



**GREATER SUDBURY POLICE SERVICES BOARD**  
**WEDNESDAY, DECEMBER 13, 2023 – 10 A.M.**  
**Alex McCauley Boardroom/Zoom**

**PUBLIC AGENDA**

ITEM	MOTION	PAGE(S)
1	Motion to Meet IN CAMERA	Motion
2	Matter Arising From In Camera	
3	Land Acknowledgement	
4	Roll Call	
5	Declarations of Conflict of Interest	
6	Adoption of Minutes – October 25, 30, and November 1, 2023	Motion
7	Accept Consent and Discussion Agenda – December 13, 2023	Motion
<b>CONSENT AGENDA</b>		
8	2022 Annual Report	1-27
9	Shop with a Cop Donation Report	28-29
10	OAPSB Labour Conference Debrief	30-31
11	Board Correspondence	32-35
<b>PRESENTATION</b>		
	Strategic Plan	36-42
<b>DISCUSSION AGENDA</b>		
12	Notes of Appreciation	43-46
13	Reports	
	2023-2024 Accessibility Plan Update	Motion 47-52
	2024 Fees for Service	Motion 53-55
14	Staffing	
	Staffing and Deployment Update	Motion 56-59

**15 Finance Reports**

Donations Reserve Fund Report

**Motion** 60-63

Board Trust Fund Report

**Motion** 64-66

OAPSB Membership Report

**Motion** 67

**16 Report from the Chief**

68-105

**17 New Business**

**18 Date of Next Meeting**

January 24, 2023

**19 Adjournment**

**Motion**

MNAADENDIMOWIN  
RESPECT • RESPECT

GIINAWIND  
INCLUSIVITY • INCLUSION

OONGIDE'E  
COURAGE • COURAGE



# ANNUAL REPORT 2022



## Vision

We ensure community safety and well-being (CSWB) through collaborative partnerships, innovation and community engagement.

## Mission

Ensuring a culture of trust through professional service while empowering our community to enhance safety.

## Values

Proudly we pursue our vision while living our “RICH” values:

- Respect
- Inclusivity
- Courage
- Honesty

## Our Strategic Priorities

### Our Members & Our Inclusive Workplace

*The health, safety & well-being of our members will be the first consideration in all that we do.*

### Public Trust & Accountability

*We commit to transparency & continued engagement across the diverse communities we serve - we are **your** police.*

### Collaborative CSWB for Greater Sudbury

*Together with our partners we will advance data-driven solutions to build strengths, meet needs & reduce vulnerabilities.*

### Policing with Excellence & Professionalism

*We will pursue & apply the best practices in the planning & execution of all core policing functions.*





# MESSAGE FROM OUR BOARD

Greetings! On behalf of the Police Services Board, I am pleased to present you with the Greater Sudbury Police Service's 2022 Annual Report.

The Board is thrilled with the Service's many successes in 2022 and is very happy to see the continued professionalism and community service provided by members of the GSPS.

We know that policing continues to evolve every day. Our team continues to evolve with the changes we see in our community and across the world to ensure that we are providing the best and most responsive service we can to Greater Sudbury. The addition of the Mobile Crisis Rapid Response Team (MCRRT) and Enhanced MCRRT demonstrates the Service's commitment to ensuring we are responding in ways our community needs us to, placing mental health front and centre from the second we take a call in the 9-1-1 Emergency Communication Centre. Our members also respond to a variety of other calls, including Missing Persons, Impaired Driving, Intimate Partner Violence, Identity Theft, Fraud and other financial crimes, along with many others. Our entire team, sworn and civilian, are key to the organization's success and ensure we deliver high-level service to the community every day.

Business planning is key for every organization. 2022 saw the Board and Service undertake environmental scans and community forums to begin the planning process for their new Strategic Direction. This will update our Strategic Priorities as we move out of our 2019-2022 Strategic Direction to our new plan which will take us through the end of 2026.

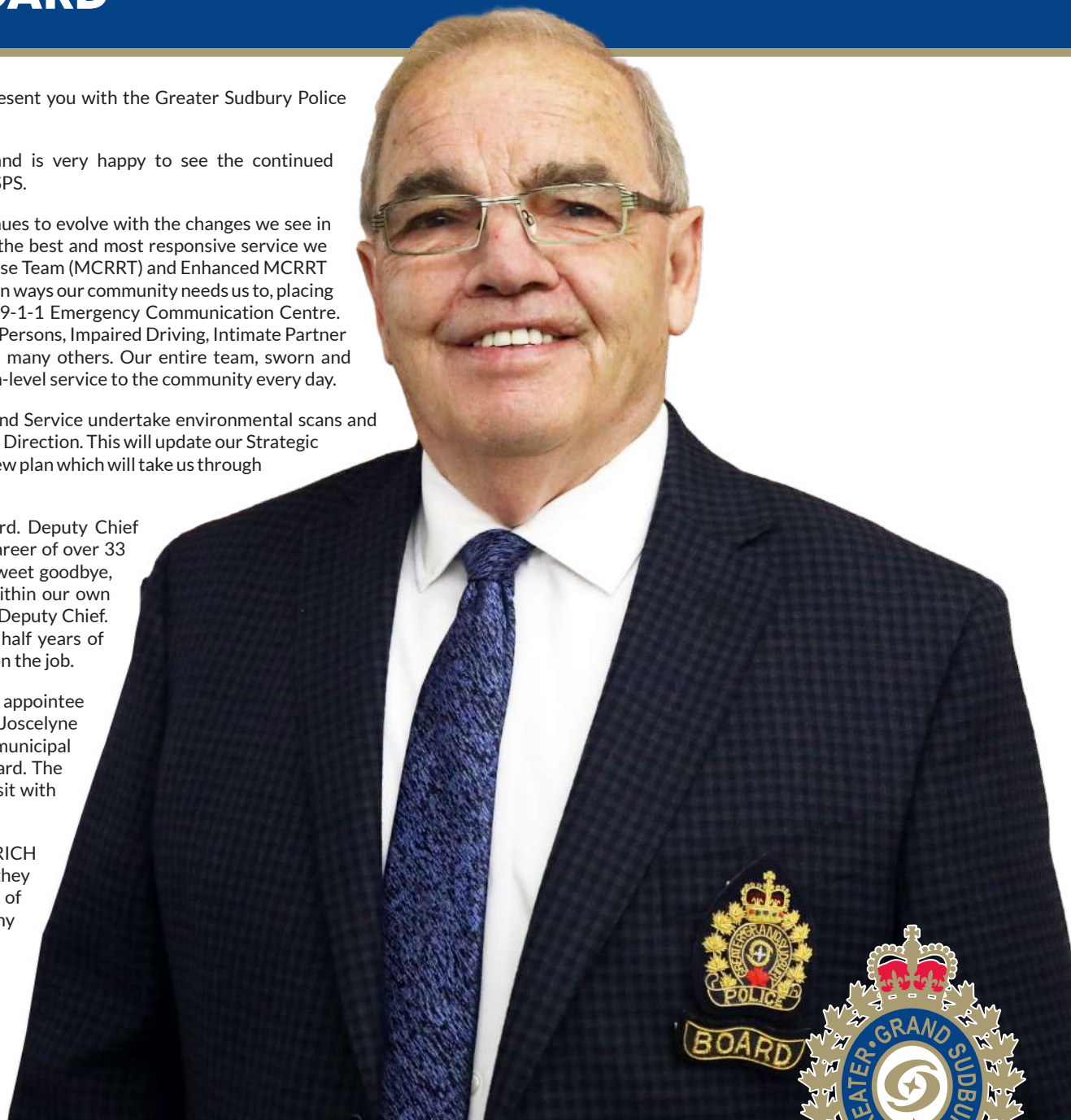
2022 also saw some significant changes within the Service and Board. Deputy Chief Sheila Weber retired in the latter half of 2021, closing out a police career of over 33 years. While the Board and Service bid Deputy Chief Weber a bittersweet goodbye, the search for her replacement led us to our current Deputy Chief within our own ranks. The Board was overjoyed to welcome Sara Cunningham as new Deputy Chief. Deputy Chief Cunningham joined the Executive Team after 24 and a half years of service with GSPS, and the Board was most pleased with her first year on the job.

This year also saw changes within the Board. Long-time City Council appointee Michael Vagnini said goodbye to the Board, with his colleague Councillor Joscelyne Landry-Altmann joining the Board for much of 2022. Following the municipal election newly elected Mayor Paul Lefebvre took his seat with the Board. The Board has been fortunate to have so many invested Council members sit with us this year.

2022 was an amazing year, with all Service members reflecting our RICH values of Respect, Inclusivity, Courage, and Honesty in everything they do. The Board thanks GSPS for their leadership and being a champion of community safety and service. The following report highlights the many achievements of the GSPS over the last year.



Al Sizer  
Board Chair



# MESSAGE FROM OUR CHIEF OF POLICE

As Chief of Police, I am so proud to lead a dedicated group of police officers and police professionals who rise to meet the unique challenges of policing every day. Our members are committed to serving and protecting Greater Sudbury with pride and professionalism. Through the Our Shared Commitment to Community Safety and Well-being service-delivery model, the Greater Sudbury Police Service aims to empower our community members to enhance the safety, security and wellness of Greater Sudbury through collaborative partnerships, innovative technology and community engagement.

The landscape of the City of Greater Sudbury poses challenges unlike any other municipality in the province. Within our over 3,380 square kilometre jurisdiction, GSPS officers are responsible for over 330 lakes and hundreds of kilometres of trails. This goes above and beyond proactively patrolling and responding to calls for service in the rural communities that make up Greater Sudbury.

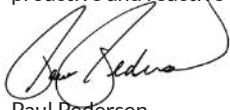
In 2022, there was a 5.3% increase in the number of violent crime offences including a 66% increase in the number of homicide investigations and 247 sexual assault investigations. These are complex and challenging investigations that require a Survivor-focused approach. Most violent crimes involve individuals who are known to each and while violent crimes involving strangers remain very low in our community, we understand that the rise in violent crimes impacts the perception of public safety in Greater Sudbury. Serious Violent crimes, Mental Health calls involving weapons and violence and Sudden Death investigations as a result of the Opioid crisis continue to pose the greatest harms to our community.

Based on the continuous increase in Mental Health-related calls for service and the success of the Mobile Crisis Rapid Response Team (MCRRT), GSPS in collaboration with Health Sciences North (HSN) launched the Enhanced MCRRT in 2022. The EMCRRT is a funded program that pairs a GSPS Officer with an HSN Clinician deploying both individuals from Police Headquarters for an entire tour of duty. This program has saved front-line officers significant time in the Emergency Department and provides individuals in crisis with immediate access to a mental health clinician.

Late in 2022, we launch the 9-1-1 MCRRT, a grant funded program where crisis clinicians are embedded in our 9-1-1 Emergency Communications Centre (ECC). This program allows the 9-1-1 ECC to divert calls to crisis clinicians right from the first point of contact.

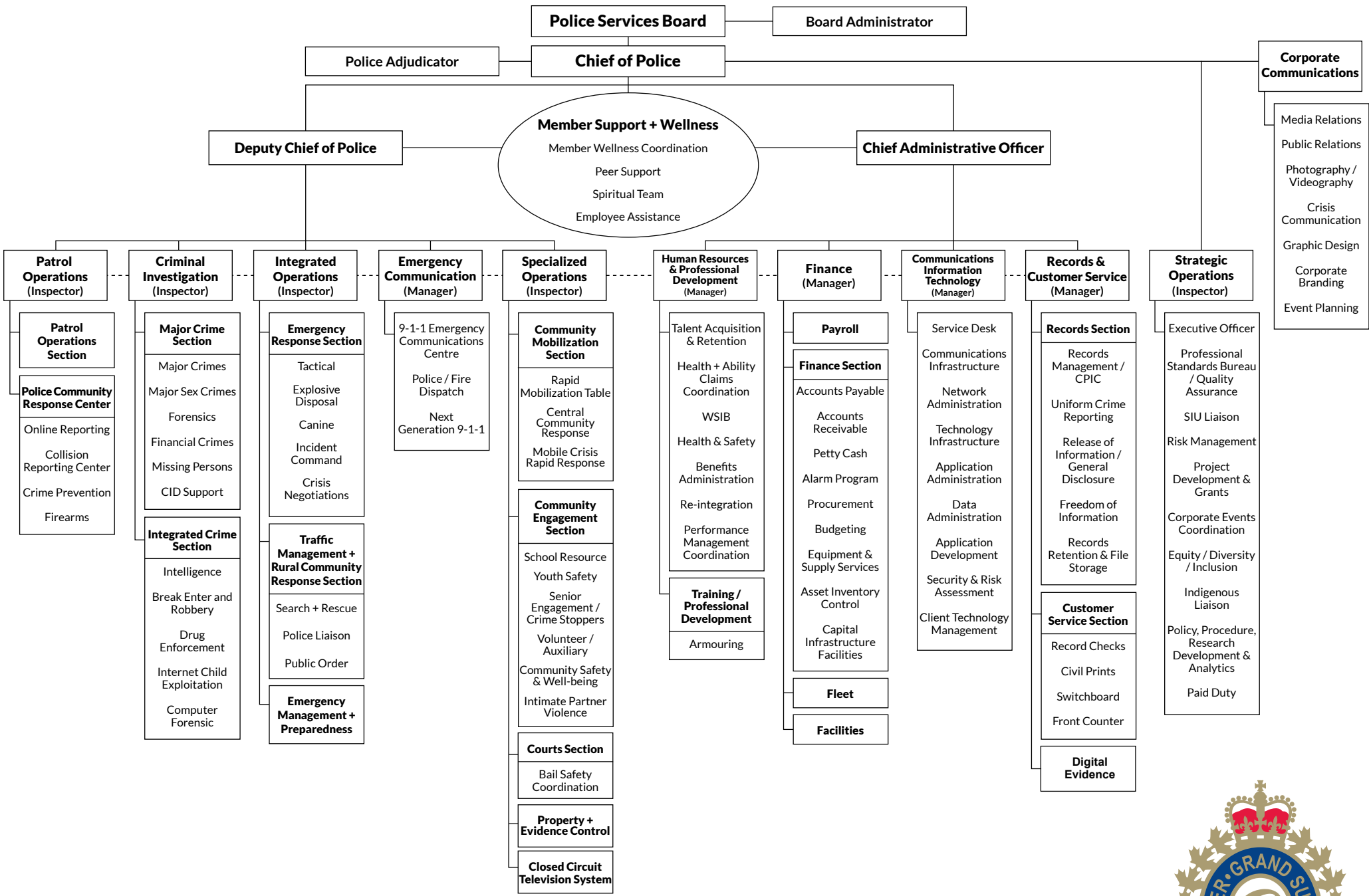
Outside of calls for service that come in through the 9-1-1 ECC, officers continue to use intelligence-led data to conduct proactive initiatives called focused patrols that include foot patrols, bike patrols, to search for wanted persons and conduct traffic enforcement in complaint areas. Our data-driven approach to Community Safety and Well-being allows us to focus our resources on the areas, persons and situations that pose the greatest harms to our community.

Greater Sudbury is a great place to call home and we are proud to serve this community with pride and professionalism. As we look to 2023, our focus continues to be on the mental and physical well-being of our members, establishing and continuing strong community partnerships for a collaborative approach to community safety and well-being and holding offenders accountable through proactive and reactive enforcement.

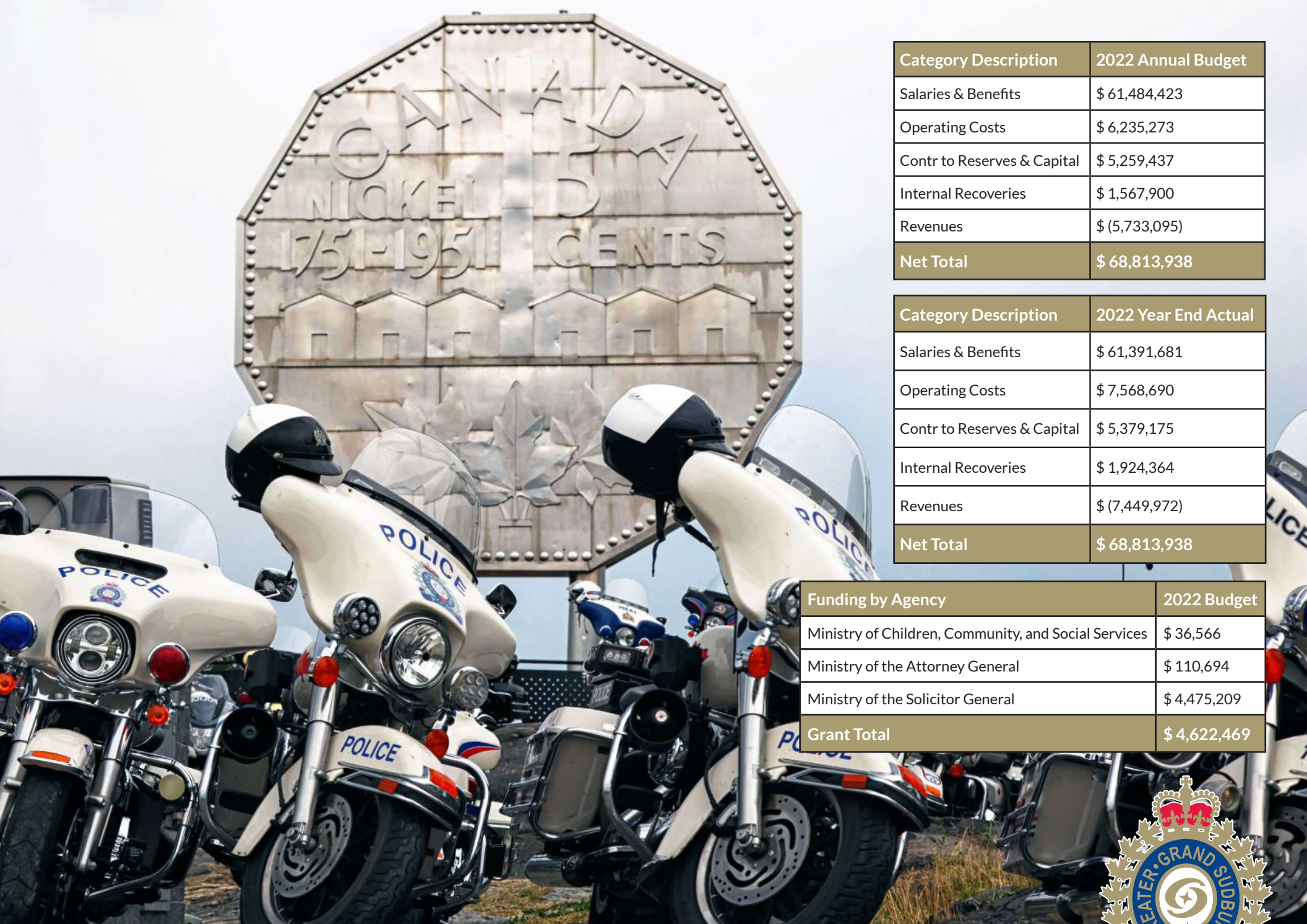


Paul Pedersen  
Chief of Police









Category Description	2022 Annual Budget
Salaries & Benefits	\$ 61,484,423
Operating Costs	\$ 6,235,273
Contr to Reserves & Capital	\$ 5,259,437
Internal Recoveries	\$ 1,567,900
Revenues	\$ (5,733,095)
Net Total	\$ 68,813,938

