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**City Greater Sudbury Council Chambers**  
**- Promotions and Introductions**



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2017 JANUARY – APRIL STAFFING / DEPLOYMENT UPDATE</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> 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 January 1 to April 30, 2017.

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**CURRENT SITUATION:**

Each year, the Service develops a Sworn Officer Hiring Plan in accordance with anticipated attrition through resignation and/or retirement. The plan is designed to ensure authorized strength is maintained. Hiring of new members includes direct entry officers, those having completed basic constable training and having gained experience from other police services, as well as new recruits who join the Service as a Cadet. These members generally join the Service approximately two weeks to one month prior to attending the Ontario Police College for their Basic Constable Training Program 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 as well as the creation of new positions. 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 approval of three positions, Business Analyst, Research Analyst and Youth/Diversity Coordinators civilian vacancies were created along with external market recruitment. Retirements of long standing civilian members is also creating opportunities for professional development and growth for members.

The Service is represented by a range of backgrounds, a broad inventory of languages, skills, knowledge, and experience with continued efforts to ensure the Service is well-represented by the diversity of our community.

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

**TABLE A: GSPS Authorized Strength at April 30, 2017**

**FULL TIME COMPLEMENT**

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Secondment
<b>SWORN</b>	<b>264</b>	<b>263</b>	<b>0</b>	<b>(2)</b>
<b>CIVILIAN</b>	<b>119</b>	<b>120</b>	<b>0</b>	<b>(0)</b>
<b>TOTAL</b>	<b>383</b>	<b>383</b>	<b>0</b>	<b>(2)</b>

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**TABLE B: Appointments**

<b>EFFECTIVE DATE</b>	<b>STATUS</b>	<b>ASSIGNMENT</b>
31 January 2017	Civilian	Communicator
06 February 2017	Civilian (PT)	Health and Lifestyle Intern
07 February 2017	Civilian	Youth Diversity Coordinator
13 February 2017	Civilian	Communicator
03 April 2017	Civilian (PT)	Transcriber
03 April 2017	Civilian (PT)	Transcriber
03 April 2017	Civilian (PT)	Customer Service
03 April 2017	Civilian (PT)	Customer Service
10 April 2017	Civilian	Research Analyst

**TABLE C: Resignations/Retirements**

<b>EFFECTIVE DATE</b>	<b>STATUS</b>	<b>YEARS OF SERVICE</b>	<b>REASON FOR LEAVING</b>
27 January 2017	Civilian	30 years	Retired
06 March 2017	Civilian (PT)	6.25 years	Resigned
23 March 2017	Sworn	6.75 years	Resigned
28 April 2017	Sworn	28 years	Retired

**TABLE D: Secondments/Non-Medical LOA**

<b>TERM</b>	<b>TYPE OF LEAVE</b>
April 1/15 to March 31/18	Secondment – O.P.P.
November 2/15 to TBD	Secondment – O.P.P.



**SUMMARY:**

This report summarizes the activities that have occurred in the first trimester of 2017 relative to staffing and deployment. Staff has 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:

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



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: May 30, 2017
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2016 AUXILIARY OFFICER ANNUAL REPORT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

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

#### **BACKGROUND:**

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

The Auxiliary Unit is a volunteer team of citizens from all walks of life who are concerned with the wellbeing of their neighborhood and community and are considered members of the Service.

The Auxiliary Unit has designations of Constable, Sergeant, and Staff Sergeant similar to those of the Police Service. The members wear uniform and insignia that are distinct from those of Police Officers. Auxiliary Constables provide a visible police presence and perform non-enforcement and non-hazardous duties including ride-along functions with frontline police personnel, accompany officers on patrols, attend emergency call outs, conduct tasks in community mobilization initiatives, and provide support with crime prevention initiatives under the supervision of Sworn members.

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An Auxiliary member has the authority of a police officer if he or she is accompanied or supervised by a police officer and is authorized to perform the duties by the chief of police. Additionally, the chief of police may authorize an Auxiliary member to perform police duties only in special circumstances including an emergency.

Participation in the Auxiliary program affords members the opportunity to train and become familiar with Greater Sudbury Police Service policies and protocols. Members appointed to the Auxiliary Unit also must take an Oath of Office and an Oath of Secrecy assuming their duties. Members of the unit takes part in other police work that preserves peace and order, prevents crime, and protects life and property.

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

In 2016, a total 4626.5 for 2016 hours were served. This represents an increase 34% over the 2015 hours of 3460 hours.

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

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



**CURRENT SITUATION:**


The Auxiliary Unit continues to provide great value to the GSPS. In April 2016, twelve new members were introduced to the Board making the full complement of the Unit 35 members. Since that time, some of the members have left for employment opportunities within the Service both as Sworn and Civilian members. Others have pursued employment or educational opportunities otherwise.

During 2016, Kevin Deforge was promoted to Staff Sergeant while Auxiliary Constables Andrea Benoit and Ralph Grabowski were promoted to Sergeant. As well, the Unit bid farewell to longstanding member and Staff Sergeant Jerry Villeneuve after twenty years of exemplary service.

2017 marks an important year of celebration for the Auxiliary Unit which will see twenty five years of serving Sudbury. Several Auxiliary members and GSPS liaison officers will be on hand to pay honour during a gala event set for June 23, 2017 at the Caruso Club.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2018 POLICE SERVICES BOARD MEETING SCHEDULE</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

**RECOMMENDATION: FOR INFORMATION ONLY**

### **BACKGROUND:**

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

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

### **CURRENT SITUATION:**

The proposed 2018 Board Meeting Schedule is attached.

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



**GREATER SUBBURY  
POLICE SERVICES BOARD  
SCHEDULE OF MEETINGS  
2018**



Wednesday	JANUARY 17
Wednesday	FEBRUARY 21
Wednesday	MARCH 21
Wednesday	APRIL 18
Wednesday	MAY 16
Wednesday	JUNE 13

*MEETINGS IN JULY AND AUGUST SCHEDULED AS REQUIRED*

Wednesday	SEPTEMBER 19
Wednesday	OCTOBER 17
Wednesday	NOVEMBER 21
Wednesday	DECEMBER 12



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: NOTES OF THANKS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Participation in Community Events	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

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



#### **CURRENT SITUATION:**

A letter was received from Kevin Serviss, Executive Director of the Samaritan Centre – New Hope Outreach Services, thanking the Board for their support of the 2017 Coldest Night of the Year Walk in February. They also recognized the Board with a plaque.

A letter was received from Alex McCauley, Chair YMCA Strong Kids Campaign, thanking the Board for their support of the 2017 campaign.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: NOTES OF APPRECIATION</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> Acknowledging Exceptional Efforts	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

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



#### **CURRENT SITUATION:**

A letter was received from Jonathan Carty, Assistant Director – Criminal Investigations Division, Canada Revenue Agency, thanking officers from Dug Enforcement Unit and the Tactical Unit for their assistance in a recent matter. “The officers’ assistance was important to the safety of each member involved and to ensuring the matter was resolved successfully. Your efforts are greatly appreciated and we look forward to your continued support.”

An email message was received from the Donovan Elm-West Community Action Network thanking Constables Glenn Read and William Pagnutti for their calming presence at a meeting. “Our members are mostly seniors and the presence of officers in uniform boosted our confidence and feeling of safety while dealing with difficult issues”.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: FINANCIAL REPORT YEAR-END DECEMBER 31, 2016</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Fiscal Accountability and Transparency	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receives the 2016 Year-End Greater Sudbury Police Service Financial Report for the period January 1 to December 31, 2016 for information as audited by KPMG as part of the City of Greater Sudbury audit for information.**

### BACKGROUND:

The Police Services Board passed the approved 2016 budget by way of resolution #2015-152 at their meeting of November 25, 2015.

This budget was recommended to and accepted by City of Greater Sudbury Council in the amount of \$53,549,719.

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**CURRENT SITUATION:**

The City of Greater Sudbury Audit Committee will meet on June 20, 2017. At this meeting, the 2016 Operating Budget Variance Report will be presented and the Police variance position of \$17,372 will be considered. In keeping with the City of Greater Sudbury Reserves and Reserve Fund Bylaw, this will most likely be transferred to the City to offset a deficit.

This Bylaw specifies that certain service areas that experience a net under expenditure may retain this under expenditure if it does not put the municipality in a deficit position or increase the deficit. Police Services are included. GSPS year-end finance reports have been finalized with the following results to report.

An analysis of 2016 expenditures and revenues is summarized by way of the table and associated notes below with a comparison between the annual budget and actual year end results. As a general comment, overall, spending came in slightly under the approved budget. The variances were derived primarily from revenues received particularly in the form of provincial grants and miscellaneous user fees. Where grants were received, associated unbudgeted expenditures were realized which were offset by corresponding grants.

***Financial Overview Year ended December 31, 2016***

<b>Category Description</b>	<b>Annual Budget</b>	<b>Year End Actual</b>	<b>% Change</b>	
Salaries & Benefits	\$ 49,143,612	\$ 49,606,477	0.94%	<sup>1</sup>
Operating Costs	\$ 6,358,883	\$ 7,065,943	11.12%	<sup>2</sup>
Contr to Reserves/Capital	\$ 2,780,142	\$ 3,073,909	10.57%	<sup>3</sup>
Revenue	\$ (4,732,919)	\$ (6,213,983)	31.29%	<sup>4</sup>
<b>Net Total</b>	<b>\$ 53,549,719</b>	<b>\$ 53,532,347</b>		

1. Salaries and Benefits are within the overall budgeted allocation for this cost centre. Salary expenses associated with Paid Duty assignments are offset by the corresponding Paid Duty recovery revenues. As well, salary expenses and unbudgeted grant sources also contributed to the variance noted with the impact being netted between the two cost centres. Benefit premiums for both serving and retirees were less than budgeted while statutory deduction source payments (EI, WSIB, EHT and CPP) were higher than budgeted.

2. *Operating expenditures show a variance in certain areas due to higher than expected spending most notably for professional services, uniforms, communication costs, training and maintenance operating costs. Grant program monies received served to offset certain expenses. Just under \$200,000 in the Voice Radio communications maintenance budget was not spent as the system was being remained on the system warranty. This amount however was transferred to the Radio Project Capital Reserve account in keeping with the finance plan for this project and is reflected in this area.*
3. Provision to Reserves & Capital shows a slight variance as a result of a transfer of funds from the Voice Radio maintenance account to the Communications Infrastructure Reserve Fund as a saving for future years.
4. *Year-end revenues recorded were greater than budgeted as a result of grant funding received after budget was approved most notably PAVIS, Northern Ontario Heritage Foundation and summer student grants. Paid Duty recoveries were higher than budgeted however, related assignment expenditures correlate to this revenue stream. Fees associated with Police Clearance letters were also higher due to higher than budgeted volumes processed.*

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

In terms of Capital Spending, 22 police units were purchased, sixteen of which were new Chargers for the frontline. Most uniform patrol vehicles are now Chargers which have been phased in over the past several years as a result of Ford discontinuing manufacturing the Crown Victoria which has historically served as the Uniform Patrol car.

Additionally, the Carbine Program was initiated realizing forty carbines purchases along with associated equipment and secure storage.

Other capital projects included the launch of Airwatch which provides for central management of handheld technology devices, installation of security system card readers to certain locations in the building, and storage systems.

Unspent capital in the amount of just under \$360,000 which is earmarked for future automation, communications, and facilities projects was transferred to the Capital Financing Reserve Fund.





