



GREATER SUDBURY POLICE SERVICES BOARD
MONDAY March 11, 2019 4:00 P.M.
Police Headquarters, Alex McCauley Boardroom, 5th Floor

PUBLIC AGENDA

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3	Roll Call	
4	Declarations of Conflict of Interest	
5	New Board Member Swearing In	
6	Promoted Officer Presentation	
	Inspector Marc Brunette	Motion 1
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	Business Plan Updates	
	Traffic Management Unit	
8	Adoption of Minutes - January 17, 2019	Motion
9	Accept Consent and Discussion Agenda - March 11, 2019	Motion
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	- 2019 French Elementary Hockey Tournament		
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- 2019 MMIWG Conference
- 2019 Polar Plunge
- 2019 GSPS Curling Funspiel
- 2019 Canadian Police Curling Nationals
- 2019 WYCA Women of Distinction Gala

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14 **Report from Chief**

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15 **New Business**

16 **Next Meeting Date**


Thursday April 11, 2019

17 **Adjournment**

Motion



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: PROMOTION OF 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 approves the promotion of the following officer:

Inspector Marc BRUNETTE

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 and a new organizational chart, a vacancy was created at the rank of Inspector. Member being promoted and will be presented to the Board at the March 11, 2019 meeting.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: 2019 POLICE BUDGET	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Fiscal Accountability and Transparency	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION

BACKGROUND:

The Greater Sudbury Police Services Board had received correspondence from the City of Greater Sudbury Finance and Administration Committee that the 2019 Budget would be presented on Tuesday January 22, 2019.

CURRENT SITUATION:

The 2019 Greater Sudbury Police Budget has been approved by City Council.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: 2018 DONATIONS RESERVE FUND YEAR END	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Fiscal Accountability and Transparency	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board receives the Donations Reserve Fund report for the period January 1 to December 31, 2018 for information.

BACKGROUND:

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

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

CURRENT SITUATION:

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

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SUBJECT: 2018 DONATIONS RESERVE FUND YEAR END	Page 2
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Monies are used for the purpose of crime prevention initiatives as deemed suitable by the Greater Sudbury Police Services Board without further authorization from Council.

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

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

This year, the fund grew by just over \$19,000 largely due to the Community and Police Awards Gala fundraiser. A gain, the Service continues to support many community activities, particularly in support of youth engagement.



Reserve Funds

Greater Sudbury Police Services Board Reserve Fund

- This Reserve Fund shall be funded from the Greater Sudbury Police Services Board Auction held annually, interest earned from fund investments, and monies recovered as a result of seized property.
- This Reserve Fund shall be used for any purpose that the Greater Sudbury Police Service Board considers in the public interest in accordance with Section 132 and 133 of the Police Services Act and for such charitable or other events as the Board deems suitable, without further authorization from Council.

Police Services Donations Reserve Fund

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

Equipment and Vehicle Replacement Reserve Fund - Police

- Annual contributions to this reserve fund shall be made in accordance with the Greater Sudbury Police Services Board operating budget.
- Any excess funds from Police Services Equipment/Vehicle Replacement capital projects shall be credited to this Reserve Fund.
- Proceeds from the sale of used Police vehicles and equipment shall be credited to this Reserve Fund.
- This reserve fund shall be used to purchase new Police equipment and vehicles as determined by the Greater Sudbury Police Services Board, and in accordance with the Police equipment replacement plan.
- This is a working Reserve Fund.

Sick Leave Reserve Fund - Police

- This Reserve Fund shall be funded from the budgeted contributions from the operating budget for this purpose.
- Expenditures may be made from this Reserve Fund to pay for various payments (i.e. sick leave, top up, retirement leave, etc.) to Greater Sudbury Police Service employees in accordance with policies of the Greater Sudbury Police Services Board.
- This is a working Reserve Fund.

Capital Financing Reserve Fund - Police

- This Capital Financing Reserve Fund shall be funded from the operating budget, excess funds from Police capital projects and from the operating budget provided that such contribution will not put the Greater Sudbury Police Services Board or the City in a deficit position or increase a deficit. If the combined net under expenditures of the Library/Citizen Service Centre, Land Reclamation, Organizational Development, Social Housing, Police Services and Information Technology in less than the City's overall surplus then each respective reserve will receive a prorated share of the accumulated surplus based on their net under expenditure.
- Any operating budget over expenditure shall be funded from this Capital Financing Reserve Fund.
- Additional expenditures may be made from this Capital Financing Reserve Fund for Police Services capital projects upon authorization by the Greater Sudbury Police Services Board.

Post 65 Employment Benefit's Reserve Fund - Police

- This reserve fund can be funded:
 - a) From excess funds from the operating budget provided that such a contribution would put the City into a deficit position or increase a deficit.
 - b) From contributions from annual operating budget.
- Expenditures from this Reserve Fund may only be used for the purpose of funding post 65 benefits unless otherwise authorized by the Board.
- This is a working Reserve Fund.

TABLE "B"



GREATER SUDBURY POLICE SERVICES
DONATIONS RESERVE FUND

YEAR-END
December 31, 2018





TABLE "B"

**Police Services
Donations Reserve Fund**

Balance 2017 Year End		\$ (150,365.00) \$ (150,365.00)
2018 Revenue		
Youth Initiatives	\$ (37,478.43)	
Mason Basketball Camp	\$ -	
Youth Symposium	\$ -	
Crime Prevention	\$ -	
Citizens on Patrol	\$ -	
Drug Related	\$ -	
Literacy Program	\$ -	
Lions Eye in the Sky	\$ (7,329.06)	
ELLF	\$ -	
Green Stairs	\$ (1,071)	
Graffiti Eradication	\$ -	
Shop with a Cop	\$ (1,920.00)	
STRIDE	\$ -	
SPYDR Mountain Bike Program	\$ -	
GSPS Multicultural Board	\$ (3,140.00)	
Auxiliary Unit	\$ (200.00)	
Kids Cops & Fishing	\$ -	
Kids Cops & Golf	\$ (385.00)	
Kids, Cops & Ice Fishing	\$ (511.15)	
Home Run for High Schools	\$ (1,000.00)	
Reserve Fund Interest	\$ (3,513.99)	
2018 Total Revenue		\$ (56,548.57)
2018 Expenditures		
Youth Initiatives	\$ 26,720.00	
Mason Basketball Camp	\$ -	
Youth Symposium	\$ -	
Crime Prevention	\$ -	
Citizens on Patrol	\$ -	
Drug Related	\$ -	
Literacy Program	\$ -	
Lions Eye in the Sky	\$ -	
ELLF	\$ -	
Green Stairs	\$ 142.46	
Graffiti Eradication	\$ -	
Shop with a Cop	\$ 1,647.09	
Stride	\$ -	
SPYDR	\$ 298.08	
GSPS Multicultural Board	\$ 3,392.28	
Auxiliary Unit	\$ -	
Kids, Cops & Fishing	\$ 598.87	
Kids, Cops & Golf	\$ -	
Kids, Cops & Ice Fishing	\$ 325.63	
Home Run for High Schools	\$ 668.86	
2018 Total Expenses		\$ 33,793.27
Balance 2018 Year End		\$ (173,120.30) \$ (173,120.30)



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: 2018 BOARD TRUST RESERVE FUND YEAR-END	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Fiscal Accountability and Transparency	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the Board Trust Reserve Fund Financial Statement for the year ended December 31, 2018 for information.

BACKGROUND:

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

CURRENT SITUATION:

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

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SUBJECT: 2018 BOARD TRUST RESERVE FUND YEAR-END	Page 2
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The Board Trust Reserve Fund is used for any purpose that the Board considers in the public interest in accordance with Sections 132 and 133 of the *Police Services Act* and for such charitable events as deemed suitable by the Board without further authorizations by Council.

Table “A” is attached and details the 2018 activities and provides a summary of year-end balance. The Board will note the Service continued to support a number of activities consistent with the guidance of the Reserve. Overall the balance increased by approximately \$2,200 over last year.

TABLE "A"



GREATER SUDBURY POLICE SERVICES BOARD
BOARD TRUST RESERVE FUND

YEAR-END
December 31, 2018



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

TABLE "A"

Balance 2017 Year End	\$ (33,274.52)
2018 Revenue	
Auction Proceeds	\$ (3,962.27)
Seized Monies	\$ (9,316.59)
Unclaimed Money	\$ -
Donation	\$ -
Sale of Scrap Metal	\$ -
Reserve Fund Interest	\$ (777.61)
2018 Total Revenue	\$ (14,056.47)
2018 Expenditures	
2018 GSPS Men's International Hockey	\$ 1,500.00
2018 Coldest Night Campaign	\$ 1,000.00
2018 Polar Plunge for Special Olympics	\$ 1,000.00
2018 GSPS Curling Funspiel	\$ 500.00
2018 GSPS Men's Hockey Tournament	\$ 1,500.00
2018 Men's Basketball Tournament	\$ 1,500.00
2018 Bursary	\$ 500.00
2018 Safe Ride Home Program	\$ 1,000.00
2018 Keeping Seniors Warm Program	\$ 300.00
2018 United Way Campaign	\$ 2,000.00
2018 National Peace Officers' Memorial Run	\$ 600.00
2018 Aspire to Inspire Campaign	\$ 500.00
2018 Total Expenses	\$ 11,900.00
Balance 2018 Year End	\$ (35,430.99)



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: POLICE SERVICES BOARDS AND THE PUBLIC SECTOR SALARY DISCLOSURE ACT	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Increase Visibility and Transparency	
Recommended by: Sharon Baiden Chief Administrative Officer	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

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

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

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

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SUBJECT: POLICE SERVICES BOARDS AND THE PUBLIC SECTOR SALARY DISCLOSURE ACT	Page 2
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With the exception of the Chief of Police and Deputy Chief of Police, salaries and related working conditions for all other members of the police service are negotiated through collective bargaining. All members are represented by either the Sudbury Police Association for both sworn and civilian members and the Senior Offices Association for both sworn (inspectors/superintendent) and civilian members including coordinators/supervisors/managers/CAO and executive assistants .

CURRENT SITUATION:

The 2018 Public Sector Salary Disclosure is due to be released on March 31, 2019. There are 228 names on the list for 2018 which is up by 28 from last year which reported 200. Factors that contribute to exceeding the \$100,000 threshold include assignments that involve overtime, paid duty, retroactive pay, and entitlement to statutory holiday pay.

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

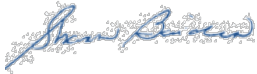

Most police salaries hover just over the \$100,000 range as the First Class Constable rate is within \$5,000 of \$100,000. For most members, it takes very little statutory holiday, overtime, municipal policing allowance, and/or paid duty time payments to reach the threshold. As a result, most First Class members are now reported on the Public Sector Salary Disclosure. Members holding Second, Third, and Fourth class Constable status would not be reflected, nor would be most non-management civilian personnel.

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

Otherwise, there is nothing unique about the 2018 Public Sector Salary Disclosure.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: FIREARMS DISCHARGES - SECTION 13 REPORTING OBLIGATION	
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 Police Services Act (PSA) regulation 926 (Equipment and Use of Force), section 13, requires investigations into the circumstances of firearms discharges by members of police services in the performance of their duties that cause injury or death.

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

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

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

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SUBJECT: FIREARMS DISCHARGES - SECTION 13 REPORTING OBLIGATION	Page 2
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The Board will recall that in April 2018, there was a firearms discharge at the downtown Bus Depot.

CURRENT SITUATION:

The matter remains under investigation by the SIU and as such, there is nothing to report at this time.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR DISCUSSION	DATE: March 4, 2019
PUBLIC	
SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARD CALL FOR RESOLUTIONS	
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 AND DISCUSSION

BACKGROUND:

The Annual Ontario Association of Police Services Boards conference is scheduled for May 22-25, 2019 in Windsor, Ontario.

The Annual General Meeting will be held Friday May 25, 2019. A n important part of each Annual Meeting of the OAPSB is the consideration of Resolutions brought forward by members.

CURRENT SITUATION:

The Ontario Association of Police Services Boards has sent out a call for resolutions. The deadline for submission of resolutions is Monday April 1, 2019. Guidelines for preparation are available.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR CONSIDERATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: 2019 EMIL KOLB AWARD FOR EXCELLENCE IN POLICE GOVERNANCE	
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 AND CONSIDERATION

BACKGROUND:

Established in 2013 by the Canadian Association of Police Governance (CAPG), the Emil Kolb Award for Excellence in Police Governance recognizes and highlights an individual for their significant contributions, commitment, and leadership towards the enhancement of civilian police governance in Canada.

This award will be presented annually during the Canadian Association of Police Governance conference.

CURRENT SITUATION:

The call for nominations has been issued for the Emil Kolb Award for Excellence in Police Governance. The deadline for nominations is April 30, 2019. Guidelines are attached.

6TH Annual Emil Kolb Award for Excellence in Police Governance

2019 Emil Kolb Award Nominations

Established in 2013 by the Canadian Association of Police Governance, the **Emil Kolb Award for Excellence in Police Governance** recognizes and highlights an individual for their significant contributions, commitment, and leadership towards the enhancement of civilian police governance in Canada.

2018 RECIPIENT OF THE EMIL KOLB AWARD

Andrew Graham, Adjunct Professor
Queen's University, School of Policy Studies



Submission – Criteria & Eligibility attached

Please provide, in writing, brief examples to support the nomination. The nomination should address the following:

1. Why do you think the nominee is deserving of the Emil Kolb Award for Excellence in Police Governance?
2. How does the nominee demonstrate most or all of the criteria listed above?
3. Describe how the nominee has added value and enhanced civilian police governance either provincially, territorially and/or federally?

All nominations must be received by April 30, 2019. Nominations are to be submitted either by fax or email to:

Jennifer Malloy, Executive Director, CAPG
Email: jmalloy@capg.ca; Fax 613.344.2385

PAST RECIPIENTS OF THE EMIL KOLB AWARD

EliEI-Chantiry



Dr. Zaheer Lakhani



Dr. Alok Mukherjee



Ron Rasmussen



Emil Kolb Award for Excellence in Police Governance



Established in 2013 by the Canadian Association of Police Governance (CAPG), the Emil Kolb Award for Excellence in Police Governance recognizes and highlights an individual for their significant contributions, commitment and leadership towards the enhancement of civilian police governance in Canada.

