



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY December 9, 2020 - 10:00 A.M.
WEBEX

PUBLIC AGENDA

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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 2, 2020
PUBLIC	
SUBJECT: 2021 OPERATING BUDGET / 2021 TO 2025 CAPITAL FORECAST	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION AND DIRECTION

BACKGROUND:

Municipal Police Service Boards across Ontario provide police services which are governed by the Ontario *Police Services Act* and the Ontario Municipal Act. In addition, the delivery of policing takes into consideration specific community demographics and expectations, local priorities, and municipal government needs.

The Greater Sudbury Police Service provides policing to residents, businesses, and visitors in accordance with the *Police Services Act*. Service demands are largely driven by the needs and expectations of our community. Additionally, the Strategic Directions Plan 2019 to 2021 sets priorities and provides direction on fulfilling its obligations.

This Plan as approved by the Board establishes the foundational direction and identifies key priorities for the Service in a three-year block. During its development, extensive consultation was undertaken which entailed public engagement through a statistically valid phone survey conducted by Oraclepoll as an independent third party, town hall meetings held throughout the entire City, and member input

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The analysis of all input culminated in the production of a Plan that contains key strategic directions, goals, objectives, and performance indicators.

Section 4 of the *Police Services Act* requires that:

- (1) Every municipality to which this subsection applies shall provide adequate and effective police services in accordance with its needs.
- (2) Adequate and effective police services must include at a minimum, all of the following police services:
 - a. Crime prevention
 - b. Law enforcement
 - c. Assistance to victims of crime
 - d. Public order maintenance
 - e. Emergency response
- (3) In providing adequate and effective police services, a municipality shall be responsible for providing all the infrastructure and administration necessary for providing such services, including vehicles, boats, equipment, communication devices, buildings, and supplies.

In addition to listing the minimum scope of services to be provided, Ontario Regulation 03-99 of the Adequacy and Effectiveness Standards Regulation specifies the manner and quality of the delivery of these services.

Business Planning and Strategic Directions

Four key strategic directions and priorities were identified which serve to guide financial and resource planning as summarized:

Our Members and Our Inclusive Workplace

The health, safety, and wellbeing of our Members will be the first consideration in all that we do

Public Trust and Accountability

We commit to transparency and continued engagement across the diverse communities we serve – we are your Police Service

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Collaborative CSWB for Greater Sudbury

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

Policing with Excellence and Professionalism

We will pursue and apply the best practices in the planning and execution of all core policing functions

The Strategic Direction Plan as approved by the Board establishes the foundational direction and identifies key priorities for the Service in three-year blocks. During its development, extensive consultation was undertaken which entailed public engagement through a statistically valid phone survey conducted by Oraclepoll as an independent third party, town hall meetings held throughout the entire City, and member input. The analysis of all input culminated in the production of a Plan that contains key strategic themes, goals, objectives, and performance indicators. Ongoing monitoring and reporting on results confirms the Service is on track with its commitments undertaken in the Plan.

Budgeting

To ensure funding is in place for the provision of the adequate and effective delivery of policing, Section 39 of the *Police Services Act* requires that the Board approves annual budget allocations (Operating and Capital) necessary for its operations and to ensure that the Service is provided with equipment and facilities. In contemplating budgets, the Police Services Board and Council look to respond to identified community needs and expectations while ensuring police services are delivered in the context of legislated requirements.

The Board must then submit such estimates to Municipal Council to accept.

The Service has a long and committed history of working collaboratively with our Council in planning for and ensuring the necessary resources are allocated to safeguard safety for the residents and businesses in Greater Sudbury.

There is a mutual respect for the independent governing role of the Police Services Board and also of Council’s obligation for ensuring the adequate protection of its City. Together, we have worked on these mutual goals and responsibilities.

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CURRENT SITUATION:

In setting the 2021 operating and capital budgets for 2021 to 2025, a number of key guiding principles have been used in determining such expenditures and revenues, which are detailed below:

- Current, short, and long range operating needs
- Capital requirements
 - Infrastructure renewal
 - Growth
- Contractual requirements
- Staffing requirements and related compensation
- Regulatory requirements
- Operational issues including call management and response
- Communication Centre and NG911 priorities
- Police Reform
- Service level considerations
- Financial control and accountability
- Using business analytics to guide decision-making and resource deployment
- Maintenance of operating costs where practicable
- Identification and rationalization of service delivery changes
- Ensuring the right resources at the right time
- Maximizing use of technology

In addition to the global assumptions, certain key factors for police have also been included which ensure spending accurately reflects areas which have been previously considered by the Board.

The 2021 operating budget will be developed in the context of current projects, priorities, and service delivery commitments with an ongoing commitment to efficient and effective service delivery.

A presentation will be delivered to the Board detailing the current status of the budget for the upcoming period.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 2, 2020
PUBLIC	
SUBJECT: CORRESPONDENCE – COURT SECURITY PRISONER TRANSPORT PROGRAM	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence Goal: Effective and Efficient Deployment of Resources	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

BACKGROUND:

The Ministry of the Attorney General and the Ministry of the Solicitor General have worked with municipalities to develop consistent province-wide standards to make sure all Ontario courts are safe and secure.

In October 2008, the Ontario Government announced the upload of court security and prisoner transportation costs from municipal budgets. The program was phased in by an equal amount from 2012 to 2018. The upload saved municipalities as much as \$125 million a year. Given the increasing emphasis on security, these costs have escalated.

CURRENT SITUATION:

On November 25 2020, correspondence was received from the Ontario Association of Police Services Boards (OAPSB) advising that the Ministry of the Solicitor General has commissioned a review of programs that support the Court Security and Prisoner Transportation Transfer Payment Program.

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Detailed information is being sought on how court security and prisoner transportation are operationalized, what the main challenges are, and what could be improved. The survey is open-ended and provides input from Police Services and Police Services Boards on this important area. Staff are preparing the response at this time.

The objectives are to provide an evidence-based assessment of the effectiveness, efficiency, relevance, and sustainability of the Court Security and Prisoner Transportation program, and identify options and recommendations for improvements and efficiencies.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 2, 2020
PUBLIC	
SUBJECT: NOTES OF APPRECIATION	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members and Our Inclusive Workplace Goal: Member Recognition	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

CURRENT SITUATION:

A message of thanks was received from a family who received assistance to successfully locate a missing family member recognizing specifically Kim Sutton, Katie Condratto, and Alixandra Burkart of the 911 Emergency Communication Centre. “Thank you for helping us. We are very grateful for all that you do and doing so with kindness.”

An email was received thanking Sergeant Kevin O’Shaughnessy, and Constables Marshall Hutchinson, Mathieu Guertin, and Jason Marriott for a ‘welfare / wellbeing check’ that ended with a positive outcome. “Thank you for attending and speaking to us. Sometimes there is a lot to cope with and we suffered. The connections to crisis services helped. Despite unfortunate circumstances and ongoing mental health issues, we have a lot of reasons to live. Thank you for listening.”

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SUBJECT: NOTES OF APPRECIATION	Page 2
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A phone call was received from a mother expressing deep gratitude for Constable Katherine Hucal's interaction with her child who is addicted to crack cocaine, self-medicating, and abusive, and prematurely discharged from the psychiatric unit. A call for assistance was handled excellently in a professional manner and with a calm demeanour. "I could not have asked for a better response. I have been a nurse for 44 years and know that addicts require so much compassion and understanding. My child who hates police and is often paranoid, actually called me later to say the responding Officer was excellent and inquired if she was hand-picked." Constable Hucal's kindness, patience, and composure made a lasting positive impact on this family.



**GREATER SUDBURY
POLICE SERVICES BOARD**

**REPORT FROM THE
CHIEF OF POLICE**

December 2020



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

Welcome to December, and celebrations of Christmas and the season!!!

During a global pandemic, all is certainly not calm. Things are a little bit brighter in neighborhoods with Christmas lights, holiday inflatables, and spirit-lifting snowmen to help bring some much-needed cheer during the coronavirus crisis. These family-friendly activities work well with social distancing protocols, since people can drive around and admire displays from their vehicles. It's a small act that can make a big impact on people's lives especially with kids who have been isolated.



*Warmest Wishes Season's Greetings Joy & Peace Happy Holidays
Happiness and Health to you and yours in the year ahead!*

MINISTRY UPDATES *(excerpts from All Chiefs of Police Memorandum)*

CHANGES UNDER THE REOPENING ONTARIO ACT, 2020

Effective Saturday, **November 7, 2020 at 12:01 a.m.**, a new scalable response framework, characterized by five progressive zone categories, was put in place. Under this framework, Public Health Unit (PHU) regions are assigned to colour categories based on a range of public health indicators.

Effective Monday, **November 16, 2020 at 12:01 a.m.**, PHU regions will be assigned to zones as outlined below. Current zone assignments reflect changes to threshold indicators and related factors (e.g., healthcare and public health system capacity).

Effective **Saturday, November 14 at 12:01 a.m.**, **Toronto** will be subject to all of the current Red Zone requirements rather than the earlier "modified Stage 2" requirements.

Colour Category	PHU Notes
Green – Prevent <i>(Standard Measures)</i>	15 PHU Regions
Yellow – Protect <i>(Strengthened Measures)</i>	Seven (7) PHU Regions <i>Haldimand-Norfolk, Simcoe-Muskoka, Middlesex-London, Sudbury, Huron-Perth, Southwestern and Windsor-Essex</i>
Orange – Restrict <i>(Intermediate Measures)</i>	Seven (7) PHU Regions <i>Ottawa, Waterloo, Brant, Durham, Eastern Ontario, Wellington-Dufferin-Guelph and Niagara</i>
Red – Control <i>(Stringent Measures)</i>	Five (5) PHU Regions <i>Peel, Toronto, Hamilton, Halton and York</i>
Lockdown <i>(Maximum Measures)</i>	n/a

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Amendments to Rules for Areas in Stage 2 (O. Reg. 263/20)

Effective November 7, 2020, the Stage 2 Order rules below now apply to the Red colour zone.

Generally, if any person providing services indoors must come within two metres of another person who is not wearing a mask or face covering, and is not separated by an impermeable barrier, the person providing services must wear appropriate personal protective equipment that covers their eyes, nose and mouth.

Amendments to Rules for Areas in Stage 3 (O. Reg. 364/20)

Effective November 7, 2020, the Stage 3 Order now applies to all PHUs in the **Green**, **Yellow** and **Orange** colour zones, and contains some rules which differ across zones.

For all zones, if a person providing services indoors must come within two metres of another person who is not wearing a mask or face covering, and is not separated by an impermeable barrier, the person providing services must wear appropriate personal protective equipment that covers their eyes, nose and mouth.

Compliance and Enforcement

Throughout the pandemic, police and by-law enforcement officers have played an active role in communities across the province to ensure adherence to public health restrictions and orders under the ROA. With case numbers continuing to rise, an assertive approach should be taken to address egregious offenders using all available enforcement tools.

To support efforts to ensure compliance with public health restrictions and coordinated local enforcement of orders, the Ministry of the Solicitor General and the Ministry of Labour, Training and Skills Development (MLTSD) are working together with ministry enforcement partners and local PHUs to encourage a proactive approach to awareness, compliance and enforcement and collaboration across all enforcement personnel, including police, public health officers, municipal by-law inspectors and other provincial offences officers.

A multi-ministry enforcement team, led by MLTSD, has been developed to support this initiative and their activities will be coordinated with local by-law enforcement personnel, police services and other enforcement partners.

