



**GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY, APRIL 17, 2024 – 10 A.M.
Alex McCauley Boardroom/Zoom**

PUBLIC AGENDA


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| 5 | Declarations of Conflict of Interest | | |
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| | Intimate Partner Violence and the Renfrew Recommendations for Change | | |
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| 7.2 | Accept Consent and Discussion Agenda – April 17, 2024 | | |
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GREATER SUDBURY POLICE SERVICE BOARD REPORT

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|--|---|
| ACTION: FOR APPROVAL | DATE: April 10, 2024 |
| PUBLIC | |
| SUBJECT: CONSENT AGENDA – APRIL 2024 | |
| STRATEGIC DIRECTION 2019-2022 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources | |
| Prepared by: Matthew Gatien Board Administrator |  |

RECOMMENDATION:

THAT the Greater Sudbury Police Service Board receives and/or approves Consent Agenda items 7.1 to 7.9.

CURRENT SITUATION:

For the purposes of convenience and for expediting meetings, matters of business of repetitive or routine nature are included in the Consent Agenda, and all such matters of business contained in the Consent Agenda are voted on collectively.

A particular matter of business may be singled out from the Consent Agenda for debate or for a separate vote upon the request of any Councillor. In the case of a separate vote, the excluded matter of business is severed from the Consent Agenda, and only the remaining matters of business contained in the Consent Agenda are voted on collectively.

Each and every matter of business contained in the Consent Agenda is recorded separately in the minutes of the meeting.


The following items are included in the April 17, 2024, Consent Agenda:

- Adoption of Minutes – March 20, 2024; March 28, 2024; and April 4, 2024
- Accept Consent and Discussion Agenda – April 17, 2024

- Board Directions to Chief
- 2023 Annual Report on Chief's Complaints
- 2023 Annual Report on Public Complaints
- 2023 Public Sector Salary Disclosure
- Officer Promotions
- New Auxiliary Constables
- 2023 Annual Board Expense Report



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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|---|----------------------|
| ACTION: FOR INFORMATION | DATE: April 10, 2024 |
| PUBLIC | |
| SUBJECT: DIRECTIONS TO CHIEF – APRIL 2024 | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Resources Goal: 2 - Leveraging innovation & technological advancements for improved function and efficiency | |
| Prepared by:  Matthew Gatien Board Administrator | |

RECOMMENDATION:

FOR INFORMATION

BACKGROUND:

Pursuant to Section 40 (9) of the *Community Safety and Policing Act*, the Board shall publish notice of directions to the Chief of Police.

At the March Board meeting the following motion was made by the Board requesting the Chief to prepare the following:

(2024-041) LEFEBVRE – LOUGHEED: THAT the Board direct Chief Pedersen to report back to the Board at the May Board meeting with a report detailing how Sudbury can effectively implement the recommendations made in the Recommendations for Change from the Renfrew County Inquest.



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| SUBJECT: DIRECTIONS TO CHIEF – APRIL 2024 | Page 2 |
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CURRENT SITUATION:

Chief's staff will make a presentation on Gender-Based Violence and Intimate-Partner Violence at the May 15, 2024, Board meeting.



GREATER SUDBURY POLICE SERVICES BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: March 28, 2024 |
| PUBLIC SUBJECT: 2023 CHIEF’S COMPLAINTS ANNUAL REPORT | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Service Goal: 1 - Healthy culture through transparency, fairness, and equity | |
| Prepared by:  Robert Norman Strategic Operations Inspector | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board receives the 2023 Chief’s Complaints annual report in accordance with Section 76 of the *Police Services Act*.

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 service, 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 on the conduct of a police officer, the Chief of Police shall promptly give notice of the complaint to the police officer unless, in the Chief’s opinion, to do so might prejudice an investigation.

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

If the Chief of Police 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* must be served or take place within six (6) months of the day on which the complaint first came to the attention of the Chief of Police. If six (6) months has lapsed, 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.

Changes to Legislation

In December 2023, the Province of Ontario announced changes to the law governing policing in Ontario with Bill 68, the *Community Safety and Policing Act, 2019* (CSPA). On April 1, 2024, the CSPA replaced the *Police Services Act, 1990*, marking a substantial update with the current demands of policing and community safety. The CSPA seeks to establish a modern and robust legislative framework to reflect the changing nature of policing, crime, and community expectations. The CSPA emphasizes respect for frontline policing personnel; aims to strengthen public confidence in policing; and seeks to deliver quality, efficient policing, and oversight. Through Strategic Operations, GSPS has been working diligently to ensure our practices and procedures are in compliance with the CSPA.

The CSPA introduces significant reforms in handling police misconduct, focusing on transparency, accountability, and reinforcing trust between law enforcement and the communities they serve. It establishes a more rigorous, clear, and transparent process for investigating complaints and misconduct, ensuring that investigations are carried out in a timely and fair manner. The legislation mandates enhanced oversight mechanisms, including the establishment of independent review bodies with the authority to conduct investigations, recommend disciplinary actions, and oversee the implementation of these recommendations. Furthermore, the CSPA emphasizes the importance of training and education for police officers on ethical conduct, human rights, and community engagement, aiming to prevent misconduct before it occurs. This approach not only addresses the immediate concerns related to police misconduct, but also seeks to foster a culture within law enforcement that prioritizes respect, dignity, and the protection of all individuals' rights.

It is important to note that moving forward, comparing misconduct data under the CSPA to prior years under the PSA will have to be interpreted with caution, as there will be different thresholds and inclusion criteria.

CURRENT SITUATION:

In 2023, the Professional Standards Bureau investigated thirteen (13) new Chief's Complaints – nine (9) complaints are pursuant to Section 76 of the *Police Services Act* and four (4) are Civilian investigations pursuant to the *Civilian Discipline Process* HR025. This is an overall increase of seven (7) Chief's Complaints investigated compared to 2022 (6 complaints). A previous hearing decision from a 2021 Chief's Complaint was appealed in 2023. The appeal was allowed in part where the penalty ordered was varied from “*conditional on satisfactory performance of duty by the officer and the concurrence of her unit commander*” to “*conditional on satisfactory performance of duty by the officer, as confirmed by her unit commander.*” It is important to note that an investigation can have multiple misconduct allegations.

The nine (9) new investigations pursuant to Section 76 of the *Police Services Act* in 2023 were resolved in the following manner:

1. Complaint involving one allegation of *Breach of Confidence* and two allegations of *Discreditable Conduct* were all unsubstantiated. This investigation was concluded on June 8, 2023.
2. Complaint involving one allegation of *Discreditable Conduct* was substantiated. This complaint was resolved by Informal Resolution pursuant to Section 76(10) of the *Police Services Act* resulting in a written reprimand. This investigation was concluded on March 13, 2023.
3. Complaint involving one allegation of *Deceit* and one allegation of *Discreditable Conduct*, both of which were unsubstantiated. The investigation also resulted in one allegation of *Neglect of Duty* being substantiated. This complaint was resolved by Informal Resolution pursuant to Section 76(10) of the *Police Services Act* that resulted in forfeiture of hours and engaged performance management. This investigation concluded on May 31, 2023.
4. Complaint involving one allegation of *Insubordination* was substantiated. This complaint was resolved by Informal Resolution pursuant to Section 76(10) of the *Police Services Act* resulting in a written reprimand. This investigation concluded on February 27, 2023.
5. Complaint involving one allegation of *Deceit* and one allegation *Neglect of Duty*. The *Deceit* allegation was unsubstantiated and *Neglect of Duty* substantiated. This complaint was resolved by Informal Resolution pursuant to Section 76(10) of the *Police Services Act* resulting in a forfeiture of hours.
6. Complaint involving one allegation of *Discreditable Conduct* was substantiated. This complaint was resolved by Informal Resolution pursuant to Section 76(10) of the *Police Services Act* resulting in forfeiture of hours and training courses. This investigation concluded on August 9, 2023.
7. Complaint involving one allegation of *Discreditable Conduct* was unsubstantiated. This investigation was concluded on September 27, 2023.

8. Complaint involving one allegation of *Discreditable Conduct* is being resolved by a Formal Hearing pursuant to Section 76(9) of the *Police Services Act*. The next scheduled hearing date is April 23, 2024, by teleconference.
9. Complaint involving one allegation of *Discreditable Conduct* was changed to a Public Complaint pursuant to Section 66(1) of the *Police Services Act*. This occurs when a Chief's Complaint is initiated, and the complainant files a public complaint relative to the same information. In these instances, the investigative process must follow the Public Complaint process involving the *Office of the Independent Police Review Director (OIPRD)*. The investigation concluded in 2024 and will be reported under the Public Complaints in 2024.

The following table compares allegations investigated by the Professional Standards Bureau for 2022 and 2023, broken down by complaint allegation classifications under the respective sections of the *Ontario Regulation (O. Reg) 268/10*. It is important to note that an investigation can have multiple allegations.

| O. REG | COMPLAINT ALLEGATION CLASSIFICATION | 2022 | 2023 |
|-----------------------|---|----------|----------|
| 268/10 2(1)(a) | Discreditable Conduct | 6 | 8 |
| | <i>Substantiated</i> | 1 | 2 |
| | <i>Unsubstantiated</i> | 4 | 4 |
| | <i>Ongoing</i> | 0 | 2 |
| 268/10 2(1)(b) | Insubordination | 0 | 1 |
| | <i>Substantiated</i> | 0 | 1 |
| | <i>Unsubstantiated</i> | 0 | 0 |
| 268/10 2(1)(c) | Neglect of Duty | 0 | 2 |
| | <i>Substantiated</i> | 0 | 2 |
| | <i>Unsubstantiated</i> | 0 | 0 |
| 268/10 2(1)(d) | Deceit | 0 | 2 |
| | <i>Substantiated</i> | 0 | 0 |
| | <i>Unsubstantiated</i> | 0 | 2 |
| 268/10 2(1)(e) | Breach of Confidence | 0 | 1 |
| | <i>Substantiated</i> | 0 | 0 |
| | <i>Unsubstantiated</i> | 0 | 1 |
| 268/10 2(1)(f) | Corrupt Practice | 0 | 0 |
| | <i>Substantiated</i> | 0 | 0 |
| | <i>Unsubstantiated</i> | 0 | 0 |
| 268/10 2(1)(g) | Unlawful / Unnecessary Exercise of Authority | 0 | 0 |
| | <i>Substantiated</i> | 0 | 0 |
| | <i>Unsubstantiated</i> | 0 | 0 |
| 268/10 2(1)(h) | Damage to Property/Equipment | 0 | 0 |
| | <i>Substantiated</i> | 0 | 0 |
| | <i>Unsubstantiated</i> | 0 | 0 |
| 268/10 2(1)(i) | Consumption of Drug / Alcohol | 0 | 0 |
| | <i>Substantiated</i> | 0 | 0 |

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| SUBJECT: 2023 CHIEF'S COMPLAINTS ANNUAL REPORT | Page 5 |
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| | | | |
|--------------------------|------------------------|----------|-----------|
| | <i>Unsubstantiated</i> | 0 | 0 |
| TOTAL ALLEGATIONS | | 6 | 14 |

Civilian Discipline Process – HR025 Investigations



In 2023, the Professional Standards Bureau was directed to investigate four (4) Chief's Complaints regarding alleged misconduct involving police professionals (formerly known as Civilian members) of the Greater Sudbury Police Service.

The four (4) new investigations pursuant to HR025 in 2023 were resolved in the following manner:

1. Complaint involving three allegations of *Misconduct* were substantiated. This investigation was concluded on June 1, 2023.
2. Complaint involving two allegations of *Misconduct* were unsubstantiated. This investigation was concluded on April 1, 2023.
3. Complaint involving two allegations of *Misconduct* were unsubstantiated. This investigation was concluded on March 31, 2023.
4. Complaint involving two allegations of *Misconduct* are still under investigation and will be reported in the 2024 Annual Report.



GREATER SUDBURY POLICE SERVICES BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: March 28, 2024 |
| PUBLIC SUBJECT: 2023 ANNUAL REPORT ON PUBLIC COMPLAINTS | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Service Goal: 1 - Healthy culture through transparency, fairness, and equity | |
| Prepared by:  Robert Norman Strategic Operations Inspector | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board receive the 2023 Annual Report on Public Complaints pursuant to Section 31(1)(j) of the Police Services Act.

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 police services in Ontario.

Third party complaints are 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 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 directly. The oversight role continues throughout the investigation. *Conduct Complaints* require an update to the OIPRD at the 45-day mark and investigations shall be completed within 120 calendar days after receipt of the complaint unless an extension is granted. *Policy and/or Service Complaints* require a written response outlining reasons and outcome within 60 calendar days after receipt of the complaint.

Upon receipt of a complaint from the OIPRD, the Chief shall receive a written report of the investigation and ensure all complaints are investigated.

Conduct Complaints:

Upon conclusion of the investigation and on review of the written report, if the Chief of Police 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 is 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 of Police believes there are reasonable grounds that the police officer's conduct constitutes *misconduct* or *unsatisfactory work performance*, the Chief shall hold a hearing into the matter.

If the Chief of Police 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. This can occur if the Officer and the Complainant consent to the proposed resolution. If the Officer and Complainant consent to the informal resolution of a matter, the Chief of Police 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.

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

Policy/Service Complaints:

The *Police Services Act* requires the Chief of Police to submit a written report to the Board regarding every complaint about *Policies and/or Services* provided by the police service and the disposition of same. The Complainant receives a copy of the written report and is advised of their right to ask the Greater Sudbury Police Services Board to review the decision within 30 days of receiving the notice.

Request for Review:

Any Complainant can request a review where their conduct complaint was unsubstantiated or deemed not of a serious nature pursuant to *Section 71(1)* of the *Police Services Act of Ontario*.

Changes to Legislation:

In December 2023, the Province of Ontario announced changes to the law governing policing in Ontario with Bill 68, *Community Safety and Policing Act, 2019* (CSPA). On April 1, 2024, the CSPA replaced the *Police Services Act, 1990*, marking a substantial update with the current demands of policing and community safety. The CSPA seeks to establish a modern and robust legislative framework to reflect the changing nature of policing, crime, and community expectations. The CSPA emphasizes respect for frontline policing personnel; aims to strengthen public confidence in policing; and seeks to deliver quality, efficient policing, and oversight. Through Strategic Operations, GSPS has been working diligently to ensure our practices and procedures are in compliance with the CSPA.

