



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY December 11, 2019 10:30 A.M.
Police Headquarters, Alex McCauley Boardroom, 5th Floor

PUBLIC AGENDA



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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 4, 2019
PUBLIC	
SUBJECT: SUDBURY SANTA CLAUSE PARADE AWARD PRESENTATION	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members Goal: Member Recognition	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION

BACKGROUND:

One of the most exciting community events in Greater Sudbury, the Sudbury Santa Claus Parade marked its 60th Anniversary in 2018. In 1999, the first night time parade was introduced in celebration of the year 2000 and is most popular with families as fireworks erupt over the downtown to begin the parade.

The parade route was reduced in length so families and eager children did not have to wait so long to see the highlight of the event. A day of festivities precedes the parade.

The planning group also introduced a 'naughty list' where all naughty entries receive a notice by mail with suggestion to improve for the following year.

CURRENT SITUATION:

Over the past years, the Greater Sudbury Police Service has participated in the parade, walking the route as a group with our canine friends.

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The Service has also entered a float into the event to highlight our members and the great work being done to keep our community safe. Preparation requires lots of time and volunteers to create the idea and bring it to life including parade day where costumed persons ride and walk alongside the float.

This year's theme was 'Super Heroes Christmas'. The Service's float was entered into the 'Corporate and Non-Profit' category being judged on theme, design, originality, use of decorations and light, music, and costumes.

We were pleased to have Constable Rick Carr, Traffic Unit, as Co-Chair of the 2019 Parade.

A huge thank you our community partners who helped in bringing to the float to life. Our tireless group of volunteers headed by Laura Wawryszyn, Bob Weston, Ann Barbeau, and Barb Makela made this year the best!



We are pleased to announce that GSPS was awarded First Place for the Corporate category. Congratulations!







GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 4, 2019
PUBLIC	
SUBJECT: 2020 SUDBURY RAINBOW CRIME STOPPERS MONTH PROCLAMATION	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Strengthen Partnerships	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

Sudbury Rainbow Crime Stoppers is a partnership of the public, the police, and the media that provides the community with a proactive program for people to anonymously assist in the solving of crime and contributing to an improved quality of life in our community. Crime Stoppers is based on the simple principle that for every crime committed, someone other than the criminal has information that would solve the crime.



Sudbury Rainbow Crime Stoppers is one of the most effective programs in Canada. Since its inception, they have assisted law enforcement agencies to solve over 3,710 cases and recover over \$46 million dollars of stolen property and drugs. Crime Stoppers relies solely on the generosity of the community to operate programs and pay tipsters for information received.

CURRENT SITUATION:

January will be proclaimed as Crime Stoppers Month on Tuesday January 7, 2020 at 9:00 a.m. in the Alex McCauley Boardroom, 5th floor at Police headquarters. All Board are invited to attend.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 4, 2019
PUBLIC	
SUBJECT: BOARD CORRESPONDENCE	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

Ministry of the Solicitor General – Public Safety Division

Ministry Memo # 19-0086 regarding Race Data Collection in Use of Force was received November 28, 2019 and is attached.

This regulation authorizes and requires public sector organizations in the justice, education, and child welfare sectors to collect information about Indigenous identity, race, religion, and ethnic origin.

The memo and attachments provide information on the process and collection of this information.

The Board will note that the changes become effective January 1, 2020. Staff are now working on procedural changes along with training for the new requirements.

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT: **Race Data Collection in Use of Force**

DATE OF ISSUE:	November 28, 2019
CLASSIFICATION:	For Action
RETENTION:	Indefinite
INDEX NO.:	19-0086
PRIORITY:	High

The *Anti-Racism Act, 2017* (ARA, 2017) creates a legislative framework to combat systemic racism and advance racial equity.

The General Regulation (O. Reg. 267/18) under the ARA, 2017, came into force in April 2018. The regulation authorizes and requires public sector organizations in the justice, education, and child welfare sectors to collect information about Indigenous identity, race, religion and ethnic origin.

Obligations on the Ministry of the Solicitor General

Under O. Reg. 267/18, the Ministry of the Solicitor General (ministry), as a public sector organization, is required (in policing) to collect the Participant Observer Information (POI) (i.e., police service members' perception) regarding the race of individuals in respect of whom a Use of Force Report is completed, and any other information set out in the report that the police service is legally required to provide to the ministry, excluding the individuals' names **by January 1, 2020**.

