



**GREATER SUDBURY POLICE SERVICES BOARD**  
**MONDAY December 18, 2017 4:00 P.M.**  
**Police Headquarters, Alex McCauley Boardroom, 5th Floor**

**PUBLIC AGENDA**



<b>Item #</b>		<b>Motion</b>	<b>Page (s)</b>
1	<b>Motion to Meet IN CAMERA</b>	<b>Motion</b>	
2	<b>Matters Arising from In Camera Session</b>		
3	<b>Roll Call</b>		
4	<b>Declarations of Conflict of Interest</b>		
5	<b>Adoption of Minutes - November 20, 2017</b>	<b>Motion</b>	
6	<b>Consent Agenda</b>	<b>Motion</b>	
	<b>Events</b>		
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	<b>Board Correspondence</b>		
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7	<b>Accept Discussion Agenda - December 18, 2017</b>	<b>Motion</b>	
8	<b>Reports</b>		
	2017 Accessibility for Ontarians with Disabilities Act	<b>Motion</b>	6 - 13
	2017 Fees for Service	<b>Motion</b>	14 - 18
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	- 2017 Louis Street Christmas Festivity		
	- 2018 Living the Dream Gala		

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15	<b>Board Member Recognition</b>	
16	<b>Date of Next Meeting</b>	
	Next meeting THURSDAY January 11 , 2018	
17	<b>Adjournment</b>	<b>Motion</b>



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: December 11, 2017
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2018 SUDBURY RAINBOW CRIME STOPPERS MONTH</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Mobilizing and Engaging Our Community <b>Goal:</b> Building Sustainable Networks	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

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

#### **BACKGROUND:**

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



Sudbury Rainbow Crime Stoppers is one of the most effective programs in Canada. Since its inception, they have assisted law enforcement agencies to solve over 3,860 cases and recover over \$46 million dollars of stolen property and drugs. Crime Stoppers relies solely on the generosity of the community to operate programs and pay tipsters for information received.

#### **CURRENT SITUATION:**

January will be proclaimed as Crime Stoppers Month on Wednesday January 10, 2018 at 10:00 a.m. in the Alex McCauley Boardroom, 5<sup>th</sup> floor at Police headquarters. All Board Members are invited to attend.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> December 11, 2017
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>BOARD CORRESPONDENCE</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
<b>Recommended by:</b>  Sharon Baiden Chief Administrative Officer 	<b>Approved by:</b>  Paul Pedersen Chief of Police 

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

Correspondence was received from the Ministry of Community Safety and Correctional Services addressing the issue of the Board Member vacancy.

A copy is attached.

**Ministry of Community Safety  
and Correctional Services**

Office of the Minister

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

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

Bureau de la ministre

25, rue Grosvenor  
18<sup>e</sup> étage  
Toronto ON M7A 1Y6  
Tél. : 416-325-0408  
Télééc. : 416-325-6067



**NOV 16 2017**



MC-2017-2700

Mr. Michael Vagnini  
Chair  
Greater Sudbury Police Services Board  
190 Brady Street  
Sudbury ON P3E 1C7

Dear Mr. Vagnini:

I am writing to you regarding the provincial appointment process and the current vacancy on the Greater Sudbury Police Services Board.

Let me assure you that the appointment process to fill the current vacancy on your Board is underway. It is a priority of the Ministry of Community Safety and Correctional Services that board vacancies are addressed in a timely manner.

The ministry recognizes that police services boards play an essential role in building and maintaining strong partnerships between the police and our communities. As such, it is important that the appropriate time be taken to review the applications submitted, as well as conduct interviews and comprehensive background checks on applicants.

As you may be aware, the government has recently introduced the Safer Ontario Act, 2017 in the Legislature. The act aims to build safer, stronger communities and an effective, sustainable and community-based policing model for the 21st century. As part of the act, the government will be introducing legislation that includes mechanisms to help ensure that police services boards represent the diversity of the communities they serve. The ministry is proactively exploring opportunities to consider the diversity of police services boards during the process of making provincial appointments.

I am confident that with your support, we will continue to ensure that boards across Ontario are comprised of capable and committed members.



Sincerely,

A handwritten signature in black ink, appearing to read "M. Lalonde".

Marie-France Lalonde  
Minister



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: December 11, 2017
<b>PUBLIC</b>	
<b>SUBJECT: NOTES OF THANKS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Mobilizing and Engaging Our Community <b>Goal:</b> Building Sustainable Networks	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

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



A letter was received from Our Children Our Future thanking the Board for their donation to the 2018 Calendar of Life Campaign.

