



**GREATER SUDBURY POLICE SERVICES BOARD**  
**WEDNESDAY May 15, 2019 4:00 P.M.**  
**Police Headquarters, Alex McCauley Boardroom, 5th Floor**

**PUBLIC AGENDA**

<b>Item #</b>		<b>Page (s)</b>
1	<b>Motion to Meet IN CAMERA</b>	<b>Motion</b>
2	<b>Matters Arising from In Camera Session</b>	
3	<b>Roll Call</b>	
4	<b>Declarations of Conflict of Interest</b>	
5	<b>Presentation</b> 'Proudly Supporting Our Police'	
6	<b>Adoption of Minutes - April 11, 2019</b>	<b>Motion</b>
7	<b>Accept Consent and Discussion Agenda - May 16, 2019</b>	<b>Motion</b>
8	<b>Consent Agenda</b>	
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	Appointment of Special Constables	<b>Motion</b> 11 - 12
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	Northern Ontario Heritage Fund - Intern Program	<b>Motion</b> 13 - 14
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- 2019 Sudbury Pride Youth Prom
- 2019 Fast Flowing Water Poster/Script Contest
- 2019 Toastmasters Youth Leadership Program
- 2019 SPARK Program
- 2019 McDonald Memorial Foundation Golf
- 2019 LDAS Youth Ambassadors
- 2019 Girls Run Sudbury
- 2019 India-Canada Youth Festival

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- 2019 SPA Golf Tournament

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Next meeting Wednesday June 12, 2019

17 **Adjournment**

**Motion**



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: May 8, 2019
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2019 JANUARY to APRIL STAFFING / DEPLOYMENT UPDATE</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> Leadership Development and Succession Planning	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

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

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

### BACKGROUND

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

More particularly under Section 31 (1) (a), the Board appoints and accepts resignations of members of the Service. The purpose of the report is to highlight the current strength of the Greater Sudbury Police Service and to bring forward appointments, resignations and retirements since January-April 2019.

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**CURRENT SITUATION:**

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

Likewise, civilian hiring is influenced by many factors including resignation and retirement in addition to growth and pressures in certain support service areas. Civilian hiring taps both internal and external candidates. Full-time positions are usually filled by internal members unless a specialized skill set is required that is not achieved through on the job training. Such successful competitions will generally create vacancies leading to other competitions in a domino type of effect. With the retirements and resignations, Civilian vacancies emerged and created opportunities for existing and new personnel. There is one vacancy currently within the Civilian classification that will be filled.

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

The following will serve as an overview of such changes to the organization.

**TABLE A: GSPS Authorized Strength at April 30, 2019.**

**FULL TIME COMPLEMENT**

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Secondment
<b>SWORN</b>	<b>268</b>	<b>268</b>	<b>0</b>	<b>(2)</b>
<b>CIVILIAN</b>	<b>122</b>	<b>121</b>	<b>0</b>	
<b>TOTAL</b>	<b>390</b>	<b>389</b>	<b>0</b>	<b>(2)</b>

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**TABLE B: Appointments**

<b>EFFECTIVE DATE</b>	<b>STATUS</b>	<b>ASSIGNMENT</b>
3 January 2019	Civilian (PT)	Communicator
3 January 2019	Civilian (PT)	Customer Service
17 January 2019	Civilian (PT)	Communicator
17 January 2019	Civilian (PT)	Communicator
17 January 2019	Civilian (PT)	Communicator
17 January 2019	Civilian (PT)	Communicator
17 January 2019	Civilian (PT)	Special Constable
17 January 2019	Civilian (PT)	Special Constable
29 March 2019	Civilian (FT)	Crime Analyst
8 April 2019	Civilian (PT)	Special Constable
8 April 2019	Civilian (PT)	Special Constable
8 April 2019	Civilian (PT)	Special Constable
8 April 2019	Civilian (PT)	Special Constable
15 April 2019	Sworn	Recruit-OPC
15 April 2019	Sworn	Recruit-OPC
15 April 2019	Sworn	Recruit-OPC
15 April 2019	Sworn	Recruit-OPC
15 April 2019	Sworn	Recruit-OPC
15 April 2019	Sworn	Recruit-OPC
15 April 2019	Sworn	Recruit-OPC