AMENDMENTS TO COVID-19 ORDERS UNDER THE *PROVINCIAL OFFENCES ACT* TO SUPPORT ENFORCEMENT OF MEDICAL OFFICER OF HEALTH ORDERS

Amendments to the POA Regulations

To respond to COVID-19 conditions at the local level, municipalities have the ability to implement measures or restrictions via by-law. Local Medical Officers of Health may also issue communicable disease orders under section 22 of the HPPA.

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Under the HPPA, Medical Officers of Health have the authority to issue individual or class orders requiring persons to take or refrain from taking actions when the criteria under subsection 22 (2) are satisfied.

This may include orders closing places or regulating places to address the threat of the spread of communicable diseases, including COVID-19. Orders may require any of the following:

- Closure of a premises or part of a premises;
- Requiring the placarding of premises to give notice of the order closing a premises;
- Requiring a person who may have COVID-19 to isolate themselves;
- Requiring the cleaning and disinfecting of a premises or thing;
- Requiring the destruction of a matter or thing specified in the order;
- Requiring a person submit to an examination by a physician;
- Requiring a person to conduct himself or herself in such a manner as not to expose another person to infection.

Orders can regulate, for example, activities permitted within premises (e.g., wedding receptions) or limit the number of people in an establishment where it may pose a risk to public health. Some Medical Officers of Health have issued, or intend to issue, section 22 individual and class orders to place additional requirements on some higher-risk settings that go beyond those imposed by the province under the ROA.

Effective Friday, November 20th, 2020 RRO 1990, Reg 950 under the POA is amended to make the failure to comply with a section 22 order in respect of COVID-19 a ticketable offence under the POA (Part I), subject to a set fine.

Effective November 18th, 2020, in addition to being authorized to enforce orders under the ROA, all provincial offences officers (POOs) can enforce COVID-19 orders under section 22 of the HPPA. The Minister of Health has designated any personnel who are POOs for a limited purpose as POOs for the purpose of enforcing these orders, as the Solicitor General did with respect to ROA/*Emergency Management and Civil Protections Act* (EMCPA) orders.

The government will work with the Chief Justice of Ontario to make an order establishing a set fine amount for HPPA tickets.

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CHIEF'S REPORT**

Amendments to Stages of Reopening Order (O Reg 363/20)

Effective Monday, November 23, 2020 at 12:01 a.m., PHU regions are assigned to zones as follows:

Colour Category	PHU Notes
Green – Prevent <i>(Standard Measures)</i>	<ol style="list-style-type: none"> 1. The District of Algoma Health Unit. 2. Haliburton, Kawartha, Pine Ridge District Health Unit. 3. Hastings and Prince Edward Counties Health Unit. 4. Lambton Health Unit. 5. Leeds, Grenville and Lanark District Health Unit. 6. North Bay Parry Sound District Health Unit. 7. Northwestern Health Unit. 8. Porcupine Health Unit. 9. Renfrew County and District Health Unit. 10. Timiskaming Health Unit.
Yellow – Protect <i>(Strengthened Measures)</i>	<ol style="list-style-type: none"> 1. Chatham-Kent Health Unit. 2. The Eastern Ontario Health Unit. 3. Grey Bruce Health Unit. 4. Haldimand-Norfolk Health Unit. 5. Kingston, Frontenac and Lennox and Addington Health Unit. 6. Middlesex-London Health Unit. 7. Peterborough County — City Health Unit. 8. Sudbury and District Health Unit. 9. Thunder Bay District Health Unit.
Orange – Restrict <i>(Intermediate Measures)</i>	<ol style="list-style-type: none"> 1. Brant County Health Unit. 2. City of Ottawa Health Unit. 3. Huron Perth Health Unit. 4. Niagara Regional Area Health Unit. 5. Oxford Elgin St. Thomas Health Unit. 6. Simcoe Muskoka District Health Unit. 7. Wellington-Dufferin-Guelph Health Unit. 8. Windsor-Essex County Health Unit.
Red – Control <i>(Stringent Measures)</i>	<ol style="list-style-type: none"> 1. City of Hamilton Health Unit. 2. Durham Regional Health Unit. 3. Halton Regional Health Unit. 4. Waterloo Health Unit. 5. York Regional Health Unit.
Lockdown <i>(Maximum Measures)</i>	<ol style="list-style-type: none"> 1. City of Toronto Health Unit. 2. Peel Regional Health Unit.

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CONFINED SPACE SAFETY

The Ontario Police Health and Safety Committee (OPHSC) is appointed by the Minister of Labour, Training and Skills Development under Section 21 of the *Occupational Health and Safety Act* for the purpose of advising the Minister and making recommendations on occupational health and safety issues that affect police personnel across Ontario.

Police personnel face unique occupational health and safety hazards, such as confined space hazards, that may not specifically be addressed in Ontario's *Police Services Act*, its regulations, or in supporting policing guidelines.

Confined space hazards may include atmospheric hazards, toxic substances, moving equipment, electricity, corrosive or toxic liquids, "quick-sand" type material and falling objects. The OPHSC has developed *Guidance Note #20: Confined Space Safety* to provide information to employers, supervisors, workers, joint health and safety committees and health and safety representatives about *O. Reg. 632/05 Confined Spaces* and the importance of health and safety procedures when encountering confined spaces.

Information, Instruction and Supervision

Employers are required to provide information, instruction, and supervision to a worker to protect the health or safety of the worker (OHS clause 25(2)(a)). Employers are required to acquaint a worker or person in authority over a worker with any hazard in the work (OHS clause 25(2)(d)) and a supervisor is required to advise workers of any potential or actual health or safety danger of which the supervisor is aware (OHS clause 27(2)(a)).

When police service workers are responding to incidents in their community, atmospheric hazards and confined spaces may not be obvious, therefore, scene awareness and proper scene safety assessments are paramount to protect police service workers.

Confined space plan

Before any worker enters a confined space, the employer must ensure that an adequate written plan, including procedures for the control of hazards identified in the assessment, has been developed and implemented by a competent person for the confined space. The plan must be reviewed as often as is necessary to ensure it remains adequate to protect workers. The plan may be incorporated into an entry permit.

The plan shall contain provisions for:

- duties of workers
- co-ordination in accordance with section 4 of O. Reg. 632/05, if applicable
- on-site rescue procedures*
- rescue equipment and methods of communication
- personal protective equipment, clothing and devices
- isolation of energy and control of materials movement
- attendants
- adequate means for entering and exiting

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- atmospheric testing,
- adequate procedures for working in the presence of explosive or flammable substances
- ventilation and purging

SPECIAL INVESTIGATIONS UNIT ACT IN-FORCE DATE

The *Special Investigations Unit Act, 2019 (SIU Act)* will be coming into force on December 1, 2020.

On March 26, 2019, Bill 68, the *Comprehensive Ontario Police Services Act, 2019 (COPS Act)* received Royal Assent. The *COPS Act* includes a new standalone statute, the *Special Investigations Unit Act, 2019*, which will focus on clarifying the mandate of the SIU to ensure timelier, efficient, and transparent investigations.

Once in force, the *SIU Act* will:

- establish the SIU as a fully independent provincial agency;
- require the SIU to investigate any discharge of a firearm at a person by an official, regardless of whether serious injury or death occurred;
- remove the ability of the SIU to investigate criminal conduct of policing officials outside of its mandate;
- permit the SIU to investigate special constables employed by the Niagara Parks Commission and peace officers in the Legislative Protective Service, in addition to police officers; and,
- require the SIU to report publicly on investigations that take more than 120 days to complete and release further updates every 30 days thereafter.

VIRTUAL CASE MANAGEMENT COURT, ONTARIO COURT OF JUSTICE

In March 2020, in response to the COVID-19 pandemic, the Ontario Court of Justice (OCJ) issued a Notice to Counsel and the Public authorizing the automatic adjournment of criminal case management court appearances to presumptive court dates for out-of-custody accused persons in their absence using “a bench warrant with discretion”. This automatic adjournment process will end today, Friday November 27, 2020.

Effective Monday, November 30, 2020, accused persons are required to attend for their scheduled criminal case management court appearance, either appearing by audio/video or by having counsel appear on their behalf. If an accused person does not attend on or after November 30, 2020, the presiding judicial official may issue a bench summons to compel their attendance on a specified date or issue a bench warrant for their arrest. Given some of the newly imposed COVID-19 restrictions (i.e., lockdowns), some judicial officials may continue the bench warrants with discretion.

The OCJ Notice to the Profession and the Public outlining these changes is attached.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Where it appears the accused is in contact with a justice system participant and there is a reasonable prospect that they will appear with a reminder or notification, the Prosecutor may consider seeking to extend the existing discretionary bench warrant. This avoids the significant impact on police resources to be responsible for personally serving bench summons and executing warrants. However, it is still anticipated that there will be an increase in the issuance of bench warrants and bench summons.

Police services should engage in discussions with their local justice partners, including the Managers and Supervisors of Court Operations and Crown Attorneys, to canvass options to best manage these changes, including appropriate time-periods required by the police to serve the bench summons on accused persons.

A **bench summons** will require the police to effect personal service on the accused person (s. 509(2)). The police should make best efforts to serve the accused person with the bench summons, document these efforts in their memo (duty) book, and advise their local Crown Attorney's office if they encounter issues with service. If they are unable to locate the accused or if the accused person, in the opinion of the police, is avoiding service, the police may be required to provide an affidavit to this effect to the Crown Attorney's Office.

Where a **bench warrant** has been issued, upon arrest of an accused person, the police should check to see if the warrant has been endorsed which would allow for a police release. Police should consider using their expanded police powers of release (Bill C-75) and consider release from the station, with or without conditions and with or without laying a charge of failing to appear in court. For a quick overview of the police powers of release as well as further details regarding releases when a warrant is endorsed, police services are encouraged to refer to the training deck circulated by All Chiefs Memo on June 3, 2020 (index no. 20-0088).

Notice to the Profession and the Public: Criminal Case Management Appearances on or after November 30, 2020 (Published November 18, 2020)

As of Monday November 30, 2020, accused persons are required to attend for their scheduled appearance in criminal case management court – either by having counsel appear on their behalf or by appearing by telephone or video.

Previous directives of the Ontario Court of Justice directing that criminal case management matters will be adjourned for five weeks, with a discretionary bench warrant, if the accused person does not appear **will end Friday November 27, 2020**. As of Monday November 30, 2020, accused persons are required to attend for their scheduled appearance in criminal case management court – either by having counsel appear on their behalf or by appearing by telephone or video.

If you do not attend a scheduled criminal case management appearance on or after Monday November 30, 2020, the Court may:

- (i) issue a bench summons requiring you to attend court on a specified date or

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- (ii) issue a warrant for your arrest, if the presiding judicial officer has reasonable and probable grounds to believe that it is necessary in the public interest to do so.

Criminal case management appearances include a “first appearance” and matters scheduled “to be spoken to” or to “set a date”.

The Ministry of the Attorney General, which is responsible for courts administration and courthouse facilities, is implementing an incremental plan to prepare courthouses and courtrooms to facilitate the safe return of in-person court appearances across Ontario. The plan is expected to be completed at all base court locations by the end of December 2020. The number of people who may be present in the courthouse and in the courtroom remains restricted in order to comply with health and safety precautions and maintain safe physical distancing to prevent the spread of COVID-19. For these reasons, many court locations are currently not able to accommodate in-person criminal case management appearances even though they have resumed hearing other proceedings, such as trials and preliminary inquiries, in person.

If you have a case management criminal court appearance, you should attend by videoconference or telephone. Do not attend in person unless you have confirmed that your court location is able to accommodate an in-person criminal case management appearance.