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: FINANCIAL REPORT JANUARY 1, 2017 TO APRIL 30, 2017</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Fiscal Accountability and Transparency	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receives the Finance Report for the period January 1, 2017 to April 30, 2017 for information**

### BACKGROUND:

The authorized Police Services Budget for the 2017 year is \$55,604,204 which was approved by the Police Services Board on November 25, 2016 and subsequently accepted by City Council.

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**CURRENT SITUATION:**

The first four months of the year have seen a number of activities well underway and aligned with the spending forecasts as envisioned in the budget as set.

The following table serves to provide an overview of activities

<b>Category Description</b>	<b>Annual Budget</b>	<b>Year to Date Budget</b>	<b>Year To Date Actual</b>	<b>% Change</b>
Salaries & Benefits	\$ 50,983,800	\$ 16,983,829	\$ 16,650,916	-1.96% <sup>1</sup>
Operating Costs	\$ 6,614,481	\$ 1,908,229	\$ 1,995,581	4.58% <sup>2</sup>
Contr to Reserves/Capital	\$ 2,994,497	\$ 128,529	\$ 128,618	0.07% <sup>3</sup>
Revenue	\$ (4,988,574)	\$ (918,679)	\$ (995,171)	8.33% <sup>4</sup>
<b>Net Total</b>	<b>\$ 55,604,204</b>	<b>\$ 18,101,909</b>	<b>\$ 17,779,944</b>	<b>-1.78%</b>

1. The variance noted in salaries is primarily due to budgeted re-classifications that have not yet been realized along with unpaid leaves of absence due to illness and pregnancy leaves.
2. Operating expenses are over as a result of project expenditures having been made while offsetting budget allocations or grant revenues not yet realized.
3. Contributions to capital reserve accounts have not yet been effected.
4. Revenues are higher than anticipated as a resulted of unbudgeted Civil Remedies for Illicit Activities (CRIA) grants having been received which are offset by related operating expenses.

In the coming weeks, a comprehensive forecast will be undertaken in anticipation of spending forecasted to the end of the year.

As well, plans for the 2018 budget are starting with general guidelines having been established which are addressed under Board Report entitled Budget 2018.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: BUDGET 2018</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Fiscal Accountability and Transparency	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

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

#### **BACKGROUND:**

At the Tuesday May 16, 2017 meeting of the City of Greater Sudbury's Finance and Administration Committee, an overview of the 2018 Forecast budget as well as a request for direction for the 2018 budget process was presented along with a 2018 Budget Schedule (attached below).

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## 2018 Budget Schedule

<b>2018 Budget Direction</b> <b>Preliminary Forecast of Operating and Capital Budgets and Water/Wastewater Rate Increase</b>	<b>May 16, 2017</b>
<b>Community Consultation Session</b> <ul style="list-style-type: none"> <li>• On-Line Submissions</li> </ul>	<b>Summer 2017</b>
<b>Update Meeting</b>	<b>September 19<sup>th</sup>, 2017</b>
<b>Table Budget Document</b> <b>2018 Operating and Capital Budget Overview Presentation (CAO &amp; CFO)</b> <b>Presentation from Outside Boards (tentative)</b>	<b>Tuesday, November 7, 2017</b> <b>4:00 p.m. – 9:00 p.m.</b>
<b>Budget Meeting</b> <ul style="list-style-type: none"> <li>• Review and approve Operating and Capital Budgets and Water/Wastewater Rates</li> <li>• Three consecutive meetings have been scheduled</li> </ul>	<b>December 5 – 7<sup>th</sup>, 2017</b> <b>6:00 p.m. – 9:00 p.m.</b>
<b>City Council Approval of 2018 Operating and Capital Budget</b>	<b>Council Meeting</b> <b>Tuesday, December 12, 2017</b>
<b>Approval of 2018 Property Tax Policy</b>	<b>April 2018</b>

The report submitted to Council contained a note in reference to outside Boards as follows:

**9. Preliminary estimates for the outside Boards: Nickel District Conservation Authority**

(2% increase) Sudbury and District Health Unit (2% increase). During the approval of the 2017 operating budget for Police Services, the board also approved a budget forecast for 2018 and 2019. The 2018 forecast, which includes an additional annual provision to fund the Facilities Improvement Plan, reflects a 3.9% increase over the 2017 approved budget. The total estimated impact for all three outside boards over 2017 is \$2.3 million.

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The report also contained a number of resolutions two of which relate to police, most notably:

**Resolution Six:**

THAT the City of Greater Sudbury requests its Service Partners (Greater Sudbury Police Services, Nickel District Conservation Authority, and Sudbury and District Health Unit) to consider the directions in resolution one of the report entitled "2018 Budget Direction" dated May 2, 2017 from the General Manager of Corporate Services when preparing their 2018 municipal funding requests

**Resolution One:**

THAT the City of Greater Sudbury directs staff to prepare a 2018 Business Plan that includes an operating budget for all tax supported services that consider:

- a. The cost of maintaining current programs at current service levels based on anticipated 2018 workloads;
- b. The cost of providing provincially mandated and cost shared programs;
- c. The cost associated with growth in infrastructure that is operated and maintained by the City;
- d. An estimate in assessment growth;
- e. Recommendations for changes to service levels, work pressures and/or non-tax revenues so that the level of taxation in 2018 produces no more than a 3.5% property tax increase over 2017 taxation levels
- f. That staff be directed to develop and present business cases for committee's consideration that illustrate a combination of service adjustments of fee changes that produce reductions to the taxation change in (e) in 0.5% increments from 3.5% to 2.5%.

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**Summary:**

This budget forecast as tabled by City Staff is based on the best estimates available at this time. As budgets continue to be developed, these estimates will be refined and form part of the draft 2018 Base Budget. The services provided and the level of service offered drives the municipality's costs. City Staff will continue to investigate opportunities for net cost reductions that could minimize any property tax increase. At the meeting of May 16, 2017, City Staff asked for direction from the Committee to construct a budget at a 3.5% tax increase and a Water and Wastewater increase of 7.4%.

It was noted during those discussions that the 3.5% budget is reflective of the 2018 budget that the Police Services Board approved last year containing a year 2 provision for debt repayment of the Facilities Improvement Plan which contemplates a renovation and new construction at existing Headquarters and the Lionel E. Lalonde Centre.

**CURRENT SITUATION:**

Since having received direction to assemble a Facilities Improvement Plan team, City and Police Staff have been meeting to review options not yet considered in order to meet space requirements for maximum performance ensuring health and safety and public safety issues are addressed. Options and funding requirements are being developed.

While the 2018 budget planning cycle is just beginning, the budget as endorsed by the Board last year serves as the starting point to now verify preliminary forecasts.

Based on the budget schedule as rendered by Council, the Police Services Board is tentatively scheduled present to Council on November 7, 2017 with an aim to have the budget approved on December 12, 2017.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: CITY OF GREATER SUDBURY ENHANCED FIRE DISPATCH SERVICES AGREEMENT</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 enters into an Agreement with the City of Greater Sudbury to provide for enhanced Fire dispatch services specifically Mobile Public Safety and Mobile Responder with all associated costs to be reimbursed by the City of Greater Sudbury.**

### BACKGROUND:

The Board through the Communications Centre provides 911 call taking, Computer Aided Dispatch (CAD), and Harris P25 voice radio and pager communications to Greater Sudbury Fire Services as a single source provider. This service has been provided since 1999 for at the time the City of Sudbury and since 2001, City of Greater Sudbury (CGS) following amalgamation.

Computer Aided Dispatch (CAD) is supported by software provided by Intergraph operating as Hexagon Safety and Infrastructure. An annual allocation of \$190,000 is paid to the police for the hardware and software services.

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<b>SUBJECT: CITY OF GREATER SUDBURY ENHANCED FIRE DISPATCH SERVICES AGREEMENT</b>	<b>Page 2</b>
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GSPS is a member of the Ontario Police Technology Information Cooperative which provides for both dispatch and records management technology in support of business operations. CAD specifically is provided by Hexagon which is the vendor of record for OPTIC. OPTIC on behalf of all of its agencies sources and procures the business tools in support of both of these applications.

One such application available through the CAD software which is in use by police is the Mobile Data Terminal (MDT), Mobile Responder (MR), and Mobile for Public Safety (MPS) solutions. These applications provide access to real time data placed in the hands of first responders allowing them to more effectively and safely perform their duties. MPS allows for greater communication between and responders increasing meaningful information to responding units and allowing for a safer work environment.

In order to utilize the CAD system and leverage its extensive capabilities, Fire Services also seeks to implement this mobile solution to its vehicles. Fire services will manage the MDT / MR / MPS projects while working with the Police Services which operates and manages the CAD in accordance with an Agreement Hexagon.

GSPS's Information Technology department will be responsible for working with Hexagon Safety and Infrastructure and Fire Services during the implementation of this mobile software into the current police network in order to support the addition of Fire Services MDT / MPS installs.

Fire Services has acquired through their budgets Mobile Data Terminals. Each MDT is equipped with cellular data access through the CGS corporate cellular data plan managed by the CGS Information Technology department with all usage billed to Fire Services.

Hexagon Safety and Infrastructure working with GSPS and the City's Departments will provide the Mobile for Public Safety (MPS) software solution that will allow all functions and features described above to operate on the MDT in a safe and secure mobile environment. All costs associated with the project will be funded through Fire financial resources.

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**CURRENT SITUATION:**

In order to effect this solution for Fire services, a ‘Fixed Price Statement of Work’ that stems from the Master Agreement between the Board and Intergraph must be undertaken which is addressed under reported titled Agreement –Intergraph Canada Limited.

In addition, an Agreement with the City of Greater Sudbury is required in order to effect the enhanced computer aided dispatch services purchase for mobile public safety and response feature. This agreement will detail the responsibilities of the parties and reflects that the City will reimburse the Board with all project related costs. The Board as the party to the Master Agreement will execute the Statement of Work that pertains to the MPS / Mobile Responder.

In recent months, Police and Fire have been working to develop a service level agreement that will specifically outline the delivery of dispatch services which will be based on the continuation of the single sourcing of dispatch services through the Service.

The services provided are recognized as being delivered through sophisticated CAD technology, data security, privacy sensitivity, and staffing model that allows for a seamless model of Fire dispatching. This has proven to be a modern and efficient means of delivering police and Fire dispatch services throughout the City.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: INTERGRAPH CANADA LIMITED AGREEMENT</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 enters a Master Product and Services Agreement with Intergraph Canada Limited doing business as Hexagon Safety and Infrastructure which provides for proprietary software and professional services in support of Computer Aided Dispatch Services; and further**

**THAT the Board enters into a Fixed Price Statement of Work subject to the terms and conditions of the Master Product and Service Agreement to implement and configure Mobile Public Safety and Mobile Responder for use by City of Greater Sudbury Fire Services.**

### BACKGROUND:

The Service has a strong commitment to the use of technology to enable and enhance the delivery of services to the citizens of Greater Sudbury. Computer Aided Dispatch (CAD) and Records Management System (RMS) are two such enabling technologies that facilitate business. In support of these services, GSPS is a member of the Ontario Police Technology Information Cooperative (OPTIC).

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The purpose of the Co-operative is to provide state of the art information technology and data management systems, including RMS and CAD and data networks for Approved Agencies. These shared common police applications are hosted within centralized data centres that allow data sharing between Sudbury Police and other Municipal, Regional, Provincial and Federal police services. This shared technology provides GSPS access to applications at a reduced cost by collaborating on all elements of application design, development, testing and implementation.

