



**GREATER SUDBURY POLICE SERVICES BOARD**  
**WEDNESDAY March 21, 2018 4:00 P.M.**  
**Police Headquarters, Alex McCauley Boardroom, 5th Floor**

**PUBLIC AGENDA**

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3	<b>Declarations of Conflict of Interest</b>		
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## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: March 14, 2018
<b>PUBLIC</b>	
<b>SUBJECT: PROMOTION OF OFFICER</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> Recruitment and Succession Planning	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

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

**Sergeant Chris Slobodian**

### BACKGROUND:

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

### CURRENT SITUATION:

As a result of a recent retirement, a vacancy was created at the rank of Sergeant.

The member has been promoted and will be presented to the Board March 21, 2018.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: March 14, 2018</b>
<b>PUBLIC</b>	
<b>SUBJECT: POLICE SERVICES BOARDS AND THE PUBLIC SECTOR SALARY DISCLOSURE ACT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Increase Visibility and Transparency	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

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

#### **BACKGROUND:**

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

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

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

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**CURRENT SITUATION:**

The 2017 Public Sector Salary Disclosure is due to be released on March 31, 2018. There are 200 names on the list for 2017 which is up by 18 from last year which reported 182. Factors that contribute to exceeding the \$100,000 threshold include assignments that involve overtime, paid duty, retroactive pay and entitlement to statutory holiday pay.

The increase from the prior year is due for the most part to a Senior Officer Civilian contract settlement which attracted retroactive pay and a number of constables who were just below the \$100,000 threshold last year and have now moved over with the increase provided in the Agreement and policing allowance pay.

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

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

Otherwise, there is nothing unique about the 2017 Public Sector Salary Disclosure.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> March 14, 2018
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>BOARD CORRESPONDENCE</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
<b>Recommended by:</b>  Sharon Baiden Chief Administrative Officer 	<b>Approved by:</b>  Paul Pedersen Chief of Police 

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

Correspondence was received from the Ministry of Community Safety and Correctional Services advising that an inspection will be conducted on Major Case Management Regulation, O.R. 354/04.

OAPSB has also provided a Status Update on Bill 175 - the Safer Ontario Act.

A copy is attached.

**Ministry of Community Safety  
and Correctional Services**

Public Safety Division

25 Grosvenor St.  
12<sup>th</sup> Floor  
Toronto ON M7A 2H3

Tel.: 416 314-3079  
Fax: 416 314-3092

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

Division de la sécurité publique

25, rue Grosvenor  
12<sup>e</sup> étage  
Toronto ON M7A 2H3

Tél.: 416 314-3079  
Télééc.: 416 314-3092



January 29, 2018

Chair Michael Vagnini  
Sudbury Police Services Board  
190 Brady Street  
Sudbury, ON P3E 1C7

Dear Chair Vagnini:

As you know, the Ministry's Operations Unit supports the delivery of adequate and effective police services in Ontario by conducting inspections and monitoring compliance with applicable legislative and regulatory requirements. The Ministry will be conducting a focused inspection on the Major Case Management (MCM) Regulation, O.R. 354/04.

The MCM Regulation requires that police services undertake and manage major case investigations in accordance with the Ontario MCM Manual and that every police service use the ministry-approved software, PowerCase. The following criteria offences are deemed to be major cases:

- homicides within the meaning of subsection 222 (4) of the Criminal Code (Canada) and attempted homicides,
- sexual assaults, including sexual interference, and attempted sexual assaults, sexual exploitation and invitation to sexual touching,
- non-familial abductions and attempted non-familial abductions,
- missing person occurrences where circumstances indicate a strong possibility of foul play,
- occurrences, involving found human remains, that are suspected to be homicide,
- criminal harassment where the harasser is not known to the victim, and
- any other types of cases designated as a major case pursuant to the Ontario Major Case Management Manual.

The scope of the inspection will be limited to the following three criteria offences:

- homicides within the meaning of subsection 222 (4) of the Criminal Code (Canada) and attempted homicides,
- sexual assaults, including sexual interference, and attempted sexual assaults, sexual exploitation and invitation to sexual touching, and
- criminal harassment where the harasser is not known to the victim.

.../2

As referenced in the All Chiefs Memorandum, 17-0078, the inspection of the MCM Regulation includes a two-pronged approach beginning with a review of closed 2016 investigations entered in PowerCase and analysis of data from the Service's Records Management System (RMS). This work will be done by police officers seconded to the ministry.

Information on the general parameters of the inspection is attached in the Police Service Inspection Program. Included are the following documents:

- Excerpts from the Major Case Manual that will assist you to evaluate the described requirements of the Regulation prior to the on-site phase (Appendices A - C);
- A list of documents, including relevant policies and procedures, that will be required in advance of the on-site phase (Appendix D); and,
- An approval form enabling the Ministry to remotely access the Service's RMS and cases in PowerCase (Appendix E).

We request you return completed documents outlined in Appendix D and E to the Inspection Lead by Thursday, March 29, 2018, for the purpose of inspection planning.

It would be helpful if an appropriate member of the Service is designated as the Inspection Liaison to act as the primary point of contact for the Inspection Team. Mr. Graham Wight, Police Services Advisor, will lead the inspection and will work with the Service to schedule the on-site phase and coordinate the remote access to the RMS.

The Inspection Team will review the inspection process with the Board and Chief of Police prior to starting work on-site.

Should you have any questions, please contact Graham Wight, Police Services Advisor, at 416-817-1347 or at [graham.wight@ontario.ca](mailto:graham.wight@ontario.ca).

Sincerely,



Morgan Terry  
Manager  
Operations Unit, External Relations Branch

Enclosure

c. Graham Wight, Police Services Advisor



The Leading Voice of Police Governance in Ontario

## OAPSB Status Update - Bill 175

As you've likely heard, Bill 175 – the *Safer Ontario Act* – was amended by the Standing Committee on Justice last week and received third reading and Royal Assent on Thursday March 8th. The amended Bill is posted at

[http://www.ontla.on.ca/web/bills/bills\\_detail.do?locale=en&BillID=5295&detailPage=bills\\_detail\\_the\\_bill](http://www.ontla.on.ca/web/bills/bills_detail.do?locale=en&BillID=5295&detailPage=bills_detail_the_bill)

This is an historic occasion. The *Safer Ontario Act* is the largest modernization to community safety legislation in a generation. For us, Royal Assent marks the culmination of six years of consensus-building within OAPSB, and external advocacy efforts on behalf of OAPSB.

Notwithstanding this momentous progress, there are a large number of Regulations that now need to be developed under this *Act*, prior to its “proclamation” (which brings the *Act* into effect). **Until proclamation of the *Safer Ontario Act*, the pre-existing *Police Services Act* remains in effect.**

Bill 175 is not without controversy. Opposition parties opposed it at third reading, the NDP vowed to repeal it if elected, and police labour associations (unions) have condemned it despite extraordinary lobbying efforts by them over the past couple of years, and extraordinary attempts by the Government to appease them. A comprehensive list of media coverage of the Bill and stakeholder views is attached to this email.

There are lots of changes in Bill 175 – the *Safer Ontario Act*. Some of the highlights are:

- Provincial legislation regarding community safety is extended, on a voluntary basis, to all First Nations
- OPP governance is extended to 200+ more communities, through the establishment a detachment board for each detachment, or more than one board in accordance with the regulations - Section 67
- Every municipality must develop a community safety and well-being plan; this plan will be the

catalyst for cooperation between various human and health services, including police – Sections 195-204.

- There are two types of municipal boards: police service boards and First Nations boards (the term “police service board” replaces the term “police services board”)
- Municipal councils must prepare and follow diversity plans regarding their appointments to police service boards – Section 27-29
- The Minister is now responsible develop, promote and provide education and training to both policing *and police governors* - Section 3(1)(j); A board member must complete training prior to acting as a board member – Section 35
- Police service boards are now responsible to provide adequate and effective policing in the area for which it has policing responsibility (previously a municipal responsibility) – Sections 10, 37 – including alternate service delivery (ASD) options ensconced in legislation - Section 14(4)
- Board policies must address the provision of adequate and effective policing (Section 38 (1)(b)); the board “may establish policies respecting any other matters related to the police service or the provision of policing” (Section 38(2)), except that the board shall not make policies with respect to specific [i.e. individual] investigations, the conduct of specific [i.e. individual] operations, the management or discipline of specific [i.e. individual] police officers (Section 38(5))
- Municipal boards’ strategic plans must cover a wide-range of matters – Section 39
- Persons other than board members (such as lawyers) may conduct collective bargaining on behalf of a police service board, without police board members being present (confirmed by Minister’s Policy Director on 6 March 2018) - Section 171(2)

We encourage everyone to come to the Spring Conference and Annual General Meeting, May 23-26, 2018 at Blue Mountain, to learn more about the new *Safer Ontario Act*.

As always, thanks for your engagement and support!



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: March 14, 2018</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2017 DONATIONS RESERVE FUND YEAR END</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Fiscal Accountability and Transparency	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receives the Donations Reserve Fund report for the period January 1 to December 31, 2017 for information.**

### BACKGROUND:

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

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

### CURRENT SITUATION:

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

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<b>SUBJECT: 2017 DONATIONS RESERVE FUND YEAR END</b>	<b>Page 2</b>
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Monies are used for the purpose of crime prevention initiatives as deemed suitable by the Greater Sudbury Police Services Board without further authorization from Council.

