



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY September 21, 2016 1:30 P.M.
Police Headquarters, Alex McCauley Boardroom, 5th Floor

PUBLIC AGENDA



Item #		Motion	Page (s)
1	Motion to Meet IN CAMERA	Motion	
2	Matters Arising from In Camera Session		
3	Roll Call		
4	Declarations of Conflict of Interest		
5	Presentation		
	KPMG Efficiency and Effectiveness Service Assessment Review	Motion	1 - 3
6	Consent Agenda	Motion	
	Adoption of Minutes - June 22, 2016		
	Finance Reports		
	Financial Report January 1 to June 30, 2016		
	2016 Year End Forecast		4 - 6
	2017 Budget		7 - 9
	Reports		
	Staffing / Deployment Update		10 - 13
	Board		
	CAPG Board of Directors Announced		14 - 15
	Police Services Advisor		16 - 18
	2016 OAPSB Labour Seminar		19 - 22
	Notes of Thanks		23
7	Accept Discussion Agenda - September 21, 2016	Motion	

Continued next page

8	Agreements		
	Police Auctions Canada Agreement Renewal	Motion	24 - 25
	Canada Summer Jobs Agreement	Motion	26 - 27
9	Reports		
	SIU Section 11 Review	Motion	28 - 29
	Cambrian College Student Bursary	Motion	30
	Lions' Eye in Sky Donation	Motion	31 - 32
10	Board Policy		
	Collection Of Identifying Information - Prohibition and Duties	Motion	33 - 42
	Workplace Violence and Harassment	Motion	43 - 52
	Succession Planning	Motion	53 - 56
	Return of Found Property	Motion	57 - 58
11	OAPSB		
	OAPSB Survey - PSA Amendments		59 - 66
12	Board Trust Fund	Motion	67 - 70
	- 2016 Cops to Conquer Cancer Program		
	- 2016 Easter Seals Power Play		
13	2016 and 2017 Board Meeting Schedules	Motion	71 - 73
14	2016 CAPG Conference Update		74
15	2016 Law of Policing Conference Update		
16	Report from Chief		75 - 83
17	Order of Merit - Deputy		84
18	New Business		
19	Date of Next Meeting		
	October 2016 TBA		
20	Adjournment	Motion	



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 14, 2016
PUBLIC	
SUBJECT: KPMG EFFICIENCY AND EFFECTIVENESS SERVICE ASSESSMENT REVIEW	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Best Practices Reviews	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives and endorses the report as prepared and presented by KPMG on the Service Efficiency and Effectiveness Assessment Review.

BACKGROUND:

In keeping with the Service's commitment to continuous quality improvement, fiscal accountability, and service excellence, the need to review all services was identified as part of the Business Plan and Financial Plan for the organization. In May 2015, a Request for Proposal for an Efficiency and Effectiveness Services Assessment Review was issued.

Following a competitive bidding process, KPMG was selected as the firm to conduct the review. A contract was awarded in the amount of \$125,000 with funds drawn from the Capital Financing Reserve Fund. A Steering Committee was engaged consisting of representation from Management and the Police Association. The review process included a comprehensive consultation with members individually, divisions throughout the Service, data provided from the Service and research around best practices with comparative police services

.../2

The basic components of the review included the following:

- Assessment of the existing organizational structure relating to division of labour, span of control, chain of command, workflow, alignment of functions, authority, responsibility, delegation, and accountability within the context of service delivery requirements;
- Identification strengths and weaknesses of current organizational structures;
- Review of departmental functions in terms of work flow and alignment;
- Review and clarification of Executive Command, Divisional Command, and Unit Manager level of authority, decision-making processes in the context of roles and responsibilities to identify opportunities for enhancement;
- Consideration of appropriateness of delegation of authority to certain positions with associated accountability;
- Understanding of fiscal responsibility and accountability;
- Analysis of business systems, processes, and use of technology;
- Review of spending and value for money;
- Identification of areas for business improvements;
- Benchmarking the structure against comparable organizations;
- Assess staffing levels and workload based on service requirements, and provide comparisons to other similar services;
- Confirmation of core business areas and those which can be aligned with other providers;
- Report on findings and make recommendations on opportunities and options for improvement in being a more efficient, effective, and customer focused organization while keeping aligned with “Our Commitment to Community Safety and Wellbeing” that:
 - Builds on current capacity
 - Identifies potential savings
 - Proposes revenue streams
 - Considers alternative delivery means
 - Examines service enhancement and efficiency opportunities
- Provide options and recommendations with a goal to creating a roadmap for change to assist the Service in becoming more operationally effective and efficient while building on existing capacity to deliver current and future services in keeping with ongoing strategic priorities which may include alternative service delivery options.

CURRENT SITUATION:



During the past several months KPMG has been working with the Steering Committee, on a comprehensive organizational review to examine, assess, critique, and make recommendations on service delivery against the requirements as detailed above e.

In keeping with its commitment to deliver services that ensures legislative requirements, policing standards as prescribed by the Ministry of Community Safety and Correctional Services, and be aligned with the Service's Business Plan, the review has been comprehensive and will serve to guide future directions and inform decision-making in the future.

The report is now complete and will be presented to the Board on September 21, 2016 for consideration.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 14, 2016
PUBLIC	
SUBJECT: FINANCIAL REPORT JANUARY 1 TO JUNE 30, 2016 2016 YEAR END FORECAST	
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 Financial Report for the period January 1 to June 30, 2016 for information.

BACKGROUND:

The Police Services Board by way of resolution # 2015-153, accepted the 2016 budget at their meeting of November 25, 2015. This budget was subsequently presented to Council on December 15, 2015. On February 3, 2016, City Council approved the 2016 Police Services Budget in the amount of \$53,549,719 representing a 1.9% increase over the prior year. This budget included a total capital and reserve contribution in the amount of \$2,780,141 to fund capital projects, fleet and equipment replacement, sick leave reserve, future server upgrades, and the communications infrastructure debt repayment.

The report for the first six months of the year summarizes spending activities coupled with a forecast of year-end spending.

.../2

**SUBJECT:
FINANCIAL REPORT
JANUARY 1 TO JUNE 30, 2016
2016 YEAR END FORECAST**

Page 2

CURRENT SITUATION:

Below is a chart detailing spending year to June 30, 2016 along with year-end forecasts to December 31, 2016.

Spending remains within approved budget approvals. The following table summarizes the noted and forecasted financial position:

Expenditure Description	2016 Annual Budget	January - June 30, 2016	Year-end Forecast to December 31, 2016	Year-end Forecast % Variance	Year-end Forecast Variance
Revenues	\$ (4,732,919.000)	\$ (2,944,161.000)	\$ (5,750,495.000)	21%	\$ 1,017,576.00
Salaries/Benefits	\$ 49,143,612.000	\$ 24,852,314.000	\$ 49,859,619.000	1%	\$ (716,007.00)
Operating Expenditures	\$ 6,358,884.000	\$ 3,901,045.000	\$ 6,659,393.000	5%	\$ (300,509.00)
Contribution to Capital/Reserves	\$ 2,780,142.000	\$ 2,176,867.000	\$ 2,780,142.000	0%	\$ -
Net Budget Total	\$ 53,549,719.000	\$ 27,986,065.000	\$ 53,548,659.000	28%	\$ 1,060.00

Revenues:

Revenues recorded to date are higher than budgeted as a result of PAVIS funding being approved for an additional year in the reduced amount of \$237,833. This was unbudgeted as was unforeseen at the time the budget was assembled. Additionally as a result of a secondment to the Ontario Police College revenues have been received to offset salaries with this position. Grant funding for the Community Drug Strategy and the Missing and Murdered Indigenous Women and Girls Project is reflected in this area as well which was not budgeted. Revenues received from Paid Duty, Clearance Letters and Police Reports and Grant funding that has been received while expenses are recorded against operating accounts. Year end forecasts are also in keeping with the grant funding and trends with clearance letters.

Salaries and Benefits:

This area includes salaries and benefits allocated to the Police Services Board, police member salaries, and benefits associated with both current and retired members. Salaries associated with the Community Drug Strategy project and the Missing and Murdered Indigenous Women and Girls Project are also recorded here with the funding offsets reflected in the Revenues. Additionally statutory benefit payments are paid in the early part of the year, with budget dollars not yet realized.

.../3

SUBJECT: FINANCIAL REPORT JANUARY 1 TO APRIL 30, 2016 2016 YEAR END FORECAST	Page 3
---	---------------

During the first six months of the year, salary and benefit spending is in line with budgeted allocations. Close monitoring will continue to ensure year-end spending is also within the budget level approvals. Of note, spending is up against the budget for overtime in the Communications Centre attributed largely to staff shortages resulting from resignations, leaves of absence and assuming new positions within the Service. Four staff are currently in training which will see the situation correct in the coming months. As well, Paid Duty salary payments are up over what was budgeted, again, largely due to more than anticipated paid duty requests which results in a reimbursement of all salaries. These are all offset by associated revenues.

Operating Expenditures:



Overall actual operating expenditures are also within budgeted amounts although many expenses are incurred in the first half of the year prior to budgeted dollars realized. These include items such as maintenance agreements, equipment related to grants, ammunition and specialized clothing. Where expenses have been made and recorded under operating expenditures the grant recovery is reflected in the revenue section.

Contribution to Capital/Reserves

All of the noted contributions are being made in keeping with budgeted approval levels.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 14, 2016
PUBLIC	
SUBJECT: 2017 BUDGET	
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 receive the 2017 budget timeline as proposed by Council and prepare to present the Greater Sudbury Police Services Budget on November 15, 2017.

BACKGROUND:

Plans for the 2017 budget are now underway. Budget instructions have been distributed through City's Financial Services with the following guidelines provided and shown in the table below.

.../2

Category #	Category Name	<u>2017 Budget</u> % increase over 2016 Budget
1	Salaries and Benefits – contractually obligated only (including merit increases)	
2	Material / Operating Expenses	2.0
3	Energy Costs Fuel Hydro if required Water if required Natural gas	\$0.83/L or \$0.90/L 5.0 7.4 10.0
4	Rent & Financial Expenses	0.0
5	Purchased Services	2.0
6	Debt Repayment	Actual
7	Professional Development & Training	0.0
8	Grants / Transfer Payments	0.0
9	Provision to Capital – Construction CPI	2.0
10	Program support (to be rebalanced once depts. budgets are finalized)	
14	User Fees	3.0

CURRENT SITUATION:

GSPS Finance staff are well underway with preliminary budget forecasts. Accounts are being adjusted within the guidelines as provided by City Finance and known pressures for the 2017 year. All known contract settlements are recorded in preliminary budgets, along with benefit increases.

.../3

SUBJECT: 2017 BUDGET	Page 3
---------------------------------	---------------

As well, the impact of the new WSIB presumptive legislation as it relates to Post Traumatic Stress Disorder has been accounted for which requires a 91.9% increase or close to \$340,000. Grant funding remains conconfirmed in the area of PAVIS which has not been recorded.


The Financial Services Division of the City is currently planning for the upcoming budget cycle. Budgets will be prepared for the 2017 Operating year and 2017 to 2021 Capital Budget forecasts.