Eligibility

- Current or past CAPG members
- An individual must be a one-time recipient
- Cannot currently be serving as a Board Director on the CAPG

Criteria

- Demonstrates a passion towards the enhancement of police governance
- Works collaboratively and pro-actively to improve police governance and bring change that will enhance public safety
- Exerts collaborative leadership in an exemplary way
- Shares insights and educates and mentors others on the principles of good governance
- Fosters meaningful relationships based on inclusion, diversity, and representation of views among stakeholders (community, police, government)
- Challenges, inspires and motivates others to a work together
- Demonstrates a high level of integrity and ethical standards
- Values tradition, while encouraging innovation and the courage to pursue a vision for a better future

Submission

Please provide, in writing, brief examples to support the nomination. The nomination should address the following:

1. Why do you think the nominee is deserving of the Emil Kolb Award for Excellence in Police Governance?
2. How does the nominee demonstrate most or all of the criteria listed above?
3. Describe how the nominee has added value and enhanced civilian police governance either provincially, territorially and/or federally?

All nominations must be received by April 30, 2019. Nominations are to be submitted either by fax or email to:

Jennifer Malloy, Executive Director, CAPG
Email: jmalloy@capg.ca; Fax 613.344.2385

Selection

- The information provided will be used by the CAPG Emil Kolb Award Committee to determine the recipient of this award.
- The CAPG Emil Kolb Award Committee will be made up of the members of CAPG Executive Committee.
- The CAPG will inform the recipient of the award.
- The award will be presented at the annual CAPG conference.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 4, 2019
PUBLIC	
SUBJECT: POLICE ASSOCIATION OF ONTARIO 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: FOR INFORMATION UPDATE

BACKGROUND:

Each year the Police Association hosts a Police Employment Conference that addresses emerging issues and legal developments in police labour relations. This year's conference was held on February 25-26, 2019 in Richmond Hill. Board Member Caldarelli, Deputy Chief Weber, CAO Baiden, and members of the Sudbury Police Association Executive attended.

CURRENT SITUATION:

This year's conference included a number of very relevant topics including an overview of the new *Police Services Act*, presentation of various cases involving operational versus Board Governance issues, the scope and limitations of off duty conduct, accommodating mental health in the workplace, *Police Services Act* discipline recent trends, attendance management, human rights law and recent cases, marijuana policies in the workplace and fitness for duty, workplace investigations, and trends in collective bargaining.

The conference was well attended and overall presented current trends.

International Day for the Elimination of Racial Discrimination

The Greater Sudbury Police Diversity Advisory Committee cordially invites you to attend the Annual International Day for the Elimination of Racial Discrimination Luncheon. We encourage everyone to wear traditional attire from their Country of Origin.

Thursday March 21st, 2019
Lexington Hotel, 50 Brady St.
Registration 11:30am
Cost: \$25

Agenda

12:00 Noon

O'Canada
Interfaith Gratitude
Buffet Lunch

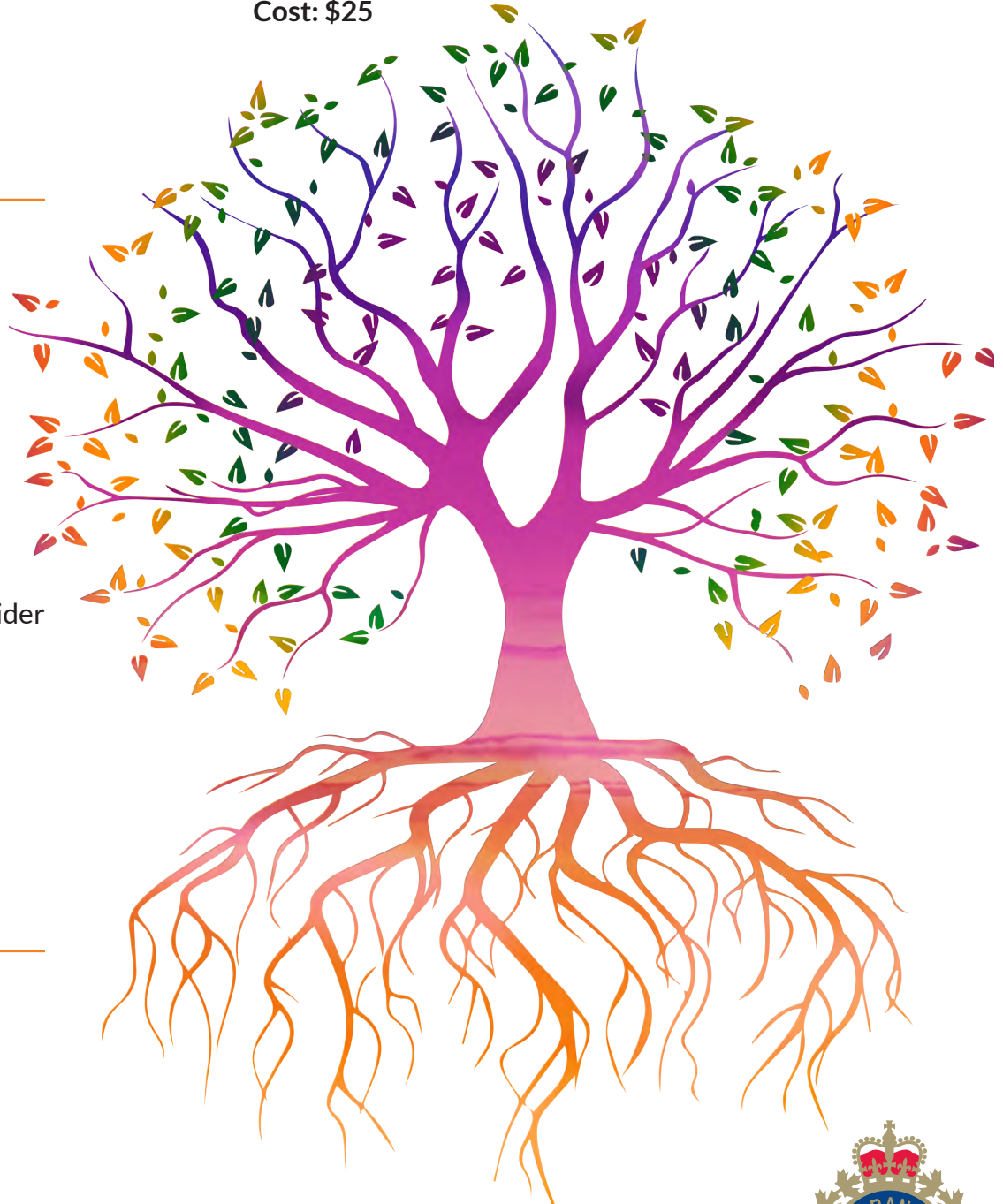
12:40 p.m.

Welcoming Remarks
Guest Speakers
Yesmina Estevez & Lyne Reider
"Connecting Today
Building for Tomorrow"

Entertainment
Thanks after Meal

1:25 p.m.

Closing Remarks



To register, scan the QR Code, or visit:
<https://connectingtodaybuildingfortomorrowgsp.eventbrite.com>



Greater Sudbury Police Service
VOLUNTEER APPRECIATION AWARDS

Wednesday April 10th, 2019

Doors open at 5:00pm • Ceremony Begins at 6:15pm

Cambrian College Student Life Centre
1400 Barrydowne Road



Cash Bar • Business Attire

RSVP by March 20th, 2019 to volunteering@gspcs.ca
Please indicate if you have any food allergies or restrictions.





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: NOTES OF THANKS	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Participation in Community Events	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY



The Azilda Lions' Club sent a note to thank the Board for their donation towards their 13th Annual 'Keeping Them Warm' Campaign.

The Sudbury Manitoulin Children's Foundation sent a note of thanks to the Board for their support of the Annual 'Send a Kid to Camp' Program.

The Sudbury Multicultural and Folk Arts Association sent a note of thanks to the Service for their support of the Gala Fundraising Dinner in November 2018.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 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

An email message was received from a Sudbury downtown volunteer expressing their gratitude to Constables Josh Rickard and Tyler Hagen for support while consulting with a homeless individual suffering from mental health issues. “The officers were extremely respectful. As a volunteer who works with a vulnerable population, I have had many occurrences involving the Police Service. I wanted to share this experience in appreciation of your leadership on the force.”

An email message was received from a Sudbury resident whose vehicle was checked during a routine traffic stop. It was discovered that the vehicle registration had been changed without their knowledge. “Constable Dann Kingsley gave me an opportunity to correct the error. In performing his duty, he helped me avoid a much worse situation.”

An email message was received from Jennifer Ward, Confederation Secondary School Education Assistant, thanking Sergeant Darin Heffern for his presentation to students from grades 9-12. The presentation covered a career in policing, respect, and dangers of drugs. “Sergeant Heffern had an excellent rapport with the students and was able to engage them with his knowledge and passion for his career. He made an impression with his strong message about the risks of drug use which at this age is crucial. We are grateful for the strong partnership between the GSPS and our school.”

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An email message was received from a Sudbury resident who was concerned about a possible issue of fraud. “Thanks to Sergeant Stephane Brouillette and Constable Iain MacRury for addressing my issue. They took time to review my information and provide an alternative course of action. They were collegial and professional and made me feel more easily understood and genuinely satisfied.”

A letter was received from Lively District Secondary School thanking the Service for participation in February 2019 ‘S-Days’ – Students, Snowmobiles, Safety, Security, Survive! The program was developed in 1993 after five snowmobile fatalities involving students occurred on Lake Panache. The event involves Greater Sudbury Police Service, Ministry of Natural Resources and Forestry, Greater Sudbury Emergency Services, CN Police, and the Sudbury Trail Plan. “The students would like to especially thank Constables Kevin Santi, Matt Guerin, and Rick Carr, and Sergeant Brian MacRury for their extra effort in making this event happen as well as the donation from the Chief’s Youth Initiative Fund. We hope to continue in the future.”

An email message was received from Marion Quigley CEO of the Canadian Mental Health Association thanking officers Constables Matt Hall and Tyler Hagen for their assistance at the ‘off the street’ shelter. Their efforts are appreciated. “It has been a difficult season and many individuals have more complex needs than in previous seasons. We really value our partnership with the GSPS.”



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 4, 2019
PUBLIC	
SUBJECT: APPOINTMENT OF SPECIAL CONSTABLES	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Law Enforcement Strategies	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the reappointment of the following Special Constables effective January 2019 pursuant to Section 53 of the *Police Services Act* in accordance with the terms and conditions set forth in the Approval of Appointment form:

**Charles MAPLETOFT
Joel SHEPPARD
Heather SUTHERLAND**

BACKGROUND:

The Ministry of Community Safety and Correctional Services is responsible for processing and approving the appointments and reappointments of Special Constables.

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To ensure that these members can carry out their assigned duties as Special Constables, application is made to the Ministry of Community Safety and Correctional Services to have them appointed as Special Constables pursuant to Section 53 of the *Police Services Act*. The Police Services Board appoints the employees as Special Constables upon approval by the Ministry.

Once a Police Services Board reappoints an individual as a Special Constable and the Ministry of Community Safety and Correctional Services approves the appointment, the reappointment is valid for another five years or until the appointee is no longer an employee of the Greater Sudbury Police Service.

CURRENT SITUATION:

The Board is asked to reappoint the noted employees as Special Constables for five years in accordance with the above-noted process. These employees are current members of the Service and will be employed in the Courts Branch as Special Constables.

Pursuant to Section 53 of the *Police Services Act*, approval has been obtained from the Ministry of Community Safety and Correctional Services pending confirmation that the Board has reappointed them as a Special Constable.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 4, 2019
PUBLIC	
SUBJECT: 2019-2020 BAIL SAFETY PROJECT AGREEMENT RENEWAL	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Crime Prevention and Intervention	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

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

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

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

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

CURRENT SITUATION:

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

The program's main objective is to ensure victim safety. The Bail Safety Officer conducts assessments with victims to determine their safety risk and to identify other possible related issues or concerns and provides appropriate referrals based on assessment. These assessments are used to help courts set appropriate conditions of bail for the accused upon release

Involved persons are advised of terms of release and are offered support and provided information for other available programs.

The current Agreement expires March 31, 2019. To date, there has been no indication of renewal of this Agreement.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: COURT SECURITY AND PRISONER TRANSPORTATION PROGRAM	
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 ONLY

BACKGROUND:

Attached is correspondence directed to Mr. Ed Stankiewicz, Executive Director of Finance, Assets and Fleet in respect of the Court Security and Prisoner Transportation Program for 2019. The letter confirms that the Agreement has now been approved for 2019. Subject to being finalized by the City, the allocation of \$1,821,131.74 for the year will be forthcoming.

CURRENT SITUATION:

In the 2019 budget, the Service reflected \$1,863,936.98 as anticipated revenue through CSPT. The allocation confirmed represents a \$42,805.24 reduction or approximately 2.2% from the prior year. There are no offsets for this loss of revenue. This area will be closely monitored.

March 1, 2019

Mr. Ed Stankiewicz
Executive Director of Finance, Assets and Fleet
City of Greater Sudbury
PO BOX 5000, Station 'A'
200 Brady Street
Sudbury ON P3A 5P3

Dear Mr. Stankiewicz:

As you know, protecting the people of Ontario and keeping communities safe is a top priority for this government. That is why we have committed to provide frontline police and those involved in delivering justice in Ontario, with the tools, resources and supports they need to protect our communities. We are pleased to inform you that we will be proceeding with the Court Security and Prisoner Transportation (CSPT) Program for 2019, providing a maximum total of \$125M to assist municipalities in offsetting their CSPT costs.

Similar to previous years, an expenditure-based model is used to determine allocation for 2019. Funding is allocated based on each municipality's relative share of the total 2017 CSPT costs across the province. For example, if a municipality's CSPT cost represents 1% of the total provincial CSPT cost, then it will be allocated 1% of the available funding. With that, subject to the enclosed agreement being finalized, your allocation for 2019 is **\$1,821,131.74**. The payment schedule is outlined under Schedule D of the enclosed agreement.

Please have the authorized signatory for the grantee sign the enclosed agreement, where noted, and return two **original signed** copies along with proof of your general liability insurance (\$5 million), indemnifying "Her Majesty the Queen in Right of Ontario, her Ministers, Agents, Appointees and Employees", as per section A10.2 of the agreement, by **March 22, 2019**, to:

Fionne Yip
Community Safety Analyst
Program Development Section, Public Safety Division
Ministry of Community Safety and Correctional Services
25 Grosvenor Street, 12th Floor
Toronto ON M7A 2H3

A fully executed copy will be returned to you for your records.

.../2

Mr. Ed Stankiewicz
Page two

Please be assured that the government's first responsibility is, and will always be, to serve the people of Ontario better. We will continue to review our grants programs to ensure they align with government objectives, achieve tangible outcomes and are effective in reducing crime-related activity in Ontario. This review process will inform service delivery planning going forward.

