



**GREATER SUDBURY POLICE SERVICES BOARD**  
**WEDNESDAY March 15, 2017 4:00 P.M.**  
**Police Headquarters, Alex McCauley Boardroom, 5th Floor**

**PUBLIC AGENDA**



<b>Item #</b>		<b>Action</b>	<b>Page (s)</b>
1	<b>Motion to Move IN CAMERA</b>	<b>Motion</b>	
2	<b>Matters Arising from In Camera</b>		
3	<b>Roll Call</b>		
4	<b>Declarations of Conflict of Interest</b>		
5	<b>Presentation</b> Looking Ahead to Build the Spirit of Our Women' Strategy		
6	<b>Business Arising from Minutes of February 15, 2017</b> Inspection on the Investigation and Reporting of Firearms Discharges Causing Death or Injury	<b>Motion</b>	1 - 3
7	<b>Adoption of Minutes - February 15, 2017</b>	<b>Motion</b>	
8	<b>Consent Agenda</b> <b>Board Reports</b> Public Sector Salary Disclosure Ontario Police Arbitration Commission Website Update <b>Reports</b> 2016 Donations Reserve Fund Annual Report 2016 Board Trust Fund Annual Report <b>Events</b> 2017 Volunteer Appreciation <b>Notes of Thanks</b>	<b>Motion</b>	4 - 5 6 - 7 8 - 11 12 - 14 15
9	<b>Notes of Appreciation</b>		16 17

Continued next page

10	<b>Accept Discussion Agenda - March 15, 2017</b>	<b>Motion</b>	
11	<b>Agreements</b>		
	Bail Safety Project Renewal	<b>Motion</b>	18 - 19
12	<b>Reports</b>		
	2016 Public Complaints	<b>Motion</b>	20 - 23
	2016 Chief's Complaints / Investigations	<b>Motion</b>	24 - 26
	2016 Information Privacy Commission	<b>Motion</b>	27 - 30
	2016 Property and Evidence Control Audit	<b>Motion</b>	31 - 35
	PEM Grant - Applications for Funding	<b>Motion</b>	36 - 46
13	<b>Funding Requests</b>		
	Chief's Youth Initiative Fund	<b>Motion</b>	47 - 49
	- 2017 Sudbury Minor Hockey AAA Midget Championships		
	Board Trust Fund	<b>Motion</b>	50 - 52
	- 2017 Joe MacDonald Basketball Championships		
14	<b>PAO Employment Conference Update</b>		
15	<b>Report from Chief</b>		53 - 61
16	<b>New Business</b>		
17	<b>Next Meeting Date</b>		
	Wednesday April 19, 2017		
18	<b>Adjournment</b>	<b>Motion</b>	



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR CONSIDERATION</b>	<b>DATE: March 8, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: INVESTIGATION AND REPORTING OF FIREARMS DISCHARGES INSPECTION</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 sends updated correspondence to the Ministry of Community Safety and Correctional Services with respect to investigation and reporting of firearms discharge inspection and responds that there was one such incident between the period of January 1, 2012 and current date and provide such related documentation.**

### BACKGROUND:

*The Police Services Act (PSA) regulation 926 (Equipment and Use of Force), section 13, requires investigations into the circumstances of firearms discharges by members of police services in the performance of their duties that cause injury or death.*

Further, Municipal chiefs of police are required to submit reports on these investigations to police services boards.

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When such incidents occur, Police services boards are required to review the report, make additional inquiries as appropriate, and file a copy of the report with the Solicitor General including a report on any additional inquiries.

Ministry guideline AI-012 (Use of Force) recommends boards establish policy addressing compliance with these requirements. Accordingly by-law 2003-4 establishes governance standards to Equipment and Use of Force as mandated by Ontario Regulation 926 under the *Police Services Act*.

**CURRENT SITUATION:**

On January 27, 2017, the Board received correspondence from Stephen Beckett Assistant Deputy Minister Public Safety Division and Public Safety Training Division advising that the Ministry will be conducting an inspection pursuant to section 3 of the *PSA*, to assess compliance with section 13 of the Equipment and Use of Force Regulation.

The inspection will be conducted primarily by document collection and review. Onsite work may be required for briefings and follow-up interviews.

As a first step, the Board is requested to forward to the Ministry all investigation reports submitted to the Board between January 1, 2012 and the current date with respect to firearms discharges by police service members that cause injury or death.

At the February 2017 meeting, the Board was advised that there had been no such incidents to report. Since that time, the Ministry advised that according to their records SIU incident 12-OFI-299 met the criteria for the request.

This incident occurred October 15, 2012 and involved a Greater Sudbury Police Service Sergeant operating a marked Supervisors vehicle who attempted to conduct a traffic stop of a pickup truck wherein the driver of the truck failed to stop and fled from the officer. The vehicle was located at a later time and while the officer was approaching the pickup truck, the driver put the vehicle in motion and drove at the officer who responded to this situation by drawing their service issued firearm and discharging two rounds at the vehicle. During this altercation with police, the male had sustained a single minor gunshot wound to his left shoulder, was treated at the hospital, and released back to police custody.

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<b>SUBJECT: INVESTIGATION AND REPORTING OF FIREARMS DISCHARGES INSPECTION</b>	<b>Page 3</b>
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As the inquiry was minor and transient in nature, it was not clear that it was sufficient to be included in our previous material. The Ministry has since clarified that an incident involving injury, regardless of the injury, must be included.

The Province's Special Investigations Unit (SIU) was contacted. After being advised of the incident they invoked their mandate. Correspondence was received from the Special Investigation Unit advising that their investigation was complete and that no further action was required. They had found that there were no reasonable grounds that a criminal offence had been committed. The investigation concluded that the subject officer acted in accordance with the prescribed training, policies, and procedures of the Greater Sudbury Police Service in the use and application of force. Further, it was determined that the officer's actions were supported by the authorities afforded by virtue of the Criminal Code of Canada and the Police Services Act of Ontario.

The Board received reports on this incident at the time. In accordance with the request, these documents will be assembled and forwarded to the Ministry through the Police Services Board.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: March 8, 2017
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>POLICE SERVICES BOARDS AND THE PUBLIC SECTOR</b> <b>SALARY DISCLOSURE ACT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Increase Visibility and Transparency	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION: FOR INFORMATION ONLY

#### BACKGROUND:

Every year since 1996, the names, positions, salaries, and total taxable benefits of individuals who are employed by the provincial or municipal government or any of its various agencies or boards who earn \$100,000 or more in a calendar year is disclosed. By law, employers are required to release this data each year by March 31.

The 'Sunshine List' as it is known began when the government of Premier Mike Harris enacted the *Public Sector Salary Disclosure Act*. This legislation arose during the Ontario Progressive Conservative's 'Common Sense Revolution'.

While the stated purpose of the legislation according to the government was to provide a new level of openness and transparency for taxpayers to see how their "hard earned dollars were being spent," it was also believed that a list of this nature would assist in keeping salaries in check. The government at the time believed that 'public anger' at these salaries could go a long way to make it easier for governments to freeze wages and/or challenge union contracts.

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**CURRENT SITUATION:**

The 2016 Public Sector Salary Disclosure is due to be released on March 31, 2017. There are 182 names on the list which down from 192 last year. Factors that contribute to exceeding the \$100,000 threshold include assignments that involve overtime, paid duty, and entitlement to statutory holiday pay. One-time retroactive payments also have an impact in the year in which it is paid.

The reduction from the prior year is largely due to the retirement of First Class Constables who were also in receipt of 9% retention pay placing them over the \$100,000 threshold in favor of Fourth, Third, and Second class Constables which also affects the numbers which fall below the reporting limit.

Most salaries hover just over the \$100,000 range as the First Class Constable rate is within \$6,000 of \$100,000. For most members it takes very little statutory holiday, overtime, municipal policing allowance and/or paid duty time payments to reach the threshold. This is in fact causing most First Class members to now be reported on the Public Sector Salary Disclosure. Members holding Second, Third and Fourth class Constable status would not be reflected, nor would be most non-management civilian personnel.

The information is also reported in clinical raw data form and there is no context around what contributed to the earnings. For example, income earned through Paid Duty private contracts is included as part of the Officer's salary. However, in most cases these earnings were not yielded from government sources, but rather private contractor payments.

Otherwise, there is nothing unique about the 2016 Public Sector Salary Disclosure.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> March 8, 2017
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>ONTARIO POLICE ARBITRATION COMMISSION – UPDATED WEBSITE</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 Ontario Police Arbitration Commission administers the conciliation and mediation-arbitration processes under Part VIII of the *Police Services Act*. Their main function involves the appointment of conciliators and arbitrators to assist police associations and police services boards in the resolution of disputes arising out of the negotiations and administration of their collective agreements. The Arbitration Commission is a neutral body and does not become involved in the issues between the parties and does not influence the outcome of conciliation or arbitration.