An email message was received from the Ministry of Community and Social Services thanking the Board for their donation to the 2017 'Keeping Them Warm Sudbury' program.

A letter was received from the Azilda Lions Club thanking the Board for their donation to the 2017 'Keeping Them Warm' program.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: December 11, 2017
<b>PUBLIC</b>	
<b>SUBJECT: NOTES OF APPRECIATION</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> Acknowledging Exceptional Efforts	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

**RECOMMENDATION: FOR INFORMATION ONLY**

### CURRENT SITUATION:

A letter was received from Our Children Our Future expressing their deep appreciation for support of the '2017 Winter Clothing Drive' with assistance from Sergeant Marc Guerin, Constable Cheryl Kennelly, and CSP Samantha Gaudette, Crime Prevention Coordinator. "Thank you so much for your commitment of time and energy. With your help, we have provided much needed winter clothing to many living in poverty in our community."



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> December 7, 2016
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT INTEGRATED ACCESSIBILITY STANDARDS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board accepts this *Accessibility of Ontarians with Disabilities Act, 2005 (AODA)* update for information.**

### BACKGROUND:

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

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

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

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

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

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

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

#### **CURRENT SITUATION:**

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

The attached 'Annual Accessibility Status Report 2017' outlines the activities and accomplishments the Greater Sudbury Police Service has undertaken towards inclusion and removing barriers of persons with disabilities. The plan is also posted on the corporate website and made available in an accessible format, upon request.



## ***Greater Sudbury Police Service Annual Accessibility Status Report 2017***

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

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

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

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

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

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

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

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

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

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

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

The following highlights the actions taken by the Greater Sudbury Police Service to comply within the five standards from January 1 to December 31, 2017. They are organized under the accessibility standards of the AODA.

## **2016 ACCESSIBILITY STATUS UPDATE:**

### **1. Accessibility Standards – Customer Service**

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

#### **Status Update:**

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

- Provided AODA Customer Service Training for all new members and volunteers.
  - **New:** (2017) Training to a total of 67 new volunteers, students, and new employees
  - (2016) Training to a total of 53 new volunteers, students, and new employees.
- Continue to review customer feedback and take appropriate action.
  - Feedback has been very favourable and Customer Service staff continue to hear that the public is pleased with the services available
    - A supply of prescription eye glasses and are available at the counter for public use
    - Staff offer to verbally assist members who identify with literacy disabilities. Staff have received and assisted over 15 requests this year
    - Larger print documents are available on request

### **2. Integrated Accessibility Standards – General Requirements**

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

### **Status Update:**

- **New:** (2017) Integrated Standards Training to a total of 68 new volunteers, students, and new employees
- Additional resources were made available to our members in our online ‘Accessibility’ folder including:
  - A large print library containing accessibility documents available to the public in 16pt, 16pt, and 20pt font
  - Audio formats library containing accessibility documents available to the public in audio format
- Provided AODA Integrated Accessibility Standards Training for all new members and volunteers.
  - Training to a total of 53 new volunteers, students, and new employees.

### **3. Integrated Accessibility Standards – Information and Communications**

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

### **Status Update:**

- Implementation a *Corporate Services Division S.O.P* outlining the procedure for ‘Providing Alternative Formats to Customers’.
- Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features.

### **4. Integrated Accessibility Standards – Employment Standards**

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

### **Status Update:**

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

- **New:** (2017) Acquirement of an Ergonomic Testing Area in the Human Resources Branch to ensure we properly meet the accommodation needs of applicants with disabilities
- **New** (October 2017) Participated in the March of Dimes Disability Mentorship Day. Provided GSPS with the opportunity to mentor a person with a disability, in order to introduce them to employment opportunities, and the skills needed to succeed in our organization.
- Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website
- Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration in order to provide or arrange for suitable accommodations as required.
- Continued notification to successful applicants of our policies for accommodating employees with disabilities
- Provided information regarding the provision of job accommodations during the Human Resources Orientation Program
- Continued the provision of an 'Employee Workplace Emergency Response Plan' to those employees who have informed Human Resources of their personal disability. This has also been added to the Return to Work process should a member need an Employee Workplace Emergency Response Plan.
- **2017-** One member identified a need to have a specific workplace emergency response plan.
- In conjunction with Acclaim Disability Management Services, progress has continued to:
  - Develop individual accommodation plans for employees with disabilities
  - Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations
- Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed

## **5. Integrated Accessibility Standards – Transportation**

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

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

The Accessibility Standards for the Built Environment was the last standard to become law and is also part of the Integrated Accessibility Standards. The Greater Sudbury Police Service is committed to ensuring that any new buildings and/or renovations will not create any new barriers for persons with disabilities. Furnishings throughout offices are designed and installed to meet specific member needs and to address accommodation requirements specifically.