Many of the funds drawn from this reserve are used in support of activities as determined suitable through the Chief's Youth Advisory Committee and crime prevention activities. Requests for funds are regularly reviewed by the Board based on applications detailing the purpose and use of said funds.

This is a working reserve. On an annual basis, the Board is provided with a report of summarizing annual transactions all of which were authorized throughout the year. Please see Table 'B' attached.

This year, the fund grew by just over \$21,919.55 largely due to the Community and Police Awards Gala fundraiser and donations for the Lions' Eye in the Sky earmarked for future camera replacements.



# Reserve Funds

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## Greater Sudbury Police Services Board Reserve Fund

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

## Police Services Donations Reserve Fund

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

## Equipment and Vehicle Replacement Reserve Fund - Police

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

## Sick Leave Reserve Fund - Police

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

## Capital Financing Reserve Fund - Police

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

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

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

**TABLE "B"**



**GREATER SUDBURY POLICE SERVICES  
DONATIONS RESERVE FUND**

**YEAR-END  
December 31, 2017**



TABLE "B"

**Police Services  
Donations Reserve Fund**

<b>Balance 2016 Year End</b>		<b>\$ (128,445.45)</b>	<b>\$ (128,445.45)</b>
<b>2017 Revenue</b>			
Youth Initiatives		\$ (40,571.90)	
Mason Basketball Camp		\$ -	
Youth Symposium		\$ -	
Crime Prevention		\$ -	
Citizens on Patrol		\$ -	
Drug Related		\$ -	
Literacy Program		\$ -	
Lions Eye in the Sky		\$ (7,000.00)	
ELLF		\$ (1,500.00)	
Green Stairs		\$ -	
Graffiti Eradication		\$ -	
Shop with a Cop		\$ (3,060.00)	
STRIDE		\$ -	
SPYDR Mountain Bike Program		\$ -	
GSPS Multicultural Board		\$ (2,760.00)	
Auxiliary Unit		\$ -	
Kids Cops & Fishing		\$ (500.00)	
Reserve Fund Interest		\$ (2,442.35)	
<b>2017 Total Revenue</b>			<b>\$ (57,834.25)</b>
<b>2017 Expenditures</b>			
Youth Initiatives		\$ 25,927.03	
Mason Basketball Camp		\$ -	
Youth Symposium		\$ -	
Crime Prevention		\$ -	
Citizens on Patrol		\$ -	
Drug Related		\$ -	
Literacy Program		\$ -	
Lions Eye in the Sky		\$ 3,663.32	
ELLF		\$ -	
Green Stairs		\$ -	
Graffiti Eradication		\$ -	
Shop with a Cop		\$ 2,597.20	
Stride		\$ -	
SPYDR		\$ -	
GSPS Multicultural Board		\$ 2,417.83	
Auxiliary Unit		\$ -	
Kids Cops & Fishing		\$ 1,309.32	
<b>2016 Total Expenses</b>			<b>\$ 35,914.70</b>
<b>Balance 2017 Year End</b>		<b>\$ (150,365.00)</b>	<b>\$ (150,365.00)</b>



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: March 14, 2018</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2017 BOARD TRUST RESERVE FUND YEAR-END</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Fiscal Accountability and Transparency	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receives the Board Trust Reserve Fund Financial Statement for the year ended December 31, 2017 for information.**

### BACKGROUND:

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

### CURRENT SITUATION:

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

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<b>SUBJECT: 2017 BOARD TRUST RESERVE FUND YEAR-END</b>	<b>Page 2</b>
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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.

Table “A” is attached and details the 2017 activities and provides a summary of year-end balance.

**TABLE "A"**



**GREATER SUDBURY POLICE SERVICES BOARD  
BOARD TRUST RESERVE FUND**

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**YEAR-END  
December 31, 2017**



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

**TABLE "A"**

<b>Balance 2016 Year End</b>	<b>\$ (40,168.82)</b>
<b>2017 Revenue</b>	
Auction Proceeds	\$ (3,092)
Seized Monies	\$ - *
Unclaimed Money	\$ -
Donation	\$ -
Sale of Scrap Metal	\$ -
Reserve Fund Interest	\$ (764)
<b>2017 Total Revenue</b>	<b>\$ (3,855.70)</b>
<b>2017 Expenditures</b>	
2017 Polar Plunge for Special Olympics	\$ 2,000.00
2017 Coldest Night Campaign	\$ 1,000.00
2017 GSPS Curling Funspiel	\$ 500.00
2017 Joe Mac Basketball Championship	\$ 1,500.00
Safe Ride Home Sudbury	\$ 1,500.00
Keep Seniors	\$ 150.00
Serving with Pride Gala	\$ 1,000.00
2017 Campaign	\$ 2,000.00
Aspire to Inspire	\$ 500.00
National Ringette Championship	\$ 600.00
Celebrity Hockey Classic	\$ 1,000.00
Celebrity Hockey Classic	-\$ 1,000.00
<b>2017 Total Expenses</b>	<b>\$ 10,750.00</b>
<b>Balance 2017 Year End</b>	<b>\$ (33,274.52)</b>

\* \$4,756.49 of Seized Money was collected by Property 2017, but deposited by Finance in 2018. Year end ledgers are closed, therefore cannot be recorded within 2017.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: March 14, 2018</b>
<b>PUBLIC</b>	
<b>SUBJECT: REPORTING OF FIREARMS DISCHARGES INVESTIGATION INSPECTION UPDATE</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

**RECOMMENDATION: FOR INFORMATION**

### **BACKGROUND:**

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

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

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

Ministry guideline AI-012 (Use of Force) recommends boards establish policy addressing compliance with these requirements.

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<b>SUBJECT: REPORTING OF FIREARMS DISCHARGES INVESTIGATION INSPECTION UPDATE</b>	<b>Page 2</b>
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In January 2017, the Board received correspondence Ministry of Public Safety Division and Public Safety Training Division advising that the Ministry would be conducting an inspection, pursuant to section 3 of the *PSA*, to assess compliance with section 13 of the Equipment and Use of Force Regulation.

On its initial review, the Board report that there had been no such incidents for the period under review, 2012 to 2017. The Ministry subsequently contacted the Board citing an incident which should have triggered reporting. While the Service was aware of the incident, it did not feel it met the threshold for reporting given that the injuries were not serious nor was there hospital admission. Subsequently, the Board did report this incident and the various steps that had been taken at the time.

**CURRENT SITUATION:**

On March 5, 2018, a response and report was received from the Ministry of Community Safety and Correctional Services acknowledging receipt of the report which was reviewed.

The inspection found that the Board did not achieve compliance with duty to file copies of investigation reports with the Ministry. Again, this was a misinterpretation of the requirement to report given that there was no hospital admission and it was deemed to be a minor injury in the particular incident. At the time, SIU conducted an investigation. As well, section 11 review was conducted. Both reviews found nothing untoward with the actions of the officer. The Regulation also requires that a Section 13 report be filed with the Ministry which was not done.

The Inspection Team reviewed records indicating investigation reports had been filed with the Ministry. For 20 of the 57 events reported, reports had been filed with the Ministry. As such a recommendation was made that *"Municipal police services boards and the Commissioner should ensure that reports on investigations regarding the discharge of firearms causing injury or death are filed with or submitted to the Minister as soon as practicable"*.

The letter and report are attached.

March 5, 2018

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

**RE: Inspection on the Investigation and Reporting of Firearms Discharges  
Causing Death or Injury**

Dear Mr. Vagnini:

Police use of force continues to be a forefront issue for the policing community and has received significant public and media attention. The Ontario Ombudsman and the Office of the Independent Police Review Director have both reviewed Ministry of Community Safety and Correctional Services (ministry) direction on use of force.

*Police Services Act (PSA) regulation 926 (Equipment and Use of Force), section 13,* requires investigations into the circumstances of firearms discharges by members of police services in the performance of their duties that cause injury or death. Municipal chiefs of police are required to submit reports on these investigations to police services boards.

Boards are required to review the report, make additional inquiries as appropriate, and file a copy of the report with the Solicitor General; including a report on any additional inquiries. Ministry guideline AI-012 (Use of Force) recommends boards establish policy addressing compliance with these requirements.

In 2017, the ministry conducted an inspection assessing compliance with section 13 of the Regulation. I wish to thank the Board for its cooperation and assistance.

Your Board provided investigation reports for at least one firearm event triggering section 13 of the Regulation that occurred within your jurisdiction between January 1, 2012 and January 23, 2017. In addition, the Board policy relevant to the inspection was reviewed. The inspection found that the Board is not achieving compliance with the ongoing duty to file copies of investigation reports with the ministry. Recommendation #3 in the attached inspection report applies to your Board:

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*Municipal police services boards and the Commissioner should ensure that reports on investigations regarding the discharge of firearms causing injury or death are filed with or submitted to the Minister as soon as practicable.*

If you have any questions or concerns, please contact Graham Wight, Police Services Advisor, Operations Unit, at: [graham.wight@ontario.ca](mailto:graham.wight@ontario.ca) or 416-817-1347.