For details about how you can attend a criminal case management appearance by videoconference or telephone, see **Scheduling and Conducting of Virtual Criminal Case Management Appearances**.

If you do not have access to a personal telephone or a computer, you can use a payphone to call Zoom’s toll-free 1-855 number (listed on the **Scheduling and Connection Information notice for your court location**) to join the court proceeding for free. In addition, some courthouses and local service agencies have resources and/or procedures to help people who don’t have their own telephone or computer attend court by video or phone. If you are unable to attend a criminal case management appearance by video or telephone, please **contact the courthouse** to find out what alternatives to an in-person appearance may be available in your area.

Not sure about your next court date in a criminal case? Criminal cases for out of custody accused persons (including trials, preliminary inquiries, case management appearances, first appearances, set dates and remands) that were adjourned due to COVID-19 were put over to a standard date specified in a court notice.

If you remember the date of your last criminal court appearance you can look up your next court date. See **Criminal Case Adjournment Dates – Out-of-Custody Accused**. To see a list of cases that are scheduled for that day or the next day at a particular courthouse, go to the Daily Court Lists website: <http://www.ontariocourtdates.ca/>.

If you are unsure about the date of your next court appearance, whether you are required to attend court on that date, or whether you should be attending in person or by remote

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

technology (videoconference or audioconference), please contact your lawyer. If you do not have a lawyer, please **contact the courthouse** and ask for assistance.

EVENTS

Throughout the month of November member recognition tributes continued. Due to COVID, our usual large gathering was cancelled, however, there was the opportunity to offer recognition at Police Headquarters.

OPERATIONAL UPDATES DEPUTY

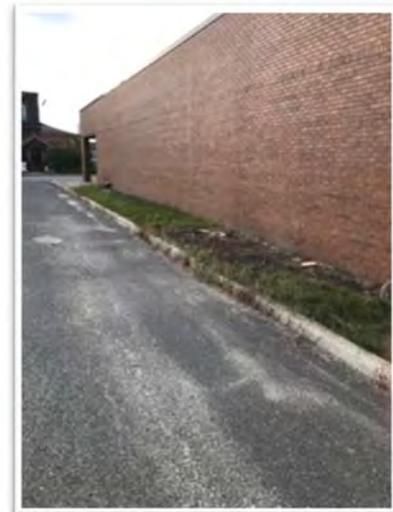
SUCCESSFUL CRIME PREVENTION BY ENVIRONMENTAL DESIGN (CPTED) EXAMPLE AND RM

In September 2020, the Community Response Unit (CRU) were made aware of ongoing issues of individuals camping, injecting drugs, and leaving garbage along the rear wall and parking lot at the Sudbury Theatre Centre (STC). Members of CRU met with STC Director and members of the BIA at the Sudbury Theatre Centre. Crime Prevention Through Environmental Design (CPTED) recommendations were provided which included contacting City of Greater Sudbury (City property) to have all trees and shrubs trimmed in the rear yard to open sightlines, and removing a tree and shrubs along the wall that faces the parking lot providing hiding places. These recommendations were instituted and as a result, there have been no further issues reported regarding misuse of property.

Before



After



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Before



After



COMMUNITY COLLABORATION

In early November, a CMU officer was approached by an outreach worker while conducting his regular patrols in the downtown core. He was asked for assistance and information in relation to a female party who is familiar to GSPS as being recently homeless due to her addictions. Twenty-three calls for service relative to this individual had been received including Domestic Violence, Arson, unwanted person and check on wellbeing calls.

The officer was aware that she was a subject of a Rapid Mobilization Team (RMT) referral and had not been located. The officer contacted the RMT lead, and advised of the situation at and requested some direction. It was learned that the female's mother was arranging a flight to return her daughter to Western Canada. She had no valid identification to board the plane. The RMT officer and the outreach worker attended the airport to advocate on female's behalf and to confirm her identity. The female was successfully able to board the flight and reunited with her family.

Another example of collaboration with our officers and community partners!

RURAL YEAR END

Over the past year, the Rural Community Response Unit saw an increase in all areas of its operations – snowmobiles, marine, off-road vehicles, search and rescue, and liaison activities. The pandemic was responsible for a large portion of the increase as Greater Sudbury Residents pursued outdoor recreational activities during the quarantine as opposed to travelling outside the region.

Motorized Snow Vehicles (Snowmobiles)

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

While MSV related calls for service were similar to 2019 (44 vs 45 in 2019), the Unit increased the number of kilometers patrolled from 1412 to 2560 (over 80%)

MSV Stats

- 1124 MSV Stops
- 42 PON
- 16 72 hour
- 102 Warnings (minor equipment/document violations)
- 4 MVC

Marine

During the 2020 season, there were 48 Marine Patrol deployments as compared to 34 deployments in 2019. The majority of these were created by Marine Officers as Focused Patrols in several problem areas. Patrol mileage for the 2020 year (2400 km) was also significantly higher than the previous year's (1840 km). Officers reported 620 individual contacts and Marine Complaints / Calls for Service almost tripled from 32 in 2019 to 85 in 2020.

OFF ROAD VEHICLE (ORV) Complaints / Calls for Service

A significant increase was seen in the number of traffic complaints involving ORVs up from 64 in 2019 to 133 in 2020. Total ORV occurrences increased 68% from 191 to 320 in 2020. As such, the number of ORV deployments tripled from 21 deployments in complaint areas in 2019 to 66 this year while the length of patrols more than doubled to over 1700 km. Generally officers conducted education regarding ORV legislation, issuing 110 warnings as well as 48 offence notices.

Search Events

Overall responsibility for the Search and Rescue Team was given the Rural Unit. All members of the Unit are trained as search managers and as they follow individual Platoons, are often part of the initial response. Members of Search Team managed and participated in 31 Search events, up from 28 in 2019. These included 17 search for persons, 6 Project Lifesaver events, and 8 evidence searches. In eight events, Rural Unit members deployed ORVs to assist with the search.

MAJOR CRIME SECTION

Conspiracy to Commit Murder

In April 2020, Greater Sudbury Police began an investigation surrounding a 'drive by' shooting in Val Caron where 5 shots were fired from a .22 caliber firearm at the residence while the victims and their 9 month old infant lay sleeping in their beds. As a result of this complex and in-depth investigation, 3 persons so far have been identified and arrested.

Canada Wide Warrants of Arrest have been issued for an individual from BC as well as a man from Sudbury. The investigation is ongoing with efforts focused on the apprehension of the two outstanding individuals.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Charges include;

- Conspiracy to Commit Murder x 3
- Extortion
- Criminal Harassment

Homicide Investigation of Provincial Constable Marc Hovingh

In November 2020, two OPP officers from the Little Current Detachment attended a property in Allen Township, Gore Bay for the presence of an unwanted man. On arrival, officers encountered a man and there was an interaction. One officer was shot as well as the male. Both were transported to hospital where they later succumbed to their injuries.

This incident is under investigation by the Province's Special Investigations Unit. The SIU is an independent investigative police-oversight agency that investigates any interaction with police where there is death or serious injury.

Greater Sudbury Police Service has been requested by the Commissioner of the OPP to conduct a parallel death investigation. GSPS has deployed Forensic Identification Investigators, a team of Investigators from the Criminal Investigations Division and members of the Explosive Disposal Unit.

SIU remains the lead agency of the investigation and as such we are not permitted to provide further details. This investigation is currently ongoing.

Missing Persons Update

October – 64 Missing Persons Reported (0 outstanding, all located)

November – 85 Missing Persons Reported (2 outstanding, habitual runaways)

INTEGRATED CRIME SECTION

Break Enter Robbery Unit

Members of our Break Enter and Robbery (B.E.A.R.) Unit have identified a 34 year old male as the person believed to be responsible for at least six Robberies occurring between November 7 and 15, 2020.

Two of the Robberies took place back-to back on Notre Dame Avenue on November 14, 2020. On November 14, 2020, a call was received that a Robbery had just taken place at a restaurant on Notre Dame Avenue in Greater Sudbury. Information provided was that a man had entered the establishment, demanded money from the staff while displaying an edged weapon.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

The man stole an unknown amount of cash and then fled the area on foot prior to Police arrival. Police arrived on scene, reviewed video surveillance, and set up containment until the K9 Unit arrived. The area was searched however they were unable to locate the man.

A short time later, Police were dispatched another restaurant on Notre Dame Avenue in regards to another Robbery that had just occurred. Police were told that a man had entered the establishment and demanded money. The man was unable to obtain any money and fled the area on foot. Officers arrived on scene moments later, canvassed the area, and reviewed security camera footage.

This person is also believed to be responsible for four other Robberies that took place November 7, 2020 on Douglas Avenue, November 8, 2020 on Elm Street, November 11, 2020 on King Street, and November 15, 2020 on Douglas Avenue.

An arrest warrant exists for the accused and Investigators continue to follow-up leads as to the whereabouts of the accused who is actively evading arrest.

INTEGRATED OPERATIONS DIVISION

POLICE COMMUNITY RESPONSE CENTRE (PCRC)

The PCRC continued to assist frontline officers in responding to calls for service in November, including:

- 385 initial and 359 follow ups
- 266 initial and 212 follow ups from CopLogic
- 116 initial and 161 follow ups relative to the Tow Book
- 106 initial and 158 follow ups in Frauds
- 8 – S.117 applications
- 19 CPIC/RO checks assisting Patrol/CID
- 252 MVC Self Reports
- 43 MVC 401s
- 23 Crown Briefs
- 6 Production Orders
- 25 Patrol assists with CFS
- 6 PONs
- 3 PART III
- A majority of our members continued to work from remote locations

Initiative

- Supervisors working with 911ECC/CIT continue to explore Face to Face Communication which will offer customers the ability to interact and report crime through technology such as FACETIME/Skype

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

TRAFFIC MANAGEMENT UNIT (TMU)

The Greater Sudbury Police Service Traffic Management Unit (TMU) continued its focus on road safety and aggressive driving while issuing 179 Provincial Offence Notices and 70 PART III Summonses through the month of November.

To date, the yearly TMU PON total for 2020 is 3587. TMU members are investigating a double fatal MVC investigation on MR 35 and a fatal pedestrian MVC on MR 55.

EMERGENCY RESPONSE UNIT (ERU)

The ERU continued to assist frontline officers in responding to calls for service in November including;

- 385 calls for service
- 51 focused patrols
- 4 PCRC follow-ups
- 5 search warrant executions
- 7 K9 callouts
- 1 High Risk Arrest – Barricaded suicidal armed male dealt with through Crisis Negotiation for 4 hours. Successful resolution.
- Assist OPP – Manitoulin Island Homicide Investigation. EDU members on scene 10 days rendering scene safe. RPAS operator on scene 4 days.

Initiatives

- Focus Patrols Downtown: Increased downtown presence and visibility

9-1-1 EMERGENCY COMMUNICATIONS CENTRE

The 9-1-1 ECC is excited to announce that the ability to use the location services application *What 3 Words* is now fully implemented.

This is another excellent tool that will assist us in locating people in situations where they require emergency services. All 9-1-1 ECC Communicators have been trained.

Application training extended to Central Ambulance Communication Centre (City of Greater Sudbury – Paramedics Dispatch Centre). It is our belief that sharing our knowledge with our community partners enhances relationships and increases community safety and wellbeing.

In order to inform our public and create awareness regarding *What 3 Words*, our Corporate Communications Branch has created an excellent video and a fun contest that the members of our public can view by logging onto our Social Media pages.