The Data Standards for the Identification and Monitoring of Systemic Racism, also known as Ontario's Anti-Racism Data Standards, were established to help identify and monitor systemic racism and racial disparities within the public sector.

The Data Standards establish consistent, effective practices for producing reliable information to support evidence-based decision-making and public accountability to help eliminate systemic racism and promote racial equity.

Equipment and Use of Force Regulatory Amendments

To assist the ministry in meeting its obligations under the ARA, 2017, regulatory amendments to the Equipment and Use of Force Regulation (RRO 1990, Reg 926) were filed on November 28, 2019. The revised regulation will be posted on [e-Laws](#) shortly.

The following amendments have been made to RRO 1990, Reg 926:

- Form 1 has been removed;
- Subsection 14.5 (2) requires the use of force report be in the form titled “Use of Force Report” developed by the Ministry of the Solicitor General, dated 2019/10. A copy of the report is publicly available on the government’s Central Forms Repository and the ministry’s [website](#).
- Subsection 14.5 (4) allows the Solicitor General to require “information from a report” instead of a copy of the report.

Effective January 1, 2020, members of a police service are required to use the revised Use of Force Report and fill out all the appropriate fields when the circumstances established in the regulation are met.

Please refer to Attachments 1 and 2 for the English and French versions of the revised Use of Force Report, respectively. The French version of the regulation can also be made available upon request.

Report Submission Process

Pursuant to subsection 14.5 (4) of Regulation 926 of the Revised Regulations of Ontario, 1990 (Equipment and Use of Force), the Solicitor General is requiring chiefs of police and the Commissioner of the Ontario Provincial Police to submit information from all Use of Force Reports effective **January 1, 2020**. The submission of that information must be in accordance with the process outlined below.

Please use the attached version of the report (Attachments 1 and 2) for operational purposes. The publicly available version on the government’s Central Forms Repository and ministry’s website cannot be completed electronically, nor can information from the report be submitted to the ministry automatically.

Once a Use of Force Report has been completed by an officer and reviewed by designated personnel within the police service, the service’s use of force training analyst must submit the report to the ministry via the submit button located on the electronic Use of Force Report.

The training analyst who submits the report must provide their email address to receive a confirmation email of the ministry's receipt of the report.

If you experience challenges in submitting electronic reports through the above process, the ministry's Analytics Unit can assist with alternate formats. Please contact Jeanette Gorzkowski, Manager of the Analytics Unit, at Jeanette.Gorzkowski@ontario.ca for support.

To reduce the potential that a use of force report may identify the individual in respect of whom the report is prepared, the following data fields will be **automatically redacted** when the report is submitted to the ministry electronically. If a paper copy is being used, the following fields **must be redacted** by the police service before the report is submitted to the ministry:

- All fields containing date in Part A and Part B;
- Time Incident Commenced;
- Time Incident Terminated;
- Location Code;
- Narrative; and
- Part B.

We recommend your members, and training analysts in particular, familiarize themselves with the report and test the submission function before January 1, 2020.

Any reports submitted to the ministry before January 1, 2020, will be accepted as test submissions only and deleted from the ministry's system. However, please note that any reports received after January 1, 2020 will be treated as actual operational report submissions.

If you have any questions regarding the content or functionalities within the report, please contact Lisa Sabourin at Lisa.Sabourin@ontario.ca (416-859-9323), or Amanda Fone at Amanda.Fone@ontario.ca (416-212-1497).

Race Data Collection

Consistent with Standard 40 of the Data Standards, the new Use of Force Report includes the following question and race categories:

What race category best describes the subject? (select only one)

- Black
- East/Southeast Asian
- Indigenous
- Latino
- Middle Eastern
- South Asian
- White

The aforementioned categories are the main race categories commonly used as social descriptors in Ontario. They are not based on science or biology but on differences that society has created (i.e., “socially constructed”). A service provider’s perception of another person’s race is based on information that can be readily observed, such as skin colour, hair texture, facial features, and other information that may be used to inform assumptions about a person’s racial background.

This information is being collected for the purpose of identifying and monitoring potential racial bias or profiling in a specific service, program, or function. Individuals providing POI (respondents) are limited to employees, officers, consultants, and agents of public sector organizations.