Category Description	2022 Year End Actual
Salaries & Benefits	\$ 61,391,681
Operating Costs	\$ 7,568,690
Contr to Reserves & Capital	\$ 5,379,175
Internal Recoveries	\$ 1,924,364
Revenues	\$ (7,449,972)
Net Total	\$ 68,813,938

Funding by Agency	2022 Budget
Ministry of Children, Community, and Social Services	\$ 36,566
Ministry of the Attorney General	\$ 110,694
Ministry of the Solicitor General	\$ 4,475,209
Grant Total	\$ 4,622,469







More than 50 member fitness  
PIN tests and custom training  
and nutrition plans developed

Launch of Peer  
Support App



## PeerConnect

[FORGOT PASSWORD](#)

[USE AN INVITATION CODE](#)

LOGIN



Over 100 Applicant  
Fitness Tests Completed



Over 400 Peer  
Support Interactions





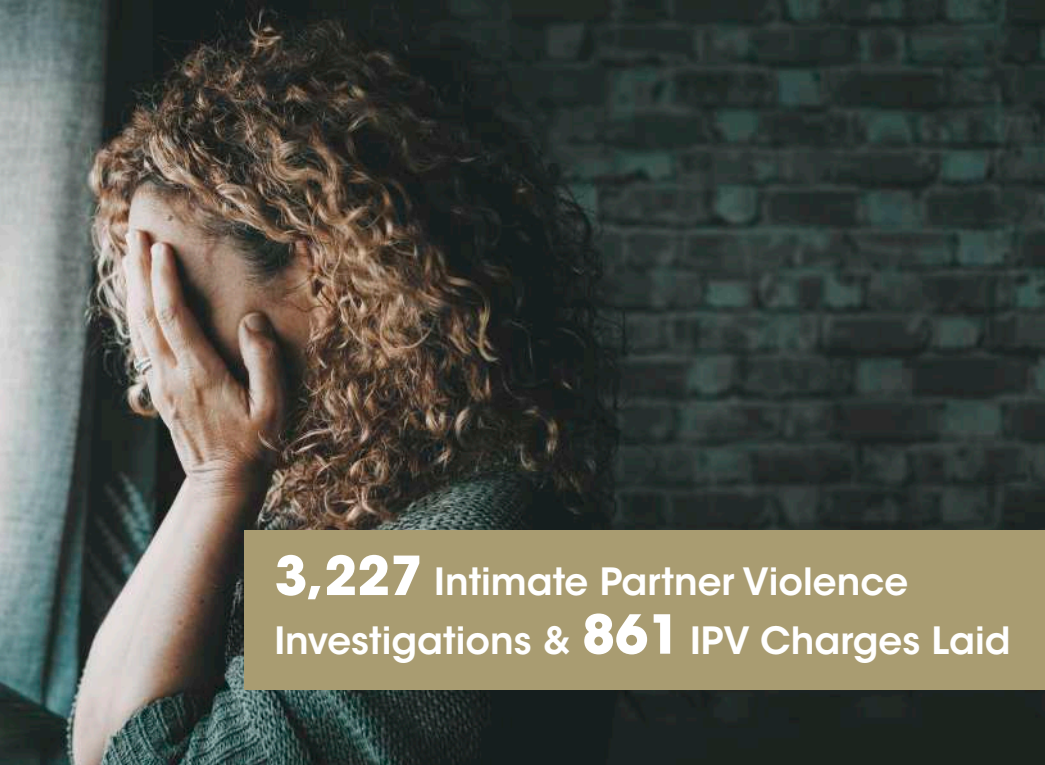


**Launch of Enhanced Mobile  
Crisis Rapid Response Team**

**Integration of 9-1-1  
Crisis Communicators**







**3,227** Intimate Partner Violence  
Investigations & **861** IPV Charges Laid



**3,972** Arrests



**127** Patrol  
Operations Officers



**5,750** Charges Laid







**542** Criminal Code Charges Laid



**6,242** Calls for Service



**5,288** Collisions Reported to the CRC



**4,668** Collision Reports Reviewed

**POLICE COMMUNITY RESPONSE CENTRE & COLLISION REPORTING CENTRE**







**8** Homicide Investigations  
& **88%** Clear Rate



**1,267** Missing Persons Located



**112** Offenders Identified  
Through Fingerprints & DNA



**181** Sexual Assault  
Charges Laid





**\$583,596** Proceeds of Crime  
& **8** Firearms Seized



**\$460,000** Property Recovered



**\$266,689** Illicit Drugs Seized



**93** Human Trafficking  
Investigations







**9** High Risk Incidents



**36** Search Warrants



**44** Incidents Involving TEMS



**35** K9 Deployments





**27** Off-road Vehicle Patrols



**58** Search & Rescue Deployments



**38** Marine Patrols



**30** Snowmobile Patrols





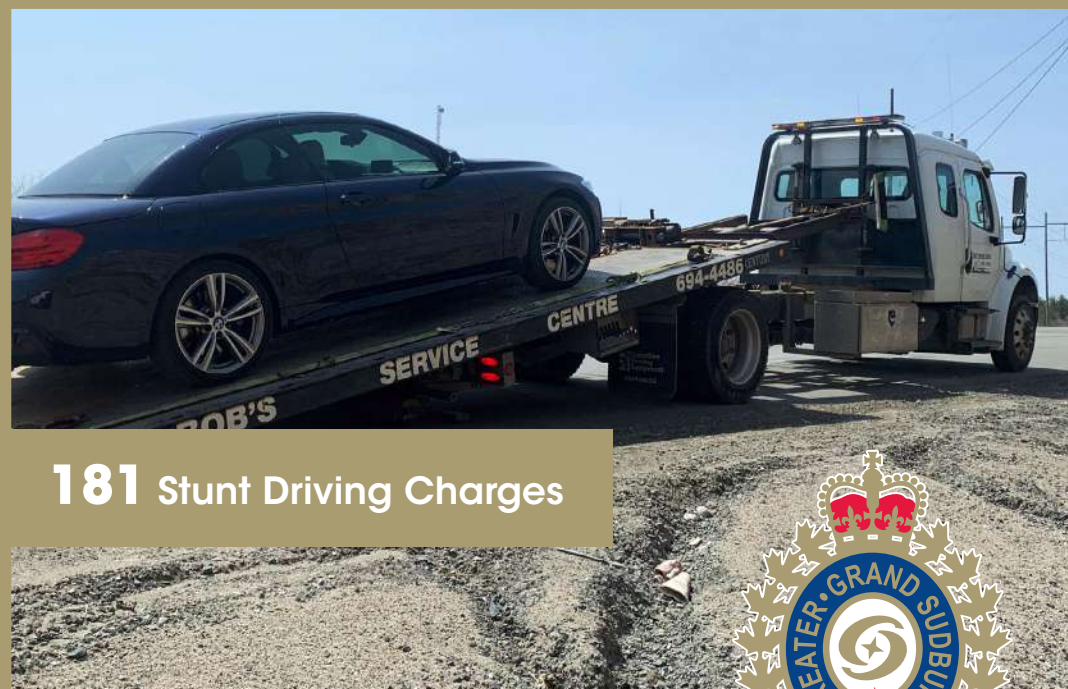
**1,624** Provincial Offence  
Notices Issued



**290** Impaired Driving Offences



**292** Distracted  
Driving Offences



**181** Stunt Driving Charges

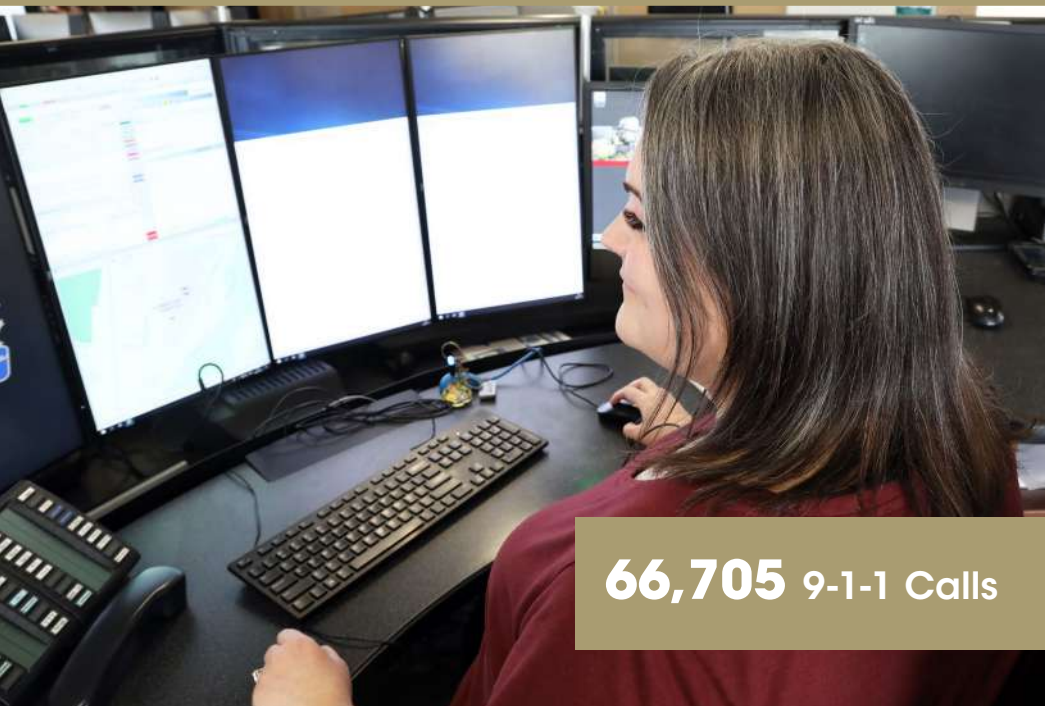




**269,736**  
Calls Managed



**87,335** Police Incidents Dispatched



**66,705** 9-1-1 Calls



**9,403**  
Fire Incidents Dispatched







**2,815** Focused Patrols



Introduction of the Enhanced Mobile  
Crisis Rapid Response Teams

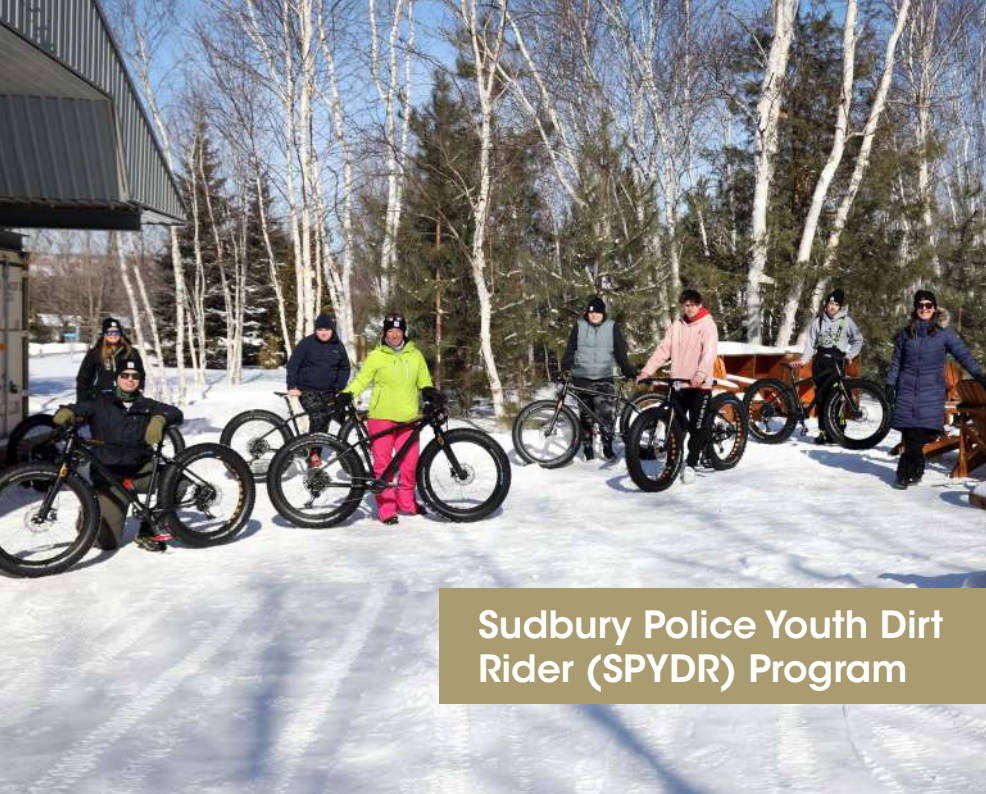


**28** Community Events/ Presentations



**518** Meetings &  
Collaborative Partnerships





Sudbury Police Youth Dirt Rider (SPYDR) Program



GSPS Leads for Chief's Youth Advisory Council (CYAC)



Sudbury Police Adventure Recreations at Kivi Park (SPARK) Program



Ongoing Youth Engagement Through School Resource Officers & Community Safety Personnel

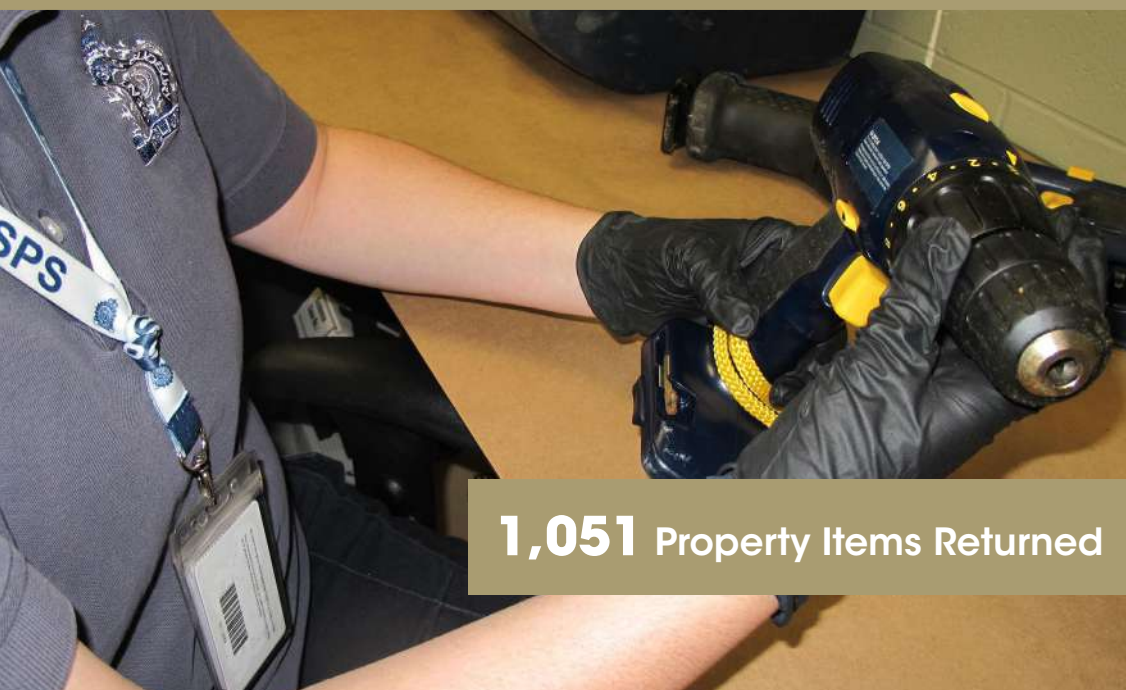




**5,591** Property Item Tags Generated



**40** Out of Town Prisoner Transports



**1,051** Property Items Returned



**3,574** Crown Briefs Prepared







**9** Information/  
Recruitment Sessions



**16** Sworn Hires



**38** Police  
Professional Hires



**753** Sworn and  
Police Professional  
Applications







**104** GSPS Members Completed Timea's Cause Human Trafficking Course



**241** Officers & **20** Special Constables Completed De-escalation Training



**129** GSPS Members Completed Anti-racism training through ULU



**4** New Drug Recognition Officers





**526** Operating Systems Refreshed



**New CIT Service  
Desk Model Rollout**



**6,033** Helpdesk  
Tickets Processed



**Deployment of Microsoft M365**



RECORDS  
CHECK



**1,244** Release of  
Information Requests



**12,607** Record Checks



**5,008** Transcribing Hours

**19,262** Direct Entry Reports







Inaugural Truth & Reconciliation Relay



Commitment to Authentic Inclusion



8 Youths Involved in Mooz Akinonmaaget Maa Aki



452 Analytic Reports



Complaint Allegation Classification	2022
Discreditable Conduct	17
Insubordination	0
Neglect of Duty	35
Deceit	0
Breach of Confidence	3
Corrupt Practice	0
Unlawful / Unnecessary Exercise of Authority	12
Damage to Property/Equipment	0
Consumption of Alcohol	0
Service / Policy Complaint	6
<b>TOTAL Allegations</b>	<b>73</b>

Complaint Disposition	2022
Section 60 (screened out)	28
Withdrawn	6
Service Action	1
Service Inaction	1
Conduct Substantiated	0
Conduct Unsubstantiated	3
Informal Resolution/Resolved	1
Lost Jurisdiction (resignation)	0
Under Investigation	9
<b>TOTAL Complaints</b>	<b>49</b>







**266** Media Releases

**65** Events & Initiatives Captured



**2,210** Social Media Posts



**61,769** Social Media Followers







**OUR COMMUNITY  
OUR COMMITMENT**





**NOTRE COMMUNAUTE  
NOTRE ENGAGEMENT**





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: November 24, 2023</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>DONATIONS RESERVE FUND REQUESTS</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal: 3 -</b> Invest in our community's future through innovative youth services and initiatives	
Prepared by:  Sara Cunningham Deputy Chief of Police 	Recommended by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

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

**\$3,000 in support of the 2023 “Shop with a Cop” Program Sudbury – Chief’s Youth Initiative Fund**

### 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 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 REQUESTS:**

Requests for funding consideration have been received.