Historically OPTIC maintained all licensing Agreements for both the CAD and RMS systems. This required an Agreement between the Board and the Ministry of Community Safety and Correctional Services for the maintenance and upgrades of the Intergraph Computer Aided Dispatch systems including software and hardware. CAD was provided by Intergraph while RMS is provided by Niche.

Since 1999, the Board provided dispatch (radio and paging) services for the City of Greater Sudbury Fire Services division. Both police and Fire also use a common radio system infrastructure. The Board has carriage for the overall operation and management of the radio system while Fire contributes an annual allocation of approximately \$190,000 to offset some of the costs associated with this service.

Since 2007, the Service has been utilizing mobile technology in the field through the use of mobile workstations in patrol vehicles and mobile responder software. Fire Services are also seeking to implement this mobile solution to its vehicles. Fire services will manage the MDT /MR / MPS project while working with the Police Services which will operate and manage the CAD in accordance with an Agreement between Intergraph in the form of a Master Agreement and Fixed Price Statement of Work for the MPS / MR project.

**CURRENT SITUATION:**

Recently, Intergraph (operating as Hexagon Safety and Infrastructure) required that each individual police service operating under OPTIC have a Master Agreement directly with Intergraph which would specify all terms and conditions to provide its customers with proprietary software which includes all documentation, maintenance and professional services along with associated licenses. This Agreement is required in order to effect any other form of work related to computer aided dispatch functionality.

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<b>SUBJECT: INTERGRAPH CANADA LIMITED AGREEMENT</b>	<b>Page 3</b>
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Any and all other orders for work will stem from the Master Agreement and come in the form of a Statement of Work which details scope of services, deliverables, pricing and other such project activities.

In order to move forward with Fires Services MPS / MR Project, the Board must also enter into a fixed price Statement of Work with Intergraph.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>N'SWAKAMOK NATIVE FRIENDSHIP CENTRE PROTOCOL</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 enters into a Protocol with the N'Swakamok Native Friendship Centre in relation to the 'Looking Ahead to Build the Spirit of our Women – Learning to Live Free from Violence Project'.**

### BACKGROUND:

The Service and the N'Swakamok Native Friendship Centre are partners in the Looking Ahead to Build the Spirit of our Women – Learning to Live Free from Violence Project. Both organizations recognize that they share in the responsibility to provide appropriate resources for this initiative in order to ensure an integrated service delivery framework for the provision of services to Indigenous women and girls who may be at risk.

### CURRENT SITUATION:

A protocol has been established that outlines the roles and responsibilities of the respective partners in relation to the project to ensure its success and continued sustainability. The Board is requested to enter same as attached.

# PROTOCOL

Between

**THE GREATER SUDBURY POLICE SERVICES BOARD  
(Hereinafter referred to as the Police Service)**

and

**N'SWAKAMOK NATIVE FRIENDSHIP CENTRE  
(Hereinafter referred to as the Friendship Centre)**

1. **PURPOSE:**

The Greater Sudbury Police Service and N'Swakamok Native Friendship Centre as partners in the *Looking Ahead to Build the Spirit of our Women – Learning to Live Free From Violence Project* (hereinafter referred to as the Project) recognize that they share in the responsibility to provide appropriate resources for this initiative in order to ensure an integrated service delivery framework for the provision of services to Indigenous women and girls who may be at risk.

Collaboratively the Police Service and the N'Swakamok Native Friendship Center developed a strategy to address the issue of Missing and Murdered Indigenous Women and Girls and it is this Strategy that forms the foundation of the Project.

The purpose of this protocol is to outline the roles and responsibilities of the respective partners in relation to the Project to ensure its success and continued sustainability.

2. **STATEMENT OF PRINCIPLES:**

- (1) The partnership between the Greater Sudbury Police Service and the N'Swakamok Native Friendship Centre is based on mutual respect and understanding.
- (2) The Police Service and the Friendship Centre recognize the value, importance and relevance of the Seven Grandfather Teachings in relation to the Project.
- (3) It is a basic human right for all individuals to live their lives with respect and without violence. All children regardless of race, religion, class, age, gender, ability, or sexual orientation have the right to a safe, nurturing environment free from violence, abuse and neglect.

3. **GREATER SUDBURY POLICE SERVICE:**

- (1) The Greater Sudbury Police Service is committed to the delivery of policing services, which are sensitive to the needs, safety, security and rights of the Aboriginal people.

- (2) The Greater Sudbury Police Service receives advice and support from the Aboriginal Community/Police Advisory Committee the key objectives of the Aboriginal Community/Police Advisory Committee which is guided by the following key objectives:
- (a) To assist in the development of services that respond to the needs of Aboriginal people;
  - (b) To assist in the development of culturally sensitive training modules for the Greater Sudbury Police Service;
  - (c) To identify and develop creative, pro-active methods for reducing Aboriginal/Police conflict by the establishment of proper communication;
  - (d) To assist in providing Aboriginal people access to the Police Service in the City of Greater Sudbury and area, in order to ensure the safety, security, rights and freedom of such individuals; and
  - (e) To increase Aboriginal community involvement through crime prevention programs.
- (3) The Police Service recognizes and is committed to its role in responding to the Truth and Reconciliation Commission of Canada's Calls to Actions, especially Call to Action 39: *“for the federal, provincial and territorial governments to commit to eliminating the overrepresentation of Aboriginal people in custody over the next decade, and to issue detailed annual reports that monitor and evaluate progress in doing so.”*
- (4) In support of the Project, the Greater Sudbury Police Service offers the following resources and initiatives:
- (a) Aboriginal Liaison Officer.
  - (b) Missing Persons Coordinator.
  - (c) Missing Person Community Safety Personnel.
  - (d) The Aboriginal Community Police Advisory Committee.
  - (e) The Greater Sudbury Police Service's Inclusion Team.
  - (f) Police MKWA Opportunity Education Circle.
  - (g) Vulnerable Person Registry.
  - (h) The development of educational material for members of the Police Service to increase awareness of the victimization of Indigenous women and girls.

#### **4. N'SWAKAMOK NATIVE FRIENDSHIP CENTRE**

- (1) The N'Swakamok Native Friendship Centre is a holistic, healthy Indigenous community centre which promotes culture, language and well-being in a balanced way.
- (2) The Friendship Centre is committed to preserving language and culture, enhancing quality of life and empowering family and community by providing supports, services and partnerships for the Aboriginal community in an urban setting.

- (3) The purpose of the Friendship Centre is to assist Aboriginal people migrating to or already living in the Greater City of Sudbury.
- (4) The Centre has developed and implemented programs and activities that serve the social, cultural and recreational needs of the Aboriginal community.
- (5) In support of the Project, the Friendship Centre offers the following programs:
  - (a) Aboriginal Criminal Courtwork.
  - (b) Aboriginal Family Courtwork.
  - (c) Aboriginal Healthy Babies Healthy Children.
  - (d) Addictions.
  - (e) Akwe:go: Urban Aboriginal Children's Program.
  - (f) Alternative Secondary School.
  - (g) Apatisiwin.
  - (h) Children's Mental Health Project.
  - (i) Healing and Wellness.
  - (j) Homelessness Partnering Strategy.
  - (k) Life Long Care.
  - (l) Urban Aboriginal Fetal Alcohol Spectrum Disorder.
  - (m) Urban Aboriginal Healthy Living.
  - (n) Wasa-Nabin: Urban Aboriginal Youth.

## **5 ABORIGINAL WOMEN'S VIOLENCE PREVENTION COORDINATOR**

- (1) In collaboration with the Police Service and the Friendship Centre, the Aboriginal Woman's Violence Prevention Coordinator, in consultation with the Aboriginal Liaison Officer, shall be responsible for:
  - (a) Building a resource for our Indigenous women and girl victims to better navigate the justice system.
  - (b) Conducting outreach and providing information to Indigenous women and girls while also attending the Aboriginal Peoples' Alliance Northern Ontario (APANO) Tuesday night drop-ins that are open to the public.
  - (c) Participating in sharing and healing circles for Indigenous youth and creating sharing circles for Indigenous women and girls, both to raise awareness of victimization and provide resources and support.
  - (d) Increasing internal awareness of the victimization of Indigenous women and girls by developing educational material for members of the Greater Sudbury Police Service.



- (e) Increasing external awareness of the victimization of Indigenous women and girls through a media campaign and a formal strategy.
  - (f) Working with the Greater Sudbury Police Service Missing Person Coordinator to engage high-risk missing Indigenous women and girls.
  - (g) Developing a contact list for First Nations within and surrounding Greater Sudbury and acting as a resource/liaison when looking for missing Indigenous women and girls.
  - (h) Holding safety planning sessions with a holistic aspect for Indigenous women and girls.
  - (i) Conducting outreach with the Ontario Aboriginal HIV/AIDS Strategy on their Community Harm Reduction Outreach initiative.
  - (j) Conducting all of the above while partnering with local community groups.
  - (k) Assisting in the development of Greater Sudbury Police Service procedures and training materials to provide members with a better understanding of the intergenerational trauma suffered by the Indigenous peoples, leading to a more appropriate and effective response to the needs of Indigenous women and girls.
- (2) The Aboriginal Woman’s Violence Prevention Coordinator shall perform her responsibilities and outreach work at both the Greater Sudbury Police Service and the Friendship Centre splitting her time accordingly.

**PROTOCOL REVIEW**

In order to ensure that this Protocol remains current and responsive to the needs of victims of child abuse and maltreatment the Police Service and the Friendship Centre shall coordinate a review of this Protocol on an annual basis in order to monitor and evaluate the effectiveness of the Protocol.

Dated at the City of Greater Sudbury this                      day of                      2017.

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Michael Vagnini, Chair  
Greater Sudbury Police Services Board

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N’Swakamok Native Friendship Centre



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS BIG TWELVE NOMINATION</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 endorses the nomination of Member Frances Caldarelli to hold the seat of one of the four member seats held by the Big 12 Boards on the Board of Directors of the OAPSB.**

### BACKGROUND:

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

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

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<b>SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS BIG TWELVE BOARD REPRESENTATIVE NOMINATION</b>	<b>Page 2</b>
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Membership includes police services board members, police, law enforcement officials, and other persons involved in policing and public safety.

Annually the Big 12 Police Services Boards are entitled to nominate four of its members to represent them on the OAPSB Board of Directors. The nominated members will serve for a one-year period commencing after the Annual General Meeting scheduled for Friday, June 23, 2017.

**CURRENT SITUATION:**

Member Caldarelli currently holds the seat on the OAPSB Board of Directors and has sat for two terms. She has indicated an interest and has submitted her name for consideration for a renewal seat on the Board. Appointments will be finalized at the AGM in June, and the concurrence of the Board is requested in order to finalize her nomination.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: CAPG BOARD OF DIRECTORS CALL FOR NOMINATIONS</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 endorses the nomination of Michael Vagnini to the CAPG Board of Directors in accordance with the required terms and conditions to hold a seat.**

### BACKGROUND:

The Canadian Association of Police Governance (CAPG) is the only national organization dedicated to excellence in police governance in Canada. Since 1989, CAPG has worked diligently to achieve the highest standards as the national voice of civilian oversight of municipal police.

### CURRENT SITUATION:

The CAPG has sent out a call for nominations for positions on the Board of Directors. A list of current membership is attached. Elections will take place during the Annual General Meeting scheduled for July 13-16, 2017 in Montreal, Quebec.