To identify and monitor the prevalence of racial profiling, it is important to capture the perceptions of persons to assess whether conclusions are being made and acted on based on stereotypes. In this respect, the “actual” racial background of the individual to whom the POI relates is less important to the assessment.

Further, it is important for members of police services to understand they are being asked to give their best assessment of an individual, honestly and in good faith, and that recording their perception of race in the use of force report is mandatory whenever a use of force report must be completed under the Equipment and Use of Force Regulation.

As a reminder, the existing provision under subsection 14.5 (3.4) of the Regulation, which provides that a Use of Force Report would be inadmissible as evidence at any disciplinary hearing under the *Police Services Act* other than a hearing to determine whether a police officer has contravened the requirements relating to the submission of a report, is still applicable.

Educational Materials for Officers

The Ontario Police College has developed a learning aid to assist police officers in understanding the new reporting requirements. This is available on the Ontario Police College Virtual Academy (OPCVA) via the following link:

<https://www.opcva.ca/course/changes-use-force-electronic-report>.

The learning aid includes general instructions for completion of use of force reports by officers and training material for the collection of race information.

I trust this information and the attached materials will assist police services in implementing race data collection in accordance with the Equipment and Use of Force Regulation. Your continued support in this important initiative is appreciated.

Sincerely,

A handwritten signature in black ink that reads "Marc Bedard". The signature is written in a cursive style with a large initial 'M' and 'B'.

Marc Bedard
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

Attachments

Fields marked with an asterisk (*) are mandatory. Check more than one box in each section, where appropriate.

Police Service *	Location Code (if applicable)
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Part A

Date (yyyy/mm/dd) *	Time Incident Commenced (24 hour) *	Time Incident Terminated (24 hour) *
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Report Type *

Individual Length of Service (years completed) _____ Rank _____

Team Type of Team _____ Number of Police Officers Involved _____

Type of Assignment *

Drugs Foot Patrol General Patrol Investigation Off-duty Traffic

Other (specify) _____

Type of Incident *

Alarm Break and Enter Domestic Disturbance Homicide Other Disturbance

Robbery Serious Injury Suspicious Person Traffic Weapons Call

Other (specify) _____

Police Presence at Time of Incident *	Attire *	Number of Subject(s) Involved in Incident *
<input type="checkbox"/> Alone	<input type="checkbox"/> Civilian Clothes	<input type="checkbox"/> Animal/No subject (e.g., unintentional discharge)
<input type="checkbox"/> Police Assisted (specify #) _____	<input type="checkbox"/> Uniform	<input type="checkbox"/> One <input type="checkbox"/> Two <input type="checkbox"/> Three <input type="checkbox"/> Other (specify #) _____

Perceived Subject Race *

What race category best describes the subject(s)?
(Select only one per subject)

	1	2	3
Black	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
East/Southeast Asian	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Indigenous	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Latino	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Middle Eastern	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
South Asian	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
White	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Type of Force Used *
(include all options used during incident and rank in sequence of use)

	Rank	Was Force Effective?	
		Yes	No
<input type="checkbox"/> Aerosol Weapon	_____	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Empty Hand Techniques – Hard	_____	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Empty Hand Techniques – Soft	_____	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Firearm – discharged	_____	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Firearm – pointed at person	_____	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Handgun – drawn	_____	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Impact Weapon – Hard	_____	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Impact Weapon – Soft	_____	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Other (e.g., conducted energy weapon, less lethal shotgun, "ARWEN") (specify) ▼	_____	<input type="checkbox"/>	<input type="checkbox"/>

Reason for Use of Force *

Accidental Destroy an Animal Effect Arrest Prevent Commission of Offence Prevent Escape

Protect Public Protect Self Other (specify) _____

Type of Firearm Used (if applicable)

Number of Rounds Discharged _____

Revolver

Rifle

Semi-automatic

Shotgun

Other (specify) ▼ _____

Distance * (between you and subject/animal at the time the decision was made to use force)

	Animal	1	2	3
Less than 2 metres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 to 3 metres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 to 5 metres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5 to 7 metres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7 to 10 metres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Greater than 10 metres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Alternative Strategies Used (if applicable)

Concealment Cover Verbal Interaction Other (specify) _____

Weapons Carried by Subject(s) *

	1	2	3
Baseball Bat/Club	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knife/Edged Weapon	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Revolver	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rifle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Semi-automatic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shotgun	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
None	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unknown	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify) ▼	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Location of Subject's Weapon