The Board has been given a tentative date for presentation of 2017 Budget to City Finance and Administration Committee on Tuesday November 15, 2016.

With that in mind, the Budget Meeting of the Board is proposed to be held at a date to be set.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 14, 2016
PUBLIC	
SUBJECT: STAFFING/DEPLOYMENT UPDATE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Leadership Development and Succession Planning	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

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

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

BACKGROUND

Section 31 (1) of the *Police Services Act* sets out the Board's responsibilities with respect to the provision of adequate and effective police service in the municipality. More particularly under Section 31 (1) (a), the Board appoints and accepts resignations of members of the Service. The purpose of the report is to highlight the current strength of the Greater Sudbury Police Service and to bring forward appointments, resignations and retirements since May 1 to August 31, 2016.

.../2

CURRENT SITUATION:

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

Likewise, civilian hiring is influenced by many factors including resignation and retirement in addition to growth and pressures in certain support service areas. Civilian hiring taps both internal and external candidates. Full-time positions are generally filled by internal members. Such successful competitions will generally create vacancies leading to other competitions in a domino type of effect. This year with the introduction of the Community Safety Personnel program, it is anticipated that several civilian vacancies will emerge and create opportunities for existing personnel.

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

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

TABLE A: GSPS Authorized Strength at August 31st

FULL TIME COMPLEMENT

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Secondment
SWORN	264	262	0	(3)
CIVILIAN	119	119	0	(0)
TOTAL	383	381	0	(3)

TABLE B: Appointments

EFFECTIVE DATE	STATUS	ASSIGNMENT
27 May 2016	Intern	Multicultural Coordinator
06 June 2016	Sworn	Experienced Officer
06 June 2016	Sworn	Experienced Officer
30 July 2016	Civilian	Communicator
29 August 2016	Civilian	Help Desk Technician

TABLE C: Resignations/Retirements

EFFECTIVE DATE	STATUS	YEARS OF SERVICE	REASON FOR LEAVING
08 May 2016	Sworn	12 Years	Resigned
31 May 2016	Sworn	30 Years	Retired
26 June 2016	Sworn	10 ½ Years	Resigned
29 July 2016	Civilian (SCA)	31 Years	Retired
31 July 2016	Civilian (SCA)	38 Years	Retired
09 August 2016	Civilian (PT)	10 Months	Resigned
31 August 2016	Civilian	30 Years	Retired
31 August 2016	Civilian	30 Years	Retired
31 August 2016	Sworn	30 Years	Retired

TABLE D: Secondments/Non-Medical LOA

TERM	TYPE OF LEAVE
April 1/15 to March 31/18	Secondment – O.P.P.
November 2/15 to TBD	Secondment – O.P.P.
January 2014 to December 2016	Secondment – O.P.C.



SUMMARY:

This report summarizes the activities that have occurred during the months May to August 2016 relative to staffing and deployment. Staff have worked collectively to ensure strategic goals and priorities are met. The Board will be provided with updates three times a year on hiring and deployment of new sworn officer and civilian members. These updates will be provided in the month following the previous four months on the following schedule:

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



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 14, 2016
PUBLIC	
SUBJECT: CANADIAN ASSOCIATION OF POLICE GOVERNANCE 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 Canadian Association of Police Governance held their Annual General Meeting and Conference in Ottawa August 12-14, 2016. In July 2016, the Police Services Board endorsed the nomination of Vice Chair Michael Vagnini to put his name forward for one of the available Ontario seats. On Sunday, August 16, elections for the full slate of Directors were held at the Annual Meeting of CAPG.

CURRENT SITUATION:

At the annual meeting of CAPG Vice Chair Vagnini was elected by the membership to serve as the Ontario representative for a term extending to July 2017.

CAPG issued a news release presenting the new slate of directors, a copy of which is attached.



Meet the 2016-2017 CAPG Board of Directors as approved by the membership:

- Marcus Wong, West Vancouver Police Board
- Sandy Smallwood, CAPG Secretary, Ottawa Police Services Board
- Brian Boudreau, Saint John Board of Police Commissioners
- Jennifer Malloy, CAPG Executive Director
- Dan Bellegarde, File Hills Board of Police Commissioners
- Scott Gillingham, Winnipeg Police Board
- Mary Anne Silverthorn, CAPG Vice President, Woodstock Police Services Board
- Rob Stephanson, CAPG President, Weyburn Board of Police Commissioners
- Stephen Graham, CAPG Treasurer, Halifax Board of Police Commissioners
- Micki Ruth, Edmonton Police Commission
- Darlene Brander, Saskatoon Board of Police Commissioners
- Ron Skye, Kahnawake Peacekeepers Services Board
- Michael Vagnini, Greater Sudbury Police Services Board**

Not pictured:
Barj Dhahan, Vancouver Police Board
Tyler Shandro, Calgary Police Commission



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 14, 2016
PUBLIC	
SUBJECT: POLICE SERVICES ADVISOR	
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 *Police Services Act* gives the Ministry of Community Safety and Correctional Services the responsibility for inspecting Ontario's police services. This ensures that communities in Ontario receive a consistently high standard of policing. The police services Advisors help municipal governments, police services, and police services boards to consider their options for providing local police services.

CURRENT SITUATION:

Zone 4 Advisor Mr. Peter Osinga is retiring and will be replaced by current Zone 1 and 1A representative Mr. Duane Sprague.

The Ministry of Community Safety and Correctional Services, Public Safety Division, announced that effective July 18, 2016, Mr. Graham Wight will be the new representative responsible for Zone 1 and 1A.

MEMORANDUM TO: All Chiefs of Police and
Commissioner J.V.N (Vince) Hawkes
Chairs, Police Services Boards

FROM: Stephen Beckett
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Police Services Advisor Zone Assignments**

DATE OF ISSUE:	July 18, 2016
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	16-0046
PRIORITY:	Medium

Effective July 18, 2016, changes have been made to the Police Services Advisors' Zone Assignments, as highlighted below. The assignments are now as follows:

Zones 1/1A	Graham Wight	Zone 2	David Tilley
Zone 3	Jeeti Sahota	Zone 4	Duane Sprague
Zone 5	Duane Sprague	Zone 6	Tom Gervais

Mr. Peter Osinga, who is currently responsible for Zone 4, is retiring and is being replaced by Mr. Duane Sprague. Mr. Dave Preston, who is currently responsible for Zone 5, is also retiring and is also being replaced by Mr. Duane Sprague. Mr. Graham Wight will be responsible for Zones 1/1A. Please refer to the attached chart for the revised assignments and contact information.

Should you have any questions, please contact Catherine McLinden, A/Manager, Operations Unit, at (416) 326-9347.

Sincerely,



Stephen Beckett
Assistant Deputy Minister
Public Safety Division

Attachment



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 14, 2016
PUBLIC	
SUBJECT: 2016 OAPSB GOVERNANCE AND LABOUR SEMINAR	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the attendance of Board Members at the Ontario Association of Police Services Boards Governance and Labour Seminar October 20-21, 2016 with funds to be drawn from the Board Operating Account.

BACKGROUND:

The OAPSB is hosting a governance and labour seminar for Police Services Board Members and staff, Ministry/OPP employers and staff. Representatives from both the Police Services Board and Administration generally attend.

CURRENT SITUATION:

The 2016 fall seminar will be held at the Holiday Inn Toronto International Airport Hotel October 20-21, 2016 and features topical sessions. The Agenda is attached for review.

The Board is asked to confirm interest in attending.



ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS

2016 LABOUR SEMINAR

October 20-21, 2016

Holiday Inn Toronto International Airport Hotel, 970 Dixon Road, Toronto, ON

Preliminary Program

Please note that this year's program is restricted to police employers / governors (e.g. boards & Government) and their Command & Labour Relations staff only

OAPSB Tel. 1-800-831-7727
E-Mail: admin@oapsb.ca Website: www.oapsb.ca

2016 LABOUR SEMINAR

Day 1 - Thursday Oct. 20th, 2016

7:30 am - 4:30 pm	Registration Desk Open
7:30 am - 8:45 am	Hot Buffet Breakfast
8:45 am - 9:00 am	Opening Remarks President Eli El-Chantiry
9:00 am - 10:00 am	Collective Bargaining Trends Kevin Eccles, OAPSB VP Terry Baxter, Treasury Board
10:00 am - 10:15 am	Networking Break
10:15 am - noon	Around the Province - Updates from Member Boards
12:00 pm - 1:00 pm	Buffet Lunch & Networking
1:00 pm - 1:30 pm	OMERS Update Monte Baker & Fred Biro
1:30 pm - 2:00 pm	Best Practices in Bargaining Solicitor
2:30 pm - 3:00 pm	Networking Break
3:00 pm - 4:30 pm	Independent Review of Police Oversight Justice Tulloch
5:30 pm - 6:00 pm	Reception & Cash Bar
6:00 pm - 8:00 pm	Buffet Dinner & Networking


2016 LABOUR SEMINAR

Day 2 – Friday Oct. 21st, 2016

7:30 am - 11:30 am	Registration Desk Open
7:30 am - 8:30 am	Hot Buffet Breakfast
8:30 am - 9:30 am	Labour Actions – Coincidence or Trend? Solicitor
9:30 am - 10:00 am	Update on the Strategy for a Safer Ontario Minister Oraziatti (invited)
10:00 am - 10:30 am	Networking Break
10:30 am - 11:00 am	Update on Advocacy
11:00 am - 11:15 am	Closing Remarks



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 14, 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

A letter was received from the Rayside Balfour Neighbourhood Team thanking the Board for their donation and support of the 2016 Bike Rodeo.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 14, 2016
PUBLIC	
SUBJECT: POLICE AUCTIONS CANADA AGREEMENT RENEWAL	
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 Board enters into an Agreement with Police Auctions Canada for the purpose of online auction services for an additional one-year period.

BACKGROUND:

In accordance with Section 132 of the *Police Services Act*, an auction is held for the sale of property that has come into possession of the police service. Once all legal proceedings in respect of property have been completed and there is no court order for its disposition, such items may be disposed of. Paragraph 1 of 132(4)(2) states that the sale shall be by public auction.

Further, in accordance with Section 39 of the City of Greater Sudbury Purchasing By-Law 2014-1, Section 39(1), Senior Management Team Members shall dispose of all Goods for which they no longer have use and that are of value by using appropriate methods for disposal that are in the City's best interests, including without limitation, public auction, public tender, trade, negotiated sale, donation or transfer to another Department. This method has been used to dispose of various equipment, furniture and vehicles.

.../2

In 2015, the Board entered into an Agreement for a one year period with Police Auctions Canada (PAC) for the purpose of disposing of such property. The Board holds title to all property until sold. PAC is responsible for all physical damage to the property while in its possession. Any damage is repaired or the Board is reimbursed at reasonable market value as determined by the Board. If an item is sold and payment is not received, title to the item reverts to the Board and is placed in a further auction.

PAC pays all costs and expenses of test of procedures necessary to verify the authorship, attribution, quality, or authenticity of any item including gemological tests of jewelry and related matter.

