PRESENCE</b>	<b>2015</b>	<b>2014</b>
Alone	14 (11%)	8 (9%)
2 officers	41 (32%)	19 (21%)
3 officers	34 (27%)	23 (26%)
4 to 8 officers	39 (30%)	39 (43%)
9 to 10 officers	0 (0%)	1 (1%)

<b>POLICE ATTIRE</b>	<b>2015</b>
Uniform	124 (96%)
Civilian	5 (4%)
Unspecified	0 (0%)

**Number of Subject(s) Involved**

The Use of Force report indicates the number of subjects encountered by reporting officers at incidents, they are as follows:

<b>NUMBER OF SUBJECTS</b>	<b>2015</b>	<b>2014</b>
1	102 (81%)	63 (70%)
2	4 (3%)	18 (20%)
3	8 (7%)	0 (0%)
4 OR MORE	1 (1%)	4 (4%)
Animal	10 (8%)	5 (6%)

- It should be noted that each subject may have generated one or more Use of Force Report, however, and each report counts as a subject. Again, as noted earlier there were a total of 96 incidents that resulted in Use of Force Reports submitted by Officers.

**Type of Force Used**

Officers have a number of options available to them when responding to a situation or call requiring the Use of Force. These options range from officer presence (uniform) in conjunction with effective tactical communication, empty hands control soft/hard, intermediate weapons, to the drawing and possible discharging of their firearm. When describing the type of force used, an officer can indicate more than one type was attempted.

The force used as being effective or not effective is the perception of the officer applying the force. Officers will use more than one force option available if the initial force is not effective. In these instances, the numbers are included in each of the respective categories.

A total of 49 reports were submitted in 2015 where officers drew and pointed or discharged their firearms. Of these reports, 40 (82%) of the time this option was found to be effective. This compared to 47 reports in 2014 with a report of 100% effectiveness.

The aerosol weapon was indicated on 1 report in 2015 as the force option employed and was effective. In 2014, the aerosol weapon was indicated on 2 reports and was effective both times.

The ASP baton was indicated on 1 report in 2015 and was deemed effective. By comparison, in 2014 the ASP Baton was indicated on 1 report and deemed not effective.

During 2015, all members completed training on Conducted Energy Weapon use. All members assigned to frontline operational duties are now issued a CEW while on duty in keeping with the Ministry's authorized expanded deployment of CEWs to members other than supervisors and tactically trained officers. This was also endorsed by the Police Services Board in 2014.

The Conductive Energy Weapon (CEW) was indicated as being deployed as a Use of Force option on 47 reports in 2015, being effective 38 times or 81% of the time. Out of the 47 reports of CEW being utilized, 34 (72%) were from Demonstrated Force Presence and 13 (28%) were from Full Deployment. In 2014, there were 9 reports of the CEW being deployed and effective 8 times or 90% of the time. The higher number of reports with CEW usage can be directly attributed to the full deployment of CEWs to all frontline personnel in 2015.

.../9

In 2014, there were approximately 68 trained CEW personnel limited to Supervisors, Acting Supervisors, and Tactical officers with only 9 reported usages among these officers and a 13% usage rate. In 2015, there were approximately 167 newly trained CEW personnel with the full deployment to frontline officers bringing the total of CEW trained personnel to approximately 235 officers. With the 47 reported usages among these officers, there is only a 20% usage rate with the greater increase in the number of officers carrying CEWs (2.5 times increase in trained officers), this is a minor (7%) increase in usage from the year prior.

<b>CEW Usage</b>	<b>2015</b>	<b>2014</b>
Members Trained	235	68
Reported Usages	47	9
Usage Rate per Trained Member	20%	13%

Empty hand techniques for 2015 in hard mode and in soft mode for control techniques were indicated on 72 reports and effective 50 times (69%). There were 40 reports in 2014 being effective 80% of the time.

### **Reason for Using Force**

In conjunction with using force, officers must indicate on the report the reasons for the force being used. Officers list only the initial reason for using force on a single report.

<b>REASON</b>	<b>2015</b>	<b>2014</b>
Protect Self	34 (%)	38%
Effect arrest	39 (%)	51%
Protect the public	5 (%)	3%
Prevent escape custody	2 (%)	1%
Prevent commission of offence	2 (%)	1%
Destruction of Animal	12 (%)	6%
Protect Accused	2 (%)	N/A
Protect Officers	2 (%)	N/A
Other	5 (%)	N/A

.../10

**Weapons Carried by Subject**

Of the 129 reports submitted in 2015, officers indicated that the subject was armed with an edged weapon 28 times; an edged weapon could range from a knife to a screwdriver. Of the 90 reports submitted in 2014, officers also indicated that 18 times the subject was armed with an edged weapon.

Officers identified the use of a firearm by a subject in 5 reports (4 in one incident) and the use of a replica firearm in 1 report for 2015. In 2014, there was 1 incident where a subject was armed with a firearm.

Seven reports indicated that a different weapon listed as other was used by a subject in 2015, compared to 5 reports in 2014.

When a subject did confront an officer with a weapon, reports indicate that this weapon was either in hand or at hand 25 times in 2015, compared to 16 times in 2014. The weapon was indicated as being concealed in 4 reports in 2015, compared to being concealed 8 times in 2014.

Furthermore, the distance between the officers and the subject at the time that a Use of Force option was utilized was indicated as being less than 2 meters 60% of the time compared to 44% in 2014. The distance indicated as being between 2-10 meters between the subject and the officer was reported 38% of the time in 2015, compared to 49% in 2014. Only 2% of the time was the distance reported as being greater than 10 meters between the officer and the subject in 2015, compared to 7% in 2014.

**Alternative Strategies Used**

As officers apply the different Force options, they must also consider alternative strategies to be used in conjunction with them. Verbal interaction or tactical communication was indicated as being used 107 (84%) of times on the 2015 reports, compared to 85 times in 2014. Concealment and cover tactics were utilized 10 times as indicated in the 2015 reports, which was the same amount as utilized in 2014.



**Injuries Sustained and Medical Attention Sought**

Officers submitting Use of Force reports also indicated whether they, another officer, or the subject received an injury as a result of the incident and if any medical attention was sought.

Officers noted on the 2015 reports that a member of the Police Service did receive an injury on 10 occasions, requiring medical attention on 5 occasions, compared with 14 injuries, with 11 requiring medical attention in 2014. Subjects were reported as receiving an injury 33 times and requiring medical attention 26 times in 2015, compared to 21 reports of injury and 14 of those needing medical attention in 2014.

There were 2 reported injuries to third parties that were reported as minor in nature, with 1 requiring medical attention in 2015, compared with none in 2014.

**CONCLUSION:**

The yearly Use of Force Study provides comprehensive statistic information and significant situational insight. Based on a review of material, in-service training is developed and delivered to respond to and reflect some of the trends and patterns identified. Incidents where use of force was used will continue to be incorporated into practical hands on learning scenarios when appropriate. The goal is to provide officers with alternative strategies and direct feedback on their response to difficult situations. There are no significant issues that emerged this year and training will continue to emphasize de-escalation and effective communication techniques in direct encounters.

Additionally, in reference to Iacobucci Report ‘Police Encounters with People in Crisis’ instruction on police use of force will be guided to include recommendations as it pertains to training and use of force.

All training provided at the Greater Sudbury Police Service is grounded in on the use of communication with a focus on de-escalation techniques. Containment, officer reactionary gap, and the importance of gaining tempered control during crisis situations are included in all training.

There is an understanding that at times the use of force is unavoidable, approaches to minimizing use of force and maximizing officer safety and response is emphasized during those training sessions is the priority. Officer and public safety is paramount in all of our delivery from a training aspect.

Furthermore, the Police Service has taken great strides in improving training by purchasing a state of the art simulator to improve scenario based training which will be instituted as an adjunct to enhancing learning experiences during 2016. This training will help improve officer confidence, judgment, and decision making skills with the use of some of the latest technology available. This technology has been proven to be a very effective adjunct to the learning opportunities provided.

Responding to incidents with people in crisis will also be a priority for inclusion in all training sessions.

Officers assigned to the Training Branch continually monitor trends and issues in police training and incorporate lessons learned into annual training. There is excellent research emerging in the area and there is a strong commitment to ensure that best practices are incorporated into training syllabus and practical exercises.


In keeping with the Board's endorsement to ensure all frontline members are equipped with Conducted Energy Weapons, all Officers completed the Conducted Energy Weapon training program. This training supports the use of de-escalation techniques first whenever possible.