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

128 LARCH STREET MOVE

November 2020 proved to be a busy month with the move of various divisions from Police Headquarters main site at 190 Brady Street to 128 Larch Street, Sudbury. Our Finance Division, Human Resources, Recruitment Centre, Equipment and Supplies Services, Crime Stoppers, Professional Standard Branch, and Police Museum are now all operating out of the new space.

A tour will be arranged for members of the Board in the New Year.

BEST WISHES FOR A SAFE AND HAPPY HOLIDAY SEASON!



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: F gego dgt'2, 2020
PUBLIC	
SUBJECT: STAFFING/DEPLOYMENT UPDATE	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members Goal: Succession Planning	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board, in accordance with Section 31(1) (a) of the *Police Services Act*, hereby approves the appointment of the following members of the Greater Sudbury Police Service on the dates and positions specified as follows:

BEAUDOIN Ashley	February 8, 2021	Communicator
MACKINTOSH, Melissa	November 30, 2020	Payroll Practitioner

BACKGROUND

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

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

Each year, the Service develops a Sworn Officer Hiring Plan in accordance with anticipated attrition through resignation and/or retirement. Recruiting efforts are ongoing continually to ensure staffing levels are maintained.

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SUBJECT: STAFFING / DEPLOYMENT UPDATE AND APPROVAL	Page 2
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CURRENT SITUATION:

Since the last update to the Board, the following staff deployment adjustments have been made as vacancies occur. Vacancies in Civilian categories were created due to a resignation and retirement. Civilian hiring taps both internal and external candidates.

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

TABLE A: GSPS Authorized Strength at November 14, 2020.

FULL-TIME COMPLEMENT

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Secondment
SWORN	270	270	0	(1)
CIVILIAN	128	128	0	
TOTAL	398	398	0	(1)

TABLE B: Appointments

NAMES	EFFECTIVE DATE	POSITION
BEAUDOIN Ashley	February 8, 2021	Communicator
MACKINTOSH, Melissa	November 30, 2020	Payroll Practitioner

TABLE D: Secondments/Non-Medical LOA

One member is currently on secondment with the OPP as follows:

TERM	TYPE OF LEAVE
January 1 2020 to March 31, 2023	Secondment – OPP



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 2, 2020
PUBLIC	
SUBJECT: ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT INTEGRATED ACCESSIBILITY STANDARDS	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Public Trust and Accountability Goal: Commitment to Accessibility	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board accepts this 2019-2020 *Accessibility of Ontarians with Disabilities Act, 2005 (AODA)* update for information.

BACKGROUND:

The *Accessibility for Ontarians with Disability Act 2005 (AODA)* came into effect in June 2005. The goal of the *AODA* is to ensure that all Ontarians with disabilities have full and equal access to goods, services, facilities, accommodations, employment, building structures, and premises. Full accessibility is to be achieved by January 1, 2025. The primary purpose of the *Act* is to develop, implement and enforce accessibility through five sets of standards as follows:

- Customer Service
- Transportation
- Information and Communications
- Employment
- Built Environment

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<p>SUBJECT: ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT INTEGRATED ACCESSIBILITY STANDARDS</p>	<p>Page 2</p>
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In January 2008, the Accessibility Standards for Customer Service, *Ontario Regulation 429/07* came into force. Subsequently, on December 12, 2011, the Board adopted the Customer Service Policy GSPSB – POLICY 021 to comply with the Regulation.

In July 2011, the Integrated Accessibility Standards, *Ontario Regulation 191/11* came into force which combined the Transportation, Information and Communications, and the Employment Standards. Further in December 2012, *Ontario Regulation 413/12* amended the Integrated Accessibility Standards Regulation to incorporate the Built Environment Standards.

One of the requirements under the *Integrated Accessibility Standards Regulation (IASR)* is to create, put into practice, maintain and document a multi-year accessibility plan. In 2014, the Police Services Board approved the Greater Sudbury Police Service’s Multi-Year Accessibility Plan 2014-2021, in accordance with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)* and the *Integrated Accessibility Standards Regulation (IASR)*.

In July 2016, the Accessibility Standards for Customer Service, *Ontario Regulation 429/07* was revoked and the Accessibility Standards for Customer Service were incorporated into the Integrated Accessibility Standards *Ontario Regulation 191/11*. The regulatory references in both policies were updated to coincide with *Ontario Regulation 191/11*.

The Accessibility Policy GSPSB – POLICY was also amended in relation to who may provide documentation for service animals confirming that the person requires the animal for reasons relating to their disability. *O. Reg 191/11* provides for an expanded list of health professionals other than just a physician or a nurse or a doctor who are able to provide such documentation.

CURRENT SITUATION:

It is a requirement of the *Integrated Accessibility Standards Regulation (IASR)*, to report on an annual basis on the progress on the measures taken to implement the Plan.

The attached ‘Annual Accessibility Status Report 2019-2020’ outlines the activities and accomplishments the Greater Sudbury Police Service has undertaken towards inclusion and removing barriers of persons with disabilities. The plan is also posted on the corporate website and made available in an accessible format, upon request.

The Service is now just in the process of completing its annual compliance report for filing.



Greater Sudbury Police Service Annual Accessibility Status Report 2019-2020

The following represents the Annual Accessibility Status Report detailing the progress of measures taken by the Greater Sudbury Police Service to implement the strategies outlined in the 2014-2021 Multi-Year Accessibility Plan.

The purpose of this report is to make the public aware of the Greater Sudbury Police Service's progress with regards to steps to prevent and remove barriers and meet requirements under the *AODA*.

The *Accessibility for Ontarians with Disability Act 2005* (*AODA*) came into effect on June 13, 2005. The goal of the *AODA* is to ensure that all Ontarians with disabilities have full and equal access to goods, services, facilities, accommodations, employment, building structures, and premises. Full accessibility is to be achieved by January 1, 2025. The primary purpose of the *Act* is to develop, implement and enforce accessibility through five sets of standards as follows:

- Customer Service
- Transportation
- Information and Communications
- Employment
- Built Environment

In January 2008, the Accessibility Standards for Customer Service, *Ontario Regulation 429/07* came into force. Subsequently, on December 12, 2011, the Board adopted the Customer Service Policy GSPSB – POLICY 021 to comply with the Regulation.

In July 2011, the Integrated Accessibility Standards, *Ontario Regulation 191/11* came into force which combined the Transportation, Information and Communications and the Employment Standards. Further, on December 17, 2012, *Ontario Regulation 413/12* amended the Integrated Accessibility Standards Regulation to incorporate the Built Environment Standards.

One of the requirements under the *Integrated Accessibility Standards Regulation* (IASR) is to create, put into practice, maintain and document a multi-year accessibility plan.

In 2014, the Police Services Board approved the Greater Sudbury Police Service's Multi-Year Accessibility Plan 2014-2020 in accordance with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) and the *Integrated Accessibility Standards Regulation* (IASR).

In July 2016, the Accessibility Standards for Customer Service, *Ontario Regulation 429/07* was revoked and the Accessibility Standards for Customer Service were incorporated into the *Integrated Accessibility Standards Ontario Regulation 191/11*. The regulatory references in both policies have been updated to coincide with *Ontario Regulation 191/11*.

The Accessibility Policy GSPSB – POLICY was also amended in relation to who may provide documentation for service animals confirming that the person requires the animal for reasons relating to their disability. Amendments to *O. Reg 191/11* now provide for an expanded list of health professionals other than just a physician or a nurse or a doctor who are able to provide such documentation.

The following highlights the actions taken by the Greater Sudbury Police Service to comply within the five standards from January 1 2019 to December 31, 2020. They are organized under the accessibility standards of the AODA.

2019-2020 ACCESSIBILITY STATUS UPDATE:

1. Accessibility Standards – Customer Service

In 2008, the Accessibility Standard for Customer Service was the first of five sets of standards to be issued by the Provincial Government in support of the AODA. The Greater Sudbury Police Service is committed to ensuring that all members of the public receive a fair customer service experience that meets their needs.

Status Update:

The Greater Sudbury Police Service has continued to comply with the requirements of the Customer Service Standard as outlined in the 2014-2021 Multi-Year Plan. In addition, we have taken several other actions to further our compliance of this standard.

- **2019** Human Resource Staff participated in an Webinar by the Canadian Centre for Diversity and Inclusion (CCDI) entitled “*Accessibility-Navigating a World Filled with Barriers*” to enhance their understanding of how to meet the needs of those with disabilities.
- Provided AODA Customer Service Training for all new members and volunteers.
 - (2020) Training to a total of **50** new volunteers, students, and new employees.
 - (2019) Training to a total of **100** new volunteers, students, and new employees.
 - (2018) Training to a total of **89** new volunteers, students, and new employees

- Continue to review customer feedback and take appropriate action.
 - Feedback has been very favourable and Customer Service staff continue to hear that the public is pleased with the services available
- New (2020) Due to COVID, Customer Service forms and application processes have now been moved to an online platform, which eases accessibility to members of the public with accessibility constraints, and those wishing not to come into public spaces due to health concerns.
- A supply of prescription eye glasses and are available at the counter for public use
- Staff members offer to verbally assist the public who identify with literacy disabilities. Staff have received and assisted over 20 requests in 2018-2019. This service was now offered via phone in 2020 due to COVID.
- Larger print documents are available on request

2. Integrated Accessibility Standards – General Requirements

In 2011, the Integrated Accessibility Standard Regulation was enacted and is a consolidation of accessibility standards in the following five areas: General, Information and Communications, Employment, Transportation, and the Built Environment. The General Requirements are regulatory requirements that apply across all standards in this regulation.

Status Update:

- **(2020)** Integrated Standards Training to a total of **50** new volunteers, students, and new employees
- **(2019)** Integrated Standards Training to a total of **100** new volunteers, students, and new employees
- **(2018)** Integrated Standards Training to a total of **89** new volunteers, students, and new employees
- Additional resources were made available to our members in our online ‘Accessibility’ folder including:
 - A large print library containing accessibility documents available to the public in 16pt, 16pt, and 20pt font
 - Audio formats library containing accessibility documents available to the public in audio format
- Provided AODA Integrated Accessibility Standards Training for all new members and volunteers.
 - **(2020)** Integrated Standards Training to a total of **50** new volunteers, students, and new employees
 - **(2019)** Integrated Standards Training to a total of **100** new volunteers, students, and new employees

- **(2018)** Integrated Standards Training to a total of **89** new volunteers, students, and new employees

3. Integrated Accessibility Standards – Information and Communications

The Greater Sudbury Police Service is committed to ensuring information and communications are made available and in an accessible format for people with disabilities.

Status Update:

- Implementation a *Corporate Services Division S.O.P* outlining the procedure for ‘Providing Alternative Formats to Customers’.
- Edited all Greater Sudbury Police Service YouTube videos available to the public to include closed captioning features.
- The Web site has been updated to ensure AODA compliance and testing continues to ensure compliance.

4. Integrated Accessibility Standards – Employment Standards

The Greater Sudbury Police Service is committed to inclusive employment practices that ensure the processes of recruiting, hiring, communicating with and retaining employees with disabilities fulfills the intent of the Ontario Human Rights Code.

Status Update:

The Greater Sudbury Police Service has continued to comply with the requirements of the Employment Standards as outlined in the Multi-Year Accessibility Plan. In addition, they have also taken several other actions to further their compliance.