**\$3,000 in support of the 2023 “Shop with a Cop” Program Sudbury – Chief’s Youth Initiative Fund**

In 2008, the Service launched the ‘Shop with a Cop’ Program Sudbury. Participating children are identified by schools, churches and social service agencies. Each child is partnered with a member of the Service and provided with \$100 for the purchase of gifts for their family for the Festive Season. The event includes breakfast and gift(s) for each child. The program provides an opportunity for the youth to become better acquainted with law enforcement personnel building positive relationships with underprivileged children, their families, and the community. Staff Sergeant Laura Wawryszyn is very happy to report that the Program continues to be an overwhelming success and is now in its 16<sup>th</sup> year.





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> December 6, 2023
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2023 ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS LABOUR CONFERENCE DEBRIEF</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Policing with Excellence & Professionalism <b>Goal: 1</b> - Effective and efficient deployment of resources	
Prepared by:  Matthew Gatien Board Administrator	

### RECOMMENDATION:

FOR INFORMATION

### BACKGROUND:

The OAPSB is hosts an annual governance and labour seminar for Police Services Board Members and staff, Ministry/OPP employers, and staff every fall. This year Member Fortier, Deputy Chief Cunningham, and Board Administrator Gatien attended.

### CURRENT SITUATION:

The OAPSB's annual labour conference took place October 26-27 in Mississauga. Our attendees were able to network with Board members and staff from across the province.

Highlights include an update on bargaining trends across the province, executive team education and evaluation, best practices for addressing incivility, harassment and discrimination, and a wide-ranging discussion on WSIB rates in police services. If any Board members are interested in reviewing the materials from the conference please contact the Board Administrator.





October 23<sup>rd</sup>, 2023

Matthew Gaten  
Greater Sudbury Police Service  
190 Brady St  
Sudbury, ON  
P3E 1C7

Dear Matthew,

On behalf of our agency staff and those who access our services, I would like to take this opportunity to express my gratitude towards your generous contribution in support of this year's YWCA Sudbury Women of Distinction Awards Gala.

It is because of community-minded individuals like you, who choose to donate, that we are able to successfully host an elegant event, which in turn generates funds that support the empowerment of young women within our own community.

Through The Power of Being a Girl and Boys 4 Real Conferences, approximately 250 local grade 7 & 8 students participate in a day-long event that focuses on their developmental needs. Issues such as healthy relationships, self esteem and body image are addressed through fun, safe and engaging workshops. This event has proven to be very successful and school interest and demand for participation increases every year!

Once again, we thank you for recognizing the merit of our work.


Sincerely,

Marlene Gorman  
Executive Director  
YWCA Sudbury





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> December 6, 2023
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>BOARD CORRESPONDENCE</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal: 1 -</b> Strengthen partnerships & provide collaborative response as part of sustainable CSWB & Road Safety	
Prepared by:  Matthew Gatien Board Administrator	

### RECOMMENDATION:

#### FOR INFORMATION

### CURRENT SITUATION:

1. The Board received a letter of thanks from the YWCA for their support of the 2023 YWCA Women of Distinction Gala.

The letter is attached.

2. The Board has received an update with agenda topics for the PAO/CSPA Conference, scheduled to take place February 26-28, 2024. The update is attached. Registration is limited and will open early in the new year. Please RSVP if you wish to attend by December 21 to the Board Administrator so rooms can be booked when made available.



# of HOPE EVENING

With support from  
devoted sponsors,  
generous donors,  
and enthusiastic  
attendees, we  
were able to raise  
over **\$25,000!**

*Thank you!*



Funds raised through the Women of Distinction Awards Gala go towards YWCA Sudbury Youth Conference 'The Power of Being a Girl' & 'Boys 4 Real'.



**From:** Police Association of Ontario <communications@pao.ca>  
**Sent:** Thursday, December 7, 2023 9:07 AM  
**To:** Gatien, Matthew  
**Subject:** 2024 Employment Conference and CSPA Summit | Feb 26-28, 2024

**ATTENTION:** This email originated from a sender outside of the GSPS. Please avoid clicking links or opening attachments from external senders unless you are certain it is safe to do so. **BE CAREFUL** - If you are unsure, please contact CIT.

[View in browser](#)



Good morning,

With the Community Safety and Policing Act (CSPA) set to take effect on April 1, 2024, the PAO is collaborating with the OACP, OAPSB, and OSOPA to host a Summit for Ontario's policing partners. This event will focus on disseminating and discussing the Act's details and its regulations.

The Summit will spotlight the major changes in the policing framework and assemble associations, boards, and police chiefs. It will feature presentations from industry experts, aiming to foster a collective understanding of the CSPA. Special attention will be given to how these changes affect police services of different sizes.

To align with the CSPA Summit schedule, the PAO's annual Employment Conference has been restructured into a one-day event, preceding the Summit on Monday, February 26th, 2024.

#### **Dates and Location**

- 2024 Employment Conference: February 26, 2024
- 2024 CSPA Summit: February 27-28, 2024

Both events will be held at the [Toronto Airport Marriott Hotel](#).

#### **Costs and Registration**

The registration fee for both the Employment Conference and the CSPA Summit is set at \$350 each. Registration will begin early in 2024. Details for hotel bookings will be provided at the time of registration opening, with room rates starting at \$194 per night.

Given the high demand expected for these events, we advise securing your approval early, preferably before the new year, to ensure your participation.

#### **Topics to be Covered at the Employment Conference**



This event, tailored for police association executives, service boards, chiefs, and managers, is an essential annual gathering. It's an opportunity not to be missed for staying updated on the latest trends and emerging issues in labour relations. Topics include:

- Collective Bargaining – Key Settlements and Awards, Economic Trends, and Contentious Provisions
- Focus on Harassment and Discrimination: Key Human Rights Decisions
- Building Meaningful Inclusion - Best Practices for Police Workplaces
- Police Discipline – The Year in Review
- Legal Updates, including topics such as:
  - Formalism and Delay at Arbitration – Strategies and Alternatives
  - Obey Now and Grieve Later – Always or Never?
  - Duty of Fair Representation Complaints

### **Topics to be Covered at the CSPA Summit**

- Adequate and Effective Policing and Provision of Police Services
- Responsibilities of the Board and Chief
- Responsibilities of Detachment Boards
- First Nations Policing
- Special Constables and Their Employers
- The Inspector General of Policing
- Complaints and Misconduct Investigations
- Discipline, Suspension, and Independent Adjudication
- Labour Relations
- The Role of the Minister

Sessions will be led by industry experts and ample opportunity will be provided for questions, discussion, and general networking.

### **Who Should Attend?**

The events are designed for Police Association Executives and Staff, Chiefs of Police and Senior Officers, Professional Standards Branch Employees, Special Constable Supervisors, as well as Police Services Board Members and their Executive Staff.



Click [here](#) to unsubscribe from future Police Association of Ontario marketing emails.  
We promise not to take it personally.

© POLICE ASSOCIATION OF ONTARIO 2 Carlton St. Toronto, ON M5B 1J3



# GREATER SUDBURY POLICE SERVICE

Our Members, Our Service,  
Our Safety & Well-being

*"Our Shared Commitment"*

**2024 - 2027**



# STRATEGIC DIRECTION

Our Goals, Priorities, and Objectives

Our Members, Our Service  
Our Safety & Well-being  
"Our Shared Commitment"



## OUR MEMBERS

### MEMBER CENTERED WORKPLACE

- Healthy culture through transparency, fairness, and equity
- Member acknowledgement, succession planning, development, and retention
- Authentic inclusion and support for physical & psychological safety and well-being



## OUR SERVICE

### POLICING WITH EXCELLENCE

- Culturally responsive service-delivery that is fair, equitable, and human-rights centered
- Community engagement and input in services, supports, accessibility, and recruitment
- Crime prevention and strategic enforcement to reduce crime and social disorder



## OUR SAFETY & WELL-BEING

### WORKING TOGETHER

- Collaborative community and academic partnerships for sustainable solutions
- Promote community safety initiatives focused on the reduction of violence, crime, and victimization
- Focus on priority populations with acutely elevated risk, including vulnerable adults, children, and young persons

## OUR RESOURCES

### OPTIMIZING & STREAMLINING

- Use data & analysis, research & strong evidence base for responsible resource deployment & risk mitigation
- Leveraging innovation & technological advancements for improved function and efficiency
- Fiscal prudence for reasonable & sustainable resource development and investments





# OUR MEMBERS

01

Our Members, Our Service  
Our Safety & Well-being  
“Our Shared Commitment”



**MEMBER  
CENTERED  
WORKPLACE**

## **Healthy culture through accountability, transparency, fairness, and equity**

- Ensure adequate staffing and equal distribution of work
- Develop communication strategies with broad and inclusive corporate reach
- Expand methods of internal consultation and engagement in corporate decision making
- Leverage the knowledge, skills, and expertise of our members

## **Member acknowledgement, succession planning, development & retention**

- Expand internal recognition programs and acknowledgment practices
- Support continuous self education as well as corporate learning and development
- Support resource development and continuous training to meet changing policing demands

## **Authentic inclusion and support for physical and psychological safety & well-being**

- Promote safety, health and well-being as our first consideration in all that we do
- Continued development & implementation a contemporary Equity, Diversity and Inclusion (EDI) strategy
- Adopt trauma-informed prevention, rehabilitation, and reintegration programs



## POLICING WITH EXCELLENCE

### **Culturally responsive service—delivery that is fair, equitable, and human-rights centered**

- Ensure trust via initiatives, policies, and service-delivery that are unbiased and barrier free
- Promote and support transparency and accountability in everything we do
- Provide a robust high quality accessible public communication strategy
- Evolve and adapt to our diverse communities

### **Community engagement & input in services, supports, accessibility, and recruitment**

- Develop and maintain recruitment programs that engage and attract diverse talent
- Ensure corporate visibility at events through cross-sectional representation

### **Crime prevention and strategic enforcement to reduce crime and social disorder**

- Focus on prevention and intervention efforts to promote safety and prevent victimization
- Deploy informed strategic enforcement initiatives to promote safety and reduce crime
- Promote public accountability through police contact as a pathway for community treatment and support
- Support and develop multi-jurisdictional and multi-agency approaches to serious and complex crimes



# OUR SAFETY & WELL-BEING 03



**WORKING  
TOGETHER**

Our Members, Our Service  
Our Safety & Well-being  
*"Our Shared Commitment"*



## **Collaborative community and academic partnerships for effective and sustainable solutions**

- Leverage knowledge and experience of community agencies, experts, and service providers
- Work collaboratively with multi-agency police partners
- Consult with community stakeholders and partners in collaborative problem solving/prevention

## **Promote community safety initiatives focused on the reduction of violence, crime, and victimization**

- Support multi-agency approaches to empower people to protect their own safety
- Embrace partners and organizations in addressing root causes of crime and social disorder
- Create systems and processes that are holistic in addressing violence and crime

## **Focus on priority populations and those with acutely elevated risk, including vulnerable adults, children and young persons**

- Continue partnerships with school boards, academics, and community advocates for informed approaches
- Invest in initiatives that build resiliency and support people to thrive



## OPTIMIZING & STREAMLINING

### **Use research, and strong evidence base for responsible resource deployment and risk mitigation**

- Advance data-driven initiatives and solutions to effectively deploy resources
- Identify individuals with greatest risk & needs through objective measures for appropriate support
- Leverage information and research to create crime reduction initiatives that are well informed

### **Leveraging innovation & technological advancements for improved function and efficiency**

- Remain committed to improving data quality to inform our work
- Embrace technological resources and partners to create workload efficiency
- Utilize innovation, technology, and partnerships to target rapidly changing complex crimes

### **Fiscal prudence for reasonable & sustainable resource development and investments**

- Ensure fiscal scrutiny and accountability practices in all decision making
- Ensure sufficient staffing, equipment, facilities and infrastructure for adequate & effective policing
- Leverage research and data analysis to effectively deploy resources
- Continue to pursue and secure alternate funding envelopes and streams



# GREATER SUDBURY POLICE SERVICE

Our Members, Our Service  
Our Safety & Well-being  
"Our Shared Commitment"



**Vision** – Ensuring the safety and well-being of Greater Sudbury.

**Mission** – We will ensure a culture of trust through professional service while empowering our community to enhance safety.

**Values** – Proudly, we pursue our vision while living our "R.I.C.H." values;

Respect  
Inclusivity  
Courage  
Honesty



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> December 6, 2023
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>NOTES OF APPRECIATION</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Our Members & Our Inclusive Workplace <b>Goal:</b> 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by:  Sara Cunningham Deputy Chief of Police, Administration	Recommended by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

#### FOR INFORMATION

### CURRENT SITUATION:

#### Constable Jacques Roberge, Detective Constable Brad Purvis, and Constable Mathieu Lecavalier

In October, a letter was received on behalf of the Beacon Ride team thanking GSPS in supporting their event which assisted the ParaNordic and Sudbury Rowing Club Adaptive Rowing Programs with obtaining specialty/modified equipment for para-athletes.

#### Detective Constable Brenda Sarafin

A letter of thanks was received from a community member regarding an investigation undertaken by Detective Constable Sarafin.

The individual had been accused of a serious offence. Detective Constable Sarafin was very diligent and thorough in her investigation, always maintaining professionalism, showing respect, and impartially listening to their side of the story.



After months of investigation, the individual was cleared of the allegation. They are very appreciative of the hard work that was completed by Detective Constable Sarafin throughout the course of investigation.

**Sergeant Neil McNamara, Sergeant Kevin O'Shaughnessy, and Robin Wemigwans**

The Acting Chief of Police for the Wikwemikong Tribal Police Service sent a letter of appreciation to Sergeant's McNamara and O'Shaughnessy, along with Robin Wemigwans, for their assistance in an investigation. The Acting Chief was extremely impressed with their professionalism, investigative abilities, and attention to detail.

**Communicator Jenilee Koop, Constable Mickey Teed, and Constable Kathryn Karen**

A staff member of a local school sent a note commending the individuals involved in an investigation involving two students. Communicator Jenilee Koop obtained all the necessary details and created a call for service, advising the staff member of the process.

Constables Teed and Karen were quickly dispatched to the school to begin investigation. Both Constables were professional, reassuring, and validating of the students' reports.

Later that same date, Constable Teed phoned the staff member to provide an update on the investigation. Ultimately, the suspect was identified, arrested, and charged accordingly.

The staff member was thankful for the fulsome investigation, and follow-up, reassuring the students that their voices matter.

**Sergeant Darin Heffern, Constable Karly Gosselin, Detective Constable Marshall Hutchinson**

A grateful community member sent a note conveying her gratitude for the 'outstanding service' and 'impeccable training' of officers during a mental health call involving a family member.

The officers responded quickly, assisting the family member in feeling as comfortable and at ease as possible, maintaining patience and presence.

Constable Gosselin displayed such kindness, and later humour, that the individual found great comfort in her.

Constable Hutchinson also displayed care, allowing the member to comfort her family member while trying to get him safely to the hospital.

Sergeant Heffern provided guidance on the process and what to expect at the hospital, even assisting her on what belongings would be required.

The member wished to commend all officers on their kind, empathetic, and proficient response to a crisis. The compassion shown has allowed her to feel safe while making mental health calls.

#### **Greater Sudbury Police Officers**

An individual expressed their sincere thanks and appreciation to officers for providing care and support in their time of need.

#### **Communicator Riley Kluppel and Constable Jeremiah Cooper**

A community member wished to convey their thanks to Communicator Riley Kluppel for her patience and great service provided. Riley took the time to explain the reporting process and created a call for service.

The member further wanted to express his great appreciation to Constable Cooper for going above and beyond, not only assisting on the call for service he was dispatched to, but two other concerns the community member brought up. Constable Cooper patiently listened to the details, followed up on both new concerns, and went over strategies to further assist the member. Constable Cooper's approachable, down-to-earth personality was appreciated, and he was applauded for providing 'exemplary service'.

#### **Special Constables – Courthouse**

A local Assistant Crown Attorney forwarded a note of thanks to Special Constables at the Courts Branch on behalf of workers from the Sudbury Community Service Centre. The Special Constables expressed kindness to a woman who came into their care from an outside community, specifically relating to a medical condition. The Special Constables, noting her complex needs and lack of support, arranged for the woman to receive the appropriate medical care she required.

#### **CSP Youth Safety Coordinators Lyndsie Marion and Melanie Katulka**

Lyndsie and Melanie of the Community Engagement Section attended the YMCA Newcomers Program providing presentations and GSPS welcome gifts to our newcomers. A note of thanks was received for the wonderful presentation and items provided.



**CSP Youth Safety Coordinator Melanie Katulka**




A parent passed on her thanks to Melanie for the positive impact she made on her daughter who was a participant in the SPARK program. Her daughter felt proud and happy to have met Melanie and felt special being warmly acknowledged at her school.