The CSPA introduces significant reforms in handling police misconduct, focusing on transparency, accountability, and reinforcing trust between law enforcement and the communities they serve. It establishes a more rigorous, clear, and transparent process for investigating complaints and misconduct, ensuring that investigations are carried out in a timely and fair manner. The legislation mandates enhanced oversight mechanisms, including the establishment of independent review bodies with the authority to conduct investigations, recommend disciplinary actions, and oversee the implementation of these recommendations. Furthermore, the CSPA emphasizes the importance of training and education for police officers on ethical conduct, human rights, and community engagement, aiming to prevent misconduct before it occurs. This approach not only addresses the immediate concerns related to police misconduct, but also seeks to foster a culture within law enforcement that prioritizes respect, dignity, and the protection of all individuals' rights.

It is important to note that moving forward, comparing misconduct data under the CSPA to prior years under the PSA will have to be interpreted with caution, as there will be different thresholds and inclusion criteria.

CURRENT SITUATION:

In 2023, the Greater Sudbury Police Service received a total of eighty-six (86) public complaints through the OIPRD; seven (7) of which were Service complaints. Also reported were six (6) Conduct Complaints from 2022 that were still under investigation and concluded in 2023. There has been an increase of thirty-seven (37) complaints through the OIPRD received in 2023 when compared to 2022. This has exceeded the 5-year average of 51 complaints. The total number of complaints screened out by the OIPRD has increased as well; however, it is less than the 5-year average.

| OIPRD Complaints | 2019 | 2020 | 2021 | 2022 | 2023 | 5-yr Average |
|--|------|------|------|------|------|--------------|
| Number of Complaints Received | 37 | 37 | 44 | 49 | 86 | 51 |
| <i>Conduct</i> | 31 | 33 | 42 | 43 | 79 | 46 |
| <i>Service</i> | 6 | 4 | 2 | 6 | 7 | 5 |
| Number of Complaints Screened Out | 16 | 24 | 25 | 28 | 53 | 29 |
| <i>Conduct</i> | 16 | 22 | 25 | 25 | 52 | 28 |
| <i>Service</i> | 0 | 2 | 0 | 3 | 1 | 1 |

Dispositions:

Of the eighty-six (86) public complaints through the OIPRD, 62% were screened out by the OIPRD, meaning 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. This is an increase of 4% compared to the year prior (57% in 2022). In 2023, 6% of Conduct Complaints were withdrawn; this is an 8% decrease compared to 2021.

| Complaint Dispositions | 2022 | 2023 |
|--|------|------|
| Section 60: Screened out by the OIPRD ⁺ | 28 | 53 |
| Section 72: Director request to stop investigation | 1 | 4 |
| Service Complaints - Withdrawn | 1 | 2 |
| Service Complaints - Action Taken | 1 | 0 |
| Service Complaints - No Action Taken | 1 | 5 |

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|---|---------------|
| SUBJECT: 2023 ANNUAL REPORT ON PUBLIC COMPLAINTS | Page 5 |
|---|---------------|

| | | |
|--|-----------|------------|
| Conduct Complaints - Substantiated | 1 | 0 |
| Conduct Complaints - Unsubstantiated | 7 | 8 |
| Conduct Complaints - Withdrawn | 7 | 5 |
| Informal Resolution/Resolved | 1 | 2 |
| Early Resolution | 1 | 1 |
| Lost Jurisdiction (resignation) | 0 | 0 |
| Under investigation | 0 | 6 |
| TOTAL COMPLAINTS | 49 | 86* |
| Note + Complaints are not dealt with pursuant to a determination made by the OIPRD in accordance with Section 60 of the Police Services Act of Ontario (i.e., 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). | | |
| Note * This includes 6 complaints received in 2022 that were concluded in 2023. | | |

Service Complaints:

None of the *Public Service/Policy Complaints* were substantiated or resulted in action taken by the Service. Five (5) *Public Service/Policy Complaints* were investigated and determined to be unsubstantiated, or no action required with a letter forwarded to the complainant and the OIPRD.

Conduct Complaints:

The Professional Standards Bureau received the *Conduct Complaints* in the following manner:

- Fifty-three (53) were not dealt with pursuant to a determination made by the OIPRD in accordance with Section 60 of the *Police Services Act of Ontario (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.
- Four (4) complaints were discontinued at the request of the OIPRD in accordance with Section 72 of the *Police Services Act of Ontario* (direct the complaint to be dealt with as specified by the Director).
- Seven (7) complaints were withdrawn by the Complainant after analysis and discussion with Professional Standards investigators.
- One (1) complaint was withdrawn by the Complainant prior to assignment to the police service by the Independent Police Review Director.
- Thirteen (13) Conduct Complaints were investigated and determined to be unsubstantiated, with an investigative report forwarded to the Complainant and the OIPRD. Five (5) of these complaints were from 2022 and concluded in 2023.

- Two (2) complaints were resolved with the Complainant through the OIPRD's Early Resolution process. One (1) of these complaints was from 2022 and concluded in 2023.
- Two (2) complaints were resolved with the Complainant through the OIPRD's Informal Resolution process.
- Six (6) complaints are currently under investigation, to be completed in 2024.

The Greater Sudbury Police Service received three (3) *Requests for Review* in 2023, two (2) of which stemmed from 2022 complaints that were completed in 2023. The OIPRD requested and reviewed the entire investigative file and all three requests for review resulted in an agreed disposition of Unsubstantiated.

Allegations:

In 2023, there were 60 Allegation Types classified by the OIPRD. The OIPRD can have multiple Allegation Types for a single complaint (e.g., Discreditable Conduct and Neglect of Duty). GSPS also collects data in relation to complaints that are screened out, withdrawn, and/or involve multiple officers that result in multiple misconduct allegations (e.g., Neglect of Duty complaint involving 5 officers will be counted as 5 Neglect allegations).

There were 140 allegations in the complaints received in 2023. This is an increase compared to 2022 (72 allegations). However, it is important to note that since the overall number of complaints has increased, the number of allegations will also increase and there can be multiple allegations under a single complaint.

The following table illustrates the breakdown of the different allegation classifications in relation to the public complaints that were investigated in 2023.

In 2023, there were 23 complaints stemming from repeat Complainants. In contrast, 2022 had 8 complaints stemming from repeat Complainants. In 2023, 41% of the overall complaints were in relation to dissatisfaction of service (e.g., not responding to a call quickly, inadequate investigation). 7% of complaints were in relation to excessive use of force.

In 2023, there were 51 allegations of Discreditable Conduct, accounting for 36% of allegations. This is an increase compared to 2022 where allegations of Discreditable Conduct accounted for 24%. Despite an increase in the number of allegations brought forward, the proportion of the Discreditable Conduct Allegation Types by the OIPRD are the same for 2023 and 2022, both accounting for 30% of the Allegation Types. In 2023, Unlawful / Unnecessary Exercise of Authority accounted for 23% of allegations whereas in 2022 it accounted for 17% of allegations. However, the proportion of the Unlawful / Unnecessary Exercise of Authority Allegation Types by the OIPRD decreased in 2023 (30%) when compared to 2022 (39%).

| Act | COMPLAINT ALLEGATION CLASSIFICATION | 2022 | | 2023 | |
|---|--|------------------------------------|-------------------------------|------------------------------------|-------------------------------|
| | | OIPRD Allegation Type ⁺ | # of Allegations [*] | OIPRD Allegation Type ⁺ | # of Allegations [*] |
| O. REG 268/10 2(1)(a) | Discreditable Conduct | 7 | 17 | 18 | 51 |
| O. REG 268/10 2(1)(b) | Insubordination | 1 | 0 | 1 | 1 |
| O. REG 268/10 2(1)(c) | Neglect of Duty | 6 | 35 | 23 | 40 |
| O. REG 268/10 2(1)(d) | Deceit | 0 | 0 | 0 | 3 |
| O. REG 268/10 2(1)(e) | Breach of Confidence | 0 | 3 | 0 | 4 |
| O. REG 268/10 2(1)(f) | Corrupt Practice | 0 | 0 | 0 | 0 |
| O. REG 268/10 2(1)(g) | Unlawful / Unnecessary Exercise of Authority | 9 | 12 | 18 | 32 |
| O. REG 268/10 2(1)(h) | Damage to Property/Equipment | 0 | 0 | 0 | 0 |
| O. REG 268/10 2(1)(i) | Consumption of Drug / Alcohol | 0 | 0 | 0 | 0 |
| PSA s.63 | Service / Policy Complaint | 0 | 5 | 0 | 9 |
| TOTAL ALLEGATIONS | | 23 | 72 | 60 | 140 |
| <p>Note + Allegation Types by the OIPRD are for substantiated and unsubstantiated outcomes only. A single allegation can have multiple Allegation Types.</p> <p>Note *Includes all allegations brought forward, including those that are withdrawn and screened out and otherwise not captured by OIPRD. A single allegation can involve multiple misconduct allegations against multiple officers.</p> | | | | | |



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: April 5, 2024 |
| PUBLIC | |
| SUBJECT: POLICE SERVICES BOARD AND THE PUBLIC SECTOR SALARY DISCLOSURE ACT | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Resources Goal: 3 - Fiscal prudence for reasonable & sustainable resource development and investments | |
| Prepared by: Melissa Bamberger Manager of Finance | Recommended by: Paul Pedersen Chief of Police |

RECOMMENDATION:

FOR INFORMATION ONLY

BACKGROUND:

The Public Sector Salary Disclosure Act has been in place since 1996. It is also known, and often referred to, as ‘The Sunshine List’.

The following section is the overview from the Ontario Public Sector Salary Disclosure (OPSSD) website:

‘The Public Sector Salary Disclosure Act, 1996 makes Ontario’s public sector more open and accountable to taxpayers. The act requires organizations that receive public funding from the Province of Ontario to make public, by March 31 each year, the names, positions, salaries, and total taxable benefits of employees paid \$100,000 or more in the previous calendar year.

The act applies to organizations such as:

- *the Government of Ontario; Crown agencies; municipalities; hospitals; boards of public health; school boards; universities and colleges; Ontario Power Generation and other public sector employers who receive a significant level of funding from the provincial government.'*

The purpose of this act provides the following for the taxpayers:

- *'The purpose of this law is to provide a more open and accountable system of government. It lets taxpayers compare the performance of an organization with the compensation given to the people running it. It also provides taxpayers with more details on how their tax dollars are spent.'*

What's included in \$100,000 salary:

- *'The \$100,000 figure means salary before taxes, and does not include taxable benefits. However, for those who are paid \$100,000 or more, the total value of these taxable benefits must be disclosed. Beginning with 2012 salaries, the definition of salary now also includes per diems and/or retainers paid to employees, in addition to amounts reported as employment income on the Canada Revenue Agency T4 slip. The act does not authorize employers to disclose what the specific benefits are.'*

CURRENT SITUATION:

The 2024 OPSSD was released on March 31, 2024.

The 2024 disclosure for the 2023 fiscal year has a total of 300,564 Employees in Ontario on the list. In Ontario there are a total of 2,339 Employers included on the list.

This year for the City of Greater Sudbury there are a total of 688 Employees with salaries greater than \$100,000. 284 of the Employees are with Greater Sudbury Police Service. This is an increase of 34 from the 2023 OPSSD list.

The main contributing factors to new members being on the list this year are wage step increases, collective agreement settlements, retroactive pay, pay equity, overtime, and paid duty.

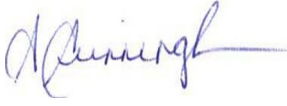

This 'Sunshine List' has been in place since 1996, and the threshold that has always been used is \$100,000. With general inflation applied, the current salary of \$100,000 in 1996 today would be just under \$175,000. If the reporting was revised to reflect inflation, there would only be 8 Employees from Greater Sudbury Police Service reported from the 2024 list.

Sources:

- [Public sector salary disclosure | ontario.ca](#)
- [Public sector salary disclosure 2023: all sectors and seconded employees \(ontario.ca\)](#)
- [City Of Greater Sudbury Sunshine List 2024 - Search for top earners by name or position. \(sunshineliststats.com\)](#)
- [Inflation Calculator - Bank of Canada](#)



GREATER SUDBURY POLICE SERVICES BOARD REPORT

| | |
|---|--|
| ACTION: FOR INFORMATION | DATE: April 17, 2024 |
| PUBLIC | |
| SUBJECT: OFFICER PROMOTIONS | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Members Goal: 2 - Member acknowledgement, succession planning, development, and retention | |
| Prepared by:  Sara Cunningham Deputy Chief of Police - Administration | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

FOR INFORMATION

BACKGROUND:

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

CURRENT SITUATION:

As a result of recent retirements, vacancies were created at the rank of Sergeant and Staff Sergeant.



The following seven (7) members have been promoted and those available will be presented to the Board on a date to be determined in May 2024:

| | |
|--|---------------|
| SUBJECT: OFFICER PROMOTIONS | Page 2 |
|--|---------------|

- ✓ Sergeant Megan MacKay (November 2023)
- ✓ Sergeant Michael Raskevicius (December 2023)
- ✓ Sergeant Robert Slywchuk (December 2023)
- ✓ Sergeant Ali Shirazi (February 2024)
- ✓ Sergeant Ryan McNamara (February 2024)
- ✓ Staff Sergeant Darin Heffern (February 2024)
- ✓ Staff Sergeant Greg Major (February 2024)



GREATER SUDBURY POLICE SERVICES BOARD REPORT

| | |
|---|---|
| ACTION: FOR INFORMATION | DATE: April 17, 2024 |
| PUBLIC | |
| SUBJECT: NEW AUXILIARY CONSTABLES | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Members Goal: 2 - Member acknowledgement, succession planning, development, and retention | |
| Prepared by:  Sara Cunningham Deputy Chief of Police - Administration | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

FOR INFORMATION

BACKGROUND:

The Greater Sudbury Police Service has historically maintained an Auxiliary Unit of approximately 30 members. The role of Auxiliary Officers is to support Police Officers by volunteering their time through participation in community events and Patrol Operations ride-alongs. Members joining the Auxiliary are asked to commit to a minimum of 3 events per month.

The screening and selection process contains a variety of steps with the successful applicants required to complete a training program which includes modified use of force techniques. Auxiliary members are always under the supervision of a fully sworn Police Officer. They are provided with a uniform different than a sworn member that identifies them as an Auxiliary Officer.

