



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 10, 2019
PUBLIC	
SUBJECT: 2019 ELECTION OF BOARD CHAIR AND VICE CHAIR	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board elects _____ to the position of Chair for the 2019 year; and further

THAT the Board elects _____ to the position of Vice Chair for the 2019 year.

BACKGROUND:

In accordance with the *Police Services Act*, elections are held annually for the position of Chair and Vice Chair of the Greater Sudbury Police Services Board.

Election of chair

28.(1) The members of a Board shall elect a chair at the Board’s first meeting in each year. R.S.O. 1990, c. P.15, s. 28.

Vice Chair

(2) The members of a Board may also elect a vice chair at the first meeting in each year, and the vice chair shall act as the chair if the chair is absent or if the chair’s position is vacant. 1997, c. 8, s. 20.

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SUBJECT: 2019 ELECTION OF CHAIR AND VICE CHAIR	Page 2
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Further, Board Procedure Bylaw 2008-1 being a Bylaw of the Board to govern the Conduct of meetings of the Board, Section 3 (1) requires that the Board elect a Chair and Vice Chair from its members at the first meeting of the Board in each calendar year.

CURRENT SITUATION:

Elections for the positions of Chair and Vice Chair will be held at the January 17, 2019 Board meeting.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 10, 2019
PUBLIC	
SUBJECT: SWEARING IN DEPUTY CHIEF OF POLICE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Recruitment and Succession Planning	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the ceremonial celebration and swearing in of Sheilah Weber as Deputy Chief of Police for information.

BACKGROUND:

In accordance with Section 31 of the *Ontario Police Services Act*, the Board is responsible for appointing the Chief and Deputy Chief of Police specifically as follows:

- 31 (1) A board is responsible for the provision of adequate and effective police services in the municipality and shall,
 - (d) recruit and appoint the chief of police and any deputy chief of police, and annually determine their remuneration and working conditions, taking their submissions into account

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In November 2018, Deputy Chief Allan Lekun announced his retirement from the Service. In keeping with GSPSB 028 Succession Planning Policy, it is the goal of the Board to develop leadership capacity within the organization. In the spirit of this commitment, the Board launched an internal competition for the position shortly thereafter.

CURRENT SITUATION:

At their December 21, 2019 meeting, the Board unanimously authorized the appointment of Sheilah Weber to the position of Deputy Chief of Police effective January 17, 2019. Sheilah comes to the position equipped with more than 30 years of exceptional police experience. In November 1988, she began her career in Elliot Lake as a Police Constable and joined the then Sudbury Regional Police in 1997. Throughout the years, she held positions in every area of the organization notably Uniform Patrol, Criminal Investigations, Intelligence, and Dispatch Communications.

In her most recent assignment as Superintendent in charge of Executive Services, she has had carriage of Business and Crime Analytics, Aboriginal Liaison Unit, Procedure Development, Diversity and Inclusion, Professional Standards, and Corporate Communications.

Sheilah's managerial portfolios have spanned every area of complex operational and administrative policing with nine years of progressive experience as a police executive leader. She encourages innovation and works with others to develop effective solutions. She has been entrusted with a multitude of projects most notably our 'Looking Ahead to Build the Spirit of Our Women – Learning to Live Free From Violence' and work with LGBTQ2S groups in our community. These have both showcased her abilities to work with diverse communities and build trust. She has a passion to inspire excellence and to the development of evidence based police practice.

Sheilah holds her Bachelor of Professional Arts – Criminal Justice Athabasca University She is also a graduate of the Canadian Association of Chiefs of Police Global Studies Program and the Police Leadership Program at the University of Toronto.

Her work with the OACP, Ontario Women in Law Enforcement, and the International Police Association also equipped her well with understanding the broader issues affecting policing provincially, nationally and globally.

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She also has a number of years' experience working with police oversight agencies such as the Special Investigation Unit and Office of the Independent Police Review Director. She takes a 'hands on' approach to all her work with well-developed interpersonal, communication, and analytical skills.

Sheilah is also well known in the community for her volunteer work including her membership with the Rotary Club of Sudbury Sunrisers, Larch Half Way House, United Way, and SAVS.

Her values, dedication and hard work have distinguished her throughout her entire policing career. She is loyal to the profession and is committed to ensuring public trust and accountability.

Superintendent Weber stood out in the competition with strong leadership skills and a results driven approach to policing. She demonstrates strong capacity working with diverse groups and a full commitment to community engagement.

The Board was unanimous in its decision to appoint Sheilah as our new Deputy Chief of Police. She leads by example and we look forward to having her assume this role.

Deputy Chief Weber will assume command over Operations.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 10, 2019
PUBLIC	
SUBJECT: PROMOTION OF OFFICERS	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Recruitment and Succession Planning	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board approves the promotion of the following officer:

Sergeant Randy BUCHOWSKI
Sergeant Jason MAJKOT
Staff Sergeant Bob NORMAN
Staff Sergeant Guy RENAUD

BACKGROUND:

Succession planning and promotions within the Service are governed by Human Resources Procedures and Board Policy GSPSB 028. In accordance with the Collective Agreement and Promotional Procedure, members are promoted to various ranks within the Service as vacancies occur or new positions are established.

CURRENT SITUATION:

As a result of recent retirements, vacancies were created at the rank of Staff Sergeant and Sergeant. The members have been promoted and will be presented to the Board at the January 17, 2019 meeting.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 10, 2019
PUBLIC	
SUBJECT: INTRODUCTION OF NEW EXPERIENCED OFFICER	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Recruitment and Succession Planning	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives and confirms the appointment of the following Constables:

Constable Braden HILL

BACKGROUND:

In accordance with the Service's annual hiring plan, members are hired to ensure staffing levels are maintained. Most specifically, the Service has an authorized strength of 264 sworn members. At this time, vacancies are being filled in accordance with the 2017 proposed budget plan which includes the hiring of officers to fill vacancies being created by long serving members.