Other major responsibilities include fixing the fees for arbitrators appointed under Section 124 (rights disputes), publication and distribution of information on agreements, decisions, and awards, and maintaining a file of those documents.

#### **CURRENT SITUATION:**

In 2016, the Ontario Arbitration Commission rolled out a new website with improved features and new content at [www.policearbitration.on.ca](http://www.policearbitration.on.ca).





## Welcome our Improved Website!

**Did you know** the Ontario Police Arbitration Commission produces summaries of Rights police arbitration awards made under Part VIII of the *Police Services Act*? Summaries and full awards are published on our website, [www.policearbitration.on.ca](http://www.policearbitration.on.ca) . In 2016, OPAC rolled out a new website with improved features and new content:

### Search arbitration awards by grievance type:

- a) Rights Awards Database
- b) Duty of Fair Representation Awards Database
- c) Section 40 Awards Database
- d) Interest Awards Database

**Agency Accountability Page** contains our most recent approved Business Plans, Annual Reports, and Memorandum of Understanding;

### Advanced arbitration award search by:

- a) Type
- b) Classification
- c) Region
- d) Municipality
- e) Arbitrator
- f) Keyword(s)

**Collective Agreements** list includes all agreements on file which can be requested by phone or email.

## Searching for an Award

Click on “Search Arbitration Decisions” and select the type of award. Note: due to the small number of DFR and Section 40 Awards, the database of those awards only appear in list form and do not have advanced search options. You can use the “Basic Search” or “Advanced Search” or leave all fields blank to access the full Rights or Interest databases.

**OPAC Quick Links**

- ▶ About OPAC
- ▶ Process
- ▶ Arbitration
- ▼ **Search Arbitration Decisions**
- Collective Agreements
- Interest Disputes
- Rights Disputes**
- Duty of Fair Representation
- Section 40 Rights
- Award Text Search

**Basic Search**

Search by classifications:  
 All Classifications  
 Acting Assignments  
 Adjourment  
 Arbitrability  
 ARBITRABILITY - Collective agreement limitations  
 ARBITRABILITY - Jurisdiction of arbitrator  
 Associations  
 Bargaining Rights

Search by region:  
 All regions ▼

Search by Award # (Format as 2 digits, dash, 3 digits):  
 xx-xxx

Search Reset

**Advanced Search**

Search for text: \_\_\_\_\_ Search Criteria: All Words ▼

Search by Municipality: \_\_\_\_\_ Search by Arbitrator: \_\_\_\_\_

Search by date (Dates are formatted: 2 digit month slash 2 digit day slash 4 digit year):  
 Between: \_\_\_\_\_ and \_\_\_\_\_

Order by: Award Number ▼ Order: Descending ▼



Return Only Awards Available Online:

Search Reset

Please email collective agreements, awards, applications and feedback to [OPAC.applications@ontario.ca](mailto:OPAC.applications@ontario.ca)



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: March 8, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2016 DONATIONS RESERVE FUND YEAR END</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 Donations Reserve Fund report for the period January 1 to December 31, 2016 for information.**

### BACKGROUND:

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

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

### CURRENT SITUATION:

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

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<b>SUBJECT: 2016 DONATIONS RESERVE FUND YEAR END</b>	<b>Page 2</b>
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Monies are used for the purpose of crime prevention initiatives as deemed suitable by the Greater Sudbury Police Services Board without further authorization from Council.

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

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

The fund grew by just over \$22,000 largely due to the Community and Police Awards Gala fundraiser and donations for the Lions' Eye in the Sky earmarked for future camera replacements.



# Reserve Funds

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## Greater Sudbury Police Services Board Reserve Fund

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

## Police Services Donations Reserve Fund

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

## Equipment and Vehicle Replacement Reserve Fund - Police

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

## Sick Leave Reserve Fund - Police

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

## Capital Financing Reserve Fund - Police

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

## Post 65 Employment Benefit's Reserve Fund - Police

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




TABLE "B"

**Police Services  
Donations Reserve Fund**

<b>Balance 2016 Year End</b>		<b>\$ (106,266.57)</b>	<b>\$ (106,266.57)</b>
<b>2016 Revenue</b>			
Youth Intiatives		\$ (40,224.21)	
Mason Basketball Camp		\$ -	
Youth Symposium		\$ -	
Crime Prevention		\$ -	
Citizens on Patrol		\$ -	
Drug Related		\$ -	
Literacy Program		\$ -	
Lions Eye in the Sky		\$ (12,500.00)	
Green Stairs		\$ -	
Graffiti Eradication		\$ -	
STRIDE		\$ -	
SPYDR Mountain Bike Program		\$ -	
GSPS Multicultural Board		\$ (1,721.00)	
Auxillary Unit		\$ -	
Kids Cops & Fishing		\$ -	
Reserve Fund Interest		\$ (1,985.20)	
<b>2016 Total Revenue</b>			<b>\$ (56,430.41)</b>
<b>2016 Expenditures</b>			
Youth Intiatives		\$ 23,370.35	
Mason Basketball Camp		\$ -	
Youth Symposium		\$ -	
Crime Prevention		\$ -	
Citizens on Patrol		\$ -	
Drug Related		\$ -	
Literacy Program		\$ -	
Lions Eye in the Sky		\$ 7,059.10	
Green Stairs		\$ 1,709.52	
Graffiti Eradication		\$ -	
Stride		\$ -	
SPYDR		\$ 181.46	
GSPS Multicultural Board		\$ 1,797.56	
Auxiliary Unit		\$ -	
Kids Cops & Fishing		\$ 133.54	
<b>2016 Total Expenses</b>			<b>\$ 34,251.53</b>
<b>Balance 2016 Year End</b>		<b>\$ (128,445.45)</b>	<b>\$ (128,445.45)</b>



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: March 8, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2016 BOARD TRUST RESERVE FUND YEAR-END</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 Board Trust Reserve Fund Financial Statement for the year ended December 31, 2016 for information.**

### BACKGROUND:

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

### CURRENT SITUATION:

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

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<b>SUBJECT: 2016 BOARD TRUST RESERVE FUND YEAR-END</b>	<b>Page 2</b>
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The Reserve Fund is used for any purpose that the Board considers in the public interest in accordance with Sections 132 and 133 of the *Police Services Act* and for such charitable events as deemed suitable by the Board without further authorizations by Council.

Table "A" is attached and details the 2016 activities and provides a summary of year-end balance. The Board Trust Fund balance grew by just under \$2,000 this year. This was due primarily to great funds generated through the auction and unclaimed money.



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

**TABLE "A"**

<b>Balance 2015 Year End</b>	<b>\$ (38,201.27)</b>
<b>2016 Revenue</b>	
Auction Proceeds	\$ (6,197)
Seized Monies	\$ (8,094)
Unclaimed Money	\$ -
Donation	\$ (200)
Sale of Scrap Metal	\$ (63)
Reserve Fund Interest	\$ (714)
<b>2016 Total Revenue</b>	<b>\$ (15,267.55)</b>
<b>2016 Expenditures</b>	
2016 GSPS Men's over 35 Hockey League	\$ 1,000
GSPS Men's Under 35 Hockey League	\$ 1,000
2016 Joe Mac Basketball Championship	\$ 1,500
2016 GSPS Curling Funspiel	\$ 500
2016 Polar Plunge	\$ 500
2016 Annual Ontario Communicators Conference	\$ 200
2016-2017 Drive Safe Campaign	\$ 1,000
2016-2017 Road Hockey Tournament	\$ 600
COPS to Conquer Cancer	\$ 1,500
2016 Campaign	\$ 2,000
2016 Xmas ELF Project	\$ 1,000
2017 GSPS Men's over 35 Hockey League	\$ 1,500
GSPS Men's Under 35 Hockey League	\$ 1,000
<b>2016 Total Expenses</b>	<b>\$ 13,300.00</b>
<b>Balance 2016 Year End</b>	<b>\$ (40,168.82)</b>





# **CELEBRATE GSPS VOLUNTEERS**

**An evening of Recognition**  
**Thursday April 25, 2017**

**Cambrian College – Student Life Centre**  
**400 Barrydowne Road, Sudbury**  
Time to be confirmed

**Business Casual**  
**Light snacks and refreshments**

**Games Night Entertainment by:**  
**Happiness is...Dancing**

**RSVP By March 31, 2017**



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: March 8, 2017
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>NOTES OF THANKS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Participation in Community Events	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

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

A letter was received from the Greater Sudbury Police Service's Tactical Road Hockey Team thanking the Board for their support of the 'Cops to Conquer Cancer' program. Local children will be granted their dreams through the Children's Wish Foundation.