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| SUBJECT: NEW AUXILIARY CONSTABLES | Page 2 |
|--|---------------|

CURRENT SITUATION:

The Auxiliary Unit has been rebuilding since seeing a significant decline in numbers during and directly after the COVID-19 pandemic. In December 2023, three (3) members were onboarded as Auxiliary Constables and sworn-in following approval from the Ministry:


- ✓ Georges Denomme
- ✓ Amit Joshi
- ✓ Pooja Leach

Our new Auxiliary Constables will be presented to the Board on a date to be determined in May 2024.

With the inclusion of these three (3) members, the Unit now sits at 19 members, 16 of which are deployable. The Unit consists of 1 Staff Sergeant, 3 Sergeants, and 15 Constables. GSPS will be continuing with recruitment efforts, looking to onboard additional members in the Fall.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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|---|----------------------|
| ACTION: FOR INFORMATION | DATE: April 10, 2024 |
| PUBLIC | |
| SUBJECT: 2023 BOARD EXPENSES | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Resources Goal: 3 - Fiscal prudence for reasonable & sustainable resource development and investments | |
| Prepared by:  Matthew Gatien Board Administrator | |

RECOMMENDATION:

FOR INFORMATION

BACKGROUND:

Section 35 (2) of the *Community Safety and Policing Act* requires the Board to ensure that its members undergo training and further Board Policy 016 respecting Board Member Training supports a commitment to training, education and development in support of learning for its members. Expenses for same are guided by Policy 011.

The Board is also encouraged to participate in attending at community functions in their role as a Board Member for which there may be associated costs.

CURRENT SITUATION:

In 2023 the Greater Sudbury Police Service Board had representatives at all major conferences that Boards in Ontario attend (PAO, OAPSB, and CAPG), as they are excellent learning and training opportunities for Board members and staff.

| | |
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| SUBJECT: 2023 BOARD EXPENSES | Page 2 |
|---|---------------|

Events such as the Crime Stoppers Proclamation, Multicultural Lunch, Media Conferences and Funding Announcements, Volunteer Appreciation, GSPS Annual Awards Night, Tree of Hope ceremony were all back in person last year and saw Board members attend.

Vice Chair Lougheed served on the Board of Directors for the Ontario Association of Police Services Boards and attended these meetings at a reduced cost to the Board.

This past year, expenses associated with Board member attendance at various conferences, meetings, and events have been recorded. The attached report provides details for 2023.

GREATER SUDBURY POLICE SERVICES BOARD 2023 EXPENSES

SIZER

| DATE | EVENT | TOTAL EXP |
|---------------------|-----------------------------|--------------------|
| Feb. 26-28, 2023 | PAO Conference | \$ 1,243.61 |
| May 26-27, 2022 | OAPSB Spring Conference | \$ 2,158.06 |
| Oct. 19, 2022 | Zone 1A meeting | \$ 332.77 |
| Jan. - Dec. 2023 | Monthly Board Book Delivery | \$ 279.72 |
| Meetings with staff | Breakfast/lunches | \$ 226.05 |
| TOTAL | | \$ 4,240.21 |

CALDARELLI

| DATE | EVENT | TOTAL EXP |
|--------------|-----------------------------|-----------------|
| Jan. 2023 | Monthly Board Book Delivery | \$ 19.89 |
| TOTAL | | \$ 19.89 |

BOIS

| DATE | EVENT | TOTAL EXP |
|-----------------|-----------------------------|------------------|
| Jan - Apr. 2023 | Monthly Board Book Delivery | \$ 79.56 |
| Jan - Apr. 2023 | Mileage | \$ 215.76 |
| TOTAL | | \$ 295.32 |

PORATTO-MASON

| DATE | EVENT | TOTAL EXP |
|-----------------|-----------------------------|-----------------|
| Jan - Feb. 2023 | Monthly Board Book Delivery | \$ 39.78 |
| TOTAL | | \$ 39.78 |

LEFEBVRE

| DATE | EVENT | TOTAL EXP |
|-----------------|-----------------------------|------------------|
| Jan - Dec. 2023 | Monthly Board Book Delivery | \$ 248.60 |
| TOTAL | | \$ 248.60 |

LOUGHEED

| DATE | EVENT | TOTAL EXP |
|------------------|-----------------------------|--------------------|
| Feb. - Dec. 2023 | Monthly Board Book Delivery | \$ 179.01 |
| May 26-27, 2022 | OAPSB Spring Conference | \$ 1,398.32 |
| TOTAL | | \$ 1,577.33 |

FORTIER

| DATE | EVENT | TOTAL EXP |
|------------------|-----------------------------|--------------------|
| June-Dec. 2023 | Monthly Board Book Delivery | \$ 124.30 |
| Oct. 26-27, 2023 | Fall OAPSB Conf. | \$ 1,314.72 |
| TOTAL | | \$ 1,439.02 |

POLAND

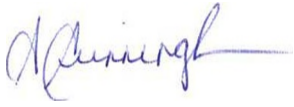

| DATE | EVENT | TOTAL EXP |
|----------------|-----------------------------|------------------|
| Oct.-Dec. 2023 | Monthly Board Book Delivery | \$ 186.45 |
| TOTAL | | \$ 186.45 |

2023 TOTAL EXPENSES

\$8,046.60



GREATER SUDBURY POLICE SERVICES BOARD REPORT

| | |
|---|--|
| ACTION: FOR INFORMATION | DATE: April 9, 2024 |
| PUBLIC | |
| SUBJECT: NOTES OF APPRECIATION | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Members Goal: 2 - Member acknowledgement, succession planning, development, and retention | |
| Prepared by:  Sara Cunningham Deputy Chief of Police - Administration | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

FOR INFORMATION

CURRENT SITUATION:

Various Officers

A community member expressed her deep appreciation to the various officers who assisted her over the course of one year during her difficult experiences with mental illness. In part, she credits the respect, care, and humanity received from these officers for her full recovery and positive outlook on life. The community member has since acquired her PhD and is giving back through public outreach initiatives.

Constable Patrick Whalen, Detective Constable Stephane Bergeret, and the BEAR Unit

A District Asset Protection Manager from a local business contacted GSPS to express his extreme gratitude for a job well done regarding a recent investigation. The amount of work and

care taken in the investigation by D/Cst. Bergeret, Cst. Whalen, and the BEAR Unit were commendable, leaving a very positive impact on their business.

Constable Darrell Rivers and Indigenous Trauma and Support Coordinator Chelsea Gauthier



The Director of the Ministry of Children, Community, and Social Services of Ontario wished to acknowledge and thank Cst. Rivers and Ms. Gauthier for sharing the important work being done in connecting youth with their culture and lands through the “Mooz Akinonmaaget Maa Aki” Moose Hunt program. The Director credits them with creating positive impacts, perceptions, and relationships with not only the youth, but through community partnerships.

Diversity Advisory Committee (DAC)

Many expressions of appreciation and thanks were received from various attendees following the Gala hosted by DAC to acknowledge the International Day for the Elimination of Racial Discrimination on March 21st. More than 400 people joined together to celebrate inclusivity and the beauty of diversity.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

| | |
|---|---|
| ACTION: FOR INFORMATION | DATE: April 10, 2024 |
| <p>PUBLIC</p> <p>SUBJECT: 2023 ANNUAL REPORT – ONTARIO REGULATION 58/16 – “COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES – PROHIBITION AND DUTIES”</p> | |
| <p>STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Service Goal: 1 - Healthy culture through transparency, fairness, and equity</p> | |
| <p>Prepared by:</p>  <p>Robert Norman Inspector of Strategic Operations</p> | <p>Recommended by:</p>  <p>Paul Pedersen Chief of Police</p> |

RECOMMENDATION:

THAT the Board receives the 2023 Annual Report in accordance with the Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties Regulation 58/16 of the Police Services Act and in accordance with the Board’s Policy under GSPSB–027.

BACKGROUND:

On January 1st, 2017, *Ontario Regulation 58/16* made under the *Police Services Act* in relation to the Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties came into effect. This legislation provides police officers with direction relating to the attempted collection of identifying information about an individual in certain circumstances governed by the *Regulation*.

Section 1(1) of the Regulation outlines the application and reads as follows:

1. (1) This Regulation applies with respect to an attempt by a police officer to collect identifying information about an individual from the individual, if that attempt is done for the purpose of,

- (a) inquiring into offences that have been or might be committed;
- (b) inquiring into suspicious activities to detect offences; or
- (c) gathering information for intelligence purposes.

The Regulation also contains several exemptions, prohibitions, and duties surrounding the collection of identifying information. The Regulation does not apply to:

- 1. An attempted collection made by a police officer for the purpose of investigating an offence when the officer reasonably suspects an offence has been or will be committed.
- 2. An attempt by a police officer to collect identifying information from an individual if:
 - (a) the individual is legally required to provide the information to a police officer;
 - (b) the individual is under arrest or is being detained;
 - (c) the officer is engaged in a covert operation;
 - (d) the officer is executing a warrant, acting pursuant to a court order, or performing related duties; or
 - (e) the individual from whom the officer attempts to collect information is employed in the administration of justice or is carrying out duties or providing services that are otherwise relevant to the carrying out of the officer’s duties.

This legislation was introduced in Ontario by the provincial government as a mechanism for Police Services to gather information in a manner which supports and adheres to the principles of equity and fairness contained in the *Canadian Charter of Rights and Freedoms* and the *Ontario Human Rights Code*. GSPS Board Policy 027 and GSPS Procedure INT010 both titled *Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties* were developed to ensure compliance with the provisions of *O. Reg 58/16*. The interactions that are governed by the *Regulation* are defined in the Service procedure as a “Regulated Interaction”.

An electronic Collection of Identifying Information in Certain Circumstances (CIICC) Submission Form has been created for officers to complete following a Regulated Interaction. The CIICC

Submission Form once completed is then required to be verified. During the verification process the Regulated Interaction will be deemed to be either a Compliant or Non-compliant Regulated Interaction based on its compliance with the *Regulation*.

Ontario Regulation 58/16 provides direction to the Chief of Police to provide an annual report to the Board under Section 31 of *Ontario Regulation 3/99* (Adequacy and Effectiveness of Police Services) and what information must be included in the report.

CURRENT SITUATION:

As the sixth reporting period, January 1st through December 31st, 2023, is now complete, the following information is being provided in compliance with the annual reporting requirements of the Regulation.

During 2023, zero (0) CIICC reports were submitted by a Patrol member.

Attempted Collections vs Collections - CIICC

This table represents a comparison of the number of Regulated Interactions where an attempt to collect identifying information was made and how many resulted in an actual collection of information. In 2023, there were 0 attempts to collect identifying information and 0 collection of identifying information.

| 2023 | Attempted Collections | Collections |
|--------------|------------------------------|--------------------|
| Total | 0 | 0 |

Exemptions used in a Regulated Interaction

The *Regulation* affords officers in specific circumstances the ability to not provide the involved individual with all of the information and duties as required.

Examples of these exemptions are in situations where a police officer has a reason to believe that informing the individual:

- might compromise the safety of an individual;

| | |
|---|---------------|
| SUBJECT: 2023 ANNUAL REPORT – ONTARIO REGULATION 58/16 – “COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES – PROHIBITION AND DUTIES” | Page 4 |
|---|---------------|

- would likely compromise an ongoing police investigation;
- might allow a confidential informant to be identified; or
- might disclose the identity of a person contrary to the law, including disclosing the identity of a young person contrary to the *Youth Criminal Justice Act* (Canada).

The Annual Report must include the number of times these exemptions were used during a Regulated Interaction.

This table represents how many times the above exemptions were used to not provide one of the following duties to an individual:

| Duty to | Number of Exemptions |
|--|-----------------------------|
| Inform the individual that he or she is not required to provide identifying information to the officer | 0 |
| Inform the individual why the police officer is attempting to collect identifying information about the individual | 0 |

The *Regulation* also provides officers in specific circumstances the ability to not offer to provide a CIICC Receipt as required to the involved individual. Examples of these exemptions are in situations where a police officer has a reason to believe that continuing to interact with the individual:

- might compromise the safety of an individual; or
- might delay the officer from responding to another matter that should be responded to immediately.

The Annual Report must include the number of times these exemptions were used during a Regulated Interaction.

This table represents how many times the above exemptions were used to not offer a CIICC Receipt to an individual:

| Duty to | Number of Exemptions |
|--|-----------------------------|
| Offer to give the individual a document that provides a record of the attempt to collect identifying information | 0 |

SUBJECT:
2023 ANNUAL REPORT – ONTARIO REGULATION 58/16 – “COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES – PROHIBITION AND DUTIES”

Page 5

Give the individual such a document if the individual indicates that he or she wants it

0

Regulated Interactions - Gender

When submitting a CIICC submission form, the involved officer must indicate the perceived gender of the individual at the time of the attempted collection.

The following table represents a breakdown of those individuals by gender:

| Regulated Interaction | Male | Female |
|-----------------------|------|--------|
| Total | 0 | 0 |

Regulated Interactions – Age Groups

When submitting a CIICC submission form, the involved officer must indicate the perceived age of the individual at the time of the attempted collection.

The following table represents a breakdown of individuals by age group:

| Age Groups | Total |
|------------|-------|
| 0 - 19 | 0 |
| 20 - 29 | 0 |
| 30 - 39 | 0 |
| 40 - 49 | 0 |
| 50 - 59 | 0 |
| 60 - 69 | 0 |
| 70 - 79 | 0 |
| 80 or over | 0 |

Regulated Interaction – Racialized Groups

When submitting a CIICC submission form, the involved officer must indicate the perceived race of the individual at the time of the attempted collection.

The following table represents a breakdown of the individuals by perceived race:

| Racialized Groups | Total |
|--------------------------|--------------|
| White | 0 |
| First Nations | 0 |
| Metis | 0 |
| Inuk | 0 |
| Black | 0 |
| South Asian | 0 |
| West Asian | 0 |
| Southeast Asian | 0 |
| Chinese | 0 |
| Filipino | 0 |
| Latin American | 0 |
| Arab | 0 |
| Korean | 0 |
| Japanese | 0 |
| Other - Specify | 0 |
| Total | 0 |

Racialized Groups - Narrative

In this reporting period, there were 0 interactions determined to be Regulated.

Regulated Interaction – Area of Collection

When submitting a CIICC submission form, the involved officer must indicate the location that the Regulated Interaction took place. For this, patrol zones were utilized as the defining areas of contact.