- **New (2020)** As a result of COVID many non-essential Service Personnel were required to commence working from home. Human Resources consulted with these members, ensuring their ergonomic needs were met in their home workspaces. Documentation was created for members on how to ‘Ergonomically Set Up a Workspace’, and members who required special equipment (chairs, desks, computer equipment, and keyboards) were provided this equipment.
- **(September 2019-current)** Participating in the March of Dimes Disability Skills and Work Program by providing a participant 24 weeks of work experience in our Training Branch, in order to introduce them to employment opportunities, and the skills needed to succeed in our organization.
- **New (2020)** One member has returned to work with a Service Animal. This process was conducted in accordance with our newly created Service Animal Procedure. Service members/coworkers were educated utilizing a video titled ‘Do’s and Don’ts for Interacting with a Service Animal; Posters were also created to provides members with instructions on how to interact with a member and their Service Animal.
- Continue to utilize an Ergonomic Testing Area in the Human Resources Branch to ensure we properly meet the accommodation needs of applicants with disabilities.

- Continued notification to employees and the public about the availability of accommodations for applicants with disabilities in the recruitment process on our job postings and on the Greater Sudbury Police Service website.
- Continued to have individuals participating in the assessment or recruitment process to complete a Performance Declaration in order to provide or arrange for suitable accommodations as required.
- Continued notification to successful applicants of our policies for accommodating employees with disabilities
- Provided information regarding the provision of job accommodations during the Human Resources Orientation Program
- Continued the provision of an ‘Employee Workplace Emergency Response Plan’ to those employees who have informed Human Resources of their personal disability. This has also been added to the Return to Work process should a member need an Employee Workplace Emergency Response Plan.
- In conjunction with Acclaim Disability Management Services, progress has continued to:
 - Develop individual accommodation plans for employees with disabilities
 - Develop, document, and implement return to work processes for employees who have been absent from work due to a disability and require disability-required accommodations
- Continued to institute the practices and provisions used with external applicants when members compete in the Promotional Competition Process, Internal Hiring Processes, or when being redeployed

5. Integrated Accessibility Standards – Transportation

The Greater Sudbury Police Service does not participate in any activities that fall under the Transportation Standards; therefore this section does not apply to the Service.

6. Design of Public Spaces Standards – Accessibility Standards for the Built Environment

The Accessibility Standards for the Built Environment was the last standard to become law and is also part of the Integrated Accessibility Standards. The Greater Sudbury Police Service is committed to ensuring that any new buildings and/or renovations will not create any new barriers for persons with disabilities. Furnishings throughout offices are designed and installed to meet specific member needs and to address accommodation requirements specifically. Recently acquired space at 128 Larch Street for administrative office use primarily and the police museum was designed against all required building standards under the auspices of design and architectural standards.

Reviewing and Monitoring the Accessibility Plan

The Greater Sudbury Police Service's Multi-Year Accessibility Plan will be reviewed and updated at least once every five years. In addition, an Annual Status Report will be completed to document the progress and measures taken to meet the requirements of the Integrated Accessibility Standards Regulation. This report represented a year 3 report on activities since originally approved.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 2, 2020
PUBLIC	
SUBJECT: MAINTENANCE AND REPAIR OF SPECIALIZED EMERGENCY EQUIPMENT FOR POLICE VEHICLES	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board authorizes an extension of Standing Offer Contract GSP15-4, Removal, Installation, Reinstallation, Maintenance, and Repair of Specialized Emergency Equipment for Police Vehicles for a further 3 month period extending to March 31, 2021 for the following Service Providers:

- **Bob's Service Centre, 1468680 Ontario Ltd.**
- **Belanger Ford Lincoln Centre Ltd.**

BACKGROUND:

The Greater Sudbury Police Service operates a fleet of 90 vehicles that have specialty equipment such as light bars, sirens, consoles, and prisoner partitions. When the vehicles are replaced, the equipment is removed from the old vehicle and reinstalled in the new vehicle. New equipment is generally installed during changeover but this service may also be required at other times. Maintenance and repair of the equipment is also needed from time to time and on a pre-scheduled basis.

SUBJECT: MAINTENANCE AND REPAIR OF SPECIALIZED EMERGENCY EQUIPMENT FOR POLICE VEHICLES	Page 2
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In 2016, a Request for Standing Offer was issued and subsequently an agreement was entered into with the above noted vendors for the installation and removal of equipment. The full term agreement including, option years were exercised with both vendors due to the quality of service being received. Contracts are now due to expire December 31, 2020.

CURRENT SITUATION:

Due to COVID-19 and the added challenges the pandemic presented to the Service, the issuance of the Request for Standing Offer has been delayed. A three-month extension should provide the necessary time required to effect the procurement to be undertaken in collaboration with the City of Greater Sudbury Purchasing Department.

The value of services provided under these contracts is estimated at an approximate total of \$100,000 annually with funds drawn from the Fleet Operating Budget.

A detailed renewal report will be presented to the Board once vendor selection has been undertaken.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 2, 2020
PUBLIC	
SUBJECT: FLEET VEHICLE GRAPHICS CONTRACT	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board receives this report on Fleet Vehicle Graphics for information.

BACKGROUND:

On the July 31, 2015, Alpine Graphics was awarded the sole contract GSP51-3 for the Supply, Removal and Application of Vehicle Graphics for the Greater Sudbury Police Service Board.

Due to the quality of service being received by Alpine Graphics, the Board approved additional two and one year term extensions with rates in accordance with the Consumer Price Index. The contract term concludes on December 31, 2020.

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SUBJECT: FLEET VEHICLE GRAPHICS CONTRACT	Page 2
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CURRENT SITUATION:

On behalf of the Greater Sudbury Police Service Board, the City of Greater Sudbury Purchasing Department has issued a Request for Tender GSP20-115 for Vehicle Graphics involving approximately 94 Greater Sudbury Police Service Fleet vehicles.

The Request for Tender process will conclude the week of December 14, 2020 when bids will be evaluated and subsequently, a vendor will be awarded the full contract prior to December 31, 2020.

The new Contract Term will commence upon award for a period of three years with an option of two – one year periods as follows:

Initial Term:

Date of Award January 1, 2021 to December 31, 2023

Option Years:

Option Year 1 – January 1, 2024 to December 31, 2024

Option Year 2 – January 1, 2025 to December 31, 2025

The total value of the service covered with the contract is estimated at approximately \$25,000 annually with funds drawn from the Operating Budget and/or Fleet Capital Account.

The Board will be notified once the actual vendor has been selected with a full report presented in January 2021.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 2, 2020
PUBLIC	
SUBJECT: TOWING CONTRACT UPDATE	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared by: Sharon Baiden Chief Administrative Officer	Recommended by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board approves an extension to the Agreements with:

Area 1:	2591519 Ontario Inc., o/a Boyuk Towing Services <i>formally known as Guse Carriers Inc., o/a Boyuk Towing Services</i>
Area 2:	1468680 Ontario Limited, o/a Bob's Service Centre
Area 3:	2591519 Ontario Inc., o/a Boyuk Towing Services <i>formally known as Guse Carriers Inc., o/a Boyuk Towing Services</i>

For the purpose of towing services subject to the same terms and conditions extending to April 30, 2021.

BACKGROUND:

For a number of years, the Board has entered into contracts for the towing, storing, and impounding of motor vehicles. The City is divided into three distinct areas to streamline access and efficient response to towing needs identified by police.

SUBJECT: TOWING CONTRACT UPDATE	Page 2
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The Agreement requires that the vendor in each of these areas provide equipment for the towing of large and small vehicles, along with storage and impound facilities.

For the past five years, the Board has provided towing services to three distinct areas as follows:

- Area 1: Guse Carriers Inc., o/a Boyuk Towing Services**
- Area 2: 1468680 Ontario Limited, o/a Bob's Service Centre**
- Area 3: Guse Carriers Inc., o/a Johnny's Towing Services**

CURRENT SITUATION:

On October 21, 2020, correspondence was received from Guse Carrier Inc. advising that they had sold the towing division and are no longer able to provide services under their contract ending October 31, 2020.

The division that provides towing has been sold to a company in Southern Ontario under the incorporated name of 2591519 Ontario Inc. The successor company will continue to operate under the trade name of Boyuk Towing Services and are interested in providing towing services to the end of December 2020 when the contracts due to expire.

Legal Services and Procurement Services at the City have been engaged. The new company will continue to operate the contract pending requisite security clearances for the ownership and employees of 2591519 Ontario Inc.

The current Agreements expire December 31, 2020.

Due to the ongoing circumstances with the COVID-19 pandemic, the Towing Renewal process could not be initiated. The extension to April 30, 2021 will allow for the process to establish new contract(s).



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 2, 2020
PUBLIC	
SUBJECT: INTEGRATED COURT OFFENCES NETWORK (ICON) APPLICATION	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board approves the application to the Ministry of the Attorney General for access to the Integrated Court Offences Network (ICON).

BACKGROUND:

The Integrated Court Offences Network (ICON), FRANK, and the Estates Application are electronic court case tracking systems maintained by the Court Services Division of the Ministry of the Attorney General (CSD), which contain case information pertaining to matters in the Ontario Court of Justice and Superior Court of Justice.

The Courts Branch of the Greater Sudbury Police Service responsible for Records Management is applying for access to the ICON application.

GPS would then have access to more detailed information and would be able to:

- A. Identify court record information to view, collect, use and/or distribute including court record information from more than one court or electronic case tracking system:

.../2

- a. View both Adult and Youth Information's–
 - i. Next Court Dates, if an information is in Bench Warrant or Warrant status to update our records
 - ii. Disposition details – Counts withdrawn, plead too, and sentence details such as custody awarded, Pre-trial Custody awarded, all ancillary orders including DNA, Weapons prohibitions, Probation Orders, and Identify the Lead Charge to update records
 - iii. General Search to match charges to Assigned info numbers in order to request information from MAG office
 - 1. Acquire Info Number to be provided to MAG Criminal Office when requesting certified copies for the Crown
 - 2. Helpful when identifying discrepancies for RCMP requests (C216 purpose)
 - 3. Helpful when attempting to identify when publication bans and non-communication orders were issued to enforce these orders
 - iv. Updated Court Proceedings List – to ensure charges have appeared in court as anticipated.

B. Access to youth court records in accordance with the provisions of the *Youth Criminal Justice Act (YCJA)*.

Access to youth court records is sought pursuant to the provisions of s. 119(1)(g) of the *Youth Criminal Justice Act (YCJA)*.

CURRENT SITUATION:

Direct access to the Integrated Court Offences Network (ICON) would greatly assist in maintaining current and accurate Records Management information. This would also eliminate the need for the Ministry of Attorney General staff to process the large volume of requests in a timely manner.

It is recommended that the Board approves the application.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 2, 2020
PUBLIC	
SUBJECT: INTERPROVINCIAL POLICING ACT, 2009	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board approves the report in respect to the *Interprovincial Policing Act, 2009* and endorses the Application for Appointing Officials designating Chief Paul Pedersen as Appointing Official

BACKGROUND:

On December 15, 2009, the *Ontario Interprovincial Policing Act (IPA)* received royal assent with an 'in force' effective date of July 5, 2010. The *Act* requires that individuals interested in becoming Appointing Officials for the purpose of the *IPA* review, must make application to the Minister for consideration.

Since that time, the Ministry of Solicitor General has been working toward the updating of the *Act* with amendments in 2019 by striking out 'an employee of' and substituting 'a member of', 'striking out 'police force' and substituting 'police service', adding the definition 'Police Services Board' has same meaning as in the *Community Safety and Policing Act*, and replacing '*Police Services Act*' with '*Community Safety and Policing Act, 2019*'.