If you have any questions about the CSPT Program, please contact Fionne Yip at Fionne.Yip@ontario.ca or 416-314-0206.

Thank you for your participation in this valuable initiative.

Sincerely,

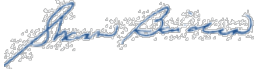

A handwritten signature in black ink, appearing to read "O. Mosquera". The signature is fluid and cursive, with a large initial "O" and a long, sweeping tail.

Oscar Mosquera
Manager, Program Development Section
External Relations Branch

Enclosures



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: 2018 USE OF FORCE REPORT	
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:

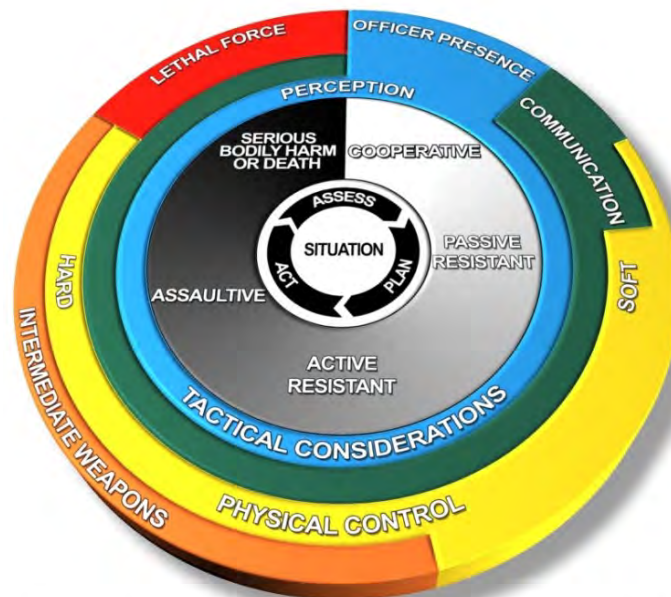
THAT the Board receives the 2018 Use of Force report in accordance with the *Equipment and Use of Force Regulation 926 of the Police Services Act* and in accordance with the Board's Policy on Use of Force under By-Law 2003-1.

BACKGROUND:

Provincial Use of Force Standards and Greater Sudbury Police Procedure ADM 012 require officers to submit Use of Force reports under certain circumstances. Police are authorized to use force in certain circumstances and in accordance with the Use of Force Model (next page). The Annual Use of Force Report provides statistical data on the application of force in any given year and is submitted to the Board for review.

A report is submitted when a member: uses physical force on another person that results in injury or a complaint of injury; uses Oleoresin Capsicum aerosol spray/foam operationally; uses a weapon other than a firearm (Baton) on another person; deploys a Conducted Energy Weapon (CEW) in either Full Deployment, Demonstrated Force Presence, or Drive Stun modes; draws a handgun in the presence of a member of the public; points a firearm at a person; discharges a firearm; deployment of an ARWEN (POU/TAC); and the release of a police canine resulting in an injury.

Ontario Use of Force Model (2004)



The officer continuously assesses the situation and selects the most reasonable option relative to those circumstances as perceived at that point in time.

Use of Force reports were introduced by the Ontario provincial government as a mechanism for a Police Service to gather information on and to review an officer's use of force in a particular incident and if necessary, provide counselling or training to that officer.

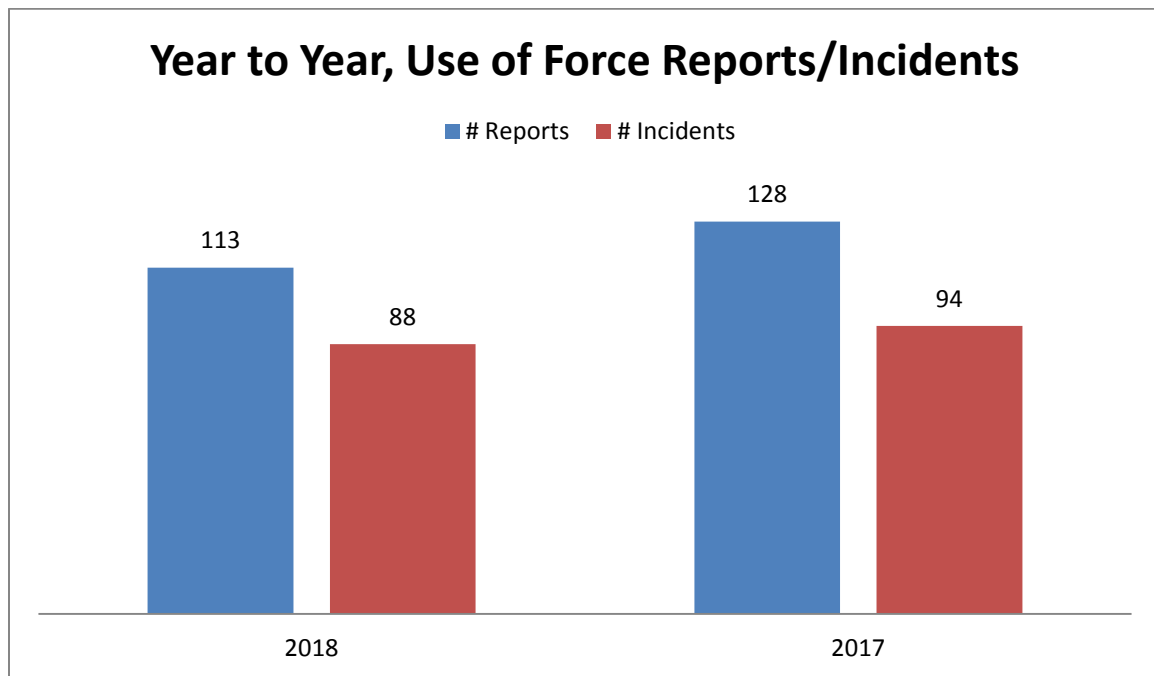
The Training and Professional Development Branch receives the reports and maintains a record of them enabling an analysis to be made of trends involving use of force. These trends are incorporated into use of force training and Service policies and procedures when appropriate.

CURRENT SITUATION:

During 2018, a total of 113 reports were submitted regarding 88 incidents as compared to 128 reports related to 94 incidents in 2017. This represents a decrease of 11.7 reports and a decrease of 6.3% incidents over 2017. The data collected reflects the number of reports submitted and not the number of incidents as there maybe multiple reports submitted for a single incident.

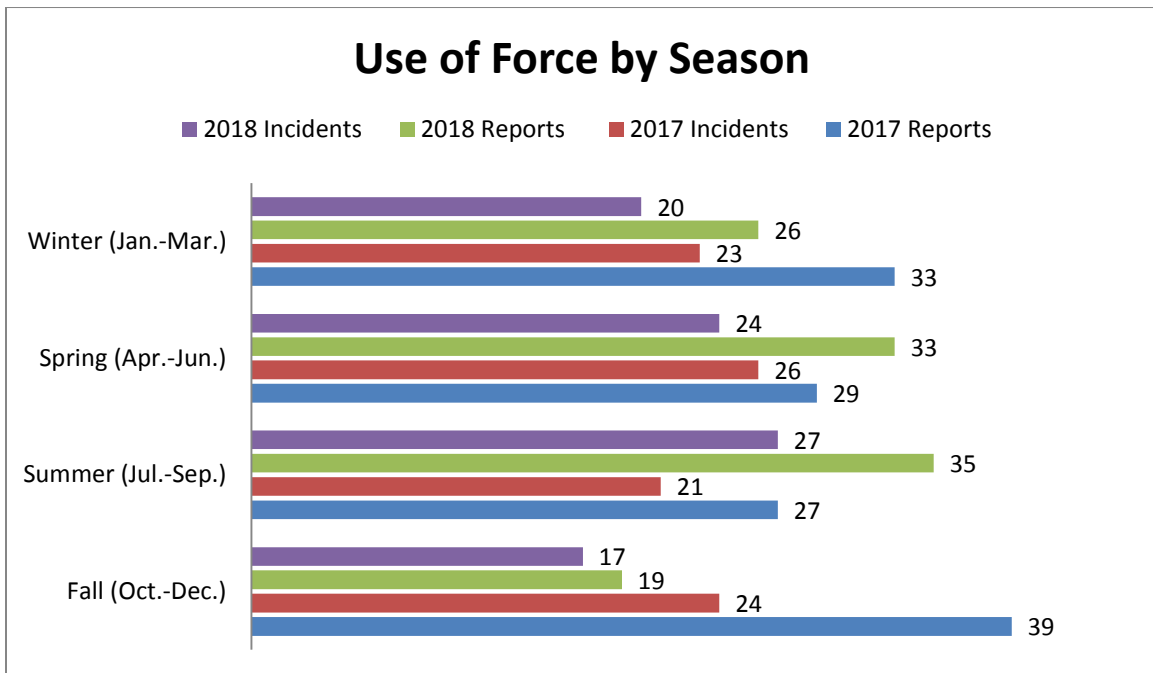
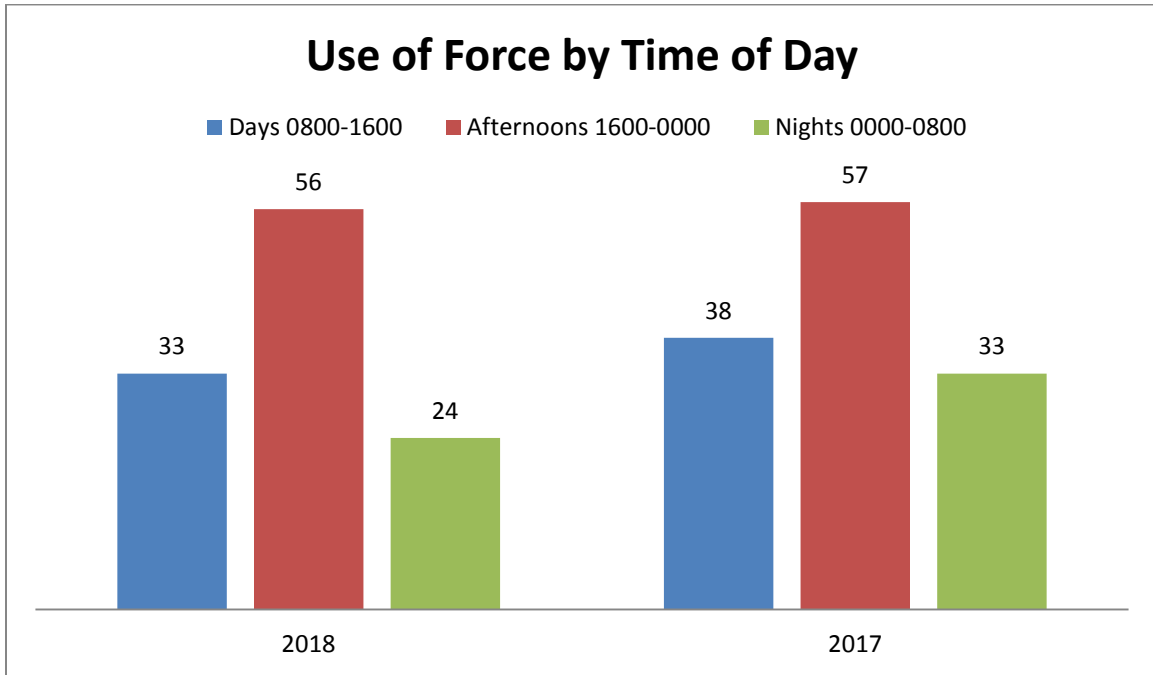
All reports received are analyzed in the context of the following indicators:

- Incident Time
- Type of Assignment
- Type of Incident
- Police Presence and Attire
- Number of Subject(s) involved
- Type of Force Used
- Reason for Using Force
- Weapons Carried by Subject
- Alternative Strategy Used
- Injuries Sustained and Medical Attention Sought

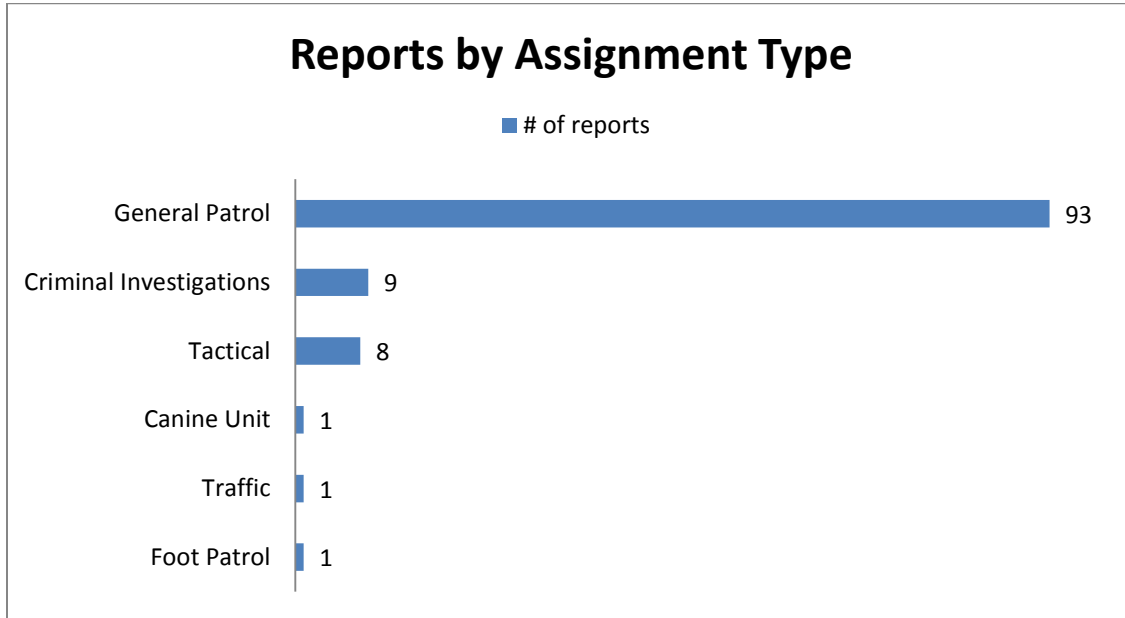


Incidents by Time and Season

The reports submitted are broken down into 3 time periods designated as follows: days 0800-1600 hours; afternoons 1600-2400 hours; and nights 0000-0800 hours. Officers are submitting more use of force reports during afternoon hours due to a higher number of calls during that time period. More people are returning home from work and officers generally respond to higher risk incidents during that time frame