(At time decision was made to use force)

	1	2	3
At hand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Concealed on person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In-hand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Total Number of Rounds Fired by Subject(s) (if applicable)

Location of Incident *

Outdoors	<input type="checkbox"/> Laneway	<input type="checkbox"/> Motor Vehicle	<input type="checkbox"/> Park
	<input type="checkbox"/> Roadway	<input type="checkbox"/> Rural	<input type="checkbox"/> Yard
	<input type="checkbox"/> Other (specify) _____		
Indoors	<input type="checkbox"/> Apartment	<input type="checkbox"/> Hallway	<input type="checkbox"/> House
Private Property	<input type="checkbox"/> Commercial Site	<input type="checkbox"/> Financial Institution	<input type="checkbox"/> Public Institution
Public Property	<input type="checkbox"/> Other (specify) _____		

Weather Conditions *

Clear Cloudy Fog Rain Snow/Sleet Sunny
 Other (specify) _____

Lighting Conditions *

Dark Daylight Dusk Good Artificial Light Poor Artificial Light
 Other (specify) _____

Person Injured

	Medical Attention Required?		Nature of Injuries			
	Yes	No	Minor	Serious	Fatal	Unknown
Self	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Other Police Officer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Third Party	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subject 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subject 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subject 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Narrative: (If no occurrence report) – Do not include personal names or information.

Reviewed by Supervisor?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Recommended Post Traumatic Incident Counselling?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Recommended Other Training?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Date (yyyy/mm/dd)	Reviewed by Training Analyst?	<input type="checkbox"/> Yes <input type="checkbox"/> No
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Part B

Incident Number	Officer Involved (name, rank and badge number) *
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Date of last use of force refresher training (yyyy/mm/dd)	Would you like to participate in an interview with a training sergeant/analyst to discuss this incident and/or use of force training? <input type="checkbox"/> Yes <input type="checkbox"/> No
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Additional Training Recommended By: <input type="checkbox"/> Training Analyst <input type="checkbox"/> Supervisor	Type of Training Recommended
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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 4, 2019
PUBLIC	
SUBJECT: NOTES OF THANKS	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Strengthen Partnerships	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY



A message of thanks was received from the Health Sciences North acknowledging receipt of a donation to their 2019-2020 PARTY Program – *Prevent Alcohol and Risk*-related Trauma in Youth. “Thank you for the many years of support. The impact of your gift is tremendous as HSN continues to educate our youth about the dangers of distracted drivers.”

A message of thanks was received from the YWCA for the Board donation to their ‘Adopt a Family’ Christmas program.

A message of thanks was received from Better Beginnings Better Futures for the donation to their 2020 ‘Calendar of Life’.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR DISCUSSION	DATE: December 4, 2019
PUBLIC	
SUBJECT: 2020 OPERATING BUDGET 2020 to 2024 CAPITAL BUDGET	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Effective and Efficient Deployment of Resources	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR DISCUSSION

BACKGROUND:

At their meeting of October 25, 2019, the Board approved the 2020 Operating Budget and 2020 to 2024 Capital Budget. This was subsequently presented to Council on November 19, 2019.



CURRENT SITUATION:

The City Finance and Administration Committee is continuing with its budget deliberations.

At their meeting of December 3, 2019, the Committee passed the budget. However, on December 4, 2019 the Committee revisited the police budget and have asked that the Board reduce it by \$500,000. This is now for consideration by the Board.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 4, 2019
PUBLIC	
SUBJECT: YOUTH JUSTICE PROGRAM	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Invest in Community's Future	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board enters into an Agreement with the Ministry of Children, Community and for the purpose of employing students in the summer Youth Justice Program for the 2019/2020 employment program.

BACKGROUND:

The Youth Justice Program is committed to providing opportunities to youth to develop skills in areas of interest.

This initiative is intended to support youth to gain valuable employment experience, exposure to general life skills and develop a mentorship relationship with local police staff. Over the years, the Service has employed many students in the summer months, several who have gone on to become members of the Service with employment as police constables or in other civilian roles.

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SUBJECT: YOUTH JUSTICE PROGRAM	Page 2
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CURRENT SITUATION:

The Service was once again successful in securing funding in the amount of \$39,566 to offset student wages for the 2019/2020 year. This will provide the opportunity to employ students under the Youth Justice Program.