A letter was received from Samaritan Centre thanking the Board for the donation to the 2017 'Coldest Night of the Year' event.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: March 8, 2017
<b>PUBLIC</b>	
<b>SUBJECT: NOTES OF APPRECIATION</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Participation in Community Events	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

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

A letter was received from Inspector C. Nash of the Durham Regional Police Service thanking Constable Jason Bonish and officers of the Service's BEAR Unit for the hard work and assistance provided in support of a stolen vehicle investigation. "The identification of the suspects and their crime trend will no doubt be beneficial to future investigations. We look forward to working with your Service again."



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 8, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2016-2017 BAIL SAFETY PROJECT AGREEMENT RENEWAL</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Crime Prevention and Intervention	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board enters into an Agreement with the Ministry of the Attorney General for the purpose of the Bail Safety Program for a one-year period April 1, 2017 to March 31, 2018.**

### BACKGROUND:

In December 2002, the Board was advised that the Greater Sudbury Police Service had been selected to participate in a Domestic Violence Bail Project. Discussions ensued to determine the terms and conditions of such a Program.

On April 1, 2003 the Board entered into an Agreement with the Ministry of the Attorney General with respect to a Bail Safety Pilot Project which outlined the various roles and responsibilities of each party. In 2006, the Ministry committed ongoing funds to ensure sustainability of the Bail Safety Program.

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The Bail Safety Program is a collaborative team consisting of staff from the police, Crown, Victim/Witness Assistance Program Staff and other organizations. The investigating police service notifies the victim of the opportunity to attend at the site for a pre-bail hearing interview which shall be conducted the day following the arrest.

The victim is interviewed by the designated police officer for the Project and has the opportunity to speak to the Designated Crown and to be counselled by the Victim/Witness Assistance Program Staff. The purpose of the interview is to determine risk to the victim, to assess the bail brief for completeness and to offer early support to the victim.

**CURRENT SITUATION:**

The program having been in operation for over fifteen years continues to be highly effective.

The current Agreement expires March 31, 2017. Correspondence was received from the Ministry extending the program from April 1, 2017 to March 31, 2018 on the same terms and conditions.

The Ministry has also advised that all funded programs remain under review.





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: March 8, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2016 ANNUAL REPORT ON PUBLIC COMPLAINTS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Ongoing Best Practices	
Recommended by: Sheilah Weber Superintendent Executive Services 	Approved by: Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receive this 2016 Annual Report on Public Complaints pursuant to Section 31(1) (j) of the *Police Services Act* for information.**

### BACKGROUND:

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

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

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

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

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

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

*Policy/Service Complaints:*

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

*Conduct Complaints:*

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

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

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

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

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

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

#### **CURRENT SITUATION:**

In 2016, the Greater Sudbury Police Service received a total of thirty-seven public complaints through the OIPRD. This is an increase of five complaints over the same period in 2015.

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

- Nineteen were not dealt with pursuant to a determination made by the OIPRD in accordance with Section 60 of the *Act* (*the complaint was found to be frivolous, vexatious, made in bad faith, or was determined by the Director not to be in the Public Interest to pursue*) and screened out;
- Five complaints two of which were service complaints and one dealt with by way of informal resolution were investigated and determined to be unsubstantiated;
- Ten were withdrawn by the complainant;
- One complaint was determined to be substantiated and resolved with the complainant through the OIPRD's *Informal Resolution* process;
- Two complaints are currently under investigation one retained by the OIPRD and the other assigned to GSPS to be completed in 2017.

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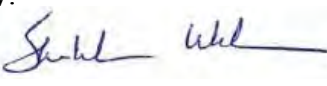

The following chart serves to illustrate the classification of complaints received in 2016 in comparison to 2015:

<b>COMPLAINT CLASSIFICATION</b>	<b>2016</b>	<b>2015</b>
Abuse of Authority	1	2
Assault	0	0
Breach of Confidence	2	0
Corrupt Practice	0	0
Discreditable Conduct	4	4
Excessive Force	1	6
False Arrest	0	0
Harassment	2	0
Incivility	2	0
Neglect of Duty	3	6
Service / Policy Complaint	3	1
Sex Assault	0	0
Threatening	0	0
Damage to Property	0	0
Total Investigations	18	19
Screened out by OIPRD	19	13
<b>TOTAL COMPLAINTS</b>	<b>37</b>	<b>32</b>

<b>COMPLAINT DISPOSITION</b>	<b>2016</b>	<b>2015</b>
Section 60 (screened out)	19	13
Unsubstantiated	5	10
Withdrawn	10	6
Resolved	1	1
Under investigation	2	2
<b>TOTAL COMPLAINTS</b>	<b>37</b>	<b>32</b>



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: March 8, 2017
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2016 CHIEF'S COMPLAINTS / INVESTIGATIONS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Ongoing Best Practices	
Recommended by: Sheilah Weber Superintendent Executive Services 	Approved by: Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receives this 2016 Chief's Complaints / Investigations Report in accordance with Section 76 of the *Police Services Act* for information.**

### BACKGROUND:

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

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

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

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

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

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

**CURRENT SITUATION:**

In 2016, the Professional Standards Bureau investigated seven Chief's complaints pursuant to section 76 of the *Police Services Act*. This total is two more than the number of Chief Complaints from the previous year.

Of these seven matters investigated, three complaints were found unsubstantiated, one matter was dealt with informally, and three investigations are continuing into 2017.

The following chart illustrates the classification of Chief's Complaints investigated by the Professional Standards Bureau in 2016 compared to 2015:

<b>CHIEF'S COMPLAINTS</b>	<b>2016</b>	<b>2015</b>
Abuse of Authority	0	0
Assault	0	0
Breach of Confidence	1	1
Corrupt Practice	0	0
Discreditable Conduct	4	3
Excessive Force	1	0
Deceit	0	0
Harassment	1	0
Incivility	0	0
Neglect of Duty	0	1
Service / Policy Complaint	0	0
Insubordination	0	0
Unsatisfactory Work Performance	0	0
Damage to Property	0	0
<b>TOTAL</b>	<b>7</b>	<b>5</b>



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> March 8, 2017
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2016 INFORMATION PRIVACY COMMISSION ANNUAL REPORT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Ongoing Best Practices	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receives this 2016 Privacy Commission Annual Report for information.**

### BACKGROUND:

The *Municipal Freedom of Information and Protection of Privacy Act* applies to local government institutions including Municipalities, police services boards, school boards, conservation authorities, boards of health, and transit commissions.

The *Act* gives individuals the right to request access to municipal government information including most general records and records containing their own personal information. The *Act* also requires that local government institutions protect the privacy of an individual's personal information existing in government records.

The *Act* includes a privacy protection system which the government must follow to protect an individual's right to privacy.

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The system includes rules regarding the collection, retention, use, disclosure, and disposal of personal information in the government's custody or control.

If an individual feels their privacy has been compromised by a government institution governed by the *Act*, they may register a complaint to the Information and Privacy Commissioner who may investigate.

### **CURRENT SITUATION:**

All institutions covered by the *Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)* are required to submit their statistics by March 1 of each year even if no requests are received during the previous calendar year. The IPC provides an online Statistics Submission Website for inputting statistical data.

Institutions must include in their report:

- the number of requests for access under *MFIPPA*;
- the number of refusals under *MFIPPA* including the provisions under which the refusal was made and the number of occasions on which each provision was invoked;
- the number of uses or purposes for which personal information is disclosed where the use or purpose is not included in the personal information bank index under *MFIPPA*;
- the amount of fees collected; and
- other information indicating the effort to put into practice the purposes of these statutes.

In order to remain in compliance with the *Act*, the noted statistics has been submitted to the Commission.

A table summarizing the 2016 statistics is below. Compared to the 2015 data, this is a 23% increase in request for information.

The 2015 table is included for comparison on the following page.