### **Reviewing and Monitoring the Accessibility Plan**

The Greater Sudbury Police Service's Multi-Year Accessibility Plan will be reviewed and updated at least once every five years. In addition, an Annual Status Report will be completed to document the progress and measures taken to meet the requirements of the Integrated Accessibility Standards Regulation. This report represented a year 3 report on activities since originally approved.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> December 11, 2017
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2018 FEES FOR SERVICES</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**That the Greater Sudbury Police Services Board approves the amendment to ‘Schedule A’ of By-Law 2009-3 effective January 1, 2018.**

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

### BACKGROUND:

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

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

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

**CURRENT SITUATION:**

The Greater Sudbury Police Service has been advised that fee adjustment for 2018 shall be 3%. Schedule ‘A’ includes this increase with fees rounded to facilitate the exchange of money and will be effective on January 1, 2018.

A review of comparators of other police services fees has prompted changes to update the charges to align with others and to reflect actual operating costs.

Fees have been updated for the Record Check for Record Suspension required for Pardon Application, General Occurrence Report (GOR), Motor Vehicle Collision Report, and Officer’s Notebook Notes, Scanned Images, Photographs, and recordings.

**Record Check – Record Suspension (Pardon)**

A review of comparators of other police services fees shows that the average charged is \$60. A Record Suspension is a process that seals all of the Criminal Record. This process is an in-depth record check which includes all available information to be provided to the Parole Board of Canada to ensure that the full record is sealed. The fee will change from \$44 to \$60.

**General Occurrence Report**

A review of comparators of other police services fees shows that the average charged is \$60. The GOR report is reviewed and redacted along with any relevant Supplementary Reports that further describe and conclude the occurrence. The previous Synopsis at a cost of \$44 was has not been available since 2016. To cover the costs of the increased labour, the fee will change from \$44 to \$60.

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**Motor Vehicle Collision Reports (MVC)** – a review of other police services shows a range of fees with an average of \$50. There is a large demand for these reports and they require extensive time from the officer to complete, Collision Centre to enter the information online for MTO, Transcribers enter the report into RMS, and Customer Service then processes requests. The fee will change from \$44 to \$50.

**Officer Notebook Notes** – a review of other police services shows a range of fees with the average \$60. The process of retrieving notes can be very time consuming. The fee will change from \$44 to \$60.

**Scanned Images** – the process of retrieving notes can be very time consuming. A review of other police services shows a range of fees with the GSPS charge within the range. The fee will change from \$4 to \$5.

**Photographs – Hard Copy** – requests for scene photographs are processed and vetted through the Records Branch. The fee has been increased to reflect the work necessary to provide. The fee will change from \$4 to \$5.

**Recordings – Electronic Reproduction Disk – Audio/Video** – the cost for provision of these reports has been reviewed to reveal actual costs of labour and supplies. Requests for audio/video recordings are submitted through the Records Branch and sent to Technical Support for processing the electronic audio/video. Staff must review the information to determine if vetting is necessary. Any required vetting is completed through Technical Support then the file is copied on disk. These requests involve a lengthy process. The updated price covers the cost of the disk and the work involved to capture increased labour costs and ensure cost recovery. The fee will change from \$44 to \$60.

The updated fees are noted on the table below.

Record Check – Record Suspension (Pardon)	Updated	<b>\$60.00</b>
General Occurrence Report *	Updated	<b>\$60.00</b>
Motor Vehicle Collision Report *	Updated	<b>\$50.00</b>
Officer’s Notebook Notes *	Updated	<b>\$60.00</b>
Additional Cost per Scanned Image *	Updated	<b>\$5.00</b>
Photographs – Hard Copy – Cost per Image *	Updated	<b>\$5.00</b>
Recordings – Electronic Reproduction Disk – Audio/Video *	Updated	<b>\$60.00</b>