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CURRENT SITUATION:

The Ontario *Interprovincial Policing Act (IPA)* allows for cross-border policing cooperation with other Canadian provinces and territories. Section 34 of the *IPA* authorizes the Minister of the Solicitor General to designate, in writing, any person or the members of any class of persons as an appointing official. An Appointing Official is responsible for reviewing *IPA* applications and approving, denying, or terminating the appointments of extra-provincial police officers.

The *IPA* provides a mechanism whereby a Minister Designated Appointing Official may appoint an extra-provincial police officer as a police officer in Ontario so that they have the powers and protections of a police officer while performing duties in Ontario.

Status can be granted to a police officer from another Canadian province or territory that is required to enter Ontario to perform policing duties. The *IPA* also provides for oversight of extra-provincial police officers operating in Ontario. Portions of the *Community Safety and Policing Act, 2019* and its regulations have been amended to ensure that they apply appropriately to an extra-provincial officer.

The Minister may designate and may revoke an Appointing Official designation. The guideline regarding who may apply to be an Appointing Official for municipal police services states that the individual must hold the rank of Chief of Police or Deputy Chief of Police.

Applicants from municipal services must have the support of their Board.

Section 6 of Regulation 273/10 under the *IPA* outlines the notice and reporting requirements of appointments including details on what information shall be reported, how often, and by whom. Reports shall be forwarded to the Board accordingly.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR DISCUSSION	DATE: F gego dgt"4, 2020
PUBLIC	
SUBJECT: BODY WORN CAMERAS	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared by: <div style="text-align: center;"></div> Sharon Baiden Chief Administrative Officer	Recommended by: <div style="text-align: center;"></div> Paul Pedersen Chief of Police

RECOMMENDATION: FOR DISCUSSION/DECISION

BACKGROUND/OUTCOME:

BWCs have been in wide-spread use in some police agencies for many years particularly in Europe and the United States, and there have been growing discussions regarding the deployment of this technology among Canadian Police Services.

At the September 2020 meeting, Board Members reviewed and discussed Body Warn Camera (BWC) technology and possible options including a roll out of a BWC Pilot Program with a view of potential full deployment of BWCs across the entire Service.

A more detail review was requested by the Board and as such a Greater Sudbury Police Service’s Preliminary BWC Feasibility Study was undertaken. The purpose of the review was to examine examples and experiences of BWCs in Canada in order to identify perceived benefits and concerns of police officers and community members, provide insight into the complexity of developing policy and governance, as well as calculate costs for deploying such technology.

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SUBJECT: BODY WORN CAMERAS	Page 2
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CURRENT CONSIDERATIONS:

A thorough review of Body Worn Cameras has now been completed and the following summarizes its findings for consideration of the Board.

Perceived Benefits Vs Concerns:

A literature search focusing on Canadian Police Service examples has been undertaken. The argument for the use of BWCs among Canadian Police Services is in part a result of public dissatisfaction with police behaviour, misconduct, interactions with persons with mental illness, systemic racism, racial profiling, and bias and discrimination.¹

Although there are noted benefits, there are also concerns that will require further discussion and examination:

Perceived Benefit	Perceived Concern
Increased transparency and accountability of police.	Rights of privacy for citizens and police agencies.
Improved officer and citizen behaviour.	Complexities of developing training and policy guidelines.
Quick turnaround time for citizen complaints and lawsuits.	Financial resources.
Improved evidence.	Not all courts are equipped to view footage.
Opportunities for police training.	Concerns with recording vulnerable groups.
Protect officers from unsubstantiated claims.	Concerns with perceived limited discretionary power.
Improved trust, accountability and transparency with police.	Concerns of reduced comfortability when reporting abuse and complete disclosure.
Reduction of procedural steps if statements are taken on the spot and recorded with BWCs.	Difference in perception of footage.

With regard to perceived limited discretionary power, the Toronto Police Service Pilot noted an increase in arrests and decrease in warnings with the BWC group compared to the non-BWC group.

¹ OHRC. (2017). *Under Suspicion: Research and consultation report on racial profiling in Ontario*. Toronto: Ontario Human Rights Commission. Retrieved from http://ohrc.on.ca/sites/default/files/Under%20suspicion_research%20and%20consultation%20report%20on%20racial%20profiling%20in%20Ontario_2017.pdf

This finding also mirrors results from Braga and colleagues’ randomized controlled trial with BWC officers issuing more citations and enacting more arrests compared to non-BWC officers. controlled trial with BWC officers issuing more citations and enacting more arrests compared to non-BWC officers.

Right to Privacy:

The goal of BWC technology is to record police officers’ interactions with members of the public in the course of their duties. In the process, BWCs capture personal information that can be stored indefinitely which may result in significant privacy and legal implications it may pose to citizen interactions, especially during evidence collection and interacting with witnesses, victims, and accused individuals. Retention policies guiding retention must be developed in order to ensure privacy concerns are addressed. The Service already has practices in place for retention and destruction of video imagery that is captured on the Lions’ Eye in the Sky system. This is set at 72 hours unless video is seized for investigative or evidentiary purposes. This determination was made in consultation with the Privacy Commissioner of Ontario.

Failure to consider all plausible legal implications may jeopardize cases and poses civil and criminal liability to a police organization. Although there are no specific laws and legislation dictating the use of BWCs, the use of such technology will be guided by *The Canadian Charter of Rights and Freedoms*, *the Criminal Code – Youth Criminal Justice Act (YCJA)*, and *the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)*. BWC footage will capture personal information of victims, witnesses, accused parties, uninvolved bystanders, as well as related and unrelated sensitive information communicated over police radios.

Personal Information – MFIPPA	Personal Information - BWC interaction
<ul style="list-style-type: none"> • Information relating to the race, national or ethnic origin, colour, religion, age, sex, sexual orientation or marital or family status of the individual. • The address, telephone number, fingerprints or blood type of the individual. • The individual’s name if it appears with other personal information relating to the individual or where the disclosure of the name would reveal other personal information about the individual. 	<ul style="list-style-type: none"> • Information of an individual is routinely collected by police officers during any call for service or investigation and a BWC-recording creates a complex and detailed record and there would often be linkages between names and other personal information.

<ul style="list-style-type: none"> • Information relating to the education or the medical, psychiatric, psychological, criminal or employment history of the individual or information relating to financial transactions in which the individual has been involved. • Correspondence sent to an institution by the individual that is implicitly or explicitly of a private or confidential nature, and replies to that correspondence that would reveal the contents of the original correspondence. 	<ul style="list-style-type: none"> • Police routinely assist other Services and service providers, which make them privy to medical and psychological information and history, and BWCs could capture this information. • BWCs would capture private correspondence as documents, e-mails, and text messages are routinely provided to officers during investigations.
<ul style="list-style-type: none"> • Any identifying number, symbol or other particular assigned to the individual. 	<ul style="list-style-type: none"> • A BWC interaction would capture unique identifying numbers, such as driver's licence numbers.
<ul style="list-style-type: none"> • The personal opinions or views of the individual except if they relate to another individual. • The views or opinions of another individual about the individual. 	<ul style="list-style-type: none"> • BWCs may capture personal opinions or views during an interaction (e.g., arrest), as well as during the collection of a statement to the investigating officer(s).

Privacy Impact Assessment:

Prior to full deployment of BWCs, a full Privacy Impact Assessment (PIA) must be completed, as well as the development of clear policies and governance guiding the use of such technology. Both previously mentioned items need to incorporate and consider pertinent laws and legislation, such as the *Municipal Freedom of Information and Protection of Privacy Act* and *Canadian Charter of Rights and Freedoms*, as well as consider internal and community stakeholder feedback.

The GSPS PIA would provide a context for the privacy impact analysis, explain project business processes and information flow, and provide a privacy risk mitigation strategy. The GSPS PIA would adhere to the format set out in the Ontario's Office of the Information and Privacy Commissioner and it is anticipated that the findings will mirror those found in Durham's PIA. The objectives of the PIA would include:

1. Identify privacy impacts of BWC technology, policy and processes.
2. Identify information flow and business practices of the BWC.
3. Assess and manage privacy risks associated with BWCs.
4. Recommend solutions to enhance privacy related to BWCs and future activities involving BWC technology.

Use of Force:

In 2019, GSPS received 55,427 calls for service, which involved a wide array of types of complaints. Of the total calls for service in 2019, only 85 (0.15%) resulted in Use of Force Report submissions by officers.

GSPS officers are required to submit Use of Force Reports when they use physical force on a person while performing their duties that results in injuries (including those that require medical attention, as well as injuries as a result of canine); draw their firearm in the presence of a member of the public or point/discharge their firearm at a person; or use a weapon other than a firearm on a person including a conducted energy weapon (CEW) and carbine, in demonstrated force presence or full deployment.

As of January 1, 2020, the Ministry of the Solicitor General requires that all Use of Force Reports submitted by officers must indicate the perceived race of the involved party. This was implemented in order to assist in identifying and monitoring systemic racism and disparities, and to promote racial equality. In addition, this data will be utilized to inform on policies and procedures to address discriminatory practices and increase accountability of police. The GSPS annual Use of Force Report examines each incident and offers the opportunity to as an organization learn from the incidents in order to effectively, efficiently and safely handle these challenging situations.

Individuals perceived as Indigenous accounted for approximately:

- 11% of parties arrested,
- 11% of those involved in incidents which resulted in force being used, and
- 9% of Collection of Identifying Information in Certain Circumstances for Street Checks.

Individuals perceived as Black accounted for approximately:

- 2% of parties arrested,
- 8% of those involved in in incidents which resulted in force being used, and
- 7% of Collection of Identifying Information in Certain Circumstances for Street Checks.

Public Complaints:

In 2019, GSPS received 37 Public Complaints through the Office of the Independent Police Review Director (OIPRD): none of the Public Complaints were substantiated or resulted in sanctions against an Officer. The table below serves to illustrate the classification of complaints received in 2019. The majority of the complaints brought forward and investigated involved Service/Policy (6 complaints; 28.6%). There were only 4 Public Complaints brought forward for excessive force, none of which were substantiated.

Complaint Classification	2019	%
Abuse of Authority	1	4.8%
Assault	0	0.0%
Breach of Confidence	0	0.0%
Corrupt Practice	0	0.0%
Discreditable Conduct	4	19.0%
Excessive Force	4	19.0%
False Arrest	0	0.0%
Harassment	0	0.0%
Incivility	3	14.3%
Neglect of Duty	3	14.3%
Service / Policy Complaint	6	28.6%
Sex Assault	0	0.0%
Threatening	0	0.0%
Damage to Property	0	0.0%
Total Investigations	21	100%
Screened out by OIPRD	16	
Total Complaints	37	

Chief's Complaints/Investigations:

In 2019, the Professional Standards Bureau (PSB) investigated 4 new Chief's complaints pursuant to section 76 of the Police Services Act (PSA). These 4 investigations carried over from 2018, proceeded to a Hearing pursuant to section 76 (9) of the PSA. There were also 4 new investigations in 2019.

The table below illustrates the classification of misconduct contrary to the Code of Conduct, Ontario Regulations 286 / 10, Police Services Act of Ontario, investigated by the PSB in 2019 – including the 4 that were carried over from 2018. The majority (50%) involve 'Insubordination'.