**TABLE C: Resignations/Retirements**

<b>EFFECTIVE DATE</b>	<b>STATUS</b>	<b>YEARS SERVICE</b>	<b>REASON FOR LEAVING</b>
8 February 2019	Civilian	.98	Termination – failure to complete probation
22 February 2019	Civilian	.79	Resignation
17 March 2019	Sworn	3.27	Resignation
22 March 2019	Sworn	5.29	Resignation
25 March 2019	Sworn	.94	Resignation
31 March 2019	Civilian	35.04	Retired
15 April 2019	Civilian	.40	Resigned – hired GSPS Constable

**TABLE D: Secondments/Non-Medical LOA**

<b>TERM</b>	<b>TYPE OF LEAVE</b>
April 1/18 to March 31/20	Secondment – O.P.P.
November 2/15 to Retirement	Secondment – O.P.P.

**SUMMARY:**



This report summarizes the activities that have occurred in the first four months of 2019 relative to staffing and deployment. Staff has worked collectively to ensure strategic goals and priorities are met. The Board will be provided with updates three times a year on hiring and deployment of new Sworn officer and Civilian members.

These updates will be provided in the month following the previous four months on the following schedule:

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



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: May 8, 2019
<b>PUBLIC</b>	
<b>SUBJECT: NOTES OF THANKS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Participation in Community Events	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

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

#### **CURRENT SITUATION:**

A message was received from Constable Kyle Chandler who participated in the 2019 Canadian National Police Curling Championship in April with the assistance of a Board Trust Fund donation. The team included Constable Tony Chilton of Timmins Police Service, Sergeant Steve Meunier of OPP South Porcupine, and Constable Charlie Robert of OPP Sault Ste. Marie. Competitors included curlers from Tim Hortons Briar, Scotties Tournament of Hearts, and Canadian Mixed Nationals – our Northern Ontario team finished in fifth place. “I was extremely proud to wear the Northern Ontario colours, representing our Province and our Police Service. Each night at 10:35 p.m. (10-35 being off duty code), a member would speak of a fallen officer. I was asked to speak for Northern Ontario, specifically Joseph McDonald. The room hushed as I spoke of Joey’s last shift, impact of his death, and how his memory lives on. All participants attended a gala in a facility overlooking St. Johns Harbour where I proudly wore my number one uniform. This was a wonderful opportunity being able to play a sport I love, surrounded by members who share my passion for policing. Your support was truly appreciated.”




# 2019 CANADIAN POLICE CURLING CHAMPIONSHIPS







## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 8, 2019</b>
<b>PUBLIC</b>	
<b>SUBJECT: NOTES OF APPRECIATION</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Our Members <b>Goal:</b> Acknowledging Exceptional Efforts	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

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

#### **CURRENT SITUATION:**

An email message was received from a Sudbury resident thanking Constable Jessica Archer for her response to a residential break in. “She was professional and comforting. The Forensic Unit arrived within the hour. I am very impressed with the service, professionalism, and courtesy of the officers involved. Thank you.”

An email message was received from a Sudbury family offering deepest gratitude for assistance when the family suffered a death of an elderly parent at home. The remaining parent suffers from Alzheimer and their son was in shock. “We were sent a wonderful human being in Constable Dale Bailey. He showed us all the utmost compassion. He was a source of information and his calm, respectful demeanour provided strength. I can’t imagine how difficult that part of his job must be. We are so appreciative for his presence that day. His genuine kindness is something we will always remember.”

An email message was received from a Sudbury family thanking Constable Kevin Tremblay and members of the GSPS for their timely response to issues of concern occurring in a library parking lot. “These issues appear to be resolved. We appreciate your assistance.”



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	DATE: May 8, 2019
<b>PUBLIC</b>	
<b>SUBJECT: 2020 – 2021 BUDGET</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

## RECOMMENDATION: FOR INFORMATION AND DISCUSSION

### BACKGROUND

While the 2019 budget was approved in early February and activities based on that approval are now underway, forecasting for the 2020 and 2021 budget is also underway.

In preparing the budget, a number of global assumptions through City Budgets have been included as follows:

- Estimated changes in upcoming bargaining agreements
- Fuel: **increased** 4.7% (based on carbon tax)
- Natural Gas: **increased** 5% (based on carbon tax)
- Hydro: increased 2% (based on Ontario Fair Hydro Plan)
- Water/Wastewater: **increased** 7% (based on proposed W/WW Long term financial plan)
- Insurance: **increased** 6.7% (based on market trends)
- WSIB and LTD premiums are up for all City Emergency Response divisions by a total of \$535,000 in 2020 across all services.
- Materials/ Purchased Services / Professional Development: **increased** by a 2%
- Program Support Charges internal City charges: **increased** by 11% notably in the areas of Accounts Payable, Budget Services, Payroll, and Purchasing. In 2021, these are up by 1%

The 2021 forecast has been developed using the same assumptions as in 2020 and has not had any level of detailed analysis.