CURRENT SITUATION:

As a result of recent retirements and resignations, vacancies had been created that allowed for the hiring of new officers. These members recently attended and successfully completed the Ontario Police College Basic Constable Training Program. .

These members will be presented to the Board January 17, 2019 meeting.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 10, 2019
PUBLIC	
SUBJECT: INTRODUCTION OF NEW OFFICERS	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Recruitment and Succession Planning	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives and confirms the appointment of the following Constables:

Constable Mathew KUZENKO
Constable Scott MACDONALD

BACKGROUND:

In accordance with the Service's annual hiring plan, members are hired to ensure staffing levels are maintained. Most specifically, the Service has an authorized strength of 265 sworn members. At this time, vacancies are being filled in accordance with the 2017 proposed budget plan which includes the hiring of officers to fill vacancies being created by long serving members.

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CURRENT SITUATION:

As a result of recent retirements and resignations, vacancies had been created that allowed for the hiring of new officers. These members recently attended and successfully completed the Ontario Police College Basic Constable Training Program. .

These members will be presented to the Board January 17, 2019.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: December 11, 2017
PUBLIC	
SUBJECT: 2017-2018 CONTINUING EDUCATION	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Commitment to Continuous Learning	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: 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, funds are 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, an 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 nine 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
2018	\$8,386.00
2017	\$5,234.39
2016	\$4,406.92



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 10, 2019
PUBLIC	
SUBJECT: 2018 BOARD EXPENSES	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION

BACKGROUND:

Section 31 (5) of the *Police Services Act* requires the Board to ensure that its members undergo training and further Board Policy 016 respecting Board Member Training supports a commitment to training, education and development in support of learning for its members. Expenses for same are guided by Policy 011.

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

CURRENT SITUATION:

The Greater Sudbury Police Services Board was very visible in 2018 with members attending many functions and events throughout the year such as the Crime Stoppers Proclamation, Police Conferences and Seminars, Multicultural Lunch, Media Conferences and Funding Announcements, Volunteer Appreciation, GSPS Annual Awards Night, Red Ribbon Campaign, and many more.

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During 2018, meetings and conferences including those hosted by Ontario Association of Police Services Boards, Zone 1A, and the Canadian Association of Police Governance were attended by Members.

Chair Vagnini served on the Board of Directors for the Canadian Association of Police Governance and Member Caldarelli served on the Board of Directors for the Ontario Association of Police Services Boards and both attended these meetings.

Additionally, the Police Association of Ontario Labour Conference was attended by Board members in the pursuit of training and skills improvement.

This past year, expenses associated with Board member attendance at various conferences, meetings, and events have been recorded. The attached report provides details for 2018.

GREATER SUDBURY POLICE SERVICES BOARD 2018 EXPENSES

Updated December 31, 2018

VAGNINI

DATE	EVENT	TOTAL EXP
26-27 Feb	PAO Conf Richmond Hill	1,761.46
15-17 Apr	CAPG Lobby Days Queens Park	1,658.49
5-6 May	Police Memorial Toronto	804.22
23-26 May	OAPSB Conf Blue Mountain	1,593.29
8-11 Aug	CAPG Conf Winnipeg	1,996.49
19-21 Sep	OAPSB Seminar Toronto	565.00
21-22 Sep	CAPG BOD Toronto	1,113.76
TOTAL		\$ 9,492.71

CALDARELLI

DATE	EVENT	TOTAL EXP
26-27 Feb	PAO Conf Richmond Hill	1,487.15
23-26 May	OAPSB Conf Blue Mountain	625.79
21Jun	OAPSB BOD Toronto	351.38
8-11 Aug	CAPG Conf Winnipeg	2,028.73
19-21 Sep	OAPSB Seminar Toronto	257.35
TOTAL		\$ 4,750.40

KOKA

DATE	EVENT	TOTAL EXP
23-26 May	OAPSB Conf Blue Mountain	1,564.16
TOTAL		\$ 1,564.16

MONTPELLIER

DATE	EVENT	TOTAL EXP
TOTAL		\$ -

RECOLLET



DATE	EVENT	TOTAL EXP
TOTAL		\$ -

2018 TOTAL EXPENSES

\$15,807.27



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 10, 2019
PUBLIC	
SUBJECT: 2018 BOARD TRAINING – CAPG WEBINARS	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION

BACKGROUND:

The Canadian Association of Police Governance (CAPG) is the only national organization dedicated to excellence in police governance in Canada. Part of the commitment from CAPG is to provide education and development opportunities to Boards. One such feature is the CAPG Education Series offered through online training. These webinars bring CAPG stakeholders and colleagues together electronically to explore a variety of topics of interest to our community. CAPG aims to provide concrete resources to boards and other stakeholders to help in the development of effective governance.

CURRENT SITUATION:

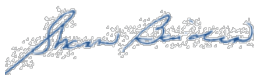

The most recent Webinar series has been published and is attached for the information of the Board. Topics of interest for future seminars are also invited and may be communicated to webinars@capg.ca . Members interested in participating are asked to contact the Board Executive Assistant in order to ensure registration for these events.