\*\*includes HST



## GREATER SUDBURY POLICE SERVICE FEE SCHEDULE

**Effective January 1, 2018 the fee for services provided by the Greater Sudbury Police Service as approved by the Police Services Board will be as follows:**

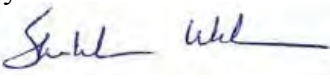

SERVICE	FEE	HST	TOTAL
Bingo / Lottery Applicant (cost per 2 Applicants / Organizations)	\$30.00	-	<b>\$30.00</b>
Criminal Record Check	\$25.00	-	<b>\$25.00</b>
Criminal Record Check – Volunteers and Students	\$16.00	-	<b>\$16.00</b>
Police Information Check	\$29.00	-	<b>\$29.00</b>
Police Information Check – Volunteers and Students	\$21.00	-	<b>\$21.00</b>
Police Vulnerable Sector Check	\$33.00	-	<b>\$33.00</b>
Police Vulnerable Sector Check – Volunteers and Students	\$25.00	-	<b>\$27.00</b>
Additional Original Criminal Record Checks	\$5.00	-	<b>\$5.00</b>
Record Check – Expedited – Additional Initial Processing Fee	\$5.00	-	<b>\$5.00</b>
Record Check – Expedited – Due on Completion	\$25.00	-	<b>\$25.00</b>
Record Check – Record Suspension (Pardon)	\$60.00	-	<b>\$60.00</b>
Digital Fingerprints – Record Checks	\$25.00	-	<b>\$25.00</b>
Digital Fingerprints – Employment / Adoption/ VISA / Pardon / Waiver	\$57.00	-	<b>\$57.00</b>
Digital Fingerprints – Federal Employment / Citizenship / Immigration	\$25.00	-	<b>\$25.00</b>
Digital Fingerprints – Volunteer and Student Record Check (no letter)	\$15.00	-	<b>\$15.00</b>
Destruction of Fingerprints and Photograph Application	\$40.00	-	<b>\$40.00</b>
False Alarm Reduction Program Registration – Residential / Commercial Under 3000 Square Feet	\$35.40	\$4.60	<b>\$40.00</b>
False Alarm Reduction Program Registration – Commercial Over 3000 Square Feet	\$53.10	\$6.90	<b>\$60.00</b>
False Alarm Reduction Program Registration – Hospitals, Health Care Facilities, Colleges, Universities	\$53.10	\$6.90	<b>\$60.00</b>
False Alarm Reduction Program Registration – School Boards	\$221.24	\$28.76	<b>\$250.00</b>
False Alarm Dispatch Fee – Registered in Program	\$66.37	\$8.63	<b>\$75.00</b>
False Alarm Dispatch Fee – Not Registered in Program	\$110.62	\$14.38	<b>\$125.00</b>
Agencies (Lawyers & Insurance Company requesting interview with officer - Fee per hour – Minimum 1/2 hour)	\$82.30	\$10.70	<b>\$93.00</b>
General Occurrence Reports	\$53.10	\$6.90	<b>\$60.00</b>
Motor Vehicle Collision Report	\$44.25	\$5.75	<b>\$50.00</b>

Motor Vehicle Collision Report Additional Information Contained on Report Back	\$24.78	\$3.22	<b>\$28.00</b>
Motor Vehicle Accident Reconstruction Report	\$2,132.74	\$277.26	<b>\$2,410.00</b>
Motor Vehicle Accident – Scale Diagram 3' X 4'	\$699.12	\$90.88	<b>\$790.00</b>
Motor Vehicle Inspection Report (per vehicle)	\$144.25	\$18.75	<b>\$163.00</b>
Motor Vehicle Accident Reconstruction Supplementary Report - Deposit	\$44.25	\$5.75	<b>\$50.00</b>
Motor Vehicle Accident Reconstruction Supplementary Report – Hourly Charge	\$26.55	\$3.45	<b>\$30.00</b>
Officer's Notebook Notes	\$53.10	\$6.90	<b>\$60.00</b>
Parade or Public Event Application	\$82.30	\$10.70	<b>\$93.00</b>
Photographs – Electronic Reproduction Disk – up to 10 photos	\$21.24	\$2.76	<b>\$24.00</b>
Additional Cost per Scanned Image	\$4.42	\$0.58	<b>\$5.00</b>
Photographs – Hard Copy – Cost per Image	\$4.42	\$0.58	<b>\$5.00</b>
Recordings - Electronic Reproduction Disk – Audio / Video	\$53.10	\$6.90	<b>\$60.00</b>
Additional Cost per Recording	\$44.25	\$5.75	<b>\$50.00</b>
Special Occasion Permit Letters	\$31.86	\$4.14	<b>\$36.00</b>
Witness Statement	\$24.78	\$3.22	<b>\$28.00</b>
Statistical Information (Fee per hour - 1/2 hour minimum)	\$82.30	\$10.70	<b>\$93.00</b>
<b>PAID DUTY FEES</b>	JAN 1, 2018	JULY 1, 2018	
Paid Duty Hourly Rate - Constable*	\$69.51 + HST.	70.41 + HST	
Paid Duty Hourly Rate - Sergeant*	\$78.93 + HST.	79.95 + HST	
Paid Duty Hourly Rate - Staff Sergeant*	\$87.41 + HST.	88.55 + HST	
Paid Duty Cruiser Fee Per Hour (Minimum 3 hour charge)	\$27.08 + HST.		
<b>Paid Duty Administration Fee</b>	<b>20% of total paid duty contract.</b>		