PSA Charges	2019	%
Abuse of Authority	0	0.0%
Assault	0	0.0%
Breach of Confidence	0	0.0%
Corrupt Practice	0	0.0%
Discreditable Conduct	1	12.5%

Excessive Force	0	0.0%
Deceit	0	0.0%
Harassment	0	0.0%
Incivility	0	0.0%
Neglect of Duty	3	37.5%
Service / Policy Complaint	0	0.0%
Insubordination	4	50.0%
Unsatisfactory Work Performance	0	0.0%
Damage to Property	0	0.0%
Total Chief Complaints	8	100%

Special Investigations Unit – 2019:

The Special Investigation Unit (SIU) conducts investigations of police officers involved in incidents of death, serious injury, and allegations of sexual assault to determine whether a criminal offence took place. In 2019, SIU invoked their mandate for 5 matters involving GSPS:

- One investigation involved a Motor Vehicle Collision and alleged pursuit resulting in death. It was determined that no pursuit was initiated and there were no grounds to proceed with criminal charges against the officer involved;
- One investigation involved an in-custody injury to an accused, which was cleared as there were no grounds to proceed with criminal charges against the 2 officers involved;
One investigation involved a GSPS and OPP takedown of a vehicle that had been involved in a violent robbery outside of our jurisdiction, where an officer discharged his firearm and wounded an accused. There were no grounds to proceed with criminal charges; and
- The remaining two investigations involve the same complainant and are ongoing.

Costs:

The **direct** equipment costs for BWCs will require funding to the Police Service which will range \$1.5 million and \$2.6 million depending on the numbers that are acquired. There will be consideration to having BWCs as part of a fleet inventory issued in a similar manner to CEWs. There are also a range of options available on cameras due to the differences in program costs, type of licensing for members, Cloud storage, mandatory software subscription fees, hardware refreshment, any additional features such as Live-streaming, and bundling up with other applicable police issued equipment such as conducted energy weapons or digital evidence management solutions. There would also be costs for training on the BWC system selected, as well as for equipment required for work stations. In addition, as noted additional civilian technical staff will be required in order to manage the volumes of data generated from BWC downloads.

One of the primary resource issues revolves around the cost of digital evidence data storage and management, however unlike prior BWC studies and evaluations, technological advancements have resulted in decreased costs associated with storage such as Cloud storage. There are also costs associated to when the footage is used in court which would involve reviewing and redacting footage.

With respect to disclosing footage for investigative purposes, GSPS currently has the capability and capacity to process *Freedom of Information* requests through Central Records as well as CCTV footage through Digital Evidence. A more in-depth analysis would be required for staffing in relation to the impact of BWC technology. GSPS would at minimum require one net new hire that would specialize in the BWC Technology, and complete vetting and disclosure. The wage is included in the above estimated annual cost.

Governance and Policy

A report developed by the Office of the Privacy Commissioner of Canada and other Canadian police services indicated that the following should be included in policies and procedures for Police Services considering BWCs:

- Rationale, purpose, and operational needs for BWCs.
- Legislative authorities for collecting personal information.
- Roles and responsibilities for staff with respect to BWCs and their recordings.
- Clearly stated criteria for context-specific situations (e.g. when to turn off camera) and continuous recording.
- Provision for an operational guide and mandatory training for employees to ensure that officers understand the privacy implications of BWCs and are aware of their responsibilities under these policies and procedures.
- Privacy protection for employees whose personal information is captured by BWCs.
- The allocation of responsibility for ensuring that BWC policies and procedures are followed with overall accountability resting with the head of the organization.
- The consequences of not respecting the policies and procedures.
- Individuals should be informed that they have a right to make a complaint to the Police Service's privacy oversight body regarding the management of a recording containing personal information to determine whether a breach of privacy law has occurred.
- The name and contact information of an individual who can respond to questions from the public.

- The requirement that any contracts between police services and third-party service providers specify that recordings remain in the control of police services and are subject to applicable privacy laws.
- A provision for regular internal audits of the BWC program to address compliance with the policy, procedures, and applicable privacy laws.
- Procedures for processing and storing BWC video.
- Procedures for accessing and reviewing BWC video.
- Procedures for processing Freedom of Information requests for BWC video.
- Must prohibit officers from deleting BWC footage.

Just recently, the Information and Privacy Commissioner of Ontario has communicated with the Chair of the Ontario Association of Police Services Board and the President of the Ontario Association of Chiefs of Police respecting Body-Worn Cameras.

In correspondence, the Commissioner acknowledges the potential values of implementing BWC systems while indicating that it is critical that an effective BWC governance framework be clearly established. Such framework must respect the public's need for transparency and accountability in policing and the need to respect reasonable expectations of privacy.

The Toronto Police Services Board passed a motion that will see active consultation with the Commissioner on the establishment of those elements that are necessary for an effective BWC governance framework, including a BWC Policy and related procedure for implementation. Toronto has committed to the development of this framework before deploying BWCs to all frontline officers. The Commissioner aims to have this work completed before the end of 2020 and that the resulting framework will serve as a model for consideration by other police services across Ontario. The Commissioner has asked that his letter be shared with Board Chairs and Chiefs of Police.

The Board has by way of written correspondence advised the Commissioner of its willingness to work with the Information and Privacy Commission in establishing an effective governance framework to address issues of transparency, accountability, and privacy.

DISCUSSION:

Based on the foregoing findings, the Board may wish to implement a pilot launch of BWCs with a focus that would include:

- Data collection from the last 5 years for all incidents involving police in terms of Arrests, Charges, Use of Force Reports, and Police Complaints (e.g. total time for

each investigation and estimated cost; outcome of investigation) in order to determine whether any increases or decreases in these areas can be attributed to the effectiveness of BWCs.

- Consultation with the Information and Privacy Commissioner on the development of a governance framework.
- Examination of the interface with current systems such as the Records Management System (RMS), Computer Aided Dispatch, Court Brief assembly.
- Engagement and consultation with external stakeholders for input including, but not limited to, mental health organizations (e.g. Canadian Mental Health Association), developmental disability organizations (e.g. Autism Ontario), as well as members from Black, Indigenous, and other Persons of Colour groups.
- Consider best practices research and results from pilot studies already undertaken when developing procedural guidance on its use
- Internal consultation with members including input from the four GSPS Working Police Reform Groups: Anti-Racism, Community Response to Mental Health, Gender Equity, and Anti-Police Mental Wellness.
- Full cost-benefit analysis will be required in order to establish a more defined financial requirement for this equipment both for one-time and ongoing operating expenses.
- Establish partnerships with education and researcher(s) to establish an evidence-based approach and methodologies to support evaluation.
- Procedural development to consider all Acts and Legislation of the use of BWCs (e.g. informing involved parties they are being recorded).
- Identification of participants to include a select sample of members from units who interact with the public.

BWCs are becoming increasingly supported as a significant consideration for police-issued equipment particularly for officers working on the frontline.

In order to make more informed decisions around its use, costs, benefits, and performance metrics, moving forward with a pilot deployment within the Service may be worth considering.

An element of this work would also work with the Information and Privacy Commissioner with respect to an appropriate governance framework.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 2, 2020
PUBLIC	
SUBJECT: 2021 FEES FOR SERVICES	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

That the Greater Sudbury Police Services Board approves the amendment to ‘Schedule A’ of By-Law 2009-3 as attached. This amendment increases the fees currently charged for services by 3% effective January 1, 2021.

That the fee schedule be further amended to include the following fees in the Schedule:

Children’s Law Reform Act Check	\$36.00
Occurrence List	\$66.00

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

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SUBJECT: 2021 FEES FOR SERVICES	Page 2
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BACKGROUND:

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

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

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

CURRENT SITUATION:

In 2020 due to the COVID-19 pandemic need for social distancing, requests for Record Checks were made accessible for processing online.

The Board approved Motion # 059 on April 15, 2020 that would enable online police background checks. Fees for checks were amended at that time to reflect the costs.

ONLINE Record Check Fees	
Level 1 – Criminal Record Check	\$32.00
Criminal Record Check – Volunteers	\$19.00
Criminal Record Check – Unpaid Students	\$17.00
Level 2 – Criminal Record and Judicial Matters Check	\$36.00
Criminal Record and Judicial Matters Check – Volunteers	\$25.00
Criminal Record and Judicial Matters Check – Unpaid Students	\$23.00
Level 3 – Vulnerable Sector Check	\$40.00
Vulnerable Sector Check – Volunteers	\$31.00
Vulnerable Sector Check – Unpaid Students	\$29.00

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Background for the two new items added to the Fee Schedule in 2021.

Children's Law Reform Act (CLRA) Check

- A record check for non-parent custody
- In accordance with Sec. 21.1 of the *CLRA*, the applicant must submit a police record check for Court purposes which contains more information that would normally be found on any of our record checks:
 - every criminal offence of which I have been convicted under the *Criminal Code*, the *Food and Drugs Act* or the *Controlled Drugs and Substances Act*, except an offence in respect of which a pardon has been issued or granted;
 - every criminal offence under the *Criminal Code*, the *Food and Drugs Act* or the *Controlled Drugs and Substances Act* of which I have been found guilty and discharged, except an offence in respect of which the record has been purged;
 - every offence under the *Criminal Code*, the *Food and Drugs Act* or the *Controlled Drugs and Substances Act* of which I have been found guilty and for which an adult sentence has been imposed under the *Youth Criminal Justice Act*, except an offence in respect of which a pardon has been issued or granted;
 - every outstanding order made against me in respect of a criminal matter including a probation order, prohibition order, or warrant;
 - every outstanding restraining order made against the individual;
 - every outstanding criminal charge against individual;
 - every criminal charge against the individual

Occurrence List

- Providing a list that includes occurrence numbers, the report date, and the lead investigators name
- Typically requested from Landlords/Building Owners/Superintendents as they are not involved in the investigations and unable to request full reports, however they require our information to get through the Landlord Tenant Tribunal process to evict a tenant
 - Only identify occurrences where there is property damage, or if we can see the landlord was spoken to or made aware of the occurrence when reviewing investigative reports
- Sometimes requested for other purposes, ex. Family Court, proof that person requires community assistance, Civil Court, etc.

The Greater Sudbury Police Service has been advised that fee adjustment for 2021 shall be 3%.

The 2021 Fee Schedule includes this 3% increase with fees rounded to facilitate the exchange of money and will be effective on January 1, 2021.