2019 CAPG WEBINARS

January 2019	Workplace Alcohol & Drug Issues in an Ever Changing Environment
February 2019	Autism Awareness Training for Police – Community Engagement Through Pacific Autism Family Centre
March 2019	Priorities and Issues of CACP and How They Align with CAPG and Police Governance Authorities
April 2019	Recruiting and Retaining Board Members – How to Get the Right Seats on the Bus
May 2019	How Police Budgets can and should support Community Safety
June 2019	Incorporating the Philadelphia Model Into Your Sexual Assault Investigations – What Boards Should Know
July 2019	Artificial Intelligence and Policing Policy
August 2019	Media Training for Board Members – Managing the Next Crisis
September 2019	Lessons Learned – Hiring your Chief of Police
October 2019	First Nations Police Governance – Leading Practices
November 2019	Predictive Policing – A new Way Forward
December 2019	Multi-Sector Collaboration – The Future of Community Safety



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 10, 2019
PUBLIC	
SUBJECT: OAPSB CHAIR ANNOUNCED	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION

The Ontario Association of Police Services Boards – Board of Directors is pleased to announce that Mr. Philip Huck has been appointed as the new Chair as of January 1, 2019.

Mr. Huck replaces Chair Eli El-Chantiry who is no longer serving on the Ottawa Police Services Board.

Mr. Huck serves on the Waterloo Regional Police Services Board. OAPSB looks forward to its exciting 2019 Police Governance Conference.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 10, 2019
<p>PUBLIC</p> <p>SUBJECT: OUR SHARED COMMITMENT AWARDS: STORIES OF COMMUNITY SAFETY AND WELLBEING</p>	
<p>BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Shared Commitment Goal: Community Safety and Wellbeing</p>	
<p>Recommended by:</p> <div style="display: flex; align-items: center; margin-top: 10px;"> <div style="flex: 1;"> <p>Sharon Baiden Chief Administrative Officer</p> </div> <div style="flex: 1; text-align: center;"> </div> </div>	<p>Approved by:</p> <div style="display: flex; align-items: center; margin-top: 10px;"> <div style="flex: 1;"> <p>Paul Pedersen Chief of Police</p> </div> <div style="flex: 1; text-align: center;"> </div> </div>

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

The Greater Sudbury Police Service’s ‘Our Shared Commitment Awards: Stories of Community Safety and Wellbeing’ recognizes citizens, organizations, and members of the Service for outstanding contributions to the Police Service and community. The event will be celebrated as part of Annual Police Week activities.

Nominations are sought for individuals who have assisted the Service through acts of bravery or by other means, as well as organizations or service groups who have partnered with the Service over the past year. The public are also invited to submit names of individuals worthy of consideration.

Nominations for the following categories are to be submitted to Natalie Corcoran, Executive Assistant to the Chief of Police no later than Friday February 2, 2018:

Sergeant Richard McDonald Memorial Award – presented annually to a Police Service member in recognition of their enthusiasm and positive attitude that promotes a culture that significantly motivates members, fosters team spirit and supports Our Shared Commitment to Community Safety and Wellbeing.

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Constable Joseph MacDonald Memorial Award – presented annually to a Police Service member who has demonstrated outstanding service to youth through official duty or through community involvement or both.

Nicole Belair Service Above Self Award – presented annually to a citizen who has distinguished themselves by an act of personal courage, community service or service above self.

Heroic Actions Award – presented to a member of the Service and/or a citizen for distinguished acts of heroism

Meritorious Action Award – recognizes members for exceptional performance of duty, community policing initiatives, or innovations or initiatives enhance the image or operation of the Service.

Police Assistance Award – presented to a citizen to recognize unselfish assistance rendered to aid another person.

Teamwork Commendation Award – presented to branches or teams of members of the Service to recognize their exceptional collaboration on a project or event that had a positive impact on the image or operation of the Service

Police – Community Leader Award – presented to a citizen in recognition of unselfish assistance provided to the Service or for an initiative or innovation that has had a positive impact on the image or operation of the Service

Police – Community Partnership Award – presented to community partners/organizations who work in partnership with the Service to recognize initiatives and/or innovations that had a positive impact on the image or operation of the Service.

City of Greater Sudbury Partnership – presented to an individual or department of the City of Greater Sudbury in recognition of a City Partner who has contributed in an extraordinary way to the Police Service.

CURRENT SITUATION:

While still in the early planning stages, the actual awards ceremony is scheduled for **May 16, 2019** at the Caruso Club. Additional details will follow.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 10, 2019
PUBLIC	
SUBJECT: NOTES OF APPRECIATION	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Acknowledging Exceptional Efforts	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

CURRENT SITUATION:

An email message was received from a London Ontario resident extending her gratitude to two Sudbury Police Constables. She was visiting Sudbury for the holidays and her vehicle ran out of fuel just as she was arriving. She activated the emergency flashers. Two officers stopped to check on her wellbeing. They helped her safety off the road to a fuel pump. "These officers showed how to be helpers in the community. I couldn't have asked for a better Christmas present!"



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 4, 2018
PUBLIC	
SUBJECT: 2019 – 2021 BUSINESS PLANNING	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board approves the 2019 Business Plan Update.

BACKGROUND:

In accordance with the “Adequacy Standards Regulation” section 30(1) Policing Standards Manual 2000, the Police Services Board in conjunction with members of the police service must develop a business plan every three years. The purpose of the document is to guide the organization relative to its Vision, Mission and Values, as well as its strategic direction and related goals and objectives.

CURRENT SITUATION:

The development of the 2019 – 2021 Strategic Business Plan continues. The Vision, Mission and Values have been reviewed and updated.

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As a result of data received from the Community, Business, and Member surveys as well as community consultations and focus group engagement, four key strategic themes have emerged:

- Our members and Our Inclusive Workplace
- Public Trust and Accountability
- Collaborative Community Safety and Wellbeing for Greater Sudbury
- Policing with Excellence and Professionalism

A snapshot of this is attached.