The following table represents a breakdown of those patrol zones and where Regulated Interactions occurred:

| Patrol Zone | Total |
|--------------------|--------------|
| Zone 20 | 0 |
| Zone 30 | 0 |
| Zone 40 | 0 |
| Zone 50 | 0 |
| Zone 60 | 0 |
| Zone 11 | 0 |
| Zone 12 | 0 |
| Zone 13 | 0 |
| Zone 14 | 0 |
| Zone 15 | 0 |

Regulated Interaction – Submissions Determined to be Non-Compliant Collections

The *Regulation* requires that every CIICC submission is reviewed by a Regulated Interaction Verifier within 30 days of it being submitted. This process of verification is done to ensure that every aspect of the legislation has been properly applied. During this review, if the Regulated Interaction is found to be Non-Compliant with the legislation, the information is secured from access as restricted information.

The following table represents a breakdown of the Regulated Interactions and the number that were deemed to be Non-Compliant during the verification process:

| CIICC Submissions | Regulated Interaction | Incidents of Contact |
|--------------------------|------------------------------|-----------------------------|
| Compliant | 0 | 0 |
| Non-Compliant | 0 | 0 |

Regulated Interactions – Annual Audit Review

The *Regulation* requires that at least once a year a detailed review of an appropriately sized sample of entries of identifying information from the database is conducted to ensure regulatory compliance.

This review was conducted and the original findings of the verifier with respect to Compliant and Non-Compliant submissions have been confirmed.

Regulated Interactions – Access to Restricted CIICC Submissions

The *Regulation* does permit in specific situations for the Chief of Police to grant permission to access restricted information. The legislation outlines the conditions that must be met in order to provide this review, and are as follows:

- for the purpose of an ongoing police investigation,
- in connection with legal proceedings or anticipated legal proceedings,
- for the purpose of dealing with a complaint under Part V of the *Act* or for the purpose of an investigation or inquiry under Clause 25 (1) (a) of the *Act*,
- in order to prepare the Annual Report described in Subsection 14 (1) or the report required under Section 15,
- for the purpose of complying with a legal requirement, or
- for the purpose of evaluating a police officer’s performance.

There were no requests submitted in 2023 to access restricted information.



Conclusion

During 2023, the sixth year of *Ontario Regulation 58/16* being implemented, the Service has continued to dedicate many resources to ensure that areas in which more discussion or training are required have been identified. With member feedback, additional training presentations have been developed and provided to help everyone better understand when the *Regulation* applies.

The Service will continue to review all CIICC Form submissions to ensure compliance with the duties of the *Regulation* and address any issues that are of concern. The review process and methods employed when dealing with CIICC submissions is in accordance with *Ontario Regulation 58/18* of the *Police Services Act* and Police Service Procedures.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR INFORMATION | DATE: April 9, 2024 |
| PUBLIC SUBJECT: SUPPORTING ONTARIO'S FIRST RESPONDERS ACT 2023 POST TRAUMATIC STRESS DISORDER (PTSD) PREVENTION PLAN ANNUAL UPDATE | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Members Goal: 3 - Authentic inclusion and support for physical & psychological safety and well-being | |
| Prepared by:  Sara Cunningham Deputy Chief of Police, Administration | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

THAT the Board receives the 2023 Post Traumatic Stress Disorder Prevention Plan annual update for information.

BACKGROUND:

In April 2016, the province passed the *Supporting Ontario's First Responders Act* which amended the *Workplace Safety and Insurance Act*. This new legislation created a presumption that Post-Traumatic Stress Disorder (PTSD) diagnosed in first responders is work-related. The presumption allows for faster access to WSIB benefits, resources, and timely treatment. The *Act* is part of the Provinces' strategy to prevent or mitigate the risk of PTSD and to provide first responders with faster access to treatment and the information they need to stay healthy.

The diagnosis of PTSD must be made by a psychiatrist or psychologist and be consistent with the Diagnostic and Statistical Manual of Mental Disorders.

In accordance with the *Act*, employers of workers covered under the PTSD presumption were required to provide the Minister of Labour with information on their workplace Post-Traumatic Stress Disorder prevention plans by April 23, 2017. Given that police (including Sworn officers and dispatchers) are one of the specific groups covered under the PTSD presumption, the Board was required to submit such a Plan.

In order to assist employers to design a PTSD Prevention Plan and Program, the Public Services Health and Safety Association served as a resource for providing information on PTSD established framework and was used as a guide to assist in developing plans.

The Service has a long history and commitment to the psychological health and wellbeing of members throughout their career. A range of programs and supports are in place to support member wellness and aimed at preventing PTSD.

At their meeting of April 19, 2017, the Board adopted the Services' Post-Traumatic Stress Disorder Prevention Plan in accordance with *Supporting Ontario's First Responders Act*. The Plan details the various programs and services the Service has available to address member wellness. These avenues are both reactive and proactive inclusive of education initiatives to increase awareness and reduce the stigma around mental health and to promote an environment that supports mental health interventions. Other options available to assist members are detailed below.

CURRENT SITUATION:

In accordance with the Plan, the Service continues to take a holistic approach to addressing member wellness, occupational stress injuries, and PTSD. In 2019, the Organizational Chart was formalized to ensure member wellness is in the forefront with an emphasis on wellness, education, and support.

Internally, primarily through Human Resources, a number of services are also available to members:

- Recruitment, Orientation, and Coaching
- Retirement Planning
- Peer Support Team Referrals
- Early and Safe Return to Work
- Regular Health and Safety reviews
- Health and Wellness Committee
- Membership on the Authentic Inclusion Team

- Assistance with navigating access to employment-related sponsored benefits including services of a Psychologist

Additionally, in partnership with the Sudbury Police Association (SPA), Human Resources provides members with required resources and forms via the SPA website which facilitates member access to information from home.

Through our **Wellness Coordinator Officer**, access to mental health supports is accessible and readily available. Many early intervention practices continue to be implemented through this area. This position serves in a variety of capacities:

- Acts in the capacity of Peer Support Team Coordinator, Critical Incident Stress Debriefing Coordinator, and our Health & Wellness Team Co-Chair.
- Coordinates wellness activities with a focus on members.
- Provides daily peer support, non-clinical counselling, and in-vivo exposures through reactive, proactive, and follow-up measures.
- Assist with the onboarding wellness chat for new members.
- Provides psychological referrals, mental health, and resilience training.
- Establishes personal training programs, as well as fitness and nutritional guidance through custom planning. It is estimated that roughly 60-70% of our membership have utilized the support services provided by our Wellness Coordinator Officer.

In 2023, through the Wellness Coordinator Officer, the following was achieved:

- Provided on-going fitness and nutritional resources along with member and applicant fitness testing. Having an on-site gym facilitates access for members 24/7 which aligns with shiftwork and the ability to engage in physical activities. **In 2023, over 60 personal training plans and over 20 nutritional plans were developed by the Wellness Coordinator Officer.**
- **In 2023, a total of four (4) Warrior's Coffee sessions were held at the Sudbury Police Association Hall** open to all members. This provides an opportunity to meet as a group and discuss various topics informally such as health coping, depression, anxiety, PTSD, mental health supports, workplace stress, and spousal relationships.
- Meets with Pre and Post OPC Cadets to discuss issues of Health and Wellness, signs and symptoms of stress/PTSD, and resources available to them.
- Provides individual Peer Support to members who are off on Short Term Disability, Long Term Disability, and WSIB.

- Continued participation, along with the Manager of Human Resources and Professional Development, on the Communities of Practice provincial working group consisting of WSIB, medical and mental health professionals, and first responders.
- Assisted with the reintegration and return to work planning for members.
- Continues to co-chair the internal Member Wellness Reform Group which was launched in the latter part of 2020. This group coordinates all internal activities around member wellness ensuring solid communications while striving to ensure member needs are served. The group seeks to commission internal initiatives that promote and respond to member health and wellness activities to ensure an inclusive workplace focused on reducing stigma relating to member wellness and the prevention of burnout.

Our **Health and Abilities Claims Coordinator** manages absences due to illness, and early and safe return to work through a holistic approach to wellness. Supervisors identify and submit Supervisor's Report of Work Injury/Illness for Occupational Stress Injuries which trigger WSIB claims management through this area. Members booking off work continue to be provided a resource list with contact information that outlines all the programs and support available to them. This list is updated regularly. Our HR Health and Abilities Claims Coordinator remains actively involved on the Provincial Occupational Stress Injury Working Group (formed in 2022), a provincial Disability Management Working Group within Policing.

Presently in development is our Reintegration Program which will assist members returning to work following an Occupational Stress Injury or long-term absence due to legislative leave such as Pregnancy or Parental leaves. These will be tailor-made programs led through Wellness and Human Resources to ensure a smooth early and safe return to work through re-integration supports. The official launch will be in 2024.

The Service continues to have a variety of mental health support services available and may be summarized as follows:

Employee Assistance Program (EAP)

ComPsych Limited provides the Employee Assistance Program (EAP) for the Service. They offer confidential and professional support, guidance, and counselling (and referrals when required) for personal challenges to members and their family. Some of these topics include:

- Trauma – Post-Traumatic Stress Disorder Intervention
- Family and Marriage problems
- Parenting and Elder Care Support
- Stress Related Problems

- Gambling Addictions
- Legal and Financial Assistance
- Bullying and Harassment
- Anxiety and Depression
- Substance Abuse – Alcohol/Drug Use
- Grief and Other Loss Counselling
- Emotional Issues
- Work-related Issues
- Life Transition including retirement

An online EAP Application is available for members to download.

Psychological, Psychotherapy, and Social Work Support

Significant efforts are made to ensure the psychological health of members is maintained. Pre-hire, police officers must participate in a psychological screening and one-on-one visit with the Service Psychologist. Once hired, all recruits meet with the Service Psychologist prior to attending the Ontario Police College, then once again on their return, and one year following return.

Communicators who are involved in dispatching police calls also receive the support of our Service Psychologist through in-service training.

The current Collective Agreement provides for a maximum of \$10,000 in 2024 to offset costs associated with psychological and now social work and psychotherapeutic services which were expanded in the last renewal of the Collective Agreement. Members who spend their entitled allotment may have additional funding provided through the Service. As such, costs for Psychotherapy (which is a highly subscribed service especially in the treatment of PTSD) were provided by the Service as it was not covered under the plan.

Annual wellness checks are encouraged for all members. Some areas identified as high-risk for potential harmful psychological effects (such as Forensics, Cybercrime, Major Case, and the Traffic Management Unit) participate in more structured programs with the Service Psychologist.

A list of Psychologists and associated specialties are maintained which assist with appropriate referrals.

Peer Support Team

Our Peer Support Team prides an in-house resource consisting of specially trained members to assist other members in accessing services. These members assist with proactive reach-outs and connect with members regularly. **In 2023, there were 474 formal Peer Connection Check-ins logged. There were six (6) new peer support team members trained and added to the team for a total of 33. Two (2) internal Peer Support training sessions were facilitated.**

The Sudbury Police Association-led Reach Out Team also complements the work of the Peer Support Team.

Incident Debriefing Team

The Incident Debriefing Team hinges on peer led emotional debriefings in conjunction with our Service Chaplains and/or Psychologist following a critical incident. These are led by members with highly specialized training and skills. The Team provides immediate peer support and access to resources for members who have been involved in potentially traumatic events. The goal is to monitor members post-event and offer support services where identified. **This past year we added two (2) new members to the Team for a total of eight (8). Two (2) formal debriefings were held in 2023.**

Training, Education, and Awareness

All new recruits as part of their Basic Constable Training Program at the Ontario Police College receive the Road to Mental Readiness (R2MR) training.

A wellness package is also provided to all new members including a copy of Kevin Gilmartin's *Emotional Survival for Law Enforcement* book.

The Service's goal has been to promote a cultural shift which supports greater acceptance of the importance of psychological health and to reduce the stigma surrounding mental health issues and seeking help. Ongoing annual in-service training will also include education and awareness sessions on mental health and wellness with specific emphasis on observing signs and signals of distress to ensure early intervention.

Members are introduced to all workplace policies and procedures that address wellness including our Respectful Workplace, Harassment and Discrimination, Occupational Illnesses, and Injuries, and Early and Safe Return to Work. These are designed to promote and support a healthy work environment physically, mentally, and emotionally.

Our onboarding was expanded this year to include a Psychotherapist who specializes in mindfulness, stress reduction, and sleep with very positive feedback from members.

On an ongoing basis, the Service reviews best practices and addresses identified gaps. Since the adoption of the Plan, the Service has undertaken the following activities:

BOS

The Service also continued to promote the program “*Before Occupational Stress*” (BOS) by Ontario Shores Mental Health, designed to provide public safety personnel with theoretical, practical, and experiential learning to enhance their resilience and mental health. **Over 50 members of GSPS participated in this program in 2023.**

Mental Health Reform Working Group

This group oversees and leads wellness initiatives at GSPS. Through continual examination of best practices in the field, this group regularly introduces new services and invites participation in research in the area.

Training Programs

Our Police Training Officer program ensures new members receive specialized guidance and training both pre and post Basic Constable Training. There are open discussions about stress, conflict, job requirements, and concerns. Plans are individualized to ensure learner needs are met. There is continual review and ongoing plan revisions. This is coupled with ongoing coaching and supervision at the Divisional level.

All Divisions have tailored training matrixes to support member learning and adaptation to their unique work settings.

GSPS Member Only Wellness Website

GSPS maintains its own wellness website for members and their families. This provides access to health and wellness information as well as social events. This website includes information on resources, fitness and nutrition, as well as important forms for benefits and/or medical leaves that members can access at home.

Spiritual Team

The Spiritual Team, formerly known as the Chaplaincy Program, provides spiritual and emotional support for the wellbeing of our members. The Team was trained in the Police Chaplaincy Program to understand how to better assist our members with their job specific challenges. As of 2023, there are five (5) members on the Spiritual Team. Our team also assists at ceremonial functions, police funerals, marriages, and other special events.

Enriched Academy

This newly introduced program in partnership with the Sudbury Police Association is designed to support member financial health. It provides both independent, group, and one-one one coaching and counselling around financial support. Members and their families are invited to subscribe at no cost.

Wellness Rooms

There are two wellness rooms located at our 128 Larch Street location. These are comfortable spaces for members to have private time individually or with a peer. These are available 24 hours a day.

Rewards and Recognition

- Annual Awards
- Our Shared Commitment Awards
- Nickel Model Awards
- Volunteer Awards
- Recognition
- Promotion
- Retirements
- Commendations

Health and Wellness Committee (Blue Balance Wellness)

This group continues to develop new workplace initiatives. The Committee meets monthly focusing on a holistic approach to wellbeing of its members.