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Chair Vagnini currently holds the seat on the CAPG Board of Directors representing Ontario. He has indicated an interest in continuing on the Board and has submitted his name for consideration for a renewal seat on the Board.

In order to be considered, a number of criteria must be met as follows:

- The Board represents a geographical region of Canada represented by the Association's Members (By-laws – Article 5.2);
- The Board is a member in good standing of the Association; (By-laws – Article 5.3(a);
- The nominee resides in the province where our Police Board/Commission is located (By-laws – Article 5.3(b);
- The nominee is willing to commit to the Association for at least a two year term;
- The nominee has the time to contribute fully in 3 or 4 face-to-face meetings a year (two in Ottawa, one board retreat, one at the annual conference);
- The nominee has the financial support of our Police Board/Commission to cover the cost of his/her attendance at the three meetings a year including airfare and accommodation (estimated financial commitment is \$5,000);
- The nominee is able to participate in a two-hour bi-monthly teleconference board meeting; and
- The nominee is willing to sit on at least one working committee and actively participate in the work of that committee.

The Board and Board nominee can affirmatively meet all of the noted criteria.



## CALL FOR NOMINATIONS

To: CAPG Members

Date: April 18, 2017

From: Rob Stephanson, Chair, Nominations Committee

Subject: Call for Nominations to the CAPG Board of Directors

On behalf of the CAPG Nominations Committee, I am pleased to invite nominations to the Association's Board of Directors for the term 2017-2019.

Nominations are an important responsibility of our members. The effectiveness and success of our Association depends on the strength and quality of our volunteer Board. It is up to you to propose nominees who will bring the necessary competencies and commitment.

Under the CAPG governance structure, Section 5.4 of the By-laws states that:

The Directors shall be elected by the Members at each annual meeting of Members for which an election of Directors is required. Each Director shall be elected to hold office for two (2) years, at which time each such Director shall retire as a Director, but, if qualified, shall be eligible for re-election. No Director may continue to serve for more than six (6) consecutive years but will be eligible for election to the Board after twelve (12) or more months have elapsed since he/she ceased to be a Director.

In order to be eligible for election, the By-laws of the Association state that candidates must:

- (a) be appointees of a Police Board who is a Member of the Association;
- (b) reside in the province or territory in which the Police Board is located;
- (c) have been appointed to his/her local Member Board/Commission for a two year term which will not expire during the following two years (meaning that his/her appointment to his/her local Member Board/Commission must be at least the same length of time as the term of a Director of the Association).

Please note: All of the current directors whose terms will expire in 2017 are eligible to run for election for an additional two year term because none of these directors have served six consecutive years. The details of vacancies are set out in the chart below.

The Nominations Form is attached as Schedule A; Schedule B includes a list of competencies that we would ask you to complete. Following the receipt of nominations and identification of eligible candidates, the Nominations Committee will conduct a phone interview with each

candidate.

Please submit your nomination forms electronically to the attention of Rob Stephanson, Chair, Nominations Committee at the following address: [nominations@capg.ca](mailto:nominations@capg.ca). **The deadline for receipt of nomination papers is JUNE 1, 2017.** Along with my fellow members of the Nominations Committee, Jonathan Franklin, Saint John, New Brunswick and Joan Kotarski, Victoria, British Columbia, I look forward to your response. If you have any questions, please direct them to Jennifer Malloy, the CAPG Executive Director. We will do our best to address your questions promptly.

Sincerely,

Rob Stephanson  
Chair, Nominations Committee 2017

GEOGRAPHIC LOCATION	CURRENT BOARD ELECTIONS and VACANCIES
British Columbia (2 seats – 1 Vacancy)	1. Barj Dhahan, Vancouver Police Board – Elected for two year term; term expires in 2018 <b>VACANCY – 2017 -2019</b>
Alberta (2 seats – 0 Vacancies)	1. Micki Ruth, Edmonton Police Commission Elected for two year term; term expires in 2018 2. Tyler Shandro, Calgary Police Commission Elected for two year term; term expires in 2018
Saskatchewan (2 seats – 1 Vacancy)	1. Darlene Brander, Saskatoon Board of Police Commissioners Elected for two year term; term expires in 2018 <b>VACANCY 2017-2019</b>
Manitoba (2 seats – 2 Vacancies)	<b>1. VACANCY 2017-2019</b> <b>2. VACANCY 2017-2019</b>
Ontario (3 seats – 3 Vacancies)	1. Mary Anne Silverthorn, Woodstock Police Services Board Elected for two year term; term expires in 2017; eligible to be elected for another 2 year term <b>VACANCY 2017-2019</b> 2. L.A. (Sandy) Smallwood, Ottawa Police Services Board Elected for two year term; term expires in 2017; eligible to be elected for another 2 year term <b>VACANCY 2017-2019</b> 3. Michael Vagnini, Greater Sudbury Region Police Services Board Elected for one year term; term expires in 2017; eligible to be elected for another 2 year term <b>VACANCY 2017-2019</b>
New Brunswick (1 seat – 0 Vacancies)	1. Brian Boudreau, Saint John Board of Police

	Commissioners Elected for two year term; term expires in 2018
Nova Scotia (2 seats – 1 Vacancy)	<ol style="list-style-type: none"> <li>1. Steve Graham, Halifax Board of Police Commissioners Elected for two year term; term expires in 2017; eligible to be elected for another 2 year term <b>VACANCY 2017-2019</b></li> <li>2. Pat Cappello, Truro Board of Police Commissioners Elected for two year term; term expires in 2018</li> </ol>
First Nations (2 seats – 1 Vacancy)	<ol style="list-style-type: none"> <li>1. Dan Bellegarde, File Hills Board of Police Commissioners Elected for two year term; term expires in 2018 <b>VACANCY 2017-2019</b></li> </ol>





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2017 CANADIAN ASSOCIATION OF POLICE GOVERNANCE CONFERENCE</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board approves the attendance of Members to be named at the Canadian Association of Police Governance Annual General Meeting and Conference July 13-16, 2017 in Montreal, Quebec with funds to be drawn from the Board Operating Account.**

### BACKGROUND:

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

Each year the CAPG hosts an annual General Meeting and Conference.

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<b>SUBJECT: 2017 CANADIAN ASSOCIATION OF POLICE GOVERNANCE CONFERENCE</b>	<b>Page 2</b>
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**CURRENT SITUATION:**

The 28<sup>th</sup> annual conference will be held July 13 – 16, 2017 in Montreal, Quebec. This year's theme is 'The Future of Police Governance'. The conference Agenda is attached.

Please confirm interest in attending.



## PRELIMINARY CONFERENCE PROGRAM

### CAPG 28th Annual Conference

### Montréal, Québec

#### Thursday, July 13, 2017

CAPG First Nations Police Governance Council - One-Day Conference

8:30 – 3:00 **“Reconciliation: Indigenous Policing Models in a Pluralistic Society”\***

4:00 – 8:30 **Study Tour – Kahnawake Peacekeepers**  
This tour includes dinner and entertainment

*\*Reconciliation: Indigenous Policing Models in a Pluralistic Society is a separate registration from the CAPG regular conference. Registration is available online at the CAPG website and through the online store.*

8:30 pm – 10:00 pm **CAPG Board of Directors Welcome Reception**  
– Dessert & Coffee  
Hospitality Suite Le Centre Sheraton Montréal

#### Friday, July 14, 2017

7:00 – 8:30 **Breakfast**  
8:30 – 8:45 **Conference Opening Ceremonies**  
8:45 – 9:00 **Introduction of Conference Objectives and Overview**

9:00 – 9:30 **Opening Keynote**  
*Paul Saltzman, President, CEO Moving Beyond Prejudice*

Several years ago it was reported that in the previous decade, corporate America had spent nearly ten billion dollars on diversity training and that the general conclusion was that it had “done no good.” Paul Saltzman, using his films in workshops, has conducted innovative training with police services in Canada, opening participants’ eyes to the hidden pandemic of prejudice and offering insights to acknowledge and change behaviors.

9:30 – 10:30

**Plenary Panel: The Future of Police Governance in Shaping Policing**

*Panelists: Edward Aust, Aust Legal, Andrew Graham, Queen’s University, Darlene Brander, Chair  
Saskatoon Board of Police Commissioners, Anjite McNeely, Deputy Chief Kingston Police Service  
Moderator: Paul Saltzman*

Police governance bodies in Canada are poised to play a pivotal role in shaping the future of policing. What is the long-term vision of what policing will look like in 15 years? What are the emerging issues for police governance bodies? How do we get ahead and start long term planning? Who needs to be part of the discussion? What are the drivers for change? Where do we start? What can we do to improve police culture to increase the level of respect, trust, integrity and working together as a community? How do we stop staggering from one issue to the next?

These are some of the questions panelists will address as they grasp the cultural, social, economic, legislative and political influencers that impact policing policy and governance.

10:30 – 11:00

**Networking Break**

11:00 – 12:00

**Police Now: Transforming Communities with Innovative Police Recruitment and Retention**

*David Spencer, Co-Founder & CEO  
Kurtis Christoforides (invited)*

*Police Now’s mission is to transform communities, reduce crime and increase the public’s confidence in policing, by recruiting and developing outstanding and diverse individuals to be leaders in society and on the policing frontline. Police Now gives exceptional graduates the opportunity to become police officers and transform challenged and often deprived communities. For many people, crime and the fear of crime is an everyday experience. It’s an experience no other graduate employer can match. They train you to be a leader in your community as a police officer in a specific area right from the start. That means taking responsibility for the safety of up to 20,000 people. Recruits are taught negotiation, problem-solving, decision-making, emotional intelligence, resilience and leadership – all invaluable skills in targeting criminals and increasing public confidence and all transferable to any profession.*

12:00 – 1:00

**Lunch**

1:00 – 2:30

**Measuring Your Employee Satisfaction - Developing the Right Measures: Challenges and Opportunities to Achieving Your Goals**

*Yvonne Brouwers, Illumina Research, Calgary, AB*

Police boards and services are under tremendous pressure across the country and the need for evidence-based decision-making has never been greater. Between increased media and public scrutiny, shrinking budgets and a focus on employee satisfaction, engagement and retention, police boards and services are looking for ways to improve their internal processes, including current and potential employee survey programs. This interactive session will introduce the audience to the challenges that boards, commissions and police services face

	with regards to employee surveys along with solutions to build, evaluate and improve the effectiveness of survey programs.	
2:30 – 2:45	<b>Networking Break</b>	
2:45 – 4:45	<b>Roundtable Discussions/Breakouts **</b> First Nations Police/Peacekeepers Small Police Services (less than 100 members) Medium Police Services (100 to 400 members) Large Police Services (400 plus members)	
	<i>**Delegates are free to attend any roundtable discussion and are not bound by the size/type of their service</i>	
6:00 – 8:00	<b>Dine Around Montréal</b> Participating restaurants will offer discounts to CAPG delegates	
8:00 – 10:00	<b>Hospitality Suite</b>	Le Centre Sheraton Montréal

## SATURDAY, JULY 15, 2017

7:00 – 8:30	<b>Breakfast</b>	
8:30 – 10:00	<b>CAPG Annual General Meeting</b>	
10:00 – 10:15	<b>Networking Break</b>	
10:15 – 11:00	<b>Legalization of Marijuana and the Potential Impacts for Police Services, Governance Authorities and Our Communities</b> <i>Bill Blair, MP Parliamentary Secretary to Minister of Justice (invited)</i>	
11:00 – 12:00	<b>Hon. Ralph Goodale, Minister of Public Safety (invited)</b>	
12:00 – 1:00	<b>Lunch</b>	
1:00 – 2:30	<b>Concurrent Workshops</b> Topic #1 – <b>Moving Beyond Prejudice</b>	<i>Paul Saltzman</i>
	Promoting equity and inclusion begins with addressing the attitudes, beliefs and prejudices each of us holds within ourselves, which leads to greater tolerance of our differences and fairer treatment of others. Within a spirit of candor and openness, we teach new tools for non-violent communication, conflict resolution, reduction of prejudice and discrimination, reduction of fear and the resulting increase in healthy relationships, creativity and productivity, and increased civic and citizenship pride.	
	Topic #2 - <b>Police Culture and Gender</b>	<i>Lesley Bikos</i>
	“Across Canada, police forces still espouse a hyper-masculine culture that plays out in policy, promotions, sexual jokes and innuendo, and leads to a dog-eat-dog mentality among women officers’, says PhD candidate Lesley Bikos”.	
	Diversification is one of the keys to equity in policing and this workshop will	

explore the research Ms. Bikos has undertaken on police culture, gender and what policy makers can do to effect change.