**Constable Kathryn Howard**

A parent expressed her gratitude for Constable Howard's professionalism, relatability, and authenticity in speaking with her son, a student, at a local school. Due to Constable Howard's interactions with the student, he now has a positive outlook about both himself and the police. The parent is thankful for school resource officers, and the support, encouragement, and information they bring into schools.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>		<b>DATE:</b> December 6, 2023	
<b>PUBLIC</b>			
<b>SUBJECT:</b> <b>OCCUPATIONAL HEALTH AND SAFETY POLICY</b>			
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal: 1 -</b> Strengthen partnerships & provide collaborative response as part of sustainable CSWB & Road Safety			
<b>Prepared by:</b>  Holly Bilodeau Manager, Human Resources and Professional Development  Sara Cunningham Deputy Chief of Police, Administration		<b>Recommended by:</b>  Paul Pedersen Chief of Police	

### RECOMMENDATION:

**THAT the Board reapproves the Occupational Health and Safety Policy – GSPSB Policy 008 for 2023 – 2024 in its existing form.**

### BACKGROUND:

Section 25(2)(j) of the Occupational Health and Safety Act, requires the Board to prepare an Occupation Health and Safety Policy and maintain a program to implement that policy. The policy is required to be in writing and posted at conspicuous places in the workplace where workers can see it. Further, the Act requires the Board to review the policy at least once annually.



The Ontario Police Health and Safety Committee (OPHSC), established under Section 21 of the Act, develops guidance material to be approved by the Ministry of Labour for the purpose of clarifying the intent and provisions of the OHS Act and regulations made under the Act as they apply to policing services in Ontario.

In 2023, the Joint Health and Safety Committee undertook a review of the policy to ensure compliance with the OHS Act and the OPHSC sample policy. The policy was then re-revised to include the responsibilities of all workplace parties including supervisors and workers. The Policy is reviewed each year.

#### **CURRENT SITUATION:**

October is recognized nationally as Healthy Workplace month and the Health and Safety policies are usually reviewed at this time.

The policy adopted by the Board remains fully compliant with both the Occupational Health and Safety Act and the Ontario Police Health and Safety Committee's Guidance Note and continues to follow best practices highlighted.

In 2023, the Joint Health and Safety Committee welcomed a number of new members representing both the Association and Management. The new Committee members will be completing Part One and Two Health and Safety Certification Program with a focus on the Police Emergency Sector. The Committee is active in workplace inspections at all four locations.

The Greater Sudbury Police Service's Joint Health and Safety Committee regularly reviews Guidance Notes from the Ontario Police Health and Safety Committee (OPHSC) to ensure compliance. The OPHSC provides guidance notes to employers, supervisors, workers, joint health and safety committees and health and safety representatives about the importance of infection prevention and control to protect the health of workers.

The Joint Health and Safety Committee continues to work effectively to address and resolve issues as they arise for the safety and wellbeing of our personnel. Specific areas addressed this year included the following:

- Continued work on ballistic plate for MOLLE carriers and sizing.
- Revisiting best practices for members handling/working with lead, sampling done within the workplace.
- Volume/hearing concerns on radio for priority calls (resolved)
- Air quality testing on the Sixth Floor of Police Headquarters (date TBD)

<b>SUBJECT:</b> <b>OCCUPATIONAL HEALTH AND SAFETY POLICY</b>	<b>Page 3</b>
---	---------------

The Service's JHSC remains compliant with their responsibilities under the Occupational Health and Safety Act including regular meetings, inspections, and addressing issues as they arise.

The Joint Health and Safety Committee recommends that the policy as attached be readopted by the Board for 2023-2024.





## GREATER SUDBURY POLICE SERVICES BOARD POLICY

<b>SUBJECT:</b> OCCUPATIONAL HEALTH AND SAFETY	<b>NUMBER:</b> GSPSB – POLICY 008
<b>ORIGINATING DATE:</b> June 11 <sup>th</sup> , 2009	<b>REVISED DATE:</b> Reviewed December 13, 2023
<b>REPORTING REQUIREMENTS:</b> None	

### 1. **DEFINITION - WORKER:**

In accordance with the *Occupational Health and Safety Act* and for the purpose of this policy, worker means a person who performs work or supplies services to the Greater Sudbury Police Services Board or the Greater Sudbury Police Service for monetary compensation.

### 2. **POLICY STATEMENT:**

- (1) It is the policy of the Greater Sudbury Police Services Board and the Greater Sudbury Police Service to conduct all operations in a safe and healthy manner in order to prevent injury or illness to workers.
- (2) The elimination of hazards to workers and property shall be a prime consideration when planning any work activity.
- (3) All practical steps shall be taken to ensure that the work environment and work procedures comply with Federal and Provincial legislation and Municipal by-laws pertaining to the health and safety of workers.

### 3. **GUIDING PRINCIPLES:**

- (1) Every worker has a right to work in a healthy and safe environment.
- (2) Workers are encouraged to be actively involved in maintaining a healthy and safe environment.
- (3) Cooperation between the employer and workers is desirable in developing and maintaining healthy and safe workplaces.
- (4) The prevention of accidents, injury and occupational illness should be an integral part of every job activity.

- (5) An internal responsibility system, recognizing the roles of everyone in the workplace including workers, supervisors, employers and owners, is the key to an effective health and safety program.

4. **MANDATORY REQUIREMENTS:**

- (1) This policy shall be posted in a conspicuous location in all Greater Sudbury Police Service facilities.
- (2) All reasonable precautions for the prevention of accidents, and the promotion of safety and health of all workers, shall be made in compliance with the *Occupational Health and Safety Act* and other relevant legislation that sets out minimum requirements for ensuring workers' health and safety. The need to supplement these minimum requirements must be determined in light of specific workplace situations.
- (3) Occupational health and safety programs specific to the Greater Sudbury Police Services' operational needs shall be developed, implemented and communicated to all workers.
- (4) Managers, supervisors and workers shall receive information and training on safe work practices and their duties and responsibilities under applicable legislation.

5. **CHIEF OF POLICE:**

The Chief of Police shall:



- (1) Provide as safe and healthy a work environment as can reasonably be expected given the nature of police work and the resources and technology available.
- (2) Establish an effective internal responsibility system, whereby everyone clearly understands their responsibilities regarding the occupational health and safety of workers.
- (3) Provide ongoing training to heighten worker awareness of known safety hazards and maintain job skills and knowledge.
- (4) Develop and maintain open communication between all levels in the Police Service to encourage member participation in the Police Service's Safety Program.
- (5) Involve all members in safety through an effective Joint Health and Safety Committee accessible to all Service members.
- (6) Ensure compliance with applicable Federal and Provincial legislations including sections 25 and 26 of the *Occupational Health and Safety Act*, and Municipal by-laws.



- (7) Periodically review the Police Service's health and safety policy, program and operating procedures to maintain safety performance and ensure that the workplace health and safety policy is posted in a conspicuous place in the workplace.
- (8) Establish procedures that are consistent with this policy and comply with Sections 25, 26, 27 and 28 of the *Occupational Health and Safety Act* which outline the duties of employers, supervisors and workers under the Act



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: November 20, 2023</b>
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2024 FEES FOR SERVICES</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal: 1 -</b> Strengthen partnerships & provide collaborative response as part of sustainable CSWB & Road Safety	
Prepared by: Sara Cunningham Deputy Chief of Police, Operations 	Recommended by: Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Greater Sudbury Police Services Board approves the amended 'Schedule A' of By-Law 2009-3 as attached; and further,**

**THAT the fee schedule be amended to remove the following fees in the Schedule:**

Parade or Public Event Application	\$105.00
Special Occasion Permit Letters	\$40.00
Reconstruction Supplementary Report (Deposit)	\$60.00
MVCR - Summary (Hourly Charge)	\$35.00

**And further,**

**THAT these amendments shall also include the changes to the paid duty rates in accordance with the By-law and shall be adjusted at such time rates are negotiated with the Sudbury Police Association.**



**BACKGROUND:**

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

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

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

**CURRENT SITUATION:**

The items removed from the Fee Schedule are explained below:

The City of Greater Sudbury is now responsible for all applications regarding Special Events. Therefore, the fees are no longer required.

Full payment is required to receive a Reconstruction Supplementary Report. Therefore, a deposit is not required.

An MVCR-Summary (hourly charge) is being removed as a fee. It is part of the Executive Summary Report so is a redundant and duplicate fee.

The Greater Sudbury Police Service has been advised that fee adjustment for 2024 shall be 3%. The 2024 Fee Schedule includes this 3% increase with fees rounded to facilitate the exchange of money and will be effective on January 1, 2024.

**Greater Sudbury Police Service  
2024 Fee schedule**

Effective January 1st 2024, the fees for services provided by the Greater Sudbury Police Service as approved by the Police Services Board will be as follows:



Service	Subtotal	HST	Total
<b>Records Check &amp; Fingerprints</b>			
Record Check (CRC/CRJMC/VSC)	\$ 42.00	\$ -	\$ 42.00
Record Check - Student (for school purposes)	\$ 27.00	\$ -	\$ 27.00
Record Check - VSC Volunteer	\$ 27.00	\$ -	\$ 27.00
Record Check - CRC/CRJMC Volunteer with organization letter (PRCRA Bill 13)	\$ -	\$ -	\$ -
Record Check - Extra Copies	\$ 5.00	\$ -	\$ 5.00
Record Check - Expedited	\$ 36.00	\$ -	\$ 36.00
Adoption/Parent Custody/Name Change (CRJMC with fingerprints)	\$ 69.00	\$ -	\$ 69.00
Non-Parent Custody/Access (CLRA with fingerprints)	\$ 69.00	\$ -	\$ 69.00
Record Suspension, Local Police Record Check	\$ 72.00	\$ -	\$ 72.00
Digital Fingerprints (Employment/Immigration)	\$ 69.00	\$ -	\$ 69.00
<b>Report Requests</b>			
Occurrence List	\$ 63.72	\$ 8.28	\$ 72.00
General Occurrence Reports (GOR)	\$ 63.72	\$ 8.28	\$ 72.00
GOR - Other Related Reports	\$ 29.20	\$ 3.80	\$ 33.00
Witness Statement (per statement)	\$ 30.09	\$ 3.91	\$ 34.00
Officer's Notebook Notes (per officer)	\$ 63.72	\$ 8.28	\$ 72.00
Photographs, Electronic Reproduction (up to 10 photos)	\$ 26.55	\$ 3.45	\$ 30.00
Photographs - Additional Cost per Image	\$ 4.42	\$ 0.58	\$ 5.00
Recordings, Electronic Reproduction (Audio/Video)	\$ 63.72	\$ 8.28	\$ 72.00
Recordings - Additional Cost per Recording	\$ 53.98	\$ 7.02	\$ 61.00
Motor Vehicle Collision Report (MVCR)	\$ 53.98	\$ 7.02	\$ 61.00
MVCR - Additional Information Contained on Report Back	\$ 30.09	\$ 3.91	\$ 34.00
Reconstruction Report	\$ 2,542.48	\$ 330.52	\$ 2,873.00
Reconstruction Supplementary Report (Hourly Charge)	\$ 31.86	\$ 4.14	\$ 36.00
Executive Summary Report (Hourly Charge)	\$ 31.86	\$ 4.14	\$ 36.00
Scene Measurements, Map Overlay and Data	\$ 836.28	\$ 108.72	\$ 945.00
Motor Vehicle Inspection Report (per vehicle)	\$ 171.68	\$ 22.32	\$ 194.00
<b>Other services</b>			
Destruction of Fingerprints and Photograph Application	\$ 39.82	\$ 5.18	\$ 45.00
Statistical Information (Fee per hour - 1/2 hour minimum)	\$ 105.00	\$ -	\$ 105.00
Project LIFESAVER Annual Fee	\$ 245.00	\$ -	\$ 245.00
<b>Verified Security Alarm Response Program</b>			
False Alarm Dispatch Fee	\$ 160.00	\$ 20.80	\$ 180.80
Cancelled Accepted False Alarm Dispatch Fee	\$ 80.00	\$ 10.40	\$ 90.40
<b>Paid Duty fees - 01 January 2023</b>			
Paid Duty Hourly Rate - Constable*	\$ 79.29	\$ 10.31	\$ 89.60
Paid Duty Hourly Rate - Sergeant*	\$ 90.72	\$ 11.79	\$ 102.51
Paid Duty Hourly Rate - Staff Sergeant*	\$ 100.04	\$ 13.01	\$ 113.05
Paid Duty Cruiser Fee Per Hour	\$ 33.63	\$ 4.37	\$ 38.00
Paid Duty Boat, Trailer & Tow Vehicle Fee Per Hour (Minimum 3 hour charge)	\$ 82.30	\$ 10.70	\$ 93.00
Paid Duty Administration Fee - fee equals 20% of total contract	\$ -	\$ -	\$ -
<b>Paid Duty fees - 01 July 2023</b>			
Paid Duty Hourly Rate - Constable*	\$ 80.09	\$ 10.41	\$ 90.50
Paid Duty Hourly Rate - Sergeant*	\$ 91.62	\$ 11.91	\$ 103.53
Paid Duty Hourly Rate - Staff Sergeant*	\$ 101.03	\$ 13.13	\$ 114.16
Paid Duty Cruiser Fee Per Hour	\$ 33.63	\$ 4.37	\$ 38.00
Paid Duty Boat, Trailer & Tow Vehicle Fee Per Hour (Minimum 3 hour charge)	\$ 82.30	\$ 10.70	\$ 93.00
Paid Duty Administration Fee - fee equals 20% of total contract	\$ -	\$ -	\$ -

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





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> December 5, 2023
<b>PUBLIC</b>  <b>SUBJECT:</b> <b>STAFFING/DEPLOYMENT UPDATE</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Our Members & Our Inclusive Workplace <b>Goal:</b> 3 - Improved member recognition, succession planning and career development opportunities	
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 31(1) (a) of the *Police Services Act*, hereby approves the appointment of the following members:**

Name:	Start Date:	Position:
Gatza, Andrew	09-Nov-23	Full-Time Fleet Coordinator
Allen, Kayla	09-Nov-23	Part-Time Information Management Clerk
Cerilli, Vanna	09-Nov-23	Part-Time Information Management Clerk
Trayner, Sean	09-Nov-23	Part-Time Information Management Clerk
Lamour, Cameron	20-Nov-23	Cadet/Constable
Paquin, Luc	20-Nov-23	Cadet/Constable
Hosken, Zachary	20-Nov-23	Cadet/Constable
Dahiya, Shankey	20-Nov-23	Cadet/Constable
Brousseau, Samantha	20-Nov-23	Cadet/Constable
Denomme, Georges	27-Nov-23	Auxiliary
Joshi, Amit	27-Nov-23	Auxiliary

**SUBJECT:  
STAFFING/DEPLOYMENT UPDATE**

**Page 2**

Pabla, Pooja	27-Nov-23	Auxiliary
Deraiche, Cody	06-Dec-23	Experienced Constable
Muise, Monique	06-Dec-23	Experienced Constable

**AND FURTHER, THAT the Greater Sudbury Police Services Board, in accordance with Section 31(1) (a) of the Police Services Act, hereby accepts the following retirements/resignations:**

<b>Name:</b>		<b>Effective:</b>	<b>Position:</b>
O'Brien, Sharon	Retired	16-Nov-23	Sergeant
Calabrese, Pierina	Retired	30-Nov-23	Patrol Operations Support Clerk
Calabrese, Antoinetta	Retired	30-Nov-23	MCM Coordinator

**BACKGROUND:**

Section 31 (1) of the *Police Services Act* sets out the Board's responsibilities with respect to the provision of adequate and effective police service in the municipality.

More particularly under Section 31 (1) (a), the Board appoints and accepts resignations of members of the Service.

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 10 in 2023, 10 in 2024, and an additional four in 2025. The objective was to bring on five cadets in June and five in September 2023. 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:**



<b>SUBJECT:</b> <b>STAFFING/DEPLOYMENT UPDATE</b>	<b>Page 3</b>
--	---------------

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 December 5<sup>th</sup>, 2023**  
**FULL-TIME COMPLEMENT**

	<b>Budgeted</b>		<b>Notes</b>	
	<b>Authorized</b>	<b>Actual</b>	<b>Non-medical LOA</b>	<b>Secondment</b>
<b>SWORN</b>	<b>283</b>	<b>279</b>	<b>(1) *</b>	<b>(2)</b>
<b>CIVILIAN</b>	<b>140</b>	<b>140</b>	<b>0</b>	
<b>TOTAL</b>	<b>423</b>	<b>420</b>	<b>(1)</b>	<b>(1)</b>

\*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. Selection is currently underway for our March 2024 intake at the Ontario Police College.

**TABLE B: Appointments**

<b>Name:</b>	<b>Start Date:</b>	<b>Position:</b>
Gatza, Andrew	09-Nov-23	Full-Time Fleet Coordinator
Allen, Kayla	09-Nov-23	Part-Time Information Management Clerk
Cerilli, Vanna	09-Nov-23	Part-Time Information Management Clerk
Trayner, Sean	09-Nov-23	Part-Time Information Management Clerk
Lamour, Cameron	20-Nov-23	Cadet/Constable
Paquin, Luc	20-Nov-23	Cadet/Constable
Hosken, Zachary	20-Nov-23	Cadet/Constable
Dahiya, Shankey	20-Nov-23	Cadet/Constable
Brousseau, Samantha	20-Nov-23	Cadet/Constable
Denomme, Georges	27-Nov-23	Auxiliary
Joshi, Amit	27-Nov-23	Auxiliary
Pabla, Pooja	27-Nov-23	Auxiliary
Deraiche, Cody	06-Dec-23	Experienced Constable
Muise, Monique	06-Dec-23	Experienced Constable

**TABLE C: Retirements/Resignations:**

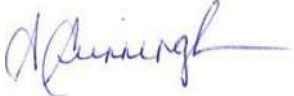

<b>SUBJECT:</b> <b>STAFFING/DEPLOYMENT UPDATE</b>	<b>Page 4</b>
--	---------------

<b>Name:</b>		<b>Effective:</b>	<b>Position:</b>
O'Brien, Sharon	Retired	16-Nov-23	Sergeant
Calabrese, Pierina	Retired	30-Nov-23	Patrol Operations Support Clerk
Calabrese, Antoinetta	Retired	30-Nov-23	MCM Coordinator





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> December 5, 2023
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>DONATIONS RESERVE TRUST FUND REQUESTS</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal:</b> 3 - Invest in our community's future through innovative youth services and initiatives	
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 GSPS Ladies Hockey Team "Sudbury Cruisers" – Chief's Youth Initiative Fund**

**\$1,000 in support of Swimming with a Mission (S.W.A.M.) Sudbury**

**\$1,200 in support of the Sudbury Wolves Indigenous Celebration Game**

**\$5,000 in support of the Greater Sudbury Police Service Men's Hockey team**

### 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 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 REQUESTS:**

Requests for funding consideration have been received.