**CURRENT SITUATION:**

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

Collective Agreement with all Police Associations expires December 31, 2019. Collective Bargaining will commence later this year or in early 2020. A forecasted salary improvement has been included which will be subject to further direction from the Board with respect to a bargaining mandate.

Additionally, the budget reflects the annualized impact of four officers that were approved in 2019. These positions were recorded for only half a year in 2019. The Board also was presented with a Strategic Staffing solution in 2019 which includes:

- Two CSPs net new
- Two Sworn net new
- Four Civilians net new (Multi-media specialist, systems programmer, tech support, professional standards)

An additional \$500,000 has been included in the debt financing contribution to reserve ensure the necessary resources are available to finance facility needs in the future. This was identified as part of the 2019 multi-year financing strategy.

WSIB has a 20% increase in contributions to the Reserve. This area continues to be impacted as a result of the noted rise in Post-Traumatic Stress Disorder and Occupational Stress Injuries being reported and approved. Similarly, Long Term Disability premiums are up by 24% due to increased number of long term absences.

This preliminary budget does not reflect any reduction in Grant Funding as this area still remains unknown. The Service received a recent confirmation that the Court Security and Prisoner Transportation grant allocation has been reduced by \$42,000 and the PEM Funding has dropped by approximately \$365,000 or 25% over the previous year. There are new funding opportunities that may address some of this shortfall.

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With the above noted considerations, the budget reflects a 5.5% increase in 2020 and 3.9% in 2021.

Again, these are very preliminary forecasts and do not consider possible impacts of changes to the *Comprehensive Ontario Police Act*, ongoing impacts of the *Cannabis Act* or any other legislative changes that are unknown at this time. There has been no reflection of the loss in provincial funding, and allocations are simply recorded at existing levels for revenue sources and grants

The Service will continue to work through the operating budgets based on key dates as identified below.

<b>OPERATING BUDGET – KEY DATES</b>	
Budget Distribution	March 13 - April 12
2020/2021 Forecast	March 18 - May 1
Operating Budget Call - 2020	May 27
Business Plan impacts	June 14
Operating Budget Close - 2020	July 5
Operating Budget Call - 2021	July 8
Year End Projections - June	July 24 - August 7
Operating Budget Close - 2021	July 31
User Fee Schedules	August 16
Year End Projections - September	October 15 - October 29



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 8, 2019</b>
<b>PUBLIC</b>	
<b>SUBJECT: APPOINTMENT OF SPECIAL CONSTABLES</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Law Enforcement Strategies	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board approves the appointment of the following Special Constables effective April 17, 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:**

**Christopher HALLIDAY-SNOW  
Richard RANGER  
Brian ROBINSON  
Thomas VAN DRUNEN**

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

**CURRENT SITUATION:**

The Board is asked to appoint 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 appointed them as a Special Constables.





# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	DATE: May 8, 2019
<b>PUBLIC</b>	
<b>SUBJECT: HUMAN RESOURCES STRATEGY DEVELOPMENT INTERN PROGRAM</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Mobilizing and Engaging Our Community <b>Goal:</b> Building Sustainable Networks	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board enters into an Agreement with the Northern Ontario Heritage Fund Corporation for funding in the amount of \$31,500 to offset costs associated with employing an Intern for a second year effective July 25, 2019 to July 24, 2020 to assist in Human Resources Strategy Development.**

### BACKGROUND:

The Northern Ontario Heritage Fund offers post-secondary graduates from an accredited college/university, first time employment in their chosen field or a work placement and internship through the Northern Ontario Youth Internship Program. This program serves to assist youth on the path to a rewarding and successful career.

Private and public sector employers located in Northern Ontario involved in the areas that will result in an economic or social development advantage for Northern Ontario are eligible to apply. For a number of years now the Service has availed this funding opportunity and have provided significant work experiences to young graduates.

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Last year, an application was submitted and approved by Northern Ontario Heritage Fund Corporation for the purpose of hiring an intern to assist with the development and implementation of a Diversity Recruitment Strategy. In addition, this position would research, develop, and implement an Accommodation Strategy as well as contribute to research and updating of existing Human Resources Policies and Standard Operating Procedures.