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



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: December 11, 2017
<b>PUBLIC</b>	
<b>SUBJECT: SPECIAL INVESTIGATIONS UNIT UPDATE</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> Increase Awareness and Improve Effectiveness	
Recommended by: Sheilah Weber Superintendent 	Approved by: Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receives this Special Investigations Unit (SIU) update for information.**

### BACKGROUND:

In April 2016, an injured person carrying a two by four was found walking on Paris Street. He advised the paramedics that he was going to walk into traffic to end it all. He was apprehended for his own safety.

During the apprehension, he became combative with the officer. He was brought to the ground in an effort to gain control and escorted to the ambulance where paramedics could attempt to sedate him and restrain him.

During the arrest, the individual suffered an injury. He was brought to hospital by officers and where medical staff confirmed he had one broken rib and his right lung had collapsed.

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As a result of the injury to the accused, the Special Investigations Unit was notified and invoked their mandate. SIU designated Respondent Officer and witness officers.

**CURRENT:**

In October 2017, the Special Investigation Unit advised that they had concluded their investigation and determined there were no grounds to proceed with criminal charges against the subject officer.

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 Section 11 Administrative Review Investigation is currently being conducted by the Professional Standards Bureau. 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.

Further updates will follow at the conclusion of the Section 11 investigation.



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> December 11, 2017
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Youth Crime Prevention Initiatives	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

**RECOMMENDATION:**

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

**\$500 in support of the 2017 Louis Street Community Association – Christmas Festivity**

**\$750 in support of the 2018 N’Swakamok Native Friendship Centre – ‘Living the Dream Gala’**

**BACKGROUND:**

Since 2002, the Board has maintained a Donations Reserve Fund that is utilized to assist in crime prevention initiatives at the discretion of the Police Services Board or those specifically targeted by the donor.

A component of this Fund is the Chiefs Youth Initiative Fund which was established for the exclusive purpose of providing financial resources to youth related initiatives within the community.

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When considering request for funds, the Board takes into account initiatives supporting community-oriented policing that involves a co-operative effort on the part of the Greater Sudbury Police Service and youth in the community, initiatives benefiting children and/or youth and/or their families, initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, and sponsorship of educational events.

**CURRENT SITUATION:**

Requests for funding consideration from the Chief's Youth Initiative Fund have been received.

**2017 Louis Street Community Association "Christmas Festivity"**

The Louis Street Community Association was formed to display a better image of social housing and to engage community members from the area. The Association's helped community members maintain a local garden, community clean-ups, beautification projects, and community watch.

In recognition of their hard work with the community group, Christmas stockings for 100 youth will be purchased, filled with small items, and given to the children of the community. The stockings will be distributed at a seasonal celebration. The 'Lighting of the Christmas Tree' event is planned for Friday December 15, 2017.

**2018 N'Swakamok Native Friendship Centre 'Living the Dream Gala'**

N'Swakamok Native Friendship Centre is a non-profit organization assisting Aboriginal people in the City of Greater Sudbury with programs and activities that serve their social, cultural, educational, and recreational needs.

The Friendship Centre will be celebrating 45 years of serving the urban Aboriginal people and will be hosting a 'Living the Dream' Gala on February 3, 2018. Proceeds will go directly to the N'Swakamok Board of Directors Scholarship Fund which awards grants to graduates of the N'Swakamok Native Alternative School to further their education through college or university.