The balance in the Donations Reserve Fund on November 30, 2023, is \$147,855.44.

#### **\$500 in support of the GSPS Ladies Hockey Team “Sudbury Cruisers” – Chief’s Youth Initiative Fund**

For many years the GSPS Ladies Hockey Team has partnered with local high schools to play promotional games with the girls’ hockey teams. These games promote healthy relationships and strengthen rapport between youth and police. Involved schools use these events as fundraisers, and monies raised are given to local charities and causes.

#### **\$1,000 in support of Swimming with a Mission (S.W.A.M.) Sudbury – Chief’s Youth Initiative Fund**

Swimming with a Mission (S.W.A.M.) Sudbury is a not-for-profit student-lead initiative that provides affordable, accessible, and barrier-free water safety and swimming lessons to children with disabilities in our community, in partnership with Special Olympics Ontario. S.W.A.M.’s mission is to create an accessible and safe community for all children. We accept ages 3-17. Learning how to swim, especially while living in a city known for its abundant lakes, is an asset for life. A 2002 study by the Center for Disease Control and Prevention found that drowning is still the second-leading cause of injury-related death in children, despite a significant increase in general swimming proficiency in North America.

S.W.A.M. Sudbury is a registered chapter of S.W.A.M. Canada. Whereas a large portion of the population has been exposed to water safety education through relatively affordable group



swimming lessons, the format in which these services are provide is not suited to special needs children and children with disabilities. Participants in our program typically have sorter attention spans, require more personalized supervision, and need individually adapted teaching methods to ensure their success. S.W.A.M. builds on the institutional strengths and successes of existing swimming lesson organizations. We are able to be more effective in injury prevention by providing lessons specifically targeted and adapted to those children at highest risk of drowning in our society.

**\$1,200 in support of the Sudbury Wolves Indigenous Celebration Game – Chief’s Youth Initiative Fund**

The Sudbury Wolves are having an Indigenous Celebration Night where they will be showcasing Indigenous history, heritage, and diversity. Their home game is on Friday, January 6, 2024, against the Kitchener Rangers.

GSPS has partnered with 3 Indigenous Child Welfare agencies and 2 First Nations for other programs and would like to continue to strengthen relations. This will also continue to rebuild trust in police with the youth in care at those agencies and First Nations.

***\$5,000 in support of the Greater Sudbury Police Service Men’s Hockey team – Police vs Fire Charity Hockey Game (Feb 1, 2024/annual); International Police Hockey Tournament (Feb 21-23, 2024/annual); NHL Alumni Game for Special Olympics (annual); CAN/AM International Tournament (annual); Tender Wishes Police/Customs Tournament (annual); Local ball/road hockey tournaments***

The Greater Sudbury Police Service Men’s Hockey Team plays in various tournaments and games each year representing GSPS locally, provincially, nationally and internationally. The members of the Men’s Hockey Team participate in these games/tournaments on their own time and use all of their own equipment with the exception of the GSPS hockey jerseys.

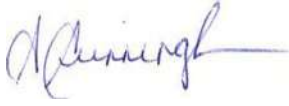

This application is being submitted for the purpose of updating and replacing the current jerseys for the 2024 season with both the Police vs Fire Charity Hockey Game and the Police International Hockey Tournament taking place in February. The tournaments and events that the GSPS Men’s Hockey Team play in provide members of the team with the opportunity to network outside of our jurisdiction while representing GSPS with pride and professionalism. The current jerseys that the team has been using for over 20 years are very old, in poor shape and no longer reflect the current corporate branding of the police service. The new jerseys (a set of home and away with corresponding socks) reflect corporate colours with a

modern, timeless appearance and are made with Duraknit Flex fabric, a high-quality, quick-dry, moisture wicking fabric to ensure longevity.

The events that the team attend raise money for charities for children. Most notably among these are the NEO Kids Foundation, the Law Enforcement Torch Run and Special Olympics, which bring much needed funding to children in need, while also building and strengthening police-community relations locally, provincially, and nationally.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> December 4, 2023
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>BOARD TRUST RESERVE FUND REQUESTS</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal:</b> 3 - Invest in our community's future through innovative youth services and initiatives	
Prepared by:  Sara Cunningham Deputy Chief of Police 	Recommended by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board approve the following donation with funds drawn from the Police Services Board Reserve Trust Fund:**

**\$5,000 in support of the Maison McCulloch Hospice c/o the Shop with a Cop program**

**\$2,000 in support of the Sudbury Police Association Men's Hockey Team to attend the Tender Wishes Law Enforcement/Customs Charity Hockey Tournament**

**\$2,500 in support of the GSPS Women's Hockey team to attend the International Police Hockey Tournament**

**\$2,300 in support of the GSPS Men's Hockey Team to attend the International Police Hockey Tournament**

### BACKGROUND:

The City of Greater Sudbury Bylaw #2020-125 establishes and continues Reserves, Reserve Funds, and Trust Funds for the City of Greater Sudbury.



One such reserve fund is the Police Services Board Trust Reserve Fund which is funded from the Greater Sudbury Police Services (GSPS) Board on-line auctions. In addition, monies are recovered through interest earned and monies recovered as a result of seized property. This Reserve Trust Fund is to be used for charitable or other events the Board deems suitable including any purpose that GSPS considers in public interest in accordance with Section 132/133 of *Police Services Act*.

**CURRENT SITUATION:**

The Board Trust Reserve Fund is used for any purpose that the Board considers in the public interest in accordance with Sections 132 and 133 of the Police Services Act and for such charitable events as deemed suitable by the Board without further authorizations by Council.

Requests for funding consideration have been received.

The balance in the Board Trust Reserve Fund on November 30, 2023, is \$29,381.97.

**\$5,000 in support of the Maison McCulloch Hospice c/o the Shop with a Cop program**

The funding requested is in support of the Maison McCulloch Hospice as part of the Shop with Cop program. P & M's Kouzzina (Formally Pat & Mario's) has been supporting the Shop with a Cop program for 16 years, donating food and staff time to help the Service kick-off the Shop with a Cop event with a breakfast each year.

This year the restaurant is collecting donations for the Maison McCulloch Hospice. The Shop with a Cop team is seeking funds to purchase items to support P & M's Kouzzina's collection for the Maison McCulloch Hospice. This donation is a way to say "thank you" for the many years of support for the Shop with a Cop program from the P & M's team.

**\$2,000 in support of the Sudbury Police Association Men's Hockey Team to attend the Tender Wishes Law Enforcement/Customs Charity Hockey Tournament**

This longstanding tournament is in its 47<sup>th</sup> year is a fundraiser for the Tender Wishes Foundation, an organization based in Niagara Falls that grants wishes to children with terminal illnesses. Teams from the Greater Sudbury Police and formerly Sudbury Regional Police have attended and represented well at this event for 35+ years. To assist with the entry fee (\$1200) plus accommodations and travel expenses for twelve members, the Sudbury Police Association Men's Hockey Team is requesting financial assistance of \$2,000.

**\$2,500 in support of the GSPS Women's Hockey team to attend the International Police Hockey Tournament**


The GSPS Women's Hockey team is seeking funds to assist with the Greater Sudbury Police Service Women's Hockey team with expenses for attending the International Police Hockey tournament in Kingston, ON, Canada on February 22nd and February 23th, 2024. The cost for Tournament registration, hotels, gas, and food would exceed \$4500-5000. The assistance would effectively reduce the cost per player to attend and represent the service. The International Police Hockey tournament is a non-profit event. In the past, the tournament has donated monies to various charities including Special Olympics, local hospitals, children's charities, and numerous other local charities. This year's tournament charity partners have yet to be announced. Between 2009 and 2023 the International Police Hockey Tournament has raised \$438,500.

**\$2,300 in support of the GSPS Men's Hockey Team to attend the International Police Hockey Tournament**

The Greater Sudbury Police Service Men's Competitive Hockey team is seeking assistance to attend the 61<sup>st</sup> Annual International Police Hockey Tournament, hosted in 2024 in Kingston. The tournament allows teams from police services across Canada and the United States to engage in sportsmanship, camaraderie, and networking. The GSPS Men's Hockey team is requesting the assistance of the Greater Sudbury Police Services Board in order to reduce the cost per player. This is a chance for Sudbury to be represented on an international scale (as this is an International Police Hockey Tournament). The tournament is a charitable tournament, and the team members are looking forward to representing not only the Police Services Board and Service, but the City of Greater Sudbury with pride and dignity while in Kingston, ON. Between the years of 2009-2023, the tournament raised approximately \$438,400 for local charities. The team did receive funds from the Board for last year's tournament in Waterloo. These funds were greatly appreciated and helped the team win their division. The cost for the team to attend this tournament is in excess of \$4,600. Any assistance from the Police Services Board would be greatly appreciated.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> December 5, 2023
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2024 ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS MEMBERSHIP</b>	
<b>STRATEGIC DIRECTION 2019-2021</b> <b>Strategic Theme:</b> Policing with Excellence & Professionalism <b>Goal: 2 -</b> Reduce incidents of crime through education, prevention and intervention	
Prepared by:  Matthew Gatien Board Administrator	

### RECOMMENDATION:

**THAT the Board approves the annual Ontario Association of Police Services Boards (OAPSB) membership fee of \$7,341.52 for the period of January 1 to December 31, 2024.**

### BACKGROUND:

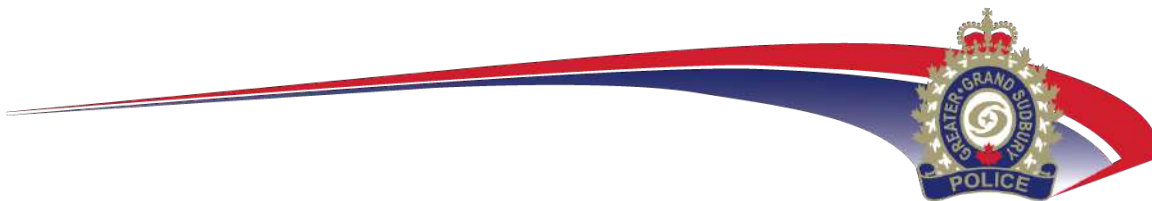
The Ontario Association of Police Services Boards (OAPSB) is the leading voice of police governance in Ontario. OAPSB serves members and stakeholders as well as the general public by helping local police services boards fulfill their legislated responsibilities, by providing training and networking opportunities, and facilitating the transfer of knowledge, and advocating for improvements in public safety laws and regulations, practices and funding mechanisms.

### CURRENT SITUATION:

The membership renewal has increased for 2024 and is aligned with Canada's inflation rate and cost of living increases and will better support the operations of the association.

Board members are encouraged to visit the OAPSB website at [www.oapsb.ca](http://www.oapsb.ca).





# **GREATER SUDBURY POLICE SERVICES BOARD**

## **REPORT FROM THE CHIEF OF POLICE**

**December 2023**



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

### **MINISTRY UPDATES (excerpts from Ministry Communiqués)**

#### **Announcement of Next Generation 9-1-1 (NG9-1-1) Transition Support Allocations**

The Ministry of the Solicitor General has announced the 2023-2024 NG9-1-1 Transfer Payment program allocations to all applicants along with a Letter of Intent template for applicants to confirm their acceptance and ability to spend the funding by March 31, 2024.

The \$208 million funding, first announced in April 2022, is being provided over three years to support municipalities and their emergency response communication centres. This funding will provide the infrastructure, technology upgrades, and training needed to transition to Next Generation 9-1-1 by March 4, 2025.

#### **Attorney General's Victim Services Awards of Distinction - Accepting Nominations for the 2023/24 Awards**

Nominations are now being accepted for the 2023/24 Attorney General's Victim Services Awards of Distinction, which will be held in Spring 2024.

Nominations can be made for any eligible individual or organization/group in Ontario:

- individuals who have experienced victimization due to crime\*, their family members, or others personally impacted by crime who have raised the profile of victims' issues in Ontario
- volunteers who offer their time and personal resources to help people who have experienced victimization due to crime
- professional practitioners and paid victim services providers who have gone above and beyond their regular duties while providing support to people who have experienced victimization due to crime
- programs, groups and organizations that deliver innovative services to people who have experienced victimization due to crime

The deadline for nominations is Friday, January 19, 2024, by 11:59pm EST.

#### **Crime Prevention Week 2023 –Provincial Theme and Approach**

November 5 to 11, 2023, was Crime Prevention Week in Ontario. Crime Prevention Week provides an opportunity to showcase the successful collaborative efforts between police services and community organizations as they work towards the common goal of preventing crime and creating safe, resilient communities across Ontario.

This year's provincial theme, "Awareness. Engagement. Prevention." enables police services to promote the benefits of raising awareness on the most pressing issues to

## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

public safety while showcasing collaborative responses with local partners to crime and social issues related to safety and well-being. The theme also allows police services to inform members of the public about what they can do to stay engaged and support community safety initiatives.

### OPERATIONAL UPDATES

#### PATROL OPERATIONS – Inspector John Valtonen

Police Community Response Center – Online COPLOGIC Calls For Service		
Month	Total	Top 3 Calls
October	405 (+6 from September)	1 - Shoplifting (84)
		2 - Fraud (46)
		3 - Theft from Vehicle (46)
November	353 (-52 from October)	1 - Shoplifting (85)
		2 - Fraud (49)
		3 - Theft from Vehicle (46)

Front Line Dispatched Calls For Service					
Noticeable Decreases/Increases in Calls for Service January 1 – November 28, 2021 to 2023:					
Decreased Dispatch Types	2021	2022	2023	Difference 2022 and 2023	% Change
SUSPICIOUS PERSON	2204	2020	1775	-245	-12%
ALARM	2938	2916	2772	-144	-5%
MISCHIEF	793	613	503	-110	-18%
FRAUD	904	758	654	-104	-14%
ANIMAL	324	306	236	-70	-23%
LANDLORD TENANT PROBLEM	235	203	164	-39	-19%
PREVENT BREACH OF PEACE	134	133	113	-20	-15%
ARSON	26	31	15	-16	-52%
Increased Dispatch Types	2021	2022	2023	Difference 2022 and 2023	% Change
MOTOR VEHICLE COLLISION	2666	3178	3788	610	19%
UNWANTED PERSON	2676	2538	2979	441	17%
MENTAL	1688	2552	2842	290	11%
DOMESTIC DISPUTE	1694	1606	1859	253	16%
MISSING PERSON	1362	1142	1389	247	22%
DEBRIS/ANIMAL/PEDESTRIAN	151	224	416	192	86%
HARASSMENT	903	816	930	114	14%
NEIGHBOUR DISPUTE	682	625	725	100	16%

#### Downtown Business Break & Enter

Just after 8:15 p.m. on October 20, 2023, officers were dispatched to a business on Regent Street in relation to a Break and Enter in progress. Upon arrival, officers found the back



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

window of the business smashed and an individual attempting to flee. Patrol Officers quickly took the 38-year-old individual into custody.

### **Regent Street Convenience Store Robbery**

Shortly before 8:55 p.m. on October 31, 2023, Patrol Officers were dispatched to a Robbery that had just taken place at a convenience store on Regent Street. Information provided was that an individual entered the store, approached the counter, displayed a knife while demanding money. As the employee was attempting to gather the cash, the individual grabbed the till from the register and fled the store on foot. The employee was not physically injured during the incident. Patrol Officers arrived in the area, located and arrested an individual matching the description of the person responsible for the Robbery. A Canine track in the area resulted in the discovery of the stolen cash register till along with the money. A 47-year-old had been charged with Robbery, Weapons Dangerous and Fail To Comply Probation Order.

### **Serious Assault at Bruce Street Apartment Complex**

Shortly after 7:00 a.m. on November 2, 2023, Patrol Officers were dispatched to an apartment building on Bruce Avenue in relation to a serious assault that had just occurred outside the building. Initial reports indicated two individuals were involved in an altercation resulting in one of the individuals being stabbed. Upon arrival, Patrol Officers located a 61-year-old individual with injuries sustained from an edge weapon and was transported to HSN with serious injuries. Patrol Officers quickly located and arrested a 67-year-old man responsible for the attack and charged with Assault With A Weapon. The investigation revealed that this was a targeted incident as the individuals are known to each other.

### **Armed and In Crisis**

In the early morning hours of November 25, 2023, Patrol Officers were dispatched to a 911 call where the caller advised that her relationship with an individual had dissolved and this particular evening the individual was intoxicated, upset and suicidal. He was in possession of a shotgun and threatened to harm himself, also suggesting that he would harm himself if he saw police. The male left the area in his vehicle, with the shotgun. Patrol Officers located the male's vehicle. The male was arrested and charged with multiple Weapons, and Intimate Partner Violence (IPV) offences.

### **Multiple Stabbing at Office Building on Larch Street**

Just after 11:00 a.m., on November 30, 2023, Patrol Officers were dispatched to an office building situated on Larch Street in relation to a multiple stabbing in progress. The initial report advised an individual had attended the office, became upset, stabbed multiple people and then fled on foot. Upon arrival, Patrol Officers located three individuals who had sustained serious, but non-life-threatening injuries. They were transported to hospital for treatment. A description of the individual responsible for the attack was broadcast to responding officers. The 34-year-old individual responsible was located and arrested a short distance from the incident. Upon searching the individual, officers

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

located what is believed to be the knife used during the attack. The individual was charged with Aggravated Assault and multiple Weapons related offences.