PAC charges a flat fee of 50% commission of the net selling price for this service. When considered in the context of staff salary savings and the value generated from online sales, this is a reasonable fee.

Income earned from PAC Online Auctions is summarized as follows:

DATE	TOTAL SALES	GSPS REVENUE
2015 Oct - Dec	\$8454.63	\$4227.32
2016 Jan - Jun	\$3748.59	\$1874.31
TOTAL	\$12,203.22	\$ 6,101.63

The Agreement with Police Auctions Canada has been beneficial to all parties. This vendor provides for pickup and delivery, storage, answering customer inquiries, tracking, and auction site. This has proved to be an efficient and effective method to deal with property items as well as used office furnishings and equipment. The Property department has been free to conduct regular business without the burden of time lost to store and sell items for auction.

The initial terms of the Agreement was for the period of one year with the provision that the Board may at its sole discretion, renew this Agreement for two-one year periods.

It is recommended that the Board renew the agreement with PAC Canada for a one-year period.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 14, 2016
PUBLIC	
SUBJECT: CANADA SUMMER JOBS 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 Employment and Social Development Canada for funding in the amount of \$7,883 to offset costs associated with the hiring of students for the summer employment program.

BACKGROUND:

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

The Service provides an eight-week summer employment program available 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.

.../2

Students must be registered full-time with intention to return to school.

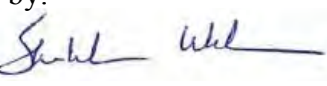

The Greater Sudbury Police Services had submitted an application to Employment and Social Development Canada for financial assistance under their Youth Employment Strategy towards the cost of the summer employment program.

CURRENT SITUATION:

Funding for five students for the 2016 summer session was confirmed in the amount of \$7,883 which required the establishment of a legal agreement.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 14, 2016
PUBLIC	
SUBJECT: SPECIAL INVESTIGATIONS UNIT– SECTION 11 REVIEW	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Increase Awareness and Improve Effectiveness	
Recommended by: Sheilah Weber  Superintendent	Approved by: Paul Pedersen  Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

THAT the Board receives this Special Investigations Unit (SIU) Section 11 Review.

BACKGROUND:

In October 2015, officers were dispatched to an assault complaint. During the incident, grounds were formed to arrest two persons for assault.

During the arrest, an individual suffered an injury to his jaw. As a result of the injury, the Special Investigations Unit was notified and invoked their mandate. The Special Investigation Unit's statutory mandate is to conduct investigations of police officers involved in incidents of death, serious injury, and allegations of sexual assault to determine whether a criminal offence took place.

One officer was designated as a subject officer in this matter.

.../2

The Special Investigations Unit submitted a concluding report in July 2016 advising that the officer's use of force in this matter was clearly justified under section 25(1) of the Criminal Code of Canada. Notwithstanding the injury, there are no reasonable grounds in the view of Acting Director Martino to believe the officer committed a criminal offence.

In accordance with Section 11 of Ontario Regulation 267/10 of the *Police Services Act of Ontario*, the Chief of Police or designate shall cause an administrative investigation to be conducted forthwith into any incident with respect to which the SIU has been notified, subject to the SIU's lead role in investigating the incident. The purpose of the Administrative Review Investigation shall be to review the policies of or services provided by the Police Service and the conduct of its police officers.

CURRENT SITUATION



The Section 11 Administrative Review Investigation was undertaken by the Professional Standards Bureau. The investigation revealed the subject officer acted appropriately and within the required Greater Sudbury Police Service policies and procedures. There was no violation of the Code of Conduct by the officer or any other member of the Police Service involved with this incident.

In relation to risk management, the officer will meet with training officers to review the Use of Force Model and in particular the ability to plan, act, and assess situations.

As a general awareness, all members attending use of force training the approaches and options around disengagement in certain situations will be reviewed.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 14, 2016
PUBLIC	
SUBJECT: CAMBRIAN COLLEGE STUDENT BURSARY	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law-Enforcement Goal: Expanding Youth Crime Prevention Initiatives	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board authorizes the establishment of one-time bursary in the name of the Greater Sudbury Police Service Innovative Student Award with funds allocated from the annual Police / Fire Charity Hockey game previously disbursed.



BACKGROUND:

The Greater Sudbury Police Service and City of Greater Sudbury Fire Services host an annual charity hockey game. Proceeds raised through the game are allocated to their charity of choice. In 2016, the \$2,000 proceeds were divided and \$1,000 was donated by the involved members to Cambrian College and College Boreal.

Cambrian College seeks to establish a one-time bursary in the name of the Greater Sudbury Police Service Innovative Student Award. The bursary will be in the form of two \$500 sums. Students eligible for consideration are from the Police Foundation or Early Childhood Education Program. The award will be presented to students who have developed an innovative vision to encourage positive police/youth relations by creating new and original concepts to solidify youth and police relationship.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 14, 2016
PUBLIC	
SUBJECT: LIONS' EYE IN THE SKY	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Mobilizing and Engaging Our Community Goal: Building Community Partnerships	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board accepts donations in the amount of \$8,500 for deposit to the Donations Reserve Fund in support of the Lions' Eye in the Sky program.

BACKGROUND:

In 1996, the Sudbury Lions Club partnered with the Greater Sudbury Police Service in the 'Lions Eye in the Sky' initiative. Greater Sudbury Police led the way with the use of closed circuit television monitoring being the first service in Ontario, and one of the first in Canada, to employ such technology.

The mission of this program is to improve the safety and security of the people of the City of Greater Sudbury through monitoring and focusing on specific areas of crime, improving public safety, especially downtown and to provide advice to the Greater Sudbury Police Services Board with respect to the implementation and ongoing operation of a video surveillance camera system serving the City. The Service works closely with its Advisory Committee which consists of representatives from City Council, Business Improvement Area in downtown Sudbury.

...2

CURRENT SITUATION:

The Lions' Eye in the Sky celebrated its 20th Anniversary on July 7, 2016 and recognized a strong and long lasting partnership with the Sudbury Lions Club.

Greater Sudbury Police Chief Paul Pedersen joined local dignitaries in marking the anniversary of the use of CCTV to help his service enhance community safety in Sudbury.

During the anniversary celebration, numerous donations were made from community groups:

Lions Club	\$2,500
Downtown Sudbury Business Improvement Area	\$2,000
Ukrainian Seniors' Centre	\$4,000

Currently, there are sixteen cameras throughout the downtown core and evidence has shown their effectiveness in monitoring crime and social disorder behaviours. Plans are underway for a seventeenth camera to be installed later this year.

CCTV increases the police service's capacity to deal with crime in real time and assists in identifying potential persons of interest after a crime is committed.

The Lions Eye in the Sky Advisory Committee meets monthly and advises GSPS on operational issues related to the system such as new camera locations, board membership, usage, and deployment of the cameras.

The Lions' Eye in the Sky program continues to contribute to a safe environment for the residents of Sudbury.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 14, 2016
PUBLIC	
SUBJECT: BOARD POLICY COLLECTION OF IDENTIFYING INFORMATION – 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:

THAT the Board adopts GSPSB Policy 027 with respect to Collection of Identifying Information In Certain Circumstances – Prohibition and Duties.

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” and the various requirements of the legislation. The Board must have a draft policy in development by July 1, 2016. Preliminary discussion was held at the June 22, 2016 meeting. Since that time, there has been ongoing work on a provincial level to ensure the various elements are addressed in policy. On August 23, Chief Pedersen met with the Service’s Racial and Multicultural Relations Advisory Committee to review the legislation and the steps being undertaken by GSPS in order to be compliant. The Committee will continue to provide advice and insight on procedural and best practice development.

.../2

SUBJECT: BOARD POLICY COLLECTION OF IDENTIFYING INFORMATION – PROHIBITION AND DUTIES	Page 2
---	---------------

CURRENT SITUATION:

Attached is GSPSB – Policy 027 for final review and approval by the Board. An internal planning team continues to oversee the development of practices to guide the work as required by policy including service procedures, record keeping, retention and training.



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES – PROHIBITION AND DUTIES	NUMBER: GSPSB – POLICY 027
ORIGINATING DATE:	REVISED DATE:
REPORTING REQUIREMENTS: Annual	

1. **POLICY STATEMENT:**

- (1) The Greater Sudbury Police Services Board supports the principles of Race Relations and Bias Neutral Policing and the elimination of discrimination in all its forms. The Board is committed to the principle that all persons have the right to receive police services in a fair and equitable manner without discrimination or harassment that respects the dignity of all persons.
- (2) The Board respects the equal rights of all persons and supports and adheres to the principles of equity and fairness contained in the *Canadian Charter of Rights and Freedoms* and the *Ontario Human Rights Code*.
- (3) The Board shall not tolerate any form of biased policing or racial profiling and shall comply with *Ontario Regulation 58/16* made under the *Police Services Act* with respect to the “Collection of Identifying Information in Certain Circumstances – Prohibition and Duties”
- (4) The following is the policy of the Greater Sudbury Police Services Board with respect to the “Collection of Identifying Information in Certain Circumstances – Prohibition and Duties” – *Ontario Regulation 58/16* of the *Police Services Act*.

2. **DEFINITIONS:**

- (1) ACT:

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

(2) ANNUAL REPORT:

Means the annual report provided by the Chief of Police to a Board under section 31 of *Ontario Regulation 3/99 (Adequacy and Effectiveness of Police Services)* made under the *Police Services Act*.

(3) 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.

(4) 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.

(5) COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES – PROHIBITION AND DUTIES (COII):

Means the interactions and documentation of such by an officer regarding an “attempt to collect identifying information about an individual from the individual by asking the individual”, that is, attempt to collect identifying information by asking the individual, in a face-to face encounter, to identify himself or herself or to provide information for the purpose of identifying the individual and includes such an attempt whether or not identifying information is collected as governed by the Regulation.

(6) COII VERIFIER(S)

Means the members designated by the Chief of Police pursuant to the Regulation with the authority to access the COII database, determine whether a submitted COII is in compliance with the Regulation and whether access should be restricted.

(7) COMMUNITY INTERACTIONS:

Means on-duty police contact with member(s) of our community meant to:

- (a) Foster positive relationships; and/or
- (b) Assist members of the public (without gathering personal information for an investigative or intelligence purpose);

(8) DATABASE:

Means the paper or electronic filing system under the control of the Chief of Police where identifying information about an individual collected by a police officer from the individual within the context of O. Reg. 58/16.

(9) PROHIBITED GROUNDS:

Under the *Ontario Human Rights Code* prohibited grounds include race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.

(10) RACIAL PROFILING:

Racial/bias 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.

(11) RECEIPT:

Means the record of the attempted collection or collection of identifying information about an individual from an individual pursuant to Section 7 of the Regulation.

(12) REGULATION:

Means *Ontario Regulation 58/16* made under the *Police Services Act* with respect to the Collection of Identifying Information in Certain Circumstances – Prohibition and Duties.