The 2018 year in review Business Plan accomplishments and the full Strategic Business Plan will be presented at the February 20, 2019 Board meeting,

Greater Sudbury Police Service Strategic Direction 2019-2021



Vision

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

Mission

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

Values & Guiding Principles

Proudly, we pursue our vision while living our "RICH" values:

Respect ♦ Inclusivity ♦ Courage ♦ Honesty

- Reduce Victimization and Support Victims of Crime
- Enforce Laws and Hold Offenders Accountable
- Intervene Collaboratively to Reduce Elevated Risk Situations
- Champion Community Safety, Security and Wellness
- Initiate and Partner to Achieve Change in Community Outcomes

Our Strategic Priorities

Our Members & Our Inclusive Workplace

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

Public Trust & Accountability

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

Collaborative CSWB for Greater Sudbury

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

Policing with Excellence & Professionalism

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



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: November 16, 2016
PUBLIC	
SUBJECT: RECORDS RETENTION AND DESTRUCTION	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board adopts Bylaw 2019-1 a Bylaw to Regulate the Retention and Destruction of Records Greater Sudbury Police Services Board and the Greater Sudbury Police Service; and further

THAT the Board repeals Bylaw 2008-2 a Bylaw to Regulate the Retention and Destruction of Records

BACKGROUND:

In accordance with Section 31(6) of the *Police Services Act*, the Board may by bylaw make rules for the effective management of the police service. The Greater Sudbury Police Services Board deems it prudent as a matter of best practices and in accordance with the *Police Services Act* and the Policing Standards Manual that a Records Retention and Destruction Schedule be maintained to address the records of the Greater Sudbury Police Service that directly relate to law enforcement activity with respect to a person or a body. The Board has a bylaw that sets out the periods for the retention and disposition of records.

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Since the last revisions, there have been changes to information, business practices, and legislation. The changes to the bylaw will assist staff in managing millions of records both electronic and paper.

The Greater Sudbury Police Services Board is governed by the *Ontario Municipal Act*, S.O. 2001 in as much as the Board is a local board of the Municipality. Section 255 (6) of the *Act* states that ‘In this section “record” does not include a record of a police services board that is directly related to any law enforcement activity with respect to a person or a body.’ This authorizes the Board to create a Records Retention Schedule that pertains to all records of the Service that directly relate to a law enforcement activity. In May 2008, the Board passed Bylaw 2008-2 which created a comprehensive Records Retention Bylaw to govern the use and retention of all records that come in the care, custody, and control of the police service.

Section 30 of the *Municipal Freedom of Information and Protection of Privacy Act* requires that Personal Information be retained by the Board for a period prescribed by the Regulation.

CURRENT SITUATION:

Since the passage of Bylaw 2008-2, a number of changes have occurred within the Service both legislatively and corporately which have necessitated changes to the retention and destruction of records. In January 2018, the Board approved changes to Schedule 2. Since that time, Schedule 1 has undergone a significant examination.

Record classification codes have been updated, and retention periods have been examined to comply with legislation and operational needs. Terminology has been updated to reflect current use of language in the Service.

Records maintained on the Niche Records Management System through OPTIC (Ontario Police Technology Information Cooperative) will eventually have retention periods as set out in the OPTIC retention and destruction Bylaw which has not yet been enacted. At this time, such records are retained in accordance with the former OMPPAC Bylaw and no such records are being destroyed.

In the course of updating the Service’s Retention Schedule, supervisors and staff representing all sections of the Service were interviewed and the details of various records received and retained were noted. Numerous draft documents were developed, revised and amended resulting in a detailed listing of all records relevant to each section.

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The new Records Retention Bylaw is required to ensure that the Service's current legal, financial, operational, and historical needs are met. It is an important tool in maintaining accountability and managing the electronic and paper records so that information is readily available to those who require it and is destroyed when it is no longer needed. The effective management of information is one of the keys to efficient service delivery.

Once enacted, the Chief shall ensure that Schedules are maintained to ensure time periods remain valid and appropriate.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 10, 2019
PUBLIC	
SUBJECT: INDEPENDENT STREET CHECKS REVIEW	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the Independent Street Checks Review.

BACKGROUND:

On June 7, 2017, the Honourable Justice Tulloch was appointed by the Government of Ontario to lead an independent review of Regulation 58/16 (O. Reg. 58/16) and its implementation.

Introduced in 2016, Regulation 58/16 outlined Ontario's new rules on the collection of identifying information by police in certain circumstances, a practice that had become known as 'street checks' and also referred to as carding. Board Policy GSPSB 027 was adopted in September 2016 in support of the Regulation.

In his capacity as the Independent Street Checks Reviewer, Justice Tulloch reviewed the content of the Regulation and assessed whether police officers, chiefs of police, and police services boards are in compliance.

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More specifically, the Review looked at whether the Regulation reflects the government's goal of ensuring that police-public relations are consistent, bias-free, and done in a way that promotes public confidence and protects human rights. The review was comprehensive and included extensive consultation with Stakeholders and Police Services.

On March 2, 2018 Justice Tulloch and his team spent an entire day seeking feedback from a broad cross section of the Service. This provided the opportunity to meet and discuss various views and opinions on the Regulation. Extensive data was also provided. The Police Services Board, Diversity Advisory Committee, and Aboriginal Community Police Advisory Committee also had time to provide input as part of this review.

This report seeks to answer certain critical questions and provide recommendations on how to improve the Regulation and ensure that it serves the original intent and purposes for which it was enacted. The Executive Summary (Part I of report) has been received. The background of this Review is summarized in Part II, the legal context provided in Part III, and findings and recommendations included in Parts IV and V.