These young people will be employed in various areas throughout the Service.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 4, 2019
PUBLIC	
SUBJECT: ACCLAIM ABILITY MANAGEMENT AGREEMENT	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members Goal: Health, Safety, Wellbeing of Members	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board approves a further extension to the Agreement with Acclaim Ability Management Inc. for the purpose of short-term disability adjudication and workplace accommodation subject to same terms and conditions to March 31, 2020.

BACKGROUND:



At their June 12, 2019 Board meeting, the Board authorized the extension of the Agreement with Acclaim Ability Management to December 31, 2019 by way of resolution #2019 – 80. Services have continued to be provided in the usual manner.

CURRENT SITUATION:

Due to unforeseen delays, a further extension on the current agreement is required to March 31, 2020.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 4, 2019
PUBLIC	
SUBJECT: 2020 FEES FOR SERVICES	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Effective and Efficient Deployment of Resources	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved 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 which includes a proposed new fee for occurrence related; and further

THAT this amendment increases the fees currently charged for services by 3% effective January 1, 2020; and further

THAT that the Schedule shall be further amended to include Paid Duty rates in accordance with the Collective Agreement with the Sudbury Police Association when ratified.

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.

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By-Law 2009-3 was approved 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.

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:

The Greater Sudbury Police Service has been advised that fee adjustment for 2020 shall be 3%. Schedule ‘A’ includes this 3% increase with fees rounded to facilitate the exchange of money and will be effective on January 1, 2020.

In addition, it is recommended that an additional fee be reflected on the Schedule as follows:

Other Related Occurrence Reports

Throughout 2019, there were instances where a specific type of record was being requested that is related to the occurrence but does not fall specifically within the definition of a General Occurrence Report. These records are not currently listed in the schedule but may include:

- i. CAD Details/Call Taker Notes
- ii. Toxicology Report prepared by the Centre of Forensic Sciences that is appended to Niche as an external document

Based on an analysis of time spent on preparing such documents, it is recommended that the fee charged be \$30.00 including taxes which is the same cost charged for a Witness Statement.



GREATER SUDBURY POLICE SERVICE FEE SCHEDULE

Effective January 1, 2020 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)	\$32.00	-	\$32.00
Level 1 – Criminal Record Check	\$27.00	-	\$27.00
Criminal Record Check – Volunteers and Students	\$17.00	-	\$17.00
Level 2 – Criminal Record and Judicial Matters Check	\$31.00	-	\$31.00
Criminal Record and Judicial Matters Check – Volunteers and Students	\$23.00	-	\$23.00
Level 3 – Vulnerable Sector Check	\$35.00	-	\$35.00
Vulnerable Sector Check – Volunteers and Students	\$29.00	-	\$29.00
Record Checks - Additional Originals	\$5.00	-	\$5.00
Record Check – Expedited – Additional Initial Processing Fee	\$5.00	-	\$5.00
Record Check – Expedited – Due on Completion	\$27.00	-	\$27.00
Record Check – Record Suspension (Pardon)	\$64.00	-	\$64.00
Digital Fingerprints – Record Checks	\$27.00	-	\$27.00
Digital Fingerprints – Employment / Adoption/ VISA / Pardon / Waiver	\$61.00	-	\$61.00
Digital Fingerprints – Federal Employment / Citizenship / Immigration	\$27.00	-	\$27.00
Digital Fingerprints – Volunteer and Student Record Check (no letter)	\$15.00	-	\$15.00
Destruction of Fingerprints and Photograph Application	\$42.00	-	\$42.00
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)	\$87.61	\$11.39	\$99.00
General Occurrence Reports	\$56.64	\$7.36	\$64.00