**Topic #3 - Chief's and Deputy Chief's Compensation: Negotiating the Right Contract for Your Commission/Board**

*Gabrielle*

*Battiste, Executive Director, Edmonton Police Commission*

Negotiating the contract of your Chief Constable or Deputy is one of the critical duties of police governance bodies and it needs to be done right. Having the knowledge and expertise of negotiating contracts for years in her legal experience, Gabrielle Battiste will provide you with some tools to that may assist in your next negotiations.

**Topic #4 - Police Board Governance: Understanding Roles, Responsibilities and Roadblocks**

*Andrew Graham, Queen's University*

What skills do we need in board members to be effective in their roles? What skills do we need of police executives to effectively serve their governance requirements not as a compliance measure but to leverage the success of their organization in achieving the strategic targets that have been set for it and ensuring the boards and commissions receive adequate information on the key steps in achieving those targets, useful performance metrics and the capacity to adjust them as they are implemented? This hands-on workshop will help you to understand and identify the skills, strategic targets and performance metrics to be effective in your governance role. The session will also include how to deal with the bumps along the road.

2:30 – 2:45

Break

2:45 – 4:15

**Concurrent Workshops**

Topic #1 – **Moving Beyond Prejudice**

*Paul Saltzman*

Topic #2 - **Police Culture and Gender**

*Lesley Bikos*

Topic #3 - **Chief's and Deputy Chief's Compensation: Negotiating the Right Contract for Your Commission/Board**

*Gabrielle Battiste*

Topic #4 - **Police Board Governance: Understanding Roles, Responsibilities and Roadblocks**

*Andrew Graham, Queen's University*

6:00 – 9:00

**CAPG Dinner, Entertainment and Awards**

9:00 – 11:00

Hospitality Suite

Le Centre Sheraton Montréal

## **SUNDAY, JULY 16, 2017**

7:30 – 9:00

**2018 Kick-off Breakfast** – Hosted by Winnipeg Police Board

9:00 – 11:00

**CACP/CAPG/CPA/FNCPA Closing Plenary Panel**

Don't miss this session where the four national police associations participate in an open discussion on police, public safety priorities and burning issues. Join the

Presidents of the First Nations Chiefs of Police, Canadian Association of Chiefs of Police, Canadian Police Association and the Canadian Association of Police Governance for this lively open dialogue.

11:00 – 11:30

**Incoming President Remarks and Conference Wrap-up**

12:00 – 1:00

CAPG 2017-2018 Board Meeting (for directors on the national board)

# First Nations Police Governance

RECONCILIATION: INDIGENOUS POLICING MODELS IN A PLURALISTIC SOCIETY

## Conference

LE CENTRE SHERATON MONTRÉAL HÔTEL  
1201, boulevard René-Lévesque Ouest  
Montréal (Québec) H3B 2L7

Salon Jarry-Joyce

### Agenda

Exploring the themes of reconciliation, respecting First Nations autonomy, uniqueness, and diversity.

7:00 – 8:00	Breakfast	
8:00 - 8:30am	Opening Blessing & Introduction of Program for the Day	
8:30 – 9:00	Update on Quebec and First Nations Police Services	Ghislain Picard, AFNQL
9:00 – 10:00	First Nations Police Services & Changes to the Ontario Police Act	Julian Falconer, Legal Counsel to NAPS
10:00 - 10:15	<b>BREAK</b>	
10:15 – 11:15	Enforcing by-laws for First Nations Police Services	Kyle Friesen, Department of Justice (invited)
11:15 – 12:00	First Nations Policing Program working towards contract renewal in 2018 – update from Public Safety Canada	
12:00 – 1:00pm	<b>LUNCH</b>	
1:00 – 2:00	CAPG First Nations Police Governance Training Modules	Jacob Pete, Andrew Graham





2:00 – 3:00	Policing future generations	Chief Robert Davis, Lethbridge Police Commission
3:00 – 3:15	Wrap up of the day	
3:30 – 8:00	Study tour of Kahnawà:ke Peacekeepers Service, dinner and entertainment	

*\*Reconciliation: Indigenous Policing Models in a Pluralistic Society is a separate registration from the CAPG regular conference. Registration is available online at the CAPG website and through the online store.*





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2017 CAPG CONFERENCE SUPPORT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board approves a \$500 donation to the 2017 Canadian Association of Police Governance (CAPG) to help defray the cost of organizing the conference in Montreal, Ontario with funds to be drawn from the Police Services Board operating account.**

### CURRENT SITUATION:

The Canadian Association of Police Governance has scheduled their annual conference July 13 – 16, 2017 in Montreal, Quebec. The theme this year is ‘The Future of Police Governance’.

The CAPG annual conference is considered an excellent opportunity for Police Board members for educational and networking opportunities and for bringing strong grassroots and civilian perspective to critical policing issues. Their ultimate objective is to offer a program for delegates that is affordable, provides rich dialogue and education, and showcases the host city. With cost increasing, they are asking for our financial support.

In the past the Board has provided financial assistance in the amount of \$500.

To: CAPG Member

April 28, 2017

**Re: 2017 CAPG CONFERENCE – “The Future of Police Governance”**

We are writing today to ask for your support for the 2017 Annual Conference of the Canadian Association of Police Governance (CAPG), *The Future of Police Governance*. The Conference begins with a one-day First Nations Police Governance Session *Reconciliation: Indigenous Policing Models in a Pluralistic Society* on Thursday, July 13, 2017 and includes a tour of the Kahnawake Peacekeepers later in the afternoon. From Friday, July 14 to Sunday, July 16 the CAPG conference takes place and will explore the future of police governance, looking at the role of police governance bodies in shaping policing, innovations in recruitment, training and measuring your employee satisfaction to name just a few of the sessions. The closing panel on Sunday, July 16 will include the Presidents of the three national police associations talking about their vision for the future of policing, police governance and public safety.

In previous years, CAPG has had the financial and organizational support of a host board/commission. With no civilian oversight in Quebec it means we are doing things a bit differently this year.

That's why we are writing to you to ask for your support to help us offset the cost of putting on this first rate conference. Your contribution helps keep the registration fees for our delegates to a level that even the smallest of police boards and commissions are able to afford.

Our members have shown their generosity and commitment by sponsoring coffee breaks, hospitality suites, lunches or simply contributing whatever their budget can manage. There are a variety of exceptional sponsorship opportunities available that can be tailored to give you the high level of recognition and visibility you deserve.

Sponsorship of a CAPG Conference isn't simply about money. It is about delivering a message to people that you are a champion of excellence in the governance of municipal police in Canada and that you believe in the values of integrity, transparency and accountability. It is also an opportunity to raise your boards profile, through branding and recognition of your commitment to civilian governance and social responsibility.

I invite you to position yourself as a leader and take up our offer to sponsor CAPG 2017, *The Future of Police Governance*.


You can download the [sponsorship package here](#). We are sincerely grateful for any contributions you are able to make and we commit to making the conference experience unique and rewarding for everyone who attends.

We hope you've marked July 13 to 16, 2017, in your calendar as you won't want to miss the exciting line

up of speakers and presenters who will educate, inform and entertain in Montreal. Visit the CAPG Conference website at <http://capgconference.ca/> to download the most up to date information, check out travel discounts and find out how to register.

We look forward to seeing you in Montreal!

Sent on behalf of the CAPG Conference Committee

A handwritten signature in blue ink, appearing to read "Jennifer Malloy". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Jennifer Malloy  
Executive Director



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: BOARD MEMBER TRAINING POLICY</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board approves GSPSB POLICY – 016 as amended.**

### BACKGROUND:

Board Policy GSPSB – 016 was adopted in February 2011 in support of Member training, orientation, and development. These opportunities come in the form of Ministry training, conference attendance, service orientation sessions, meeting attendance, and related courses. Members are highly encouraged and supported for their interest and participation in such education. There are always opportunities for new learning that the Service seeks to expose members to.

### CURRENT SITUATION:

The Service recognizes the importance and value of Board Member development through exposure to operational areas of the Service through internal service awareness training and orientation sessions.

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<b>SUBJECT: BOARD MEMBER TRAINING POLICY</b>	<b>Page 2</b>
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These come in the form of Unit/Division observations, riding in the field with police officers, facility tours, and monthly Board meeting presentations.

Policy GSPSB 016 has been amended to include a new Section 4 on Internal Service Awareness Training/Orientation. The balances of the Sections have been renumbered in their existing form with no further changes.

All such awareness training/orientation activities can be coordinated through the Board Executive Assistant who shall make arrangements through the Office of Chief of Police.



## GREATER SUDBURY POLICE SERVICES BOARD POLICY

<b>SUBJECT:</b> BOARD MEMBER TRAINING	<b>POLICY NUMBER:</b> GSPSB – POLICY 016
<b>ORIGINATING DATE:</b> February 14, 2011	<b>REVISED DATE:</b> June 6, 2017
<b>REPORTING REQUIREMENTS:</b> Annual	

1. **LEGISLATIVE REFERENCE / AUTHORITY:**

Section 31(5) of the *Police Services Act* requires the Police Services Board to ensure that its members undergo any training that the Solicitor General may provide or require. The Greater Sudbury Police Services Board recognizes the importance of pursuing excellence in governance through an ongoing commitment to training, education and development, and has adopted this policy to formalize training and ongoing learning requirements for its members.

2. **REQUIRED TRAINING:**

(1) Every effort shall be made to ensure that each member of the Greater Sudbury Police Services Board during his or her first year of appointment attends:

- (a) Any training sessions provided or required by the Ontario Ministry of Community Safety & Correctional Services.
- (b) Any orientation sessions for new members provided by the Chief of Police and Staff.

(2) Within their term of being appointed to the Board, each member is encouraged to attend the annual conferences of both of the following organizations:

- (a) Ontario Association of Police Services Boards (OAPSB).
- (b) Canadian Association of Police Boards (CAPB).