In 2023, the Blue Balance Wellness Committee:



- Continued to update the private Health and Wellness Facebook page for members and their immediate family members. Posts included sharing mental health events, motivational quotes, articles, and resources.
- Continued to maintain the Health and Wellness Website that was launched in 2020. The website allows for members and their families to access information on wellness from home.
- Continue to promote the “End the Stigma” lanyards, available for purchase.
- Hosted our first annual PTSD Awareness Walk in June with an art auction for charity.
- Launched the Wellness Table at both Headquarters and LEL – a table with healthy snacks, refreshments, inspiring quotes, and resources.
- Fitness PIN Challenge for Charity – a total of 63 PIN tests were completed in 2023.
- Yoga for Members and their families at the Sudbury Police Association Hall.
- 10-78 Talk in November with two Constables sharing their journey with PTSD.
- Blue Balance – Gratitude/Appreciation Secret Santa Cards in December.
- Weekly Blue Balance emails with information/tips and resources.

The Service strives to develop and have all our programs guided by our RICH values of Respect, Inclusivity, Courage, and Honesty. Through the collective efforts of many, the Service is ensuring proactive research for best practices in the prevention of Occupational Stress Injuries and treatment of Post-Traumatic Stress Incidents. Members’ health and wellness remains a top priority and systems to support staff are available to assist in maintaining their health.

Our range of services continues to grow and evolve in order to ensure fitness for duty and overall organizational wellness.



GREATER SUDBURY POLICE SERVICES BOARD REPORT

| | |
|---|---|
| ACTION: FOR INFORMATION | DATE: April 17, 2024 |
| PUBLIC | |
| SUBJECT: 2024 ONTARIO POLICE MEMORIAL CEREMONY OF REMEMBRANCE | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Members Goal: 2 - Member acknowledgement, succession planning, development, and retention | |
| Prepared by:  Sara Cunningham Deputy Chief of Police - Administration | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

FOR INFORMATION

BACKGROUND:

The Ontario Police Memorial Foundation was jointly formed nearly 25 years ago by the Police Association of Ontario (PAO), Ontario Provincial Police Association (OPPA), Toronto Police Association (TPA), Ontario Senior Officers' Police Association (OSOPA), and the Ontario Association of Chiefs of Police (OACP).

The Foundation organizes and hosts the annual Ceremony of Remembrance in Toronto which falls on the first Sunday of May. Policing personnel, some from across the country, in addition to friends and family of the fallen, gather to honour and pay tribute to Ontario officers who have been killed in the line of duty.

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| SUBJECT: 2024 ONTARIO POLICE MEMORIAL CEREMONY OF REMEMBRANCE | Page 2 |
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CURRENT SITUATION:



The Ontario Police Memorial is taking place on Sunday, May 5, 2024, at Queen’s Park for the 25th Annual Ceremony of Remembrance. This year, four names will be added to the Ontario Police Memorial:

- Sergeant Eric Mueller – OPP Russell County Detachment (2023)
- Detective Constable Steven S. Tourangeau – Perth County OPP (2023)
- Chief Edward Lavery – Prescott Police (1928)
- Detective Sergeant Thomas A. Whitelaw – Metropolitan Toronto Police (1938)

Once again, members of GSPS are honoured to attend in a show of solidarity and support.



GREATER SUDBURY POLICE SERVICES BOARD REPORT

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|---|--|
| ACTION: FOR INFORMATION | DATE: April 9, 2024 |
| PUBLIC | |
| SUBJECT: STAFFING/DEPLOYMENT UPDATE | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Members Goal: 2 - Member acknowledgement, succession planning, development, and retention | |
| Prepared by:  Holly Bilodeau Manager of Human Resources and Professional Development | Recommended by:  Paul Pedersen Chief of Police |

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board, in accordance with Section 37 of the *Community Safety and Policing Act*, hereby accepts the retirement of the following members:

| Name: | | Effective: | Position: |
|-----------------|---------|-------------|-----------|
| Storrie, Duncan | Retired | 08-April-24 | Constable |

BACKGROUND:

Section 37 of the *Community Safety and Policing Act* sets out the Board’s responsibilities with respect to the provision of adequate and effective police service in the municipality.

More particularly under Section 37, the Board appoints and accepts resignations of members of the Service.

Each year, the Service develops a Recruitment Plan in accordance with anticipated attrition through resignation and/or retirement. New positions are also identified where required and filled accordingly. Recruiting efforts are ongoing continually to ensure staffing levels are maintained.

During budget deliberations for the 2023 budget, the Board adopted a strategic staffing plan which will increase the Service strength by ten in 2023, ten in 2024, and an additional ten in 2025. The objective is to bring on five cadets in June and five in September 2024. Recruiting efforts have been underway to meet the new hiring targets and to be responsive to ongoing attrition through resignation and retirement. As soon as last day at work notices have been given, efforts are made to identify the replacement member.

CURRENT SITUATION:

The following tables summarize appointments, resignations, and retirements since the last report to the Board. Unless otherwise stated, the appointments are full-time.

TABLE A: GSPS Authorized Strength on April 9th, 2024

FULL-TIME COMPLEMENT

| | Budgeted | | Notes | |
|-----------------|------------|------------|-----------------|------------|
| | Authorized | Actual | Non-medical LOA | Secondment |
| SWORN | 283 | 282 | (1) * | (2) |
| CIVILIAN | 142 | 140 | 0 | |
| TOTAL | 425 | 423 | (1) | (1) |

*There is one non-medical Leave of Absence (LOA) which has been replaced so the actual strength has not been impacted.

The additional staff in accordance with the staffing plan approved by the Board were budgeted started in June 2023. Final selection is currently underway for our June 2024 intake at the Ontario Police College.

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| SUBJECT: STAFFING/DEPLOYMENT UPDATE | Page 3 |
|--|---------------|

TABLE B: Appointments



| Name: | Start Date: | Position: |
|--------------|--------------------|------------------|
| | | |

TABLE C: Retirements/Resignations:

| Name: | | Effective: | Position: |
|-----------------|---------|-------------------|------------------|
| Storrie, Duncan | Retired | 08-April-24 | Constable |



GREATER SUDBURY POLICE SERVICES BOARD REPORT

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| ACTION: FOR APPROVAL | DATE: April 4, 2024 |
| PUBLIC | |
| SUBJECT: DONATIONS RESERVE TRUST FUND REQUESTS | |
| STRATEGIC DIRECTION 2024-2027 Strategic Theme: Our Safety & Well-Being Goal: 1 - Collaborative community and academic partnerships for sustainable solutions | |
| Prepared by: Sara Cunningham Deputy Chief of Police - Administration  | Recommended by: Paul Pedersen Chief of Police  |

RECOMMENDATION:

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

\$500 in support of the “I Got Caught Wearing My Lifejacket” campaign

\$500 in support of the Building Positive Relationship Youth Event at Cambrian College

BACKGROUND:

Since 2002, the Board has maintained a Donations Reserve Fund that is utilized to assist in community safety and wellbeing initiatives in support of youth, crime prevention activities, or any other purposes as deemed suitable by the Greater Sudbury 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.

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

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| SUBJECT: DONATIONS RESERVE TRUST FUND REQUESTS | Page 2 |
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Sudbury Police Service and youth in the community, initiatives benefiting children and/or youth and/or their families, initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, and sponsorship of educational events.

CURRENT SITUATION/REQUESTS:

Requests for funding consideration have been received.

The balance of the Chief’s Youth Initiative Fund on March 31, 2024, was **\$14,230.32**.

\$500 in support of the “I Got Caught Wearing My Lifejacket” campaign

The Greater Sudbury Police Service Marine Program promotes marine safety using positive police/public interactions through the implementation of a t-shirt program. The t-shirt program consists of Marine officers awarding a t-shirt to youth who are “caught” wearing lifejackets, or personal floatation devices (PFDs).

\$500 in support of the Building Positive Relationship Youth Event at Cambrian College

This event is the Chief Youth Advisory Committee’s first in-person event since the pandemic began. The root cause of many youth-related crimes and problems within schools include the absence of positive relationships. This event will highlight the importance of building strong relationships online and within yourself. The event will discuss cyber safety, what is a positive relationship, and how to build resilience. Two students from grade 10 or 11 from all high school withing Greater Sudbury are invited to attend, for a total of 50. Students who attend will relay messaging to their peers. This will create a positive view on how police are involved in the community, crime prevention, and give an overall different perspective on the policing profession.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

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| ACTION: FOR APPROVAL | DATE: April 10, 2024 |
| PUBLIC | |
| SUBJECT: 2024 CANADIAN ASSOCIATION OF POLICE GOVERNANCE CONFERENCE | |
| STRATEGIC DIRECTION 2019-2022 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources | |
| Prepared by: Matthew Gatien Board Administrator | Recommended by: Al Sizer Chair |

RECOMMENDATION:

THAT the Board authorizes Members to participate in the Canadian Association of Police Governance Annual General Meeting and Conference August 8-11, 2024, in Halifax, NS.

BACKGROUND:

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

Each year the CAPG hosts an annual General Meeting and Conference where delegates are encouraged to network, discuss, and engage in learning.

CURRENT SITUATION:

The Canadian Association of Police Governance has scheduled their Annual Conference, hosted in Halifax, NS, for August 8-11, 2024. The theme for 2024 is “Where Governance Meets Public Safety: Transforming Policing in Canada.” The agenda is forthcoming and will be forwarded to

SUBJECT:

2023 CANADIAN ASSOCIATION OF POLICE GOVERNANCE CONFERENCE

Page 2

Board members when available. This year's event moves back to the tradition of the CAPG conference overlapping with the Canadian Association of Chiefs of Police (CACP) on the final, allowing for joint panels and networking.

Conferences offer an excellent opportunity for Board Member training, providing inspiring speakers, engaging plenary and group discussions with leaders and field experts, presentations, and skill building workshops.

Members are asked to confirm interest in participating with the Board Administrator by **May 30, 2024, to take advantage of early bird registration.**



GREATER SUDBURY POLICE SERVICES BOARD

REPORT FROM THE CHIEF OF POLICE

April 2024



**GREATER SUDBURY POLICE SERVICES BOARD
CHIEF'S REPORT**

MINISTRY UPDATES (excerpts from Ministry Communiqués)

New developments concerning the Community Safety and Policing Act, 2019

On April 1, 2024, the *Community Safety and Policing Act, 2019* (CSPA) will come into force. It has taken considerable work to achieve this significant milestone and the Ministry of the Solicitor General recognizes the important role our policing partners have played during this process.

I am writing to ensure you are aware of recent developments in March 2024 respecting the CSPA including legislative amendments made as part of the *Enhancing Access to Justice Act, 2024* and some new and amended regulations. Below is a summary of the updates we wanted to share.

The *Enhancing Access to Justice Act, 2024* (<https://www.ontario.ca/laws/statute/S24002>) received Royal Assent on March 6, 2024, which contained amendments to the CSPA to:

- o Update the French term for “special constable” from “agent spécial” to “constable spécial”.
- o Section 207: Clarifies that the Commission Chair must appoint an adjudicator to expungement matters (e.g., where a Chief seeks an extension on the expungement of disciplinary records) within 30 days, but that the hearing itself does not. Amendments also expand the list of disciplinary measures for which the chief is required to expunge records two years (rather than five years) after the day the disciplinary measure was imposed and enable the chief of police to apply to the Commission Chair to appoint an adjudicator for a hearing to determine whether a record should be retained for longer than two years for certain disciplinary measures.
- o Section 220: Narrow the class of persons who are restricted from membership in a police association if their position would likely give rise to a conflict of interest and narrow the test to address conflicts in respect of collective bargaining matters, as opposed to labour relations matters more broadly.
- o Repeal s. 262: To make the Lieutenant Governor in Council regulation-making authority consistent with other provincial statutes that do not have these statutory requirements.

New and amended CSPA regulations, including:

- o New regulation - O. Reg. 90/24: General Matters under the Authority of the Minister (<https://www.ontario.ca/laws/regulation/r24090>)

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- New regulation that covers matters such as: municipal board member remuneration, uniform specifications with respect to police officers employed by a police service board, and reporting requirements.

○ New regulation - O. Reg. 135/24: O.P.P. Detachment Boards

(<https://www.ontario.ca/laws/regulation/r24135>)

New regulation that details the particulars on the composition of O.P.P. detachment boards, term of office, and remuneration for members.

○ New regulation - O. Reg. 86/24: Special Constable Uniforms

(<https://www.ontario.ca/laws/regulation/r24086>)

New regulation that establishes the uniform standards that would apply to all special constables, other than law enforcement personnel from another jurisdiction and the Niagara Parks Police Service, including a requirement to have a light purple stripe along the length of the pants.

Note: there is an 18-month transition period to comply with the light purple stripe on pant/shorts requirement.

○ New regulation - O. Reg. 87/24: Training

(<https://www.ontario.ca/laws/regulation/r24087>)

New regulation that prescribes general and specialized training requirements for police officers and special constables, and details exemptions.

○ New regulation - O. Reg. 125/24: Transitional Matters

(<https://www.ontario.ca/laws/regulation/r24125>)

New regulation created to ensure a smooth transition from the Police Services Act (PSA) to the CSPA.

The new regulation deals with certain transitional matters including:

- setting out transitional rules for how certain Ontario Civilian Police Commission (OCPC) functions will be handled after the PSA is repealed;
- extending the time for the completion of certain mandatory training under the CSPA; and terminating certain agreements under s. 10 of the PSA.

○ Amendments to O. Reg. 404/23: Adjudication Hearings

(<https://www.ontario.ca/laws/regulation/r24123>)

- Amending regulation that adds rules in regard to expungement-related hearings.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

o Amendments to O. Reg. 396/23: Matters respecting the appointment and functions of special constables, and the authorization of special constable employers (<https://www.ontario.ca/laws/regulation/r24124>)

- Amended the regulation to remove the prohibition of apprehensions under the Mental Health Act for special constables who are members of a police service or whose special constable employer is an entity that employs First Nation Officers, and special constables who are employed by transit services, universities and colleges, and community housing.

- Amended the regulation to allow the use of the French term “constable spécial” on patrol vehicles used by special constables.

Note: All of the new regulations, amendments to CSPA regulations, and amendments to the CSPA itself will come into force on April 1, 2024.

Lastly, when the CSPA comes into force, the legislative mandate of the Inspector General of Policing will be in effect. This new oversight role will be responsible for ensuring compliance with the Act and its regulations, including that adequate and effective policing is provided to all Ontario communities.

The work to improve community safety in Ontario will not end with the CSPA coming into force. The ministry is committed to ongoing engagement with the police sector to ensure we are moving in a positive direction.