Regards,

A handwritten signature in black ink, appearing to read "Morgan Terry". The signature is fluid and cursive, with the first name "Morgan" being more prominent than the last name "Terry".

Morgan Terry, Manager  
Operations Unit, External Relations Branch  
Public Safety Division

- c. Chief Paul Pedersen, Greater Sudbury Police Service
- c. Graham Wight, Police Services Advisor

Inspection on the  
Investigation and  
Reporting of  
Firearm Discharges  
Causing Injury or  
Death

January – June,  
2017

Public Safety Division  
25 Grosvenor Street,  
12<sup>th</sup> Floor  
Toronto ON M7A 2H3



Ministry of Community  
Safety and Correctional  
Services

# ACKNOWLEDGEMENTS

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The ministry thanks Ontario police services boards, the Ontario Provincial Police Commissioner and Ontario police chiefs for their assistance and cooperation during this inspection process.

**Inspection Team:**

Tom Gervais, Jeeti Sahota, Duane Sprague,  
David Tilley and Graham Wight  
**Police Services Advisors  
Operations Unit**

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# INSPECTION OVERVIEW

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## Legislative Responsibilities

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### Ministry of Community Safety and Correctional Services

The *Police Services Act* (PSA) sets out the statutory responsibilities of the Minister of Community Safety and Correctional Services under section 3. Included are requirements that the Minister shall:

- conduct a system of inspection and review of police forces across Ontario;
- monitor police forces to ensure that adequate and effective police services are provided at the municipal and provincial levels;
- monitor boards and police forces to ensure that they comply with prescribed standards of service;
- provide to boards and municipal chiefs of police information and advice respecting the management and operation of police forces, techniques in handling special problems and other information calculated to assist; and
- develop and promote programs to enhance professional police practices, standards and training.

### Police Services Board

Police services boards overseeing municipal police forces are responsible for the provision of adequate and effective police services in the municipality, including the determination of the objectives and priorities respecting police services. The board fulfills one of its governance responsibilities by establishing policies for the effective management of the police force.

### Chief of Police

Municipal chiefs of police are responsible for the administration and operation of their respective police forces and overseeing its operation in accordance with the objectives, priorities and policies established by the board. The OPP Commissioner is responsible for providing adequate and effective policing to all municipalities that are not policed by a municipal police force.

The duties of chiefs of police include:

- establishing procedures for operational and administrative direction;
- ensuring that members of the police force carry out their duties in accordance with the PSA and regulations, and in a manner that reflects the community; and
- maintaining discipline in the police force.

## Inspection Program

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The ministry conducts inspections and monitors compliance with legislative and regulatory requirements. Inspections are based on relevant legislation, regulations and guidelines contained within the ministry's Policing Standards Manual.

The Policing Standards Manual guidelines are one of the mechanisms used by the ministry to meet the statutory requirements set out in section 3 of the PSA. The guidelines are also one of the primary tools to assist boards and chiefs of police with their understanding and implementation of the PSA and its regulations.

Ministry guideline content which does not address statutory or regulatory requirements is advisory in nature. Boards and chiefs of police may also consider comparable equivalents when addressing compliance with the PSA and its regulations. No recommendations will be made if policy, procedures or practices achieve compliance with statutory or regulatory requirements or they have equivalent outcomes to discretionary guideline content.

## Focussed Inspection – PSA Regulation 926 s.13

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Police use of force has been a forefront issue for the policing community for the past several years, receiving significant public and media attention. The Ontario Ombudsman and the Office of the Independent Police Review Director have both reviewed ministry direction on use of force.

PSA regulation 926 (Equipment and Use of Force), section 13, requires investigations into the circumstances of firearms discharges by members of police forces in the performance of their duties that cause injury or death. Municipal chiefs of police are required to submit reports on these investigations to their police services boards. The Ontario Provincial Police (OPP) Commissioner is required to submit reports to the Minister.

The described requirements have been in force since 1992.

Police services boards and the Minister are required to review investigation reports and make additional inquiries as appropriate. Boards must file a copy of the report with the Minister; including a report on any additional inquiries.

Ministry guideline AI-012 (Use of Force) recommends boards establish policy addressing compliance with these requirements. The guideline further recommends that the policy state the board will comply with its responsibilities under section 13 of the regulation, and directs the chief of police to investigate and file a report to the board where a member, by the discharge of a firearm in the performance of his or her duty, kills or injures another person.

In January, 2017, the ministry announced a decision to conduct an inspection focussed on the investigation and reporting requirements of PSA regulation 926 section 13. All municipal police services boards and the Commissioner were notified.

# INSPECTION FINDINGS

## Investigation and Reporting of Firearm Discharges Causing Injury or Death

For purposes of the inspection, municipal police services boards and the Commissioner were requested to submit investigation reports regarding firearm discharges causing injury or death that occurred between January 1, 2012 and January 23, 2017. In addition, the boards were to submit meeting minutes indicating the report was reviewed by the board and any subsequent inquiries. Boards and the Commissioner were to submit their policies on the use of force that addressed the investigation and reporting requirements of regulation 926 section 13. If there were no investigation reports, a nil response was requested and only the relevant policy was to be submitted.

As a baseline for compliance with the requirement to conduct investigations and report submission, data was extracted from information publicly posted online by the Special Investigations Unit (SIU) regarding events involving police firearm discharges that occurred within the inspection timeframe:

<b>Police Services Notifying SIU – Firearm Discharges Causing Injury or Death</b>			
<b>Police Service</b>	<b># Police Officers*</b>	<b># Events</b>	<b># SIU Concluded</b>
Durham Regional	871	5	5
Greater Sudbury	264	1	1
Guelph	195	1	1
Halton Regional	697	4	3
Hamilton	805	3	2
London	598	1	0
Niagara Regional	702	1	1
Ontario Provincial Police	5800	8	7
Ottawa	1351	1	1
Peel Regional	2015	7	6
Peterborough	139	1	1
Toronto	5235	29	24
Waterloo Regional	739	2	2
York Regional	1579	3	3
<b>Total Events</b>		67	57

\*From most recent Annual Report or other current report posted on police service website. Actual may vary.

There were 67 events investigated by the SIU within the inspection scope. Of these, 57 investigations were concluded prior to January 23, 2017. The ministry has no expectation that a report would be received by a board or provided for inspection purposes prior to the SIU investigation conclusion.

## **Police Services Boards & OPP Commissioner - Policy**

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Ministry guideline AI-012 recommends that police services boards have policy addressing the use of force and related matters, including the investigation and reporting of firearms discharges resulting in injury or death. In addition, the guideline recommends that boards direct their chiefs of police to immediately investigate these events and file a report to the board.

Provincial policies of the OPP represent the Commissioner's direction to OPP members regarding their performance of duties and are contained in Ontario Provincial Police Orders. The statutory and regulatory duties and responsibilities of the Commissioner are delegated through OPP Orders.

### **Findings**

Fifty of the 52 municipal police services boards submitted current policies on the use of force that addressed the requirements of O.Reg. 926 section 13. The policies were reviewed and found to address the section requirements consistent with ministry guideline AI-012. One of the exceptions did not have a use of force policy or alternative policy addressing the section 13 requirements. The second exception provided multiple use of force policies and amendments that did not provide coherent direction.

The OPP submitted Ontario Provincial Police Orders relevant to the inspection. The Orders were reviewed and found to address the requirements of O.Reg. 926 section 13, except for investigation report submission to the Minister. The Orders neither required the provision of the reports to the Commissioner to enable subsequent submission to the Minister, nor did they delegate the responsibility to submit the reports to the Minister.

### **Recommendations**

1. Municipal police services boards either without policy or with incoherent policy on the use of force, particularly policy addressing O.Reg. 926 section 13, should develop and approve a policy or review and consolidate existing policies to ensure they are coherent.
2. The OPP Commissioner should revise OPP Orders to ensure compliance with O.Reg 926 section 13 regarding the submission of investigation reports to the Minister.

## **Police Services & Boards - Practices**

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All 52 municipal police services boards and the OPP Commissioner provided a response. Forty boards indicated they had not received an investigation report during the inspection time-frame. The nil responses were consistent with the baseline data.

The remaining 12 boards and the Commissioner provided positive responses and submitted investigation reports. The ministry received 53 of the 57 investigation reports indicated by the baseline data. Inquiries by the Inspection Team did not result in the location and submission of the remaining investigation reports and it is uncertain if investigations were conducted or reports submitted to boards for these events. Despite this, the Inspection Team found there is a high degree of awareness of the requirement for chiefs of police to investigate firearm discharges causing injury or death.

Meeting minutes submitted by 10 boards indicated the matter was reviewed. The remaining two boards provided documentation of recent report submission by the chief of police to the board but did not provide minutes indicating a review.

The investigation reports were found to be sufficiently detailed to enable boards to make an informed review and determine if additional inquiries should be made. There was no record of a board making additional inquiries that would require the further submission of reports by chiefs of police. Reports submitted by the Commissioner were found to be sufficiently detailed to enable the Minister to make an informed review.

The Inspection Team reviewed records indicating investigation reports had been filed with the ministry as required. A positive record was found for 20 of the 57 events within the inspection scope. No single police service filed reports for every event requiring an investigation. Four reports were filed with the Minister after boards were notified of the inspection and independent of the inspection process. The four reports had been submitted to boards between six months and two years prior to the inspection. The Inspection Team found that there is insufficient awareness of and compliance with the requirement to file or submit investigation reports to the Minister.