Any time using force is necessary, officers are to demonstrate that they have both the knowledge and understanding to ensure that their decision is both justifiable and the most appropriate considering the level of risk presented by the subject to the public, officers, and him/herself.

The Training Branch will continue to monitor use of force reports for trends and patterns that are of concern. The review process and methods employed when dealing with use of force is in accordance with the Policing Standards Manual, the *Police Services Act*, and Police Service Procedures and best practices identified throughout the world by police services.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: March 9, 2016</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2015 ANNUAL REPORT ON PUBLIC COMPLAINTS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Ongoing Best Practices	
Prepared by: Sheilah Weber Superintendent Executive Services 	Approved by: Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receive this 2015 Annual Report on Public Complaints pursuant to Section 31(1)(j) of the *Police Services Act* for information.**

### BACKGROUND:

Section 31(1) (j) of the *Police Services Act* requires the Board to review the Chief's administration of the complaints system under Part V and receive regular reports from the Chief.

Section 58 of the *Police Services Act* permits any member of the public to make complaints to the Independent Police Review Director. Further, it divides complaints into those involving policies or services provided by a police force, and those involving conduct of a police officer.

The Office of the Independent Police Review Director (OIPRD) is an independent civilian agency whose goal is to provide an objective and impartial office to accept process and oversee the investigations of public complaints against Ontario's police.

.../2

Third party complaints may now be accepted, provided that the complainant was in some way affected by the incident. Complaints must be completed on forms provided by the OIPRD and may be submitted to any police service in Ontario or online to the OIPRD at their website.

Once a complaint is accepted by the OIPRD, it may be assigned to the associated police service, another police service or may be investigated by the OIPRD. The oversight role continues throughout the investigation with updates required at 45 days and investigations completed at 120 calendar days after receipt of complaint, unless an extension is granted.

Upon receipt of a complaint from the OIPRD, the chief shall cause all complaints to be investigated and must receive a written report of the investigation.

*Policy/Service Complaints:*

The *Police Service Act* requires the Chief of Police to submit a written report to the Board respecting every complaint about the policies of or services provided by the police force and the disposition of same.

*Conduct Complaints:*

If at the conclusion of the investigation and on review of the written report, the Chief is of the opinion that the complaint is unsubstantiated; the Chief shall take no action in response to the complaint and shall notify the Complainant, the Officer who is the subject of the complaint and the Independent Police Review Director in writing. The Complainant receives a copy of the written report, and advised of their right to ask the OIPRD to review the decision within 30 days of receiving the notice.

If at the conclusion of the investigation the Chief believes on reasonable grounds that the police officer's conduct constitutes misconduct or unsatisfactory work performance, he shall hold a hearing into the matter.

If the Chief is of the opinion that there was misconduct but that it was not of a serious nature, the Chief may resolve the matter informally without holding a hearing, if the Officer and the Complainant consent to the proposed resolution.

.../3

If the Officer and Complainant consent to the informal resolution of a matter, the Chief shall give notice of the resolution to the OIPRD and shall provide the Director with information with respect to any penalty imposed or action taken.

The Chief of Police remains responsible for discipline and the holding of disciplinary hearings. Results may still be appealed to OCPC (Ontario Civilian Police Commission) but appeals to the Divisional Court have been eliminated (except where OCPC conducted the original hearing).

Disposition of misconduct hearings resulting from public complaints must be reported to the OIPRD for publication on their website.

#### **CURRENT SITUATION:**

In 2015, the Greater Sudbury Police Service received a total of thirty-two public complaints through the OIPRD. This is a decrease of 12 complaints over the same period in 2014.

The Professional Standards Bureau received the complaints in the following manner:

- Thirteen were not dealt with pursuant to a determination made by the OIPRD in accordance with Section 60 of the *Act*, (*the complaint was found to be frivolous, vexatious, made in bad faith, or was determined by the Director not to be in the Public Interest to pursue.*)
- Ten complaints were investigated and determined to be unsubstantiated – one of these decisions is currently under review by the Independent Police Review Director as requested by the complainant;
- Six were withdrawn by the complainant;
- One complaint was resolved with the complainant through the OIPRD's *Informal Resolution* process;
- Two complaints are currently under investigation (retained by the OIPRD) to be completed in 2016;

.../4

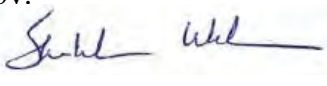

The following chart serves to illustrate the classification of complaints received in 2015:  
(Complaints ‘screened out’ are not included)

<b>COMPLAINT CLASSIFICATION</b>	<b>2015</b>	<b>2014</b>
Abuse of Authority	2	2
Assault	0	0
Breach of Confidence	0	3
Corrupt Practice	0	0
Discreditable Conduct	4	5
Excessive Force	6	1
False Arrest	0	0
Harassment	0	1
Incivility	0	5
Neglect of Duty	6	4
Service / Policy Complaint	1	2
Sex Assault	0	0
Threatening	0	0
Damage to Property	0	0
<b>Total Investigations</b>	<b>19</b>	<b>23</b>
<b>Screened out by OIPRD</b>	<b>13</b>	<b>21</b>
<b>TOTAL COMPLAINTS</b>	<b>32</b>	<b>44</b>

<b>COMPLAINT DISPOSITION</b>	<b>2015</b>	<b>2014</b>
Section 60 (not dealt with)	13	22
Unsubstantiated	10	8
Withdrawn	6	6
Resolved	1	5
Under investigation	2	3
<b>TOTAL COMPLAINTS</b>	<b>32</b>	<b>44</b>



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: March 9, 2016
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2015 CHIEF'S COMPLAINTS / INVESTIGATIONS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Ongoing Best Practices	
Recommended by: Sheilah Weber Superintendent Executive Services 	Approved by: Paul Pedersen Chief of Police 

**RECOMMENDATION: FOR INFORMATION**

### **BACKGROUND:**

Section 76 of the *Police Services Act* states that a Chief of Police may make a complaint under this section about the conduct of a police officer employed by their police force, other than the Deputy Chief of police, and shall cause the complaint to be investigated and the investigation to be reported in a written report.

Upon making a complaint about the conduct of a police officer, the Chief shall promptly give notice of the substance of the complaint to the police officer unless, in the Chief's opinion, to do so might prejudice an investigation into the matter.

If at the conclusion of the investigation and on review of the written report the Chief is of the opinion that the complaint is unsubstantiated, the Chief shall take no action in response to the complaint and shall notify the police officer who is the subject of the complaint in writing, together with a copy of the written report.

If at the conclusion of the investigation the Chief believes on reasonable grounds that the police officer's conduct constitutes misconduct or unsatisfactory work performance, he shall hold a hearing into the matter.

.../2

If the Chief is of the opinion that there was misconduct but that it was not of a serious nature, the Chief may resolve the matter informally without holding a hearing if the officer consents to the proposed resolution

*A Notice of Hearing or Informal Resolution* must be served or take place within six months of the day on which the facts on which the complaint is based first came to the attention of the Chief. If six months have elapsed, the Chief must advise the Board of the reason for the delay and the Board must be of the opinion that the delay was reasonable.

**CURRENT SITUATION:**

In 2015, the Professional Standards Bureau investigated five Chief's complaints pursuant to section 76 of the *Police Services Act*. This total is four less than the number of Chief Complaints from the previous year.

The following chart illustrates the classification of Chief's Complaints investigated by the Professional Standards Bureau in 2015 compared to 2014:

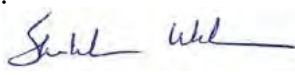
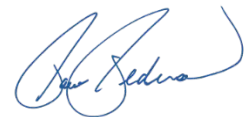
<b>CHIEF'S COMPLAINTS</b>	<b>2015</b>	<b>2014</b>
Abuse of Authority	0	0
Assault	0	0
Breach of Confidence	1	0
Corrupt Practice	0	0
Discreditable Conduct	3	3
Excessive Force	0	1
Deceit	0	0
Harassment	0	2
Incivility	0	1
Neglect of Duty	1	2
Service / Policy Complaint	0	0
Insubordination	0	0
Unsatisfactory Work Performance	0	0
Damage to Property	0	0
<b>TOTAL</b>	<b>5</b>	<b>9</b>

Of these five matters investigated, one complaint was found unsubstantiated, two complaints were substantiated as misconduct but not of a serious nature and were resolved informally with the involved officers. Two investigations are continuing into 2016.