# Louis Street Community Association

## 2017 Christmas Festival of Lights



# The N'Swakamok Native Friendship Centre



Presents

## Living the Dream Gala

An Evening of Entertainment

To Celebrate Our

45<sup>th</sup> Anniversary

Saturday, February 3, 2018

Steelworkers Hall

Emcee

Gerry Lougheed Jr.

Performances

Lisa Marie Naponse

Ryan McMahon

Bryden Gwiss Kiwenzie

TICKETS - \$75/person

Table of 8 - \$600

Doors Open 5:00 p.m.

Opening Ceremony 5:30 p.m.

Dinner 6:00 p.m.

Proceeds to the N'Swakamok Board of Directors Scholarship

*David*  
MMXIII



**GREATER SUDBURY  
POLICE SERVICES BOARD**

**REPORT FROM THE  
CHIEF OF POLICE**

**December 2017**

## **LEGISLATIVE UPDATES**

### **Expansion of Naloxone Program to Police Services**

On December 7, 2017, Dr. Eric Hoskins, Minister of Health and Long-Term Care, and Marie-France Lalonde, Minister of Community Safety and Correctional Services, were joined by Dr. David Williams, Chief Medical Officer of Health and Provincial Overdose Coordinator, and Dr. Dirk Huyer, Chief Coroner for Ontario, to announce the expansion of the Ontario Naloxone Program to police and fire services. The program will provide access to police officers who may reasonably encounter a situation where a person has overdosed and may require naloxone. The province will not reimburse police services for naloxone previously procured. Police services that have already procured naloxone are eligible to apply to the program to receive new supplies of naloxone as needed. Given that GSPS has already procured and distributed, we will be eligible for the next replacement cycle.

### **Provincial Grants**

#### *Safer and Vital Communities*

I am pleased to advise you that the Ministry of Community Safety and Correctional Services (Ministry) has issued its call for Safer and Vital Communities (SVC) Grants. These cover a two-year period and although police services are not eligible for this grant directly, our support is integral in terms of project support. The SVC Grant encourages the development and implementation of local projects that enhance community safety and wellbeing. The theme for the 2018/19 – 2019/20 SVC Grant is ‘Creating a Safer Ontario through Community Collaboration’. The Ministry is requesting proposals that focus on bringing together different sectors to address local priority risks through collaboration and partnership. GSPS is working with community partners in establishing an application.

#### *Proceeds of Crime*

The Ministry of Community Safety and Correctional Services (Ministry) is now accepting applications under the Proceeds of Crime (POC) Frontline Policing (FLP) Grant for the 2018/19 and 2019/20 fiscal years. For the first time since its inception, the Ministry is extending the POC FLP Grant from a one-year program to a two-year program. Funding is available for projects that focus on the theme ‘Creating a Safer Ontario through Community Collaboration’.

In order to meet expectations for sustainable and effective approaches to community safety and wellbeing, the Ministry encourages police to work collaboratively with their community partners to address the priority risks and needs of their community in a strategic and holistic way. Through these joint efforts, Ontario is able to create safer and stronger communities. Police services may submit a maximum of two applications for maximum funding for each project in the amount of \$200,000 (up to \$100,000 per fiscal year).

Currently, GSPS is connected with multi-sector community partners focusing on these risks through numerous avenues including the Rapid Mobilization Table, Community Drug Strategy, Gang Resistance Strategy, Counter Sexual Exploitation Strategy, Looking Ahead to Build the Spirit of our Women - Learning to Live Free From Violence (MMIWG) Strategy, and Sudbury's Community Crisis Intervention Model

These strategies along with others within Sudbury provide an asset-based approach to addressing priorities by leveraging existing resources, expertise, and experience.

GSPS aims to continue to bring multi-sectors together to address local priority risks through collaboration and partnerships thereby building the Community Safety and Wellbeing plan possibly through grant funds from this POC. Through many joint initiatives, our community is well positioned to build a Plan based on existing strategies proactively addressing root causes of crime and targeting local risk.

## **EVENTS**

**The Service participated in many events throughout the community including:**

**Special Olympics School Championships** took place on November 14 at Macdonald Cartier High School. Members of GSPS were on hand to assist. The program includes badminton, basketball, bocce, floor hockey, soccer, and track and field, and aims to provide quality youth sport competition opportunities to school students with an intellectual disability aged 13 to 21.

The **Louis Street Christmas** party was held December 15. I attended along with members of our Community Mobilization Unit.