GREATER SUDBURY POLICE SERVICE FEE SCHEDULE

Effective January 1, 2021 the fee for services provided by the Greater Sudbury Police Service as approved by the Police Services Board will be as follows:

SERVICE	FEE	HST	TOTAL
Bingo / Lottery Applicant (cost per 2 Applicants / Organizations)	\$33.00	-	\$33.00
Level 1 – Criminal Record Check	\$32.00	-	\$32.00
Criminal Record Check – Volunteers	\$19.00	-	\$19.00
Criminal Record Check – Unpaid Students	\$17.00	-	\$17.00
Level 2 – Criminal Record and Judicial Matters Check	\$36.00	-	\$36.00
Criminal Record and Judicial Matters Check – Volunteers	\$25.00	-	\$25.00
Criminal Record and Judicial Matters Check – Unpaid Students	\$23.00	-	\$23.00
Level 3 – Vulnerable Sector Check	\$40.00	-	\$40.00
Vulnerable Sector Check – Volunteers	\$31.00	-	\$31.00
Vulnerable Sector Check – Unpaid Students	\$29.00	-	\$29.00
Children’s Law Reform Act Check **NEW**	36.00		\$36.00
Record Checks - Additional Originals	\$5.00	-	\$5.00
Record Check – Expedited	\$33.00	-	\$33.00
Record Check – Record Suspension (Pardon)	\$66.00	-	\$66.00
Digital Fingerprints – Record Checks	\$28.00	-	\$28.00
Digital Fingerprints – Employment / Adoption/ VISA / Pardon / Waiver	\$63.00	-	\$63.00
Digital Fingerprints – Federal Employment / Citizenship / Immigration	\$28.00	-	\$28.00
Digital Fingerprints – Volunteer and Student Record Check (no letter)	\$16.00	-	\$16.00
Destruction of Fingerprints and Photograph Application	\$43.00	-	\$43.00
False Alarm Reduction Program Registration – Residential / Commercial Under 3000 Square Feet	\$40.00	-	\$40.00
False Alarm Reduction Program Registration – Commercial Over 3000 Square Feet	\$60.00	-	\$60.00
False Alarm Reduction Program Registration – Hospitals, Health Care Facilities, Colleges, Universities	\$60.00	-	\$60.00
False Alarm Reduction Program Registration – School Boards	\$250.00	-	\$250.00
False Alarm Dispatch Fee – Registered in Program	\$75.00	-	\$75.00
False Alarm Dispatch Fee – Not Registered in Program	\$125.00	-	\$125.00

Project LIFESAVER Annual Fee		\$240.00	-	\$240.00
	Monthly	\$20.00	-	\$20.00
Agencies (Lawyers & Insurance Company requesting interview with officer - Fee per hour – Minimum 1/2 hour)		\$90.27	\$11.73	\$102.00
General Occurrence Reports		\$58.41	\$7.59	\$66.00
Occurrence Reports – Other Related		\$27.22	\$3.54	\$31.00
Occurrence List **NEW**		\$58.41	\$7.59	\$66.00
Motor Vehicle Collision Report		\$48.67	\$6.33	\$55.00
Motor Vehicle Collision Report Additional Information Contained on Report Back		\$27.43	\$3.57	\$31.00
Motor Vehicle Collision Reconstruction Report		\$2,327.43	\$302.57	\$2,630.00
Motor Vehicle Collision Reconstruction Supplementary Report - Deposit		\$48.67	\$6.33	\$55.00
Motor Vehicle Collision Reconstruction Supplementary Report – Hourly Charge		\$29.20	\$3.80	\$33.00
Motor Vehicle Collision – Summary – Hourly Charge		\$29.20	\$3.80	\$33.00
Motor Vehicle Collision – Executive Report – Hourly Charge		\$29.20	\$3.80	\$33.00
Motor Vehicle Collision – Scale Diagram 3' X 4'		\$761.06	\$98.94	\$860.00
Motor Vehicle Inspection Report (per vehicle)		\$157.52	\$20.48	\$178.00
Officer's Notebook Notes		\$58.41	\$7.59	\$66.00
Parade or Public Event Application		\$90.27	\$11.73	\$102.00
Photographs – Electronic Reproduction – up to 10 photos		\$23.89	\$3.11	\$27.00
Photographs - Additional Cost per Scanned Image		\$4.42	\$0.58	\$5.00
Photographs – Hard Copy – Cost per Image		\$4.42	\$0.58	\$5.00
Recordings - Electronic Reproduction – Audio / Video		\$58.41	\$7.59	\$66.00
Recordings - Additional Cost per Recording		\$48.67	\$6.33	\$55.00
Special Occasion Permit Letters		\$34.51	\$4.49	\$39.00
Statistical Information (Fee per hour - 1/2 hour minimum)		\$90.27	\$11.73	\$102.00
Witness Statement		\$27.43	\$3.57	\$31.00
PAID DUTY FEES		JAN 1, 2021		
Paid Duty Hourly Rate - Constable*		\$72.05 + HST.		
Paid Duty Hourly Rate - Sergeant*		\$81.80 + HST.		
Paid Duty Hourly Rate - Staff Sergeant*		\$90.60 + HST.		
Paid Duty Cruiser Fee Per Hour (Minimum 3 hour charge)		\$30.09 + HST.		
Paid Duty Administration Fee		20% of total paid duty contract.		

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



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 2, 2020
PUBLIC	
SUBJECT: 2020 CONTINUING EDUCATION	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members Goal: Career Development Opportunities	
Prepared by: <div style="text-align: center; margin: 5px 0;"></div> Sharon Baiden Chief Administrative Officer	Recommended by: <div style="text-align: center; margin: 5px 0;"></div> Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board receives the 2020 Continuing Education Tuition Reimbursement report for information.

BACKGROUND:

In support of the Board’s commitment to the members of the Service in pursuit of furthering their educational standing, the Board adopted a Continuing Education Tuition Reimbursement Policy. This policy is designed to encourage members to further their education relative to their career within the Service. The policy provides for reimbursement to members who have initiated self-study with approval for such reimbursement made in the context of available financial resources. Further, in considering such requests, priority is given to courses which directly benefit the Service.

On an annual basis through the operating budget, an estimated \$5,000 is designated for continuing education purposes to defray professional development expenditures for courses taken by personnel.

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In 2001, the Board adopted a Continuing Education Policy that provided a number of guidelines for reimbursement including a cap per course of \$500. The costs eligible for reimbursement are for tuition only that being books, supplies, equipment, lodging, meals, and travel are not considered as part of the subsidy. In 2010, an amendment was made to the policy limiting the maximum claim entitlement per individual to \$1,000 per year unless otherwise authorized by the Board

In 2017, a further amendment was made to the policy increasing the maximum reimbursement per course to \$600 and a maximum per individual per year to \$1,200. The Board also designated authority for approval to the Chief of Police.

CURRENT SITUATION:

A total of four members submitted claims through the Continuing Education Program. The courses are generally relative to individualized work areas and members have demonstrated an application of these skills to enhance performance within the Service.

All of the successfully completed courses were approved for reimbursement.

The following summarizes the allocations through the fund in recent years:

YEAR	AMOUNT
2020	\$3,272.20
2019	\$5,571.52
2018	\$8,986.00

Of note and as an aside to Continuing Education, this year with COVID-19 restrictions, many courses did not proceed that would otherwise have been made available to members as part of regular and ongoing professional development.

As an alternative, many online courses of interest were taken by members. This provided an excellent opportunity to avail courses of interest which otherwise may not have been pursued.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 2, 2020
PUBLIC	
SUBJECT: FINAL DISPOSITION OF FOUND OR SEIZED MONEY	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board accepts for deposit to the Board Trust Fund \$1,641.35 in unclaimed funds.

BACKGROUND:

Section 132, 133 and 134 of the *Police Services Act* of Ontario deals with all property in the possession of a Police Force.

In particular **Section 133(1)** deals with money and states:

This section applies to money that comes into the possession of a police force under circumstances described in paragraph 1 or 2 of subsection 132(1).

Paragraph 1 of 132(1) states:

The property was stolen from its owner or was found abandoned in a public place, and the chief of police is unable to determine who owns it.

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SUBJECT: FINAL DISPOSITION OF FOUND OR SEIZED MONEY	Page 2
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Paragraph 2 of 132(1) states:

The property was seized by a member of the police force in the lawful execution of his or her duties, all legal proceedings in respect of the property have been completed, there is no court order for its disposition and there is no legal requirement, apart from this section, that it be retained or disposed of.

Section **133(3)** then addresses the use of this money and states:

If three months have elapsed after the day the money came into the possession of the police force and the owner has not claimed it, the Board may use it for any purpose that it considers in the public interest

From time to time money is found, by various individuals, and turned over to police in an attempt to return it to its rightful owner. In many cases, the police are unable to determine the rightful owner. If no individual comes forward to attempt to claim this money, it remains in the possession of the police and is subsequently turned over to the Police Services Board for deposit to the Board Trust Fund.

In addition, officers arrest individuals for offences and seize money that is suspected of being obtained through illegal occurrences. In these instances, the Property Branch holds the money seized until the courts order it to be forfeited to the Crown. If no such order is made, the money remains in Property until such time as the individual that it was seized from attends to claim the money. If the individual does not make any attempts to claim the money and police are unable to locate the individual, the money remains in the possession of the police and is subsequently turned over to the Police Services Board.

CURRENT SITUATION:

The above monies have come into the possession of the Police Service over the last few years through incidents of found or seized money. All attempts to locate the proper owners have been unsuccessful and no claims or inquiries for this outstanding currency were ever made by persons involved. Any court matter that may have been associated to this money has been concluded. As such, the Board is asked to accept these funds for deposit to the Board Trust Fund.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 2, 2020
PUBLIC	
SUBJECT: KARRIE BURKE BURSARY	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Invest in Community's Future	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board accepts for deposit to the Donations Reserve Fund \$3,000 to be used solely for the purpose of the Karrie Burke Bursary; and further

THAT that the Board earmarks an additional \$3,000 from the Donations Reserve Fund also for the purpose of Karrie Burke Bursary.

BACKGROUND:

On August 5, 2020, retired Staff Sergeant Karrie Burke suddenly passed away.

Karrie joined the GSPS on June 1, 1987 after graduating from Laurentian University with a degree in Law and Justice.

Over the years, she worked with dedication and tremendous pride holding positions throughout the Service including CID and Patrol Operations where she performed with excellence and distinction while also acting as a coach and mentor to many.

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Karrie retired from GSPS in January 2019 holding the rank of Staff Sergeant after a distinguished and honourable 32 year career. At the time of her retirement, she was the Officer in Charge of the Community Response Unit (CRU) taking on leadership roles with community safety and wellbeing.

Following her retirement, Karrie worked in Human Resources serving as an interview panelist as part of the selection process for new members. When not assisting in recruiting, Karrie managed the large family farm in St. Charles along with her husband Darrell.

Karrie is remembered by her friends and colleagues as a natural leader. She was a pioneer and trail blazer who paved the way for female police officers who came to GSPS over the years. She was an advocate for the profession encouraging women to join and be successful in policing.

Our thoughts and condolences are with the family of our dear friend and colleague. May she rest in peace.

CURRENT SITUATION:

Karrie touched many people during her life and her husband Darrell wants her legacy to live on.

All donations received at the time of her death have been designated as a 'Karrie Burke Bursary'. The funds had been held in a banking institution and Darrell recently requested that the funds be transferred to the Police Services Board for use specifically to encourage females to consider policing as a career of choice.

It is also suggested that the Board match this \$3,000 by earmarking an additional \$3,000 from the existing Fund.

The Board maintains a Donations Reserve Fund which can be used to hold and disperse these funds for this specific purpose.

Formal guidelines will be developed to guide the disbursement of funds. In keeping with Mr. Burke's request, the funds will be awarded to young females who may have an interest in policing or to create and awareness of the police profession for women. Once the guidelines have been finalized, the Board will have the opportunity to review and approve same.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 2, 2020
PUBLIC	
SUBJECT: DONATIONS RESERVE FUND REQUESTS	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Invest in Community's Future	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

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

\$3,000 in support of the 2020 'Shopping with Cops' Program

BACKGROUND:

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

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

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

CURRENT SITUATION:

One request for funding consideration has been received.

2020 ‘Shopping With Cops’ Program – \$3,000

In 2008, the Service launched the ‘Shopping with Cops’ Program Sudbury. The Program continues to be an overwhelming success and is now in its 13th year. Participating children are identified by schools, churches and social service agencies. The program provides an opportunity for the youth to become better acquainted with law enforcement personnel building positive relationships with underprivileged children, their families, and the community.

Each child is partnered with a member of the Service for a sit down breakfast at Pat and Mario’s where each child receives a gift.

So very pleased to advise that an alternate shopping format is being used to keep everyone safe. Keeping in mind the COVID-19 pandemic, children will use the provided \$100 for online shopping for gifts for their family for the Festive Season. These items will be wrapped and delivered!

This year’s event is scheduled for Wednesday December 16, 2020.

PAT & MARIO'S

Shopping with Cops!