### **9-1-1 EMERGENCY COMMUNICATIONS CENTRE- Manager Andrea Savage**

In the month of November, the 9-1-1 Emergency Communications Centre (ECC) managed a total of 22,678 phone calls.

The 911 ECC's focus continues to be centered around training. Currently, 6 part time members are progressing through their practical training, with 2 transitioning into their Fire training phase in class portion, starting December 11<sup>th</sup>.

With the assistance of the Training Coordinator, the ECC is focusing on Quality Assurance with a view towards customer service excellence. Internal procedures are updated accordingly to address any identified training opportunities and to provide clarity on process to members.

#### **Initiatives**

The 9-1-1 ECC continues to work on the following initiatives:

- Training of 6 new part time members
- Training of new acting Supervisors to maintain a balance of 2 actors/group
- Quality Assurance
- Updating and revisions of internal procedures
- Improving data quality

### **CRIMINAL INVESTIGATIONS DIVISION (CID) – Inspector Jerry Willmott**

#### **MAJOR CRIME**

##### **IPV HOMICIDE**

On November 8<sup>th</sup>, 2023, GSPS received a call from a citizen who located the body of a deceased individual on the walking trails north of McNeil Boulevard. GSPS responded and located the body of a 40-year-old deceased female. A criminal investigation was initiated as well as an extensive ground search of the wooded area where the body had been located. A post-mortem revealed that the female had died as a result of blunt force injuries. Through investigation, it was learned that the female had recently reported being the victim of intimate partner violence involving her 47-year-old ex-spouse. Arrest warrants had been issued for him. On November 11<sup>th</sup> while conducting an evidentiary search of the wooded area, searchers came upon the body of the 47-year-old male. No foul play was suspected in his death. Through investigation, it was determined that the

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

40-year-old female had in fact been murdered by her ex-spouse and that he had died at some point in time following the murder.

### **MAN ARRESTED FOR ASSAULT WITH A WEAPON AFTER STABBING ON BRUCE AVENUE**

Shortly after 7:00 a.m. on November 2, 2023, officers were dispatched to an apartment building on Bruce Avenue in relation to a serious assault that had just occurred outside the building. Information provided was that two individuals were involved in an altercation leading to one of the individuals stabbing the other.

Upon arrival, officers located an individual who had sustained a stab wound. The 61-year-old man was transported to hospital by City of Greater Sudbury Paramedic Services with serious injuries.

Officers quickly located and arrested the person believed to be responsible for the attack. The 67-year-old man has been charged with the following offence under the Criminal Code of Canada;

- Assault with a Weapon

This is a targeted incident as the individuals are known to each other.

### **61-YEAR-OLD CHARGED WITH FRAUD AFTER STEALING OVER \$712,500 FROM EMPLOYER**

In February 2023, Detectives in the Financial Crime Unit of our Criminal Investigation Division began a significant fraud investigation into a former employee of a local business.

Information provided was that an accounting firm had completed a financial audit for the business noting multiple cheques being made out to the former employee by the employee. It is believed that the former employee would then process the cheques as "business expenses", however, these expenses were not authorized.

As a result of the investigation, Detectives have determined that between 2016 and 2023, the former employee is believed to have defrauded the business in excess of \$712,500.

On November 21, 2023, Detectives arrested and charged a 61-year-old female with Fraud Over \$5,000

### **INTEGRATED CRIME SECTION**

I just want to acknowledge our Integrated Crime Unit for keeping us all updated and informed about the ongoing conflict in Israel and the potential rallies and protests not just across the nation but in our own jurisdiction.

They actively monitor these rallies often on days off and provide live updates.



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

They work closely with our internal divisions such as Patrol OPS, Traffic Branch, Rural / PLT (police liaison team), and the ECC (emergency call center) and work closely with other police agencies, public safety, intelligence and, counter-terrorism partners locally, provincially, and internationally.

We have met with faith leaders in the city and increased police presence at places of worship, synagogues, and community centres while assessing the risk of violence. Our Integrated Crime Unit is working behind the scenes to conduct continued risk assessments, and community outreach, and ensure we have officers to manage gatherings or protests that occur through the weekends and upcoming weeks.

They have built positive and trusting relationships with our diverse community stakeholders and will continue to work with community members and stakeholders to ensure public safety.

### **10 ARRESTED AND CHARGED IN ONTARIO CHILD LURING INVESTIGATION INVOLVING MULTIPLE POLICE SERVICES – INCLUDING GSPS**

An investigation by a joint task force of police services across Ontario has led to the arrests of 10 people for child exploitation.

Ontario Provincial Police (OPP) worked with the North Bay Police Service, Greater Sudbury Police Service, Durham Regional Police Service, York Regional Police, Peel Regional Police and Sault Ste. Marie Police Service on a luring investigation they called Project Limestone. Police said they seized 55 devices and charged those arrested with 39 criminal offences. One of the people taken into custody is a repeat offender who was out on bail at the time of their arrest.

1 Adult male was arrested in our jurisdiction.

It only took 1.5 hours for an adult to begin speaking to an undercover investigator posing as a child online and arriving at a location to meet them. Others arrived at a pre-set location with candy, toys, and sexual paraphernalia. This all occurred during a four-day period.

Incredible effort and collaboration was shown by Project Limestone police services to hold offenders accountable for child sexual exploitation offences. This is just one example of the work investigators and support staff do every day to protect children.

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

**SPECIALIZED OPERATIONS – Inspector Dan Despatie**

**COMMUNITY MOBILIZATION SECTION (CMS) & COMMUNITY ENGAGEMENT SECTION (CES)**

**Statistics**

- **2** - Foot Patrol
- **61** - Bike Patrols
- **4** - Mobile Crisis Rapid Response Team (MCRRT) Calls
- **56** - Enhanced Mobile Crisis Rapid Response Team (EMCRRT) Calls
- **3** - 911MCRRT calls
- **2** - Crime Prevention Through Environmental Design (CPTED) audits
- **499** - Focused Patrols
- **30** - Community meetings
- **14** - Community events
- **5** - Youth Referrals through the Youth Criminal Justice Act (YCJA) Youth Referral Program (YRP)
- **4** - Ongoing Youth Referrals
- **9** - Violent Threat Risk Assessment (VTRA)
- **11** - Ongoing VTRA
- **16** - Presentations to Rapid Mobilization Table (RMT)
- **271** - Assist Patrol with calls for service (CFS)
- **24** - Crime Stoppers tips
- **17** - Seniors Referrals
- **12** - Panhandlers moved along
- **53** – Arrest Warrants executed
- **187** - Intimate Partner Violence (IPV) occurrences
- **50** - IPV cleared by charge
- **4** - IPV still under investigation
- **119** – IPV concluded and referred to Services

**Initiatives**

- Participated in the Take Your Kids to Work Day
- Participated in the Intercultural Student Ride-Along Program
- Attended the Keeping Seniors Warm Event
- Conducted several Fraud presentations at local libraries
- Hosted Coffee with a Cop
- Hosted an Auxiliary Team Meeting
- Presented on Fraud Awareness to Nickel Center Seniors at the Legion
- Conducted several presentations throughout Anti-Bullying Week
- Participated in the Santa Claus Parade

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

- Attended the Transgender Day of Remembrance Vigil
- Participated in an EDI School Information/Strategy Session with French Public School Board Representatives
- Attended the Palestine Vigil
- Participated in the Headstrong Wellness Fair at Sudbury Secondary
- Attended the Save the Supervised Injection Site Rally

### **PROPERTY & EVIDENCE CONTROL SECTION (PECS)**

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

#### **Statistics**

- Intake of – **22** Firearms
- Intake of – **629** Drug exhibits
- Intake of – **341** General Property Exhibits
- **405** - Property tags generated

#### **Initiatives**

- Assisted Records with dictation backlog in relation to property
- Ministry mandated yearly Firearm Report in progress for January

#### **Training**

- New P/T Property Clerk training continued
- (1) member completed Narcan Training
- (1) member job shadowed in Courts for professional development

### **INTEGRATED OPERATIONS – Inspector Marc Brunette**

#### **TRAFFIC MANAGEMENT UNIT**

##### **Statistics**

The Traffic Management Unit (TMU) issued 111 Provincial Offence Notices including 74 Part III summonses through the month of November 2023. Year-to-date, the TMU has laid 1222 charges under the Provincial Offences Act (POA). The Unit entered into 1 serious personal injury Motor Vehicle Collision investigation. The TMU members deployed RPAS for 4 incidents.



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

A total of 25 drivers were charged with impaired by drugs / over 80 service-wide in November 2023. 18 Alcohol and 6 Drug Impaired arrests. 20 ASD, 2 SFST and 4 DRE tests were conducted.

In July 2021, Stunt Driving legislation changed lowering the Stunt Driving speed to 40 km/hour over in a posted speed limit under 80km/hr. The Traffic Management Unit began tracking all stunt driving charges laid by GSPS members. In November 2023, 17 Stunt Driving charges were laid. 13 of the Stunt Driving charges laid were in speed zones that were under 80 km/hr. The majority of the Stunt Driving charges were laid in 60 km/hour zones.

### **Initiatives**

#### Remembrance Day

TMU Officers along with Police Motor Officers supported Royal Canadian Legion Branch 76 with their annual Civic Remembrance Day ceremony downtown Sudbury.

#### Santa Claus Parade

On November 18<sup>th</sup>, 2023, TMU Officers together with Rural CRU, Paid Duty Officers and members of the Auxiliary Program supported the City of Greater Sudbury & the Santa Claus Parade Committee. The team executed a traffic management plan.

#### Annual Festive RIDE

The annual festive Reduce Impaired Driving Everywhere (RIDE) program launch took place on Tuesday November 28<sup>th</sup>, 2023, at the D.J. Hancock Memorial Park on Ramsay View Court in Sudbury. The launch was coordinating by the TMU & supported by representation from the following agencies:

- The Hancock Family
- Canadian Blood Services
- Public Health Sudbury & Districts
- Greater Sudbury Police Service
- Ontario Provincial Police
- Mothers Against Drinking and Driving (MADD Canada)
- Safe Ride Home Sudbury
- The City of Greater Sudbury
- Media Partners, including CBC Sudbury, Radio-Canada, Sudbury.com & CTV News

Following the launch, a RIDE spot check was set up along Walford Road. In November, the TMU has coordinated 3 RIDE initiative and have ten RIDE initiatives planned this month (December). In 2022, officers charged 290 drivers with impaired driving and to date in 2023(January to November inclusive), officers have charged an additional 268 drivers with impaired driving.

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

### **EMERGENCY RESPONSE UNIT**

#### **Statistics**

Calls for Service: 204

K9 Requests: 5

Focus Patrols: 3

Search Warrants: 1

TEMS Deployment: 1 Activation

#### **Some Incidents of Interest:**

**Mental Health / Person in Crisis:** A Mental Health Act call where ERU members were dispatched. Information received was the complainant, later identified as a person in crisis, filed a fraud complaint through CopLogic where he alleged that the Royal Bank of Canada has been fraudulently using his money. The CopLogic complaint contained numerous paranoid statements, such as cloning machines, the dark web, police impersonators, and psychiatric facility gang rapes. EMCRRRT attended the residence of the person in crisis; however, he refused to speak with officers. The person in crisis was deemed a danger to himself and others. ERU members breached the door and apprehended the subject under the Mental Health Act.

**Stolen Motor Vehicle:** A Stolen Vehicle call where ERU members, including K9, were dispatched. Information received was that the complainant's motor vehicle was stolen from the Metro parking lot on Lasalle Blvd. Officers arrived on scene and a Metro employee approached officers and informed them that one of the suspect's resides nearby. The stolen vehicle in question was located and damages were noted to be over \$12,000 (clutch replacement and transmission). A nearby resident approached officers with photos of the suspects. As a result, ERU members contained a residence associated to one of the suspects and the suspects were arrested. The investigation led to three suspects charged accordingly.

**Intimate Partner Violence:** Mental Health Act call for service, later re-headed as a Domestic Dispute, where ERU members and K9 were dispatched. Information received from the complainant was that an individual was in the process of breaking up with her boyfriend and was threatening to commit suicide by way of firearm. Further, the individual threatened to kill the complainant if attempts were made to take the firearm away. The individual does not have a licence to possess firearms. ERU members and K9 were requested to assist with containment due to the firearm. The individual was arrested & charged accordingly.

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

### **RURAL COMMUNITY RESPONSE UNIT (MARINE / OFF-ROAD / SNOWMOBILE)**

#### **Initiatives**

Remembrance Day Capreol ceremony

- On November 11<sup>th</sup>, 2023, a Rural CRU Officer laid wreath at the Capreol Remembrance Day on behalf of the Greater Sudbury Police Service.

Santa Claus Parade Downtown Sudbury

- On November 18<sup>th</sup>, 2023, Rural CRU provided traffic control at the designated entrances to the parade marshalling area for the duration of the event. Rural CRU officers utilized a marked police vehicle for this task & interacted with over 100 parade participants and thousands of spectators and residents.

Santa Claus Parade Capreol

- On November 25<sup>th</sup>, 2023, Rural CRU Officers controlled a Traffic point for the Capreol Santa Claus Parade. Task was completed using a Rural Unit All-Terrain-Vehicle. Interacted with hundreds of participants, spectators, and residents. Families enjoyed the interaction with the Rural officers for photos with the police vehicle.

#### **Off-Road Vehicle (ORV) Activity**

All-Terrain Vehicle (ATV) Patrol McNeil Boulevard area for Homicide investigation on November 8<sup>th</sup>, 2023

- ATVs were required to mobilize forensic officers and their equipment into the crime scene. After forensic officers completed their task ATVs were required to mobilize a tent, two generators, heaters, and chairs to the site to allow officers to secure the scene for the night during a snowstorm. (Refer to the Search and Rescue section for additional event details)

Focus Patrol for ORV Compliance on November 17<sup>th</sup>, 2023

- Focus patrol was completed using a marked police vehicle in the high priority ORV complaint location of St. Isidore St, Hanmer. No ORVs observed and no Highway Traffic Act offences observed.

Focus Patrol for ORV Compliance on November 19<sup>th</sup>, 2023

- Focus patrol was completed using a marked police vehicle in the high priority ORV complaint location of St. Isidore St, Hanmer. No ORVs observed and no Highway Traffic Act offences observed. Complainants contacted by Rural officer and updated on patrols.

Assist City of Greater Sudbury Municipal Law Enforcement Officers on November 25<sup>th</sup>, 2023

- The assistance of the Rural group was requested to address a landowner complaint regarding a travel trailer that was alleged to be parked on private property. Rural officers used ATVs to search for the Trailer in a remote area of Hanmer/Capreol. Trailer not located, was removed prior.

Focus Patrol for ORV Compliance on November 25<sup>th</sup>, 2023

- Rural officers completed a proactive ORV Patrol. Rural officers interacted with one pedestrian, one ORV rider and four occupants of a vehicle that was being driven on the trail.



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

Focus Patrol for ORV and HTA Compliance on November 27<sup>th</sup>, 2023

- Rural officers completed a focus patrol for ORV and Highway Traffic Act compliance on MR 8 in response to complaints received from the Levack Community Action Network. No ORVs observed and one traffic offence observed.

### **Motorized Snow Vehicle Activity**

Trails closed – Preparation for Snowmobile Season

- Rural officers have completed routine maintenance on the snowmobiles. The maintenance included the installation of new batteries and replacement of broken parts.

### **Liaison Team (LT)**

Prepared for Northern School of Medicine University Strike – November 2<sup>nd</sup>, 2023

- PLT officers leashed with strike organizer leading up to the strike vote. A deal was settled with the employer and the strike was averted.

Transgender Day of Remembrance – Tom Davies Square (City Hall) on November 20<sup>th</sup>, 2023

- PLT officers prepared the Situational Awareness Response Report and attended the event that was hosted by Transgender InnerSelves (TG InnerSelves).

Transgender Day of Reembrace – MacKenzie Street Public Library on November 20<sup>th</sup>, 2023

- PLT officers prepared the Situational Awareness Response Report and attended the event that was hosted by Fierté Sudbury Pride.

Prepared for OPSEU Local 676 Community Living Greater Sudbury Strike (November 23<sup>rd</sup>, 2023)

- PLT officers leashed with strike organizer leading up to the strike vote. A deal was settled with the employer and the strike was averted.

Palestine Solidarity Sudbury Gaza Vigil at Tom Davies Square (City Hall) on November 26<sup>th</sup>, 2023

- PLT officers prepared the Situational Awareness Response Report and attended the peaceful event.

Fundraiser movie at Indie Cinema on Mackenzie Street in Sudbury on November 30<sup>th</sup>, 2023

- PLT officers prepared the Situational Awareness Response Report and attended the peaceful event organized by Palestine for Solidarity.

### **Training**

01 November 2023 - RPAS Training at LEL (started Monday Oct 30-31, then into November)

- Rural officer created RPAS 3 Day training syllabus for GSPS existing RPAS pilots. Training was successful while using up-to-date training to match OPP RPAS program.

6-7 November 2023 – GPS / Wilderness Survival Training

- Rural officer scheduled and prepared for training the City EMS EVT's (Emergency Vehicle Technicians) however they cancelled due to shift alignments.
- Attempts to reschedule for two other dates in November however could not accommodate.

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

28 November 2023 – UTV Operators Safety Course

- Rural officers instructed a UTV Operators Safety Course for City EMS EVT's (Emergency Vehicle Technicians) and GSPS Officers.
- 

### **Search and Rescue (SAR)**

Search and Rescue of two overdue 50-year-old males on November 8<sup>th</sup>, 2023

- Both individuals failed to return and were reported missing during a winter storm
- Police UTV got stuck
- Daryl Adams (GSPS Retired Staff Sergeant) attended free of charge to ensure officer and the missing subjects' safety with a Fat Truck which is an industrial off-road utility vehicle
- Fat Truck pulled the stuck police UTV to safety and then assisted the officers and subjects
- Media release 'RufDiamond Ltd. Fat Truck Saves the Day' sent out by Corporate Communications

Evidence Search McNeil Boulevard – Homicide on November 8, 11 & 12, 2023

- Rural officers utilized for evidence search and managing the SAR documentation on QV7.
- Rural assisted with coordinating Tactical, Canine, RPAS unit and Rural equipment to search the crime scene and secondary crime scene.