**Recommendations:**

3. Municipal police services boards and the Commissioner should ensure that reports on investigations regarding the discharge of firearms causing injury or death are filed with or submitted to the Minister as soon as practicable.

# RELEVANT ISSUES

## Chief Investigations Arising From SIU Notification – O.Regulation 267/10 Section 11

The SIU is authorized by section 113 of the PSA to cause investigations to be conducted into the circumstances of serious injuries and deaths that may have resulted from criminal offences committed by police officers. In support of the SIU authorization, PSA regulation 267/10 (Conduct and Duties of Police Officers Respecting Investigations by the Special Investigations Unit) was enacted in 1998.

Section 3 of regulation 267/10 requires chiefs of police to notify the SIU immediately of an incident involving one or more of their police officers that may reasonably be considered to fall within the investigative mandate of the SIU, as set out in subsection 113 (5) of the PSA. Section 11 of the regulation requires chiefs of police to cause an investigation to be conducted forthwith into any incident with respect to which the SIU has been notified.

Therefore, events that trigger an investigation required by section 13 of regulation 926 also, with extremely rare exceptions, require SIU notification. The notification in turn triggers an investigation required by section 11 of regulation 267/10. The outcome and reporting requirements of the two regulations differ significantly. It is reasonable to expect that chiefs of police will cause an investigation to be conducted when a police officer discharges a firearm – especially if injury or death results. It is not reasonable to expect that two investigations will be conducted arising from the same event.

A review of the 53 investigation reports provided pursuant to the inspection revealed that 48 reports stated they were either conducted pursuant to section 11 of regulation 267/10 only, or to both regulations concurrently. Five reports stated they were submitted pursuant to section 13 of regulation 926 and clearly identified that they were abbreviated versions of more detailed reports arising from section 11 investigation reports, which had been previously submitted to boards.

It is reasonable to conclude that Ontario police services give priority to compliance with section 11 of regulation 267/10. This section sets out required investigation outcomes, the report submission period and public disclosure provisions, which are absent from section 13 of regulation 926. All of the investigations were conducted to presumably achieve full compliance with section 11, while compliance with section 13 was incidental.

The Inspection Team chose to review key requirements of section 11 as relevant to the scope of the inspection.

### **Investigation Outcomes:**

Subsection 11(2) of regulation 267/10 sets out that the purpose of an investigation is to review the policies of or services provided by the police service and the conduct of its police officers. The review found investigation outcomes in 53 reports as follows:

<b>Number of Reports with Regulated Investigation Purpose Outcomes</b>		
<b>Policies of Police Service</b>	<b>Services Provided</b>	<b>Conduct of Police Officers</b>
23	48	51

All of the reports emphasise the SIU investigations which, with few exceptions, resulted in a decision to not charge subject officers with a criminal offence.

### **Investigation Reporting Period:**

Subsection 11(4) of regulation 267/10 requires municipal chiefs of police to report their investigation findings and any action taken or recommended to be taken to the board within 30 days after the SIU director advises the chief of police that the investigation results have been reported to the Attorney General. Subsection 11(5) requires the Commissioner to prepare a report of investigation findings and any action taken within the same time period.

The Inspection Team compared the dates SIU investigations were concluded, extracted from submitted records or from SIU public announcements to the dates of meetings in which boards reviewed investigation reports submitted by chiefs of police. SIU investigation conclusion dates were also compared to the dates of section 11 reports of investigations delegated by the Commissioner. There were 47 investigations for which both dates were available for analysis.

The following results have been grouped according to the number of events investigated by a police service during the inspection period. The elapsed period between SIU investigation conclusion and required reporting is shown as a range from the shortest to the longest.

<b>Average and Median Reporting Period Ranges</b>		
<b># Investigations Conducted</b>	<b>Average</b>	<b>Median</b>
<b>Less than three</b>	21 to 579 days	21 to 579 days
<b>Three or more</b>	43 to 118 days	46 to 90 days

Examining all 47 investigations for successive reporting periods revealed the following:

<b>Number of Reports in Successive Reporting Periods</b>				
<b>Time Period</b>	<b>30 Days and Less</b>	<b>31 to 60 Days</b>	<b>61 to 90 Days</b>	<b>More than 90 Days</b>
<b># of Total Investigations</b>	5	16	5	21

### **Public Availability of Investigation Reports:**

Subsections 11(4) and 11(5) of regulation 267/10 provide that boards and the Commissioner may make investigation reports available to the public.

The decisions of the Commissioner regarding the public availability of investigation reports were not recorded. The Inspection Team reviewed board minutes to determine if investigation reports were received in meetings open to the public or meetings when the public was excluded:

<b>Number of Reports Reviewed in Public vs Public Excluded Board Meetings</b>		
<b>Public</b>	<b>Public Excluded</b>	<b>Minutes Not Provided</b>
7	35	5

The investigation reports tabled at public meetings are presumed to be available to the public. There is no record in the reviewed minutes of a board considering the option to make an investigation report publicly available.

**Recommendations:**

4. The Ministry should review section 13 of regulation 926 and section 11 of regulation 267/10 to:
  - resolve concurrent requirements for investigations arising from the same set of circumstances;
  - determine the need for boards to continue filing investigation reports with the ministry as required by section 13 of regulation 926, and;
  - ensure the reporting period set out in section 11 of regulation 267/10 is practical and reasonable.

**Y**ou're invited to  
an enchanted evening  
of celebrating our  
volunteers

*The Greater Sudbury Police Service*  
invites you and a guest to the  
**Volunteer Appreciation Awards**

*Wednesday, April 18th, 2018*

*Doors open at 5:00 p.m.*

*Ceremony begins at 6:15 p.m.*

*Cambrian College Student Life Centre*  
*1400 Barry Downe Road*

Cash Bar • Semi-Formal Attire

RSVP by April 1st, 2018 • [volunteering@gspcs.ca](mailto:volunteering@gspcs.ca)

*Celebrate the Value of Volunteering*  
*Building confidence, competence, connections and community*



## **PUT ON YOUR FAVORITE PAIR OF JEANS AND COME ON DOWN TO THE BLUE JEANS COUNTRY BALL!!!**

Come out for a great country shindig in support of Crime Stoppers. Enjoy an amazing country buffet with all the fixings, dance the night away to live music by Mike Trudell and don't forget to try out your rodeo skills on the Crosstown Chevrolet mechanical bull.

**Date: April 21<sup>st</sup>, 2018**

**Location: Cambrian Student Centre**

**Tickets: \$60/person or \$480/table of 8 for Dinner & Dance**

**Saloon opens at 5:30 p.m.**

**Dinner bell rings at 6:30 p.m.**

**Cash Bar**

**If you can't make it for dinner join us for just the dance for \$20.**

To purchase your tickets email Deborah at [sudburycrimestoppers@vianet.ca](mailto:sudburycrimestoppers@vianet.ca) or call her at 705-675-9171 ext: 5692. Be sure to purchase your tickets and/or book your table early, as seating is limited.

Sudbury Rainbow Crime Stoppers relies solely on donations and fundraising events to operate our program and provide rewards to tipsters for information we receive. Thanks to money raised through fundraising events such as the Blue Jeans Country Ball, we have been able to assist law enforcement to solve such crimes as homicide, break & enters, mischiefs, animal cruelty, arsons, bullying, thefts, assaults, impaired & distracted driving, child abuse, poaching, frauds & robberies. Information regarding the whereabouts of wanted or missing persons, narcotics, weapons and stolen property have also been provided to law enforcement through Crime Stoppers.

**Thank you for helping to make our community safer!**

# **YEEHAW!!!**



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## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> March 14, 2018
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>NOTES OF APPRECIATION</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Participation in Community Events	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

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

A letter was received from a Sudbury family expressing their gratitude to Constable Arlington Mullens for assistance with a family issue. A family member who was struggling with depression had threatened suicide. “We are so appreciative of the way Constable Mullens responded to our situation. He continued to assure us that everyone was okay. He went beyond his duties with much compassion. Thank you.”

An email was received from a Sudbury family commending Sergeant Jack Sivazlian, and Constables Brett Burnett and Nicholas Jenkins for their warmth and kindness while delivering a next of kin notification. “I am so appreciative for their assistance. Officers sat with me a while and talked, offering help and support. We are grateful for the dignity that they afforded given the situation. Thank you for your leadership and humanity as exhibited by your officers.”



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 14, 2018</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2018-2019 BAIL SAFETY PROJECT AGREEMENT RENEWAL</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Crime Prevention and Intervention	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board enters into an Agreement with the Ministry of the Attorney General for the purpose of the Bail Safety Program for a one-year period April 1, 2018 to March 31, 2019.**

### BACKGROUND:

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

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

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

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

**CURRENT SITUATION:**

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

The current Agreement expires March 31, 2018. Correspondence was received from the Ministry extending the program from April 1, 2018 to March 31, 2019 on the same terms and conditions.