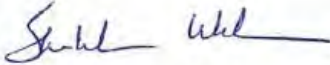

<b>2016 REPORT Description</b>	<b>Personal Information</b>	<b>General Information</b>
<b>Total New Requests received in 2016</b>	<b>16</b>	<b>32</b>
<b>Source of Requests:</b>		
Individual	16	17
Business		8
Media		5
Government		2
<b>Time to Complete:</b>		
30 days or less	12	26
31 – 60 days	4	6
<b>Disposition of Requests:</b>		
All information disclosed	1	5
Information disclosed in part	12	7
No Information disclosed	1	12
No responsive records exist		3
Requests withdrawn/abandoned	2	5
<b>Exemptions Claimed:</b>		
Law Enforcement	13	14
Personal Privacy (Third Party)	N/A	10
Personal Information (Requester)	12	N/A
Information soon to be published		1
The <i>Act</i> does not apply	3	3
<b>Fees Collected:</b>		
Application Fees	\$75.00	\$125.00
Additional Fees	\$138.40	\$612.40

<b>2015 REPORT Description</b>	<b>Personal Information</b>	<b>General Information</b>
<b>Total New Requests received in 2015</b>	<b>13</b>	<b>26</b>
<b>Carry-overs from 2014</b>	<b>2</b>	<b>1</b>
<b>Source of Requests:</b>		
Individual	12	23
Business	1	3
<b>Time to Complete:</b>		
30 days or less	13	22
31 – 60 days	0	2
61 – 90 days	0	2
90 days or over	0	0
<b>Disposition of Requests:</b>		
All information disclosed	0	6
Information disclosed in part	11	10
No Information disclosed	1	6
Requests withdrawn/abandoned	1	3
Transfer to another agency		1
<b>Carried forward from 2015</b>	<b>2</b>	<b>1</b>
<b>Exemptions Claimed:</b>		
Law Enforcement	12	12
Personal Privacy	N/A	12
Personal Information	12	N/A
The <i>Act</i> does not apply	1	1
Labour relations	0	0
Refuse to confirm or deny	0	0
<b>Fees Collected:</b>		
Application Fees	\$55.00	\$110.00
Additional Fees	\$59.20	\$400.90





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: March 8, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>PROPERTY AND EVIDENCE CONTROL AUDIT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Ongoing Best Practices	
Recommended by:  Sheilah Weber  Superintendent Executive Services	Approved by:  Paul Pedersen  Chief of Police

### RECOMMENDATION:

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

### BACKGROUND:

Section 35 of the *Adequacy and Effectiveness of Police Services Regulation O. Reg 03/99* states that every Board and Chief of Police shall implement a quality assurance process relating to the delivery of adequate and effective police services and compliance with the *Police Services Act* and its regulations.

The Police Services Board Policy pertaining to the Collection Preservation and Control of Evidence and Property requires that the Chief of Police ensures that an annual audit of all property/evidence held by the police service is conducted by a member(s) not routinely or directly connected with the property/evidence control function and that the results are reported to the Board.

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The Greater Sudbury Police Service is responsible for the care and control of all seized evidence and found property which comes into the officers' custody during their tours of duty. Procedures are in place to guide the activities of staff in relation to property and evidence that comes into the possession of the Police Service.

The review considered Ministry Policing Standards and Sections 132, 133 and 134 of the *Police Services Act* dealing with property that comes into the possession of the Police Service. The Greater Sudbury Police Service's policy and the Service's Procedure relating to the Collection, Preservation, and Control of Evidence and Property were also used as reference. All of these guiding documents complement one another to effectively handle the seizure, retention, and disposition of property/evidence that is in possession of the Police Service.

The purpose of the 'Property and Evidence Control' Audit is to provide an objective examination of items secured under the care of the Greater Sudbury Police Service and to provide an assessment on its control, retention, and disposal. The secondary purpose of an audit is to assist the Service by identifying and evaluating significant exposures to risk and contributing to the improvement of management of such risks.

**Audit objectives:**

1. To assess Greater Sudbury Police Service policies and procedures and determine if they are in compliance with the provincial standards.
2. To assess whether general property (evidence) is retained or disposed of in accordance with the *Police Service Act* and the Greater Sudbury Police Service policies and procedures.
3. To review continuity of the evidence practices and to ensure such processes meet the requirements of the judicial system.
4. To examine whether key risk factors with respect to contaminated property, flammables, and hazardous materials are adequately mitigated.
5. To inspect the Property Branch facilities and determine if all potential liability factors are being addressed.
6. To physically examine the process of property logging and storage in the Property Branch of the Greater Sudbury Police Service and identify any issues.

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**Audit Scope:**

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

- Safety of staff and other people utilizing or accessing the facilities
- Security of the facilities and the individual storage areas
- Continuity of evidence
- Proper storage and handling of evidence

**Audit Methodology:**

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

**CURRENT SITUATION:**

The audit field work was completed during the month of December 2016 and was performed with minimal disruption to the Property Branch. As has been noted in previous audits, the work area was found to be very clean and well organized, items were in place and property and equipment was properly stored and staff adequately trained on property procedures. The retrieval of the selected items went very well with no major complications or issues encountered. The administrative review component of the audit which was completed after the field work consisted of utilizing the records management system to conduct queries on each item that was the subject of the review.

The Auditor examined in excess of 100 property tags from the General Property. The audit found that all of the General Property sampled had the property tags filled out accurately and completely. The information such as occurrence number, description of the property, the RMS property number, and officer's name and signature were all legible and completed properly.

Follow up was conducted on each Property Tag to determine the status of each item by tracing the paperwork to physically locate the corresponding item or in the case of property signed out for Court or other investigative purposes, ensuring the proper documentation was present.

It was determined if the property was being retained in compliance with the procedure, whether or not it was still required for investigation, or whether or not the item could be returned to the owner or otherwise disposed of which had not to date been completed. The lack of formalized retention periods outside of those that are legislated impacts the release or disposal of property

During this process, each item was readily located and could either be observed in the specified storage location with the exception of five samples where the property had been signed out of the Property room for Court or investigative purposes. In all five cases, it was determined the items were tracked appropriately through the use of either the Court Exhibit Tracking Form or the Exhibit Tracking Form.

The number of General Property tags reported over the last five years after removing the low and high values has remained somewhat consistent. The Property Clerks have disposed of over 1300 submissions of General Property in 2016 or since the last audit.

In the last Property and Evidence Control Audit conducted in 2015, the Auditor completed a review of several incidents to which there were recommendations made to improve the overall efficiency and effectiveness of the property function based of specific observations that were made. Some of these recommendations included the development of guidelines on exhibit seizure and retention for officers to address unnecessary retention issues and a review of the current procedure as it was found to be a very comprehensive and lengthy containing several facets.

Based on those recommendations and a more formal review of the Property processes, the following initiatives have been undertaken and are working towards being implemented:

- A working group consisting of the Inspector of Administrative Support, Property Supervisor, and the Property Clerk(s) has been assembled and tasked with oversight of this area review. This group is not only working towards establishing these new processes but will also be responsible for measuring both the effectiveness and efficiencies of these changes.
- The current GSPS Property Procedure (PRP002) will be segregated into separate and distinct categories, those being Firearms, Currency, Drugs and General Property. This will provide officers with more easily obtained direction and clarification for specific processes and guidelines for all aspects of seized property and evidence.

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- Guidelines on exhibit seizure and retention for officers are also being created. This will improve consistency in dealing with the gathering, preserving, and disposing of property and evidence.
- A new process which will require a Supervisor to authorize or ‘sign off’ on the seizure of the item is also being created. Only once approved can the officer then submit the item to the Property Branch for storage. This is a process which has been implemented in other Services and has had a direct result in reducing the number of unnecessary seizures/submissions.

With regards to improvements in the area of Health and Safety, the Property Branch is scheduled to have a number of physical upgrades including the installation of a ‘Fume Hood’. This device is designed to assist in the safe handling of dangerous drugs such as fentanyl. Members of the Unit will receive specialized training and will also receive other secondary Personal Protective Equipment (PPE).

The Service is committed to maintaining compliance and meeting the responsibilities established through the *Police Services Act*, the Adequate and Effectiveness of Police Services *O.Reg 03/99*, Ministry Standards, and the Service’s policies and procedures.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	DATE: March 8, 2017
<b>PUBLIC</b>	
<b>SUBJECT: POLICING EFFECTIVENESS AND MODERNIZATION (PEM) GRANT – APPLICATIONS FOR FUNDING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by:   Sharon Baiden Chief Administrative Officer	Approved by:   Paul Pedersen Chief of Police

**RECOMMENDATION:**

**THAT the Board endorses applications for funding in the amount of a cumulative total of \$1,457,833 under the Ministry of Community Safety and Correctional Services Policing Effectiveness Modernization (PEM) Grant Program in the following areas:**

- **Integrated Crime Team – Victimization Reduction Plan**
- **Community Drug Strategy**
- **Community Mobilization Sudbury Liaison Officer**
- **Document and Digital Evidence Management**
- **Lean Management Training and Organizational Review**
- **Corporate Communications Multi-Media Technician Specialist**
- **Police Community Response Centre and Community Safety Personnel (CSP’S)**
- **Research Development & Analytics (RDA)**
- **Unmanned Aerial System Program**
- **Youth and Diversity Coordinator**
- **CSP- School Youth Engagement and Mobilization**
- **CSP - Crime Prevention, Missing and Vulnerable Persons and Seniors**

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**BACKGROUND:**

The expectations that communities have of their police services have evolved and grown therefore change is required in the way the police interact with their communities including how and the types of community safety services that are delivered have evolved as well. These new expectations have created additional pressures on the police to ensure they establish effective community partnerships, demonstrate accountability and inclusiveness, and are transparent in their delivery of information and decision-making.