**CURRENT SITUATION:**

NOHFC has recently advised that a second one year contract has been approved with funding to be provided up to \$31,500 to defray salary costs associated with the position.

This is a highly successful partnership the Service enjoys with NOHFC and has provided many new graduates with valuable on-the-job learning.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	DATE: May 8, 2019
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>VEHICLE GRAPHICS SUPPLY, REMOVAL, AND APPLICATION CONTRACT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Greater Sudbury Police Services Board approves the extension of contract GSP15-3 for the Supply, Removal, and Application of Vehicle Graphics Contract concluding on December 14, 2020 with the following Service Provider:**

- **Alpine Graphics**

**AND FURTHER THAT a Request for Standing Offer be issued prior to the expiry of the extended contract.**

### BACKGROUND:

On July 31, 2015, the City of Greater Sudbury Purchasing Department, on behalf of the Greater Sudbury Police Service Board, issued a Request for Proposal for the Supply, Removal, and Application of Vehicle Graphics involving approximately 70 Fleet vehicles for the Greater Sudbury Police Service.

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<b>SUBJECT: SUPPLY, REMOVAL AND APPLICATION OF VEHICLE GRAPHICS CONTRACT</b>	<b>Page 2</b>
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As a result of this process, two bids were received from vendors Alpine Graphics and Visual Identity Graphics. The evaluation criteria determined that Alpine Graphics was the successful bidder and a Purchase Order was issued.

**CURRENT SITUATION:**

Due to the quality of service being received through Alpine Graphics, a period of two additional one year terms is being requested, with rates in accordance with the Consumer Price Index.

The total value of the service covered with the Agreement is estimated at approximately \$25,000 annually, funded through the operating budget and/or Fleet Capital Account.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 8, 2019</b>
<b>PUBLIC</b>	
<b>SUBJECT: NETWORK EQUIPMENT REFRESH</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Greater Sudbury Police Services Board enters into an Agreement with Combat Networks for the purchase, supply, installation, and maintenance of Network Core Switch Equipment in the amount of \$455,595 plus applicable taxes with funds to be drawn from the Capital Financing Reserve Fund.**

### BACKGROUND:

The Greater Sudbury Police Service technology infrastructure is supported by a robust system of network equipment. The last network refresh was undertaken in 2012/2013 which introduced new telephony equipment. This is supported by network switches that are ten years old and need to be replaced as there is no warranty or service agreement available.

This equipment is the backbone of our network providing connectivity to all computer servers and desktop phones as well as the 911 phone system. All of the Services data access is provided by this essential and aged equipment.

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The Service hosts and supports its own network infrastructure with services provided that include but are not limited to:

- Video Camera Surveillance
- Network File Storage
- Secure Connections to Government Networks
- VoIP Telephony Recording and Auditing
- Remote Connectivity Services for Vehicles, Storefronts, and Roaming Users
- Computer Aided 911 Dispatch

Note: The GSPS has a secondary site that serves as a Disaster Recovery site.

The Service requires high availability and redundancy for its critical business applications and services. These include, but are not limited to:

- 911 Communication Center switching
- 911 and General Telephony switching
- Connectivity between data closets and server switches to core switches
- Encrypted & secure communication between sites

In order to ensure functionality and performance a Request for Proposal for the Supply, Installation, and Maintenance of Network Core Switch Equipment was issued on February 21, 2019. This is a highly technical technology initiative which requires very specific design, training, configuration, and equipment specifications.

All procurement was coordinated through the City's Purchasing Section of Finance, Assets, Fleet Divisions, and Corporate Services Department in accordance with the Procurement bylaw. The deadline for submission was April 2, 2019 with four vendors submitting five proposals. The vendors were:

- Bell
- Combat Networks
- Long View
- Synnapex



Each proposal was evaluated against a scoring matrix of evaluation criteria:

<b>Evaluation Criteria</b>	<b>Points</b>
Cost and length of professional services and training	30
Ability to provide a solution similar to the provided topology	30
Quality and availability of support	20
Vendor qualifications, references and certifications/attestations	10
Ability to provide a solution that is scalable	5
Enterprise network problem identification and resolution process	5
<b>Total Points</b>	<b>100</b>

After an evaluation based on the above criteria by qualified personnel over two days, the successful vendor was identified as Combat Network.