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



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 14, 2018</b>
<b>PUBLIC</b>	
<b>SUBJECT: PROJECT LIFESAVER INTERNATIONAL AGREEMENT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Law Enforcement Strategies	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board enters into an Agreement with Project Lifesaver International for the purchase of electronic tracking equipment and services to assist with the search of missing persons under Project Lifesaver.**

### BACKGROUND:

The Service had submitted an application for funding for Project Lifesaver Program under the Ministry of Community Safety and Correctional Services Proceeds of Crime Program. Funding in the amount of \$84,039.80 was confirmed by the Ministry.

Project Lifesaver provides equipment to aid in the search of missing persons which can aid in the response to save lives and reduce potential injury for adults and children who wander due to Alzheimer's, autism, and other related conditions or disorders by providing the technology and the training for a more efficient way of searching for these individuals.

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PLI provides equipment such as transmitters, receivers, wristbands, and batteries which allows for the tracking of wandering individuals in a more efficient and timely fashion for the member agencies.

The City of Greater Sudbury population is an aging one and the number of potential Alzheimer's and Dementia sufferers also grows. There is a risk of wandering individuals being reported missing with a need for search and rescue operations to be implemented.

**CURRENT SITUATION:**

The Board is required to enter into an Agreement with Project Lifesaver International for the purchase and use of the required electronic tracking equipment and services to assist with the search of missing persons under Project Lifesaver.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> March 14, 2018
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>LEAN TRAINING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Law Enforcement Strategies	
<b>Recommended by:</b>  Sharon Baiden Chief Administrative Officer 	<b>Approved by:</b>  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board enters into an Agreement with ABEO Modus Inc. for the purpose of providing LEAN Training at a cost of \$22,000 plus HST.**

### BACKGROUND:

Under the PEM Grant funding, the Service submitted an application to provide LEAN training to the Service as part of our commitment to modernizing our organization and maximizing efficiency and effectiveness of business practices. Lean was identified as a system to be used.

### CURRENT SITUATION:

A quotation was requested for proposals from qualified professional firms to assist in developing capacity and implementing a LEAN model for service delivery.

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Implementation of LEAN training will occur in two distinct phases.

The first will be to provide training and development of the Senior Leadership Team and Continuous Improvement Committee. This will involve close work with senior executives to learn how to implement a Lean Management philosophy and culture into GSPS. This will require not only the fundamentals of LEAN but also clear change management strategies. Our leaders must be active and fully engaged in the processes in order to ensure the momentum continues. This is the first step in setting organizational readiness for LEAN against our Vision, Mission, and Values.

The second stage of LEAN training will involve GSPS members in order to develop capacity to improve productivity, reduce waste, and implement a formal culture of continuous improvement from within individual work areas. This Team will continuously engage members at large through regular feedback, updates and implementing action plans for change.

Three quotations were received with the lowest bid submitted by ABEO Modus Inc. awarded the project.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	DATE: March 14, 2018
<b>PUBLIC</b>	
<b>SUBJECT: BADGE OF LIFE – POST-TRAUMATIC STRESS DISORDER PLAN</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

**RECOMMENDATION:**

**THAT the Board supports the Post-Traumatic Stress Disorder training session through Badge of Life Canada planned for April 12, 2018 with a \$1,000 donation with funds drawn from the Board Trust Fund.**

**BACKGROUND:**

In April 2016, Ontario passed the *Supporting Ontario’s First Responders Act* which amends the *Workplace Safety and Insurance Act*. The amendment states that PTSD diagnosis in first responders is presumed to be work related. The diagnosis must be made by a psychiatrist or psychologist. An amendment was also made to allow for the Minister of Labour to request and publish PTSD Prevention Plans from organizations. GSPS adopted their plan in April 2017 and same has now been posted with the Ministry of Labour.

This prevention plan helps the Service understand the impact of traumatic exposures, take steps to identify and implement prevention, intervention, recovery, and return to work strategies, and build a culture that promotes psychological health and safety in the workplace.

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Badge of Life Canada is a peer-led charitable organization committed to supporting police and corrections personnel who are dealing with psychological injuries diagnosed from service related operational stress injuries including post-traumatic stress, depression, anxiety, and addictions.

Badge of Life Canada was founded on the belief that all police services should have mental health programs in place to prevent issues that active and retired officers experience.

The goal is to accelerate mental wellness and cultural change within police organizations by reducing the stigmas and increasing available treatments along with the implementation of recognized peer support systems, awareness, and training.

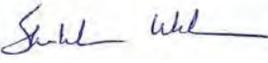
**CURRENT SITUATION:**

Badge of Life provides training in PTSD. Training aligns well with our PTSD Plan and helps to support organizational goals, roles, and responsibilities and identify mechanisms needed to recognize exposure, understand intervention options, and establish crisis intervention management processes.

Training sessions by Badge of Life Canada are planned for April 12, 2018.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> March 14, 2018
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2017 ANNUAL REPORT ON PUBLIC COMPLAINTS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Ongoing Best Practices	
Recommended by:  Superintendent Sheilah Weber Executive Services	Approved by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board receive this 2017 Annual Report on Public Complaints pursuant to Section 31(1) (j) of the *Police Services Act* for information.**

### BACKGROUND:

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

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

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

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

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

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

*Policy/Service Complaints:*

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

*Conduct Complaints:*

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

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

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

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

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

**CURRENT SITUATION:**

In 2017, the Greater Sudbury Police Service received a total of twenty-six public complaints through the OIPRD. This is a decrease of eleven complaints over the same period in 2016.

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

- Six were not dealt with pursuant to a determination made by the OIPRD in accordance with Section 60 of the *Act (the complaint was found to be frivolous, vexatious, made in bad faith, or was determined by the Director not to be in the Public Interest to pursue)* and screened out;
- Eleven complaints, two of which were service complaints, and three dealt with by way of informal resolution, were investigated and determined to be unsubstantiated;
- Six were withdrawn by the complainant;
- One complaint was determined to be substantiated and resolved with the officer under section 66 (10) of the *Police Services Act – Disposition Without a Hearing.*
- Two complaints are currently under investigation to be completed in 2018.

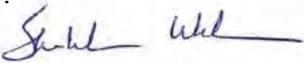
The following chart serves to illustrate the classification of complaints received in 2017 in comparison to 2016:

<b>COMPLAINT CLASSIFICATION</b>	<b>2017</b>	<b>2016</b>
Abuse of Authority	3	1
Assault	0	0
Breach of Confidence	0	2
Corrupt Practice	0	0
Discreditable Conduct	8	4
Excessive Force	5	1
False Arrest	0	0
Harassment	0	2
Incivility	1	2
Neglect of Duty	1	3
Service / Policy Complaint	2	3
Sex Assault	0	0
Threatening	0	0
Damage to Property	0	0
Total Investigations	20	18
Screened out by OIPRD	6	19
<b>TOTAL COMPLAINTS</b>	<b>26</b>	<b>37</b>

<b>COMPLAINT DISPOSITION</b>	<b>2017</b>	<b>2016</b>
Section 60 (screened out)	6	19
Unsubstantiated	11	5
Withdrawn	6	10
Substantiated	1	1
Under Investigation	2	2
<b>TOTAL COMPLAINTS</b>	<b>26</b>	<b>37</b>



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> March 14, 2018
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2017 CHIEF'S COMPLAINTS / INVESTIGATIONS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Ongoing Best Practices	
Recommended by: Sheilah Weber Superintendent Executive Services 	Approved by: Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receives this 2017 Chief's Complaints / Investigations Report in accordance with Section 76 of the *Police Services Act* for information.**

### BACKGROUND:

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

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

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

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

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

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

**CURRENT SITUATION:**

In 2017, the Professional Standards Bureau investigated five Chief's complaints pursuant to section 76 of the *Police Services Act*. This total is two less than the number of Chief Complaints from the previous year.

Each of these investigations was found to be substantiated and resolved by way of '*Informal Resolution*'.

The following chart illustrates the classification of Chief's Complaints investigated by the Professional Standards Bureau in 2017 compared to 2016:

<b>CHIEF'S COMPLAINTS</b>	<b>2017</b>	<b>2016</b>
Abuse of Authority	0	0
Assault	0	0
Breach of Confidence	0	1
Corrupt Practice	0	0
Discreditable Conduct	3	4
Excessive Force	1	1
Deceit	0	0
Harassment	0	1
Incivility	1	0
Neglect of Duty	0	0
Service / Policy Complaint	0	0
Insubordination	0	0
Unsatisfactory Work Performance	0	0
Damage to Property	0	0
<b>TOTAL</b>	<b>5</b>	<b>7</b>



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: March 14, 2018
<b>PUBLIC</b>	
<b>SUBJECT: 2017 INFORMATION PRIVACY COMMISSION ANNUAL REPORT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Ongoing Best Practices	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receives this 2017 Privacy Commission Annual Report for information.**

### BACKGROUND:

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

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

The *Act* includes a privacy protection system which the government must follow to protect an individual's right to privacy. The system includes rules regarding the collection, retention, use, disclosure, and disposal of personal information in the government's custody or control.

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

### **CURRENT SITUATION:**

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

Institutions must include in their report:

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

### **Collection of Identifying Information In Certain Circumstances (Regulated Interactions)**

- No members were permitted to access restricted Regulated Interaction information in Niche RMS for 2017;
- All non-compliant Regulated Interaction information contained in Niche RMS was restricted immediately in accordance with the *Regulation*;
- All compliant Regulation Interaction information contained in Niche RMS is restricted on the fifth anniversary of the date the information was entered in accordance with the *Regulation – 2012 data now restricted*.