To prepare for the future provision of community safety services, police services continually identify best practices for service delivery including new technologies that advance and support public safety functions. This requires a review of how existing public safety personnel are utilized to ensure the most appropriate personnel are responding to the needs of the community.

In response to these changing influences and expectations on policing, the Ministry of Community Safety and Correctional Services (MCSCS) presented the Policing Effectiveness and Modernization (PEM) Grant in December 2016. This new Grant is being instituted as a transitional program for police services currently receiving funding under the Toronto Anti-Violence Intervention Strategy (TAVIS), Provincial Anti-Violence Intervention Strategy (PAVIS), the Community Policing Partnerships (CPP), and Safer Communities – 1,000 Officers Partnership (1,000 Officers) programs.

This new grant structure will support programs that modernize community safety and the delivery of policing services and support initiatives that address locally-identified risks to safety and wellbeing. The initiatives must proactively address risk factors in a strategic and holistic way that will help reduce reliance on police response to social disorder situations that are non-criminal in nature.

Following the announcement police services and boards expressed concerns raised regarding the timing and lack of consultation for the new program. In response, the Ministry announced in February its intention to delay the full transition to the PEM Grant for one year from 2017/18 to 2018/19. Further, during this one year, the Ministry has committed to consult with policing stakeholders, AMO, and communities which will in turn inform the structure of the grant program in 2018-2019.

In its communication, the Ministry did however recognize that some police services and boards may be interested in the PEM Grant and/or have already begun working on their applications. These applications will still be accepted, however for the 2017-2018 year only. Given that Sudbury is currently a recipient of funding under CPP, 1,000 Officer, and PAVIS (totaling \$1,457,833), the Service is eligible to receive up to this full amount of funding that was allocated in 2016-2017. After careful review of the options, the Service has decided to proceed with applications under the PEM Transitional Grant given the number of activities underway that align with the PEM guidelines.

The deadline for all applications is March 31, 2017.

**CURRENT SITUATION:**

The Service has examined a number of programs and opportunities under the PEM Grant and has developed applications in a number of areas as follows:

**Integrated Crime Team (ICT) – Victimization Reduction Plan (VRP)**

Working collaboratively with community members and partners, the Service's ICT officers will educate and enhance public awareness about the dangers associated with illicit drug use and addiction, association and affiliation with Organized Crime Gangs and Sexual Exploitation as a sex trade worker or through human trafficking.

The goal of the ICT VRP is to work collaboratively with the community to prevent crimes and victimization before they occur and to offer support and services to those who have already been victimized providing healthier options and opportunities for a better life. The theme of the modern GSPS service delivery model is formulated on the ideology that the police can't solve all crime and social disorder issues on their own, to maximize effectiveness and to be the most efficient the police must work collaboratively with community partners; engaging and mobilizing those partners to take ownership and ultimately contribute to the goal of community safety and wellbeing while addressing illicit drug use and addiction, affiliation with organized crime gangs, and sexual exploitation via sex trade workers and human trafficking.



### **Community Drug Strategy**

In October 2015, the GSPS in partnership with other Health Care and Social Service partners formulated and initiated a Community Drug Strategy to collaboratively combat the unhealthy and dangerous pitfalls and effects drug abuse has on our community.

Working together as community partners, we all contribute a small piece to the solution; we share vital information in order to make each of us more effective and efficient. Together our team of partners can offer proper and effective support/treatment and educate those addicted to make healthier lifestyle choices.

The Greater Sudbury Community Drug Strategy (CDS) is built on five foundations to which GSPS contributes as follows:

- 1) Health Promotion and Prevention of Drug Misuse
- 2) Enforcement and Justice
- 3) Treatment
- 4) Harm Reduction
- 5) Sustaining Relationships

### **Community Mobilization Sudbury Liaison Officer**

The Community Mobilization Sudbury Liaison Officer is a sector specialist participating as the lead police representative at the Rapid Mobilization Table (RMT). The Community Mobilization Sudbury Liaison Officer acts as the point of contact between the RMT and other members of the Service, assisting with training and orientation activities, identification and referral of situations that demonstrate “acutely elevated levels of risk”. The Community Mobilization Sudbury Liaison Officer presents appropriate situations for consideration at the RMT to ensure the most efficient and effective use of community response resources.

### **Document and Digital Evidence Management**

The GSPS is pursuing a multi-faceted technology improvement plan to increase efficiency throughout the organization by wide spread deployment of handheld mobile technology combined with a document and digital evidence management solution. The GSPS aims to increase the productivity of individual officers by refining the collection of evidence such as photographs and audio statements and increase patrol time by reducing the reliance on fixed infrastructure.

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This Document and Digital Evidence Management solution will automate the collection, submission, storage, and disclosure of digital evidence as well as documentation and forms. Ambitious in vision, it is designed to increase the flow and speed of all service documentation, including that required for court, thus reducing staff time on administrative functions. It will also contribute to improved internal document handling required for retention and destruction in addition to reducing the need of physical storage space.

Under this initiative, officers will be issued Handheld Field Technology capable of data transmission and an assigned cell number that will follow them throughout their career. The handheld field technology will act as a secondary communication device facilitating greater access to officers and reduce the need for Communications Centre staff to make calls on behalf of officers in the field and allow them to concentrate on their primary task of emergency communications. This tool will also improve frontline access to corporate email and files including court documentation. It will enhance access to information through the internet, mapping information and social media. Improving messaging through mediums such as social media is a goal of the police service and contributes to greater public transparency. There are also a number of police related applications including Mobile Responder, a mobile dispatch application similar to that used in police vehicles, thus assisting officers on beat, bike, marine, or those not assigned a vehicle with a computer terminal. As hand held devices can provide most of services required by frontline staff, the program will reduce the need for desktops and mobile data terminals within the service.

### **Lean Management Training and Organizational Review**

The Service intends to develop subject matter experts in Lean Management who will review, recommend and implement projects to improve the efficiency and effectiveness of organizational practices and processes and to improve overall service performance and build capacity to achieve future innovation.

The Service is committed to continually looking for opportunities to optimize use of its already established resources, drive new sustainable innovation, and examine whether the Service is meeting the needs of citizens as efficiently and effectively as possible. To do so, the Service must also continue to look for new ways to evaluate the organization's strategy, structure, processes, people practices, and culture. The Service will also champion collaboration and training initiatives with various community partners that will help improve community safety and our service delivery.

.../6

<b>SUBJECT: POLICING EFFECTIVENESS AND MODERNIZATION (PEM) GRANT</b>	<b>Page 6</b>
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Lean Management is a structured, data driven methodology that can be applied to any aspect of business. In the business world, it is used to improve customer satisfaction, eliminate waste, and increase profits.

Lean Management will establish a formal structure to solicit ideas in order to make improvements on a continuous basis, improve overall efficiency and effectiveness, and support decisions relating to future organizational change. The premise is that where work is being done, there are always opportunities to eliminate waste while at the same time improving service output, employee wellbeing, and overall community satisfaction.

**Corporate Communications Multi-Media Technician Specialist**

The Greater Sudbury Police Service intends to expand its Corporate Communications Unit with the implementation of a one-year full-time contract Corporate Communications Multi-Media Technician Specialist position to increase both the capacity and modernization of our current media and training delivery platform. The person in this position will focus on developing and implementing social media strategies, innovative staff training solutions using technology, and contributing to marketing strategies that promote our Shared Commitment to Community Safety and Wellbeing. While this person will also build on existing collaborative partnerships, in order to be at the forefront of innovation and to continuously improve while increasing community engagement in Greater Sudbury. The goal of this project will be to bring the Service from a position of being “just in time” to that of a “real time” information provider.

**Police Community Response Centre and Community Safety Personnel (CSP’S)**

The Service’s commitment to a service delivery model that is efficient and effective continues to evolve through the use of recently introduced Community Safety Personnel (CSP) who are assigned to a newly formed Police Community Response Centre (PCRC) and a number of other functions.

The introduction of CSPs in the PCRC facilitated the development and introduction of Police Support Officer (PSO) to Patrol operations which has positioned the service to redeploy additional officers to the frontline. These commitments to service excellence have yielded enhancements in our capacity to better serve our community. Ongoing monitoring and evaluation of this approach to modernizing our business continues with key performance indicators tracked.

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Community Safety Personnel are working in a variety of other areas such as Missing and Vulnerable Persons, Senior Liaison, School Youth Engagement and Mobilization, and Crime Prevention all of which are contributing to positive results and more effective and efficient service delivery. The CSP Program and its impacts on the organization continue to be evaluated and monitored.