Occurrence Reports – Other Related	\$26.55	\$3.45	\$30.00
Motor Vehicle Collision Report	\$47.79	\$6.21	\$54.00
Motor Vehicle Collision Report Additional Information Contained on Report Back	\$26.55	\$3.45	\$30.00
Motor Vehicle Collision Reconstruction Report	\$2,256.64	\$293.36	\$2,550.00
Motor Vehicle Collision Reconstruction Supplementary Report - Deposit	\$47.79	\$6.21	\$54.00
Motor Vehicle Collision Reconstruction Supplementary Report – Hourly Charge	\$28.32	\$3.68	\$32.00
Motor Vehicle Collision – Summary – Hourly Charge	\$28.32	\$3.68	\$32.00
Motor Vehicle Collision – Executive Report – Hourly Charge	\$28.32	\$3.68	\$32.00
Motor Vehicle Collision – Scale Diagram 3' X 4'	\$734.51	\$95.49	\$830.00
Motor Vehicle Inspection Report (per vehicle)	\$153.10	\$19.90	\$173.00
Officer's Notebook Notes	\$56.64	\$7.36	\$64.00
Parade or Public Event Application	\$87.61	\$11.39	\$99.00
Photographs – Electronic Reproduction – up to 10 photos	\$23.01	\$2.99	\$26.00
Photographs - Additional Cost per Scanned Image	\$4.87	\$0.63	\$5.50
Photographs – Hard Copy – Cost per Image	\$4.87	\$0.63	\$5.50
Recordings - Electronic Reproduction – Audio / Video	\$56.64	\$7.36	\$64.00
Recordings - Additional Cost per Recording	\$47.79	\$6.21	\$54.00
Special Occasion Permit Letters	\$33.63	\$4.37	\$38.00
Statistical Information (Fee per hour - 1/2 hour minimum)	\$87.61	\$11.39	\$99.00
Witness Statement	\$26.55	\$3.45	\$30.00
PAID DUTY FEES	JAN 1, 2020		
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)	\$29.20 + 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 4, 2019
PUBLIC	
SUBJECT: 2019 CONTINUING EDUCATION	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members Goal: Career Development Opportunities	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board receives the 2019 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 five 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
2019	\$5,571.52
2018	\$8,986.00
2017	\$5,006.92



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 4, 2019
PUBLIC	
SUBJECT: 2020 ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS MEMBERSHIP	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the annual Ontario Association of Police Services Boards (OAPSB) membership fee of \$6,465.95 for the period of January 1 to December 31, 2020.

BACKGROUND:

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

CURRENT SITUATION:

The OAPSB membership fee schedule is attached. There is an increase of \$126.78 for 2019.

Board members are encouraged to visit the OAPSB website at www.oapsb.ca.



2020 OAPSB MEMBERSHIP

2020 Membership Dues



Voting Members (Police Services Boards)

FORCE SIZE	MEMBERSHIP DUES	HST	Total
1-10	CAD 685.67	CAD 89.14	CAD 774.81
11-30	CAD 1,169.80	CAD 152.07	CAD 1,321.87
31-50	CAD 1,425.73	CAD 185.34	CAD 1,611.07
51-100	CAD 2,991.14	CAD 388.85	CAD 3,379.99
101-200	CAD 4,362.48	CAD 567.12	CAD 4,929.60
201-300	CAD 5,041.75	CAD 655.43	CAD 5,697.18
Over 300	CAD 5,722.08	CAD 743.87	CAD 6,465.95

***Force size includes all paid employees - sworn officers, civilian & special constables**



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 4, 2019
PUBLIC	
SUBJECT: CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Invest in Community's Future	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

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

\$1,500 in support of the 2020 Cecil Facer SmART 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 from the Chief's Youth Initiative Fund has been received.

The balance in the Donations Reserve Fund at December 4, 2019 is \$65,603.82.



2020 Cecil Facer SmART Program – \$1,500

Cecil Facer Youth Centre is a Youth Detention Facility that provides a full range of programs and services to young offenders including counselling, health care, social services, recreation, alternative secondary school, and residential services.

A new art program is being introduced to teach art and life skills, strengthen peer and mentor relations, and explore art as a channel for communication. The SmART initiative will assist in a first step process to view an alternative behaviour with a non-violent way of expression. Guest instructors from Granny Bird, Paint Social, and the Sudbury community will be invited to offer instruction on different topics.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: December 4, 2019
PUBLIC	
SUBJECT: BOARD TRUST FUND REQUEST FOR FUNDING	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Invest in Community's Future	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

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

\$1,500 in support of the 2020 'Tender Wishes' Men's Hockey Tournament

BACKGROUND:

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

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

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

CURRENT SITUATION:

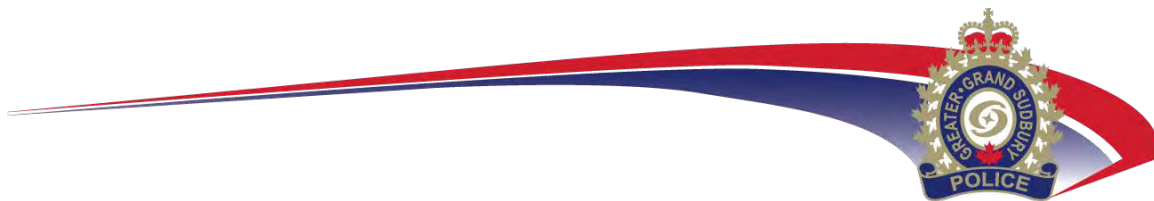
A request for funding consideration from the Board Trust Fund has been received. The balance in the Fund at December 4, 2019 is \$24,448.93.

2020 ‘Tender Wishes’ Men’s Hockey Tournament – \$1,500

The Greater Sudbury Police Hockey Team is comprised of members from the Service over 35 years of age and competes regularly in tournaments.

The team is invited annually to participate in one of the most prestigious tournaments, the Niagara Falls Customs / Tender Wishes Hockey Tournament. This charitable event raises money for the ‘Tender Wish Foundation’ which grants wishes to children with serious or life-threatening illnesses.

The Over 35 Greater Sudbury Men’s Police Team is requesting financial support to offset costs of participating in the 40th Annual Hockey Tournament hosted by the Niagara Falls Police Service on February 20-21, 2020.



**GREATER SUDBURY
POLICE SERVICES BOARD**

**REPORT FROM THE
CHIEF OF POLICE**

December 2019

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

Expansion of Ontario's Insurance Validation Program

The Ministry of Transportation announced that as of November 24, 2019 as part of a plate renewal for light duty personal use commercial vehicles, an expansion of the online enquiry system using the Vehicle Identification Number (VIN) will be sent to IBC requesting verification of mandatory automobile insurance coverage for light duty personal use commercial vehicles. A licence plate validation sticker will not be issued if insurance coverage cannot be verified.

Even though the Province will be verifying mandatory insurance coverage, drivers must still carry their insurance pink slips or Electronic Proof of Automobile Insurance to verify insurance at all times. Procedures for officers during road side stops will not change. The enforcement community will have the same road side access to verification of insurance for the light duty personal use commercial vehicles as it currently does for passenger vehicles.

This does not apply to Heavy commercial vehicles, light duty business use commercial vehicles, buses, snow vehicle, ATVs, motorcycles and motor homes or vehicles manufactured prior to 1983.

The expansion of the Insurance Validation Program will build on the Province's excellent road safety record by targeting uninsured drivers and making it difficult for them to drive on Ontario's roads

Revised Guidance Note on Hazards in Clandestine Drug Labs and Illegal Marijuana Grow Operations

The Ministry of Labour's Ontario Police Health and Safety Committee has issued a revision to the Guidance Note on Hazards in Clandestine Drug Labs and Illegal Marijuana. The notes are expanded to ensure reference to Personal Protective Equipment for investigating and dismantling clandestine drug laboratories. This also includes background and instruction on ensuring risk assessments are conducted prior to entering any area where there may be a clandestine drug lab or marijuana grow operation.

Search Warrant Tracking System – Control Number

The Ministry of the Attorney General has advised that the Court Services Division in collaboration with the Office of the Chief Justice of Ontario Court of Justice will be implementing a new process to facilitate access to requests for search warrants. This has been effective November 12, 2019 to address consistency

Highway Traffic Act Amendments for Dangerously Slow Driving and Stay in the Right Lane

The Ministry of the Transportation has instituted amendments to the *Highway Traffic Act* which impact fines for certain offences which took effect November 29, 2019. The policing community across the province has been advised about an increase in the set fine amount for Part I *Provincial Offences Act* (POA) offence notices for dangerously slow driving and the requirement to stay in the right lane set out in the *Highway Traffic Act* under sections 132 Unnecessary slow driving prohibited, 147 Slow vehicles to travel on right side, and 148(2) Overtaking and passing rules/Passing meeting vehicles.

The set fine amount for these offences is being increased from \$85 and \$120 (community safety zone) to \$150 and \$300 (community safety zone).

Race Data Collection in Use of Force

The *Anti-Racism Act, 2017* (ARA, 2017) creates a legislative framework to combat systemic racism and advance racial equity.