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: March 9, 2016</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>PROPERTY AND EVIDENCE CONTROL AUDIT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Ongoing Best Practices	
Recommended by:  Sheilah Weber Superintendent Executive Services	Approved by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board receives the report on the results of the annual audit of the Property and Evidence Control function for information.**

### BACKGROUND:

Section 35 of the *Adequacy and Effectiveness of Police Services Regulation* states that every Board and Chief of Police shall implement a quality assurance process relating to the delivery of adequate and effective police services and compliance with the *Act* and its regulations.

As with all other police services, the Greater Sudbury Police Service is responsible for the care and control of all seized and found property which comes into the officers' custody during their tours of duty. Policies and procedures are developed by the Service to guide the activities of staff.

.../2

The review also considered Provincial Standards, sections of the *Police Services Act* dealing with retention and disposition of seized property, Bylaws, and the Greater Sudbury Police Service's policies and procedures dealing with property evidence. All these guidelines, regulations, procedures, and policies complement one another to effectively deal with the seizure, retention, and disposition of property/evidence.

As with all other police services, the Greater Sudbury Police Service is responsible for the care and control of all seized and found property which comes into the officers' custody during their tours of duty. Policies and procedures are developed by the Service to guide the activities of staff.

**Audit objectives:**

1. To assess Greater Sudbury Police Service policies and procedures and determine if they are in line with the provincial standards.
2. To assess whether property (evidence) is retained or disposed of in accordance with the *Police Service Act* and the Greater Sudbury Police Service policies and bylaws.
3. To examine whether key risk factors with respect to contaminated property, flammables, and hazardous materials are adequately mitigated.
4. To review continuity of the evidence practices and to ensure such quality meets the requirements of the courts.
5. To evaluate systems and processes in terms of preservation of evidence from contamination and/or deterioration.
6. To inspect the property room facilities and determine if all potential liability factors are being addressed.
7. To physically examine the process of property logging and storage in the property room of the Greater Sudbury Police Service and identify any issues.

**Audit scope:**

Based on a risk analysis, the scope of the audit was a physical examination of the property unit and its functions in the following areas:

- Safety of staff and other people using the facilities
- Security of the facilities and the individual storage areas
- Continuity of the evidence
- Proper storage and handling of the evidence
- The usage of the secondary evidence rules

.../3

**Audit methodology:**

The methodologies used in the audit included physical observations of the evidence, interviews with staff, review of policies and procedures, tracking of evidence log processes, and retrieval of random samples of evidence.

**CURRENT SITUATION:**

The audit field work was completed in approximately four days during the month of August 2014 and was performed with minimal disruption to the Property Branch. As has been noted in previous audits, the work area was found to be very clean and well organized. Items are in place and properly stored with little clutter or accumulation of unnecessary items. Equipment is properly stored and staff trained on proper use. The retrieval of the selected items went very well with no major problems encountered. The office component of the audit which was completed after the field work consists utilizing the records management system querying each item that was the subject of the review.

Over 1700 property tags or 18% of inventory were examined the by auditor. The status of items was checked to determine if they were retained in compliance with procedure, still required for investigation or could be returned to owner or otherwise disposed.

The Audit findings observed that the number of tasks assigned to the Property Branch be closely monitored. As a solution, it was recommended that job functions be realigned and one position was focused on purging expired items. The firearms and bicycle processes were also streamlined to reduce the quantity of both being held in property. Additionally, a system has been instituted to assist in tracking property dispositions. This is maintained electronically and regularly updated. It was also recommended that the retention period for completed investigations be extended to allow for appeals. This has been instituted. Additionally, a process whereby copies of appeal letters are sent to the Property Branch was implemented.

It was recommended that the current property procedure be reviewed. This is a very comprehensive and lengthy procedure containing several facets. It was recommended that the Procedure be streamlined and in fact divided into five separate and distinct categories. This revision is currently underway.

Refresher training on property and evidence handling, care and control was conducted in the fall of 2014 as part of in service training which provided for direct interface with Property Staff and members of the Service.

.../4

Although the same methodology was employed as in the past, the auditor took a strategic view when making recommendations in the report. Previously, the auditor completed a review of the incidents to which the property was linked, identifying problems within the system and making recommendations to address specific observations. Similar issues/problems were found annually – inconsistencies in the system as a whole, the unnecessary retention of the property, and the excessively high number of assignments on the property task list.

For the 2015 audit, the main focus of the review was to identify and eliminate root causes. In order to reduce or eliminate any confusion as to what property is being forfeited or disposed after completion of court, the auditor recommended that the actual forfeiture or disposition order be forwarded to the property clerks and appended to the records management system. This was implemented and property staff can now view the actual court document relating to property dispositions.

Similar to a recommendation from the last audit, a suggestion was made to develop guidelines on exhibit seizure and retention for officers. It was felt this would improve consistency in dealing with the gathering, preserving, and disposing of property. Previously a working group had been assembled and tasked with this project. It was however dissolved as a provincial working group was formed by the Ontario Association of Chiefs of Police (OACP) for the same purpose but no guidelines or suggestions were ever received. It is recommended that this group be reconvened and this area re-examined which will be a priority for 2016.

The final recommendation is to implement a seizure process used by investigative branches in which one officer is responsible for the care and control of all exhibits linked to a particular incident. The auditor believed this would resolve issues of evidence submission, continuity, and disposal. While practical for small investigative units in which the officers work closely together, it is not feasible for the uniform patrol division or larger investigations that involve large seizures and forensic examinations and therefore will not be implemented.

The Service is committed to maintaining compliance and meeting the responsibilities established through the Province's Adequacy and Effectiveness Standards Regulation, Ministry Standards, and the Board's policies



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 9, 2016</b>
<b>PUBLIC</b>	
<b>SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS CONFERENCE</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> 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 2016 Ontario Association of Police Services Boards' Spring Conference and AGM, May 11-14, 2016 in Niagara Falls with funds to be drawn from the Board Operating Professional Development and Training Account.**

### BACKGROUND:

Each year the Ontario Association of Police Services Board hosts an annual General Meeting and Conference. Representatives from the Police Services Board generally attend.

### CURRENT SITUATION:

This year, the annual conference will be held May 11 - 14, 2016 at the Sheraton on the Falls Hotel, Niagara Falls.

Board training is offered on the afternoon of Wednesday May 11, 2016. This year's topic is 'The Complaints Process'. The full conference Agenda is attached for review. Please confirm your attendance with the Board Executive Assistant.



**ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS**

**2016 SPRING CONFERENCE & ANNUAL GENERAL MEETING  
May 11th – 14th, 2016**

***'PREPARING FOR CHANGE'***

**Sheraton on the Falls Hotel  
5685 Falls Avenue, Niagara Falls Ontario L2E 6W7**

**Wednesday, May 11<sup>th</sup>  
Pre-Conference Activities**

12:00 – 5:00 pm	<b>Conference Registration and Information Desk</b>	
11:00 am – 2:30 pm <i>Upper Fallsview Studio B</i>	<b>OAPSB Board of Directors Meeting</b>	
2:30 - 3:00 pm <i>Great Room Foyer</i>	<b>Refreshment and Stretch Break</b>	
3:00 - 4:30 pm <i>Great Room B</i>	<b>Board Training – The Complaints Process</b> Speaker: OIPRD	<b>New OPP Reporting System</b> Speaker: OPP
5:30 – 6:30 pm <i>Fallsview Studio ABC</i>	<b>Welcome Reception</b> (Delegates & Registered Companions)	
6:30 pm	<b>Free time &amp; Niagara Falls Dine Around</b> Restaurant information in your Delegate Kit. Reservations are encouraged.	