### **Research Development & Analytics (RDA)**

The Service is committed to increasing its research and analytic capabilities through the investment in personnel and technology to support the three roles involved in the Research Development & Analytics (RDA) initiative. This initiative consists of dedicated staff to improve functionality in the areas of crime analytics, business analytics, and research analytics. Each area will provide holistic analytical support functions to members of the Police Service and Community Partners. The roles will have specific specialized functions to provide three evidence-based approaches to support the ability of Greater Sudbury in continuing to shift from an incident driven model of policing to a more proactive, risk driven model.

Crime analytics will be expanded with further investment in training and new technology to improve the efficiency and capability of current analytical processes to provide accurate evidence based and prompt information relating to crime hot spots, patterns, and series. This is intended to assist tactical, strategic, and administrative police personnel in acquiring, developing, and deploying resources for preventing and suppressing criminal activity in a more effective and efficient manner. This will also assist in aiding community partners through such activities as the Baseline Measurement Project to assist in the improvement of community safety and wellbeing in the City of Greater Sudbury.

Business analytics will provide Senior Command and managers with a statistical basis for decision making to improve operations and deployment of resources. Business analytics will also be employed to examine overall organizational effectiveness and efficiency with an approach to develop evidence based decision making, best practices, and police performance measurement systems. Through this capacity, the ability to match the scheduling of police resources to demand, need, and community response expectations with a focus to ensure safe neighborhoods, streets, and communities will be enhanced.

Research analytics will increase the evidence-based support provided to the Police Service by conducting and coordinating program evaluations and research. This will assist the monitoring and forecasting of trends that may have impact on the demands for the service and resource utilization. Increasing research analytics capacity, which utilizes design and data collection methodologies will result in improvements in the information sharing provided to project working groups, units and committees.

### **Unmanned Aerial System Program**

Unmanned Aerial System (UAS) technology will be introduced to GSPS. There are a number of policing functions where UAS can provide timely information at a fraction of current costs. This technology can also be utilized to provide intelligence in emergency situations. As an example, the UAS could fly over a train derailment with a toxic chemical load to determine if there was a release of hazardous chemicals. The use of UAS in both the public and private sectors is on the rise and our police Service needs to consider this technological advancement to enhance public and officer safety and to create new efficiencies.

While not an exhaustive list, UAS technology can be utilized in the following areas:

1. Collision reconstruction – the scene can be mapped in a fraction of the time thereby clearing the roadway sooner
2. Crime scene mapping – efficiently gather information at crime scenes with 3D option which will in turn be used for investigative and court purposes
3. Search and Rescue (SAR) – this system can be utilized to locate missing persons more efficiently and permit a greater area that can be searched using FLIR capabilities
4. Tactical deployments – can benefit Tactical Team members in determining suspect locations and visuals of suspicious packages
5. Canine tracks – provide information on the direction track is being conducted, evidence, and enhances officer safety
6. Natural disasters – providing the Incident Commander with valuable information while enhancing officer safety
7. Critical infrastructure – ability to monitor our facilities or other crucial facilities with video thereby alerting officials to potential dangers and /or disruptions
8. Criminal Investigations – with judicial authorization, areas can be searched and documented efficiently
9. Public Order Demonstrations – ability to collect and disseminate information in relation to public demonstrations, rallies, and protests

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### **Youth and Diversity Coordinator**

The Youth and Diversity Coordinator will be responsible for serving as a resource for youth and the diverse communities that GSPS serves. The Coordinator will work directly in collaboration with partner and community agencies to assist in the organization and coordination of established initiatives and new programs that address the needs of children, youth, and their families in the community. Further, the Youth and Diversity Coordinator will liaise with diverse organizations, social service agencies, community representatives, and members of the public to promote understanding and inclusion within Greater Sudbury Police Service. This person shall represent the Service on various committees, the Chief's Youth Advisory Council, the Inclusion Team, and the Diversity Advisory Committee with the aim of increasing the organization's understanding and awareness of the diverse community we serve and to build sustainable programs and partnerships that enhance GSPS's commitment to the community.

### **CSP – School Youth Engagement and Mobilization**

The School Resource Officers and the Youth Safety Coordinators engage youth through the schools while acting under the guidance and supervision of the Community Mobilization Sergeant. The School Resource Officers are comprised of three sworn members while the two Youth Safety Coordinators are part of a Community Safety Personnel Program where civilian personnel have been added to assist our sworn members within the schools. The civilian Youth Safety Coordinators act under the guidance and mentorship of the School Resource Officers and add to our overall efficiency and effectiveness while enhancing our visibility within the Community.

The School Resource Officers and the Youth Safety Coordinators serve as a resource to area schools, media, agencies, and community service groups promoting public safety throughout the community in keeping with "Our Shared Commitment to Community Safety and Well-Being" model. They collaborate with educators and the community to promote a healthy and safe environment within the schools. They are essential to the prevention, detection and intervention of crime and disorder within the schools and the community at large.

Community engagement does not stop when school is not in session and programs continue throughout the summer to engage at-risk Youth. These programs include the BURST Leadership Camp.

These positions will also provide a visible presence in the community to maximize community engagement and mobilization. Community Safety Personnel will fulfill areas of core police services specifically in the area of crime prevention and assistance to victims of crime. Their focus is prevention and social development while working in partnership with the continuum of public safety personnel and social service agencies to achieve positive outcomes for individuals and community.

### **CSP – Crime Prevention, Missing and Vulnerable Persons, and Seniors**

The Service is committed to creating a sustainable, effective and efficient community approach to crime reduction and building a safer and healthier community. In doing so, the Service has established a new policing model "Our Shared Commitment to Community Safety and Well-being in Greater Sudbury" to help guide our work. Our commitment involves augmenting frontline service strength and to enhance the capacity for proactive policing and prevention measures to provide for greater availability and visibility through redeployment of resources. We want to ensure that the "right resources are at the right place at the right time with a focus on the highest risks". The intent is to complement our service delivery model and ensure the appropriate and effective and efficient use of resources.

An important area of responsibility for the Community Safety Personnel Community engagement initiative will be the implementation of initiative that supports crime prevention both through environmental design and social development. These members will also need to mobilize neighbourhood and community members and engage them in collaborative partnerships with a variety of public and not-for-profit organizations and community groups, including members of the Greater Sudbury Police Service, in order to initiate and support sustainable community and social development. The three responsibilities targeted by the Community Safety Personnel are Crime Prevention, Vulnerable Adults/Missing Persons, and Seniors. Greater Sudbury Police Service currently employs a CSP in the following functions: a Crime Prevention Coordinator, a Senior Liaison Coordinator, and a Vulnerable Adults/Missing Persons Coordinator.

<b>SUBJECT: POLICING EFFECTIVENESS AND MODERNIZATION (PEM) GRANT</b>	<b>Page 11</b>
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**SUMMARY:**

A staff team has carefully reviewed the PEM Guidelines and are developing submissions in keeping with the requirements.



The applications are still a work in progress and being finalized, however, the noted areas are being recommended for submission under the PEM Grant recognizing that is it for a one year period at this time.

Update – as at March 15, two additional applications have been identified for inclusion. As such the report and resolution have been so revised.





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 8, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Youth Crime Prevention Initiatives	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

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

**\$500 in support of the 2017 Sudbury Minor Hockey – AAA Midget Central Region Hockey Championships**

### BACKGROUND:

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

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

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

**CURRENT SITUATION:**

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

**2017 Sudbury Minor Hockey – AAA Midget Central Hockey Championships**

The Sudbury Minor Hockey Association is a voluntary association of member teams designed to promote hockey at competitive and recreational levels in accordance with the Constitution and Bylaws of Hockey Canada, the Ontario Hockey Federation and the Northern Ontario Hockey Association.

The objectives of the Association are to conduct, foster, organize, and promote the provision of minor hockey as the recreational activity in the community of the City of Greater Sudbury for players in the age groups defined for minor hockey by Hockey Canada. The Association organizes and conducts programs designed to develop the individual skills of its players, coaches, and officials to foster and encourage good sportsmanship and fair play.

Sudbury Minor Hockey Association is hosting the AAA Midget Central Region Championships March 27 to April 2, 2017 in the City of Greater Sudbury.