For a number of years, the Service has been contributing to a reserve fund for this replacement and is reflected in the Service's committed capital financing reserve fund for automation.

Based on the evaluation results, it is recommended that the Board enter into an Agreement with Combat Networks.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 8, 2019</b>
<b>PUBLIC</b>	
<b>SUBJECT: UNIVERSITY OF WESTERN ONTARIO – HOMESTEAD RESEARCH AGREEMENT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Greater Sudbury Police Services Board enters into an Agreement with Dr. Laura Huey of University of Western Ontario for the purpose of evaluating the results of Project Homestead for at risk youth and group homes.**

### BACKGROUND:

In 2017-2018, the Ministry of Community Safety and Correctional Services provided funds under the Proceeds of Crime Frontline Policing Grant Program to support risk-based initiatives that promote the ongoing commitment to enhance community safety and wellbeing and to encourage the evolution of coordinated service delivery models across Ontario.

The Service's Project Homestead addressed at-risk youth in our community residing in Group Homes. The initiative provided support and early intervention for youth through a multi-disciplinary team aiming for more successful outcomes and reduced calls for service in response to missing persons.

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<b>SUBJECT:</b>	
<b>UNIVERSITY OF WESTERN ONTARIO – HOMESTEAD RESEARCH</b>	<b>Page 2</b>
<b>AGREEMENT</b>	

The successful initiative provided support and early intervention for youth through a multi-disciplinary team resulting in reduced calls for service in response to missing persons.

The Service has identified a need to evaluate Project Homestead to determine what parts of the initiative successfully decreased youth missing from group homes.

**CURRENT SITUATION:**

The Service has been approached by Dr. Laura Huey, Professor in the Sociology Department, University of Western Ontario to identify components, evaluate, and produce a confidential research report with their findings.

The Board will enter into an Agreement with Dr. Huey for this purpose.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 8, 2019</b>
<b>PUBLIC</b>	
<b>SUBJECT: MINISTRY OF THE SOLICITOR GENERAL COMMUNITY SAFETY AND POLICING GRANT – CALL FOR APPLICATIONS</b>	
<b>BUSINESS PLAN COMPLIANCE: Strategic Theme: Service Excellence Goal: Provide Exemplary Policing Services</b>	
Recommended by:  Sharon Baiden Chief Administrative Officer 	Approved by:  Paul Pedersen Chief of Police 

### **RECOMMENDATION: FOR INFORMATION**

#### **BACKGROUND:**

At a ceremony at Queen's Park on April 4, 2019, Minister Sylvia Jones was sworn in as the Solicitor General of Ontario.

The Ministry of Community Safety and Correctional Services will now be referred to as the 'Ministry of the Solicitor General'. The mandate and focus of the Ministry are unchanged. The Solicitor General will continue to be responsible for all of the activities that were carried out through the Ministry of Community Safety and Correctional Services, including oversight of police services across Ontario, public safety and security, and the administration of provincial adult correctional facilities.

Priorities are direct intervention and strengthening community projects among Indigenous and vulnerable populations to prevent or reduce the impacts of the youth crime issues on communities.

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**CURRENT SITUATION:**

The Ministry has sent out the first ‘call for applications’ for grant funding under the Community Safety and Policing Grant (CSP).

The new CSP Grant has been developed to support police services/boards in combatting crime on a more sustainable basis and keeping Ontario communities safe. It will better align with local and provincial priorities and focus on effective, integrated service delivery. It will also provide greater flexibility to implement initiatives that address policing and community needs related to safety and wellbeing.

The new program will replace funding formerly received under Policing Effectiveness and Modernization (PEM), Provincial Anti-Violence Intervention Strategy (PAVIS), Community Policing Partnerships (CPP), Safer Communities – 1,000 Officers (1,000 Officers), and Supporting Police Response to Sexual Violence and Harassment grant programs.

The new grant will operate on a three-year grant cycle (i.e., 2019-20, 2020-21, 2021-22) to ensure greater sustainability and enable grant recipients to effectively measure outcomes and demonstrate success of initiatives.

In order to ensure that local and provincial priorities are being addressed, the CSP Grant will offer two funding streams – one focused on local priorities and the other focused on provincial priorities. Both streams include the following key objectives:

1. Providing police services with the necessary tools and resources to enable the deployment of frontline police officers where and when they are needed most.
2. Supporting frontline police as they implement public safety and community policing initiatives.