Type of Assignment

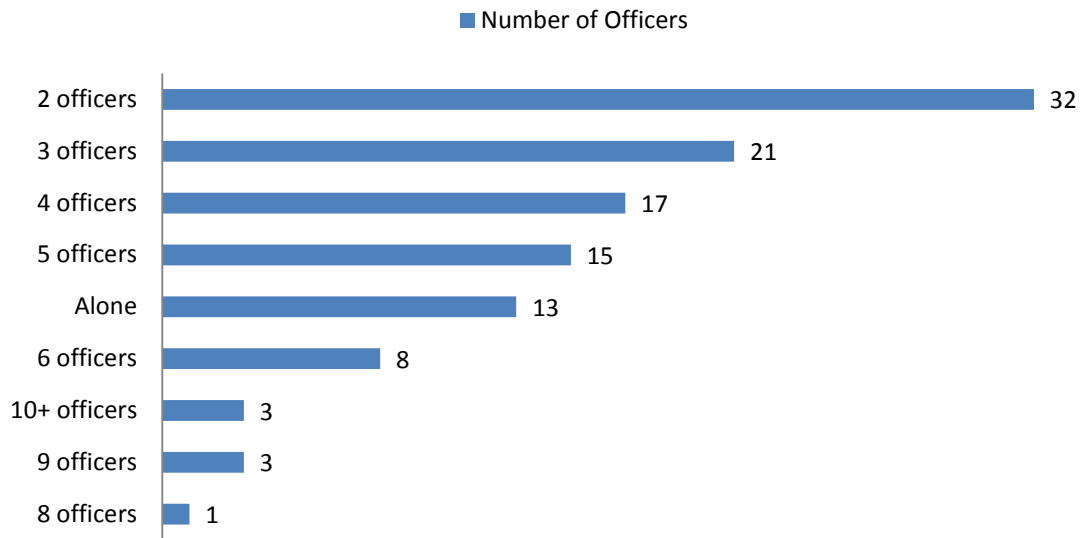


Uniform members on General Patrol (frontline uniform officers on patrol) submit the majority of Use of Force reports. In 2018, officers on general patrol filed 93 reports; the Tactical Unit submitted 3 team reports and 5 individual reports; 9 reports were submitted by Criminal Investigations which includes CID, the Integrated Crime Team, as well as by officers who were conducting an investigation at the time force was used; 1 report was submitted by Canine Officers where a canine was involved in the use of force on a subject; Traffic submitted 1 report; and 1 report was submitted by an Officer on foot patrol. There were no other reports submitted under the other types of assignments listed on the Use of Force Report for 2018. This trend is similar to the areas of assignment in prior years.

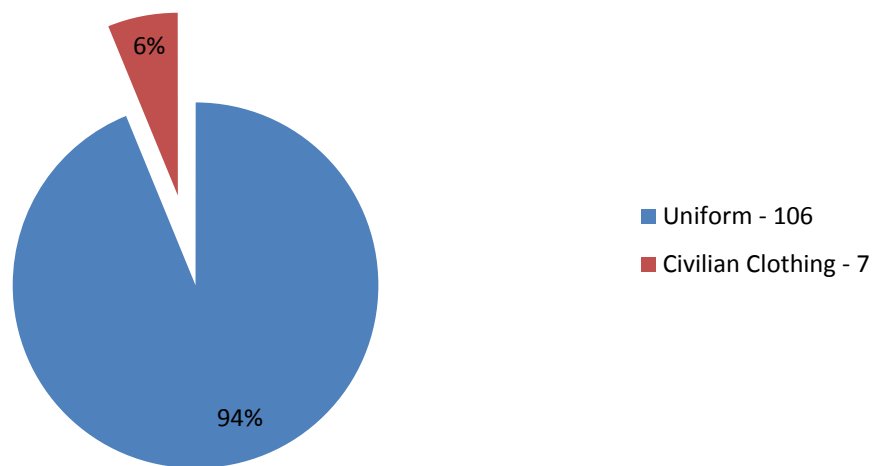
Police Presence and Attire

The number of officers present at a call or complaint and their attire can have a significant impact on the call. Responding to high risk incidents generally means more officers responding, and the reason two or more officers are responding and submitting use of force reports. Officers are trained and encouraged to make use of available resources which includes more officers during high risk incidents to assist with an evolving and dangerous situation. Officers are trained to isolate and contain dangerous situations. More officers will be required at times to establish a perimeter. If officers require assistance, more officers will be involved. Most incidents involving force occur when two officers are present.

Police Presence at Use of Force Incidents



Police Attire at Time of Force Incident



Type of Incident

This category defines the type of incident the officer(s) were responding to which resulted in a Use of Force report being submitted. The table below indicates in descending order for that particular year, the number of Use of Force reports submitted under the different incident types that led to force being used.

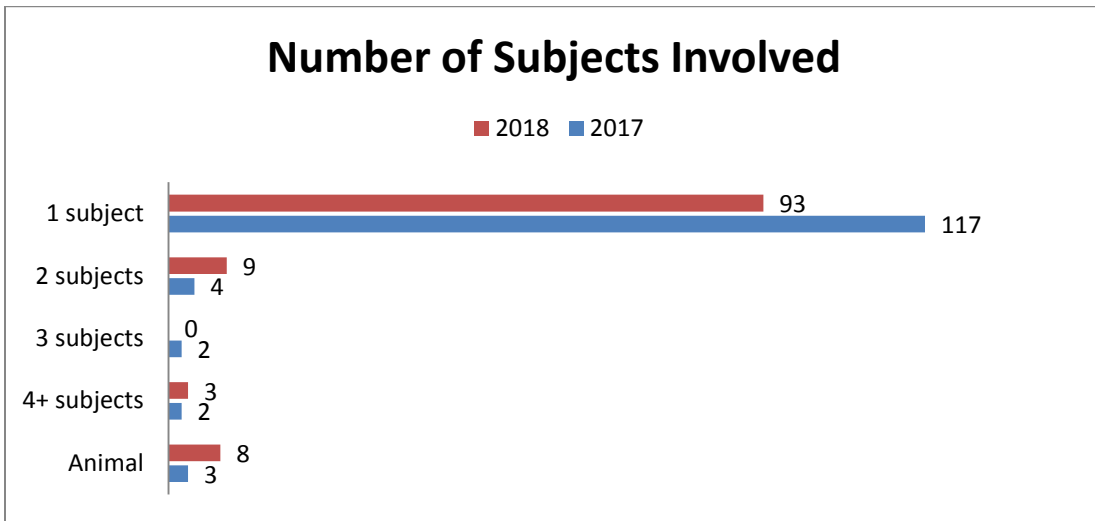
The incident types on the form are Robbery, Break and Enter, Domestic Disturbance, Other Disturbance, Traffic, Suspicious Person, Serious Injury, Homicide, Weapons Call, Alarm and Other (specified). The number of reports from each complaint type resulted in the following number of reports:

Type of Incident	2018	Type of Incident	2017
Weapons Call	28	Weapons Call	25
Other*	12	Other Disturbance*	18
Break and Enter	8	Other*	16
Mental Health Act	8	Mental Health Act	15
Domestic Violence	7	Domestic Violence	14
Other Disturbance*	7	Break and Enter	12
Suspicious Person	6	Arrest Warrant	7
Attempt Suicide	6	Assist EMS	5
Search Warrant	6	Attempt Suicide	4
Injured Animal	6	Traffic	3
Breach Conditions	3	Suspicious Person	3
Assist EMS	3	Injured Animal	3
Traffic	3	Robbery	1
Robbery	2	Homicide	1
Serious Injury	2	Assault Police	1
Pursuit/Stolen Vehicle	2		
Intoxicated Person	1		
Theft	1		
Arrest Warrant	1		
Escape Custody	1		
Total	113	Total	128

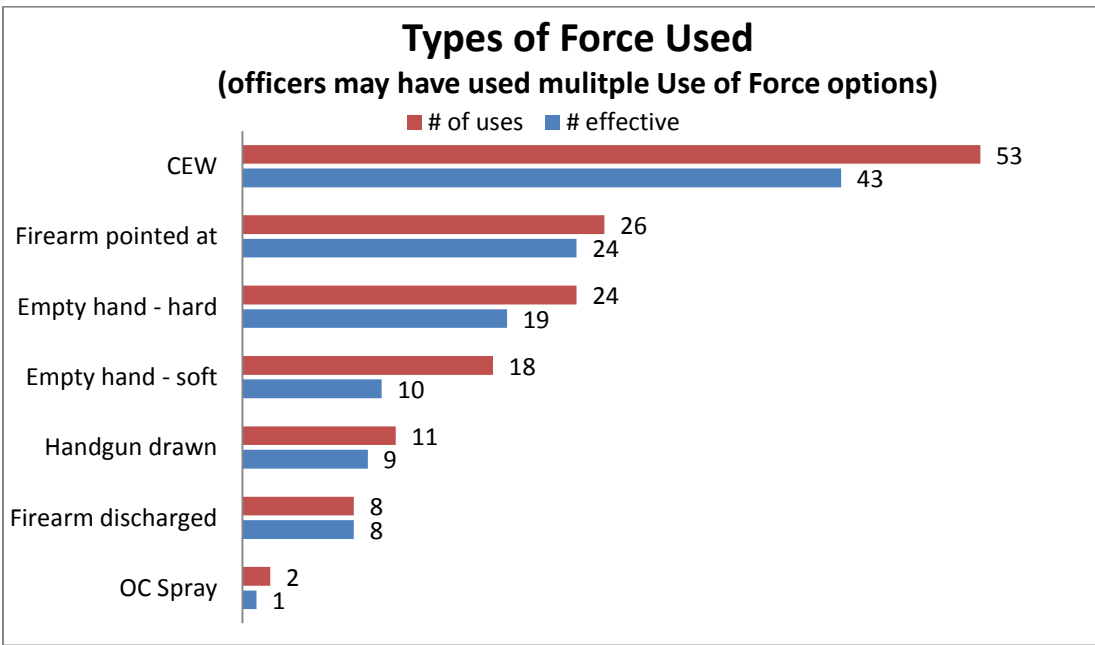
**Types of incidents that were listed under 'Other' ranged from family disputes, wanted parties, unknown trouble, person stop, trespassing, breach of peace, and a fighting crowd. Types of incidents listed as 'Other Disturbance' ranged from Mental Health Act interactions, disturbances, unwanted persons, assist EMS, and non-payment of food.*

Number of Subject(s) Involved

The Use of Force report indicates the number of subjects encountered by reporting officers at Use of Force incidents. Consistent with year to year statistics, the overwhelming majority of reports indicate one subject being encountered during a Use of Force incident regardless of the number of officers involved.



Type of Force Used



Officers have a number of options available to them when responding to a situation or call requiring the Use of Force. These options range from Officer Presence in conjunction with effective tactical communication, to empty hand techniques soft and hard, intermediate weapons soft and hard, Conducted Energy Weapons (CEW), to the drawing, pointing, and discharging of their firearm. When describing the type of force used, an officer can indicate more than one type was utilized, in the order it was used, and whether it was effective or not. The force used as being effective or not is measured through the perception of the officer applying the force. Officers will use more than one force option available to them if the initial force option is not effective, or they are required to transition to a more appropriate force option depending on the constantly evolving incident.

A total of 45 reports were submitted in 2018 where officers drew, pointed, or discharged their firearms. Of these reports, 26 involved pointing a firearm, and 11 involved drawing of a handgun. Eight involved discharging of a firearm of which all but one of was for the dispatching of injured animals. The one incident involved discharging a firearm at an armed subject who posed an imminent threat to officers and the public resulting in serious but non-life threatening injuries to the subject. This is a slight increase compared to 37 total reports in 2017 where firearms were pointed 26 times, a handgun drawn 8 times, and a firearm discharged 3 times solely involving the dispatching of animals.

The Conductive Energy Weapon (CEW) was indicated as being utilized as a force option on 53 reports in 2018 – 36 usages were Demonstrated Force Presence (displaying CEW on/off but not firing a cartridge or using a drive stun), 15 usages were from Full Deployments (firing a cartridge), and 1 usage was from a Drive Stun (firing the CEW without a cartridge). In comparison, in 2017 there were 52 reports submitted indicating CEW usage – 34 indicated Demonstrated Force Presence, 17 were from Full Deployment, and 1 was from Drive Stuns. It should be noted that full deployments, demonstrated force presence, and drive stuns remained almost the same as in 2017 and overall usage of the CEW has remained fairly consistent from year to year since the full rollout to frontline officers in 2015. Demonstrated Force Presence and De-escalation techniques were utilized in a majority of the situations where it was deemed safe to do so by officers. However, in some situations this was not feasible due to safety concerns that were directly a result of the subject(s) behaviour.

Empty hand techniques which can be either soft (physical escort and control) or hard (physical strikes and joint manipulation), were indicated on 42 reports in 2018, effective 29 times. In 2017, there were 65 reports indicating empty hand techniques, effective 52 times. This is a reduction in hand to hand altercations with subjects. This is in line with current use of force training being implemented which stresses the importance of de-escalation techniques and maintaining time and distance with combative subjects.

Police canines were utilized once as a force option in 2018. This is a reduction from 2017 where police canines were utilized twice as a force option.

‘Other’ was not listed as a force option on any reports in 2018. ‘Other’ is utilized when the force option utilized was other than the listed options on the face of the Use of Force Report. It should be noted that CEW use is also listed as ‘Other’ on reports as it is not listed on the face of the report but is tracked separately. The Oleoresin Capsicum (OC) aerosol weapon (foam/spray) was used twice in 2018 and the ASP baton was not utilized in 2018 as a force option. These options have continued to show lessened usage since the full deployment of CEWs to frontline officers in 2015.