The Board shall endeavor to be represented by at least one member at each of the following:

- (a) Meetings of OAPSB Zone 1A Boards
- (b) Annual OAPSB Conferences
- (c) Annual CAPB Conferences
- (d) Meetings of Ontario Large Boards (“Big 12”)

3. **OTHER LEARNING OPPORTUNITIES:**

Having satisfied the requirements set out above, and provided sufficient funds remain in the annual budget, Board members are encouraged to attend other learning opportunities related to governance or policing such as those offered by, but not limited to:

- (1) The Canadian Police College
- (2) The Police Association of Ontario
- (3) The Ontario Association of Chiefs of Police
- (4) The Canadian Association of Chiefs of Police

4. **INTERNAL SERVICE AWARENESS TRAINING/ORIENTATION**

Members may also gain insight to certain operational areas through participation in internal service awareness initiatives including:

- (1) Unit/Division observation\*
- (2) Ride Along with field officers\*
- (3) Facility Tour \*
- (4) Monthly Board Meeting Presentations – each month a department or division will present to the Board in the public portion of the meeting on a topic of interest \*\*

\*Requests for Service Awareness opportunities shall be made through the Executive Assistant by completing the Service Awareness Training/Orientation Form to the Board who shall forward to the Office of Chief of Police

\*\* The Service shall assemble a list of presentation one year in advance of Scheduled Board Meeting. Members wishing a particular topic to be covered shall do so by way of written request through the Office of Chief of Police

5. **BOARD TRAINING AS A WHOLE:**

Board training as a whole will take place through inviting guest speakers to make presentations or deliver workshops to Board Members on issues pertinent to Board governance, Board responsibilities or emerging trends in policing, with an emphasis placed on issues of a strategic nature.

6. **ANNUAL REPORTING:**

Individual Board member training and Board training as a whole will be reported annually.





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: CAPG WEBINAR SERIES</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### **RECOMMENDATION: FOR INFORMATION**

#### **BACKGROUND:**

The Canadian Association of Police Governance (CAPG) is the only national organization dedicated to excellence in police governance in Canada. Part of the commitment from CAPG is to provide education and development opportunities to Boards. One such feature is the CAPG Education Series offered through webinars. These webinars bring CAPG stakeholders and colleagues together electronically to explore a variety of topics of interest to our community. CAPG aims to provide concrete resources to boards and other stakeholders to help in the development of effective governance.

#### **CURRENT SITUATION:**

The most recent Webinar series has recently been published and is attached for the information of the Board. Topics of interest are also invited and may be communicated to [webinars@capg.ca](mailto:webinars@capg.ca)



## Webinars 2017

<b>June 22, 2017</b>	<b>Police Culture: The Old Boys Club and the Role of Police Governance in Shaping a Healthier Service</b> <i>with Lesley Bikos</i>
<b>July 2017</b>	<b>Body Worn Cameras and the role of setting policy</b>
<b>August 2017</b>	<b>‘Political Window Dressing’: Do Police Boards/Commissions play a role in leading the service?</b>
<b>September 2017</b>	<b>Canadian IT Strategy/IT governance framework</b>
<b>October 2017</b>	<b>PTSD/Mental Health Prevalence Study – what we know so far</b>
<b>November 2017</b>	<b>Establishing a gender equitable and diversity-responsive Board</b>
<b>December 2017</b>	<b>The Toronto Police Service’s Transformational</b>



## Webinars 2018

<b>January 2018</b>	<b>Evidence based policing: The Gap in Police Oversight Research</b>
<b>February 2018</b>	<b>Protecting the Victims: What Boards &amp; Commissions need to Know about Victims Services Program</b>
<b>March 2018</b>	<b>Tiered Policing – the Way of the Future</b>
<b>April 2018</b>	<b>Mental Health and Police Resources: Peel Study</b>
<b>May 2018</b>	<b>Planning and budget development for police services</b>
<b>June 2018</b>	<b>Lost in Transition: VPD interactions with vulnerable populations – 10 years later what has changed?</b>
<b>July 2018</b>	<b>Recruiting, Retaining and Promoting Tomorrows Leaders</b>
<b>August 2018</b>	<b>Strategic Planning and Adapting to Change</b>
<b>September 2018</b>	<b>Board self-evaluation – Asking the right Questions</b>
<b>October 2018</b>	<b>Economics of Policing: Complexity &amp; Costs in Canada</b>
<b>November 2018</b>	<b>Police Service Performance Measurement and What the Research Tells Us</b>
<b>December 2018</b>	<b>Evaluating the performance of your police leaders</b>



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	DATE: May 30, 2017
<b>PUBLIC</b>	
<b>SUBJECT: CHIEF'S 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 donations for events from June to August 2017 with funds drawn from the Chief's Youth Initiative Fund:**

- \$300 in support of the 2017 Rayside Neighbourhood Team Bike Rodeo**
- \$1,800 in support of the 2017 Marine Youth Safety Program**
- \$1,100 in support of the 2017 Home Run for High Schools Program**
- \$500 in support of the 2017 Girls Run Sudbury Event**
- \$550 in support of the 2017 Send a Kid to Camp Program**
- \$1,000 in support of the 2017 Fast Flowing Water Poster/Script Program**
- \$1027.90 in support of the 2017 Cops, Kids, and Golf**
- \$500 in support of the 2017 Sudbury Shared Harvest Program**
- \$500 in support of the 2017 Valley East Back to School Community Store**
- \$700 in support of the 2017 McDonald Memorial Golf Tournament**

**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.

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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.

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 from the Chief's Youth Initiative Fund have been received.

**2017 Rayside Neighbourhood Team Bike Rodeo - \$300**

The Rayside Balfour Youth Action Network provides a safe, comfortable environment offering quality youth programs, resources, and information relating to topics of importance that will help with making sound and healthy choices.

The Chelmsford Neighbourhood Team is providing youth the opportunity to attend a bike rodeo sponsored by and held at the Rayside Balfour Youth Centre on June 3, 2017. They will learn the laws of cycling and participate in an obstacle course. They will also have a chance to win one of six brand new bicycles. Lunch will be provided.

**2017 Marine Youth Safety Program - \$1,800**

The Rural Community Response Unit created an initiative that encourages and recognizes youth for practicing safety while on the water. This is the third year of this successful program.

While out on Marine patrol, youth that are boating, fishing from docks, and enjoying the beach are approached and educated about safe water practices and thanked with a t-shirt that proclaims "I was caught wearing my PFD by the Greater Sudbury Police Service".

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**2017 Home Run for High Schools Program -\$1,100**

The Service's Rural Unit has introduced a new program that will connect with youth of the community through sportsmanship and respect while participating in a team sport. Home Run for High Schools will include seven secondary schools from the outlying areas such as Val Caron, Hanmer, Chelmsford, and Lively in a Slo-Pitch Tournament. This activity based day will build and maintain strong partnerships with local school boards and relationships with our future generation.

The event is scheduled for June 2, 2017 at Rick McDonald Memorial Park in Azilda.

**2017 Girls Run Sudbury Event - \$500**

Girls Run Sudbury was developed to increase physical activities among teenage girls from grades 7-12. The event promotes self-esteem and increased awareness towards a healthier life style and helps them discover the advantages and enjoyment that come from physical activity in a positive environment. This event is an achievable challenge for all regardless of fitness and personal goals and brings together athletes and beginners to build a social circle based around physical activity and having fun.

The Sudbury event will be held on June 4, 2017 and hosted by Laurentian University.

**2017 Send a Kid to Camp Program - \$550**

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

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

**2017 Fast Flowing Water Poster/Script Program - \$1,000**

The Fast Water Safety Program is an initiative from the City of Greater Sudbury and the Junction Creek Safety Committee aimed primarily at educating children. It is recognized that flowing water is a dangerous situation in many locations in our community.

The annual event brings attention to elementary school students that rapidly flowing water poses a real threat and is an integral learning tool that stresses important lessons and safety themes. The contest includes all schools in the Greater Sudbury area.

The awards ceremony is scheduled for June 19, 2017.

**2017 Cops, Kids, and Golf - \$1027.90**

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

In 2010, the Youth Liaison Officer, organized a golfing event for the youth of the Chelmsford Youth Centre – Cops, Kids, and Golf. Each youth participant was matched with an officer for a day of golfing fun, sharing good times and experiences in a safe and supervised location. The day ends with pizza and refreshments. This successful youth initiative continues to grow in numbers for its seventh year!

The event will be hosted on July 18, 2017 at the Monte Vista Golf Course in Val Caron.

**2017 2017 Sudbury Shared Harvest Program - \$500**

Sudbury Shared Harvest's mission is to increase access to fresh produce by facilitating the sharing of surplus local fruit and vegetables with lower-income members of the community with a focus on serving children and youth to improve nutritional intake.

Local residents sign up to donate fruit and vegetables from their home gardens where volunteers pick and deliver to soup kitchens and community food programs. A farm gleaning program is planned for 2017 for excess produce from local farms not practicable to hire staff to harvest. Food picked by volunteers is available at no cost.

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### **2017 Valley East Neighbourhood 'Back to School' Community Store - \$500**

The Valley East Neighbourhood Team consist of different community partners brought together to address identified needs. The Valley East Team includes CPTM Best Start Hubs, OCOF Daycares, SDHU, GSPS, various churches, and schools.

Each year, a 'Back to School Community Store' is held to provide local children in need the school supplies they require for the upcoming year at a reduced cost. The children and their families will also have the opportunity to connect with community partners and local services that promote healthy lifestyle choices. The goal is to build new relationships and strengthen existing ones.

This year's event is scheduled for August 16, 2017.

### **2017 Rick and Dan McDonald Memorial Golf Tournament - \$700**

Sergeant Rick McDonald was a twelve-year veteran with the Greater Sudbury Police Service when he was fatally injured during a police pursuit in July 1999. Rick's brother, Dan McDonald had been a long time Correctional Officer at the Sudbury District Jail when he was killed in a motor vehicle collision in 2007.

The family created the 'Rick and Dan McDonald Memorial Foundation', totally administered by volunteers, to continue the legacies of the brothers' commitment to community involvement. The Foundation hosts fundraising events to help underprivileged families and other youth organizations.

This year's event is a golf tournament scheduled for July 15, 2017 at the Chelmsford Golf Course.