CURRENT SITUATION:

On January 2, 2019 Justice Tulloch's report was released. The report contains information and insight on critical questions that were asked and recommendations to improve the Regulation and ensure that it serves the original purpose and intent for which it was created.

A copy of the report is included under separate cover.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 10, 2019
PUBLIC	
SUBJECT: 2018 SEPTEMBER TO DECEMBER STAFFING / DEPLOYMENT UPDATE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Leadership Development and Succession Planning	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board, in accordance with Section 31(1) (a) of the *Police Services Act*, hereby appoints members of the Greater Sudbury Police Service on the dates specified; and further

THAT the Board hereby accepts the resignations of members from the positions on the effective dates specified for information.

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. The purpose of the report is to highlight the current strength of the Greater Sudbury Police Service and to bring forward appointments, resignations and retirements during the period September 1 to December 31, 2018.

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CURRENT SITUATION:

On an annual basis, the Service develops a Sworn Officer Hiring Plan in accordance with anticipated attrition through resignation and/or retirement. The plan is designed to ensure authorized strength is maintained. Hiring of new Sworn members includes direct entry officers, those completing basic constable training, those with experience from other police services, as well as new recruits who join the Service as a Cadet. These members generally join the Service approximately two weeks to one month prior to attending the Ontario Police College allowing for an initial orientation period.

Civilian hiring is influenced by many factors including resignation and retirement in addition to growth and pressures in certain support service areas. When such vacancies are created, hiring generally occurs from the existing staff pool or externally should there be no qualified internal candidates. The Service is also the beneficiary of grants from time to time that afford temporary time positions for defined periods of employment that are generally filled from existing staffing or secured through external recruitment efforts.

Positions that are filled by internal candidates will generally create vacancies leading to other competitions in a domino type of effect. During this period, there were no retirements or resignations in the Civilian staffing, however, there were two positions created as a result of grant funding that have been filled. This brings the total civilian positions filled through grant funding to four.

The Service is represented by diverse backgrounds, a broad inventory of languages, skills, knowledge, and experience.

The following will serve as an overview of such changes to the organization. At the end of December, the Service had 2 secondments. Inspector Todd Zimmerman who had been seconded to Espanola retired from the Service in October 2018.

TABLE A: GSPS Authorized Strength at December 31, 2018.

FULL TIME COMPLEMENT

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Secondment
SWORN	264	264	0	(2)
CIVILIAN	122	122	0	
TOTAL	386	386	0	(2)

**SUBJECT:
2018 STAFFING/DEPLOYMENT UPDATE
SEPTEMBER – DECEMBER**

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TABLE B: Appointments

EFFECTIVE DATE	STATUS	ASSIGNMENT
4 September 2018	Sworn	Experienced Officer
15 October 2018	Sworn	Experienced Officer
15 October 2018	Sworn	Experienced Officer
22 November 2018	Civilian-Temp	Property Clerk
22 November 2018	Civilian Temp	Property Clerk
22 November 2018	Civilian-PT	Transcriber
22 November 2018	Civilian-PT	Transcriber
26 November 2018	Civilian-Temp	Property Clerk
29 November 2018	Sworn	Experienced Officer

TABLE C: Resignations/Retirements

EFFECTIVE DATE	STATUS	YEARS OF SERVICE	REASON FOR LEAVING
31 October 2018	Civilian -FT	2.82 years	Resigned
31 December 2018	Sworn	31.6 years	Retired

TABLE D: Secondments/Non-Medical LOA

TERM	TYPE OF LEAVE
1 April 2018 to 31 March 2020	Secondment – O.P.P.
5 November 2018 to 4 November 2019	Secondment – O.P.P.
18 December 2017 to September 2018	Secondment – Espanola COMPLETE

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**SUBJECT:
2018 STAFFING/DEPLOYMENT UPDATE
SEPTEMBER – DECEMBER**

Page 4



SUMMARY:

This report summarizes the activities that have occurred in the second trimester of 2018 relative to staffing and deployment. Staff have worked collectively to ensure strategic goals and priorities are met. The Board will be provided with updates three times a year on hiring and deployment of new sworn officer and civilian members. These updates will be provided in the month following the previous four months on the following schedule:

Report Tabled with Board	Category of New Member	Hiring Timeframe
May	Sworn/Civilian	January to April
September	Sworn/Civilian	May to August
January	Sworn/Civilian	September to December



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 10, 2019
PUBLIC	
SUBJECT: 2018 ANNUAL REPORT ON SECONDARY ACTIVITIES	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Our Members Goal: Encourage Career Development	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the 2018 Annual Report on Secondary Activities for information.

BACKGROUND:

Under Section 31 (1)(g) of the *Police Services Act*, the Board shall receive regular reports from the Chief of Police on disclosures and decisions made under section 49 of the *Act* which deals with secondary activities by members of the Police Service.

This legislative requirement is addressed in Board By-Law 2003-2 which establishes governance standards relating to the disclosure of secondary activities pursuant to the *Police Services Act* and Administration Procedure 024 in relation to Secondary Employment. Both of these documents address the requirement for members to follow with respect to applying for authorization to engage in secondary activities or to disclose full particulars of an activity they have already undertaken that may place the member in conflict with the *Police Services Act*.

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There are specific requirements with regard to off duty secondary activities for all members including temporary, contract, and term employees. This is to ensure that outside activities do not interfere with the member's duties or detract from public trust and community confidence in the Greater Sudbury Police Service.