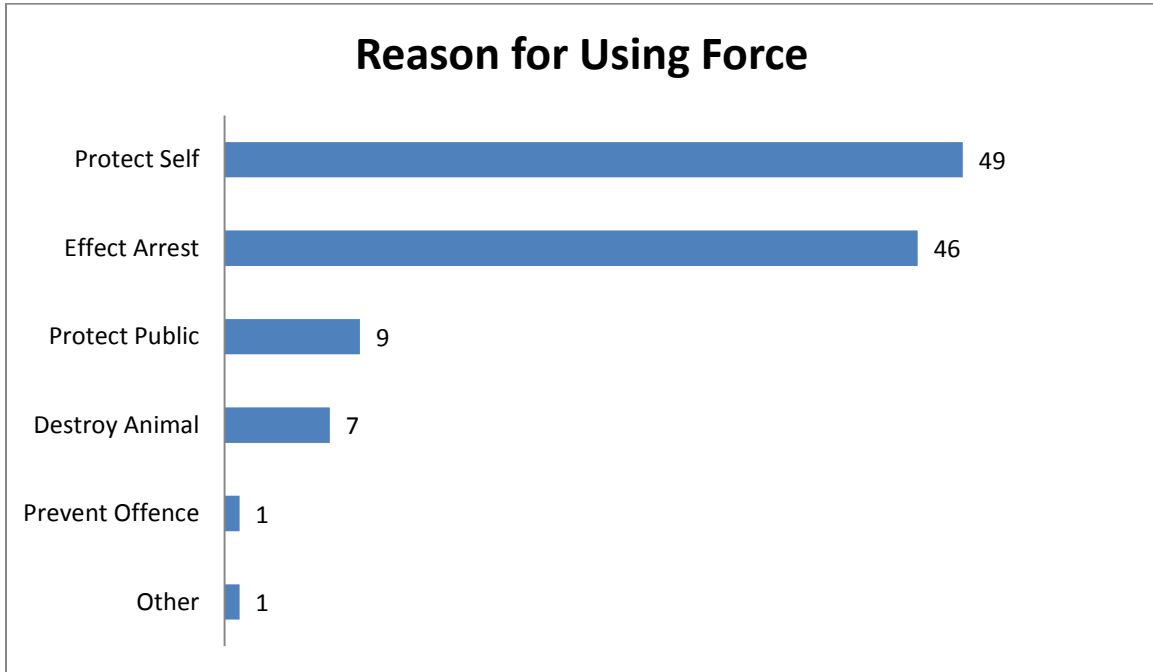
The Patrol Carbine is an effective new tool that was made available for Officers in fall 2016 to utilize in emergency situations involving serious threats to officer and public safety such as active shooters, high risk vehicle stops, and armed barricaded persons.

The Colt C8 MRR semi-automatic rifle provides accurate long range shooting capabilities to officers where normally only the service pistol is available, as well as having a higher ammunition capacity and flashlight illumination capabilities. Patrol Carbine Officers (PCO) are issued tourniquets for emergency field first aid and utilize ceramic plates while deployed with a carbine for additional officer safety in high risk situations.

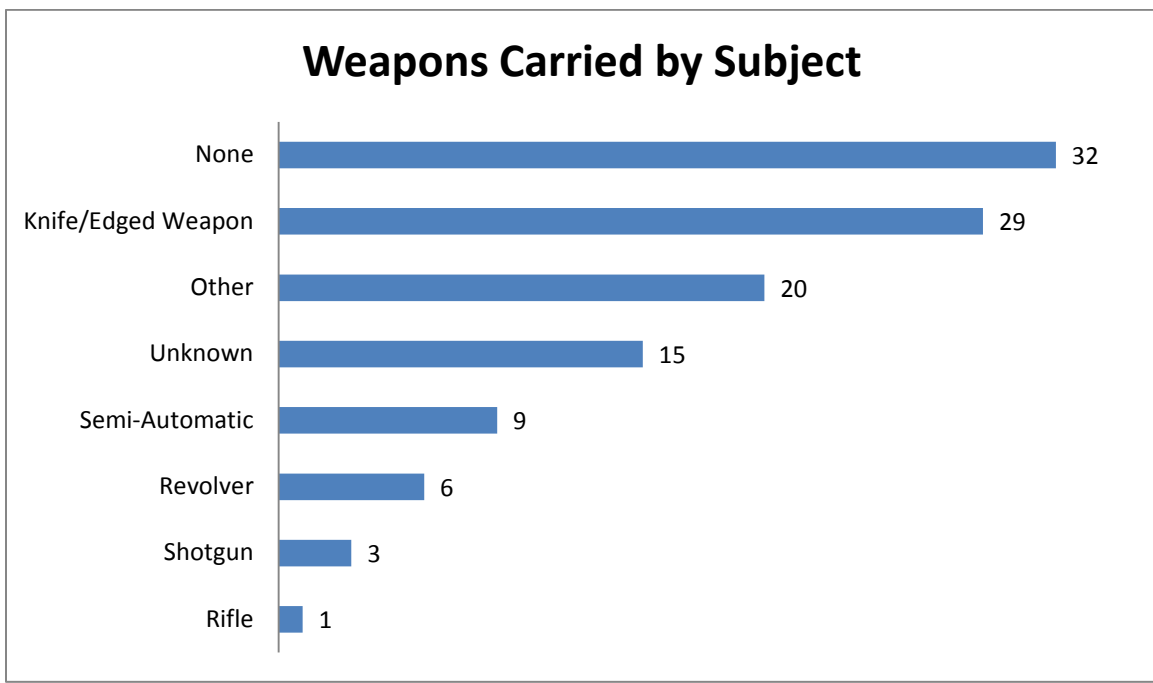
In 2018, Patrol Carbines were deployed for 14 Incidents. Two incidents involved containment of armed persons, 7 involved deployments at weapons calls, 2 involved pointing the carbine during high risk arrests of armed subjects, 2 incidents involved the carbine being utilized to dispatch wounded animals, and 1 incident involved discharging a carbine at an armed subject as indicated in the ‘Type of Force Used’ section above.

Reason for Using Force

In conjunction with using force, officers must indicate on the report the reasons for the force being used. Officers list only the initial reason for using force on a single report. ‘Other’ was used once to indicate prevent self-harm to subject during a mental health apprehension.



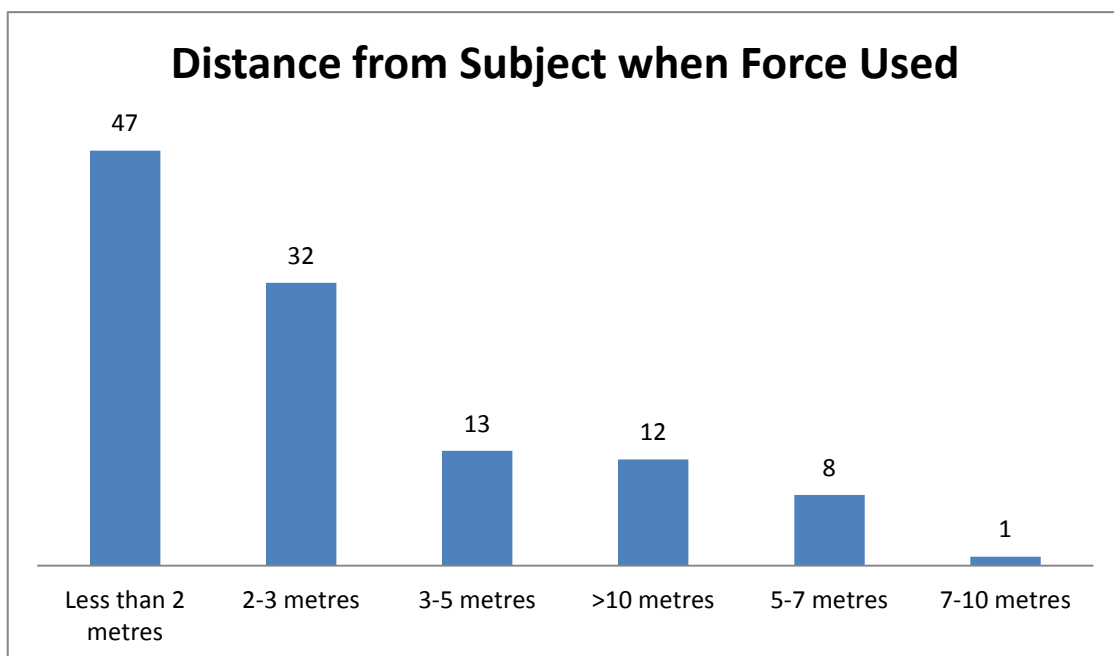
Weapons Carried by Subject



In 2018, officers indicated on reports that subject(s) were armed with an edged weapon 29 times. An edged weapon could range from a knife to a screwdriver or anything that can cut or stab. In 2017, officers indicated that the subject was armed with an edged weapon 23 times. Officers identified the use of a firearm by a subject in 19 reports for 2018. Officers identified the use of a firearm by a subject in 12 reports in 2017. 20 reports indicated that a different weapon listed as 'Other' was used by a subject in 2018. Some of the weapons listed as 'Other' included a gun (no type specified), a hatchet, a hypodermic needle, metal rods, a stick, a crowbar, bear mace, a chair, a large dog, and a piece of glass. When a subject did confront an officer with a weapon, reports indicate that this weapon was in hand 27 times and at hand 19 times in 2018. The weapon was indicated as being concealed in 15 reports and weapons reported being located in a house or motor vehicle on 4 reports.

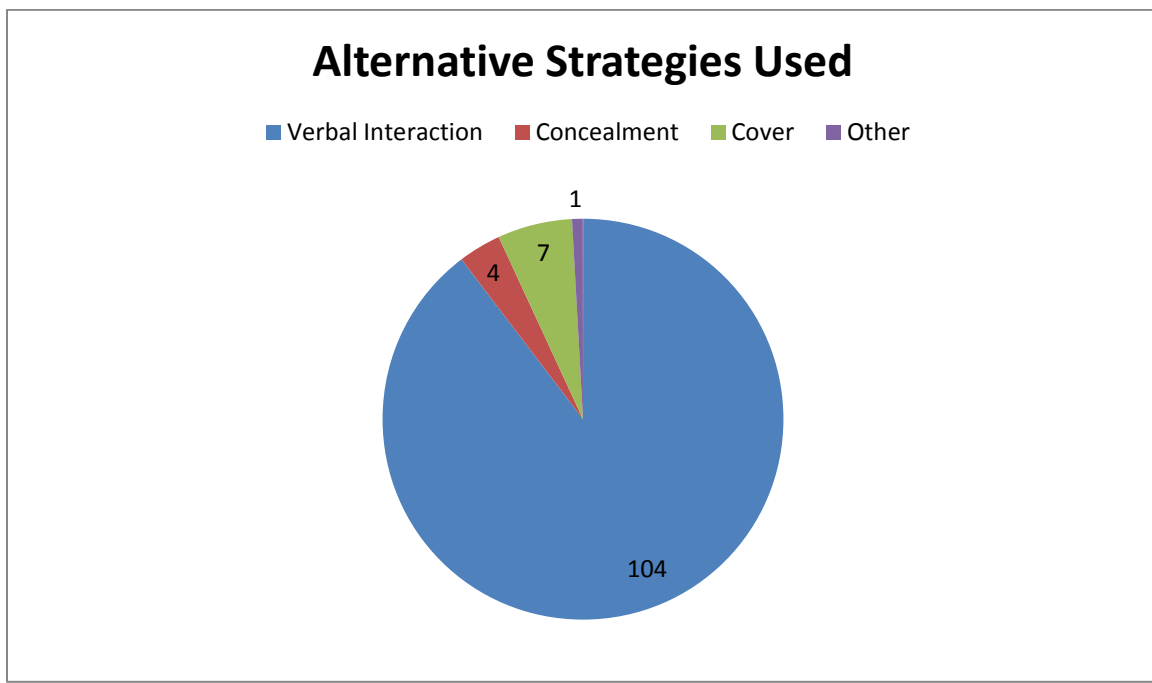
Distance

The distance between the officers and the subject at the time that force was used is noted on reports as time and distance from a subject are important factors in Use of Force incidents. Training emphasizes this factor as the more space between an officer and a subject allows more time for better decision making by officers in a high stress incident. However, 2018's statistics continue to demonstrate the trend that most Use of Force incidents involving police occur within 3 metres or less year to year. This is due to the fact that when officers decide to make an arrest of a subject, they must approach the subject and take physical control which is also the time a subject is most likely to physically resist or become assaultive towards officers.



Alternative Strategies Used

As officers apply the different Force options they also consider alternative strategies to be used in conjunction with them. Verbal interaction or ‘tactical communication’ was indicated as being used 104 times on the 2018 reports as the main alternative strategy to using force on a subject. Concealment and cover tactics were utilized 11 times and ‘Other’ indicated once (a shield).

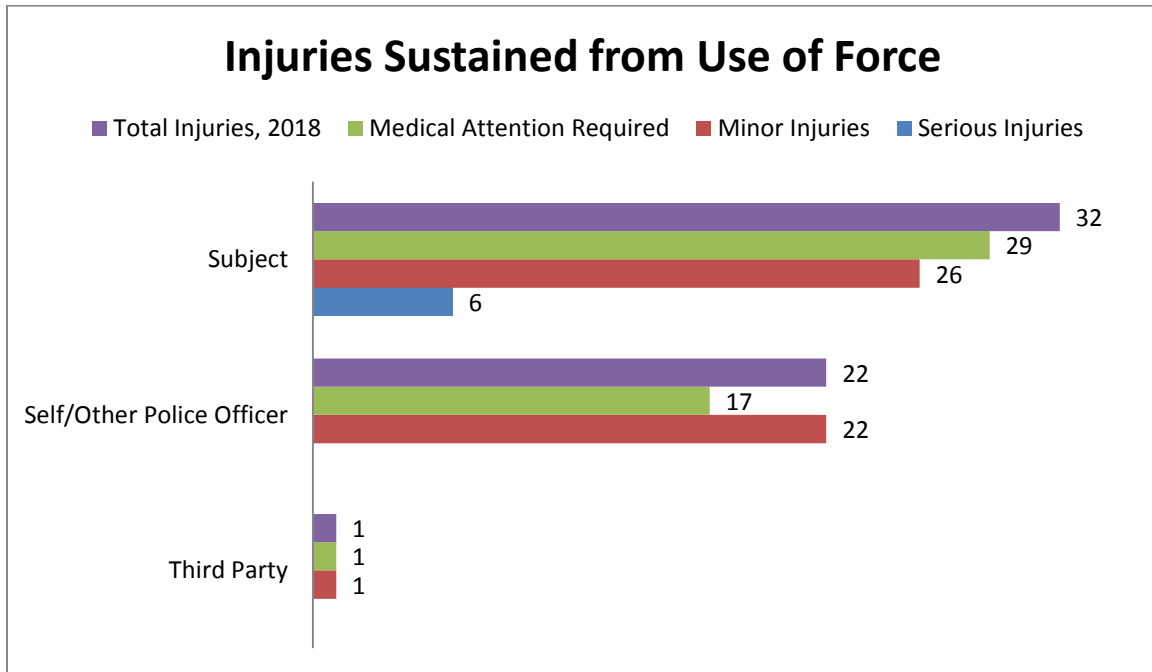


Injuries Sustained and Medical Attention Sought

Officers submitting Use of Force reports also indicated whether they, another officer, a third party, or the subject received an injury as a result of the use of force during an incident, and if any medical attention was sought for the injuries.