## Thursday, May 12<sup>th</sup>

7:30 am - 5:00 pm	<b>Conference Registration and Information Desk</b>
7:30 – 9:00 am <b>Great Room A</b>	<b>Hot Buffet Breakfast</b> (Delegates & Registered Companions) & Zone Meetings (as required)
9:00 – 9:15 am <b>Great Room BC</b>	<b>OPENING CEREMONY</b> OAPSB President Russ Bain, Executive Director Fred Kaustinen
9:15 – 10:15 am <b>Great Room BC</b>	<b>“Dealing with Change”</b> <i>Keynote Speaker</i>
10:15 - 10:45 am <b>Great Room Foyer</b>	<b>Refreshment and Stretch Break</b>
10:45 am - 12:00 am <b>Great Room BC</b>	<b>“Dealing with Change” (continued)</b>
12:00 – 1:00 pm <b>Great Room A</b>	<b>BUFFET LUNCH</b> (Delegates Only)
1:00 – 1:30 pm <b>Great Room BC</b>	<b>Government’s Address</b> <i>Speaker: Minister Naqvi</i>
1:30 – 2:30 pm <b>Great Room BC</b>	<b>Our Changing Communities</b> <i>Speaker: Maureen Brown, Diversity Trainers Plus</i>
2:30 – 3:00 pm <b>Great Room Foyer</b>	<b>Refreshment and Stretch Break</b>
3:00 – 4:00 pm <b>Great Room BC</b>	<b>Changing Threats to Our Communities</b> <i>Speaker: RCMP</i>
4:00 – 4:30 pm <b>Great Room BC</b>	<b>S10 Elections</b> <b><u>Restricted to Section 10 delegates</u></b>
6:00 – 8:00 pm <b>Great Room B&amp;C</b>	<b>BUFFET DINNER</b> (Business Attire)

**Friday, May 13<sup>th</sup>**  
**“TOPIC”**

7:30 am – 4:00 pm	<b>Conference Registration and Information Desk</b>
8:00 – 9:00 am <i>Great Room A</i>	<b>Hot Buffet Breakfast</b> - (Delegates & Registered Companions)
9:00-9:45 am <i>Great Room BC</i>	<b>Tobacco &amp; Terror</b> Speaker: Don Dixon, Lodestar Security Solutions
9:45-10:30	<b>Community Engagement</b> <i>Speakers: Weston Community Workers</i>
10:30 - 11:00 am <i>Great Room Foyer</i>	<b>Refreshment and Stretch Break</b>
11:00am – noon <i>Great Room BC</i>	<b>Governance Reform</b> <i>Speakers: President Russ Bain &amp; Executive Director Fred Kaustinen</i>
12:00 – 1:00 pm <i>Great Room A</i>	<b>BUFFET LUNCH</b> (Delegates Only)
1:00 – 2:00 pm <i>Great Room BC</i>	<b>Street Checks Legislation</b> <i>Speaker: MCSCS</i>
2:00 – 2:15 pm <i>Great Room Foyer</i>	<b>Refreshment and Stretch Break</b>
2:15 - 4:00 pm <i>Great Room &amp; C</i>	<b>OAPSB ANNUAL GENERAL MEETING</b> Resolutions, confirmation of the Board of Directors, and the 2015 Financial Statement and Auditor’s Report <b>This session is <u>restricted</u> to voting delegates (PSB members) &amp; their Board staff</b>
4:00 – 4:10 pm <i>Great Room BC</i>	<b>OAPSB Board of Director’s Meeting</b> Selection of Executive Committee
5:30 – 6:30 pm <i>Conference Foyer</i>	<b>Pre-Banquet Cocktail Reception</b> Cash Bar
6:30 – 9:00 pm <i>Great Room BC</i>	<b>OAPSB PRESIDENT’S GALA BANQUET</b> Dress: Slacks/Skirt/Collared Shirt/Blazer/Suit/Dress



## Saturday, May 14th

7:30 – 8:30 am <b>Great Room A</b>	<b>Hot Buffet Breakfast</b> (Delegates & Registered Companions)
8:30 – 11:30 am <b>Great Room BC</b>	<b>TOPIC</b> <i>Ministry Consultations – Police Services Act</i>
10:00 am <b>Great Room BC</b>	<b>Refreshment Break</b>
11:30 am <b>Great Room BC</b>	<b>Closing Remarks</b> President

“If you don't like change, you will like irrelevance even less.” -*General Eric Shinseki*

“The first step toward change is awareness. The second step is acceptance.” -*Nathaniel Branden*

“If you change the way you look at things, the things you look at change.” -*Wayne Dyer*

“It is not the strongest of the species that survives, nor the most intelligent, but the ones most responsive to change.” -*Charles Darwin*

“Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek.” -*Barack Obama*

You never change things by fighting the existing reality. To change something, build a new model that makes the existing model obsolete. -*R. Buckminster Fuller*

Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has. -*Margaret Mead*



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 9, 2016</b>
<b>PUBLIC</b>	
<b>SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS BIG TWELVE BOARD REPRESENTATIVE NOMINATION</b>	
<b>BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services</b>	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board endorses the nomination of Chair Frances Caldarelli to hold the seat of one of the four member seats held by the Big 12 Boards on the Board of Directors of the OAPSB.**

### BACKGROUND:

The Ontario Association of Police Services Boards (OAPSB) is the leading voice of police governance in Ontario. They serve their members and stakeholders as well as the general public by:

- helping local police services boards fulfill their legislated responsibilities by providing training and networking opportunities and facilitating the transfer of knowledge; and
- advocating for improvements in public safety laws and regulations, practices, and funding mechanisms.

.../2

<b>SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS BIG TWELVE BOARD REPRESENTATIVE NOMINATION</b>	<b>Page 2</b>
--	---------------

Membership includes police services board members, police, law enforcement officials, and other persons involved in policing and public safety.

Annually the Big 12 Police Services Boards are entitled to nominate four of its members to represent them on the OAPSB Board of Directors. The nominated members will serve for a one year period commencing after the Annual General Meeting scheduled for Friday, May 13, 2016.

**CURRENT SITUATION:**

Chair Caldarelli currently holds the seat on the OAPSB Board of Directors. She has indicated an interest in submitting her name for consideration for a renewal seat on the Board. The deadline for nominations is March 22, 2016.

# **BIG 12 POLICE SERVICES BOARDS NOMINATION POLICY AND PROCEDURE**

## **I. Policy**

1. It is the policy of the Big 12 Boards that on an annual basis they will nominate four (4) of their members to serve on the Board of Directors of the OAPSB.
2. It is accepted that the nominees may be any eligible member of a Big 12 Police Services Board, with the exception of Toronto as they are entitled to appoint a member to the OAPSB Board of Directors.
3. The procedure for nominating the members will be as outlined in Section II of the document.

## **II. Procedure for nominating Members to represent the Big 12 Boards on the OAPSB Board of Directors**

---

1. Responsibility for conducting the nomination process should be shared amongst the staff of the Big 12 Boards. It is hoped a volunteer comes forward to conduct the nomination process for the upcoming year.
2. The Big 12 staff member responsible for undertaking the nomination process will send a notice to the Big 12 Boards in the first quarter of each year. . The nomination notice will include the following information:
  - the required qualifications,
  - directions on how to nominate an individual,
  - deadline for submission of the nomination.
3. If only the required number of nominees is nominated, the slate of nominees shall be circulated to the Big 12 Boards for their information and to the OAPSB for consideration at the Annual General Meeting.
4. (a) If more than the required nominees are nominated, the list of nominees and supporting background information will be circulated to the Big 12 Chairs along with a ballot and instructions for them to select the nominees.
  - (b) The nominees receiving the most votes for the available positions shall be deemed nominated as representatives of the Big 12 Boards to the OAPSB.
  - (c) The results of the voting on the nominations will be circulated to the Big 12 Boards for their information and to the OAPSB for consideration at the Annual General Meeting.

## **III. Forms**

1. The forms required to support this policy are attached as appendices.

## ONTARIO ASSOCIATION OF POLICE SERVICES BOARD EXCERPT FROM BY-LAWS

### 4.02 Qualification of Directors

Any Member in good standing of the Association is eligible to run for and hold an elected position as a director on the Board; provided that such individual shall be eighteen (18) or more years of age; shall be a member of a Police Services Board in Ontario; and provided further that such individual shall, at the time of his election or within ten (10) days thereafter and throughout his term of office, be a member in good standing of the Association.

Provided, however, that not more than one (1) member of any Police Services Board in Ontario may be a Director at any one time.

### 4.04 Nomination of Directors

Not less than forty-five (45) days prior to the annual meeting of members, each of the following shall notify the Board of its nominee or nominees for election to the board at such annual meeting:

- (i) Each Zone shall submit one nominee;
- (ii) The Big 12 (excluding Toronto) shall submit four (4) nominees; and
- (iii) The Toronto Police Services Board each shall submit one nominee.



At each such annual meeting, the representatives of the Police Services Boards operating pursuant to Section 10 of the PSA shall select and advise of three (3) nominees, one (1) selected by such Boards in Zones 1 and 1A, one(1) selected by such Boards in Zones 2 and 3 and one(1) selected by such Boards in Zones 4, 5 and 6.