Reporting of Alcohol-Related Incidents to the Alcohol and Gaming Commission of Ontario

A reminder to police services of the All Chiefs Memorandum 12-0044 distributed on June 11, 2012, relating to the continuing responsibility for notifications by Chiefs of Police of Alcohol-Related Incidents to the Alcohol and Gaming Commission of Ontario (AGCO).

Pursuant to All Chiefs Memorandum 12-0044, police services were informed that:

- Incidents involving serious injury or death where alcohol, sold or supplied from premises in respect of which a licence or permit is issued under the Liquor Licence Act is determined by the investigating police force to be a factor were designated for the purpose of clause 11 (1) (f) of O. Reg 3/99 under the Police Services Act; and
- The Ontario Provincial Police Investigation and Enforcement Bureau at the Alcohol and Gaming Commission of Ontario was designated as the police force, unit or task force to which the above-noted notifications must be made.

**GREATER SUDBURY POLICE SERVICES BOARD
CHIEF'S REPORT**

The above-mentioned designation has remained in effect until this time; however, this designation will cease to have legal force and effect on April 1, 2024, when the new policing legislation, the *Community Safety and Policing Act* (CSPA), 2019, comes into force. The ministry encourages police services to continue reporting such incidents to the extent possible to the AGCO via policereports@agco.ca and to include the date of the incident, name, and address of the licensed premise, in accordance with the following legislation: the Freedom of Information and Protection of Privacy Act (FIPPA), the *Municipal Freedom of Information and Protection of Privacy Act* (MFIPPA), the CSPA, 2019, and O. Reg. 412/23 (Disclosure of Personal Information) made under the CSPA, 2019, as applicable.

Please note that the AGCO may contact your service if additional information is necessary.

This memorandum reiterates to Chiefs of Police that continued notifications to the AGCO as described above help ensure greater accountability among licensed establishments, more comprehensive investigations for police services, and increased benefits to public safety.

**Dan Despatie
Inspector**

COMMUNITY MOBILIZATION & COMMUNITY ENGAGEMENT

The Specialized Operations team continues to provide high visible proactive patrols both on foot and bike while also responding to high complaint areas. This includes focused patrols in the downtown core that include enforcement related activities such as the execution of arrest warrants in ensuring individuals are brought to court to answer to outstanding criminal charges.

Community Engagement and Community Mobilization Officers routinely work in partnership with community partners in addressing issues of community safety utilizing problem-solving strategies and pro-active initiatives in a manner consistent with “Our Shared Commitment to Community Safety and Well-being” Model. This problem-solving approach maintains a focus on reducing risk, collaborative intervention, community partnerships and education and enforcement.

The situations our officers attend daily have become increasingly complex and have pushed the bounds of a traditional police mandate when it comes to mental health and addictions. Members of the Specialized Operations team continue to work collaboratively with our health partners in delivering our Alternative Crisis Response programs to effectively navigate immediate mental health and/or addictions-related crisis calls in our community. Both the Mobile Crisis Rapid Response Team (MCRRT), Enhanced Mobile Crisis Rapid Response Team (EMCRRT) continue to divert Mental Health crisis calls away from the front line for more effective response and supports to priority populations in Greater Sudbury. This area also navigates the 911MCRRT calls received by our emergency communications. These effective risk intervention initiatives assist us in effectively identifying and mitigating these types of situations involving an elevated risk through these timely police/clinician interventions.

Specialized Operations Officers within our Community Engagement Section continue to engage and partner with our community through attending and participating in several initiatives throughout the month that include:

Initiatives

- Intercultural Ride Along Closing Ceremonies, College Boreal
- Women in Policing Recruitment Event, Cambrian College

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- COPS and Event Volunteers, training host
- Seniors Meals on Wheels
- School/Community Engagement at Lockerby
- Auxiliary Supervisor Meeting, host
- VTRA Steering Committee Meeting
- "Free to be Me" Event at Lockerby
- "Rock your Socks" - Autism Awareness Day
- CYAC Meeting
- Seniors' Information Fair at Club 50 in Chelmsford, Host
- BIA Flour Mill AGM, presentation
- New Recruit Orientation Session, host
- Welcoming Streets-Go Give initiative meeting
- Trillium Residential Group Home, presentation
- "Headstrong" event preparation with the school board
- French Newcomer Initiative Spring launch, planning sessions

GSPS Bail Compliance and Warrant Apprehension Program:

- implementation continued
- Currently work is being performed to establish a Civilian Coordinator

Member Development / Training

- Several members attend First Aid Training
- Several members attended the Human Trafficking Conference

COURTS SECTION

Prisoner Management

The Greater Sudbury Police Service Courts Section is responsible for the management of prisoners in custody who are required to appear in various types of Court. These individuals are primarily received through two main points of incarceration.

Greater Sudbury Police Service (GSPS) - represents the number of prisoners managed through the Bail and Weekend WASH Court processes. These occur through virtual appearances from GSPS Headquarters, and the custodies are managed in-person by GSPS Special Constable Staff. For the month of March there were **136** custodies put through these processes.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Sudbury District Jail In-Person (SDJ-IP) – represents the number of prisoners managed through both Bail and continued Court appearance processes in which the individual has remained in custody at the SDJ. These are the in-person court appearances at the Courthouse managed by GSPS Sworn and Special Constable Staff. For the month of March there were **301** custodies managed through these processes.

*Excluded from the total numbers are Bail Hearing Add-ons, OPP custodies and custodies added through additional in-custody court appearances.

Case/Crown Brief Management

The Greater Sudbury Police Service Court Clerks are, as part of their duties are responsible for the preparation and management of all court briefs that are required. These include arrests, Summons Requests, Warrant Requests and Bench Summons issued by a Judge and involve both Criminal Code and Provincial Act Offences. These briefs are managed through four main streams: E-Intake Briefs, Portal Briefs, Bench Warrants and Bench Summons.

E-Intake Brief – **299** Crown Briefs have been processed and submitted electronically to the Justice of the Peace and once signed then forwarded electronically directly to the Crown Attorney for the month of March.

Portal Brief – **6** is the amount of Crown Briefs, based on the type or the offences involved that had to be processed and then the information had to be taken to a Justice of the Peace in-person to be signed. Once completed, through a hybrid model of hardcopy and electronic copy the remaining brief is forwarded directly to the Crown Attorney for the month of March.

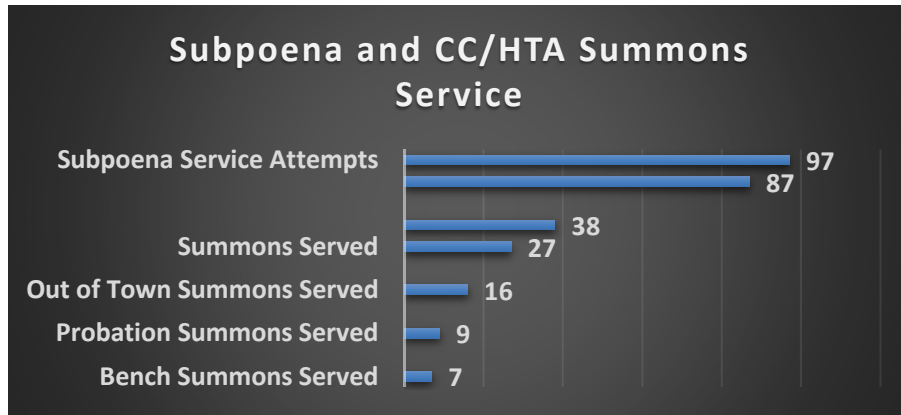
Bench Warrants – **82** Bench Warrants were issued by the presiding Judge for an accused person for failing to attend court. This initiates an administrative process for the GSPS Clerk involving the original Crown Brief and once complete is forwarded to CPIC to identify the accused as wanted.

Bench Summons – **2** Bench Summons were issued by the presiding Judge for an accused person in lieu of a Bench Warrant. This initiates an administrative process for the GSPS Clerk along with the then requirement for service of the summons on the individual for the month of March.

Subpoena and CC/HTA Summons Service

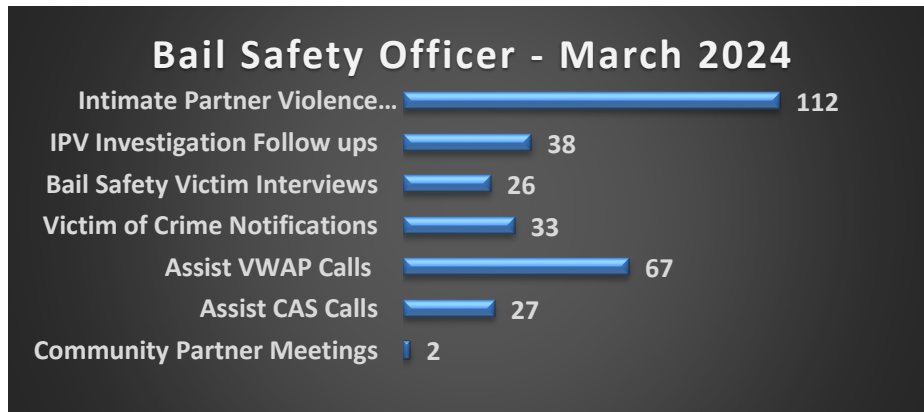
The Greater Sudbury Police Service Courts Section provides at minimum one full-time Special Constable (resource dependent) to the position of Subpoena/Summons Server. This position is responsible for the service of court issued witness subpoenas and non-violent Criminal Code and Provincial Offence Act Summons. The Sudbury Courthouse issues most of these Summonses; however, they can also be received from Probation, outside Police agencies and those issued by the Judge in lieu of a Bench Warrant.

**GREATER SUDBURY POLICE SERVICES BOARD
CHIEF'S REPORT**



Bail Safety Officer

The Bail Safety Officer position was realigned with the Courts Section in the Organizational Chart. This member collaborates directly with the Bail Crown and the Victim Witness Assistance Program (VWAP) daily during the Bail court process. The primary responsibilities are to ensure victim’s safety concerns are met through conducting a checklist/interview designed for this purpose. The Bail Safety Officer will make well-supported bail recommendations by measuring the risk of release of the accused, based on their investigation. The Bail Safety Officer is also responsible to ensure safety planning in cases where the offender is released. This position is a direct support to frontline resources by assisting in continuing investigations. During the month of March, the Bail Safety Officer managed:



WASH Court E-Intake

Currently, the staffing of the Court Clerk position on weekends continues through an overtime shift. Evaluations continue to determine how best to address the staffing of these positions. A

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

new "Part-Time Court Clerk schedule and Core Task Review" was approved for implementation to address WASH Court staffing with regularly scheduled employees.

Courthouse Renovations

For the past two years, planning for the construction of a new "single point access" at the Greater Sudbury Courthouse has taken place. This renovation will result in the courthouse having a formal process in which all persons attending will be subject to a security screening. In September 2022, this project was divided into two individual phases with separate contracts. Phase 1 (security camera and cells upgrade) commenced in December 2023. Phase 2 (single point entry) is expected to be put out to tender in winter of 2024.

Police/Crown Protocol for Disclosure in Criminal Cases

On February 1st, 2024, the Ministry of the Attorney General (MAG) rolled out a new provincial *Police/Crown Protocol for Disclosure in Criminal Cases*. Continued dialogue is ongoing between GSPS, and the local Crown Attorney is ongoing locally to ensure understanding of responsibilities.

Property & Evidence Control Section

The Property & Evidence Control Section continue to support Operations and Courts in various capacities. Noteworthy items include intake of 42 firearms, 77 drug exhibits and 231 general property exhibits during the month of January.

Property & Evidence Control Section personnel continued to support operational, and court demands in March, as demonstrated by the following:

Member Development & Training

- International Association for Property and Evidence (IAPE) Course
- Firearm Tagging and Verifying Training
- First Aid Training
- Civilian Coaching and Mentoring Course at Toronto Police College
- New P/T Property Clerk training continued

**GREATER SUDBURY POLICE SERVICES BOARD
CHIEF'S REPORT**

EMERGENCY COMMUNICATIONS

Andrea Savage
Manager

Total Call Volume:

In March, the Emergency Communications Centre (ECC) managed **22,879** total phone calls in comparison to **21,661** in March of 2023, a call volume increase of **1,218**. This includes **5,849** 911 calls in comparison to **5,463** 911 calls received in March of 2023, a total increase of **+386** in comparison to the same time period in the previous year.

Verified Alarm Response:

Since the implementation of our Verified Alarm Response program, calls for service continue to decline significantly creating process and resource efficiencies in diverting calls away from front line emergency response. We received **71** in March, in comparison to **208** in March of 2023, a decrease of **137 (66% reduction in call volume)**.

911 Priority Calls / Ambulance Assist:

The 911 ECC generated **7,389** calls for service, **72** of which were priority 1 calls and **852** priority 2 calls. Of the priority 2 calls, **137** were requests from EMS for assistance. Ambulance Assist calls account for **15%** of all priority calls for service.

Our staff dispatch our officers in providing police generated community support during crisis situations that many times include violence. In March, our members dispatched our officers to several crisis calls including sudden deaths (**20**), violent persons in crisis (**34**) suicide/suicidal ideations and harm to self (**46**) as well as overdose related deaths in our community.

Intimate Partner Violence

The 911 ECC personnel dispatched frontline officers to **130 "in progress"** Intimate Partner Violence incidents where both parties were present during the incident.

911 ECC has recently created process and system efficiencies in how Emergency Communications is capturing data involving IPV calls for service. This enhancement will improve our "at a glance" process on our Police Computer Aided Dispatch (CAD) system in triaging and prioritizing calls with

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a domestic component in managing total call volume tied to lower priority calls. These changes support timely and accurate reporting as well as adequate and timely response. Emergency Communications is committed to continually assessing our systems and processes for quality assurance and continuous improvement.

New and Current Initiatives:

The dedicated staff and management of the Emergency Communications Center continue to work together on the following initiatives in improving and modernizing our area of work:

Member Development & Training

- Completion of cross training of 4 members as our last group move to police dispatch training
- Preparation and training for new phone system in advance of NG911
- Fire - Blue Card Training ongoing
- Preparation for National Public Safety Telecommunicator Week (April 14-20, 2024)
- Testing of new CAD map

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PATROL OPERATIONS

John Valtonen
Inspector

Police Pursuit – Damage to Property

On the 5th of March, Patrol Officers were dispatched to a downtown hotel as a result of a vehicle collision and dangerous driving incident. A vehicle had struck the building and had also attempted to strike a hotel employee with the vehicle. The vehicle left the area and was discovered a short time later by Patrol Officers in the Lively area. The suspect drove across the fields of a rural property attempting to evade police, causing significant damage. Officers approached the vehicle on foot to arrest the suspect when stopped. The suspect drove off aggressively, causing the vehicle to strike the officer. The officer was not injured. The male continued his erratic driving and managed to avoid being stopped, due to public safety risk the pursuit was discontinued.