# 2017 AAA MIDGET CENTRAL REGION HOCKEY CHAMPIONSHIPS GREATER SUDBURY MARCH 27 - APRIL 2, 2017

SPONSORSHIP  
OPPORTUNITIES



WOLVES  
HOCKEY





## CONTACT US

SUDBURY MINOR HOCKEY ASSOCIATION  
SMHA@SUDBURYMINDERHOCKEY.CA  
(705) 560-3817



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 8, 2017</b>
<b>PUBLIC</b>	
<b>SUBJECT: BOARD TRUST FUND REQUEST FOR FUNDING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Crime Prevention Initiatives	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

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

**\$1,500 in support of the 2017 Joe MacDonald Ontario Police Basketball Championship**

### BACKGROUND:

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

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

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

**CURRENT SITUATION:**

One request for funding consideration from the Board Trust Fund has been received.

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

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

The Greater Sudbury Police Service team will be travelling to the tournament being hosted in Montreal in May 2017. A request was received for financial support to offset costs.



# Greater Sudbury Police Men's Basketball Team



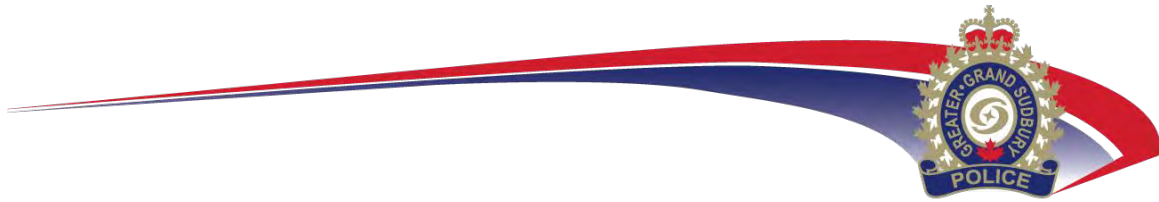
## Constable Joseph MacDonald

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



Peter Paul  
Victor Suz  
and convict  
murder receiv  
without parole fo

Constable MacDon  
wife and two children.



**GREATER SUDBURY  
POLICE SERVICES BOARD**

**REPORT FROM THE  
CHIEF OF POLICE**

**March 2017**

## **MINISTRY UPDATES**

Following the update at the February 2017 meeting, the Minister has now issued correspondence fully supporting Minister Goodale's call to police services across Canada to re-examine their handling of sexual assault cases. This will include a comprehensive review of all cases, classifying incidents, policies, and procedures. Sudbury has assembled a highly skilled team to undertake this analysis and are working with our local community and justice partners. The Service has also initiated a comprehensive review of its handling of sexual assault cases since 2010. Community partners have been consulted and will work very closely with the police team in their review.

These initiatives are very much aligned with the government's launch of the '*It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment*' (Action Plan), a plan aimed at changing attitudes and behaviors, creating awareness in our communities, and increasing support for survivors. Work to tackle this issue is already underway in Ontario. Through the Strategy for a Safer Ontario, the government is re-examining policing as a whole, working to modernize and standardize police practices across the province. Through the Action Plan, research in the field of sexual violence was funded and a number of steps are being taken with regard to sexual assault cases including enhanced training for police and improving data collection.

Additionally, the Ministry has also recently launched a new grant program to support a more compassionate and sensitive response from police including support services provided to survivors as well as police investigative practices.

## **VIOLENT CRIME LINKAGE ANALYSIS SYSTEM (ViCLAS) AND MAJOR CASE MANAGEMENT (MCM) REPORTING**

Ontario Regulations 550/96 and 354/04 of the *Police Services Act* require every chief of police to prepare and submit an annual report to the Ministry regarding Violent Crime Linkage Analysis System (ViCLAS) and Major Case Management (MCM) respectively.

ViCLAS is a national database for tracking violent offenders and the offenses they commit. More specifically, ViCLAS is an automated case linkage system designed to capture, collate, and compare crimes of violence through the analysis of victimology, offender/suspect description, modus operandi, forensic, and behavioural data.

ViCLAS is an investigative aid designed to assist police agencies in identifying violent crimes that may be serial in nature and permits the analysis and linkage of such cases based on the behaviour exhibited by the offender while he/she is with the victim. The ViCLAS Crime Analysis report is specifically designed to capture this behaviour. Through the Provincial ViCLAS Centre, comparisons can be made on a local, provincial or national basis. ViCLAS tells police forces about similarities between crimes, particularly predatory crimes of sexual violence, and gives them the tools necessary to



investigate and develop the links between offenses committed by the same serial predator.

The underlying premise of ViCLAS is that repeat offenders follow similar patterns and that homicidal and sexual offenders exhibit identifiable and often predictable characteristics and motivation.

The Service is in the process of assembling its 2016 annual report and shall ensure information is submitted to the Ministry.

## **CANNABIS LEGALIZATION AND REGULATION**

Policing in Canada is one of the major sectors that will be impacted by legalization. Policing's role from the beginning of this discussion was to look at the public safety impact and provide consultative advice to help mitigate the impact of such legislation towards "a legalized, regulated, and restricted platform".

The Canadian Association of Chiefs of Police (CACP) has participated widely in consultations on this issue and provided its own submission to the Task Force. In doing so, the CACP outlined concerns with regards to impaired driving, impact on organized crime, limiting youth access to marijuana, and the fact that public education is critical and should begin immediately.

Additionally, the Province of Ontario is preparing for the anticipated legalization of cannabis. In response, the Ministry of Community Safety and Correctional Services is developing policy options to help address anticipated impacts to public safety including drug-impaired driving. A key component of this work is the assessment of the Standard Field Sobriety Tests (SFST) and Drug Recognition Expert (DRE) evaluations.

The ministry recognizes that more comprehensive baseline data is needed to effectively assess the SFST and DRE programs. To that end, we have engaged multi-ministry partners to develop a Drug Recognition Expert Questionnaire, which will help establish how these programs are currently used across the province as well as the challenges

## **MINISTRY RESPONSE TO THE OMBUDSMAN'S REPORT ON DE-ESCALATING CONFLICT SITUATIONS**

In June 2015, the Ombudsman of Ontario released his report: "A Matter of Life and Death: Investigation into the direction provided by the Ministry of Community Safety and Correctional Services to Ontario's police services for de-escalation of conflict situations". Since that time, the Ministry has been actively working to respond to the Ombudsman's 22 recommendations. A tiered, stakeholder-centred project structure has been implemented to support this work.

The structure is led by an Executive Advisory Committee who will provide strategic advice and recommendations to the Ministry. Membership includes representatives that

bring a variety of perspectives including policing, mental health, psychology, civil liberties, and justice. In addition to police training experts, the membership includes representatives with a community-based mental health perspective.

A grant has also been issued to the University of Toronto for research led by Dr. Judith Andersen and her team to assist with ensuring an arm's-length, scientific review and evidence-based approach to this work. The project is currently in the information-gathering phase and Dr. Andersen and her team will be reaching out to police services. They may request interviews, conduct surveys, organize focus groups, observe use of force or de-escalation training, or ask for reference documentation relevant to this study.

Our Service will be participating in this very important work.

### **POLAR PLUNGE**

The Annual Polar Plunge was held March 5, 2017 on Ramsay Lake. Participation was significant with fifty volunteers who took the plunge and over 100 spectators. Once again, the event was most successful in raising funds for Special Olympics Ontario, the police services' charity of choice internationally.

### **INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION**

This annual Luncheon is March 21, 2017 at the Caruso Club.

In celebration of this important day, the Service will be providing training sessions for members as part of GSPS's commitment to recognize and respect community diversity. Participants will be guided through scenarios that raise awareness of contemporary society through critical analysis and discussion while exploring concepts of bias and reviewing societal and organizational values on ways they can be used to challenge racism and racial discrimination.

### **COMMUNITY AND POLICE GALA AWARDS**

Plans continue for Our Community and Police Awards Gala. We have an established committee of dedicated community partners assisting with the activities. Sponsorship packages have been developed with Huntington University having once again committed to serve as our Title Sponsor. Awards Sponsorships are available for \$2,500 each and Community Sponsor Awards are available at \$500.00. As a reminder the event is set to go on May 18, 2017 at the Caruso Club.