In 2018, a member of the Police Service did receive an injury on 22 occasions requiring medical attention on 17 occasions. Statistics may appear higher than actual numbers as officers may indicate both themselves and other officers as injured on each report submitted per incident. Subjects were reported as receiving an injury 32 times, requiring medical attention 29 times. A third party was indicated as receiving a minor injury not requiring medical attention on 1 report in 2018.

On 6 reports, the subject injuries were listed as ‘Serious’, 4 of which were from the incident where a firearm was discharged at a single subject, and where a single third party received minor injuries incidental to this (same single person on all 4 reports). The other 2 report of ‘Serious’ injuries were sustained by a single subject that was believed to possibly be suffering from medical distress prior to police arrival and during the police interaction with the subject (same single subject on 2 reports).



SUMMARY:

The annual Use of Force report is more than an opportunity to review numbers and analyze further situations where officers are required to intervene during difficult fast evolving situations that are at times unavoidable. This document gives a better understanding of those events and provides the organization, an opportunity to learn from these occurrences and train in order to deal with situations safely, efficiently, and effectively.

Continuing with the recommendations made in the 2014 Iacobucci Report ‘Police Encounters with People in Crisis’ as well as the 2016 Ombudsman of Ontario Report ‘A Matter of Life and Death’, the Training Branch will continue to improve training for all members using this latest information, research, trends, and best practices available to policing. This particularly includes integrating the principles of de-escalation into all aspects of training

Along with the established Ministry standards set out in the Policing Standards Manual, the Training and Professional Development branch has and will continue to incorporate a wide variety of judgment training for officers with the use of our simulator and dynamic scenarios. All of our training is evaluated and debriefed in order to maximize performance during difficult situations.



The training simulator also serves as an excellent tool to monitor officer response in controlled learning environments. This provides a virtual medium to create re-life situations and experiences. Judgment and officer actions can be carefully assessed with positive feedback provided which has proven to be a reliable and successful method of training.

As in previous years, the emphasis is always on public safety and de-escalation techniques using appropriate tactics to resolve situations with the minimal chance of injuries for everyone involved. Officer safety tactics are continually researched and implemented in yearly In-Service training as well.

The Training and Professional Development Branch team will continue to monitor use of force reports for trends and patterns that are of concern. Trends around the world are also monitored with lessons learned and best practices incorporated into dynamic, situation-based training scenarios. The review process and methods employed when dealing with use of force is in accordance with the Policing Standards Manual, the *Police Services Act*, and Greater Sudbury Police Service Procedures, and best practices identified throughout the world by police services.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: 2018 ANNUAL REPORT COLLECTION OF IDENTIFYING INFORMATION' ONTARIO REGULATION 58/16	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Community Safety and Law Enforcement Goal: Law Enforcement Strategies	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the 2018 annual report in accordance with the Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties *Regulation 58/16 of the Police Services Act* and in accordance with the Board’s Policy on Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties under GSPSB – Policy 027.

BACKGROUND:

On January 1, 2017 *Ontario Regulation 58/16* made under the *Police Services Act* in relation to the Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties came into effect. This legislation provides police officers with direction relating to the attempted collection of identifying information about an individual in certain circumstances governed by the *Regulation*.

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Section 1(1) of the Regulation outlines the application and reads as follows:

1. (1) This Regulation applies with respect to an attempt by a police officer to collect identifying information about an individual from the individual, if that attempt is done for the purpose of,

- (a) inquiring into offences that have been or might be committed;
- (b) inquiring into suspicious activities to detect offences; or
- (c) gathering information for intelligence purposes.

The Regulation also contains several exemptions, prohibitions and duties surrounding the collection of identifying information. The Regulation does not apply to:

- an attempted collection made by a police officer for the purpose of investigating an offence the officer reasonably suspects has been or will be committed
- an attempt by a police officer to collect identifying information from an individual if,
 - (a) the individual is legally required to provide the information to a police officer;
 - (b) the individual is under arrest or is being detained;
 - (c) the officer is engaged in a covert operation;
 - (d) the officer is executing a warrant, acting pursuant to a court order or performing related duties; or
 - (e) the individual from whom the officer attempts to collect information is employed in the administration of justice or is carrying out duties or providing services that are otherwise relevant to the carrying out of the officer's duties.

This legislation was introduced in Ontario by the provincial government as a mechanism for Police Services to gather information in a manner which supports and adheres to the principles of equity and fairness contained in the *Canadian Charter of Rights and Freedoms* and the *Ontario human Rights Code*. GSPS Board Policy 027 and GSPS Procedure INT010 both titled the *Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties* were developed to ensure compliance with the provisions of *O. Reg 58/16*. The interactions that are governed by the *Regulation* are defined in the Service procedure as a “Regulated Interaction”.

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An electronic Collection of Identifying Information in Certain Circumstances (CIICC) Submission Form has been created for officers to complete following a Regulated Interaction. The CIICC Submission Form once completed is then required to be verified. During the verification process the Regulated Interaction will be deemed to be either a Compliant or Non-compliant Regulated Interaction based on its compliance with the *Regulation*.

Ontario Regulation 58/16 provides direction to the Chief of Police to provide an annual report to the board under section 31 of *Ontario Regulation 3/99* (Adequacy and Effectiveness of Police Services) and what information must be included in the report.

CURRENT SITUATION:

As the second reporting period, January 1 – December 31, 2018 is now complete. The following information is being provided in compliance with the annual reporting requirements of the Regulation.

During 2018, a total of one CIICC report was submitted. For analysis purposes it is important to note that only one individual can be identified on each submission form. As a result, in situations where there is a Regulated Interaction involving more than one person associated with the same incident, each person involved in the same interaction shall have a CIICC Form completed.

Attempted Collections vs Collections - CIICC

This table represents a comparison of the number of Regulated Interactions where an attempt to collect identifying information was made and how many resulted in an actual collection of information. In 2018, in the one attempt to collect made, it resulted in a collection of identifying information from an individual.

2018	Attempted Collections	Collections
Total	1	1

Incidents vs Submissions - CIICC

The table below represents a breakdown of the number of Regulated Interaction incidents in relation to the number of individuals that an attempt to obtain identifying information occurred. In 2018 there was one collection resulting from one single incident.

2018	Collections	Incidents of Contact
Total	1	1

Exemptions used in a Regulated Interaction

The *Regulation* affords officers in specific circumstances the ability to not provide the involved individual with all of the information and duties as required.

Examples of these exemptions are in situations where a police officer has a reason to believe that informing the individual:

- might compromise the safety of an individual;
- would likely compromise an ongoing police investigation;
- might allow a confidential informant to be identified; or
- might disclose the identity of a person contrary to the law, including disclose the identity of a young person contrary to the *Youth Criminal Justice Act* (Canada).

The Annual Report must include the number of times these exemptions were used during a Regulated Interaction.

This table represents how many times the above exemptions were used to not provide one of the following duties to an individual:

Duty to	Number of Exemptions
Inform the individual that he or she is not required to provide identifying information to the officer	0
Inform the individual why the police officer is attempting to collect identifying information about the individual	0

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The *Regulation* also provides officers in specific circumstances the ability to not offer to provide a CIICC Receipt as required to the involved individual.

Examples of these exemptions are in situations where a police officer has a reason to believe that continuing to interact with the individual:

- might compromise the safety of an individual; or
- might delay the officer from responding to another matter that should be responded to immediately.

The Annual Report must include the number of times these exemptions were used during a Regulated Interaction.

This table represents how many times the above exemptions were used to not offer a CIICC Receipt to an individual:

Duty to	Number of Exemptions
Offer to give the individual a document that provides a record of the attempt to collect identifying information	0
Give the individual such a document if the individual indicates that he or she wants it	0

In 2018 there was a total of one (1) Regulated Interaction to which no offer was made by the officer to provide a CIICC Receipt at the termination of the contact with the individual. As there were no exemptions in this situation to not offer the receipt, it was classified as a Non-compliant Regulated Interaction.

Regulated Interactions - Gender

When submitting a CIICC submission form the involved officer must indicate the perceived gender of the individual at the time of the attempted collection.

The following table represents a breakdown of those individuals by gender:

Regulated Interaction	Male	Female
Total	1	0

Regulated Interactions – Age Groups

When submitting a CIICC submission form the involved officer must indicate the perceived age of the individual at the time of the attempted collection. The following table represents a breakdown of the individuals by age groups:

Age Groups	Total
0 - 19	1
20 - 29	
30 - 39	
40 - 49	
50 - 59	
60 - 69	
70 - 79	
80 or over	

Regulated Interaction – Racialized Groups

When submitting a CIICC submission form the involved officer must indicate the perceived race of the individual at the time of the attempted collection. The following table represents a breakdown of the individuals by perceived race:

Racialized Groups	Total
White	1
First Nations	
Metis	
Inuk	
Black	
South Asian	
West Asian	
Southeast Asian	
Chinese	
Filipino	
Latin American	
Arab	
Korean	
Japanese	
Other - Specify	
Total	1

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Racialized Groups - Narrative

In this reporting period as there was only one interaction that was determined to be regulated, 100% of reports involve white peoples.

Regulated Interaction – Area of Collection

When submitting a CIICC submission form the involved officer must indicate the location that the Regulated Interaction took place. For this Service, patrol zones were utilized as the defining areas of contact.

The following table represents a breakdown those patrol zones and where Regulated Interactions occurred:

Patrol Zone	Total
Zone 20	
Zone 30	
Zone 40	1
Zone 50	
Zone 60	
Zone 11	
Zone 12	
Zone 13	
Zone 14	
Zone 15	

Regulated Interaction – Submissions determined to be Non-Compliant Collections

The *Regulation* requires that every CIICC submission is reviewed by a Regulated Interaction Verifier within 30 days of it being submitted. This process of verification is done to ensure that every aspect of the legislation has been properly applied. During this review, if the Regulated Interaction is found to be Non-Compliant with the legislation the information is secured from access as restricted information.

The following table represents a breakdown of the Regulated Interactions and the number that were deemed to be Non-Compliant during the verification process:

CIICC Submissions	Regulated Interaction	Incidents of Contact
Compliant		
Non-Compliant	1	1

It should also be noted that the CIICC submission was reviewed within the 30 day period.

Regulated Interactions – Annual audit review

The *Regulation* requires that at least once a year a detailed review of an appropriately sized sample of entries of identifying information included in the database to ensure that it appears that they are Compliant be undertaken.

This review was conducted and the original findings of the verifier with respect to Compliant and Non-Compliant submissions have been confirmed.

Regulated Interactions – Access to Restricted CIICC Submissions

The *Regulation* does permit in specific situations for the Chief of Police to grant permission to access restricted information. The legislation outlines the conditions that must be met in order to provide this review and are as follows:

- for the purpose of an ongoing police investigation,
- in connection with legal proceedings or anticipated legal proceedings,
- for the purpose of dealing with a complaint under Part V of the Act or for the purpose of an investigation or inquiry under clause 25 (1) (a) of the Act,
- in order to prepare the annual report described in subsection 14 (1) or the report required under section 15,
- for the purpose of complying with a legal requirement, or
- for the purpose of evaluating a police officer's performance.

There were no requests submitted in 2018 to access restricted information.

SUMMARY:

During 2018 the second year since the implementation of *Ontario Regulation 58/16*, the Service has continued to dedicate many resources to additional education and training. Training presentations have been developed and provided to help members better understand when the *Regulation* applies.

Based on the Non-Compliant submission, remedial training was provided which included practical scenarios to assist the member differentiate between Regulated Interactions and a situation where the individual was compelled to provide identification.

For 2019, In-Service Training for all sworn members will include a review of the CIICC Annual Report and a training component as directed by the legislation. This refresher program will not only be based on the duties of the *Regulation* but will also include scenarios reflecting on some of the issues that were identified in both the 2017 and 2018 reporting years.

The Service will continue to review all CIICC Form submissions to ensure compliance with the duties of the *Regulation* and address any issues that are of concern. The review process and methods employed when dealing with CIICC submissions is in accordance with *Ontario Regulation 58/18* of the *Police Services Act* and Police Service Procedures.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: 2018 INFORMATION PRIVACY COMMISSION ANNUAL REPORT	
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 this 2018 Privacy Commission Annual Report for information.

BACKGROUND:

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

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

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

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

CURRENT SITUATION:

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

Institutions must include in their report:

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

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

- No members were permitted to access restricted Regulated Interaction information in Niche RMS for 2018;
- All non-compliant Regulated Interaction information contained in Niche RMS was restricted immediately in accordance with the *Regulation*;
- All compliant Regulation Interaction information contained in Niche RMS is restricted on the fifth anniversary of the date the information was entered in accordance with the *Regulation – 2012 data now restricted*.



The following is a table summarizing the 2018 Statistics:

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Description	Personal Information	General Information
2018 TOTAL NEW REQUESTS RECEIVED	30	12
2017 REQUESTS RECEIVED FOR COMPARISON	22	15
Number of Requests Relating to Regulated Interactions:	0	0
Source of Requests:		
Individual/Public	22	6
Individual/Agent	8	1
Academic Researcher	0	1
Media	0	4
Time to Complete:		
30 days or less	24	10
31 – 60 days	4	1
Not completed or Carried Over	2	1
Disposition of Requests:		
All information disclosed	0	3
Information disclosed in part	22	2
No Information disclosed	1	1
No responsive records exist	3	2
Requests withdrawn/abandoned	2	3
Forward/Transferred Out	0	1
Exemptions Claimed:		
Draft Bylaws, etc.	0	1
Advice or Recommendations	0	1
Law Enforcement	22	2
Refusal to Confirm or Deny	2	1
Third Party Information	0	1
Solicitor-Client Privilege	1	1
Danger to Safety or Health	2	0
Personal Privacy (Third Party)	N/A	1
Information Soon to be Published	0	1
Personal Information (Requester)	22	N/A
Labour Relations & Employment Related Records	0	1
Fees Collected:		
Application Fees	\$150.00	\$ 60.00
Additional Fees	\$82.40	\$307.50



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: 2018 ANNUAL REPORT ON PUBLIC COMPLAINTS	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Ongoing Best Practices	
Prepared by: Sheilah Weber Deputy Chief of Police 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receive this 2018 Annual Report on Public Complaints pursuant to Section 31(1) (j) of the *Police Services Act* for information.

BACKGROUND:

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

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

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

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

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

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

Policy/Service Complaints:

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

Conduct Complaints:

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

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

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

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

The Chief of Police remains responsible for discipline and the holding of disciplinary hearings. Results may still be appealed to OCPC (Ontario Civilian Police Commission) but appeals to the Divisional Court have been eliminated (except where OCPC conducted the original hearing).