Search for Missing Youth on November 16<sup>th</sup>, 2023

- Youth did not return home from school when expected and was reported missing by family. Search of known frequented locations completed, located the youth who was returned home safely.

### **Other**

- Continue to manage the ongoing neighbor disputes in the outlying townships
- Continue managing Project Lifesaver Program, update participants and prep equipment
- Continue working with GSPS training branch for various topics we instruct (IMS, RPAS, SAR)
- Continue to assist uniform, other GSPS units and community partners as required
- Continue collaborating with GSPS Fleet to ensure equipment is maintained and ready
- Continue collaborating with CAN (Community Action Networks) group partners

## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### **CORPORATE COMMUNICATIONS – Supervisor Kaitlyn Dunn**

#### **Diwali Celebration – October 23**

We were honoured to have been invited to celebrate Diwali with the Canadian Gujarati Cultural Association of Northern Ontario over the weekend. It was an occasion to strengthen the bonds that unite us and to express gratitude for the diversity that enriches our community. We enjoyed partaking in the variety of cultural dances, tasting delicious food and celebrating with community members. In the field of law enforcement, we understand the importance of safeguarding our communities and fostering an environment where everyone



can live and thrive peacefully. Diwali serves as a reminder that each one of us has a role to play in creating a more harmonious and inclusive society.

Thank you for your continued support as we learn and grow as a police service and we look forward to working and celebrating with you in the years to come.

#### **Joint-forces Reduce Impaired Driving Everywhere (RIDE) Check – October 23**

Over the weekend, GSPS Traffic Management and Rural Community Response Section teamed up with Ontario Provincial Police Ontario Natural Resources and Forestry and Ontario Transportation on Hwy 144 North of Chelmsford to conduct ride checks and mandatory alcohol screenings. MNR ensured compliance with hunting regulations and the MTO was checking for unsafe vehicles, trailers and commercial motor vehicles. Approximately 400 vehicles were checked and 100 mandatory alcohol screenings were conducted.

Under Ontario's zero tolerance law for young, novice and commercial drivers, you cannot have any alcohol in your system if you are:

- age 21 or under
- a driver of any age who holds a G1, G2, M1, or M2 licence
- driving a vehicle that requires an A-F driver's licence or Commercial Vehicle Operator's Registration (CVOR)
- driving a road-building machine

Thank you for driving safe.



## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### Headstrong Summit – October 24

GSPS Members were pleased to support and participate in the HEADSTRONG Youth Mental Health Summit at Cambrian College today.

Spearheaded by the Mental Health Commission of Canada, this day-long conference brought together approximately 140 Secondary students from Sudbury Catholic Schools, Rainbow District School Board, Conseil scolaire public du Nord-Est de l'Ontario (CSPNE), and CSC Nouvelon to teach students about mental health and reduce the stigma surrounding mental illness and mental disorders.

At today's summit, students had the unique opportunity to listen to speakers with lived experiences, including our very own Constable James Jefferson.

Through activities, real-life recovery stories, discussions, and action planning, HEADSTRONG aims to provide students with the essential tools, knowledge and confidence to confront mental health stigmas respectfully and promote mental health and wellness within their school and surrounding community.

Youth are not just the leaders of tomorrow, they are the leaders of today.

### Breast Cancer Awareness Month – October

October is Breast Cancer Awareness Month. Every year, we wear pink epaulettes to show our support for the cause and raise money for breast cancer research. We stand in the fight against #BreastCancer and encourage you to get screened. Early detection saves lives.

### Intercultural Ride Along and Job Shadowing Orientation – October 25



On October 25, we held the orientation night for our 8th Intercultural Ride Along program in partnership with Laurentian University - Université Laurentienne Collège Boréal Cambrian College and YMCA of Northeastern Ontario-Employment and Immigrant Services. It was a pleasure meeting international newcomers from all around the world.

Breaking down barriers, building positive relationships, and growing as a Service and community - that's what the program is all about.

## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Each newcomer was paired with a GSPS Officer or Civilian for their upcoming ride along or job shadow.

During this orientation session, GSPS Officers gave presentations on the functions of emergency services in Ontario as well as traffic laws, driving, cycling and pedestrian safety tips. Participants were also given information on career and volunteer opportunities within the GSPS. Members of our Diversity Advisory Committee gave remarks and shared their personal experiences in Sudbury and with GSPS. To conclude the evening, participants had the opportunity to tour police cruisers and learn about police duties.

Coming to a new country with new languages, new people, and new laws to learn can be a daunting experience. We're happy to have the opportunity to meet these newcomers in person and show them that our police service is here to help and keep them safe.

We look forward to spending time with you again during the ride-alongs and job shadows.

### **Dress Purple Campaign – October 27**

Every #October, Children's Aid Societies across #Ontario raise awareness about the important role that individuals and communities play in supporting vulnerable children, youth, and families through the provincial #DressPurpleDay campaign. 💜

Everyone has the right to safety and well-being. We're wearing purple today to symbolize our commitment to protecting children and helping families.

We can't do it alone. Child welfare is a shared responsibility between families, neighbours, outreach workers, law enforcement, educators, health and safety workers, government and all community members.

In Ontario, it's the law to report suspected child abuse and neglect. Report it to a children's aid society or, if someone is in immediate danger, call the police.



### **Rural Community Response Unit – Project Life Saver – October 28**

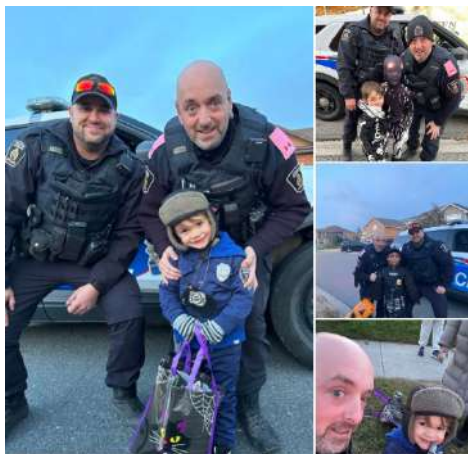
On October 28, at the Beaver Lake Community Centre, Rural Officers had the pleasure of showcasing technology equipment that GSPS uses to search for and locate vulnerable community members.

MPP France Gélinas was introduced to Project Lifesaver and participated in a live demo where she was able to locate a person hiding outside using a Radio Directional Finding antenna.

## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Project Lifesaver is a search and rescue program operated by public safety agencies and is strategically designed for vulnerable individuals who are prone to the life-threatening behaviour of wandering. The primary mission of Project Lifesaver is to provide timely response to save lives and reduce potential injury for adults and children with the tendency to wander due to a cognitive condition.

The Project Lifesaver® system includes providing transmitters, wristbands and batteries to those at risk. Eligible participants must be diagnosed with Alzheimer's disease, Autism spectrum disorder, Down Syndrome, dementia or a related neurocognitive disorder.



### Halloween – October 31

Constables Teed and Lussier of our Community Response Unit were handing out candy and ensuring the safety of children out trick-or-treating. We hope everyone had a spook-tacular #Halloween!

### Take Our Kids to Work Day – November 2

We were thrilled to have our kids spend the day at GSPS headquarters yesterday for "Take Our Kids to Work" Day! This initiative gives kids the opportunity to step into their parents' shoes and gain a better understanding of the day-to-day operations of a police service. It also helps them in their exploration and planning of a potential career path.

Throughout the day, students met with GSPS Members in various capacities including our Tactical Unit, K9 Unit, Patrol Operations, Community Mobilization Unit, Forensics Unit, 911 Emergency Communications Centre, Criminal Investigations Division, Human Resources Branch, Equipment and Supplies and Customer Service Branch.

'Take Our Kids to Work' is a signature program that began in 1994 in the Greater Toronto area. It has now become an annual national program in which Grade 9 students are hosted at workplaces across the country every November.

We hope you all enjoyed the day. Keep working hard and stay focused, and your dreams will come true!





## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### Safe Ride Home Sudbury Launch – November 3

Impaired driving continues to have profound impacts on community safety.

A commitment to change is a shared commitment between GSPS, our community partners and community members.

Today, we were pleased to join Safe Ride Home Sudbury in recognizing 25 years of its dedication to community safety and wellbeing.

We'd like to thank Lesli Green, President of Safe Ride Home Sudbury, for her ongoing attention, action and commitment to change through the Safe Ride Home Sudbury campaign.

This campaign, driven by Lesli and a committed group of volunteers in an invaluable and accessible asset to our community. Impaired driving not only endangers the driver but it also poses a risk to passengers, pedestrians and fellow motorists. A safe ride home is the most effective way to prevent impaired driving.

GSPS is proud to continue its partnership with Safe Ride Home Sudbury through both this campaign and the GSPS Festive RIDE campaign that will launch later this month. We remain committed to making road safety a top priority. Whether it's alcohol or drugs, driving impaired is a criminal choice and that choice will cost you. We have zero tolerance for impaired drivers in our community.

Driving while under the influence can lead to severe legal consequences including fines, licence suspension and even jail time. In 2022, officers charged 270 drivers with impaired driving and to date in 2023, officers have laid an additional 122 impaired driving charges.

As we head into this festive season, let's remember to choose safety, always have a plan for a safe ride home and encourage others to do the same.

If you see an impaired driver, call 911.



### Crime Prevention Week – November 5-11

No one chooses to be a victim of crime. But when crime happens, it hurts.

Today marks the beginning of Crime Prevention Week in Ontario (Nov 5th-11th, 2023).

This year's provincial theme is "Awareness. Engagement. Prevention." Preventing crime before it happens is a goal that we all share.

Our goal during Crime Prevention Week is to educate the community on crimes that affect community members in #Sudbury. Throughout the week, we'll be sharing safety

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

tips, photos and video clips from our various units and taking you on virtual ride-alongs with our Officers. Stay tuned!

### **Treaties Recognition Week – November 5-11**

This annual event honours the importance of treaties and helps students and residents of Ontario learn more about treaty rights and relationships. By learning more about our collective treaty rights and obligations, we can create greater understanding and nurture these relationships.

Greater Sudbury Police Service recognizes that we are all Treaty people and that we are situated on territory covered by the Treaty of Niagara 1764, the Dish With One Spoon, and the Robinson-Huron Treaty of 1850.

A territory acknowledgment is about honouring the land and the First Peoples who inhabited this land from time immemorial. The responsibility of doing this acknowledgment falls on non-Indigenous people. The creation of this Territory Acknowledgement was achieved through careful consultation with the local Indigenous community.

As a police service, we continue to expand our learning and understanding of Indigenous history and culture, and nurture our partnership with Indigenous community members based on trust and respect.

We encourage our community to come from a place of peace, friendship and respect when engaging with Indigenous peoples, communities and events.

### **Crime Prevention Week – Virtual Ride Along – Community Response Unit – November 6**

Part of Cst. Teed's duties in the Community Response Unit is to liaise with post-secondary institutions and engage with students and staff. He provides guidance in relation to calls for service and information on community resources.

After visiting Cambrian College, Cst. Teed stopped to chat with Municipal Law Enforcement Officers (MLEO's) at Greater Sudbury Transit in Downtown Sudbury. GSPS works hand in hand with MLEO's as part of our downtown strategy. MLEO's provide security services at Sudbury Transit, Sudbury Housing and all across the City of Greater Sudbury.

Next, Cst. Teed attended the scene of a motor vehicle collision on Lorne Street involving two vehicles. The drivers sustained minor injuries and their vehicles were towed to the Collision Reporting Centre. Cst. Teed conducted traffic control to ensure the safety of pedestrians and of individuals operating tow services. Once the scene was cleared of vehicles and debris, he was able to move to his next call.

Cst. Teed then attended the scene of a Suspicious Person complaint. The caller advised that an individual was behaving in an erratic manner at a public location and there were concerns that the individual was experiencing a crisis. Officers arrived on scene and the individual was provided the necessary resources and support.

We thank community members who report crime and suspicious activity to Police. We don't know what's going on unless you report it to us. Help us help you. Call us at 705-

## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

675-9171. In an emergency, call 911. To remain anonymous, share your tips with Sudbury Crime Stoppers.  
Happy Crime Prevention Week!

### **Crime Prevention Week – Virtual Ride Along – Traffic Management Unit – November 7**

In a span of a couple hours, Sgt. Ramsay made the following traffic stops and laid the following charges:

A driver failed to stop for a red light on MR 35. This carries a fine of \$400 in addition to a victim surcharge fee, totalling \$490.

Next, Sgt. Ramsay stopped a driver travelling at 95 km/h in a posted 60 km/h zone on Falconbridge Rd. This carries a fine of \$210 + plus a victim surcharge = \$265 in total.

On MR 80, Sgt. Ramsay stopped a driver travelling 53 km/h over the posted speed limit, which is considered stunt driving. A subsequent investigation determined that the driver/owner did not have insurance for the vehicle. They were charged with stunt driving, speeding and no insurance, which tallied up to approximately \$7,000-7,500 in fines - and that doesn't even include the impound fees and towing fees. The driver received an immediate licence suspension for 30 days and vehicle impound for 14 days. If convicted in court, they will receive a minimum one year driver's licence suspension. Sgt. Ramsay caught a novice driver using their hand-held communication device (texting) while driving on Paris St. This is a \$615 fine. He reminds drivers that a collision can happen in an instant. It only takes a second to cause serious injury by not paying attention to the road.

Thanks for joining us on today's ride along!



### **Crime Prevention Week – Coffee with a Cop – November 8**

Thanks to everyone who joined us for #CoffeeWithACop this afternoon at Starbucks! Thank you, Starbucks, for hosting us. Constables Lussier and Teed of our Community Response Unit had great discussions with community members about GSPS online reporting, crime prevention tips and daily police duties. We truly value

community engagement.



## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### Remembrance Day – November 11

We remember them.

We commemorate and honour those who lost their lives for our freedoms and those whose lives were and are forever changed. Their courage, their honour and their sacrifice must never be forgotten.

At today's Civic Remembrance Day service at the Sudbury Arena, we gathered together to honour all those who have served in times of war, military conflict and peace.

Lest we forget.



### Tree of Hope – Tree Lighting Ceremony – November 12

On November 12, 2023, in collaboration with Atikameksheng Anishnawbek, Wahnapiatae First Nation, and the City of Greater Sudbury, we held our third annual Tree of Hope, tree lighting ceremony to honour and remember the Missing and Murdered Indigenous Woman, Girls, Men and Boys and two-spirit peoples and the thousands of Indigenous children who died in residential schools across Canada.

Thank you to Nokomis Julie Ozawagosh for the opening prayer, the Nogdawindamin drumming circle, our fire keeper and smudge deliver, the Family Information Liaison Unit, Tate Power and the Tree feller.

We would like to acknowledge the City of Thunder Bay - Municipal Government, Ontario, Canada and the Thunder Bay Police Service for starting the initiative four years ago. Since its inception, the annual tree lighting event has grown exponentially with communities and police services across Ontario now taking part.

We continue to acknowledge the role of police in the systemic racism and oppression experienced by Indigenous people while reaffirming our ongoing commitment to truth and reconciliation through meaningful and impactful change.

We are committed to working collaboratively with Indigenous peoples and community partners as we build a pathway towards reconciliation in Greater Sudbury.



## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### Smile Cookie Campaign – November 16

GSPS is proud to support the Tim Horton's Holiday Smile Cookie Campaign, running until November 19th. Proceeds will support the Pregnancy Care Centre, Infant Food Bank and Tim Horton's Children's Foundation. Be sure to get your #SmileCookie today!



### Santa Claus Parade – November 18

The 2023 Greater Sudbury Santa Claus Parade was a success! 🎅🎄 Huge thank you to all of the parade organizers, sponsors and volunteers. Special thank you to our very own GSPS parade committee members who volunteered their time and efforts to prepare the GSPS float. We love seeing your smiling faces, excitement and community spirit.





## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### Fire and Ice – Police vs Fire Charity Hockey Game – Save the Date Video – November



21

On February 1, 2024, the Fire and Ice – Police vs Fire Charity Hockey Game will make its return to the Sudbury Arena. This year, the event sponsors are Skater's Edge and Freelandt, Caldwell, Reilly Professional

Chartered Accountants.

### Bullying Awareness Week – November 20-24

Bullying is a form of aggression where there is a power imbalance; it is behaviour that makes the person being bullied feel afraid, alone or uncomfortable. Bullying takes many forms, including physical, verbal, social or relational, and cyberbullying.

Sadly, seven in 10 youth experience some sort of bullying.

It's important to take preventative action against bullying in our schools, homes, workplaces and communities. Bullying is NOT a “normal” part of growing up. It is hurtful and can have lasting impacts on a child's life.

That's why we have people like Cst. Kathryn Howard, School Resource Officer, go into schools and speak to youth directly about #AntiBullying and encourage them to show compassion, kindness and respect toward others.

Each and every day, we promote our RICH values of Respect, Inclusivity, Courage and Honesty with the ultimate goal of empowering our community to ensure that #Sudbury is a safe place to live, work and play.



## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### Launch of 2023 Festive Reduce Impaired Driving Everywhere (RIDE) Campaign – November 28

Collaborative efforts, including education and enforcement, are essential to safeguarding community safety and well-being against the impacts of impaired driving.

On November 28, in collaboration the City of Greater Sudbury, the Ontario Provincial Police - North East Region, Safe Ride Home Sudbury, MADD Canada, the Canadian Blood Services and Public Health Sudbury & Districts, we hosted the official launch of the Festive Reduce Impaired Driving Everywhere (RIDE) Campaign. Although our Traffic Management Unit with the assistance of Patrol Operations conducts RIDE checks throughout the year, there is enhanced awareness surrounding the festive season. Community members should expect #AnywhereAnytime RIDE checks throughout the month of December.



In 2022, officers charged 290 drivers with impaired driving and to date in 2023, officers have charged an additional 268 drivers with impaired driving.