The vehicle was located a short time later and was successfully pinned in place by police vehicles as it attempted to flee again. The 47-year-old suspect was arrested for multiple dangerous driving offences including Assault Peace Officer, Assault with a Weapon X3, Resist Peace Officer, Mischief Over, Breach of Probation.

Sexual Assault & Robbery

On the 8th of March, a female was approaching her vehicle at an apartment complex in the south end when a male approached from behind, grabbed her, touching her for a sexual purpose. The accused then took her purse and ran off into a wooded area. Patrol Officers located a male matching the description of the suspect. The male was found to have some of the female's property on his person and was arrested.

Attempt Murder

On the 10th of March, Patrol Officers were dispatched to an address in the Donovan area for a male with gunshot wounds. A male was located outside the residence and transported to HSN with multiple gunshot wounds. Police Officers searched the area, and no other victims or suspects were located. It was learned that the involved parties are known to each other. A female was arrested in Scarborough on the 14th of March by members of the Toronto Police Service and transported back to Sudbury to answer to the charge of Attempt Murder.

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Aggravated Assault

On the 15th of March, the victim was sitting in his vehicle in Minnow Lake, when he was approached by a 17-year-old male asking for a ride. The victim, not knowing the accused, declined his request and the accused attacked the victim with an edged weapon. The accused fled the area but was located by Patrol Officers and was arrested. The victim was transported to HSN with non-life-threatening injuries.

Weapons Dangerous

In the late afternoon of the 16th of March 2024, police were dispatched to weapons call at a residence in the Donovan area. A female party was holding a gun and threatening the complainant. Police learned the suspect had pointed the firearm at multiple parties and threatened to shoot them. The 36-year-old accused surrendered upon Police arrival. The firearm was recovered from inside the apartment and determined to be a replica pellet gun. The accused has been charged with multiple weapons offences and had an outstanding Bench Warrant for Fail to Attend court.

Robbery – Convenience Store

On the 21st of March, police received information that a 24-year-old male had robbed a convenience store in the Donovan and fled on foot. He was believed to be armed with an edged weapon which he had brandished during the confrontation with the store clerk. Following a brief foot pursuit, police took the male into custody and charged accordingly.

Robbery – Grocery Store Kiosk

On the 21st of March, officers were dispatched to a robbery with a firearm in progress at grocery store in the downtown area. The female accused pointed a firearm at an employee and demanded money and cigarettes. The female accused was located arrested a short time later for Robbery with a Weapon and Weapons Dangerous. The accused used a replica firearm during the robbery. The accused was held for Bail to answer to the charges.

Weapons – Barricaded Person

In the early afternoon of the 24th of March, Patrol Officers were made aware of a 55-year-old male wanted on Canada-wide warrant parole violation at a residence in the downtown area, as a result of being in a dispute with another person. The male was armed with a pair of scissors, extremely agitated, screaming and pacing around the room and hallway. The subject refused to

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drop the scissors when challenged by police. Patrol Officers contained the scene and commenced crisis negotiations. Approximately an hour later, the male was taken into custody by Patrol Officers without incident. No injuries to public, officers or the subject. The male had been convicted of manslaughter, multiple violent offences including assault, robbery & arsons, and had a history of mental health incidents. He was known to police to be dangerous having attempted to provoke police to shoot him in the past.

Robbery

On the evening of the 26th of March, Patrol members attended the scene in response to a 911 call reporting a stabbing at a residence in New Sudbury. Patrol Officers discovered the 43-year-old accused had fled the scene. The incident was a dispute between the accused and a large group of people in front of the address. The accused had pointed a 6-inch kitchen knife at the victims, forcibly took a purse and cellphone from one individual and assaulted another by biting them on the arm. Patrol Officers contained the area, located and arrested the accused without incident. The accused was charged with Robbery, Assault with Weapon x3, Assault, Weapons Dangerous and Breach Release Order x2.

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INTEGRATED OPERATIONS

Marc Brunette
Inspector

TRAFFIC MANAGEMENT UNIT

Statistics

In March, traffic and road safety continue to be a Police priority as identified by our community of Greater Sudbury.

Members of the Traffic Management Unit proactively patrolled several areas and streets throughout March observing several violations that resulted in **96** Provincial Offence Notices including **45** Part III summonses being issued. Year-to-date, the TMU has laid **351** charges under the Provincial Offences Act (POA). The Unit entered into **1** serious personal injury Motor Vehicle Collision (MVC) investigation.

Impaired Driving & RIDE

Impaired Driving continues to be a community risk and through our officers' proactive and reactive efforts, a total of **19** drivers were charged with Impaired by Drugs / Over 80 Blood Alcohol Concentration (BAC). Several Alcohol Screening Device (ASD) demands (**14**) were given as well as (**5**) Standard Field Sobriety Tests (SFST).

January 2024 had 2 Reduce Impaired Driving Everywhere (RIDE) spot checks conducted by TMU, resulting in **130** vehicles being checked and **15** impaired driving-related charges being laid. The date with the highest number of charges being laid in January was January 26th where **12** impaired driving-related charges were laid.

From January 1st to March 31st, 2024, there has been **65** occurrences resulting in **113** impaired driving-related charges being laid, with **20** charges being from members of the Traffic Management Unit.

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March 2024 had the highest number of RIDE spot checks (**3**) conducted by TMU, resulting in **802** vehicles being checked and **4** impaired driving-related charges being laid. See the comparative 2024 month-by-month totals for comparison below:

| Year | Number of RIDES | # of Vehicles Checked | Impaired Charges |
|---|-----------------|-----------------------|------------------|
| Jan | 2 | 130 | 15 |
| Feb | 1 | 125 | 1 |
| Mar | 3 | 802 | 4 |
| Grand Total | 6 | 1057 | 20 |
| This table only has data from RIDE spot checks conducted by TMU | | | |

RIDE Spot Checks: 2021 to 2023

| Year | Number of RIDES | # of Vehicles Checked | Impaired Charges |
|---|-----------------|-----------------------|------------------|
| 2021 (COVID-19) | 57 | 17,977 | 36 |
| 2022* | 31 | 7,010 | 37 |
| 2023 | 34 | 7,870 | 72 |
| Grand Total | 122 | 32857 | 141 |
| This table only has data from RIDE spot checks conducted by TMU | | | |
| *Includes Public Health RIDE initiative | | | |

From January 1st to March 31st, 2024, the majority of the charges were *Operation while Impaired - Alcohol and Drugs*, accounting for 50% of all impaired driving-related charges.

Aggressive Driving

In our collective effort to keep our roads safe from aggressive and unsafe driving, under 80km/hr., officers in the Traffic Management Unit began tracking the work of our officers in this area and how many Stunt Driving charges were being laid. In March 2024, **9** Stunt Driving charges were laid. **5** of these Stunt Driving charges laid were in speed zones that were under 80 kilometers/hour. The majority of the Stunt Driving charges were laid in 60 kilometer/hour zones.

**Stunt Driving legislation changed in July 2021, lowering the Stunt Driving speed to 40 km/hr. over the posted speed limit.

Emergency Response Unit (ERU)

Statistics

- Calls for Service: 121
- K9 Requests: 5
- Focused Patrols: 5
- Search Warrants: 1

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Incidents of Interest:

Arrest of Suspect & Search Warrant

ERU officers assisted the Internet Child Exploitation (ICE) Unit with the suspect. Detectives began an undercover operation on an internet social media site. The accused, an adult male, met the undercover investigator at an agreed upon location within Sudbury with the intent to commit sexual abuse against children. The accused was arrested and charged with the following criminal offences:

- Arrangement to Commit a Sexual Offence against a Person under 16 years of age and
- Makes, Prints, Publishes or Possesses for the Purpose of Publication any Child Pornography

A search warrant was then executed to seize electronic devices at the suspects' residence.

Dangerous Driving

ERU officers were dispatched to a Motor Vehicle Collision investigation near Elm Street where an adult male attempted to hit a security guard. Video surveillance captured the driver hitting objects with his motor vehicle and leaving the area only to return and crash into another motor vehicle. The suspect was located by officers and observed to be driving in a dangerous manner. The suspect was arrested and charged with several criminal offences and held for bail.

Attempt Murder & Drugs

ERU officers, supported by EMS, responded to a call where a male was shot with a firearm. Officers isolated and contained an apartment complex related to the shooting to ensure public safety. Suspect(s) were identified by Detectives and arrested. This resulted in an individual being charged with attempting to commit murder. During the execution a search warrant, cocaine, methamphetamine, and Fentanyl were located. The investigation led to additional charges related to illicit drug trafficking.

Assault with a Weapon

ERU officers responded to a call where two adult females, known to each other, were in a conflict outside of a motor vehicle in the downtown area. During the altercation, a knife was presented, and demands were made. Officers engaged the suspects and arrested them without incident.

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The individuals, who were not from the Greater Sudbury area were charged accordingly and held for bail.

Canine Team (K9)

Person In Crisis

Our Canine Team supported the Patrol Operations Division during a search of an adult male who was suicidal. The individual was successfully located and provided the opportunity to seek professional assistance.

Person In Crisis / Youth

Our Canine Team supported the Patrol Operations Division in locating a suicidal youth in crisis.

Break and Enter

Our Canine Team supported the ERU to apprehend three suspects involved in a Break-and-Enter. The suspects fled the crime scene by vehicle before abandoning the vehicle. They were subsequently located by the ERU and arrested accordingly.

Rural Community Response Unit

Statistics

- 101 Calls for Service
- 2 Provincial Office Notices (PON's) issued
- 10 Criminal Code charges
- 46 Focused Patrols specific to Off-Road Vehicle related matters
- 77 Hours of Provincial Liaison Team (PLT)
- Attended Community Action Network meetings.

Officers attended Whitson Lake in Val Caron and engaged snowmobile enthusiasts during the final week of the snowmobile radar runs.

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Search & Rescue / Marine

Our Rural CRU officer met with representatives of the newly formed community group named *Wanapitei Water Safety Unit*. Discussions are on-going with respect to how the Police Service can support their group.

Emergency Management & Preparedness

- Presentation on Vulnerable Persons for 22 officers
- Completed the Wildfire Community Preparedness Day funding application
- Logistics for the emergency radio ARES field day exercises
- Project Lifesaver - updated 2024 frequency list for 26 clients
- Community outreach work with Greater Sudbury Emergency Management & Preparedness Group led by the City of Greater Sudbury.
- Prepared for Emergency Preparedness Week May 5-11

Liaison Team (LT)

The Liaison Team continues to liaise with the Intelligence Unit with respect to any potential demonstrations that would affect our community. The following have been monitored:

One Million March for People Demonstration

On March 19th, officers monitored for a One Million March for People Demonstration outside police headquarters. No issues presented.

Pro-Palestine Demonstration

On March 30th, officers monitored the Pro Palestine demonstration in New Sudbury without any issues.

Member Development and Training

Incident Command Program (IC) March 5th – March 8th

The Police Service hosted the Ontario Police College *Incident Command 200 Course*. The program was co-facilitated by one GSPS instructor and one instructor from the Ontario Provincial Police

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(OPP). A total of 22 officers from three different Police Services successfully completed the program. The GSPS, OPP, and the Niagara Regional Police Services were represented.

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CRIMINAL INVESTIGATIONS

Jerry Willmott

Inspector

MAJOR CRIME SECTION

The Greater Sudbury Police Services' Criminal Investigation Division is committed to serving and protecting in partnership with our communities. Compassionate: We act with empathy, sensitivity, and compassion to support our members and victims of crime. Dedicated: We are relentless in our pursuit of offenders and committed to quality service.

24-Year-old Arrested for Attempted Murder

On March 10, 2024, at 5:15 p.m. officers were dispatched to a residence in Greater Sudbury in relation to a Weapons complaint. Information provided was that an individual had been shot and needed immediate medical attention. When officers arrived on the scene, they found a 27-year-old man who had sustained what is believed to be a gunshot wound. The man was transported to the hospital by Greater Sudbury Paramedic Services.

While on scene, officers found a trail of blood that led to another residence in Greater Sudbury. To ensure other individuals were not injured inside the residential unit, members of our Emergency Response Unit made entry and cleared the apartment. No other individuals were found inside. Through the investigation, it is believed that the original altercation took place inside the residential unit of the second location and that the individuals involved fled the area prior to police arrival.

On Thursday, March 14, 2024, after a thorough investigation, a 24-year-old female from Southern Ontario was arrested with the assistance of the Toronto Police Service in relation to the shooting that occurred on March 10, 2024. The female was transported back to the City of Greater Sudbury to answer to the following charges:

- Attempted Murder
- Possession of a Weapon for a Dangerous Purpose
- Unauthorized Possession of a Firearm
- Knowledge of Unauthorized Possession of a Firearm
- Possession for the Purpose of Trafficking x3

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Triple Arson Homicide Case

The trial for the third murder suspect in the Bruce Street Arson Homicide case that killed three people in April 2021 commenced on March 19th, 2024. A fourth person was severely injured but was able to escape by jumping out of a second-story window. Two other offenders pleaded guilty to three counts of Manslaughter and one count of Arson causing Bodily Harm.

- One man received a 16-year prison sentence and the other received 17 years.
- Liam Stinson was charged with three counts of First-Degree Murder.
- Liam Stinson pleaded not guilty to all charges.
- The jury trial began March 19th, 2024, and is expected to run through to May 3rd.

Annual Forensics and Homicide Conference

As law enforcement agencies adapt to new challenges and opportunities, the Forensics Unit remains a critical component in ensuring justice, public safety, and the effective resolution of criminal cases.

The Annual Forensics Conference will be held in Niagara Falls from April 30th – May 3, 2024. Sergeant Bob Weston is a keynote speaker and will be presenting the Renee Sweeney Case. This Forensics Conference serves as a catalyst for advancement, shedding light on the latest scientific and technical breakthroughs in forensics that are revolutionizing every aspect of crime scene investigation, evidence analysis, criminal identification, and prosecution.