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

CURRENT SITUATION:

In 2018, the Greater Sudbury Police Service received a total of thirty-five public complaints, six of which were service complaints, through the OIPRD. This is an increase of nine complaints over the same period in 2017.

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

- Thirteen were not dealt with pursuant to a determination made by the OIPRD in accordance with Section 60 of the *Act (the complaint was found to be frivolous, vexatious, made in bad faith, or was determined by the Director not to be in the Public Interest to pursue)* and screened out;
- Ten complaints, three of which were service complaints, were investigated and determined to be unsubstantiated;
- Of the three remaining service complaints; two resulted in specific training modifications to address the issues, and one resulted in an amendment in the current policy relating to the incident.
- Five complaints were withdrawn by the complainant after discussions with Professional Standards investigators;
- Two complaints were resolved with the complainant through the OIPRD's *Informal Resolution* process;
- Two complaints retained by the OIPRD are currently under investigation to be completed in 2019.

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The following chart serves to illustrate the classification of complaints received in 2018 in comparison to 2017:

COMPLAINT CLASSIFICATION	2018	2017
Abuse of Authority	0	3
Assault	0	0
Breach of Confidence	1	0
Corrupt Practice	0	0
Discreditable Conduct	3	8
Excessive Force	3	5
False Arrest	3	0
Harassment	1	0
Incivility	0	1
Neglect of Duty	4	1
Service / Policy Complaint	6	2
Sex Assault	0	0
Threatening	1	0
Damage to Property	0	0
Total Investigations	22	20
Screened out by OIPRD	13	6
TOTAL COMPLAINTS	35	26

COMPLAINT DISPOSITION	2018	2017
Section 60 (screened out)	13	6
Unsubstantiated	10	11
Withdrawn	5	6
Resolved	5	1
Under investigation	2	2
TOTAL COMPLAINTS	35	26



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: March 4, 2019
PUBLIC	
SUBJECT: 2018 CHIEF'S COMPLAINTS / INVESTIGATIONS	
BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Ongoing Best Practices	
Recommended by: Sheilah Weber Deputy Chief of Police	Approved by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board receives this 2018 Chief's Complaints / Investigations Report in accordance with Section 76 of the *Police Services Act* for information.

BACKGROUND:

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

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

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

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

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

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

CURRENT SITUATION:

In 2018, the Professional Standards Bureau investigated eleven Chief's complaints pursuant to section 76 of the *Police Services Act*. This total is six more than the number of Chief Complaints from the previous year.

Two officers were responsible for seven of the Chief complaint investigations which resulted in a total of thirty-nine allegations of misconduct. All of these matters are either currently before a Hearing Officer or are positioning to commence with the Hearing Process.

The remaining four investigations were resolved in the following manner:

- The investigations revealed that two complaints were unfounded,
- One investigation of discreditable conduct was substantiated and resolved with the officer by way of "*Informal Resolution*" under section 76.10 of the *Police Services Act*.
- One complaint involving allegations of '*discreditable conduct*' and '*neglect of duty*' is currently under investigation to be completed in 2019.

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The following chart illustrates the classification of Chief's Complaints investigated by the Professional Standards Bureau in 2018 compared to 2017.

Classifications of the thirty-nine charges of misconduct involving the two specific officers are listed separately in the left column.

CHIEF'S COMPLAINTS	2018 x2 Officers	2018	2017
Abuse of Authority	0	0	0
Assault	0	0	0
Breach of Confidence	1	0	0
Corrupt Practice	0	1	0
Damage to Property	0	0	0
Deceit	15	0	0
Discreditable Conduct	9	2	3
Excessive Force	0	0	1
Harassment	0	1	0
Incivility	0	0	1
Insubordination	9	0	0
Neglect of Duty	5	0	0
Service / Policy Complaint	0	0	0
Unsatisfactory Work Performance	0	0	0
TOTAL	7	4	5



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 4, 2019
PUBLIC	
SUBJECT: 2019 CANADIAN ASSOCIATION OF POLICE GOVERNANCE 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 Canadian Association of Police Governance membership fee of \$ 1,461 for the period April 1, 2019 to March 31, 2020.

BACKGROUND:

The Canadian Association of Police Governance (CAPG) is the only national organization dedicated to excellence in police governance in Canada. The CAPG has grown to represent more than 75 municipal police boards and commissions across Canada that together employ in excess of 35,000 police personnel - approximately three-quarters of the municipal police personnel in Canada. Their mission is to improve police governance in Canada and to bring about change that will enhance public safety for all Canadians.

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SUBJECT: 2019 CANADIAN ASSOCIATION OF POLICE GOVERNANCE MEMBERSHIP	Page 2
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CURRENT SITUATION:

The Greater Sudbury Police Services Board has received their renewal for 2019 in relation to membership with the Canadian Association of Police Governance. There has been a minor increase of \$70 from 2018.

Board Chair Vagnini is one of the Ontario representatives sitting on the National Board.

Board members are encouraged to visit the CAPG website at www.capg.ca for more information.



CAPG is a strong, relevant national voice for civilian governance of policing. It works collaboratively and proactively with members and partners to enhance civilian governance of policing in Canada. The CAPG represents its members' views to the federal government, through members' resolutions and federal lobby days. It facilitates information exchange, education and advocacy for municipal police governing bodies and First Nations police governing authorities.

A significant recent CAPG initiative, for example, is the development of the CAPG First Nations Police Governance Council which should have an impact on the shaping of a new First Nations Policing Program in collaboration with Public Safety Canada.

The CAPG collaborates with other police services sector stakeholders across the nation, including police leaders, police sector associations, provincial, federal and municipal governments and their departments, police learning organizations, and business partners.

Board Members derive significant value from the various CAPG services. The CAPG is the collective voice of its members and partners in Ottawa on policing and public safety.



2019 Membership Dues

Police Boards

This includes Canadian municipal police boards, commission, or committees including RCMP Advisory Committee/Committee of Municipal Council with a legislated mandate to govern its local police service, or a First Nations police governance body.

SERVICE SIZE*	ANNUAL DUE*
up to 10	\$304
11 to 25	\$484
26 to 100	\$762
101 to 250	\$1,124
251 to 400	\$1,461
401 to 1,000	\$4,266
1,001 and up	\$6,094



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 4, 2019
PUBLIC	
SUBJECT: 2019 ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS 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 Ontario Association of Police Services Boards Annual Conference and AGM May 22-25, 2019 in Windsor, Ontario.

BACKGROUND:

Each year the Ontario Association of Police Services Board hosts an annual General Meeting and Conference. Representatives from the Police Services Board generally attend.

CURRENT SITUATION:

This year, the annual conference will be held May 22-25, 2019 at Caesars Hotel in Windsor. A conference Agenda will be forwarded for your review once received. The Board is asked to confirm interest in attending.

The Annual General meeting will be held Friday May 24, 2019. Elections for position of Board of Directors of the Big 12 Representatives will be held at the AGM.



ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS
2019 SPRING CONFERENCE and ANNUAL GENERAL
MEETING
May 22-25, 2019
Conference Program

“The Comprehensive Ontario Police Services Act”

Caesars Casino
Windsor

Wednesday, May 22nd, 2019

12:00 pm – 6:00 pm	Conference Registration and Information Desk <i>Pre Function Area + Jovis</i>
1:00 pm – 4:00pm	Board Training – Strategic Planning Martis / Mercuri
4:00 pm – 6:00 pm	OAPSB Board of Directors’ Meeting Jovis
6:00 pm – 6:30 pm	Welcome Reception <i>Cash Bar</i> Augustus II
6:30 pm – 8:00 pm	Welcome Buffet Dinner <i>Sponsored by Winsor PSB</i> Augustus II

Thursday, May 23rd, 2019

7:30 am – 5:00 pm	Conference Registration and Information Desk Pre Function Area	
7:30 am – 8:40 am	Hot Buffet Breakfast Augustus II	
8:40 am– 9:00 am	Opening Ceremony & Greetings Augustus I	
9:00 am – 12 pm	For Municipal Boards The Community Safety & Policing Act 2019 Augustus I	For OPP Boards First Nations Community Safety Augustus I
12:00 pm – 12:50 pm	Buffet Lunch Augustus II Zone Meetings Jovis/Martis/Mercuri/Luna/Saturni	
12:50 pm – 2:00 pm	Keynote Speaker Augustus I	
2:00 pm– 5:00 pm	For Municipal Boards First Nations Community Safety	For OPP Boards The Community Safety & Policing Act 2019

	Augustus I	Augustus I
5:30 pm – 7:30pm	<p align="center">Host City Reception <i>Hosts: Windsor Police Services Board and Tourism Windsor Essex Pelee Island</i></p> <p align="center">Location: Willistead Manor</p> <p align="center"><i>Shuttles Available</i></p>	

Friday, May 24th, 2018

7:30 am – 4:00 pm	Conference Registration and Information Desk Pre Function
8:00 am – 9:00 am	Hot Buffet Breakfast Augustus II
9:00am-10:30am	Stakeholders Panel with OAPC, PAO, Media Augustus I
10:30 am -10:45 am	Refreshment Break Pre Function
10:45-12:00 pm	Community Safety & Well-Being Planning Augustus I
12:00 pm – 12:20 pm	Section 10 Elections Augustus I
12:00 pm – 1:00 pm	Buffet Lunch Augustus II
1:00 pm – 1:20 pm	Wounded Warriors Augustus I
1:20 pm – 2:00 pm	Evidence-based Policing Augustus I
2:00 pm – 2: 45 pm	Cannabis Update Augustus I
2:45 pm – 3:00 pm	Refreshment Break Pre Function
3:00 pm – 4:30 pm	OAPSB Annual General Meeting <u>Restricted to voting delegates (PSB members) and their Board staff</u> Augustus I
4:30pm - 6:00pm	Free Time



4:30 pm – 5:00 pm	<p align="center">OAPSB Board of Director’s Meeting Augustus I</p>
6:00 pm – 7:00 pm	<p align="center">Pre-Banquet Cocktail Reception Cash Bar Augustus II</p>
7:00 pm – 9:00 pm	<p align="center">OAPSB Gala Banquet Dress: Business Suit/Dress Entertainment Augustus II</p>

Saturday, May 25th, 2018

8:00 am – 9:00 am	<p align="center">Hot Buffet Breakfast Augustus II</p>
9 am - 11:00 am	<p align="center">Lessons Learned from Thunder Bay Augustus I</p>
11:00 am	<p align="center">Closing Remarks Augustus I</p>



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 4, 2019
PUBLIC	
SUBJECT: OAPSB BOARD NOMINATION	
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 endorses the nomination of Member Frances Caldarelli to the OAPSB Board of Directors to serve as one of the Big 12 representatives.

BACKGROUND:

For the past three years, Member Caldarelli has served as one of the four Big 12 appointees to the OAPSB Board of Directors.


CURRENT SITUATION:

The call for OAPSB Board of Directors nominations has been received.

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



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 4, 2019
PUBLIC	
SUBJECT: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS ANNUAL CONFERENCE SUPPORT	
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 a donation in the amount of \$500 in financial support of the Ontario Association of Police Services Board's Annual Conference and General Meeting May 22-25, 2019 with funds drawn from the Board's operating account.

BACKGROUND:

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

CURRENT SITUATION:

This year, the annual conference will be held May 22-25, 2019 in Windsor, Ontario.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 4, 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 approves the following donations with funds drawn from the Chief’s Youth Initiative Fund:

\$1,000 in support of the 2019 YMCA Strong Kids Campaign

\$600 in support of the 2019 Sled Days Program

\$600 in support of the 2019 Polar Plunge Student Challenge

\$1,500 in support of the 2019 French Elementary Hockey Tournament

\$2,200 in support of the 2019 Shared Harvest Edible Forest Garden Project

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.

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

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

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

CURRENT SITUATION:

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

2019 YMCA Strong Kids Campaign – \$1000

The YMCA Sudbury 'Strong Kids' Program is an opportunity to sustain the programs and services of YMCA Sudbury that focus on children and youth. The program relies on the support from community organizations and agencies. Donations allow the YMCA to reach the youngest portion of our community through specialized programming, financial assistance, and improved access to services

The 2019 Strong Kids Campaign Program is wrapping up on April 4, 2019 with a pancake breakfast beginning at 6:00 a.m. with presentations at 8:00 a.m. Board Members are invited to attend.

2019 Sled Days Program – \$600

'S' Days (Snowmobile Safety Days) is a program to educate youth in being responsible and safe while operating their snow machines. It has been in existence since the early nineties and started with retired Constable George Hagen. The Greater Sudbury Police Rural Unit continues this successful program.

S Days took place at the February 22 and 20, 2019 at Lively High School. One day was allocated for education and training prior to the ride. Day two was a trail ride and lunch.

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2019 Polar Plunge for Special Olympics Ontario Student Challenge – \$600

The Greater Sudbury Police Service will host the 6th Annual Polar Plunge for Special Olympics Ontario on Saturday March 2, 2019. This event brings together a compassionate group of Law Enforcement Officers, plunge, supporters, and the Special Olympics community.

For 2019, the GSPS School Resource Officers are inviting local high school students to participate to foster relationships between police and youth and to raise awareness of the program.

2019 French Elementary Hockey Tournament – \$1,500

Each year, the French Public School Board organizes a provincial elementary hockey tournament for students in grades 7 and 8. The tournament enables children who do not have the opportunity to play organized sports to participate, promotes physical activity, and encourages camaraderie. There are many divisions to accommodate every team and player. High school students' volunteer time towards earning community hours, provides a sense of purpose, develops responsibility, and teaches essential life skills. Ice time at the various arenas cost \$15,000.

This year's tournament will be held March 26 – 27, 2019 at Countryside, Carmichael, McLellan, and Garson arenas.

2019 Shared Harvest Edible Forest Garden Project – \$2,200

Shared Harvest is a local charitable organization providing access to produce and gleaned vegetables from existing local farms for lower income families in the community focusing on serving children and youth to improve nutritional intake.

In 2018, Shared Harvest assisted École Secondaire Hanmer to maintain the school's garden. In this new project the group will work with students to plant and maintain a perennial food garden with fruit trees, berries, vegetables, and other edible plants at the school. This type of forest garden is lower maintenance than traditional. Students will also have the opportunity to learn about this sustainable form of agriculture.

In subsequent years, school staff will develop a curriculum link so that the garden will serve as an outdoor classroom.