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The following is a table summarizing the 2017 Statistics:

<b>Description</b>	<b>Personal Information</b>	<b>General Information</b>
<b>2017 TOTAL NEW REQUESTS RECEIVED</b>	<b>22</b>	<b>15</b>
<b>Total Number of Requests Relating to Regulated Interactions:</b>	<b>0</b>	<b>0</b>
<b>Source of Requests:</b> Individual/Public	13	8
Individual/Agent	8	7
<b>Time to Complete:</b> 30 days or less	19	12
31 – 60 day	2	3
<b>Disposition of Requests:</b> All information disclosed	1	2
Information disclosed in part	19	5
No Information disclosed	1	4
No responsive records exist	0	4
Requests withdrawn/abandoned	1	0
<b>Exemptions Claimed:</b> Law Enforcement	20	6
Personal Privacy (Third Party)	N/A	5
Personal Information (Requester)	15	N/A
Information Soon to be Published	0	1
The <i>Act</i> does not apply	1	1
Labour Relations & Employment Related Records	1	1
Solicitor-Client Privilege	1	2
Advice or Recommendation	1	1
<b>Fees Collected:</b> Application Fees	\$110.00	\$ 75.00
Additional Fees	\$101.40	\$606.30

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



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 14, 2018</b>
<b>PUBLIC</b>	
<b>SUBJECT: POLICING EFFECTIVENESS AND MODERNIZATION (PEM) GRANT – 2018/2019 APPLICATIONS FOR FUNDING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board endorses applications for funding in the amount of a cumulative total of \$1,457,832 under the 2018/2019 Ministry of Community Safety and Correctional Services Policing Effectiveness Modernization (PEM) Grant Program in the following areas:**

- **Community Support and Engagement Team**
- **Document Management System**
- **Multi-Media Marketing Specialist**
- **PCRC and CSPs**
- **Victimization Reduction Team**

### BACKGROUND:

The expectations that communities have of their police services have evolved and grown therefore change is required in the way the police interact with their communities including how and the types of community safety services that are delivered have evolved as well.

.../2

These new expectations have created additional pressures on the police to ensure they establish effective community partnerships, demonstrate accountability and inclusiveness, and are transparent in their delivery of information and decision-making.

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

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

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

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

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

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

**CURRENT SITUATION:**

The Service has examined a number of programs and opportunities under the 2018/2019 PEM Grant and has developed applications for in a number of areas as follows:

**Community Support and Engagement Team (CME)**

Collaboration with many agencies from a variety of sectors and disciplines is a critical component of “Our Shared Commitment to Community Safety and Wellbeing” service delivery model. To maximize reach in the community while remaining efficient, a blend of sworn and non-sworn personnel is used while undertaking CME including Community Mobilization Liaison Officer, School Resource Officers, Youth Safety Coordinators, Community Safety Personnel, and community partners. The focus of their collective efforts is on crime prevention through social development to achieve positive outcomes for the community.

Identification of risk factors influencing an individual or situation will guide the prevention or intervention processes required to reduce crime and victimization. Initiatives are customized to benefit different community a sector ensuring the right resource is in place to assist with solutions.

All partners participate and work together in discussing, developing and providing responses to cases of elevated risk. The partners comprise mental health, addiction services, and children services sector

<b>SUBJECT:  2018 APPLICATIONS POLICING EFFECTIVENESS AND  MODERNIZATION (PEM) GRANT APPLICATIONS</b>	<b>Page 4</b>
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**Document Management System**

The Service is creating custom programs to improve efficiencies in all branches. These include software for document management, automated budget submission process, statistical tracking, and fleet management which are being developed by our own programmer with 2017/2018 PEM funding. Troubleshooting errors, creating additional software packages, and managing document submissions will be streamlined and efficient to meet the needs of the organization.

The creation of the Document Management Program (DMP) has a portal for Crown Brief submissions required for all investigations involving a court appearance and is a labour intensive, document laden process. The DMP is designed to streamline this process and make it completely electronic with copies sent electronically for supervisor approval,

The number of projects being initiated, the amount of work required and the organizational priority for modernizing work processes utilizing this new program necessitates the need for a Document Management System Developer. This position will assist our full-time developer with coding, database creation and maintenance, project management, and data analysis.

**Multi-Media Marketing Specialist**

The Service continues to enhance and modernize its corporate communications capacity with the Corporate Communications Multi-Media Marketing Specialist dedicated to modernize and increase the capacity of the GSPS’ current media delivery platform. This initiative will enhance the professionalism, accountability, and transparency of the GSPS within the community by providing “real-time” information.

The focus is on developing and implementing social media strategies. Marketing materials including brochures, newsletters, information packages and internal/external training videos will be developed and disseminated through a variety of mediums. This is essential for GSPS to be at the forefront of innovation and state of the art communications for public accountability and transparency.

Communication approaches will also be examined to enhance and improve communications internally through the use of a wide range of tools, methods, and tactics.

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### **PCRC and CSPs**

The creation of the Community Safety Personnel (CSPs) and the Police Community Response Center (PCRC) have continued to improve GSPS capacity to respond to less emergent service demands in an efficient and effective manner. These non-sworn positions have allowed for the redeployment of Sworn Officers and increased operational capacity for calls for services. The modernization and use of technology has streamlined reporting processes and augmented the Unit's capabilities.

Due to the rising call volume and increasing demands on the Unit, GSPS supports a shift in schedule to continue to effectively and efficiently handle the call load and deliver the exceptional customer service the community has come to expect. The expansion of duties has created the foundation for extended hours of operation including Saturdays further increasing productivity.

### **Victimization Reduction Team**

A Victimization Reduction Team (VRT) will collaboratively develop a Victim Reduction Plan. The VRT will engage and mobilize community partners in the interests of preventing vulnerable persons from being victimized through a victim focused approach with an emphasis on the five pillars of Outreach, Partnerships, Public Education, Prevention, and Protection.

Trusting relationships will be established with sex workers, sexually exploited victims, and advocates to properly offer supports and services and obtaining victim disclosure. The VRT will also expand intelligence sharing with other policing agencies/judicial partners as most offenders are linked to multi-jurisdictional organized crime gangs.

A full-time civilian Gang and Vice Coordinator will be hired to work with assigned officers responsible for engaging and mobilizing the community to promote collaboration, enhance public awareness, and provide education on organized crime and crimes of sexual exploitation and abuse.

### **SUMMARY:**

A staff team has carefully examined our areas of need that align with the PEM Guidelines and have developed submissions in keeping with the requirements. If approved, the funds will be allocated from April 1, 2018 to March 31, 2019.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 14, 2018</b>
<b>PUBLIC</b>	
<b>SUBJECT: OAPSB BOARD NOMINATION</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Law Enforcement Strategies	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board endorses the nomination of Member Caldarelli to the OAPSB Board of Directors to serve as one of the Big 12 representatives.**

### BACKGROUND:

For the past two years, Member Caldarelli has served as one of the four Big 12 appointees to the OAPSB Board of Directors. She currently serves in the capacity of Vice Chair.

### CURRENT SITUATION:

The call for OAPSB Board of Directors nominations is now out.

Member Caldarelli has indicated she wishes to continue to serve and as such her name will be put forward as a nominee.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 14, 2018</b>
<b>PUBLIC</b>	
<b>SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS ANNUAL CONFERENCE SUPPORT</b>	
<b>BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services</b>	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board approves a donation in the amount of \$500 in financial support of the Ontario Association of Police Services Board's Annual Conference and General Meeting May 23-26, 2018 with funds drawn from the Board's operating account.**

### BACKGROUND:

Each year the Ontario Association of Police Services Board hosts an annual General Meeting and Conference. Representatives from the Police Services Board generally attend. It is customary for the Board to donate \$500.

### CURRENT SITUATION:

This year, the annual conference will be held May 23-26, 2018 in Blue Mountain, Ontario. The theme this year is 'Implementing the New *Police Services Act*'. The full conference Agenda has been forwarded to all Members.

ONTARIO ASSOCIATION OF POLICE SERVICE BOARDS

180 Simcoe Street, London Ontario, N6G 1H9

TEL. 1-519-659-0434



**Seeking Your Help! – PSB Members**

The Ontario Association of Police Service Boards’ 2017 Spring Conference and AGM is being held from May 23-26, 2018 at the Blue Mountain Resort in Blue Mountain, Ontario. The theme for this year’s conference is ***“Implementing the New Police Services Act”***.

Each year our conference features engaging speakers addressing topical subjects. This year we’ve added a few more ‘fun’ activities, to help create a more enjoyable and memorable experience. Notably, golf is available on the premises. During the conference, you will also have the opportunity to explore the beautiful scenery that Blue Mountain has to offer.

The program is shaping up to be really, really good this year – but we need your help!

Each year we rely on participation and sponsorship to help make the conference successful. We ask that your board (and zone) consider sponsoring the conference.

Please contact us at [admin@oapsb.ca](mailto:admin@oapsb.ca) or 1-800-831-7727 to take advantage of one or more of these unique sponsorship opportunities listed below.