**NHL Alumni vs. Sudbury Law Enforcement Officer Hockey Game** held November 17 was attended by members of GSPS.

### **Smile Cookie Cheque Presentation**

Attended the Tim Hortons Smile Cookie Cheque presentation with proceeds raised going to support our local food bank.

### **Trans Day of Remembrance Flag Raising**

On November 20 Sudbury Action Centre for Youth and TG Innerselves hosted the Trans Day of Remembrance 2017 Flag Raising. GSPS was on hand for this important occasion.

**Chief's Youth Advisory Council** meeting was held on November 28.

## **COMMUNITY MOBILIZATION AND ENGAGEMENT**

On November 28, Dr. Hugh Russell was on hand for a unique, focused professional development opportunity designed to help further operationalize Ontario's Mobilization and Engagement Model and prepare for the Strategy for Safer Ontario legislation. A number of leaders within the organization with a hands-on role for bringing our Service Delivery Model to life participated in this session that allowed for learning and brain storming on solutions that will work for us.

## **SANTA CLAUS PARADE**

The annual Greater Sudbury Santa Claus Parade was held downtown on Saturday, November 18, 2017. This is an event that always requires a great deal of community collaboration to ensure the safety of all in attendance. Once again, the parade was a success. Unfortunately, a dirt-bike rider entered into the roadway of the parade. The incident was managed without injury to any attendee. GSPS continues to investigate.

GSPS float entry was recognized on November 29 at the Northern Water Sports Centre GSPS and took Second place in the Non-profit Division.

## **SAFE RIDE HOME**

November 16, 2017 marked the official launch of Safe Ride Home at Nepahwin Beach parking lot off of Paris Street in Greater Sudbury. The campaign officially began November 17, 2017 and continues throughout the month of December. The Greater Sudbury Police Service Traffic Management Unit is proud to partner with Safe Ride Home Sudbury. Officers set up a R.I.D.E check on Paris Street at the launch location.

This served as the inaugural launch of the Safe Ride Home Sudbury Campaign and the 19th year in a row that the GSPS has partnered with Leslie Green and community partners in order to combat the national issue of impaired driving. The efforts of all those involved including the organizers, sponsors, and volunteers demonstrate Our Shared Commitment to Community Safety and Law Enforcement with the ultimate goal of eliminating impaired driving by alcohol or drugs on our roadways.

### **FESTIVE RIDE PROGRAM**

The official launch of the Greater Sudbury Police Service Festive Reduce Impaired Driving Everywhere (R.I.D.E.) Campaign Launch was held on Thursday, November 30, in Lively. Many of our community partners including the City of Greater Sudbury, Mothers Against Drunk Driving (M.A.D.D.), Action Sudbury, Ontario Students Against Impaired Driving (OSAID), Safe Ride Home Sudbury, the Hancock family, and Canadian Blood Services were in attendance. Road Safety is one of the top priorities identified by Greater Sudburians and the Greater Sudbury Police Service along with our community partners will continue to promote awareness of the issue and enforce the laws on our roadways with the common goal of Reducing Impaired Driving Everywhere.

### **BULLYING AWARENESS AND PREVENTION WEEK**

Bullying Awareness and Prevention Week ran from November 19 – 25, 2017. This is a time dedicated to heightening awareness of what is considered to be bullying and the impact it can have in our community. Research has shown that approximately 15% of individuals in a school or workplace are directly involved with bullying. That leaves 85% of people as potential bystanders or silent majority.

Greater Sudbury Police Service attended local elementary schools to make presentations that focus on how being respectful can prevent bullying from occurring.

Once again through Social Media extensive messaging was pushed out throughout the community.

### **HONOURING MISSING AND MURDERED INDIGENOUS WOMEN CONFERENCE**

November 29 and 30, GSPS served as host to the Honouring Missing and Murdered Indigenous Women Conference. Over 250 participants attended and had the opportunity to hear from top speakers on this very important issue.

In an effort to prevent violence towards Indigenous women and girls and support survivors of violence, the Greater Sudbury Police Service in partnership with N'Swakamok Native Friendship Centre and other community partners collaborated to bring this two-day 'Honouring Missing and Murdered Indigenous Women and Girls - Looking Ahead to Build the Spirit of Our Women - Learning to Live Free from Violence' Conference. This is a part of our larger strategy through the two-year collaborative project and it is an extension of the various initiatives implemented and geared towards prevention and education of the violence targeting Indigenous Women and Girls.