3. GENERAL:

- (1) The Chief of Police shall ensure that all collections of information done in accordance with the Regulation are done in a manner that is consistent with the Regulation and, particularly, shall not be based on *racial/biased profiling* or be done in an arbitrary way.
- (2) The Chief of Police shall have a Procedure that complies with the duties and obligations imposed by the Regulation and this Policy to ensure there is direction and assistance provided to officers regarding the collection of information in certain circumstances as defined in the Regulation.
- (3) The Chief of Police shall ensure that there is a *database* created or adapted that allows for the recording, analysis and reporting required by the Regulation.

- (4) For the purpose of reporting to the Board as part of the *annual report* and for other analytic reasons as directed by the Board and/or the Ministry of Community Safety and Correctional Services, the Chief of Police shall establish:
- (a) Age groups;
 - (b) Racialized groups;
 - (c) Neighbourhoods or areas; and
 - (d) Appropriately sized random sample of entries of identifying information for the purposes of section 9(6) of the Regulation
- (5) When establishing racialized groups as set out in 4(b), the Chief shall do so in a manner that allows the information required by the Regulation (that is, the number of attempts to collect information from individuals perceived by a police officer to be within a racialized group – see paragraph 14(2)8 of the Regulation) relating to the racialized groups to be comparable to the data referred to below in (a) and (b), as released by the Government of Canada on the basis of its most recent National Household Survey preceding the period covered by the Chief of Police’s *annual report*:
- (a) For each derived visible minority group set out in the National Household Survey, the number of individuals who identified themselves as being within that group; and
 - (b) The number of individuals who claimed Aboriginal identity.
- (6) This Policy does not apply to *community interactions* or lawful interactions in which a person is either detained or required to provide personal information to the police.

4. RECEIPT:

- (1) Commencing no later than January 1st, 2017, the Chief of Police shall have a procedure requiring that all police officers engaged in COII shall (a) offer to give the individual a receipt that provides a record of the attempt; and (b) give the individual such a receipt the individual indicates that he or she wants it unless one of the exemptions in the Regulation applies (i.e., might compromise the safety of an individual or delay the officer from responding to another matter that should be responded to immediately, and is able to articulate the reason with details).
- (2) The Chief of Police shall ensure that the receipt contains the mandated information required by the Regulation and that the receipt and any amendments thereto are provided to the Board for its information before use.

5. TRAINING:

Commencing January 1st, 2017, the Chief of Police shall ensure that every police officer who attempts to collect identifying information about an individual from the individual, or anyone who acts as the designate of the Chief of Police for the purpose of reviewing the *database* (within 30 days of data entry and/or on an annual basis pursuant to section 9 of the

Regulation), has successfully completed the required training within the previous 36 months.

6. ANNUAL REPORT:

- (1) The *annual report* as it relates to COII shall be provided by the Chief of Police to the Board in the first quarter (unless an extension is approved by the Board Chair) of the year commencing in 2018 and annually thereafter.
- (2) The contents of the *annual report* as it relates to COII shall include, at a minimum, the following:
 - (a) The number of attempted collections and the number of attempted collections in which identifying information was collected;
 - (b) The number of individuals from whom identifying information was collected;
 - (c) The number of times each of the following provisions was relied upon to not advise the individual of his/her right that he/she is “not required to provide identifying information to the officer” and/or the reason “why the police officer is attempting to collect identifying information about the individual”:
 - (i) Might compromise the safety of an individual (subsection 6(2)).
 - (ii) Would likely compromise an ongoing police investigation (clause 6(3)(a)),
 - (iii) Might allow a confidential informant to be identified (clause 6(3)(b)), and
 - (iv) Might disclose the identity of a person contrary to law, including the YCJA (clause 6(3)(c));
 - (d) The number of times an individual was not given a receipt because the individual did not indicate that they wanted it;
 - (e) The number of times each of the following clauses was relied upon to not offer or give a receipt/:
 - (i) Might compromise the safety of an individual (subsection 7(2)(a)) and,
 - (ii) Might delay the officer from responding to another matter that should be responded to immediately (clause 7(2)(a) of the Regulation);
 - (f) The number of attempted collections from individuals who are perceived, by a police officer, to be within the following groups based on the sex of the individual:
 - (i) Male individuals, and
 - (ii) Female individuals;

- (g) For each age group established by the Chief of Police, the number of attempted collections from individuals who are perceived, by a police officer, to be within that age group;
- (h) For each racialized group established by the Chief of Police for the purpose of this paragraph, the number of attempted collections from individuals who are perceived, by a police officer, to be within that racialized group;
- (i) A statement, based on an analysis of the information, as to whether the collections were attempted disproportionately from individuals within a group based on (a) the sex of the individual, (b) a particular age, (c) racialized group, or (d) a combination of groups and, if so, any additional information that the Chief of Police considers relevant to explain the disproportionate number of attempted collections;
- (j) The neighbourhoods or areas where collections were attempted and the number of attempted collections in each neighbourhood or area;
- (k) The number of determinations made by the Chief (or designate) as to whether the information entered into the *database* :
 - (i) Complied with limitations on collection set out in section 5 and 9(4)(a) of the Regulation, and
 - (ii) The results of the review(s), done at least once a year, of an appropriately sized random sample of entries of identifying information included in the *database* to estimate within a margin of error of plus or minus 5 percent, at a 95 percent confidence level, whether it appears that section 5 (limitations on collection of information), 6 (duties to inform of rights and reasons before collecting, with exceptions) or 7 (document for individual – receipt, with exceptions) were not complied with;
- (l) The number of times, if any, members of the police force were permitted to access identifying information to which access must be restricted by virtue of one or more of the following:
 - (i) For the purpose of an ongoing police investigation,
 - (ii) In connection with legal proceedings or anticipated legal proceedings,
 - (iii) For the purpose of dealing with a complaint under Part V of the *Act* or for the purpose of an investigation or inquiry under clause 25(1)(a) of the *Act*,
 - (iv) In order to prepare the *annual report* or a report required due to disproportionate collection (under section 15 of the Regulation),
 - (v) For the purpose of complying with a legal requirement, or
 - (vi) For the purpose of evaluating a police officer's performance.

7. DISPROPORTIONATE REPORT:

- (1) If disproportionate collection is identified based on an analysis of the information, as to whether the collections were attempted disproportionately from individuals within a group based on (a) the sex of the individual, (b) a particular age or (c) racialized group, or (d) a combination of groups, in addition to the statement required in the *annual report*, the Chief of Police shall:
 - (a) Review the practices of the police service; and
 - (b) Shall prepare a report to the Board setting out the results of the review and his or her proposals, if any, to address the disproportionate attempted collection of information.
- (2) The Board, upon receipt of the disproportionate report shall:
 - (a) Publish the report on the Internet in a manner that makes it available to the public free of charge and may make the report available to the public free of charge in any other manner that the Board considers appropriate; and
 - (b) Consider the report and the proposals, if any, set out in the disproportionate report and consider whether to give directions under clause 31(1)(e) of the *Act* to direct the Chief of Police and monitor his or her performance.

8. RETENTION, ACCESS AND DISCLOSURE:

- (1) The Chief of Police shall have a Procedure dealing with retention, access and disclosure of identifying information that provides, at a minimum, as follows:
 - (a) Identifying information entered into the *database* 5 or more years ago and identifying information gathered and/or entered into the *database* that is determined to have been collected in non-compliance with the Regulation shall have restricted access as follows:
 - (i) No person shall have access to the information without the permission of the Chief (or designate);
 - (ii) A member may be permitted to access the information only if the Chief or a COII Verifier is satisfied that access is needed,
 1. For the purpose of an ongoing police investigation,
 2. In connection with legal proceedings or anticipated legal proceedings,
 3. For the purpose of dealing with a complaint under Part V of the *Act* or for the purpose of an investigation or inquiry under clause 25(1)(a) of the *Act*,
 4. In order to prepare the *annual report* or a report required due to disproportionate collection (under section 15 of the Regulation)
 5. For the purpose of complying with a legal requirement, or



6. For the purpose of evaluating a police officer's performance.
 - (b) Access to, and disclosure of identifying information collected on or after January 1, 2017, including the retention of identifying information collected contrary to this Regulation, shall be restricted to the Chief and COII Verifiers in order to comply with the Regulation and subject to the exemptions set out in 20(a).
 - (c) Nevertheless, identifying information collected contrary to the Regulation shall not be retained longer than is reasonably necessary to ensure the information is available in the circumstances in which access may be permitted (under paragraph 2 of subsection 9(10)), being:
 - (i) For the purpose of an ongoing police investigation,
 - (ii) In connection with legal proceedings or anticipated legal proceedings,
 - (iii) For the purpose of dealing with a complaint under Part V of the *Act* or for the purpose of an investigation or inquiry under clause 25 (1) (a) of the *Act*,
 - (iv) In order to prepare the *annual report* or a report required due to disproportionate collection (under section 15 of the Regulation),
 - (v) For the purpose of complying with a legal requirement, or
 - (vi) For the purpose of evaluating a police officer's performance.
- (2) The Chief of Police shall ensure identifying information and records relating thereto that was collected before January 1, 2017 shall be accessed, retained and/or disclosed pursuant to the Boards By-Law 2008-2 with respect to the Retention and Destruction of Records and should any of the data be determined to have been collected in violation of the law as it existed at the time of collection, its access and disclosure shall be subject to the restrictions in the Regulation.

9. POLICY CONSISTENT WITH REGULATION:

Where the policy is inconsistent with *Ontario Regulation 58/16*, the Regulation shall apply and any inconsistent provision shall be deemed to be modified to render it consistent.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 14, 2016
PUBLIC	
SUBJECT: WORKPLACE VIOLENCE AND HARASSMENT POLICY	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Workplace Wellness Strategies	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the amended Workplace Violence and Harassment Policy GSPSB – POLICY 010.

BACKGROUND:

The Greater Sudbury Police Services Board adopted the Workplace Violence and Harassment Policy on June 8, 2010. The Policy was adopted in order to comply with both the Occupational *Health and Safety Act* and the Ontario Police Health and Safety Committee's Guidance Note pertaining to Violence and Harassment Prevention at Police Facilities. In May 2016, the policy was amended to incorporate the revised definition of prohibited grounds under the *Ontario Human Rights Code*.

CURRENT SITUATION:

Bill 132, *Sexual Violence and Harassment Action Plan Act* (Supporting Survivors and Challenging Sexual Violence and Harassment), 2016 received royal assent on March 8, 2016.

.../2

Bill 132 amended various existing statutes with respect to sexual violence, sexual harassment and domestic violence. Under Bill 132, the *Occupational Health and Safety Act (OHSA)* amended the definition of ‘workplace harassment’. *OHSA*’s definition of ‘workplace harassment’ was expanded to include ‘workplace sexual harassment’. It also imposes additional obligations on employers concerning their workplace harassment policies, programs, and investigations. Bill 132 also clarifies that a reasonable action taken by an employer or supervisor relating to the management and direction of workers or the workplace is *not* workplace harassment.