Respectfully,

A handwritten signature in black ink that reads "Eli El Chantiry".

Eli El-Chantiry  
Director & President

A handwritten signature in black ink that reads "Fred Kaustinen".

Fred Kaustinen  
Executive Director



## **2018 Spring Conference & Annual General Meeting**

### **Member Sponsorship Opportunities**

#### **Diamond - \$10,000+**

- Keynote Speaker Sponsor & Introducer
- Recognition in the conference program
- Recognition OAPSB website
- Letter of Appreciation

#### **Platinum - \$5,000 to \$9,999**

- Keynote speaker sponsor or Elvis night sponsor
- Recognition in the conference program
- Recognition on the OAPSB website
- Letter of appreciation

#### **Gold - \$2,000 to \$4,999**

- Breakfast/Lunch Sponsor
- Recognition in the conference program
- Recognition on the OAPSB website
- Letter of appreciation

#### **Silver - \$1,000 to \$1,999**

- Coffee break sponsor
- Recognition in the conference program
- Recognition on the OAPSB website
- Letter of appreciation

#### **Bronze – Up to \$999**

- Recognition in the conference program
- Recognition on the OAPSB website
- Letter of appreciation



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 14, 2018</b>
<b>PUBLIC</b>	
<b>SUBJECT: CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Youth Crime Prevention Initiatives	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

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

**\$500 in support of the 2018 Grow Up Gardens Season**

**\$320 in support of the 2018 Ryan Heights After School Program Events**

### BACKGROUND:

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

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

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

In keeping with the review system, the Chief's Youth Advisory Committee has reviewed requests and made recommendations of some of the applications.

**CURRENT SITUATION:**

Requests for funding consideration from the Board Trust Fund have been received.

**2018 Grow Up Gardens Season – \$500**

Grow Up Gardens is a volunteer led, not for profit organization helping to build a community garden. A team of dedicated youth are provided hands-on education working and learning the engagement between them and the food they consume. The urban 'farm' is located in the Flour Mill/Donovan neighbourhood and is a primary teaching ground for produce cultivation.

Every participant faces barriers and this farm provides inspiration and opportunities to overcoming these difficulties. Participants develop and nurture connections relating to their self-confidence and their community.

**2018 Ryan Heights After School Program Events – \$320**

The Ryan Heights After School Program plans events to engage youth and provide meaningful direction. They are taught about responsibility, structure, and being able to accomplish more with their life.

Events are planned that will challenge and enhance the youths skills at everyday tasks. The group has planned an investigation of a mock crime scene in the spring and a geocaching program in June.

# GROW UP GARDENS



# RYAN HEIGHTS AFTER SCHOOL PROGRAMS



**EXERCISE  
LEARN & PLAY  
AFTER THE  
SCHOOL DAY**





## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: March 14, 2018</b>
<b>PUBLIC</b>	
<b>SUBJECT: BOARD TRUST FUND REQUEST FOR FUNDING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Crime Prevention Initiatives	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

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

**\$1,500 in support of the 2018 Joe MacDonald Ontario Police Basketball Championship**

### BACKGROUND:

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

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

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

**CURRENT SITUATION:**

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

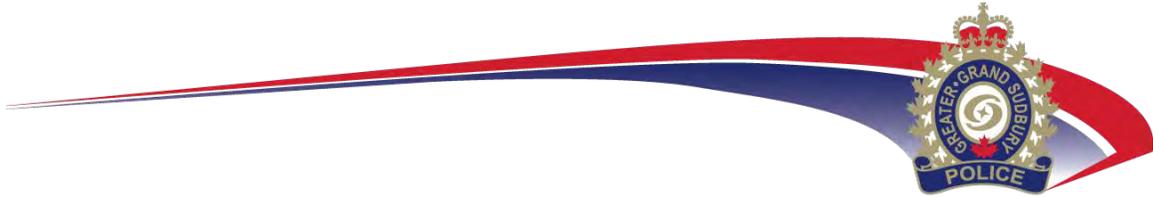
**2018 Joe MacDonald Ontario Basketball Championships – GSPS Men’s Basketball Team**

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

The Greater Sudbury Police Service team will be travelling to the tournament being hosted in Toronto in May 2018. A request was received for financial support to offset costs.

# GREATER SUDBURY POLICE Men's Basketball Team





**GREATER SUDBURY  
POLICE SERVICES BOARD**

**REPORT FROM THE  
CHIEF OF POLICE**

**March 2018**

## **MINISTRY UPDATES**

### **COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES**

On March 2, Justice Tulloch attended in Sudbury as part of his provincial consultation on the Ontario Regulation 58/16 respecting the collection of identifying information in certain circumstances. He and his team met with a broad cross section of the organization including members from the Integrated Crime Team, Training and Professional Development, Executive Services, Patrol Operations, School Resource Officers, Command Staff, Police Services Board, our Diversity Advisory, and Aboriginal Community Police Advisory Committee. Feedback from Justice Tulloch was positive and he seemed impressed with a number of the activities underway here at GSPS. He will be following up for additional discussion.

### **MAJOR CASE MANAGEMENT (MCM) INSPECTION**

The Ministry's Operations Unit supports the delivery of adequate and effective police services in Ontario by conducting inspections and monitoring compliance with applicable legislative and regulatory requirements. The Major Case Management (MCM) Regulation, O.R. 354/04 requires that police services undertake and manage major case investigations in accordance with the Ontario MCM Manual and that every police service use the ministry approved software, PowerCase. The Service has received notice that the Ministry will be conducting a focused inspection. The Service is preparing for the Inspection which will occur throughout the spring including a meeting with the Board.

Offences deemed to be major cases are described as follows:

- homicides within the meaning of subsection 222 ( 4) of the Criminal Code (Canada) and attempted homicides
- sexual assaults, including sexual interference, and attempted sexual assaults, sexual exploitation and invitation to sexual touching
- non-familial abductions and attempted non-familial abductions,
- missing person occurrences where circumstances indicate a strong possibility of foul play
- occurrences, involving found human remains, that are suspected to be homicide,
- criminal harassment where the harasser is not known to the victim, and
- any other types of cases designated as a major case pursuant to the Ontario Major Case Management Manual

The scope of the inspection will be limited to the following three criteria offences:

- homicides within the meaning of subsection 222 ( 4) of the Criminal Code (Canada) and attempted homicides
- sexual assaults, including sexual interference, and attempted sexual assaults, sexual exploitation and invitation to sexual touching, and
- criminal harassment where the harasser is not known to the victim

## **MAJOR CASE MANAGEMENT MANUAL**

Over the past three years, the Ministry has undertaken extensive consultations with police community and ministry partners to review and update the Ontario Major Case Management (MCM) Manual. The result of those consultations is a new MCM Manual dated December 2017. Cabinet approved the updated MCM Regulation on February 7, 2018 and it has been filed. The use of the new MCM Manual is now in effect.

In support of Ontario's Strategy to End Human Trafficking, one of the key amendments to the MCM Manual is the addition of human trafficking as a designated non-threshold criteria offence. This designation allows police services to assign these investigations to an officer who is not a Primary Investigator but has the knowledge, skills, and abilities to undertake the investigation in accordance with the Criminal Investigation Management Plan of the police service. However, where one of the following criteria exists, the data entry procedures for threshold cases shall be followed:

1. The occurrence involves the use of a firearm;
2. Kidnapping;
3. Torture;
4. Sexual Assault committed by the offender involving oral, vaginal, or anal penetration;
5. Aggravated assault; or
6. Use of restraints, bondage or disguise.

The Service is moving forward with amending procedures accordingly.

## **CANNABIS LEGALIZATION AND REGULATION**

Police Services continue to examine the impact of cannabis legislation which is pending to come into effect in the summer of 2018. There remain a number of outstanding issues for law enforcement and teams are working diligently to address these. Police training will impact on staff deployment, however details on what will be included is not yet known. We continue to monitor implementation impacts and to determine what specific cost impacts there will be. We are also working closely with our City counterparts in conducting our analysis.

## **FUNDING ANNOUNCEMENTS**

On Friday February 2, MPP for Sudbury Glenn Thibeault was on hand to announce funding for two of our Civil Remedies grant funded programs totaling just under \$200,000. The Counter Sexual Exploitation Strategy and Project Freedom were both announced and are actively underway.

## **OACP UPDATES**

On Tuesday February 13, I attended along with the president of the OACP for the launch of this years' Crime Prevention Booklet. The theme is "Know Your Source" and has application for everything from fraudulent emails, phone calls, and texts, to online purchases, dating apps, and prescription or non-prescription drugs. Through the OACP, we continue to provide a voice for police leadership and policing issues in the north including raising concerns regarding criminal investigations against police officers engaged in the act of providing first aid and administering naloxone.

## **PAO LABOUR CONFERENCE**

Staff, Board Members, and Police Association attended the PAO Labour Conference February 26 and 27, 2018. An excellent agenda was presented with very timely topics on issues such as Bill 175 *Safer Ontario Act*, Bill 148 amendments to the *Employment Standards Act*, trends and issues in workplace accommodation, Cannabis in the police workplace, Human Rights updates, managing addictions in the workplace, and collective bargaining future trends and issues. Copies of papers are available to any member who wishes additional information on these topics.