### 4.05 Term of Office

Subject to the by-laws, the term of office for a director shall be one (1) year, and shall terminate at the close of the annual meeting held during such term. Provided, however, that a director shall be eligible to be re-elected for additional terms of office, but no director shall serve more than an aggregate of nine (9) consecutive terms.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: March 9, 2016</b>
<b>PUBLIC</b>	
<b>SUBJECT: CANADIAN ASSOCIATION OF POLICE GOVERNANCE CALL FOR RESOLUTIONS</b>	
<b>BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services</b>	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### **RECOMMENDATION: FOR INFORMATION AND DISCUSSION**

#### **BACKGROUND:**

The 27<sup>th</sup> Annual Canadian Association of Police Governance Conference is scheduled for August 12-14, 2016 in Ottawa, Ontario.

The Annual General Meeting will be held August 14, 2016. An important part of each Annual Meeting of the CAPG is the consideration of Resolutions brought forward by members.

#### **CURRENT SITUATION:**

The Canadian Association of Police Governance has sent out a call for resolutions. The deadline for submission of resolutions is Friday May 13, 2016. Guidelines for preparation are available.

## **CAPG CALL FOR RESOLUTIONS 2016**

CAPG 27th Annual General Meeting  
Sunday, August 14, 2016  
Ottawa, Ontario  
Ballroom, Chateau Laurier

An important part of each Annual Meeting of the Canadian Association of Police Governance (CAPG) is the consideration of Resolutions brought forward by our members. Members are invited to submit Resolutions in writing to the CAPG office any time before **FRIDAY, MAY 13TH, 2016**.

Please review the attached Resolutions Guidelines that will assist you in preparing Resolutions for submission. Voting on the Resolutions will take place at the Annual General Meeting in **OTTAWA, ONTARIO** on **SUNDAY, AUGUST 14, 2016** at CAPG's 27<sup>th</sup> Annual General Meeting.

If you have any questions on the guidelines or would like background on a certain issue, please get in touch with Jennifer Malloy, Executive Director, at [jmalloy@capg.ca](mailto:jmalloy@capg.ca).

### **THIS IS YOUR CHANCE TO ENSURE YOUR VOICE IS HEARD!**



Mail or Email your Resolutions by **Friday, May 13, 2016** to:

Resolutions Committee  
Canadian Association of Police Governance  
157 Gilmour Street, Suite 302  
Ottawa, Ontario K2P 0N8

Email: [jmalloy@capg.ca](mailto:jmalloy@capg.ca)



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 9, 2016</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2016 CANADIAN ASSOCIATION OF POLICE GOVERNANCE MEMBERSHIP</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board approves the annual Canadian Association of Police Governance membership fee of \$1,355 for the period of April 1, 2016 to March 31, 2017.**

### BACKGROUND:

The Canadian Association of Police Governance (CAPG) is the only national organization dedicated to excellence in police governance in Canada. The CAPG has grown to represent more than 75 municipal police boards and commissions across Canada that together employ in excess of 35,000 police personnel - approximately three-quarters of the municipal police personnel in Canada. Their mission is to improve police governance in Canada and to bring about change that will enhance public safety for all Canadians.

.../2



<b>SUBJECT: 2016 CANADIAN ASSOCIATION OF POLICE GOVERNANCE MEMBERSHIP</b>	<b>Page 2</b>
---	---------------

**CURRENT SITUATION:**

The Greater Sudbury Police Services Board has received their renewal for membership with the Canadian Association of Police Governance for April 1, 2016 to March 31, 2017. The CAPB Board of Directors approved the membership fee schedule with an increase of 2.5% for 2016.

Board members are encouraged to visit the CAPG website at [www.capg.ca](http://www.capg.ca) for more information.

Greater Sudbury Police Services Board  
190 Brady Street  
Sudbury Ontario P3E 1C7

January 26, 2016

Dear Ms. Caldarelli,

I would like to take the opportunity, on behalf of the Canadian Association of Police Governance (CAPG) Board of Directors, to sincerely thank you for your commitment to our organization over the years.

As a member of the CAPG, you have helped us cultivate strategic directions that support our members in their vital roles as police board/commission members. We believe that a collaborative approach between our organizations can effect positive results on the municipal, provincial and national levels.

We are proud to report on a number of key successes the Association has seen in 2015, with the support of members like you.

In April 2015, the CAPG hosted a Governance Summit in Toronto entitled “The Police Governance Paradigm - Tectonic Shift or Timid Adjustments: What will it take for Board Members and Chiefs to Succeed in the new Paradigm?” The Summit generated rich dialogue and sold out in its inaugural year. With such a strong response we hope to continue developing seminars of this nature.

Our 26<sup>th</sup> Annual Conference in Markham, ON was a great success. Feedback from the conference evaluation indicated a very high satisfaction rate. A number of our delegates requested that our conferences deliver more police governance-specific session and we are pleased to announce that our 27<sup>th</sup> Annual Conference, being held in Ottawa, ON on August 12-14, will be delivering a program more focused on how the various topics affect boards/commissions. This year we will be exploring “Ethics in Policing and the Role of Governance.” I hope you will have the opportunity to join us.

We have updated our Mission and Vision statements and refocused our Strategic Directions to ensure we are delivering the services that our members need in the most effective manner possible. In the same vein, we have regrouped our committees which now include: Governance Committee, Member Engagement and Advocacy Committee, Research and Policy Committee, Conference Committee, and the First Nations Police Governance Council. I would like to encourage you and the members of your organization to consider participating in one of our committees. We greatly value the knowledge and experience you can contribute to the important work our committees undertake.

As we develop the services we provide to our members, we hope that you will continue to see the value of

being a CAPG member in 2016. I welcome you to discover some of the new services we will be launching in 2016, including our online Learning Portal, exclusive to CAPG members, as well as a full roster of online training opportunities throughout the year with our CAPG webinar series. An updated list of Member Benefits as well as membership 2016 renewal is now available on our website at: [www.capg.ca/become-a-capg-member](http://www.capg.ca/become-a-capg-member)

Again, on behalf of the CAPG Board of Directors, we thank you for your support and engagement.



Rob Stephanson, FCPA, FCGA, President

# Memo to CAPG Members

The CAPG has transitioned its year-end from calendar year to fiscal. As a result of this transition, the CAPG membership year will also transition to a fiscal year, with your membership for the 2015 year lapsing on March 31, 2016. This means that current CAPG members receive an additional three months of membership with the CAPG at no cost.

The CAPG membership dues for 2016 will increase by 2.5% but if you are interested in renewing early we are offering you the opportunity to **pay your 2016 membership renewals at the 2015 rates if payment is received by March 1, 2016.**

Renewals for your 2016 membership are now available on the CAPG website. We've included a listing below of 2015 and 2016 dues for your reference.

## ANNUAL FEES FOR POLICE BOARDS & RCMP/MUNICIPAL ADVISORY COMMITTEES

This includes Canadian municipal police boards, commission or committees including RCMP Advisory Committee/Committee of Municipal Council with a legislated mandate to govern its local police service, or a First Nations police governance body.

### 2015

FORCE SIZE*	ANNUAL FEE*
up to 10	\$277
11 to 25	\$440
26 to 100	\$692
101 to 250	\$1020
251 to 400	\$1,322
401 to 1,000	\$3,864
1,001 and up	\$5,520

### 2016

FORCE SIZE*	ANNUAL FEE*
up to 10	\$285
11 to 25	\$450
26 to 100	\$710
101 to 250	\$1,045
251 to 400	\$1,355
401 to 1,000	\$3,960
1,001 and up	\$5,660

\*Force size includes civilian and sworn staff.

## ANNUAL FEES FOR NON-POLICE BOARD ORGANIZATIONS

Non-Police Board Organization means any public body, educational institution, municipal, provincial or federal authority or not-for-profit association that is not a Police Board/RCMP Advisory Committee/Committee of Municipal Council, but that is engaged in policing, law enforcement, public safety, crime prevention, justice, corrections, or governance.

### 2015

Non-Police Board Annual Fee
\$553.50

### 2016

Non-Police Board Annual Fee
\$565

# CAPG MEMBERSHIP BENEFITS

The Canadian Association of Police Governance (CAPG) primary role is to promote excellence in police governance and oversight in Canada. Our members benefit from a growing list of tools including educational opportunities, training and resources that assist police boards and commissions across Canada in their formal function of oversight and governance of municipal and First Nations police services.

## LEADING EDGE COMMUNICATIONS

CAPG brings members and partners together on a regular basis to share knowledge and develop deeper connections.