Getting behind the wheel when impaired is a criminal choice. A choice that can have devastating consequences as impaired collisions claim innocent lives and leave others with lifelong physical and emotional scars.

We must continue to be proactive in addressing impaired driving through awareness, education and targeted enforcement including our Festive RIDE Program. Together, we can work to prevent senseless tragedies, save lives and protect the safety and well-being of our community.

### Return of Constable Nickel and Safe Driving Week – video – December 1

Your favourite uniformed #ElfOnTheShelf has made his way back to Sudbury all the way from the North Pole! Constable Nickel will be staying here for an extended visit until Christmas Eve.

Today marks the beginning of #SafeDrivingWeek! Drivers, remember:

- Wear your seatbelt
- Give your full attention to the road
- Obey posted speed limits

## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

We were honoured to have been invited to celebrate Diwali with the Canadian Gujarati Cultural Association of Northern Ontario over the weekend. It was an occasion to strengthen the bonds that unite us and to express gratitude for the diversity that enriches our community. We enjoyed partaking in the variety of cultural dances, tasting delicious food, and celebrating with community members.

In the field of law enforcement, we understand the importance of safeguarding our communities and fostering an environment where everyone can live and thrive peacefully. Diwali serves as a reminder that each one of us has a role to play in creating a more harmonious and inclusive society.

Thank you for your continued support as we learn and grow as a police service and we look forward to working and celebrating with you in the years to come.



### **Joint-forces Reduce Impaired Driving Everywhere (RIDE) Check – October 23**

Over the weekend, GSPS Traffic Management and the Rural Community Response Section teamed up with Ontario Provincial Police, Ontario Natural Resources and Forestry, and Ontario Transportation on Hwy 144 North of Chelmsford to conduct ride checks and mandatory alcohol screenings. MNR ensured compliance with hunting regulations and the MTO was checking for unsafe vehicles, trailers, and commercial motor vehicles.

Approximately 400 vehicles were checked and 100 mandatory alcohol screenings were conducted.

Under Ontario's zero tolerance law for young, novice, and commercial drivers, you cannot have any alcohol in your system if you are:

- age 21 or under
- a driver of any age who holds a G1, G2, M1, or M2 licence
- driving a vehicle that requires an A-F driver's licence or Commercial Vehicle Operator's Registration (CVOR)
- driving a road-building machine

## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Thank you for driving safe.

### **HEADSTRONG Summit – October 24**

GSPS Members were pleased to support and participate in the HEADSTRONG Youth Mental Health Summit at Cambrian College today.

Spearheaded by the Mental Health Commission of Canada, this day-long conference brought together approximately 140 Secondary students from Sudbury Catholic Schools, Rainbow District School Board, Conseil scolaire public du Nord-Est de l'Ontario (CSPNE), and CSC Nouvelon to teach students about mental health and reduce the stigma surrounding mental illness and mental disorders.

At today's Summit, students had the unique opportunity to listen to speakers with lived experiences, including our very own Constable James Jefferson.

Through activities, real-life recovery stories, discussions, and action planning, HEADSTRONG aims to provide students with the essential tools, knowledge, and confidence to confront mental health stigmas respectfully and promote mental health and wellness within their school and surrounding community. Youth are not just the leaders of tomorrow, they are the leaders of today.

### **Breast Cancer Awareness Month – October**

October is Breast Cancer Awareness Month. Every year, we wear pink epaulettes to show our support for the cause and raise money for breast cancer research.

We stand in the fight against #BreastCancer and encourage you to get screened. Early detection saves lives.





## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### Intercultural Ride Along and Job Shadowing Orientation – October 25

On October 25, we held the orientation night for our 8th Intercultural Ride Along program in partnership with Laurentian University - Université Laurentienne, Collège Boréal, Cambrian College, and YMCA of Northeastern Ontario- Employment and Immigrant Services. It was a pleasure meeting international newcomers from all around the world.



Breaking down barriers, building positive relationships, and growing as a Service and community - that's what the program is all about.

Each newcomer was paired with a GSPS Officer or Civilian for their upcoming ride along or job shadow.

During this orientation session, GSPS Officers gave presentations on the functions of emergency services in Ontario as well as traffic laws, driving, cycling and pedestrian safety tips. Participants were also given information on career and volunteer opportunities within the GSPS. Members of our Diversity Advisory Committee gave remarks and shared their personal experiences in Sudbury and with GSPS. To conclude the evening, participants had the opportunity to tour police cruisers and learn about police duties.

Coming to a new country with new languages, new people, and new laws to learn can be a daunting experience. We're happy to have the opportunity to meet these newcomers in person and show them that our police service is here to help and keep them safe.

We look forward to spending time with you again during the ride-alongs and job shadows.

## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### Dress Purple Campaign – October 27

Every #October, Children's Aid Societies across #Ontario raise awareness about the important role that individuals and communities play in supporting vulnerable children, youth, and families through the provincial #DressPurpleDay campaign. 💜

Everyone has the right to safety and well-being. We're wearing purple today to symbolize our commitment to protecting children and helping families.

We can't do it alone. Child welfare is a shared responsibility between families, neighbours, outreach workers, law enforcement, educators, health and safety workers, government, and all community members.

In Ontario, it's the law to report suspected child abuse and neglect. Report it to a children's aid society or, if someone is in immediate danger, call the police.



### Rural Community Response Unit – Project Life Saver – October 28

On October 28, at the Beaver Lake Community Centre, Rural Officers had the pleasure of showcasing technology equipment that GPS uses to search for and locate vulnerable community members.

MPP France Gélinas was introduced to Project Lifesaver and participated in a live demo where she was able to locate a person hiding outside using a Radio Directional Finding antenna.

Project Lifesaver is a search and rescue program operated by public safety agencies and is strategically designed for vulnerable individuals who are prone to the life-threatening behaviour of wandering. The primary mission of Project Lifesaver is to provide timely response to save lives and reduce potential injury for adults and children with the tendency to wander due to a cognitive condition.

The Project Lifesaver® system includes providing transmitters, wristbands, and batteries to those at risk. Eligible participants must be diagnosed with Alzheimer's disease, Autism spectrum disorder, Down Syndrome, dementia, or a related neurocognitive disorder.

## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT



### Halloween – October 31

Constables Teed and Lussier of our Community Response Unit were handing out candy and ensuring the safety of children out trick-or-treating. We hope everyone had a spook-tacular #Halloween!

### Take Our Kids to Work Day – November 2

We were thrilled to have our kids spend the day at GSPS headquarters yesterday for "Take Our Kids to Work" Day! This initiative gives kids the opportunity to step into their parents' shoes and gain a better understanding of the day-to-day operations of a police service. It also helps them in their exploration and planning of a potential career path.

Throughout the day, students met with GSPS Members in various capacities including our Tactical Unit, K9 Unit, Patrol Operations, Community Mobilization Unit, Forensics Unit, 911 Emergency Communications Centre, Criminal Investigations Division, Human Resources Branch, Equipment and Supplies, and Customer Service Branch.



'Take Our Kids to Work' is a signature program that began in 1994 in the Greater Toronto area. It has now become an annual national program in which Grade 9 students are hosted at workplaces across the country every November. We hope you all enjoyed the day. Keep working hard and stay focused, and your dreams will come true!



## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

### Safe Ride Home Sudbury Launch – November 3

Impaired driving continues to have profound impacts on community safety.

A commitment to change is a shared commitment between GSPS, our community partners, and community members.

Today, we were pleased to join Safe Ride Home Sudbury in recognizing 25 years of its dedication to community safety and wellbeing.

We'd like to thank Lesli Green, President of Safe Ride Home Sudbury, for her ongoing attention, action, and commitment to change through the Safe Ride Home Sudbury campaign. This campaign, driven by Lesli and a committed group of volunteers is an invaluable and accessible asset to our community.

Impaired driving not only endangers the driver, but it also poses a risk to passengers, pedestrians, and fellow motorists. A safe ride home is the most effective way to prevent impaired driving.

GSPS is proud to continue its partnership with Safe Ride Home Sudbury through both this campaign and the GSPS Festive RIDE campaign that will launch later this month.

We remain committed to making road safety a top priority. Whether it's alcohol or drugs, driving impaired is a criminal choice and that choice will cost you. We have zero tolerance for impaired drivers in our community.

Driving while under the influence can lead to severe legal consequences including fines, licence suspension, and even jail time. In 2022, officers charged 270 drivers with impaired driving and to date in 2023, officers have laid an additional 122 impaired driving charges.

As we head into this festive season, let's remember to choose safety, always have a plan for a safe ride home, and encourage others to do the same.  
If you see an impaired driver, call 911.



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

### **Crime Prevention Week – November 5-11**

No one chooses to be a victim of crime. But when crime happens, it hurts.

Today marks the beginning of Crime Prevention Week in Ontario (Nov 5th-11th, 2023). This year's provincial theme is "Awareness. Engagement. Prevention." Preventing crime before it happens is a goal that we all share.

Our goal during Crime Prevention Week is to educate the community on crimes that affect community members in #Sudbury. Throughout the week, we'll be sharing safety tips, photos, and video clips from our various units and taking you on virtual ride-alongs with our Officers. Stay tuned!

### **Treaties Recognition Week – November 5-11**

This annual event honours the importance of treaties and helps students and residents of Ontario learn more about treaty rights and relationships. By learning more about our collective treaty rights and obligations, we can create greater understanding and nurture these relationships.

Greater Sudbury Police Service recognizes that we are all Treaty people and that we are situated on territory covered by the Treaty of Niagara 1764, the Dish With One Spoon, and the Robinson-Huron Treaty of 1850.

A territory acknowledgment is about honouring the land and the First Peoples who inhabited this land from time immemorial. The responsibility of doing this acknowledgment falls on non-Indigenous people. The creation of this Territory Acknowledgement was achieved through careful consultation with the local Indigenous community.

As a police service, we continue to expand our learning and understanding of Indigenous history and culture, and nurture our partnership with Indigenous community members based on trust and respect.

We encourage our community to come from a place of peace, friendship, and respect when engaging with Indigenous peoples, communities, and events.

### **Crime Prevention Week – Virtual Ride Along – Community Response Unit – November 6**

Part of Cst. Teed's duties in the Community Response Unit is to liaise with post-secondary institutions and engage with students and staff. He provides guidance in relation to calls for service and information on community resources.

After visiting Cambrian College, Cst. Teed stopped to chat with Municipal Law Enforcement Officers (MLEO's) at Greater Sudbury Transit in Downtown Sudbury. GSPS works hand in hand with MLEO's as part of our downtown strategy. MLEO's provide

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

security services at Sudbury Transit, Sudbury Housing, and all across the City of Greater Sudbury.

Next, Cst. Teed attended the scene of a motor vehicle collision on Lorne Street involving two vehicles. The drivers sustained minor injuries and their vehicles were towed to the Collision Reporting Centre. Cst. Teed conducted traffic control to ensure the safety of pedestrians and of individuals operating tow services. Once the scene was cleared of vehicles and debris, he was able to move to his next call.

Cst. Teed then attended the scene of a Suspicious Person complaint. The caller advised that an individual was behaving in an erratic manner at a public location and there were concerns that the individual was experiencing a crisis. Officers arrived on scene and the individual was provided the necessary resources and support.

We thank community members who report crime and suspicious activity to Police. We don't know what's going on unless you report it to us. Help us help you. Call us at 705-675-9171. In an emergency, call 911. To remain anonymous, share your tips with Sudbury Crime Stoppers.

Happy Crime Prevention Week!

### **Crime Prevention Week – Virtual Ride Along – Traffic Management Unit – November 7**

In a span of a couple hours, Sgt. Ramsay made the following traffic stops and laid the following charges:

A driver failed to stop for a red light on MR 35. This carries a fine of \$400 in addition to a victim surcharge fee, totaling \$490.

Next, Sgt. Ramsay stopped a driver travelling at 95 km/h in a posted 60 km/h zone on Falconbridge Rd. This carries a fine of \$210 + plus a victim surcharge = \$265 in total.

On MR 80, Sgt. Ramsay stopped a driver travelling 53 km/h over the posted speed limit, which is considered stunt driving. A subsequent investigation determined that the driver/owner did not have insurance for the vehicle. They were charged with stunt driving, speeding, and no insurance, which tallied up to approximately \$7,000-7,500 in fines - and that doesn't even include the impound fees and towing fees. The driver received an immediate licence suspension for 30 days and vehicle impound for 14 days. If convicted in court, they will receive a minimum one-year driver's licence suspension.

Sgt. Ramsay caught a novice driver using their hand-held communication device (texting) while driving on Paris St. This is a \$615 fine. He reminds drivers that a collision can happen in an instant. It only takes a second to cause serious injury by not paying attention to the road.



## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Thanks for joining us on today's ride along!



### Crime Prevention Week – Coffee with a Cop – November 8

Thanks to everyone who joined us for #CoffeeWithACop this afternoon at Starbucks! Thank you, Starbucks, for hosting us.

Constables Lussier and Teed of our Community Response Unit had great discussions with community members about GSPS online reporting, crime prevention tips, and daily police duties.

We truly value community engagement.

### Remembrance Day – November 11

We remember them.

We commemorate and honour those who lost their lives for our freedoms and those whose lives were and are forever changed. Their courage, their honour, and their sacrifice must never be forgotten.

At today's Civic Remembrance Day service at the Sudbury Arena, we gathered together to honour all those who have served in times of war, military conflict, and peace.

Lest we forget.



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

### **Tree of Hope – Tree Lighting Ceremony – November 12**

On November 12, 2023, in collaboration with Atikameksheng Anishnawbek, Wahnapiatae First Nation, and the City of Greater Sudbury, we held our third annual Tree of Hope tree lighting ceremony to honour and remember the Missing and Murdered Indigenous Woman, Girls, Men and Boys, and two-spirit peoples, and the thousands of Indigenous children who died in residential schools across Canada.

Thank you to Nokomis Julie Ozawagosh for the opening prayer, the Nogdawindamin drumming circle, our fire keeper and smudge deliver, the Family Information Liaison Unit, Tate Power, and the Tree feller.

We would like to acknowledge the City of Thunder Bay - Municipal Government, Ontario, Canada, and the Thunder Bay Police Service for starting the initiative four years ago. Since its inception, the annual tree lighting event has grown exponentially with communities and police services across Ontario now taking part.

We continue to acknowledge the role of police in the systemic racism and oppression experienced by Indigenous people while reaffirming our ongoing commitment to truth and reconciliation through meaningful and impactful change.

We are committed to working collaboratively with Indigenous peoples and community partners as we build a pathway towards reconciliation in Greater Sudbury.

### **Smile Cookie Campaign – November 16**

GSPS is proud to support the Tim Horton's Holiday Smile Cookie Campaign, running until November 19<sup>th</sup>. Proceeds will support the Pregnancy Care Centre, Infant Food Bank, and Tim Horton's Children's Foundation.

Be sure to get your #SmileCookie today!





## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT



### **Santa Claus Parade – November 18**

The 2023 Greater Sudbury Santa Claus Parade was a success! 🎅🎄

Huge thank you to all of the parade organizers, sponsors, and volunteers. Special thank you to our very own GSPS parade committee members who volunteered their time and efforts to prepare the GSPS float.

We love seeing your smiling faces, excitement, and community spirit.



### **Fire and Ice – Police vs Fire Charity Hockey Game – Save the Date Video – November 21**

On February 1, 2024, the Fire and Ice – Police vs Fire Charity Hockey Game will make its return to the Sudbury Arena.

This year, the event sponsors are Skater's Edge and Freelandt, Caldwell, Reilly Professional Chartered Accountants.



## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT



### **Bullying Awareness Week – November 20-24**

Bullying is a form of aggression where there is a power imbalance; it is behaviour that makes the person being bullied feel afraid, alone, or uncomfortable. Bullying takes many forms, including physical, verbal, social or relational, and cyberbullying.

Sadly, seven in 10 youth experience some sort of bullying.

It's important to take preventative action against bullying in our schools, homes, workplaces, and communities. Bullying is NOT a “normal” part of growing up. It is hurtful and can have lasting impacts on a child’s life.

That’s why we have people like Cst. Kathryn Howard, School Resource Officer, go into schools and speak to youth directly about #AntiBullying and encourage them to show compassion, kindness, and respect toward others.

Each and every day, we promote our RICH values of Respect, Inclusivity, Courage, and Honesty with the ultimate goal of empowering our community to ensure that #Sudbury is a safe place to live, work and play.

### **Launch of 2023 Festive Reduce Impaired Driving Everywhere (RIDE) Campaign – November 28**

Collaborative efforts, including education and enforcement, are essential to safeguarding community safety and well-being against the impacts of impaired driving.

On November 28, in collaboration with the City of Greater Sudbury, the Ontario Provincial Police – North-East Region, Safe Ride Home Sudbury, MADD Canada, the Canadian Blood Services, and Public Health Sudbury & Districts, we hosted the official launch of the Festive Reduce Impaired Driving Everywhere (RIDE) Campaign.

Although our Traffic Management Unit, with the assistance of Patrol Operations, conducts RIDE checks throughout the year, there is enhanced awareness surrounding the festive season. Community members should expect #AnywhereAnytime RIDE checks throughout the month of December.

## GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT



In 2022, officers charged 290 drivers with impaired driving and to date in 2023, officers have charged an additional 268 drivers with impaired driving.

Getting behind the wheel when impaired is a criminal choice. A choice that can have devastating consequences as impaired collisions claim innocent lives and leave others with lifelong physical and emotional scars.

We must continue to be proactive in addressing impaired driving through awareness, education, and targeted enforcement including our Festive RIDE Program. Together, we can work to prevent senseless tragedies, save lives, and protect the safety and well-being of our community.

### **Return of Constable Nickel and Safe Driving Week – video – December 1**

Your favourite uniformed #ElfOnTheShelf has made his way back to Sudbury all the way from the North Pole! Constable Nickel will be staying here for an extended visit until Christmas Eve.

Today marks the beginning of #SafeDrivingWeek! Drivers, remember:

- Wear your seatbelt
- Give your full attention to the road
- Obey posted speed limits