## **INTERNATIONAL WOMEN'S WEEK**

International Women's Day was celebrated on March 8, 2018. The week included a number of events that GSPS was proud to be involved.

March 6 we participated in the 2nd Annual "Warrior Women" which was hosted by 'Looking Ahead to Build the Spirit of our Women-Learning to Live Free from Violence' Project at the N'Swakamok Native Friendship Centre.

March 8, members attended the International Women's Day Breakfast hosted by the Chamber of Commerce.

On March 8, we also joined Independent Living and LU School of Social Work placement students to speak about women's right to be free from harassment, assault, and actions through the lens of inclusion.

## **MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS PROJECT**

Activities continue to be strong through our MMIWG Project with the following activities to note:

### **Screening "Birth of a Family" – Ministry of Education, February 5, 2018**

Lisa Osawamick and Shannon Agowissa facilitated a sharing circle after viewing Birth of a Family. Birth of a Family is a documentary about four siblings who were affected by the 60's scoop and come together for the first time as adults.

**Job Fair – February 7, 2018**

Indigenous Student's Association hosted Nakiiwin Tek Career Fair at Laurentian University. GSPS had a booth with more than 100 students visiting.

**Premier Visit – February 12, 2018**

Premier Kathleen Wynne visited Sudbury's post-secondary schools (Indigenous Sharing and Learning Centre).

**Red Dress Campaign at LU – Speak – February 14, 2018**

Lisa Osawamick and Shannon Agowissa spoke about Walking With Our Sisters at the Indigenous Sharing and Learning Centre with approximately 75 students and community members attending.

**Moosehide Campaign Fast – February 15-16, 2018**

The Moosehide Campaign put out a call out to men to fast on February 15 to bring awareness to stopping violence towards women and children. Over 10 officers including the Chief of Police fasted and the end of the fast was marked with a feast and closing ceremony.

**10th Classroom Closet – February 15, 2018**

The 10th Classroom Closet was hosted by Réseau Access Network and RBC to bring knowledge, skills, and attitudes required to support and advocate for LGBTQ students, family members and co-workers.

**Feasting the Bear Ceremony – Cambrian College – February 21, 2018**

GSPS attended the Feasting the Bear Ceremony at Cambrian College. This is a ceremony typically done in February to honour the change in season and the bear who is a protector and will be soon coming out of their dens. The bear is known to have healing medicines and we honour the medicines that the bear carries.

**Facilitate Empowering Women Through the Arts – February 23, 2018**

The Looking Ahead Project hosted four healing art sessions that focused on women empowerment.

**Tina Fontaine Vigil – February 26, 2018**

Shannon Agowissa attended a vigil at the courthouse for Tina Fontaine (a young Indigenous woman that was murdered in August 2014). There were many systemic failures regarding Tina's last days seen alive. Raymond Cormier received a 'not guilty' verdict on February 22 regarding her death shortly after Colton Boushie's killer was acquitted of all charges on February 9. (Colton was a young Indigenous male).

In addition to the specific events detailed above, ongoing meetings continue with our Diversity Advisory Committee, Looking Ahead Monthly Project, Sudbury Health Unit – Indigenous Advisory Committee, and Native Housing Assist with Mediation.

## **INTERCULTURAL RIDE ALONG PROGRAM**

In keeping with the GSPS commitment to embrace diversity and create an inclusive Police Service through Community Mobilization, an International Student Ride-Along Program was launched in September 2014 under Sergeant Sherry Young's leadership. The goal of the program is to build relationships and break down barriers. Eighteen students and 18 officers participated in the program this year. Since its inception, over the past four years, 63 students, three newcomers, and 69 officers have participated.

March 1 marked the closing celebration for this year's program and highlighted the tremendous opportunity provided. All participants noted that it was beneficial for newcomers to our community and our officers in order to build new relationships and learn from those who participate. Learning from the students who are engaged in the program really assists our officers in better serving our diverse community

As the Board is aware, we pride ourselves in being inclusive leaders and through this collaborative partnership with Cambrian College, Collège Boréal, Laurentian University, YMCA Newcomer Services, and the City of Greater Sudbury, we really do break down barriers, build new positive relationships, and grow as a Service. None of the opportunities created would be possible if it weren't for the tremendous dedication of all involved and for that we are truly grateful.

## **HUMAN TRAFFICKING AWARENESS CAMPAIGN LAUNCH**

The Counter Sexual Exploitation Strategy and Project Freedom were officially launched on February 26 as the result of funding from the Civil Remedies Grant Program from the Ministry of the Attorney General.

This marked the launch of the 2018 Media Campaign '**Know the Signs. Make the Call**'. This Media Campaign will enhance public awareness on the signs associated to the crimes of Human Trafficking and Sexual Exploitation and asking community members to take action and make the call if you suspect that persons are being victimized in Greater Sudbury or elsewhere.

The Media Campaign is also designed to let victims know that we are here to help and that there are community partners who will support them and provide them with essential services to free them from their controller.

On a broad level, the Counter Sexual Exploitation Strategy aims to provide support, outreach, and collaboration by employing a Gang and Vice Coordinator, providing introductory human trafficking training to our Community Partners, and a media campaign to enhance education and awareness on sexual exploitation. Our police service has adopted a "victim centred approach" which provides culturally sensitive services to at-risk women and girls to prevent victimization, provide exit strategies, and assist with investigations and prosecutions. The GSPS received a \$99,784.59 grant for this initiative.

The Strategy strives to educate and empower victims or potential victims of sexual exploitation to minimize risk and reduce incidents of crime against potentially exploited persons thereby reducing victimization. Through a victim centered and culturally sensitive approach and elements of collaboration, awareness, education, and when required, intervention and enforcement, the Strategy's aim will be accomplished. The four pillars of "The Strategy" are: Prevention, Protection, Enforcement and Partnership.

Project Freedom will obtain equipment and provide training to support the Strategy, aligned with international best practices – focused on prevention, protection, enforcement and partnership. GSPS has received \$89,085.58 for this grant.

The sponsored equipment includes an outreach vehicle which will be equipped with a portable computer that will be used by the Gang and Vice Investigator in order to facilitate real-time mobile capacity. This type of vehicle set up and access will provide a safe place for disclosure away from Police Headquarters and provide the Investigator with mobile office tools.

By building trusting relationships and collaborating with community partners, members of the GSPS expect to identify those individuals at risk of becoming involved in sex work, intervening early with those already involved, and engaging in prosecutions holding offenders accountable where appropriate. Members of the GSPS will address the cause and effect of human trafficking, facilitating access to safe places for discussion and disclosure ensuring that members of the community can live in safely free from the threat, fear, or experience of exploitation and violence.

### **POLAR PLUNGE**

The Annual Polar Plunge was held March 3, 2018 on Ramsay Lake. The year saw landmark participation with ninety-two participants who took the plunge in front of hundreds of spectators. Once again, the event was most successful in raising funds for Special Olympics Ontario, the police services' charity of choice internationally, with close to \$26,000 raised.

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

This annual Luncheon is March 21, 2018 at the Caruso Club. In celebration of this important day, the Service will be providing training sessions for members as part of GSPS's commitment to recognize and respect community diversity. Participants will be guided through scenarios that raise awareness of contemporary society through critical analysis and discussion while exploring concepts of bias and reviewing societal and organizational values on ways they can be used to challenge racism and racial discrimination.

## **RAINBOW HEALTH ONTARIO CONFERENCE**

On March 21-24, Sudbury will be host to Canada's largest LGBTQ2S Health Conference and Chief Pedersen along with members of TG Innerselves have been invited to deliver a session on "Uniforms and Social Inclusion", training police services to create a safer community for trans people to health care professionals and members of the trans community.

## **COMMUNITY AND POLICE GALA AWARDS**

Plans continue for Our Community and Police Awards Gala. We have an established committee of dedicated community partners assisting with the activities. Sponsorship packages have been developed with Huntington University having once again committed to serve as our Title Sponsor. Awards Sponsorships are available for \$2,500 each and Community Sponsor Awards are available at \$500. We are delighted with the support of our event to date and continue to pursue sponsorship and ticket sales. The event is set to go on May 17, 2018 at the Caruso Club.

## **EVENTS**

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

- ✓ February 15, the Service participated in an event sponsored by **Réseau Access Network** where participants were provided with the knowledge, attitudes, and skills required to support and advocate for LGBTQ students, friends, family members, and workers to help make Northern Ontario a safe environment and to meet new allies
- ✓ February 23, **GSPS's Ladies Hockey Team** played Marymount College
- ✓ March 4 saw the third annual **Cops, Kids and Ice Fishing** event which was well attended and enjoyed by many of our members and local youth
- ✓ March 8, GSPS attended **Crown Ward Education Championship Team** annual Possibilities Day to support and connect with youth in the program
- ✓ On March 8, GSPS participated in the **Rainbow District School Board Science Fair** assisting with judging the entries which again provided an excellent opportunity to engage with youth

## **UPCOMING EVENTS**

- ✓ **International Day for the Elimination of Racial Discrimination Luncheon** will be held on March 21, 2018 at the Caruso Club Lower Hall
- ✓ **Constable Joseph MacDonald Bursary Award**, Cambrian College, March 22
- ✓ **Volunteer Appreciation**, April 18, Cambrian College Student Centre