Bill 132 requires an employer’s program to implement a workplace harassment policy under section 32.06(2) of the *OHSA* to further set out:

- Measures and procedures for workers to report incidents of workplace harassment to a person other than the employer or supervisor, if the employer or supervisor is the alleged harasser;
- How incidents or complaints of workplace harassment will be investigated and dealt with;
- That information obtained about an incident or complaint of workplace harassment, including identifying information about any individuals involved will not be disclosed unless the disclosure is necessary for the investigation or corrective action, or is required by law; and
- How a worker who has allegedly experienced workplace harassment and the alleged harasser (if they are a worker of the employer) will be informed of the results of the investigation and of any corrective action taken.

An employer will be required to renew its program at least annually and provide its workers with appropriate information and instruction on the contents of both the policy and program.

When faced with a ‘workplace harassment’ incident or complaint, under Bill 132 an employer will be required to ensure that an appropriate investigation is conducted and that both the worker who has allegedly experienced harassment and the alleged harasser (if they are a worker of the employer) are informed of the results and of any corrective action that has been, or will be, taken. Notably, Bill 132 will allow an inspector appointed under the *OHSA* to order an employer to have an investigation and report completed by an impartial third-party, at the employer’s expense.

Amendments to the *Occupational Health and Safety Act* came into effect on September 8, 2016.

The Board’s policy has been amended to comply with Bill 132 and the *Occupational Health and Safety Act*.



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: WORKPLACE VIOLENCE AND HARASSMENT	NUMBER: GSPSB – POLICY 010
ORIGINATING DATE: June 8 th , 2010	REVISED DATE: May 18, 2016 September 21, 2016
REPORTING REQUIREMENTS: Annual	

1. **POLICY STATEMENT:**

- (1) The Greater Sudbury Police Services Board is committed to providing a safe and healthy work environment for the members of the Greater Sudbury Police Service and is committed to the prevention of workplace violence and workplace harassment.
- (2) The Board recognizes that unwanted behaviours in the workplace must be addressed early to minimize the potential for workplace harassment to lead to workplace violence.
- (3) Workplace violence and workplace harassment are serious conduct issues that may constitute a violation of the *Criminal Code*, the *Ontario Human Rights Code* or the *Occupational Health and Safety Act*.
- (4) The Board shall not ignore, tolerate or condone workplace violence or workplace harassment and will take all reasonable steps to protect the members of the Service from workplace violence or workplace harassment and shall ensure that all incidents of workplace violence or workplace harassment are responded to in accordance with law.

2. **DEFINITIONS:**

(1) **MEMBER/WORKER:**

Means all employees of the Greater Sudbury Police Service including temporary, contract, part-time staff, students and volunteers.

(2) **PERSONAL OR EMOTIONAL HARASSMENT:**

Means an action or behaviour unrelated to the prohibited grounds of the *Ontario Human Rights Code* that causes a member to have anxiety or stress while at the workplace and

affects the member's performance of their duties. Examples include, but are not limited to:

- (a) Persistent verbal abuse;
- (b) Unwelcome, unwanted or inappropriate jokes;
- (c) Taunting;
- (d) Derogatory or dismissive comments;
- (e) Displaying offensive or derogatory material;
- (f) Gestures that are insulting or belittling;
- (g) Bullying;
- (h) Conduct that shuns or excludes the member;
- (i) Persistently disrupting a member's work, workspace or equipment;
- (j) Interfering with a member's personal property;
- (k) Abuse of authority wherein a person with authority over the member improperly or unreasonably uses that power and authority to interfere with the member's performance, to threaten or negatively influence the member's career or job assignment or to threaten the economic livelihood of the member; and
- (l) Any other conduct or behaviour that creates an intimidating, offensive or hostile work environment.

(3) PROHIBITED GROUNDS:

Under the *Ontario Human Rights Code* means race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, same sex partnership status, family status, or disability (handicap).

(4) STEREOTYPING:

Means making a generalization about a group, based on observations of one or only a small sampling of members of the group; alternatively, an assumption about a member of a group based on a generalized notion of the group as a whole. Stereotypes can be positive or negative, but especially if they are negative, they can result in serious discrimination if acted upon.

(5) WORKPLACE:

Means any land, premises, location or thing, at, upon, in or near which a worker works and includes any and all locations where business and social activities of the Greater Sudbury Police Service are conducted including external training facilities, any location of business travel and work-related social and/or business gatherings.

(6) WORKPLACE HARASSMENT:

- (a) As defined by the *Occupational Health and Safety Act*, means:

- (i) Engaging in a course of vexatious comment or conduct against a worker in the workplace that is known or ought to be known to be unwelcome; or
 - (ii) Workplace sexual harassment.
- (b) Workplace harassment may be an action or behaviour related to the prohibited grounds under the *Ontario Human Rights Code*. Workplace harassment may also include harassment of a personal or emotional nature which is unrelated to the prohibited grounds of discrimination.
- (c) A reasonable action taken by an employer or supervisor relating to the management and direction of workers or the workplace is not workplace harassment
- (d) Workplace harassment may be a one time event or repeated incidents and may be committed deliberately or unintentionally.
- (e) Workplace harassment can include activities, comments jokes and/or slurs that are offensive, humiliating, intimidating, hurtful or malicious to any individual, even though they may not be offensive to others present and can also include persistent unwanted contact or attention after the end of a consensual relationship.

(7) WORKPLACE SEXUAL HARASSMENT:

(a) As defined by the *Occupational Health and Safety Act*, means:

- (i) Engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought to be known to be unwelcome; or
 - (ii) Making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.
- (b) Sexual harassment includes, but is not limited to:
- (i) Sexist or sexual jokes causing embarrassment or offence, told or carried out after the joker has been advised they are embarrassing or offensive, or that are by their nature clearly embarrassing or offensive;
 - (ii) Lewd behaviour or gestures;
 - (iii) The display of sexually offensive material, including magazines, graffiti or pictures;
 - (iv) Derogatory or degrading remarks about a person's sexual preference, or of a sexual nature to anyone;

- (v) Sexually suggestive or obscene comments or gestures;
- (vi) Leering;
- (vii) Unwelcome sexual flirtations, advances or propositions;
- (viii) Persistent unwanted contact or attention at the end of a consensual relationship;
- (ix) Requests or demands for sexual favours;
- (x) Unwanted touching; and
- (xi) Sexual assault.

(8) WORKPLACE VIOLENCE:

As defined by the *Occupational Health and Safety Act*, means:

- (a) The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker,
- (b) An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker,
- (c) A statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

3. WORKPLACE VIOLENCE AND HARASSMENT PROCEDURES:

(1) The Chief of Police shall:

- (a) Ensure that this policy is posted in a conspicuous place in the workplace.
- (b) Dedicate sufficient attention, resources, and time to identify and address factors that contribute to workplace violence and workplace harassment.
- (c) Take all reasonable steps to protect members of the Service from workplace violence or workplace harassment.
- (d) Ensure that the safety of all members is addressed during the course of an investigation into workplace violence. Members may be reassigned in the interests of safety.
- (e) Ensure that members who have been exposed to workplace violence or workplace harassment are provided with appropriate assistance and support.
- (f) Ensure stereotyping is not communicated through action, behaviours, use of language in verbal and written material and pictorial displays.
- (g) Ensure a mechanism is in place to ensure that all internal and external communications produced/delivered do not – either overtly or subtly – reinforce stereotypes.

- (h) Ensure that all members, including supervisors, understand their responsibility to ensure that stereotyping does not occur in the workplace.
 - (i) Ensure that no offensive or derogatory material is displayed in the workplace.
 - (j) Develop and implement written procedures with respect to workplace violence and workplace harassment and ensure the procedures are reviewed annually.
 - (k) Ensure that the members of the Service are educated with respect to the procedures.
 - (l) Ensure that the procedures address the circumstances under which a member may refuse to work when workplace violence is likely to endanger the member.
 - (m) Ensure that the right to refuse work is subject to Section 43(1) and 43(2)(a) of the *Occupational Health and Safety Act*, which stipulates that anyone employed in a police service cannot assert the right to refuse work when the particular job or task is inherent in the worker's work; is a normal condition of the worker's employment; or when a refusal to work would directly endanger the life, health or safety of another person.
 - (n) Ensure that the operational policing duties in relation to an investigation into workplace violence are addressed in a manner that is free of any conflict of interest.
 - (o) Ensure that the response to an allegation against a sworn member is in compliance with Part V of the *Police Services Act*.
- (2) The Chief of Police may appoint a member in the workplace to act as a workplace coordinator with respect to workplace violence and workplace harassment.
- (5) The Service shall ensure that Stereotyping does not occur in the workplace by ensuring that:
- (i) Stereotyping is not communicated through action, behaviours, use of language in verbal and written material and pictorial displays;
 - (j) A mechanism is in place to ensure that all internal and external communications produced/delivered do not – either overtly or subtly – reinforce stereotypes; and
 - (k) All members, including supervisors, understand their responsibility to ensure that stereotyping does not occur in the workplace.

4. **WORKPLACE VIOLENCE PROGRAM:**

- (1) The Chief of Police shall develop and maintain a program with respect to workplace violence in accordance with the *Occupational Health and Safety Act* that shall include, but is not limited to:

- (a) Measures and procedures to identify and control the risks identified in the workplace risk assessment as likely to expose a member to physical injury;
 - (b) Measures and procedures to communicate to members any information in the Service's possession regarding factors contributing to workplace violence;
 - (c) Measures and procedures for summoning immediate assistance when workplace violence occurs or is likely to occur;
 - (d) Measures and procedures for members to report incidents or complaints of workplace violence to the employer or person in authority;
 - (e) Set out how the Police Service will investigate and deal with incidents or complaints of workplace violence; and
 - (f) Include any prescribed elements.
- (2) The Chief of Police shall provide a member with information and instruction that is appropriate for the member on the contents of the procedures and program with respect to workplace violence and any other prescribed information or instruction.
 - (3) The Chief of Police shall consider and take action where necessary on the observations and recommendations of Command Staff, the Joint Health and Safety Committee and the members.

5. **WORKPLACE ASSESSMENT OF RISKS OF VIOLENCE:**

- (1) The Chief of Police shall ensure that a workplace risk assessment is undertaken. This assessment shall consider the risks of workplace violence that may arise from the nature of the workplace, the type of work or the conditions of work.
- (2) The Chief of Police shall ensure that the workplace risk assessment take into account the following considerations:
 - (a) Circumstances that would be common to similar workplaces;
 - (b) Circumstances specific to the workplace; and
 - (c) Any other prescribed elements.
- (3) The Chief of Police shall ensure the results of the workplace violence risk assessment are provided to the Joint Occupational Health and Safety Committee.
- (4) The Chief of Police shall reassess the risks of workplace violence at minimum, once annually or as often as is necessary to ensure that the related procedures and program continue to protect workers from workplace violence.

6. DOMESTIC VIOLENCE:

- (1) The Chief of Police shall ensure that measures are in place to address the risk of domestic violence in the workplace.
- (2) The Chief of Police shall take every precaution reasonable in the circumstances for the protection of a member where another member becomes aware or ought reasonably to be aware of domestic violence that would likely expose a member to physical injury that may occur in the workplace.