- **Community News** - A bi-weekly eBlast with updates on community/member items such as newsletters, upcoming events, municipal, provincial and national updates, and more.
- **Hill Times Headlines** - Distribution of exclusive Monday Morning Headlines from the Hill Times, Canada's premier Politics and Government newsweekly.
- **CAPG Board Connection** – CAPG's quarterly newsletter that keeps you informed and up to date on trends, happenings and innovations in police governance.
- **Social Networking** – Canada's leading police governance news items on Facebook, Twitter and LinkedIn.
- **CAPG Website** – The CAPG website delivers a wealth of information to the general public and members alike.
- **Community Calendar** – The CAPG has developed an interactive online calendar with upcoming events of interest. Members receive priority for advertising their upcoming events.
- **CAPG Job Board** – The [Job Board](#) provides members the opportunity to seek out the best candidates for their service. Job postings will also be added to LinkedIn CAPG Job Opportunity group and disseminated on social media.

## INNOVATIVE RESOURCES & LEARNING OPPORTUNITIES

CAPG ensures that members have independent access to the information and insights needed to be effective as police governance organizations.

### **CAPG Conference & Summit Discounts**

For over 26 years, the CAPG has delivered sector-leading conferences and summits on police governance, civilian oversight and policing in Canada. Our events offer engaging plenary and group discussions led by thought-leaders and field experts, skill building workshops led by some of the sectors leading minds, and networking opportunities with decision makers and executive level members. CAPG members receive significant savings to all CAPG events.

## **Member's Learning Portal**

The CAPG Learning Portal is an exclusive feature of CAPG membership. Delivering key resources and training for new and seasoned board and commission members, the CAPG Learning Portal provides members with a user-friendly tool allowing them to keep informed on best practices relating to policing policy and police governance.

Members can use the CAPG Learning Portal searchable database when seeking guidance for their organization, in developing policy, or to stay abreast on the latest from the police governance sector. Members can leverage the Discussion Forum to engage with the CAPG Community and seek guidance in matters of importance to their organizations.

## **Online Training and Webinars**

The CAPG's monthly webinar series delivers timely, engaging training and information sessions from a diverse list of field experts and knowledge brokers. Members receive a 50% discount on registration fees and receive priority registration.

## **Network Co-ordination between Membership**

CAPG co-ordinates and facilitates networking opportunities with boards, commissions, decision makers and other stakeholders across Canada.

## **Members Directory**

A full Members' directory, with up-to-date organizational information, is available on the website exclusively for CAPG members.

# **ADVOCACY & POLICY DEVELOPMENT**

Representing excellence in police governance, the CAPG articulates a common national voice on priority issues in police governance and community safety, and advocates for change.

The CAPG provides a platform where members can make a difference by influencing policy and decision makers. From highlighting how federal legislation can have significant impacts at the local level to conducting a grassroots advocacy campaign on issues identified by members via Resolutions, CAPG will ensure your voice is heard at the highest levels in the country.



# **VOLUNTEER OPPORTUNITIES**

CAPG provides members the opportunity to hone their leadership skills by participating in a variety of committees. CAPG members who are looking to engage with a national group of their peers, to build their network, develop their skills and contribute to the CAPG's mandate. The Committees are set out below and the Terms of Reference are available on the CAPG website.

1. Governance
2. Member Engagement & Advocacy
3. Research & Policy
4. Conference
5. First Nations



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR CONSIDERATION</b>	<b>DATE: March 9, 2016</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2016 EMIL KOLB AWARD FOR EXCELLENCE IN POLICE GOVERNANCE</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### **RECOMMENDATION: FOR INFORMATION AND CONSIDERATION**

#### **BACKGROUND:**

Established in 2013 by the Canadian Association of Police Governance (CAPG), the Emil Kolb Award for Excellence in Police Governance recognizes and highlights an individual for their significant contributions, commitment, and leadership towards the enhancement of civilian police governance in Canada.

This award will be presented annually during the Canadian Association of Police Governance conference.

#### **CURRENT SITUATION:**

The call for nominations has been issued for the Emil Kolb Award for Excellence in Police Governance. The deadline for nominations is April 30, 2016. Please find attached additional information including background and eligibility criteria.

# Emil Kolb Award for Excellence in Police Governance

Established in 2013 by the Canadian Association of Police Governance (CAPG), the Emil Kolb Award for Excellence in Police Governance recognizes and highlights an individual for their significant contributions, commitment and leadership towards the enhancement of civilian police governance in Canada.



## Eligibility

- Current or past CAPG members
- An individual must be a one time recipient
- Cannot currently be serving as a Board Director on the CAPG

---

## Criteria

- Demonstrates a passion towards the enhancement of police governance
- Works collaboratively and pro-actively to improve police governance and bring change that will enhance public safety
- Exerts collaborative leadership in an exemplary way
- Shares insights and educates and mentors others on the principles of good governance
- Fosters meaningful relationships based on inclusion, diversity, and representation of views among stakeholders (community, police, government)
- Challenges, inspires and motivates others to work together
- Demonstrates a high level of integrity and ethical standards
- Values tradition, while encouraging innovation and the courage to pursue a vision for a better future

## Submission

Please provide, in writing, specific, detailed examples to support the nomination. The nomination should address the following:

- Why do you think the nominee is deserving of the Emil Kolb Award for Excellence in Police Governance?
- How does the nominee demonstrate most or all of the criteria listed above?
- Describe how the nominee has added value and enhanced civilian police governance either provincially, territorially and/or federally?

---



## Selection

- The information provided will be used by the CAPG Emil Kolb Award Committee to determine the recipient of this award.
- The CAPG Emil Kolb Award Committee will be made up of the members of CAPG Executive Committee and one member from the Region of Peel Police Services Board.
- The CAPG will inform the recipient of the award.
- The award will be presented at the annual CAPG conference.





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 9, 2016</b>
<b>PUBLIC</b>	
<b>SUBJECT: CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Youth Crime Prevention Initiatives	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board approves the following donation with funds drawn from the Chief's Youth Initiative Fund:**

**\$500 in support of the 2016 Chelmsford Neighbourhood Team Ice Fishing Pilot Project**

**\$1,000 in support of the 2016 YMCA Strong Kids Campaign**

### 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.

.../2

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:**

In keeping with a newly implemented review system, the Chief's Youth Advisory Committee has reviewed requests and recommended the following be approved:

#### **2016 Chelmsford Neighbourhood Team Ice Fishing Pilot Project**

The Rayside Balfour Youth Action Network and the Chelmsford Neighbourhood Team is providing youth the opportunity to partner with police officers in a newly created project to learn and enjoy the sport of ice fishing. The Greater Sudbury Police Rural Unit has partnered with the Chelmsford CAN (Community Action Network) and the Ministry of Natural Resources for this event planned for March 5, 2016 on Whitewater Lake in Azilda. Participants will be provided with equipment, lunch, and refreshments during the day.

Chelmsford Valley District High School woodworking class has agreed to make the fishing rods and tip ups from donated material. Local stores Canadian Tire, Home Hardware, Buck or Two, and Tim Horton's have also donated to ensure this event is a success.

#### **2016 YMCA Strong Kids Campaign**

The YMCA Sudbury 'Strong Kids' Program is an opportunity to sustain the programs and services of YMCA Sudbury that focus on children and youth. The program relies on the support from community organizations and agencies. Donations allow the YMCA to reach the youngest portion of our community through specialized programming, financial assistance and improved access to services.

Last year through the generosity of our community, over 260 kids were able to experience overnight and day camps. Donations make it possible for children to come to the Durham Street YMCA even when their families cannot afford the fees. All this was achieved because of community donations. The 2016 Strong Kids Campaign Program is wrapping up the March 24, 2016 with a pancake breakfast.

# Chelmsford Neighbourhood Team 2016 Ice Fishing Pilot Project





YMCA  
**STRONG  
KIDS**  
CAMPAIGN



*Every kid  
deserves a chance*

Bring your friends and family or treat your staff to a delicious breakfast including pancakes, cereals and assorted fruits and beverages.

[ymcastrongkids.ca](http://ymcastrongkids.ca)

Join Us **4** Breakfast!

**Help support children and families  
in your community!**

YMCA of Sudbury invites you to the 2016 Strong Kids Campaign Wrap-Up Breakfast!