The General Regulation (O. Reg. 267/18) under the ARA, 2017, came into force in April 2018. The regulation authorizes and requires public sector organizations in the justice, education, and child welfare sectors to collect information about Indigenous identity, race, religion, and ethnic origin.

Under O. Reg. 267/18, the Ministry of the Solicitor General (Ministry) as a public sector organization is required (in policing) to collect the Participant Observer Information (POI) (i.e. police service members' perception) regarding the race of individuals in respect of whom a Use of Force Report is completed, and any other information set out in the report that the police service is legally required to provide to the Ministry, excluding the individuals' names by January 1, 2020.

Equipment and Use of Force Regulatory amendments have been made to the Use of Force Report and reporting requirements.

A copy of the full Memorandum is included in Board Correspondence.

EVENTS

Throughout the month, the Service participated in many events in the community including:

- ✓ **Santa Clause Parade** on November 17. GSPS was represented by a creative float designed entirely by members of the Service
- ✓ The **Diversity Advisory Committee** met on October 19
- ✓ November 19, **Sex Workers Advocacy Network of Sudbury** – one day conference.
- ✓ November 20 saw the Flag Raising for TGInnerselves for the **Transgender Day of Remembrance**
- ✓ **YMCA Peace Week** Breakfast was held November 22
- ✓ **Sudbury Metis Council** Christmas Party November 25
- ✓ **Canada India** Christmas Event was attended November 24
- ✓ **National Addictions Week Booth and Presentation** – November 26 and 28
- ✓ **Independent Living Sudbury Manitoulin** breakfast November 30
- ✓ The **Action Sudbury Annual Red Ribbon Campaign** kicked off on November 30
- ✓ December 2 Annual **Sudbury Police Association Christmas party**
- ✓ December 7 **Miners for Cancer** event
- ✓ December 6 annual **Shopping with Cops**

ONTARIO ASSOCIATION OF CHIEFS OF POLICE

In my continued capacity as President with the Ontario Association of Chiefs of Police, I attended the Board of Directors Meeting on December 3-4 in Hamilton. Throughout these 2 days of meetings, we received updates from police leaders around the province regarding issues facing all including Occupational Stress, Opioid response, Budget challenges, and violent crime. While at the same time as President, I was able to update the Board on some of the pressing issues the Executive are dealing with most specifically working with the Ministry of the Solicitor General on developing regulations for the new *Police Act* and modernizing the Constable Selection System for the province.

MUNK SCHOOL OF GLOBAL AFFAIRS & PUBLIC POLICY – UNIVERSITY OF TORONTO

On December 4, I was an invited as guest speaker to address a group of international police leaders at the Munk School Fellowship Program. It was a stimulating exchange where I was able to share successes from Sudbury with respect to building public trust through social media and speak to the alignment of local priorities with provincial priorities of issues such as employee wellness, human trafficking, and organized crime.

ONTARIO JUSTICE EDUCATION NETWORK POLICE-YOUTH DIALOGUE PROGRAM

November 22 was the Ontario Justice Education Network Police-Youth Dialogue Program. The day started at Police Headquarters followed by a walk to the courthouse.

In 2017, GSPS partnered with Indigenous Social Service agencies and the Ontario Justice Education Network where we had the opportunity to make drums with youth over two days. Due to the drum making program, OJEN received funds to run two longer programs in Sudbury working with Indigenous Youth and Police. Last fall/winter/spring during the first year, the group gathered at N'Swakamok on Saturdays and had the opportunity to make a blanket together.

This year in order to have better relationship building and consistency with Officers, the program is being held on Fridays. So far this year, the group has travelled to Atikameksheng Anishnawbek visiting the Indigenous Veterans Day and Elder Art Petahtegoose's arbour for teachings, and University of Sudbury for a nature walk and pipe ceremony.

OPC RECRUIT GRADUATION

I along with our new Cadets and many proud family members attended the Ontario Police College's Basic Constable Training program graduation on November 28. The Recruit March Past is a signature event in one's policing career. These newest members will be introduced at a special ceremony on December 12, 2019.

CITIZENSHIP CEREMONY

November 29 I had the great privilege of Presiding at Sudbury's Citizenship Ceremony. One hundred new Canadians took their Oath of Citizenship during the ceremony having come from thirty-five different countries. It was indeed an honour to welcome our newest citizens to Sudbury officially.

BEST WISHES FOR A SAFE AND HAPPY HOLIDAY SEASON!