7. WORKPLACE HARASSMENT PROGRAM:

- (1) The Chief of Police shall, in consultation with the Joint Health and Safety Committee, develop and maintain a program to implement the workplace harassment procedure as prescribed by the *Occupational Health and Safety Act*.
- (2) The Chief of Police shall ensure the program includes, but is not limited to the following:
 - (a) Measures and procedures for members to report incidents of workplace harassment to the employer or supervisor;
 - (b) Measures and procedures for members to report incidents of workplace harassment to a person other than the employer or supervisor, if the employer or supervisor is the alleged harasser;
 - (c) Set out how incidents or complaints of workplace harassment will be investigated and dealt with;
 - (d) Set out how information obtained about an incident or complaint of workplace harassment, including identifying information about any individuals involved, will not be disclosed unless the disclosure is necessary for the purposes of investigating or taking corrective action with respect to the incident or complaint, or is otherwise required by law;
 - (e) Set out how a member who has allegedly experienced workplace harassment and the alleged harasser, if he or she is a member of the Service, will be informed of the results of the investigation and of any corrective action that has been taken or will be taken as a result of the investigation; and
 - (f) Any prescribed elements.
- (3) The Chief of Police shall ensure that members are provided with information and training with respect to the content of the procedure and program with respect to workplace harassment and any other information that is prescribed by law.
- (4) The Chief of Police shall ensure that a review is undertaken of the Workplace Harassment Program as often as necessary and at least annually.

8. **DUTY TO DISCLOSE PERSONAL INFORMATION:**

- (1) The Chief of Police shall ensure that a member receives information, including personal information, related to a risk of workplace violence from a person with a history of violent behaviour if the member can be expected to encounter that person in the course of the member's work, and the risk of workplace violence is likely to expose the member to physical injury.
- (2) The Chief of Police shall ensure, if the circumstances require the disclosure of personal information, that no person in authority discloses more personal information that is reasonably necessary to protect the member from physical injury.
- (3) The Chief of Police shall ensure that any disclosure of personal information is in compliance with the provisions of the *Police Services Act* and the *Municipal Freedom of Information and Protection of Privacy Act*.

9. **TRAINING:**

The Chief of Police shall provide information, instruction and training on the factors that contribute to workplace violence, including but not limited to:

- (1) The nature and extent of workplace violence and how members may be exposed to it;
- (2) The communication systems established to inform members about workplace violence;
- (3) Information on what constitutes workplace violence and on the means of identifying the factors that contribute to workplace violence;
- (4) The workplace violence prevention measures that have been developed; and
- (5) The Service's procedures for reporting on workplace violence or the risk of workplace violence.



10. **REPORTING:**

The Chief of Police shall report to the Board, on an annual basis, on

- (1) The effectiveness of the Workplace Violence and Workplace Harassment Programs including the total number and type of complaints received and the disposition of such complaints; and
- (2) The total number and types of complaints ordered investigated pursuant to an order received under Section 55.3(1) of the *Occupational Health and Safety Act* and the associated expenses.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 14, 2016
PUBLIC	
SUBJECT: SUCCESSION PLANNING	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Leadership Development and Career Advancement	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board adopts Succession Planning Policy GSPSB – POLICY 028.

BACKGROUND

Pursuant to the *Police Services Act*, the Board is responsible for ensuring that sufficient persons are employed by the Police Service for the purposes of carrying out the functions of the Police Service. The Board relies on the Chief of Police to ensure effective succession planning throughout the Service.

The 2015 to 2017 Succession Planning Policy GSPSB-028 sets out a commitment to our members with a goal to implement leadership development training and accomplishment recognition to encourage career advancement.

.../2

CURRENT SITUATION:

This policy has been created to provide direction to the Chief of Police with regard to executive succession planning to ensure the development of executive leadership and leadership capability within the police service. The policy is in keeping with and supports current practices within the organization as noted with the promotions of Superintendent Weber, Inspectors Chapman, Despatie, and Somerset and Civilian Managers, Carrie-Lynn Hotson in Human Resources and Professional Development, most recently, Paul Notman in Information Systems.

It is the goal of the Greater Sudbury Police Services Board to develop leadership capacity within the organization. A robust and targeted executive succession management plan is necessary to ensure the development of a pool of qualified leaders who are able to step into executive positions both in the short term and on a permanent basis, and promote business continuity to protect the Board from the sudden loss of the services of the executive. This policy applies to the executive positions of Chief of Police, Deputy Chief of Police, CAO, and Members of the Leadership Team.

Attached is Policy GSPSB-028 titled Succession Planning for the Board's review and approval.



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: SUCCESSION PLANNING	NUMBER: GSPSB – POLICY 028
ORIGINATING DATE: September 21, 2016	REVISED DATE:
REPORTING REQUIREMENTS: Annual	

1. **POLICY STATEMENT:**

- (1) Section 31(1)(c) of the *Police Services Act* states that the Board shall establish policies for the effective management of the police force. This policy was created to provide direction to the Chief of Police with regard to executive succession planning to ensure the development of executive leadership and leadership capability within the police service.
- (2) It is the goal of the Greater Sudbury Police Services Board to develop leadership capacity within the organization. A robust and targeted executive succession management plan is necessary to ensure the development of a pool of qualified leaders who are able to step into executive positions both in the short term and on a permanent basis, and promote business continuity to protect the Board from the sudden loss of the services of the executive. This policy applies to the executive positions of Chief of Police, Deputy Chief of Police, CAO and Members of the Leadership Team.

2. **GENERAL:**

- (1) Pursuant to the *Police Services Act*, the Board is responsible for ensuring that sufficient persons are employed by the Police Service for the purposes of carrying out the functions of the Police Service. The Board relies on the Chief of Police to ensure effective succession planning throughout the Service.
- (2) Accordingly, the Chief of Police shall ensure that there is an executive succession management plan that:
 - (a) Identifies factors influencing the succession environment (e.g. forecasted retirement eligibility, availability of talent pools).
 - (b) Identifies individuals with executive leadership skills, leadership capability and growth potential.
 - (c) Provides development opportunities for executive leadership candidates, including but not limited to: formal training (such as university programs); executive courses

and informal/experiential opportunities (such as acting assignments, stretch assignments, secondments, lateral transfers, special projects, coaching/mentoring).

- (d) Provides comprehensive plans in order to protect the Board from sudden loss of the Chief and other executives. The Chief shall ensure that a plan for business continuity is in place and that at least two other executives are familiar with Board and Chief issues and processes, and shall have appropriate records and documentation that would facilitate continuity of operations.
- (e) Complies with the Greater Sudbury Police Service's commitment to equal opportunity employment and respect in the workplace.

3. MONITORING REQUIREMENTS:



At the mid-point of the Business Plan, in conjunction with the Board, the Chief shall assess the effectiveness of the Executive Succession Management policy with respect to the senior executive positions for both emergency situations and long term planning, and identify any areas that require amendment or additional support.

4. REPORTING REQUIREMENTS:

- (1) As part of the overall succession plan, the Chief of Police shall report annually to the Greater Sudbury Police Services Board the Executive Succession Management Plan for the positions of Chief of Police, Deputy Chief, CAO and Members of the Executive Leadership Team. Such report shall include:
 - (a) The factors influencing the succession environment.
 - (b) A list of candidates under development.
 - (c) The activities underway to build their skill and competency base.
 - (d) Plans established to contend with the sudden loss of the Chief and other executives to ensure continuity of operations.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 14, 2016
PUBLIC	
SUBJECT: RETURN OF FOUND PROPERTY	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Mobilizing and Engaging Our Community Goal: Public Involvement and Communication	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the return of the following found property to the finder:

**Utility Trailer
Incident # SU16020872**

BACKGROUND:

According to Board Bylaws and Policies, the procedure for unclaimed property in possession of the police service is as follows:

The Greater Sudbury Police Service has a legal responsibility to ensure that property in possession of the Service that is unclaimed is dealt with in accordance with the provisions of the *Police Services Act*.

.../2

With the exception of firearms, the Police Services Board shall have the authority to return property to the finder upon request, provided the property has been in the possession of the Service in accordance with the timelines specified in the *Police Services Act*. Each request shall be considered independently and shall not be precedent setting.

Money shall be deposited in an account designated by the Board following the statutory waiting period where the Owner is not known and the Finder has not made a claim for the money.

Found money shall not be returned to the Finder where there is evidence it represents proceeds of crime or where there is any legislative provision or public policy affecting the Finder's right to possession, otherwise the money shall be retained in accordance with the Policy.



CURRENT SITUATION:

The Board has received a letter from the finder requesting the return of found property.

Having considered the requirements under the *Act* and efforts to locate the rightful owner, it is recommended that the property be returned to the finder.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION AND ACTION	DATE: September 14, 2016
PUBLIC	
SUBJECT: OAPSB SURVEY – PSA AMENDMENTS	
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: FOR INFORMATION AND ACTION

BACKGROUND:

The Ontario Association of Police Services Boards (OAPSB) circulated a survey on September 6, 2016 to solicit Board input into priorities for amendments to the Police Services Act. Each Board has been asked to complete one copy of the survey and to submit responses by the end of the month.

CURRENT SITUATION:

The survey was circulated by way of email to the Board and Chief. Chief Administrative Officer shall coordinate the responses of members for submission to the OAPSB. Many of the themes and questions within the survey are aligned to the priorities outlined by the Board in earlier communication to the Minister.

The Board's insights into these questions will assist in the completion of the survey response being compiled by the Ontario Association of Police Services Boards. A united voice response will be compiled and circulated back once finalized.

**Ontario Association of Police Services Boards
Police Services Act Survey**

A. Generally speaking, rank in order of importance the following priorities for PSA legislative reform (1 is most important, 5 is least important.)

	1	2	3	4	5	n/a
1 Strengthening police governance						
2 Facilitating alternate service delivery options, including outsourcing						
3 Mandating police cooperation with other health and social agencies						
4 Improving police oversight (OIPRD, OCPC, SIU)						
5 Modernizing labour relations (for example: arbitration, suspensions without pay, etc.)						

B. Please specify your Board's views on these proposals for PSA legislative reform:

	Agree	Disagree	N/A
1 The safety of our communities should be legislatively recognized as a foundation for social wellbeing and economic prosperity.			
2 Engaging the public and community groups on an ongoing basis should become a more entrenched feature of police governance.			
3 The Police Services Act needs to instill a greater degree of public representation into governance processes.			
4 The Police Services Act must provide greater precision and clarity regarding the roles of Boards and Police Chiefs.			
5 There should be mandatory training for new Board members on what is expected of them, and what constitutes misconduct.			
6 There should be mandatory training for Boards on how to govern as a team.			
7 There should be performance standards for Boards.			
8 Boards should be evaluated against governance performance standards (rather than today's Adequacy Standards for Boards).			
9 OPP cost estimates/budgets should be approved by Section 10 Boards who then submit them to the municipal government.			
10 The majority of Board members should continue to be appointed by the local municipality (rather than the Provincial Government.)			