## EVENTS

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

- ✓ **Valley Family Day** was attended by members of the Rural Squad on February 20 which engaged approximately 150 people.
- ✓ February 16 at Collège Boréal marked the **Intercultural Student Ride-Along** wrap up event. Students representing Syria, India, China, Nigeria, Saudi Arabia, Republic of Cameroon, Honduras, and Columbia were involved. Nineteen officers and 18 students participated in this opportunity.
- ✓ February 22 the Seniors Community Safety Personnel attended **Dowling Youth Centre** to make a presentation.
- ✓ On February 22, members attended a celebration in recognition of Canada's 150th Anniversary of Confederation and Finland's 100th Anniversary of Independence through Huntington University.
- ✓ February 22 marked **Pink Shirt Day** across the country aimed at raising awareness around the issue of bullying. School officers participated in wearing pink shirts to spread awareness and support.
- ✓ Staff from Human Resources attended the **Women of the Future Event** on February 23. Once again this event provided the opportunity to showcase various employment opportunities with the police both in support and uniform roles.
- ✓ **S' Days (Snowmobile Safety Days)** was held on March 2 at Lively High School. This program is designed to educate youth in being responsible and safe while operating their snow machines.
- ✓ **Cops, Kids, and Ice Fishing** was held March 4 on Whitewater Lake in Azilda. This event which is a partnership between the Greater Sudbury Police Rural Unit and the Chelmsford Neighbourhood Team provides youth in the community an opportunity to partner with police officers to learn and enjoy the sport of ice fishing.
- ✓ March 7, our senior's liaison CSP presented on Fraud at **Extendicare York**

## UPCOMING EVENTS

- ✓ **International Day for the Elimination of Racial Discrimination Luncheon** will be held on March 21, 2017 at the Caruso Club Lower Hall.
- ✓ **YMCA Strong Kids Campaign** Breakfast Wrap up at the YMCA on March 23, 2017 at 7:30 am. The Service is a strong supporter of this event.
- ✓ **Volunteer Appreciation**, April 25, Cambrian College Student Centre
- ✓ **Auxiliary 25<sup>th</sup> Anniversary Celebration**, June 23, Caruso Club

## **EVERBRIDGE MASS NOTIFICATION TRAINING**

We are pleased to be one of the partnerships that the City of Greater Sudbury has engaged as part of a mass notification service. Along with other partners Glencore, Greater Sudbury Utilities, Sudbury and District Health Unit, and Vale, this notification system will alert residents of a potential hazard or concern that is considered an imminent threat to public safety. The system, built by Everbridge, allows residents to receive emergency alerts on their home phone, cell phone, TTY service, fax number, or email address.

Ensuring the delivery of ‘just in time’ current and accurate information is a top priority for the police especially in the event of a real or potential hazard or emergency in the community. Emergency situations require a lot of people working together to create a safe environment. Having the ability to reach the people we need and deliver the information they require in a timely manner is so important when every minute counts.

This provides a reliable alternate way to communicate with residents during an emergency. Our use of social media and other traditional media means will also continue while Everbridge is yet one more tool in the tool chest.

It takes less than five minutes to register. You must be signed up to receive the alerts. Residents who wish to receive emergency notifications can register at [www.greatersudbury.ca/sudburyalerts](http://www.greatersudbury.ca/sudburyalerts), or can visit any of the city's 13 citizen service centres.

## **COMMUNITY ENGAGEMENT SESSION TITLED, “TRUTH AND RECONCILIATION**

In partnership with the N’Swakamok Native Friendship Centre through the ‘Looking Ahead to Build the Spirit of our Women – Learning to Live Free from Violence Project’ a Community engagement session titled “Truth and Reconciliation – An afternoon with George Couchie” of Redtail Hawk Consulting and Training was held. During the event, George discussed Missing and Murdered Indigenous Women, Indigenous Awareness, and Community Relationship Building. There was also an opportunity for corn soup and scones and a traditional drumming and friendship dance performance.

Leading up to the event, Members of the Service attended an award winning, multi-day workshop with George Couchie covering a variety of topics including Missing and Murdered Indigenous Women, histories of the Indigenous people, residential schools, and how Truth is the first step in Reconciliation.

Feedback from both sessions was excellent with much learning and opportunity for sharing experiences.

## **CRIME ALERTS**

### ***Payroll Fraud***

The Service learned of a new scam involving fraudsters gaining access to company email chains where they pose as senior management or executives. They then contact employees in the payroll/finance section asking that funds be transferred to make business purchases. Public alerts were issued warning of this scam and reporting any such activity to the Canadian Anti-Fraud Centre website at [www.antifraudcentre.ca](http://www.antifraudcentre.ca).

### ***Warning to Parents - Gaming Platform Roblox***

The Cyber Crime Unit issued an alert to parents from the Canadian Centre for Child Protection making parents aware of concerns in a popular gaming environment called Roblox. Roblox is a user-generated gaming environment where children are encouraged to create adventures using their avatar, play games, and connect with friends in this multiplayer environment that claims to have over 44 million active users. They have received a number of reports that children under the age of 12 have been sent requests to meet in person and/or sexually suggestive chat messages. Through the chat feature, children can easily be exposed to inappropriate conversations or redirected to inappropriate content on other sites. It is important for parents to monitor online use.

Our Cyber Crime Unit is part of the Ontario Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet which has been made possible by a grant from the Ministry of Community Safety and Correctional Services and the Ministry of the Attorney General. This type of public messaging is a key component of our commitment to community safety and wellbeing.

### ***Fraudsters Impersonate Volunteers from the Brain Tumor Foundation of Canada***

The Service advised citizens of a number of ongoing and recent incidents related to door-to-door fraudulent solicitations of donations on behalf of the Brain Tumor Foundation of Canada for their own personal gain. The money is being collected in the form of cash and cheques. The Service issued a number of tips to the public when considering donating either on-line or through door knocks.

## **2017 CRIME PREVENTION CAMPAIGN – “SHOULDA COULDA WOULD; CRIME PREVENTION STARTS WITH YOU”**

The Service is supporting the Ontario Association of Chiefs of Police’s (OACP) 2017 Crime Prevention campaign (#CrimePreventionONT) which includes the top 10 crimes or potential situations where victimization can occur as identified by the Province’s top police crime prevention experts.

The OACP asked top community safety and crime prevention policing experts – all members of the OACP’s Community Safety and Crime Prevention Committee – to identify crimes or situations where victimization can lead to criminal acts against persons or property.

The goal of the “Shoulda Coulda Woulda: Crime Prevention Starts With You” campaign is to heighten awareness of the simple things we can all do to protect our property and personal safety and wellbeing.

Uniform Patrol Officers, Community Safety Personnel, Auxiliary Officers, and Volunteers promote crime prevention initiatives through our Focused Patrols, awareness and education campaigns including Crime Prevention Through Environmental Design (CPTED), Notification of Community Crime (N.O.C.C.) Program, and Citizens on Patrol.

The key focus of our local campaign is on crimes or potential victimization in the following areas:

- Residential Break & Enters
- Impaired/Drugged Driving
- Cyber Crime/Identity Theft
- Fraud - Online exchanges
- Theft from Vehicles/Theft of Vehicles
- Theft of Bicycles
- Theft from Garages, Lockers, Mail Boxes, Sheds, and Front Porches (Deliveries)
- Awareness of Your Surroundings to Prevent Assaults
- Pharmacy Thefts/Robberies
- Theft of Prescription Drugs

We are proud of our collaborative efforts in ensuring community safety in Sudbury. The overall goal is to enhance the safety, security, and wellness of our citizens as champions for effective and efficient risk-focused policing.

## **INTERNATIONAL WOMEN’S WEEK**

The Service participated in International Women’s Week through social media and participation in various activities. Specifically, members participated in events throughout the week as follows:

March 8, 2017, members attended Women in Film Wednesdays where Sudbury Indie Cinema Co-op invited 50 young local Feminists as guests of honour to attend a public screening of an internationally acclaimed documentary “The World Before Her” by Canadian Nisha Pahuja. Lisa Osawamick our Aboriginal Women Violence Prevention Coordinator was recognized as “Top Feminist” in Sudbury.

On March 8, members joined me in participating in the Anishinaabe'kwe Water Walk presented by the Indigenous Student Circle. The event started with a sunrise ceremony followed by a ten kilometer walk around Lake Nepahwin.

On March 9, members attended Tom Davies Square for "A Century of Women's Suffrage ... Where are we now? This was a presentation by YMCA looking at 100 years of Women's right to vote and the reality women face today. On that same day, members participated in "Igniting the Spirit – Recovery Oriented Practices and Journey to Reconciliation".

The week concluded March 10 with an event coordinated by Lisa Osawamick as part of our "Looking Ahead to Build the Spirit of our Women – Learning to Live Free from Violence" Project in partnership with N'Swakamok Native Friendship Centre. A Creative Writing Conversation Circle Celebration was held which showcased local writing talent followed by "Project ArmHer" from SWANS & Myths & Mirrors, an Autobiography entitled "Half Breed" by Donna B. Freeland, and a presentation of the "Who Am I" Campaign by the Indigenous Women's Working Group.

GSPS was proud to take part in all of these very important events.

## **FACILITIES IMPROVEMENT PLAN**

Staff from the City and police met to discuss the Service's facilities improvement plan most specifically in terms of additional options. Available vacant land is being explored in terms of a potential site for a new facility and more details being assembled around what a special purpose police building would entail. Renovations throughout the building are currently being planned in order to address immediate needs in terms of overcrowding and safety.