This conference was highly successful filled with workshops that focused on a variety of topics meant to educate participants on the obstacles faced by Indigenous women and girls who fall victims to violence, prevention of further victimization, and healing for both survivors and their families.

### **LOCK IT OR LOSE IT CAMPAIGN**

December 7, 2017 marked the launch of the Lock It or Lose It campaign across Ontario. Thefts from Vehicles are one of the most easily preventable crimes that take place in our community and one of the most challenging to investigate due to limited forensic evidence and lack of witnesses. These crimes typically happen during the night while people are sleeping and when there is very little to no vehicle or pedestrian traffic on our roadways.

This is an important initiative for Sudbury as well. Since January, there have been over 1,400 Thefts from Vehicle reported in Greater Sudbury and we know that this is one of the most under-reported crimes. In our community, these individuals tend to choose a specific street or neighbourhood and move from residence to residence checking for unlocked vehicles.

Over the past month alone, there have been 170 Thefts from Vehicles reported and incidents are reported every day. In 98% of those incidents, the vehicle was left unlocked and in the majority of those cases, valuable items such as wallets, electronic devices, and loose change were left in plain sight, making them easily accessible to thieves.

Crime Prevention is a shared responsibility between community members and Police personnel. You can be part of the solution. As part of Lock It or Lose It, we are encouraging citizens to:

- Lock their vehicle
- Take all valuable items with you including wallets, electronic devices, loose change
- During the holiday season, place all parcels and presents in the trunk of your vehicle when you are out and about



- Park near an outside light
- If possible, have motion sensor lighting and/or video surveillance equipment installed to deter individuals from approaching your vehicle in your driveway
- Double check to make sure your vehicle is locked
- Report the crimes through our web page, [www.gspcs.ca](http://www.gspcs.ca). We can't react to what we don't know.

Thefts from Vehicles are crimes of opportunity and can be easily prevented. We encourage citizens to be proactive in protecting their vehicles and property.

### **MEMBER AWARD AND RECOGNITION NIGHT**

November 29 marked the occasion to recognize a number of GSPS members for their years of service and those that retired. Long Service awards were presented to Sworn and Civilian members for the completion of twenty, twenty-five, thirty, and forty years of service. A number of retirees were also on hand for their formal retirement acknowledgement.

This event provides the opportunity to formally recognize members for exemplary service to the Police Service. The Police Exemplary Service Medal recognizes police officers who have served in an exemplary manner, characterized by good conduct, industry, and efficiency. Recipients must have completed twenty years of full time service with one or more recognized Canadian police forces. The Medal may be awarded posthumously. A Bar, added to the medal, will be presented annually to sworn members for each additional ten years of exemplary police service. The Medals and Bars are officially presented to the recipients on behalf of the Government of Canada by the Chief of Police during the annual recognition event.



The evening opened with a ceremonial piping in led by the Service's Colour Party. A performance by the band was included followed by presentation of the medals, gifts, and certificates. Board Members assisted in the recognition presentations along with Chief Pedersen. Members on hand were delighted with the celebration.

### **2018 BUDGET**

The 2018 Budget was presented to the City's Finance and Administration Committee on November 21, 2017. The final vote on the budget was held on December 6 with Council ratification on the tax policy December 12. The budget as presented and approved by the Board has now been adopted. Council approved the 2018 Budget on December 12, 2017.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> December 11, 2017
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>COMMUNITY SAFETY PERSONNEL</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
<b>Recommended by:</b>  Sharon Baiden Chief Administrative Officer 	<b>Approved by:</b>  Paul Pedersen Chief of Police 

**RECOMMENDATION: FOR INFORMATION ONLY**

### **BACKGROUND:**

In 2015, Chief Pedersen introduced the new Community Safety Personnel (CSP) in cooperation with the Sudbury Police Association.

The CSP program was introduced through the 'Our Shared Commitment to Community Safety and Wellbeing' model of policing that places Civilian based staff in areas of vital functions and is a key component in meeting demands of policing.

The CSP roles include Corporate Communications, Crime Stoppers / Senior Liaison, Alternative Response Coordinators, Crime Prevention Coordinator, Missing/Vulnerable Persons Coordinator, and Youth Coordinator. These positions will augment frontline service strength and enhance the capacity for proactive policing and prevention measures.

The Community Safety Personnel will make a presentation at the December 11, 2017 Board meeting.