# RAYSIDE NEIGHBOURHOOD TEAM

## 2016 BIKE RODEO



## 2016 MARINE YOUTH SAFETY PROGRAM



# HOME RUN FOR HIGH SCHOOLS

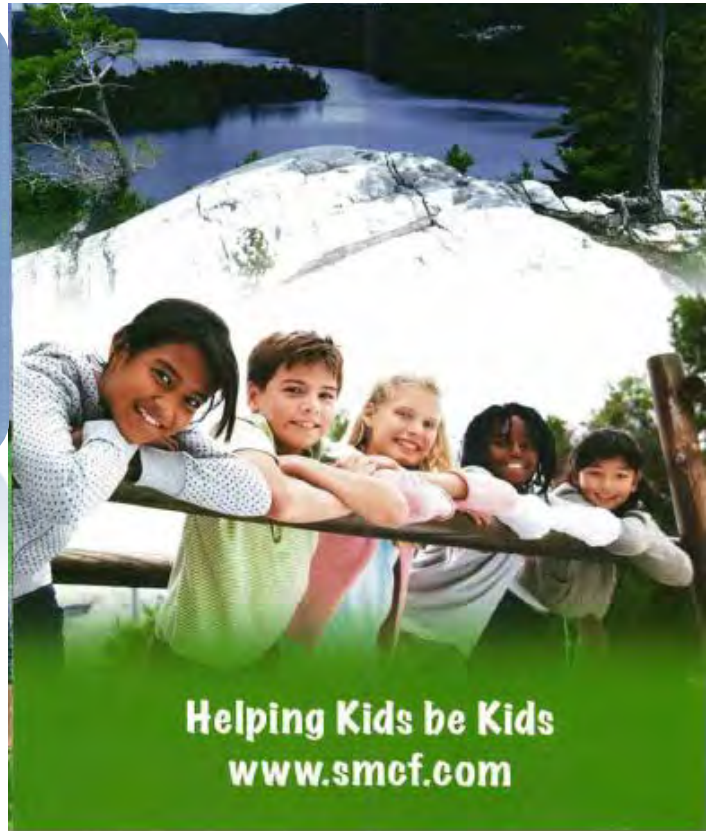


**GIRLSrun.ca**  
FIND AN EVENT NEAR YOU!

FIND AN EVENT NEAR YOU!  
**GIRLSrun.ca**

Sudbury Manitoulin Children's Foundation

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



Conservation  
Sudbury

Fast Flowing Water Contest





# 2016 COPS, KIDS AND GOLF



# SUDBURY SHARED HARVEST PROGRAM





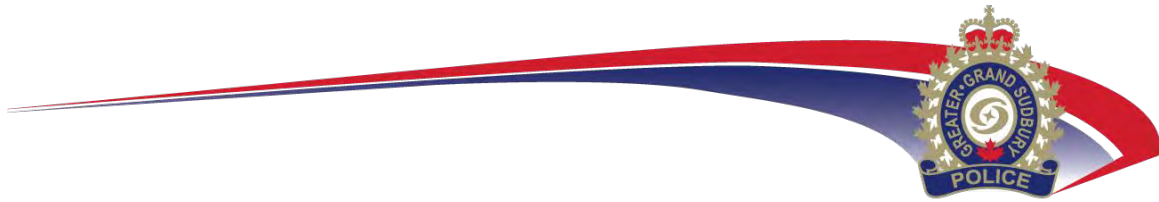
# 'Back to School Community Store'



Our mission statement

**'Continuing a legacy with a commitment to community'**





**GREATER SUDBURY  
POLICE SERVICES BOARD**

**REPORT FROM THE  
CHIEF OF POLICE**

**May 2017**

## **MINISTRY UPDATES**

### ***RIDE Grant Application Call***

The Ministry of Community Safety and Correctional Services issued its call for applications for the 2017/2018 Reduce Impaired Driving Everywhere (R.I.D.E.) Grant program. This grant has been available to municipal and First Nations police services and Ontario Provincial Police (OPP) municipal contract locations for a number of years. In accordance with the terms of the Agreement it is expected that in addition to this R.I.D.E. Grant funding, successful applicants also engage in their own routine spot checks. The funding through the Grant must be used exclusively for Sworn officers' overtime or paid duty assignments. Based on its Sworn officer strength, Sudbury is eligible for a maximum of \$38,000.

### **EVIDENCE WEB-SUBMISSION SYSTEM**

The Evidence Web-Submission System has now been implemented at the Centre of Forensic Sciences (CFS). This enhancement will allow the CFS to streamline the intake process, minimize delays, and ensure that items received are ready for testing as soon as possible. Police services are now able to submit evidence forms online via an interactive web application, obtain submission approval, packaging labels, and be able to track submission status. The system requires that all evidence undergo an online pre-submission review resulting in notification of which items are approved for submission. Scientific advisors are also available to discuss any case related issues with clients before items are submitted. Sudbury went live with the system on April 3, 2017.

### **UPDATE ON THE INDEPENDENT POLICE OVERSIGHT REVIEW**

Last year the province appointed Justice Michael H. Tulloch to lead an independent review of Ontario's police oversight system to improve the transparency and accountability of the province's three police oversight bodies. After extensive consultation with more than 1,500 people from across the province, Justice Tulloch's final report includes 129 recommendations to help Ontario transform police oversight to be more transparent and accountable and has the confidence of both the public and the police. This comprehensive report was released on April 6, 2017.

Additional information concerning the report and government actions will continue to be conveyed to the Board as developments occur.

## **NATIONAL INQUIRY INTO MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS**

On August 2, 2016, the federal government established a National Inquiry into Missing and Murdered Indigenous Women and Girls (the “Inquiry”).

The Inquiry is mandated to among other things:

- “Inquire into and report on... systemic causes of all forms of violence – including sexual violence – against Indigenous Women and Girls...”;
- Inquire into “...institutional policies and practices implemented in response to violence experienced by Indigenous Women and Girls...”; and
- Make recommendations on “concrete and effective action that can be taken to remove systemic causes of violence and increase the safety of Indigenous Women and Girls in Canada”.

Given the breadth of the Inquiry’s mandate, records held by GSPS could potentially be relevant and subject to production to the Inquiry. From correspondence with Commission staff, the Inquiry is interested in the following categories of records:

- a) “Police files relating to Indigenous women and girls who were reported to be missing [and remain missing] and/or were found deceased as a result of violence, including suspicious circumstances surrounding the death...” for the period 1980 to 2017. The Inquiry has indicated that it is interested in “closed”, “cold”, and “open” files;
- b) Police records relating to domestic violence and sexual assault for the period 2011 to 2017; and
- c) “Unfounded” sexual assault reports (including formal complaints) and any associated police records relating to those reports where made by Indigenous women and girls from 2007 and 2017. Commission staff has advised that the Inquiry has a particular interest in those reports already provided to the *Globe and Mail* in its recent investigative reporting on this issue.

The Service is currently reviewing its records in relation to those that are relevant for production to the Inquiry.

## **OMBUDSMAN’S REPORT ON DE-ESCALATING CONFLICT SITUATIONS**

As previously reported, we are now participating in a survey to provide feedback about de-escalation practices and training or about the current Ontario Use of Force Model. The goal of the research is to attain a representative sample of knowledge and opinions from all police agencies across Ontario. We were pleased to have the opportunity to be a part of the response to the Ombudsman report and recommendations for training and resources moving forward.



## **MEETING WITH PREMIER KATHLEEN WYNNE**

On May 23, 2017, I had the opportunity to meet with Premier Kathleen Wynne during her visit to Sudbury. During our conversation, we discussed the unique circumstances of policing in the north, most specifically in relation to the funding inequities for policing in the north as compared to the south. Many Northern municipalities have very little assessment growth and a limited tax base from which to draw revenues for capital projects and operating funds to provide adequate and effective policing. Policing and ensuring the safety of a city should not be a competition with City project priorities.

Community-safety and well-being is something that people expect to be universal access and people in the north should get the same levels of police response as those in the south. As policing moves to a more evidence-based approach, smaller services are challenged with finding the funds for software, let-alone staffing to do the essential work required for analytics. This is part of the reason that policing stands separate from political influence and speaks to the role of governance by our Boards. Board training was also raised as an item of importance to be addressed by the Ministry particularly given the number of vacancies.

We also spoke positively about the proposed changes in the Police Act that should modernize the discipline process cutting back on delays and frustration with respect to dispositions.

Overall, the meeting was positive and productive and I was pleased to have the opportunity to provide some direct insight on policing issues and more particularly the challenges of policing in a Northern community.

## **VOLUNTEER APPRECIATION WEEK**

National Volunteer Week was celebrated the week of April 23 to 29, 2017. The theme for this year is “**Volunteering, Eh?**” as 2017 is also the 150<sup>th</sup> birthday of our great nation.

This is an opportunity to promote, encourage, and recognize volunteers in the community. The Service took the opportunity to also acknowledge our citizens and members who dedicate their time, energy, and expertise to various initiatives that enhance the safety, security, and wellness of our community. Our special celebration was held on April 26 recognizing volunteers from all walks of life who are involved in our eleven programs and who were honoured for long service tenure.

These community members devote countless hours of their own time to our initiatives helping to ensure the safety and wellbeing of our community through Our Shared Commitment. The Greater Sudbury Police Service is proud to dedicate this week to recognizing these invaluable individuals for their continued commitment to this Service and this community.

**POLICE WEEK 2017 – MAY 14-20, 2017**  
**Provincial Theme “*Working Together for Safer Communities*”**

Police Week in Ontario is an annual event dedicated to promoting crime prevention, recognition and awareness of police services in the community. It is also an opportunity to commend current police officers for their dedication and commitment in keeping our communities safe. Since 1970, Police Week has been observed in May to coincide with Peace Officers Memorial Day, recognized internationally on May 15.

This year’s provincial theme was “Working Together for Safer Communities”. It supports a collaborative approach towards safer and healthier communities in Ontario while also recognizing the important role of the police in helping to achieve that goal. Further, it celebrates the positive relationships between local police officers and their community. As part of Police Week, the Ministry will be using social media to showcase different programs that involve police services/officers partnering with local agencies or service providers to help keep their community safe. GSPS celebration activities were included in the province social networking campaign along with the local social media releases.

**CHILDREN’S MENTAL HEALTH WEEK**

Children's Mental Health Week (CMHW) was recognized from May 1-7, 2017. In support of this week, our members wore a green ribbon to help increase awareness of the signs of child and youth mental health issues.

CMHW is also celebrated to help decrease the stigma and to increase the understanding that help and treatment programs are available. In our work, mental health challenges in young persons is very prevalent. Statistically, approximately one in five children/youth in Ontario suffer mental health disorders ranging from anxiety and other mood disorders to more severe psychiatric disorders. These issues can lead to severe consequences for the child or youth if left untreated.

Raising awareness through Children's Mental Health Week can decrease the stigma associated with mental health issues, increase recognition of early signs, and facilitate access to the treatment or help needed to live productive and positive lives.

Throughout the week, GSPS also continued with its regular programming to promote children’s mental health and youth engagement at all our schools through our School Resource Officers, CSPs, and member involvement in Violent Threat Risk Assessment (VTRA). On May 3, 2017, the Service participated in Bullying Awareness Day at Northeastern Public School. Stay tuned to our social media as well for key important messaging throughout the week.

## EVENTS

In recent weeks, the Service participated in many events throughout the community including:

- ✓ **Drug presentation** – St Paul in Lively grades 7/8
- ✓ April 12 – **International Day of Pink/ Raising** awareness to stop homophobia, transphobia, trans misogyny, and all forms of bullying
- ✓ April 13 - **Huntington Spring Convocation** Luncheon
- ✓ April 15 – 12th Annual **Law Enforcement Torch Run Mall Toll**
- ✓ April 22 – **Let’s Come Together to Build Stronger Canadians**
- ✓ April 29 – **Steps For Life Walk** in support of workplace tragedies
- ✓ May 7 – **Ontario Police Memorial**
- ✓ May 8 – **Community Drug Strategy** Executive Committee Meeting
- ✓ May 12 – **Sudbury Mock Trial**
- ✓ May 14 – **Sudbury Rocks Marathon**
- ✓ May 27 – **Shades of Our Sisters** which tells the stories of Sonya Cywink and Patricia Carpenter, two of the 1,200+ Missing and Murdered Indigenous Women, Girls, Transgender, and 2 Spirit Peoples.

## COMMUNITY AND POLICE GALA AWARDS NIGHT

The annual Community and Police Gala Awards Night on May 18, 2017 was most successful. This event saw community partners, local supporters, citizens, and members come together for an evening of elegant recognition. We were proud to honour many who have contributed to community safety and wellbeing as a strong supporter and partner to the police. Awards were given in several categories with the following as this year’s recipients:

- Meritorious Action Award: Sergeant Joanne Pendrak
- Police Assistance Award: Douglas Guitard
- Teamwork Commendation Award: GSPS Peer Support Team
- Police – Community Leader Award: Renée Richer
- Heroic Action Award: Staff Sergeant Peter Orsino (off duty), Jessica Orsino, Austin Gareau
- Police – Community Partnership Award: Operation Red Nose
- City of Greater Sudbury Partnership Award: Community Development and Planning
- Sergeant Richard McDonald Award: Shelly Dixon
- Constable Joseph MacDonald Award: Constable Nihad Hasanefendic
- Nicole Belair Service Above Self Award: Benton McLean

All proceeds from the event are earmarked for the Chief's Youth Initiative Fund. We were proud to celebrate these achievements with our partners. Thanks to all who supported this year's event.