2019 SLED DAYS – LIVELY HIGH



SHARED HARVEST 'EDIBLE FOREST GARDEN' PROJECT





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: March 4, 2019
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 approves the following donations with funds drawn from the Board Trust Fund:

\$1,000 in support of the 2019 Honouring MMIWG Conference

\$2,000 in support of the 2019 Polar Plunge for Special Olympics

\$500 in support of the 2019 GSPS Curling Funspiel

\$1,300 in support of the 2019 Canadian Police Curling Nationals

\$500 in support of the 2019 YWCA Women of Distinction Awards Gala

BACKGROUND:

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

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

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

CURRENT SITUATION:

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

2019 Honouring MMIWG Conference – \$1,000

The Missing Murdered Indigenous Women and Girls joint working committee was formed in 2014 to develop community based strategies to address and bring awareness. The strategy brought Ontario Indigenous community together to end the cycle of violence and ensure future generations can live with safety and respect.

The Honouring MMIWG conference was held February 6 – 7, 2019 in Sudbury. The focus for the conference was healing and education while keeping culture and families at the forefront.

The request for funds will assist with the costs of the conference.

2019 Annual Polar Plunge for Special Olympics Ontario – \$2,000

The Greater Sudbury Police Service will host the 5th Annual Polar Plunge for Special Olympics Ontario on Saturday March 3, 2018. This event brings together a compassionate group of Law Enforcement Officers, plunge, supporters, and the Special Olympics community.

Financial assistance will offset the cost of equipment purchases, prizes, and event incidentals.

Funds raised will be donated to the official Chiefs of Police charity of choice ‘Special Olympics Ontario’.

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2019 GSPS Curling Funspiel – \$500

For over 25 years, current and retired members of the Greater Sudbury Police Service have been invited to participate in this annual curling event that is open to all ages and abilities and is great for morale and fitness. Participants will have the opportunity to play, dine, and socialize. Member participation has been increasing over the years and the event is always successful.

A request was received from Bev Ginson retired Greater Sudbury Police Service member and coordinator of the event requesting financial assistance to offset costs of ice rental and to purchase prizes. This year's event is planned for March 2019 at the Coniston Curling Club.

2019 Canadian Police Curling Nationals – \$1,300

In 1955, the Canadian Association of Chiefs of Police formed the Canadian Police Curling Association to encourage fellowship and liaison among Canadian police officers. The first 'National Police Bonspiel' was held in Winnipeg in March 1956. There were sixteen rinks, one representing each of the provinces plus four others representing four of the major police forces in Canada, the RCMP, the OPP, the CPR Police, and the CNR Police.

Our very own Constable Kyle Chandler has earned the opportunity to represent the Northern Ontario Police Curling Association, Greater Sudbury Police Service, and Sudbury Police Association, at the Canadian Police Curling Nationals March 29 – April 7, 2019 in Newfoundland. A request for funds will assist with expenses.

\$500 in support of the 2019 YWCA Women of Distinction Awards Gala

The YWCA of Sudbury grew from a 1952 concerned citizens Rooms Registry Committee providing safe housing for girls and women in Sudbury. Over the years, the YWCA has been instrumental in addressing current needs of the community and empowering women and their families to reach their full potential.

The YWCA holds an annual 'Women of Distinction Awards Gala' celebrating women who help make a difference in the lives of girls and women. Funds raised cover cost of presenting 'Power of Being a Girl' and 'Boys4Real' conferences.



2018 ANNUAL





GSPS CURLING FUNSPIEL





**GREATER SUDBURY
POLICE SERVICES BOARD**

**REPORT FROM THE
CHIEF OF POLICE**

February/March 2019

MINISTRY UPDATES

OPC COURSE FEES

Correspondence was received from the Ministry advising that the 2019 Ontario Police College Course fees have not been increased for the year. There is a high demand for Basic Constable Training and increased need for specialized/senior courses which may result in accommodation limitations at the College with some students being required to secure accommodation off site at local hotels. In these instances, the College has negotiated discounted rates for accommodation and it is the responsibility of the local Service to cover the cost and the Ministry has reduced the course fee to offset some of the cost. For students attending satellite delivered off-site courses, the fee will be applied.

SUPPORT FOR COMMUNITY SAFETY AND WELL-BEING PLANNING

The Ministry provided an update on efforts to ensure that municipal, policing, and community partners have the necessary supports to move forward with the new legislative requirements to community safety and well-being. On January 1, 2019, new legislative amendments to the *Police Services Act, 1990* came into force which mandate municipalities to prepare and adopt community safety and well-being plans. As part of these legislative changes, municipalities are required to work in partnership with police services and other various sectors including health/mental health, education, community/social services, and children/youth services as they undertake the planning process. Municipalities have two years from the in-force date to prepare and adopt their first community safety and well-being plan (i.e. by January 1, 2021). Municipalities also have the flexibility to develop joint plans with neighbouring municipalities and/or First Nations communities which may be of value to create the most effective community safety and well-being plan that meets the unique needs of the area.

The Sudbury planning team consisting of representation from Police and the City has started to convene its planning table. Some of the costs associated with these activities will be offset by Proceeds of Crime grant funding associated with Project Homestead and Project Champion. The group is also being assisted by Norman E. Taylor of Global Network for Community Safety. Other partners will be invited to the table as the planning evolves.

The Ministry is offering webinars to support the planning process. These webinars will provide an overview of the new legislative requirements related to community safety and well-being planning as well as guidance on how to develop and implement effective plans.

Groups are also encouraged to continue to utilize the Community Safety and Well-being Planning Framework: A Shared Commitment in Ontario booklet to support the planning process (see Attachment 3). This booklet has recently been updated to include reference to the new legislative requirements, an additional critical success factor that highlights the importance of cultural responsiveness in the planning process, and a new resource to assist municipalities with engaging local Indigenous partners.

CONSTABLE SELECTION SYSTEM

The Ministry continues to coordinate a review of the Constable Selection System. Data as provided by the OACP is being analysed is being collected and analysed to assist in this assessment. Sudbury also recently participated in a survey which looked for feedback on the challenges and opportunities with the system. The results will inform changes and amendments to the system if needed.

FIREARM DATA SUBMISSION UNDER THE *POLICE SERVICES ACT*

Subsection 134(8) of the *Police Services Act (PSA)* requires chiefs of police to ensure their police forces keep a register of firearms. On or before the January 31 in each year, a statement shall be filed with the Solicitor General listing the firearms that have come into the possession of the police force during the preceding calendar year, indicating which firearms are still being retained and which have been disposed, and giving the particulars of disposition. The Service has been working with OPTIC (our Police Information Technology Cooperative) to assist in compiling this information which is currently underway. The Ministry is aware of the delay in submission.

2019 CRIMES AGAINST WOMEN CONFERENCE: SEXUAL VIOLENCE, HUMAN TRAFFICKING AND ENDING VIOLENCE AGAINST INDIGENOUS WOMEN, MARCH 19-21, 2019

The Ministry of Community Safety and Correctional Services through the Ontario Police College is facilitating the 2019 Crimes Against Women Conference: Sexual Violence, Human Trafficking and Ending Violence Against Indigenous Women March 19 -21 in London Ontario. The conference will provide participants with an opportunity to learn about topics related to sexual violence, human trafficking, as well as violence against Indigenous women. The content of this conference will bring theory to practice in an engaging and informative way to augment participants' knowledge and investigative skills on combatting crimes against women.

YOUTH CANNABIS DIVERSION PROGRAM, *CANNABIS CONTROL ACT*

Through the Ministry of Community Safety and Correctional Services, police agencies were advised that the Ministry of Community, Children, and Social Services (MCCSS) are introducing a youth diversion program in relation to the *Cannabis Control Act, 2017*. The Program will be delivered by Springboard Services, a non-profit organization that assists at risk and vulnerable youth and adults through critical transitions in their lives with a focus on community justice. The program is an online, digital experience that educates youth (aged 12-18 years old) about the risks of cannabis use at their stage of development. It also provides information regarding Ontario laws related to cannabis, the impacts of cannabis use, and promotes confidence and better self-awareness so youth can make positive choices. Law enforcement agencies have a guideline to follow when making a referral.

PAO LABOUR CONFERENCE

Staff, Board Members, and Sudbury Police Association attended the PAO Labour Conference February 25 – 26. An excellent agenda was presented with very timely topics on issues such as the new *Police Services Act*, trends and issues in workplace accommodation, Cannabis in the police workplace, Human Rights updates, addictions in the workplace, and collective bargaining future trends and issues. Copies of papers are available to any member who wishes additional insight on these topics.

GLOBAL EXECUTIVE STUDIES PROGRAM

The 2019 cohort for the Global Executive Studies program kicked off on February 25 at the Briars Resort in York Region. The focus of study is on the impacts on policing brought about by seismic shifts in public policy. Chief Pedersen was invited as a part of an expert panel to introduce the topic and provide feedback and guidance on policy debates. This group of police leaders will now pull together research across the world on the subject and present a report back at the CACP conference in Calgary this summer.

ONTARIO ASSOCIATION OF CHIEFS OF POLICE

Chief Pedersen continues to be actively involved in OACP work across the province as the new *Police Act* (known as the *Comprehensive Ontario Police Services Act*) makes its way through the reading stages prior to becoming legislation. The Board of Directors met in Waterloo on February 12 - 13 and discussed a variety of issues impacting policing in this province including provincial grants, Justice Tulloch's Report, Gas & Dash advocacy, and the development of a province-wide Police-Hospital Protocol.

EVENTS

- ✓ January 26 – **India Republic Day Celebration** / India Canada Association AGM
- ✓ January 30 – **Bell Let's Talk** in support of mental health awareness
- ✓ January 31 – **Special Olympics Opening Ceremonies** Sault Ste. Marie and Zone 1A Meeting
- ✓ February 5 – Population Health **Community Safety and Wellbeing Planning**
- ✓ February 5 – **Community Drug Strategy** Executive Committee Meeting
- ✓ February 12-13 – **OACP Board of Directors** Meeting Waterloo
- ✓ February 23 – **Black History Month Celebration** – Afro-Heritage Association of Sudbury
- ✓ February 25 – **Global Studies Debate** Panelist
- ✓ February 27 – **Downtown BIA** Annual Meeting
- ✓ February 27-28 – **GSPS's Ladies Hockey Team** tournament in Windsor
- ✓ March 8 – **Ontario Justice Education Network Police/Indigenous Youth Dialogue** Closing Ceremony
- ✓ March 8 – **International Women's Day** Angels of the Rock Fundraiser in support of the Sudbury Women's Centre

CULTURAL MINDFULNESS TRAINING

The Service hosted George Couchie's Cultural Mindfulness training on January 21. This training is on cultural competence/awareness and is designed to assist members with a better understanding to inform and assist your fellow members. Members had the opportunity to participate in a number of activities including smudging and cultural ways of greeting and saying good bye. A number of members in the Service have now received this development opportunity and have had positive experiences and positive learning.

HUMAN TRAFFICKING CONFERENCE

In collaboration with the Sudbury and Area Victim Services, North Bay Police Service, and the Ontario Provincial Police, a North East Region Human Trafficking Conference was held March 5-7. CRIA Grant funding which supports projects and initiatives in support of victims of unlawful activity that result in victimization funding to defray some of the costs was through. Sudbury takes a "victim-focused" approach to Human Trafficking and has dedicated resources to combatting this crime. Significant progress is being made in this area and through ongoing collaboration with specifically our northern Ontario police and victim support partners, we continue to make successful strides in this area.

MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS CONFERENCE

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

February 6-7, Sudbury welcomed many participants to the Missing and Murdered Indigenous Women and Girls Conference. Registrants came from across Northern Ontario to this two-day event which was co-hosted by the N'Swakamok Native Friendship Centre and the Service. Attendees had the opportunity to share heartfelt stories and to honour their loved ones who have been murdered or gone missing. While Sudbury has not had many cases specifically, the conference helps to bring awareness to the issue and to help prevent it from happening.

INTERCULTURAL RIDE ALONG PROGRAM

In keeping with the GSPS commitment to embrace diversity and create an inclusive Police Service through Community Mobilization, an International Student Ride-Along Program was launched in September 2014 under Sergeant Sherry Young's leadership. This program was modelled at the GSPS highly successful MKWA Opportunity Circle program which was dedicated to building relationships between indigenous youth and frontline officers.

A Community Sub-Committee consisting of GSPS members from both the Inclusion Team and Diversity Advisory Committee as well as representation from Laurentian University, Cambrian College, Collège Boréal, City of Greater Sudbury, and YMCA of Northeastern Ontario Immigrant Services continue to collaborate on this strategy. The intended outcome of enhancing and enriching relationships with students from different cultures and members of GSPS has been most effective.

The goal of the Ride Along Program is to build relationships and break down barriers. This also provides the opportunity to market policing as a career be it as a sworn officer or part of our support team as well as volunteer and internship possibilities. Many students at the start of the program share their experiences and sometimes unpleasant interactions with law enforcement in their home towns. These positive interactions are significant in terms of building rapport and understanding each other.

March 6 marked the closing celebration for this year's program and highlighted the tremendous opportunity provided. All participants noted that it was beneficial for newcomers to our community and our officers in order to build new relationships and learn from those who participate. The program really assists our officers in better serving our diverse community.

GSPS takes pride in its work with our diverse community, and this program is but one avenue to showcase these relationships.

INSPECTOR PROMOTION

With the recent retirement of Deputy Chief Lekun and promotion of Superintendent Weber to Deputy, a position at the rank of Inspector has been created. Marc Brunette has been promoted to the position of Inspector with GSPS. We look forward to having him join the Senior Leadership Team. He brings a wealth of experience from having worked throughout the organization and most recently in Executive Services.

POLAR PLUNGE

The Annual Polar Plunge was held March 2 on Ramsay Lake. The year once again saw overwhelming participation for those who were prepared to be "Freezin for a Reason" in support of Special Olympics Ontario. Over \$30,000 was received and we are grateful for those who have become steadfast supporters and also those who joined us for the first time this year.

Coupled with this event was also the annual Cops, Kids and Ice Fishing event which was well attended and enjoyed by many youth who had never participated in this type of activity.

COMMUNITY AND POLICE GALA AWARDS

Plans continue for Our Community and Police Awards Gala. Our Committee has been working diligently in planning for this year's event. The event is set to go on May 16, 2010 at the Caruso Club. All award sponsors have been secured and other event sponsors/partners continue to be confirmed. We are delighted with the support of our event. Tickets are now on sale.

UPCOMING EVENTS

- ✓ **International Day for the Elimination of Racial Discrimination Diversity Luncheon** will be held on March 21 at the Lexington
- ✓ **Volunteer Appreciation** April 10 at Cambrian College Student Centre
- ✓ **Police Week** May 12 to 18, 2019