---

**Thursday, March 24th, 2016 6am - 10am**  
YMCA (140 Durham St)

**Breakfast is FREE with your donation!**

RSVP your attendance at 705-688-7300 X2141 or via email to [suzanne.starks@sudbury.ymca.ca](mailto:suzanne.starks@sudbury.ymca.ca)



**Live with the KICX 91.7 FM Morning Show!**

*Building healthy communities*





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 9, 2016</b>
<b>PUBLIC</b>	
<b>SUBJECT: BOARD TRUST FUND REQUEST FOR FUNDING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Crime Prevention Initiatives	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

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

**\$500 in support of the 2016 'Polar Plunge' for Special Olympics Ontario**

**\$500 in support of the 2016 Greater Sudbury Police Curling Funspiel**

**\$1,500 in support of the 2016 Joe MacDonald Ontario Police Basketball Championship**

**\$200 in support of the 2016 Annual Ontario Communicators Conference**

### BACKGROUND:

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

.../2

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

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

**CURRENT SITUATION:**

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

**2016 Annual Polar Plunge for Special Olympics Ontario**

The Greater Sudbury Police Service hosted the 3rd Annual Polar Plunge for Special Olympics Ontario in partnership with Laurentian University, Scotia Bank, and HOT 93.5 on Saturday March 5, 2016. Funds raised will be donated to the official Chiefs of Police charity of choice ‘Special Olympics’.

The Polar Plunge allows participants the opportunity to jump into the frigid waters of Ramsey Lake to raise money in order to raise awareness for Special Olympics Ontario.

A number of participants were enlisted for this year’s event including Chief of Police Paul Pedersen who will be ‘Freezin for a Reason’. Donations are invited.

**2016 GSPS Curling Funspiel**

For the past 26 years, current and retired members of the Greater Sudbury Police Service have been invited to participate in this annual curling event that is open to all ages and abilities and is great for morale and fitness. Participants will have the opportunity to play, dine, and socialize. Member participation has been increasing over the years and the event is always successful.

A request was received from Bev Ginson retired Greater Sudbury Police Service member and coordinator of the event requesting financial assistance to offset costs of ice rental and to purchase prizes. This year’s event is planned for March 29, 2016 at the Coniston Curling Club.

.../3

**2016 Joe MacDonald Ontario Basketball Championships – GSPS Men’s Basketball Team**

The Greater Sudbury Police Men’s Basketball Team is comprised of officers from our Service and promotes camaraderie and healthy lifestyle. The team annually participates in the Ontario Basketball Championship which began in Windsor in 1986 and supports various charities. In 1994, this tournament was renamed in honour of fallen Greater Sudbury Police officer Constable Joe MacDonald.

The Greater Sudbury Police Service team is proud to announce that this year’s tournament will be hosted by Sudbury on April 30, 2016. A request was received from Constable Kevin Brine for financial support to offset costs to host the Joe MacDonald Ontario Police Basketball Championship.

The Sudbury Police Association has been approached for a similar donation.

**2016 Annual Ontario Communicators Conference**

Communicators are the first contact for 9-1-1 calls when citizens find themselves in emergency situations and they are crucial when Police, Fire, or medical assistance is required. Calls are answered by Communicators who stay calm, listen, answer questions, and send the appropriate resources. This is 24/7/365 occupation that requires teamwork, specialized skills, multitasking, and professionalism.

The Annual Conference is recognized by as the foremost educational event in the field. Delegates from across Ontario will attend this conference that focusses on heightening the awareness of and accessing available resources to improve psychological health of Communicators in the workplace. The 2016 theme is ‘Don’t Just Survive – Thrive’.

This year’s event is being hosted by the Greater Sudbury Police Service at the Ontario Police College May 30-31, 2016.

# 3<sup>RD</sup> ANNUAL





# GREATER SUDBURY POLICE CURLING FUNSPIEL 2015



# Greater Sudbury Police Men's Basketball Team



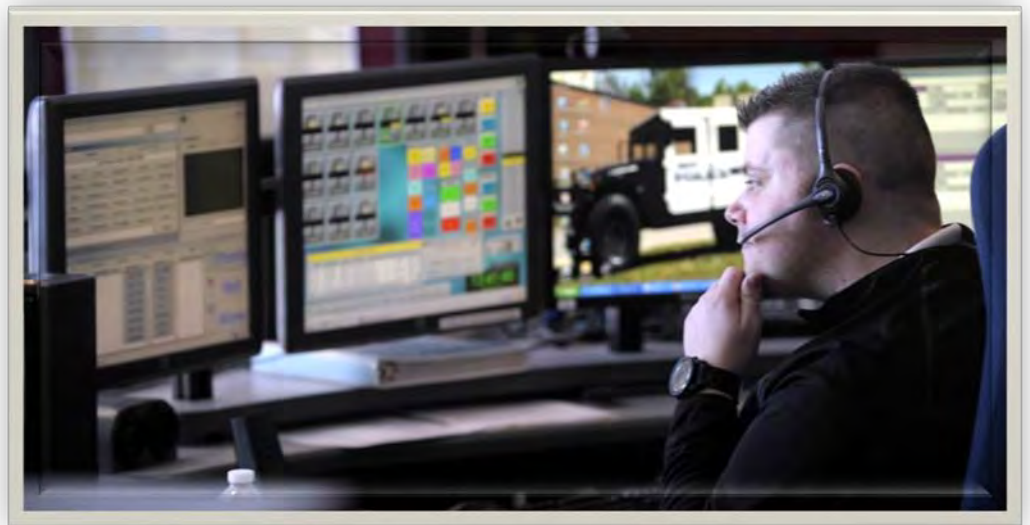
## Constable Joseph MacDonald

Sudbury Regional Police Service  
December 10, 1963 - October 7, 1993





fl  
ve  
po  
fo  
alter  
both s  
into po  
Peter Pau  
Victor Suz  
and convict  
murder receiv  
without parole fo  
Constable MacDon  
wife and two children.

13<sup>TH</sup> ANNUAL ONTARIO POLICE COMMUNICATORS CONFERENCE  
'DON'T JUST SURVIVE - THRIVE'  
MAY 30-31, 2016





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: March 9, 2016</b>
<b>PUBLIC</b>	
<b>SUBJECT: NOTES OF APPRECIATION</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> 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 letter was received from a Sudbury family expressing their sincerest thanks to Constables Jesse Sell and Randy Buchowski for their support and consideration on the death of their mother. "We greatly appreciated their professionalism, sensitivity, and respectful demeanour. Their presence was reassuring and we were most grateful. We thank them for their excellent service to our grieving family."