In consideration of these guidelines, the Chief may grant approval provided the secondary activity does not contravene the restrictions set out in section 49(1) of the *Police Services Act* which states:

Restrictions on secondary activities

- 49. (1)** A member of a police force shall not engage in any activity,
- (a) that interferes with or influences adversely the performance of his or her duties as a member of a police force, or is likely to do so;
 - (b) that places him or her in a position of conflict of interest, or is likely to do so;
 - (c) that would otherwise constitute full-time employment for another person; or
 - (d) in which he or she has an advantage derived from employment as a member of a police force.

Applications may also be denied for the following reasons:

- (a) Where the applicant has demonstrated a history of poor attendance or poor performance. Reference: P.S.A. s49(1)(a)
- (b) Where the secondary activity might bring discredit upon the member's reputation as an employee or upon the reputation of the Greater Sudbury Police Service. Reference: P.S.A. s74.(1)
- (c) Where it involves the use of programs, lesson plans, technology, materials, equipment services or procedures that are the property of the police service. Reference: P.S.A. s49(1)(d).

The Chief may use discretion on a case by case basis to determine if an application is likely to violate Section 49(1) of the *Act*.

CURRENT SITUATION:

The *Police Services Act* requires regular reporting to the board on secondary activities of members.


This report fulfills the Chief's reporting requirements on secondary activities for the period January 1 to December 31, 2018. All of these submissions were approved.

**2018 ANNUAL REPORT
NEW APPLICATIONS FOR SECONDARY ACTIVITY**

TYPE ACTIVITY	UNIFORM	CIVILIAN
Barista	1	
Coach – Goaltending/Wrestling	1	1
Consultant – Jewellery		1
Consultant – Wellness		1
Course Developer	1	1
Designer – Safety Equipment	1	
Exam Monitor		1
Grant Writing	1	
Instructor – College	2	
Instructor / Trainer	1	
Makeup Artist – Freelance		1
Metis Youth Council		1
Movie Extra	2	
Official - NOHA	1	
Sales	1	
Scout – LU Hockey	1	
Volunteer Sudbury Fire Service	1	
Volunteer Golf	1	
Volunteer MADD	1	
Volunteer NSSR		1



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: January 10, 2019
PUBLIC	
SUBJECT: DELEGATION OF SIGNING AUTHORITY	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Ongoing Best Practices	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the Delegation of Signing Authority, Chief of Police GSPSB – Policy 0025, annual report for information.

BACKGROUND:

Section 30 of the *Police Services Act* provides for a Police Services Board to contract, sue, and be sued in its own name. As a police service is not a legal entity, it may not enter into contracts in its own name or on behalf of the Board without its authorization.

The Board recognizes the need to ensure accountability in carrying out its statutory and administrative responsibilities. The Board also appreciates the need to advance its work and that of the Greater Sudbury Police Service in an efficient and timely manner.

The Board Chair is the designated signing authority for contracts, agreements, travel claims, vacation approvals for the Chief of Police, legal services, and reserve fund draws.

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**SUBJECT:
DELEGATION OF SIGNING AUTHORITY**

Page 2

The Board recognizes the need to delegate signing authority to the Chief of Police or designate to ensure accountability in carrying out the operational responsibilities of the Board for matters necessary for the management of day-to-day operations.

Where delegations of authority have been granted by the Board to the Chief of Police or designate, the delegation includes the authority to execute any related documents in the name of the Board unless the terms of the delegation require the signature of the Board. Policy GSPSB Policy – 025 establishes clear direction on the delegation of signing authority for the Chief of Police.

CURRENT SITUATION:

Pursuant to the authority delegated to the Chief or Designated Official by the Board, the Chief of Police shall provide a report to the Board regarding all procurement contracts and agreements approved and executed by the Chief or Designated Official of an operational nature valued at less than \$50,000.

Items that have been effected in accordance with the policy are as follows:

Vendor	Purpose	VALUE
MDSP Consulting	To provide process evaluation and development services for an executive dashboard web interface. \$5000 in consultant expenses included.	\$52,600



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 10, 2019
PUBLIC	
SUBJECT: 2018 PAO ANNUAL EMPLOYMENT CONFERENCE	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board authorizes members to attend the Police Association of Ontario Annual Employment Conference.

BACKGROUND:


Each year the Police Association of Ontario hosts an annual Employment Conference. Representatives from both the Police Services Board and Administration generally attend.

CURRENT SITUATION:

The 28th annual conference will be held **February 25 – 26, 2019** at the Sheraton Parkway in Richmond Hill. This two-day conference will provide comprehensive updates on current issues in police labour relations from the perspectives of associations, management, and experts in the field. This is an excellent venue to learn about current trends in police labour relations.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 10, 2019
PUBLIC	
SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS 2019 ZONE 1A MEMBERSHIP	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services	
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 Zone 1A membership fee of \$75 for the period of January 1 to December 31, 2019; and further

THAT a Member be designated to serve as the Greater Sudbury Police Services Board Zone 1A representative for 2019.

BACKGROUND:

The Ontario Association of Police Service Boards (OAPSB) is divided into zones. Sudbury is part of **Zone 1A** which includes Sault Ste. Marie, Espanola, Timmins, New Liskeard, North Bay, West Nipissing, and OPP Northeast Region.

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SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS 2019 ZONE 1A MEMBERSHIP	Page 2
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CURRENT SITUATION:

The Greater Sudbury Police Services Board has received their Ontario Association of Police Services Boards Zone 1A membership renewal for 2019. The Board will note that there has been no change to the fees since 2012.

The Board is also asked to appoint a representative to Zone 1A for the 2019 year.