## **COURAGE TO STAND**

This 7th Annual Courage to Stand Event was held on April 20, 2017. Since its inception, over 650 students have participated from the local secondary schools. The event was originally based on creating opportunities to encourage young people to use their voice and interrupt bullying behaviours, to move from bystanders to interveners and from bullies to allies. It is not about what others should or could be doing to stop bullying but what we, as a collective, will do to stop bullying.

The Chief's Youth Advisory Council plays an important role in organizing the day and ensures youth in our community are provided with a voice on important issues

Throughout the course of the day, youth shared personal stories to demonstrate how humanity is based on understanding and connection and how simple acts of kindness can change so much for so many.

The focus of this year's event was on celebrating young people's successes with an emphasis on not putting people down but choosing to build each other up. The day was once again a success in presenting strategies, initiatives, and accomplishments, as well as sharing insights surrounding what success can and does look like for the youth residing in the City of Greater Sudbury.

## **SYRIAN FAMILY NEWCOMER INFORMATION SESSION**

On April 30, 2017, the Service hosted Syrian families who are new to Sudbury. The two families and their sponsors were welcomed and provided the opportunity for an orientation and facilities tour of the Police Service. Activities included viewing a fifteen 15 minute video in Arabic produced by the OACP for newcomers. The visit provided the opportunity to speak with a number of GSPS members and to get a glimpse into a number of operational areas including the Communications Centre, Forensic Unit, inside marked police car, and Criminal Investigations, both uniform and plain clothes functions. The Tactical Unit was of particular interest in terms of the specialized equipment used. The Police Museum was a hit and the kids enjoyed trying on some of the old uniforms. The families also received an overview of volunteer opportunities with GSPS as well as the benefits of a career in policing. The tour ended with snacks and police contact information. Overall the reception from both staff and our visiting guests was very positive.

## **MKWA CLOSING CELEBRATION**

May 5, 2017, marked the closing celebration for the MKWA program. The Police MKWA Opportunity Education Circle is a partnership that was formed with the four school boards to create learning opportunities for Aboriginal including First Nation, Métis, and Inuit, students living in the City of Greater Sudbury and surrounding area who may wish to pursue a career in the justice sector. It also serves to establish meaningful relationships between students and police officers. Through this initiative, students learn about careers in the criminal justice system and other related professions. A key component is a short mentoring program with police officers which affords the opportunity to learn skills that will enhance opportunities to pursue a career in a related field of study. The program has held 17 sessions with over 185 students participating. This year involved 14 officers paired with 14 students. The success of this program is much to the credit of retired Constable Grant Dokis. We continue to recognize his vision, commitment, and ongoing dedication to this program. His strong relationships with the contacts in each board ensured the ongoing participation of students and the programs longevity.

## **“LOOKING AHEAD TO BUILD THE SPIRIT OF OUR WOMEN – LEARNING TO LIVE FREE FROM VIOLENCE”**

May 26, 2017 was the celebration of a year in review for the “Looking Ahead to Build the Spirit of Our Women – Learning to Live Free from Violence Project”. The event was held at the N'Swakamok Native Friendship Centre and was well attended by community partners. Activities included releasing our published document of the Strategy. The occasion served to celebrate our many positive results that have been achieved in only one year. We are truly grateful to all of our partners and most appreciative of the unwavering work of Marie Meawasige, Lisa Osawamick, and Constable Shannon Agowissa for their tremendous guidance in the development of the Strategy.

## **JOHN VALTONEN – APPOINTED COMMANDER OF 33rd CANADIAN BRIGADE GROUP**

Newly promoted Inspector John Valtonen recently assumed duties as Commander of 33 Canadian Brigade Group. As Commander, he will be in charge of about 1,900 members of the Primary Reserve Force, a component of the Canadian Armed Forces. The Brigade's mission is to generate a well-trained, effective, and multi-purpose land force to meet Canada's defence objectives, at home and in support of the Regular Force.

Army reservists are members of their communities most of whom have full-time employment or go to school and who choose to serve the Canadian Armed Forces part-time. John has been in policing since 1991 having first served with the Ontario Provincial Police and joining Greater Sudbury Police Service in 2006.

## **NIHAD HASANEFENDIC – CAMBRIAN COLLEGE ALUMNI AWARD**

Each year, Cambrian College honours one outstanding individual with the Cambrian College Alumni Award. The award was introduced in 1992 and presented annually at the Convocation Ceremonies to recognize the outstanding contributions of Cambrian alumni to the College and to society through professional excellence and extraordinary service to education. This year, GSPS's Constable Nihad Hasanefendic was named recipient of this distinguished honour. On June 2, 2017 as part of their convocation for the School of Justice, School of Community Service, School of General Studies, and the School of Emergency Services, Constable Hasanefendic was presented with the award. As part of the ceremonies, Nihad also addressed the audience and provided motivational words that inspired the audience.

## **SAFETY INITIATIVES**

### **MEDICATION CLEAN UP DAY**

Medication Clean Up Day" was launched on Thursday April 27, 2017 through the Shoppers Drug Mart – New Sudbury Shopping Centre. This year's efforts are being sponsored by the Community Drug Strategy (CDS) and the Stay on Your Feet Committee. This is a spinoff of the highly successful Prescription Drug Drop Off Day in 2016 supported by CACP.

The Stay on Your Feet, a Health Unit committee, and the Community Drug Strategy are working together to launch Medication Clean it Out! Last year, the Service was actively involved in coordinating the event which was highly successful. As part of the CDS, we too will be promoting and supporting this activity again this year.

### **2017 DRIVE SAFE! R.I.D.E. CAMPAIGN – MAY 17, 2017**

On May 17, the Service helped launch the 2017 Drive Safe! Reduce Impaired Driving Everywhere (R.I.D.E.) Campaign, a Province-wide campaign designed to keep our roadways among the safest in North America.

The Ontario Association of Chiefs of Police (OACP) sponsored the campaign and reminded Ontarians to "Share the Road" with a particular emphasis on the following key areas:

- Be aware of Ontario's "Move Over" legislation (which requires motorists to pull over to allow emergency vehicles to pass);
- Share the road with cyclists;
- Make sure pedestrians are safe; and
- Look out for tow truck personnel at collision scenes.

Part of Our Shared Commitment to Community Safety and Wellbeing is championing community safety, security, and wellness and partnering to achieve change in community outcomes. The Drive Safe! R.I.D.E. Campaign is a great opportunity to place increased emphasis on the importance of motorists sharing our roadways with pedestrians, cyclists, and emergency vehicles while using the campaign to spread the word provincially.

In 2013, Ontario's injury rate (62.1 per 10,000 licensed drivers) was the lowest in Canada and the province's fatality rate (0.54 per 10,000 licensed drivers) was the second lowest in all of North America. Yet in 2014, 94 pedestrians died in Ontario due to road accidents and 3,523 pedestrian were injured – 19.5 per cent of all road fatalities for the year and 13.4 per cent of all injuries. When it comes to cyclists, a total of 9 fatalities and 1,713 injuries occurred during the same period.

Mobile and stationary speed enforcement along with R.I.D.E. checks were conducted throughout our city during the week, resulting in the following charges:

- Impaired driving – 4
- Driving with a suspended licence – 13
- Speeding – 78
- Driving while using a handheld communications device – 5
- Driving while not wearing a seatbelt - 10
- Other provincial offences – 61
- Insurance Act charges (fail to surrender insurance/no insurance surrendered) – 33
- Stunt driving – 0

## **BEAR TECHNICIAN ANNOUNCEMENT**

On May 25, 2017, I attended along with MPP Glenn Thibeault, Deputy Mayor Al Sizer, and representatives from the Ministry of Natural Resources and Forestry for an announcement that augments Bear Technicians in Sudbury.

Two new Bear Technicians have been hired who will work from the Ministry of Natural Resources and Forestry's Sudbury district office this summer to help with the control of nuisance bears in the area. This now brings the contingent of local Technicians to four. This staffing enhancement as announced by MPP Glenn Thibeault gives Sudbury more Technicians than any other district in the province. The investment has been made in response to the high volume of bear calls in the region.

Over the past few years, the number of bear calls in our area necessitating police intervention has increased. The Service is hopeful that these additional resources will assist in assessing bear sightings and immobilizing bears that show signs of aggression. These additional resources will assist with the expertise needed to deal with the problems that arise. The Ministry also committed to increasing outreach activities in the community to increase awareness and provide education around managing bear attractants.

The announcement was welcomed by the Service as we too encourage community members to reduce and remove anything that may attract bears to residential neighbourhoods. Police officers are the first responders to bear calls where the animal poses an immediate threat to public safety by exhibiting threatening or aggressive behaviour, however police firearms are not meant to be used as primary tools for wildlife management. The addition of the new bear Technicians to our area is encouraging as we have advocated for this support. The Service will continue to partner with MNR and the City of Greater Sudbury to ensure the safety and security of our community by assisting with the humane immobilization and relocation of nuisance bears.

## **SUMMARY**

As we now enter into the summer season, the Service will continue to be involved in several activities over the coming weeks. Canada Celebrations are set for Sudbury which will require police presence to assist in ensuring celebrations are safe and efficiently run. Our marine waterway patrol units will be out on various lakes promoting boating safety and enforcing operator legal requirements when operating vessels. We are committed to ensuring the safety of citizens over the summer and will continue to work with our many partners in in our efforts to promote community safety and wellbeing.





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: PROMOTION OF OFFICERS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> Recruitment and Succession Planning	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board approves the promotion of the following officers:**

**Inspector John Valtonen  
Staff Sergeant Daryl Adams  
Staff Sergeant Sara Cunningham  
Sergeant Chris Brown  
Sergeant Darin Heffern  
Sergeant Angela Sirkka**

### BACKGROUND:

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

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**CURRENT SITUATION:**

As a result of recent retirements and a new organizational chart vacancies and new positions were created at the rank of Inspector, Staff Sergeant and Sergeant.

The following member has been promoted and will be presented to the Board June 6, 2017:

Inspector John Valtonen

Staff Sergeant Daryl Adams  
Staff Sergeant Sara Cunningham

Sergeant Chris Brown  
Sergeant Darin Heffern  
Sergeant Angela Sirkka



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 30, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: INTRODUCTION OF NEW OFFICERS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> Recruitment and Succession Planning	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

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

**Constable Brent BASTO**  
**Constable Nicholas MICELOTTA**  
**Constable Travis WARNOCK**

### BACKGROUND:

In accordance with the Service's annual hiring plan, members are hired to ensure staffing levels are maintained. Most specifically, the Service has an authorized strength of 264 which is currently maintained.

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<b>SUBJECT: INTRODUCTION OF NEW OFFICERS</b>	<b>Page 2</b>
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**CURRENT SITUATION:**

As a result of recent retirements and resignations, vacancies were created that were filled by recruits who have just successfully completed their Basic Constable Training at the Ontario Police College.

These members will be presented to the Board June 6, 2017.