Sergeant Weston will also be presenting the Renee Sweeney Case at the upcoming Annual Homicide Conference on May 6-10, 2024, held in Niagara Falls, Ontario.

In January 1998, 23-year-old university student Renee Sweeney was found brutally murdered by an unidentified offender. Over the next 25 years, the investigation remained a top priority for the Greater Sudbury Police Service and involved several different Major Case Managers and lead investigators. Through DNA genealogy, a suspect profile was identified some 20 years later.

Each year the Ontario Homicide Investigators Association (OHIA) provides content that is topical, relevant, and aimed to benefit Canadian Homicide Investigators by developing their skills in the current environment.

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Member Development and Training

Trauma-Informed Approach to Sexual Violence Investigations

The primary objectives of this upcoming sexual violence investigation training are to cultivate a trauma-informed, knowledge-driven, victim-centered, and multidisciplinary response. This involves marrying thorough, diligent, and comprehensive investigative practices with trauma knowledge.

Our overarching goal is to conduct criminal investigations that are collaborative, supported, victim-centered, and suspect-focused, and seek to minimize further harm through investigative excellence and neutrality.

The five-day in-class and two-day pre-learning program will utilize subject matter experts best representing the community of the Greater Sudbury area, striving to be culturally competent. Investigators will learn about the neurobiology of trauma and how it affects memory and behaviours, including how to adapt interviews and investigations, and the impact of trauma (short to long term) including historical trauma with input from Indigenous partners. Learners will explore how trauma can be experienced differently by our diverse and/or vulnerable populations.

Integrated Crime Section

The Integrated Crime Section aims to identify and disrupt organized crime in Greater Sudbury through innovative technology, collaborative partnerships, and traditional Police work resulting in the arrest of those involved, holding them accountable for their criminal activities and the seizure of illegal drugs, prohibited firearms, and proceeds of crime.

Drug Enforcement Unit (DEU)

The Greater Sudbury Police Service Drug Enforcement Unit is responsible for the proactive investigation and enforcement of all provisions under the Controlled Drugs and Substances Act (CDSA). The primary mandate of the DEU is to gather intelligence, conduct quality investigations for prosecution, and take enforcement action on all drug offences within the City of Greater Sudbury. The DEU will investigate individuals involved with street-level drug trafficking as well as those persons or organized groups responsible for the large-scale distribution, importation, and manufacturing of illicit drugs in our city.

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DEU Investigators take pride and an active role in providing educational lectures to our community partners and stakeholders on current street drug trends and drug awareness. Members work closely and share intelligence with other municipal law enforcement partners, both provincially and nationally, including the RCMP and Canada Border Services Agency.

Drug Seizure and Arrest

On the March 22nd, 2024, Detectives from the Greater Sudbury Police Service Drug Enforcement Unit (DEU) concluded an investigation regarding an individual from Greater Sudbury who was believed to be trafficking illicit drugs.

Detectives from the Integrated Crime Section (ICS), along with the assistance of the Emergency Response Unit (ERU) and the Ontario Provincial Police (OPP)-led Guns & Gangs Enforcement team arrested a 43-year-old female from Greater Sudbury on drug charges. Detectives then executed three search warrants in the Greater Sudbury area.

During the arrest and subsequent searches, Detectives seized approximately 362 grams of suspected cocaine, 3.55 grams of suspected methamphetamine, 659 amphetamine tablets, and 179 Oxycodone pills with an estimated street value of \$38,770.00 and approximately \$300 in currency.

Also located was a stolen bicycle with an approximate value of \$6,000.00. As a result, the accused person was charged with the following offences under the Controlled Drugs and Substances Act and Criminal Code of Canada:

- S.5(2)CDSA - Possession for the Purpose of Trafficking-cocaine, Schedule I.
- S.5(2) CDAS - Possession for the Purpose of Trafficking-methamphetamine, Schedule I.
- S.5(2) CDSA - Possession for the Purpose of Trafficking-Oxycocet, Schedule I.
- S.354(1)(a) CC - Possession of Property Obtained by Crime Over \$5,000.
- S.354(1)(b) CC - Possession of Property Obtained by Crime Under \$5,000.

The GSPS Drug Enforcement Unit of the Integrated Crime Section remains committed to working collaboratively with our policing and community partners focusing its efforts on major crime operations that pose a direct and elevated threat to the safety, security, and wellness of our community.

Cocaine Seizure

Provincial Joint Forces Guns and Gangs Enforcement Team (PGNG)

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The OPP-led Provincial Joint Forces Guns and Gangs Enforcement Team is dedicated to disrupting criminal street gang activity through intelligence-led, multijurisdictional investigations into the trafficking of illicit drugs and illegal firearms.

One Sudbury and one Etobicoke resident have been charged after a search warrant was executed at a Greater Sudbury residence by the Ontario Provincial Police (OPP)-led PGNG and the Greater Sudbury Police Service Drug Enforcement Unit.

The following items were seized:

- Nearly half a kilogram of cocaine
- \$2,440 in Canadian currency
- Six cell phones
- Drug trafficking paraphernalia

A 23-year-old male from Etobicoke has been charged with:

- Possession of a Schedule 1 substance, cocaine, for the purpose of trafficking – two counts
- Failure to comply with a release order – six counts
- Possession of proceeds of crime

A 37-year-old female from Sudbury has been charged with:

- Possession of a Schedule 1 substance, cocaine, for the purpose of trafficking – two counts
- Failure to comply with a probation order – two counts

Break Enter and Robbery (BEAR) Unit

As part of the Integrated Crime Section (ICS), the BEAR Unit is committed to the reduction in violence and the increase in street safety. Its members are continually collaborating to identify, locate, and arrest violent offenders. The members' efforts are to deter offenders from repeating these violent acts by ensuring they are held accountable and brought before the courts. Further, by publicizing arrests, the intent is to deter other potential offenders and to inform our community that we strive for safer streets. The following are recent examples of these efforts:

\$59,000 in Drugs, over \$60,000 Cash, and \$20,000 in Stolen Property Seized

On March 8, 2024, Detectives from the Greater Sudbury Police Service Break Enter and Robbery (BEAR) Unit concluded an investigation involving an individual who was believed to be involved in property-related crimes throughout Ontario.

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Detectives from BEAR, DEU, and Intelligence with the assistance of the Emergency Response Unit (ERU) arrested a 32-year-old man and a 27-year-old woman on property-related offences. Detectives then executed a search warrant in Chelmsford in relation to the investigation.

During the arrest and subsequent searches, Detectives seized approximately 103 grams of a substance believed to be cocaine (estimated street value of \$10,000), 463.3 grams of suspected methamphetamine powder (estimated street value of \$46,000), 588 methamphetamine pills (estimated street value of nearly \$3,000), over \$60,000 in cash, and nearly \$20,000 in stolen property.

As a result, the 32-year-old man from Chelmsford was charged with the following offences under the Criminal Code of Canada and the Controlled Drugs and Substance Act (C.D.S.A.):

- Conspiracy to Commit an Indictable Offence
- Trafficking in Property Obtained by Crime
- Theft Under \$5,000 x2
- Fraud Under \$5,000 x2
- Possession of a Schedule I Controlled Substance for the Purpose of Trafficking x2
- Possession of Property Obtained by Crime – over \$5,000
- Possession of Property Obtained by Crime – under \$5,000

The 27-year-old woman from Chelmsford was charged with the following offences under the Criminal Code of Canada and the C.D.S.A.:

- Theft Under \$5,000
- Fraud Under \$5,000
- Possession of Property Obtained by Crime
- Possession for the Purpose of Trafficking x2

Handgun and \$45,000.00 Drug Seizure - A collaborative effort between Patrol Operations, Criminal Investigations, & Integrated Crime

Shortly after 4:15 p.m. on March 29, 2024, officers were dispatched to a residential unit in Greater Sudbury in relation to a Weapons complaint. Information provided was that Greater Sudbury Paramedics had attended the unit for an individual who had suffered a medical emergency. Upon entering the unit, Paramedics located the individual and while they were providing medical assistance, they located a firearm on the person. Paramedics exited the unit and contacted police.

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Patrol officers attend and arrested a 27-year-old male from Southern Ontario in possession of a loaded firearm. Detectives who were also on scene observed a substantial quantity of illicit drugs in plain sight. The individual was additionally charged with Possession of a Schedule I Substance for the Purpose of Trafficking. It was also determined that the individual was wanted on an outstanding Bench Warrant in Southern Ontario as he had failed to appear in court in relation to a Mischief Under \$5,000 incident. Paramedics medically cleared the male who was charged with the following under the Criminal Code of Canada:

- Possession of a Weapon for a Dangerous Purpose
- Carrying a Concealed Weapon
- Unauthorized Possession of a Firearm
- Knowledge of Unauthorized Possession of a Firearm
- Possession of a Prohibited or Restricted Firearm with Ammunition
- Possession of a Prohibited Device or Ammunition

Detectives from the Major Crime Section of our Criminal Investigation Division applied for and were granted judicial authorization to enter and search the residence.

On March 30, 2024, Detectives from the Integrated Crime Section BEAR Unit executed the search warrant and located close to 122 grams of what is believed to be Fentanyl worth approximately \$36,570 and over 74 grams of what is believed to be Cocaine worth approximately \$7,420, in addition to close to \$4,000 in cash.

As a result of the search warrant, a 51-year-old woman from Greater Sudbury was placed under arrest and charged with the following offences under the Criminal Code of Canada and the Controlled Drugs and Substances Act (CDSA):

- Possession of Property Obtained by Crime Under \$5,000
- Possession of a Schedule I Substance for the Purpose of Trafficking x2

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CORPORATE COMMUNICATIONS

Kaitlyn Dunn Supervisor

Camping for Cans – March 15

We were pleased to support Sudbury Pure Country's #CampingForCans Food Drive for the Sudbury Food Bank with a cheque for \$1,000 on behalf of the Greater Sudbury Police Service and the Greater Sudbury Police Services Board.

Be sure to visit Josh & Coop at the New Sudbury Centre today before 8pm.



National Impaired Driving Prevention Week – March 17-24

Getting behind the wheel while impaired by alcohol or drugs is reckless, dangerous, and illegal. March 17-24th, 2024, is National Impaired Driving Prevention Week. Remember, impaired driving doesn't just apply to cars – it also applies to motorcycles, boats, ATVs, snowmobiles, and other forms of transportation. Everyone has a role to play to help keep our roads, trails, and waterways safe.

One moment of poor judgement can lead to a lifetime of regret. Driving impaired could hurt or kill any passenger in your vehicle, including yourself. Don't let #ImpairedDriving be your story.

Always #DriveSober or arrange for a safe ride in advance.

Learn more: <https://www.canada.ca/.../national-impaired-driving...>

Motorists should expect to see our officers #AnywhereAnytime conducting Reduce Impaired Driving Everywhere (RIDE) checks throughout our community.

If you see an impaired driver, call 911.

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World Down Syndrome Day – March 21

World Down Syndrome Day is celebrated every year on March 21st.

Yesterday, School Resource Officer Cst. Thomas Desloges was proud to wear his colourful socks at Pius XII Catholic Elementary School to celebrate inclusion and represent GSPS' collective support.



Let's spread kindness and acceptance, and help #EndTheStereotypes.

International Day for the Elimination of Racial Discrimination – March 21

In partnership with the Sudbury Multicultural and Folk Arts Association, the Greater Sudbury Police Service Diversity Advisory Committee (DAC) hosted the Greater Sudbury Stronger Together gala last night at the Caruso Club.

Over 430 guests including newcomers, international students, and families joined together for an evening of dining, dancing, multicultural cuisine, and interactive activities. It was a wonderful opportunity to meet new people and make meaningful connections.



As it was a cost recovery event, any money made from this event beyond expenses will go toward the Diversity Advisory Committee (DAC) bursary. Each year, our Diversity Advisory Committee (DAC) recognizes an outstanding student in Sudbury who has demonstrated a

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commitment to diversity, inclusive practices, and cultural acceptance in their school and/or in their community. The bursary may be used for expenses associated with post-secondary education, trade school, or employment. As a police service, we are committed to our RICH values of Respect, Inclusivity, Courage, and Honesty. We look forward to this event each year as a way to express our support and respect for all peoples who make up the cultural mosaic of Greater Sudbury.

Thank you for joining us in celebrating diversity and inclusion.

Thank you to all donors, contributors, and supporters for making this event possible. Thank you to our special guests, keynote speakers, and everyone who coordinated and organized this event. Most importantly, thank you to the guests who attended to show your support for eliminating racism!

Thank you to our Platinum Sponsors:

- Huntington University
- Loughheed Foundation

Thank you to our Gold Sponsors:

- Lopes Limited
- Desjardins

Slow Down, Move Over for Emergency Vehicles – March 28

Six drivers were fined \$490 each for failing to #SlowDownMoveOver.

When approaching a stopped emergency vehicle (such as a police cruiser, fire truck, ambulance or tow truck) slow down and pass with caution. If a road has two or more lanes, you must leave a lane of space between you and the emergency vehicle, if you can do so safely.

When you see an emergency vehicle approaching with lights and sirens activated, by law, you must safely move to your right and stop to allow the vehicle to safely pass you. Failure to do so could not only result in a fine of \$490, but it could also seriously impact the outcome of the emergency. Every second counts.

Thanks for helping us, help you.

#DriveSafe #PayAttention

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Anishnaabe Eshkinigjig Baagaadowewin Damnowin/Indigenous Youth Lacrosse Games – April 4

Over the last several weeks, we have collectively learned the history of “Baagaadowewin”, the Great Lakes Style of lacrosse. The Anishinaabe People have been playing lacrosse for hundreds of years and have traditional stories of the sport that are included in various Lacrosse and First Nation history books. Tribal groups represented within the Nation include the Odawa, Ojibway, Potawatomi, Delaware, Chippewa, Algonquin and Mississauga.

This lacrosse program was for urban Indigenous youth to learn about teamwork, instill self-confidence, enjoy physical activity in a safe environment, make healthy choices and experience positive interactions with Police. During this program, youth and Officers have heard and learned how the Seven Grandfather Teachings apply to the sport of Lacrosse and sportsmanship. They played in teams: Wah-Seh-She (Lightning), Niimkii (Thunder), and Shkodeh (Fire).

Miigwetch to N'Swakamok Native Friendship Centre, the City of Greater Sudbury, Shkagamik-Kwe Health Centre, and the Greater Sudbury Lacrosse Association for your collaboration in making this program possible.

Big thank you to Brendan Adair for being an excellent coach and mentor to the kids.