Board members are encouraged to visit the OAPSB website at www.oapsb.ca for information on current trends, issues and positions of the OAPSB.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: January 10, 2019
PUBLIC	
SUBJECT: CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Youth Crime Prevention Initiatives	
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:

\$900 in support of the 2019 Cops, Kids, and Ice Fishing

BACKGROUND:

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

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

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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:

A request for funding consideration has been received.

2019 Cops, Kids, and Ice Fishing – \$900

The Greater Sudbury Police Rural Unit has partnered with the Chelmsford Neighbourhood Team to provide youth in the community the opportunity to connect police officers to learn and enjoy the sport of ice fishing. The event is planned for February 23, 2019 on Ramsey Lake, Sudbury. Participants will be provided with equipment, lunch, and refreshments during the day. This initiative has grown into a very popular event with the youth.

Local stores are being approached for donations to ensure this event is a success.

2018 COPS, KIDS, AND ICE FISHING!!



RAMSEY LAKE, SUDBURY



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: November 16, 2016
PUBLIC	
SUBJECT: BOARD TRUST FUND REQUEST FOR FUNDING	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Crime Prevention Initiatives	
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 2019 GSPS Men’s Tender Wishes Hockey Tournament

\$1,500 in support of the 2019 GSPS Men’s International Hockey Tournament

\$1,500 in support of the 2019 GSPS Women’s International Hockey Tournament

\$1,000 in support of the 2019 Coldest Night Program

BACKGROUND:

The Greater Sudbury Police Services Board maintains a Trust Fund.

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Deposited funds are 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:

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

CURRENT SITUATION:

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

2019 GSPS Men’s Tender Wishes Hockey Tournament – \$1,500

The Greater Sudbury Police has two men’s Hockey Teams comprised of members from the Service who compete regularly in tournaments in and around Sudbury.

The older guys Team regularly participates 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 Team is requesting financial support to offset costs of participating in the 42nd Annual Hockey Tournament hosted by the Niagara Falls Police Service on February 14-15, 2019.

2018 GSPS Men’s International Hockey Tournament – \$1,500

The younger guys Team regularly participates in the International Police Hockey Tournament along with Police Services across Canada and the United States. This event is hosted by the Windsor Police Service on February 28 – March 1, 2019. The Team is requesting financial support to offset costs of participating.

2018 proceeds were donated to the Haseks Heroes, Sabah Inc. and the Roswell Park Cancer Institute.

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2019 GSPS Women’s International Hockey Tournament – \$2,000

Members of the Greater Sudbury Police have created the Ladies Hockey Team ‘Sudbury Cruisers’ with both Sworn and Civilian members. The team participates in hockey games against the local high schools’ ladies teams to promote healthy relationships and strengthen rapport between youth and Police.

This year, the team is participating in the Women’s International Police Hockey Tournament hosted by the Windsor Police Service on February 28 – March 1, 2019. The Team is requesting financial support to offset costs of participating.

2019 Samaritan Centre ‘Coldest Night’ Walk – \$1,000

The Samaritan Centre assists those affected by homelessness, poverty, substance abuse, unemployment, discrimination, mental health, and offers social support. The Centre houses member agencies such as Elgin Mission, Corner Clinic, and the Blue Door Soup Kitchen. Money raised in the ‘Coldest Night of the Year’ walk will impact hundreds of lives in a positive way, helping to build a bright future that once seemed out of reach.

On February 23, 2019, the Samaritan Centre is hosting a two, five, and ten kilometre winter walk.



coldest *night OF THE YEAR





**GREATER SUDBURY
POLICE SERVICES BOARD**

**REPORT FROM THE
CHIEF OF POLICE**

January 2019

LEGISLATIVE UPDATES

BILL C46

On December 18, 2018, Bill C-46 was amended to allow law enforcement across the country to be able to demand a breathalyzer test even if a motorist is showing no signs of alcohol impairment. Previously, police officers were required to have reasonable grounds to conduct a breath test such as bloodshot eyes, slurring words, the smell of alcoholic beverage, a driver stumbling, or admission of drinking. This legislation now allows police to do roadside screening breath tests for alcohol impairment to anyone operating a motor vehicle.

Research also shows that up to 50 per cent of drivers who would blow over the legal limit aren't caught during roadside check stops. There also studies from other countries that have implemented alcohol screening showing that deaths have been reduced by 25%.

Ongoing monitoring will continue with statistics gathered and reported in the future.

THE INDEPENDENT STREET CHECKS REVIEW – PUBLIC RELEASE

The Honourable Justice Tulloch was appointed by the Government of Ontario to examine Ontario Regulation 58/16 which outlines Ontario's rules on police street checks, a practice sometimes referred to as "carding".

On January 4, 2019, he released his report following a full and independent review of Ontario Regulation 58/16. This comprehensive report contains his analysis and recommendations.

A full copy of the report has been circulated under separate cover.

EVENTS

With the Holiday Season and annual leave breaks just passed, there have been few events involving member engagement. In recent weeks, the Service participated in events throughout the community including:

- ✓ **Chief's Annual Christmas Luncheon Dinner December 14**
- ✓ **Diversity Advisory Committee December 17**
- ✓ **No One Eats Alone Christmas Dinner December 25**
- ✓ **Crime Stoppers Month Proclamation January 11**

DISTRACTED DRIVING INITIATIVE

Through its commitment to its 2-Month High Visibility Program, the Traffic Management Unit addresses issues through education and enforcement strategies.

On December 12, over a two hours period of time officers focused on Distracted Driving. During this time, 21 Provincial Offence Notices in relation to Distracted Driving with respect to cell phone use were issued. These Provincial Offence Notices carry a set fine of \$400.00 and three demerit points.