11	All appointments to Police Boards should be subject to a background check that provides evidence of suitability (standards of which must be established province-wide.)			
12	The Police Chief should be able to suspend, without pay, Officers charged with egregious offenses/misconduct.			
		Agree	Disagree	N/A
13	<u>Processes</u> regarding police officer misconduct need to be simplified and more reflective of general labour practices in Ontario.			
14	<u>Penalties</u> for officer misconduct, up to an including dismissal, need to be simplified and more reflective of general labour practices in Ontario.			
15	Post secondary education (i.e. college and/or university) should be a prerequisite to becoming a police officer.			
16	Police Officers should be professionally accredited, like lawyers, accountants, engineers, etc.)			
17	Today's generalist model of police organization (general patrol, general investigation) needs to become more specialized, in order to address new and emerging threats such as cybercrimes.			
18	Police Board decision-making needs to be evidence-based, and Boards must be ensured the timely provision of relevant decision information.			
19	Outcome-based performance metrics for police need to replace today's process/resource/activity-based/Adequacy Standards.			
20	Police Boards should have the authority to lay-off police and civilian employees, not OCPC.			
21	The government must specify what police functions must be performed by a police officer, and only a police officer. Police Boards must be legislatively authorized to determine who will fulfill non-core functions in their community.			
22	Human Resources, Finance and Legal advisors should be excluded from bargaining unit (Association) membership, like Chiefs and Deputy Chiefs.			
23	All uniformed and civilian police management should be excluded from bargaining unit (Association) membership, like Chiefs and Deputy Chiefs.			
24	Boards should be <u>allowed</u> to delegate the bargaining process to professionals not on the Board.			
25	Boards should be <u>expected</u> to delegate the bargaining process to professionals not on the Board.			

26	Arbitrators should be compelled to consider non-police comparators, such as a municipality's non-police employee groups, in their determinations.			
----	---	--	--	--

		Agree	Disagree	N/A
27	Arbitrators should be compelled to explain how and to what extent mandatory factors were considered in rendering their decisions, and mandated to duly consider all legislated decision factors.			
28	Police Boards should approve bargaining mandates and ratify collective agreements; collective bargaining itself should be conducted by (police) management, with external assistance as required (like every other sector in Canadian society).			
29	Police Boards, through community engagement and surveys, should be determining the strategic outcomes and limitations for policing in the community; police chiefs should be developing action plans to achieve those outcomes within those limits.			
30	Police Board member selection should be based on fulfillment of required governance competencies as determined by the Ministry.		X	
31	Police Board member selection should be based on fulfillment of required governance competencies as determined by each police board.	X		
32	Police recruits should complete an accredited post-secondary program prior to selection as a police recruit (like teachers, nurses, etc.)			
33	Mandatory board training should be the responsibility of the provincial government.			
34	The provincial government should accredit and fund Board training developed and delivered by OAPSB on the government's behalf.			
35	Board members must have sufficient understanding of public safety issues to collectively make decisions regarding strategic direction for the police service.			
36	Progression through the constable classes (4th, 3rd, 2nd, 1st) needs to be slowed down, and not just based on "time served".			
37	Boards should appoint special constables within their jurisdiction, rather than just 'recommend' for Provincial Government approval.			
38	Boards should have the flexibility and authority to select a composite of service providers from a variety of suppliers - police and non-police, public and private sector-based.			
39	There should be a standardized MOU between a special constable employer (e.g. college, transit system, etc.) and the police board that appoints them.	X		

40	Oversight of special constables should be similar to oversight of police officers, as both may use force against other people in certain circumstances.			
----	---	--	--	--

	Agree	Disagree	N/A
41 Board roles must be clarified before prescribing board composition, member competencies, training, etc.)			
42 Boards exist to govern resources, not manage them; human resource management should be delegated to the Chief/Detachment Commander.			
43 Board policies need to specify what the police service/detachment is to achieve, not how it functions.			
44 Boards need to evaluate how well the overall police service performs, not just the Chief.			
45 Police budgeting needs to reflect programs, not "lines", in order to be able to show the value to the community.			
46 Boards need to be larger, in order to perform all their governance duties, and better reflect community diversity.			
47 Board training needs to be developed and delivered by people that understand governance, and can teach.			
48 Boards must have direct access to the information and independent expert assistance/advice they need to fulfill their roles and responsibilities.			
49 Reading legislation to new Board members is not adequate training.			
50 Board training needs to develop critical thinking, analysis and decision-making skills.			
51 OPP Boards should have a say in the Provincial Government's mandate for OPP collective bargaining.			
52 " <u>Coordinated</u> " bargaining amongst police employers should continue.			
53 Bargaining police collective agreement should be " <u>centralized</u> " in Ontario			
54 Section 10 (OPP) Boards should be amalgamated at the county/district level, and larger, for greater influence, to best serve the community.			
55 Section 10 (OPP) Boards should be amalgamated at the Detachment level, to simplify oversight for the Detachment Commander.			
56 Geography should be a key factor in determining whether or not to amalgamate Section 10 (OPP) Boards, especially in Northern Ontario.			
57 Board members need to be compensated in accordance with the importance and gravity of their roles and responsibilities.			

C. Are there any additional Police Act issues that you think needs to be addressed?

--

D. Please verify that your entire Board participated in this survey, as requested.

Yes they did

No they did not.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 14, 2016
PUBLIC	
SUBJECT: BOARD TRUST FUND REQUEST FOR FUNDING	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Crime Prevention and Intervention	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

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

\$1,500 in support of Cops to Conquer Cancer

\$600 in support of 2016 GSPS Easter Seals Power Play Team

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:

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

2016 Cops to Conquer Cancer

The Greater Sudbury Police Tactical Unit is fully committed to raising money for cancer research and to assist those affected by cancer. The Tactical Road Hockey Team volunteers their time to participate in charity games and fundraising events throughout the year. Money raised will be used to grant wishes for local kids with cancer through the Children’s Wish Foundation. Every wish requires

The Team is seeking assistance to purchase signs, and give-aways showcasing the ‘Cops to Conquer Cancer’ logo for use at fundraising events.

2016 Easter Seals Power Play Tournament

Easter Seals Ontario is dedicated to helping children and youth with physical disabilities achieve their full individual potential and future independence.

Teams are gathering in communities throughout Ontario to take part in the annual 4-on-4 street hockey tournament in support of Easter Seals on Saturday September 17, 2016 at Wacky Wings Restaurant in Sudbury. A team consisting of six officers is being entered on behalf of the Service. The group has competed for over twelve years.

COPS TO CONQUER CANCER







2015





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 14, 2015
PUBLIC	
SUBJECT: 2016 POLICE SERVICES BOARD MEETING SCHEDULE UPDATE 2017 PROPOSED MEETING SCHEDULE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR DISCUSSION AND APPROVAL

THAT the Board approves the revised meeting schedule for the balance of 2016 as follows:

October 2016 TBD
November 23, 2016
December 14, 2016

BACKGROUND:

The Greater Sudbury Police Services Board meetings are regularly scheduled on the third Wednesday of each month with a start time of 4:00 p.m. for the Public session. Meeting locations may be changed 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. Board Schedules are prepared in advance and are adjusted according to conflicts that arise or need.

.../2

SUBJECT: 2016 POLICE SERVICES BOARD MEETING SCHEDULE UPDATE 2017 PROPOSED MEETING SCHEDULE	Page 2
---	---------------

CURRENT SITUATION:

The 2016 Board Meeting Schedule has been revised due to scheduling conflicts that have arisen.

Also attached is the proposed 2017 for consideration of the Board. The June meeting date was changed to accommodate the 2017 City of Greater Sudbury Council Schedule.

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 14

MEETINGS IN JULY AND AUGUST SCHEDULED AS REQUIRED

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



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 14, 2016
PUBLIC	
SUBJECT: CANADIAN ASSOCIATION OF POLICE GOVERNANCE ANNUAL MEETING AND 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: VERBAL UPDATE

BACKGROUND:

The Canadian Association of Police Governance held their Annual General Meeting and Conference in Ottawa August 12-14, 2016. Board Chair Caldarelli, Vice Chair Vagnini, and CAO Sharon Baiden were in attendance.

CURRENT SITUATION:

An update on conference proceedings will be provided at the meeting of September 21, 2016.

GREATER SUDBURY POLICE SERVICES BOARD

REPORT FROM THE

CHIEF OF POLICE



September 2016

LEGISLATIVE UPDATES:

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

Work has continued throughout the summer on responding to the requirements under Ontario Regulation 58/16. The Ministry finalized a Master Trainer Course was finalized and on August 23 and 24, our lead trainer received his designation and will now be responsible for developing Frontline Trainers for North Bay, Sault Ste. Marie and Timmins. Sudbury will also be responsible for training members of Espanola Police Service. The training is very robust and includes and online, classroom lecture and practical exercises. The Service will be training the entire Service on the Regulatory requirements prior to December 31, 2016.

Additional work is still underway for Verification, Records, IT Branch and Chiefs.

The Ministry has also advised that they will be responsible for a province-wide strategy to educate the public, is required which we expect more to follow.

Ministry Legal has provided some commentary on the OACP Best Practice Documents. Feedback is being review and ongoing meetings are occurring.

A special meeting was held with the Multicultural and Race Relations Advisory Committee to provide an overview of the legislation and to seek insight and guidance on implementation.

CRIME SEVERITY INDEX AND CRIME RATE FOR GREATER SUDBURY IN 2015

On July 20, 2016, Statistics Canada released the Police-reported Crime Statistics for 2015. The statistics are based on the Crime Severity Index and Crime Rates broken down by province and by census metropolitan area. The Crime Severity Index is a measure of police-reported crime that reflects the volume and seriousness of offences in a specific geographic area and the Crime Rate measures the volume of police-reported crime in relation to the population.

For the first time in 12 years the Crime Severity Index and Crime Rate increased in Canada. Ontario's Crime Severity Index increased by 2%, however, Greater Sudbury had the second largest percentage decreases in Ontario in both the Crime Severity Index (-3%) and Crime Rate (-5%) in 2015.

The Service continues to credit much of the decrease through our team-based approach to safety, security and wellness. Our numerous community partnerships with citizens and businesses continue to demonstrate a Commitment to Community Safety and Well-being by showing respect, vigilance and tranquility. Our Notification of Community Crime (NOCC) campaigns clearly are yielding positive results through members and volunteers going out in neighborhoods to provide information on preventive measures in order to reduce the risk of being targeted for non-violent crimes.

The most significant decrease seen in Greater Sudbury is with respect to the Property Crime Rate which decreased by 10%. Home, property and business owners have been more vigilant with their security and crime deterrent systems in order to protect their investments.

OACP CONFERENCE 2016 - OVERVIEW

Chief Pedersen and Deputy Chief Lekun attended the 2016 Ontario Association of Chiefs of Police Annual Conference. This year's theme was Building Stronger Foundations. Several excellent topics were presented including Mental Health and Wellness with a focus on family members, Pride in Policing, Culture and Inclusivity, Human Rights, Trends and Issues in Police Discipline, Special Investigations Unit, LEAN Six Sigma, Opportunities for Continuous Improvement and Intelligence Led Public Safety. In addition, there was an excellent presentation on Niagara Police Services New Police Headquarters Project. Some excellent information was presented.