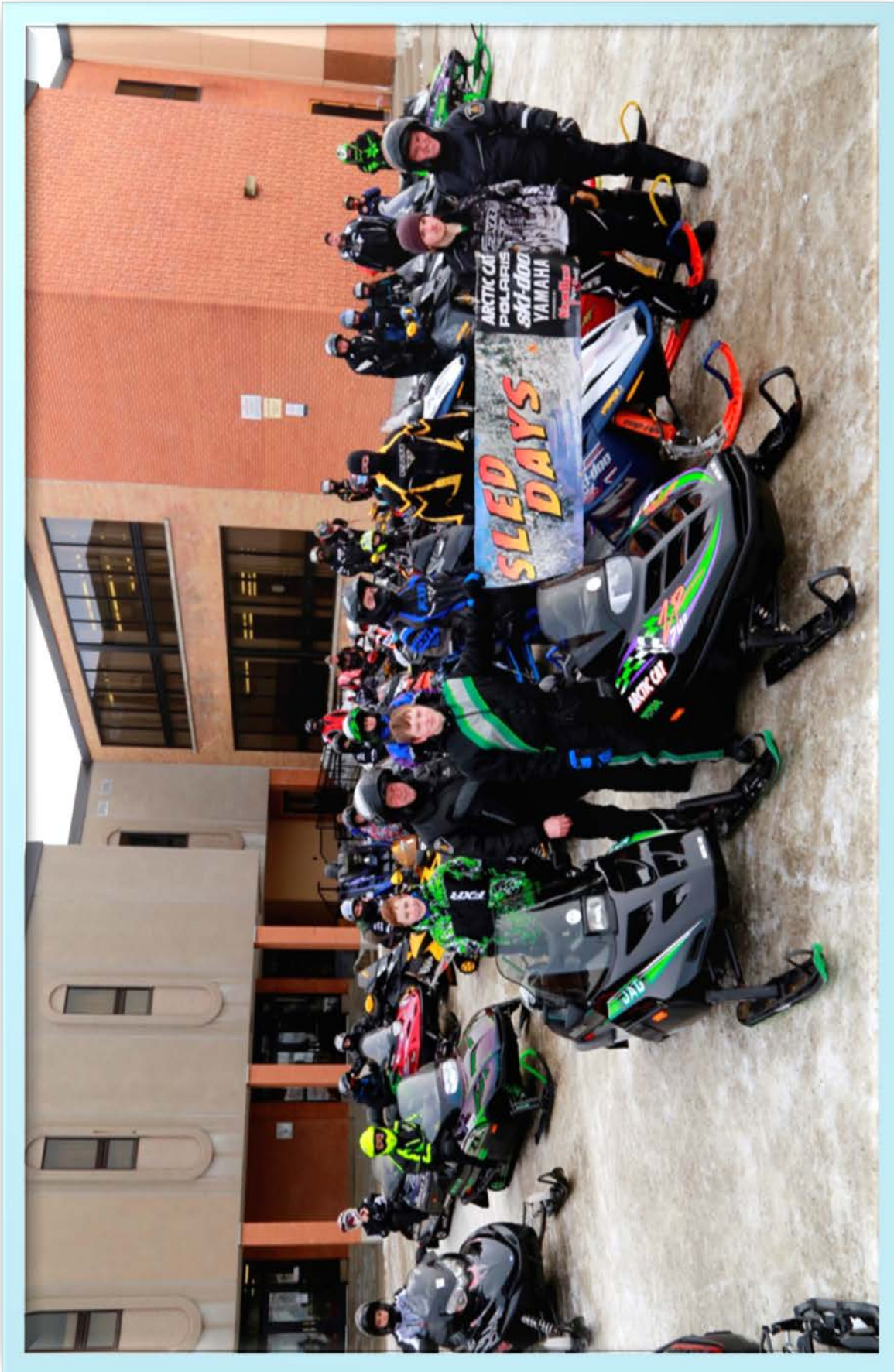
.../2

A letter was received from Marc Huneault, Regional Crown, and Natalie Boivin, Assistant Crown Attorney, recognizing the outstanding work by the Service and particularly that of Detective Sergeant Sandra Dicaire of the Criminal Investigations Division during a homicide investigation. “In the highest tradition of policing, the investigation was focused entirely on finding the truth. We were able to argue the case based on a full evidentiary record. As the lead, Detective Sergeant Dicaire supported the prosecution team through the preparation and trial. Her level of dedication was second to none. It was truly a privilege to work with her.”

A letter was received from the Children’s Aid Society, Sudbury Manitoulin, expressing their appreciation of Staff Sergeant John Valtonen and the service provided to their organization during the recent critical incident. Valtonen was the lead officer assigned and he immediately recognized that the safety of the involved children, the caregivers, and Agency staff was a key issue. “His foresight and professionalism during this situation speaks to his level of expertise and commitment. His calm approach inspired confidence and reassurance in those involved.”



An email message was received from teacher Rob Ongarato, Lively District Secondary School, thanking the Service for partnering with Ministry of Natural Resources, North Shore Search and Rescue, City Emergency Services, CN Police, Sudbury Trail Plan, and local snowmobile shops for 2016 SLED Days in February. This is annual comprehensive snowmobile safety program developed in 1993 where students receive training in trail rules, first aid, emergency mechanics, and survival skills. “Special thanks to Constables Richard Bilcik, John Coluzzi, Dave Hamilton, Mathieu Guerin and Sergeant Steve Russell for the very informative and entertaining program. We greatly appreciate your involvement.” Photo attached.

The Board received a letter of thanks from the President of the Crime Stoppers Board for the staffing support recently provided. Community Support Personnel Francine Irvine was assigned on very short notice following the sudden illness of the assigned staff member. The Crime Stoppers Board praised her work and the extraordinary contributions she made to the Program in a very short period of time.





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> March 9, 2016
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>NOTES OF THANKS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Participation in Community Events	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### **RECOMMENDATION: FOR INFORMATION ONLY**

A letter was received from Kevin Fowke, Interim Chief Administrative Officer City of Greater Sudbury, expressing appreciation on behalf of the 2015 United Way Campaign and acknowledging the support of the Board.

A letter was received from Anne Salter-Dorland, Executive Director Sudbury Manitoulin Children's Foundation, expressing appreciation on behalf of the 2016 'Send a Kid to Camp' Program and acknowledging the support of the Chief's Youth Initiative Fund.

A letter was received from Sherry Hasanefendic, expressing appreciation on behalf of the 2015 ELFF – Embracing Less Fortunate Families Run and acknowledging the support of the Board.

A letter was received from 'Fruit for All' sincerely thanking the Board for their support of 'Project Fruit Snacks' and helping to provide children with healthy local food.

An email message was received from the Greater Sudbury Police Men's Over 35 Hockey Team thanking the Board for their support of the Tender Wishes Tournament in Niagara Falls. The team is happy to report they have been victorious in winning their Division, proudly representing the Service. Photo attached.







**"International Day for the Elimination of Racial Discrimination."**

**Greater Sudbury Police Multiracial and Multicultural Relations Advisory Committee cordially invite you to attend the Annual International Day for the Elimination of Racial Discrimination Luncheon.**

**Becoming Canadian – Let’s Work Together**

**MONDAY 21<sup>st</sup> MARCH, 2016  
12:00 noon to 1:30 p.m.  
CARUSO CLUB (Lower Hall)  
385 HAIG STREET  
REGISTRATION AT 11:45 AM**

*Buffet Lunch will be served  
Cost \$15*

**AGENDA**

12:00 Noon  
O’ Canada  
Interfaith Gratitude

Lunch

12:40 p.m.  
Welcoming Remarks  
Key Note Speaker  
Dr. Krishnan Venkatarman  
“Becoming A New Canadian”

Entertainment  
Thanks after Meal

1:20 p.m. – Closing Remarks

Please RSVP to Kaitlyn Greenough by email: [kaitlyn.greenough@gspcs.ca](mailto:kaitlyn.greenough@gspcs.ca)  
BEFORE WEDNESDAY 16<sup>th</sup> MARCH, 2016

# CELEBRATE GPSP VOLUNTEERS

An evening of Recognition

*Thursday April 14, 2016*

Cambrian College – Student Life Centre

400 Barrydowne Road, Sudbury

Time to be confirmed

Business Casual

Light snacks and refreshments

Old Hollywood Entertainment by:

*Happiness is...Dancing*

RSVP By February 25, 2016



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> March 9, 2016
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>OUR SHARED COMMITMENT AWARDS: STORIES OF COMMUNITY SAFETY AND WELLBEING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> Acknowledging Exceptional Efforts	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

**RECOMMENDATION: FOR INFORMATION ONLY**

**BACKGROUND:**

The Greater Sudbury Police Service’s ‘Our Shared Commitment Awards: Stories of Community Safety and Wellbeing’ recognizes citizens, organizations, and members of the Service for outstanding contributions to the Police Service and community and will be celebrated as part of Annual Police Week activities.

Nominations are sought for individuals who have assisted the Service through acts of bravery or by other means, as well as organizations or service groups who have partnered with the Service over the past year. The public are also invited to submit names of individuals worthy of consideration.

Nominations for the following categories are to be submitted no later than Thursday April 1, 2016.

**Sergeant Richard McDonald Memorial Award** – presented annually to a Police Service member in recognition of their enthusiasm and positive attitude that promotes a culture that significantly motivates members, fosters team spirit and supports Our Shared Commitment to Community Safety and Wellbeing.

...2

**Constable Joseph MacDonald Memorial Award** – presented annually to a Police Service member who has demonstrated outstanding service to youth through official duty or through community involvement or both.

**Nicole Belair Service Above Self Award** – presented annually to a citizen who has distinguished themselves by an act of personal courage, community service or service above self.

**Heroic Actions Award** – presented to a member of the Service and/or a citizen for distinguished acts of heroism

**Meritorious Action Award** – recognizes members for exceptional performance of duty, community policing initiatives, or innovations or initiatives enhance the image or operation of the Service.

**Police Assistance Award** – presented to a citizen to recognize unselfish assistance rendered to aid another person.

**Teamwork Commendation Award** – presented to branches or teams of members of the Service to recognize their exceptional collaboration on a project or event that had a positive impact on the image or operation of the Service

**Police – Community Leader Award** – presented to a citizen in recognition of unselfish assistance provided to the Service or for an initiative or innovation that has had a positive impact on the image or operation of the Service

**Police – Community Partnership Award** – presented to community partners/organizations who work in partnership with the Service to recognize initiatives and/or innovations that had a positive impact on the image or operation of the Service.

**City of Greater Sudbury Partnership** – presented to an individual or department of the City of Greater Sudbury in recognition of a City Partner who has contributed in an extraordinary way to the Police Service.

**CURRENT SITUATION:**

While still in the early planning stages, the actual awards ceremony is scheduled for May 17, 2016 at the Caruso Club. Additional details will follow.