On January 1, 2019, changes to Ontario's Distracted Driving Laws have also taken effect and includes increased penalties, increased demerit points, and the introduction of post-conviction Driver's Licence Suspensions for Distracted Driving as set out under Sections 78 and 78.1 of the *Highway Traffic Act*.

Suspensions will include an escalating penalty structure for repeat offences:

- First conviction: \$500-\$1,000 fine, three demerit points, and a three-day suspension
- Second conviction: \$500-\$2,000 fine, six demerit points, and a seven-day suspension
- Third and any subsequent conviction(s): \$500-\$3,000 fine, six demerit points, and a 30-day suspension

Novice Drivers issued a Distracted Driving offence will be subject to the same escalating fines as a fully-licensed driver and would be subject to the existing escalating sanctions regime (30-days, 90-days, and Driver's Licence cancellation).

Through education, drivers are reminded of the following;

- Reduce or avoid distractions such as eating, drinking, smoking, personal grooming, and non-driving activities while driving
- Prepare your vehicle prior to operation including setting radios and GPS systems
- Do not text or surf social media/the Internet while driving and stay off of your cell phone
- Use your cell phone for emergency situations only through a hands-free system or by pulling over
- Do your multi-tasking outside of your vehicle

The Service reminds the community that Road Safety is a Shared Commitment by all on our roadways.

SUDBURY PLAYGROUND HOCKEY LEAGUE POLICE CUP 10TH ANNIVERSARY

January 11, 2019 marked the 10th anniversary of the Sudbury Playground Hockey League (SPHL) Police Cup. SPHL has been a part our community since 1952 (66 years) and the GSPS have been proud Community Partners over the last ten years.

The shared mission of this tournament is to make hockey available to anyone who is interested in playing and to provide a wholesome hockey experience not only for the players participating but also for the coaches, managers, league officials, and parents. The main focus is creating the opportunity for sportsmanship, fair play, good citizenship, and friendly competition.

GSPS assumed its role with the 2010 SPHL Police Cup by organizing, providing funds, and engaging community partners for financial support in order to create a positive connection with Sudbury youth. Over five-hundred Sudbury athletes/children participate in the Police Cup each winter/season. Since its inception, the GSPS has had a positive influence in over 6000 Sudbury youth resulting from the Police Cup.

As well, youth also learn the importance of giving back to the community. Since 2015 the 'Play it Forward' challenge was developed so that each team would attempt to donate the most food into their team container during the Police Cup tournament with the winners having a team party hosted by RHP. This is the sixth year that non-perishable food items will be collected at the Countryside Arena. This healthy competition has raised over 30,000 pounds of non-perishable food and several thousand dollars over the past five years, all donated back to the Sudbury Food Bank.

Internally, GSPS contributes \$5000 to this event through Chief's Youth Initiative Fund, Greater Sudbury Police Association, Greater Sudbury Police Services Board, and Crime Stoppers. GSPS was joined by 21 other Community Partners who make contributions to Sudbury youth participating in this exciting tournament.

CRIME STOPPERS PROCLAMATION

January 11 marked the proclamation of Crime Stoppers Month. Sudbury Crime Stoppers and Rainbow Crime Stoppers began here in 1987. The programs amalgamated in 1993 to become the Sudbury Rainbow Crime Stoppers. Today, there are 38 active Crime Stoppers programs in Ontario

Crime Stoppers is supported by Community Safety Personnel Lise Perreault who is instrumental in supporting the efforts and activities of Crime Stoppers locally.

Sudbury Rainbow Crime Stoppers makes tremendous contributions to community safety here in Greater Sudbury. They are partners to GSPS and support many safety initiatives in Greater Sudbury.

Crime Stoppers operates on the simple principle that for every crime committed, someone other than the criminal has information that would help solve the crime. Members of the community are encouraged to provide anonymous information to assist law enforcement agencies in the fight against crime.

Information can be provided through their secure phone line or through their online web form. Tipsters remain 100% anonymous and could be eligible for a cash reward of up to \$2,000.

The anonymity and rewards offered through Crime Stoppers generates tips and information that has assisted our Officers in solving numerous crimes and recovering thousands of dollars in stolen property.

RIDE RESULTS

Between November 14 and December 31, 2018, the Service including the Traffic Management Unit conducted 11 Reduce Impaired Driving Everywhere (R.I.D.E.) spot-checks (three with the Ontario Provincial Police) at various locations throughout Greater Sudbury.

Attached is a comparison between 2017 and 2018 Festive R.I.D.E spot-check results:

	2018	2017
R.I.D.E. SPOT CHECKS	11	11
ROADSIDE SCREENERS ADMINISTERED	68	33
ROADSIDE SUSPENSIONS	10	2
ADMINISTRATIVE DRIVERS LICENCE SUSPENSIONS	7	8
STANDARD FIELD SOBRIETY TESTS	7	4
PERSONS CHARGED – IMPAIRED BY ALCOHOL	6	7
PERSONS CHARGED – IMPAIRED BY DRUG	1	0
CANNABIS CHARGES	2	0
VEHICLES STOPPED	5,751	3,599

The Service will continue to focus our efforts on removing impaired drivers from our roadways as road safety and enforcement remains a top priority.

SUDDEN PASSING – NATALIE ADAM

It was with profound sadness that the Service acknowledged the sudden loss of Natalie Adam, a member of our Communications and Information Technology Branch on December 27. Natalie was 30 at the time of her passing and had been with GSPS for 5 ½ years.

Natalie was and will always be a valued member of our police family having worked as a highly skilled data programmer/analyst. She was highly accomplished and was involved in solving many complex and challenging data needs.

She leaves a hole in our family and she will be remembered as a kind, caring and brilliant person. She will most certainly be missed.