2016 CACP ANNUAL CONFERENCE

Chief Pedersen attended the Annual Canadian Association of Chiefs of Police Conference in Ottawa in August. A number of excellent topics were addressed. There was a joint session with the CAPG delegation on Police Governance which highlighted transforming policing and civilian police governance and the need to debate what the burning issues for each entity by bringing forward ideas. The CACP Executive Global Studies 2016 team outlined their findings arising from a 15-country study into the patterns of globalization and trace its real and potential impacts on public trust and confidence in policing. An excellent session was presented on Cybercrime and the new requirements for policing. Other topics covered included private/public partnerships in policing, transformative IM/IT Investments that strengthen frontline operations in Ottawa the result of a 42 million dollar investment, trends in police research and alternative service delivery models in policing.

EVENTS:

Throughout the summer, the Service participated in several events throughout the community including:

- ✓ **Canada Day Celebrations**
- ✓ **PRIDE** events – flag raising, BBQ, Parade
- ✓ **Capreol Days** – GSPS was in attendance with various displays
- ✓ **Rick and Dan McDonald Golf Tournament** supported jointly by the Service and Police Association to raise funds for youth activities and programs.
- ✓ **Kids, Cops and Canadian Tire Fishing** was held on July 8. This event could not be possible without the tremendous partnerships including sponsorship from Fish For Ever - Kids, Cops and Canadian Tire Fishing Days, the Police Association of Ontario, Pro Bait and Tackle, Ramakko's, Kal Tire, Canada Brokerlink and the Chief's Youth Initiative Fund. The day promotes parents and other adults establishing productive and healthy relationships with children through fishing. Police Officers spend their entire career protecting children. This program is a perfect way for kids to learn that these dedicated men and women care about them as individuals, not as potential young offenders. The day provided yet another opportunity to reach out to our community and participate in local events, especially those involving youth. Positive interactions with Officers allow our youth to establish relationships of trust and respect.
- ✓ **Law Enforcement Torch Ride** saw a number of motorcycle enthusiasts ride to Manitoulin Island in support of Special Olympics Ontario.
- ✓ **Lions' Eye in the Sky 20th Anniversary**
Celebrations were held on July 7 honouring twenty years of our Closed Circuit television system which has been a great adjunct to policing our City
- ✓ **Northern Lights Festival**
- ✓ **National Drowning Prevention**
- ✓ **KISS 105.3 Sleeptime Project** Chief Pedersen read a children's book to be recorded and posted to the KISSudbury.com website and Facebook page. The purpose of this project is to promote healthy sleeping habits for children by encouraging reading before bedtime.
- ✓ **Annual Emergency Service Workers Barbeque** to pay tribute to emergency services workers compliments of MPP Glenn Thibeault was held on August 28. Members of the marine unit, tactical unit, police vehicles, displays and police personnel were on hand for the celebrations.
- ✓ **Caribou Run** – The Service assisted with the 5km run from GSPS down the Kingsway with Caribou Legs. This is a run across Canada dedicated to raising awareness for Murdered & Missing Aboriginal Women.

CHEQUE PRESENTATION

On August 9, a cheque presentation was made to the Chief's Youth Initiative Fund by Mrs. Lily Fielding. The money was donated on behalf of Kivi Park as thanks for Our Shared Commitment to Community Safety and Well-being. The Greater Sudbury Police Service received \$15,000 which will be used for youth related activities in accordance with the Chief's Fund. Additionally, NEO Kids Foundation will receive \$35,000 was presented with in honour of our Emergency Services partners, Fire and EMS.

PUBLIC EDUCATION AND AWARENESS:

Lock It or Lose It

With the warmer temperatures that come with the summer so to come increased complaints regarding theft from vehicles. The Services used the opportunity to provide Lock It or Lose It tips to assist in preventing these crimes of opportunity from occurring.

W18

W18 is a powerful new drug that presents more of a threat than fentanyl. A drug alert has been created and outreach workers from the Community Drug Strategy will be handing out information sheets to people on the streets. This is being supported by officers as well.

Pokeman Go

This very popular game prompted public education and urging for safe playing. The propensity for being distracted while playing this game is high and it has been important to utilize our media outlets to remind citizens of the potential hazards.

Operation Dry Water

Numerous marine patrols were conducted on area lakes to raise awareness of boating safety and to reduce alcohol related deaths.

Citizen Online reporting

A significant effort has gone in to educating the public on the online reporting which allows citizens to submit incident reports 24-hours a day from the comfort of their own home, business or business or on-the-go through a smart-device. For a number of years this tool has been available to report incidents involving:

Theft Under \$5,000,
Theft from Vehicle,
Mischief to Property Under \$5,000,
Mischief to Vehicle Under \$5,000,
Lost/Stolen Property, and
Lost/Stolen Licence Plate

This summer a number of new features were added that expand the capacity of the system to provide for reporting:

Fraud Under \$5,000

Graffiti

Road Watch and Safe Driving Concerns

This system has proven effective for citizens to connect to the Police at their convenience without having to wait until Officers are free from emergency duties.

ROAD WATCH©

This summer saw the launch of ROAD WATCH©. This program involves local citizens being encouraged to identify concerning driver behaviour. When a situation of aggressive or dangerous driving is observed, the complainant fills out the Citizen Report Form either by paper or online. This should be done keeping in mind one's own personal safety and waiting for the opportunity to document the specific details on the form.

The ultimate goal of ROAD WATCH© is to reduce vehicle collisions, injuries and fatalities through awareness of road safety, education and enforcement. The program allows citizens to report unsafe driving anonymously.

The Greater Sudbury Police Service takes road safety very seriously and aggressive driving is not tolerated. Safe vehicle handling is the responsibility of all drivers and the goals of the program by practicing good driving, being considerate of others and promoting road safety at every opportunity.

Once a submission is received by the Police Community Response Centre Coordinators, the information will be verified and reviewed, a letter will be sent to the owner of the vehicle outlining the date, time and location of the incident. If the PCRC Coordinators receive a second incident report involving the same suspect vehicle, a second letter will be sent indicating a second offence. Upon the receipt of a third incident report, an Officer will be assigned to further the investigation.

EQUIPMENT ISSUES:

- ✓ Baseball caps have now been authorized for officers assigned to uniform patrol. The feedback from the membership has been very positive.
- ✓ A plan is now underway to issue two styles of footwear – one for winter and one for summer.
- ✓ Carbine rifles were ordered and have been received. Training to launch the program will roll out this fall.

KANAWAYHITOWIN FACILITATOR TRAINING

On August 19, two male youth were honoured for winning artist of the “Looking Ahead to Build the Spirit of our Women-Learning to Live Free From Violence” Project logo. The training session was developed to train community –based facilitators on the on the goals, objectives and key messages of the Kanawayhitowin Community Action Campaign specifically to prevent and reduce woman abuse in the Aboriginal community.

Mandaago Osawamick and Angus Elliott were honoured for their logo submissions. In May there was a youth logo contest for a project logo, widely advertised and splashed all over social media. The youth that were interested were asked to submit a piece that spoke to them around the title of the Project. These two young men submitted separated art pieces with both logos being chosen.

NUISANCE BEARS:

I am pleased to report that the significant efforts that were initiated to stem nuisance bear problems have had a considerable impact this year. By comparison to 2015, bear calls were down by 46%. The Bear Line specifically which was introduced as an alternative reporting means has proven very successful.

BURST YOUTH LEADERSHIP CAMP:

A leadership camp was pilot tested during the summer with a number of students. The results were excellent and next year the plan will be to run a full camp for at-risk youth.

EMERGENCY MANAGEMENT:

Exercise Stalwart Responder

The Service had the opportunity to participate in emergency response exercise led by the Canadian Armed Forces. This provided an excellent opportunity for responders to test their responses, training, communication, incident management systems and effectiveness.

Community Emergency Notification System:

Throughout the summer staff worked with City Officials, Vale and other emergency management service providers to establish a mass communication system to improve public notification during a community crisis or safety hazard.

HEALTH AND SAFETY CONCERNS

On August 2 mould was detected in the dry-wall in the computer lab at District #2 Lionel E. Lalonde Centre. The Health & Safety Committee initiated an immediate investigation. The affected workspace was cordoned off with a vapour barrier to isolate the area and remediation was initiated. As at this date, repairs to the area are complete and the area has been cleared for business use once again.

Air quality testing was conducted and levels found were to be of no concern and as such the exposure to mould as a health issue is very remote. The airborne mould testing conducted through Golder Associates found the levels to be very low and in fact lower inside the affected areas at LEL when compared to that found outdoors. The outdoor test acts as the control sample against mould found in the workplace.

NEW INITIATIVES:

Victims of Crime Strategies

Human Trafficking Strategy continues to evolve and is now referred to as the Counter Exploitations Strategy which will look to establish a Police Advisory Committee.

Sudbury and Area Victim Services

Relationships with SAVS are being strengthened to assist victim of crime. A new protocol is being established which will assist in appropriate referrals.

Aboriginal Women Violence Prevention Program

Our “Looking Ahead to Build the Spirit of Our Women – Learning to Live Free From Violence” project is well underway. The Service and N'Swakamok are working proactively to address violence against women and to develop strategies to address the issue. Lisa Osawamick has been hired as the Aboriginal Women Violence Prevention Coordinator (AWVPC) and she is responsible for implementing community based strategies looking at the prevention and the education of historical and current violence that affects aboriginal women and girls today. The work of the AWVPC will also aim at developing a proactive approach to help prevent aboriginal female youth from entering high risk situations and to improve the police services response to such incidents.

“We Are” Project – Members of the Service participated in a project that supports the LGBTQ2 community. The project was showcased during Pride Week

INFORMATION SYSTEMS MANAGER:

Our long serving Manager of Information System Brett Lavigne retired after a distinguished 30 year career. We were pleased to announce the appointment of Paul Notman to this role. Paul has been with the Services for over ten years and brings a wealth of experience and knowledge to the position.

SUMMER STUDENT PROGRAM:


The Service had another very successful summer student employment program. High School, College and University students were assigned a variety of roles and jobs throughout the Service gaining valuable on the job development skills for their chosen field of study.

2016 BUDGET PREPARATION:

Staff are currently preparing the 2016 operating and capital budgets. Special meetings will be set for October to discuss and present operating and capital requirements for the upcoming period.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 14, 2016
PUBLIC	
SUBJECT: ORDER OF MERIT – DEPUTY LEKUN	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Service	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

The Order of Merit of the Police Forces was created in October 2000 to recognize conspicuous merit and exceptional service by members and employees of the Canadian police forces whose contributions extend beyond protection of the community.

The Order of Merit honours a career of exceptional service or distinctive merit displayed by members of the Canadian Police Services, and recognizes their commitment to this country.

CURRENT SITUATION:

The Greater Sudbury Police Service is proud to announce that Deputy Chief Allan Lekun has been appointed Member of the Order of Merit of the Police Forces by His Excellency the Right Honourable David Johnston, Governor General of Canada.

The investiture and ceremony took place September 16, 2016 at Rideau Hall in Ottawa.

I invite the Board to join me in congratulating Deputy Chief Lekun on t his very honourable and prestigious recognition.