To support the implementation of projects that address local needs, Greater Sudbury Police Services Board’s allocation under the new CSP Grant **Local Priorities** Funding Stream is \$1,093,374.62 (per fiscal year of the grant cycle). This represents approximately a \$365,000 reduction from the original PEM Grant funding.

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<b>SUBJECT: MINISTRY OF THE SOLICITOR GENERAL COMMUNITY SAFETY AND POLICING GRANT – CALL FOR APPLICATIONS</b>	<b>Page 3</b>
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However in addition, eligible police services/boards will be able to submit a maximum of two applications for funding to support initiatives addressing **Provincial Priorities**.

Projects under the CSP Grant Provincial Priorities Funding Stream must be focused on addressing one or more of the following three priorities: gun and gang related violence, sexual violence and harassment, and/or human trafficking. There will be \$3.9 million available under the provincial funding stream. This will be a competitive application process and applicants can apply for a funding amount based on their need.

In addition, police services will be able to access up to \$5.1 million in funding through the Gun and Gang Specialized Investigations Fund (GGSIF) under Criminal Intelligence Service Ontario. The GGSIF will support joint forces operations that target crime areas that fuel gang operations such as drug, gun, and organized human trafficking.

The Service is in the process of preparing applications for submission.





# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 8, 2019</b>
<b>PUBLIC</b>	
<b>SUBJECT: FINAL DISPOSITION OF FOUND OR SEIZED MONEY</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Crime Prevention	
Prepared by: <i>Lucia Taskinen</i> Lucia Taskinen Property Supervisor	Approved by: <i>Paul Pedersen</i> Paul Pedersen Chief of Police
Reviewed and Recommended by: Sharon Baiden <i>Sharon Baiden</i> Chief Administrative Officer	

### RECOMMENDATION:

**THAT the Greater Sudbury Police Services Board accepts for deposit to the Board Trust Fund \$1,822.73 in unclaimed funds.**

### BACKGROUND:

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

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

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

.../2

**Paragraph 1 of 132(1)** states:

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

**Paragraph 2 of 132(1)** states:

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

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

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

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

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

**CURRENT SITUATION:**

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



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 8, 2019</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2019 CAPG CONFERENCE SUPPORT</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Service Excellence <b>Goal:</b> Provide Exemplary Policing Services	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board approves a \$500 donation to the 2019 Canadian Association of Police Governance (CAPG) to assist with the costs of the conference in Calgary, Alberta with funds to be drawn from the Police Services Board operating account.**

### CURRENT SITUATION:

The Canadian Association of Police Governance has scheduled their annual conference on August 8 – 11, 2019 in Calgary, Alberta. The theme for 2019 is '*Community Safety, Community Service, and Community Strength*'.

The CAPG annual conference is considered an excellent opportunity for Police Board members for educational and networking opportunities and for bringing strong grassroots and civilian perspective to critical policing issues. Their ultimate objective is to offer a program for delegates that is affordable, provides rich dialogue and education, and showcases the host city. With cost increasing, they are asking for our financial support.

It is traditional that the Board provide financial assistance in the amount of \$500.

April 1, 2019

Greater Sudbury Police  
Services Board  
190 Brady St  
Sudbury, Ontario  
P3E 1C7

Dear Mr. Michael Vagnini,

**RE: Support for the 30<sup>th</sup> Annual Conference of the Canadian Association of Police Governance**

On behalf of the CAPG Board of Directors, I am writing to request your support for the 30<sup>th</sup> Annual Conference of the Canadian Association of Police Governance (CAPG). The conference, hosted by the Calgary Police Commission (CPC), will take place in Calgary, Alberta, on August 8 – 11, 2019.

The theme for this year's conference is "**Community Safety, Community Service, and Community Strength**". Our theme deals with the responsibility of representation on our boards and commissions. Meaning, how do our members, collectively and as individuals, effectively represent the diverse community members and provide the oversight they have been tasked with? Our priority this year is to strategically target ways we can engage with our membership and use their input to help shape policies and plans for the police service.

The planning committee is asking for your support to help us offset the cost of putting on this first-rate conference. Our members have shown their generosity and commitment by sponsoring coffee breaks, hospitality suites, lunches or simply contributing whatever their budget can manage. There are a variety of exceptional sponsorship opportunities available that can be tailored to give a high level of recognition and visibility for your organization.

We are sincerely grateful for any contributions you are able to make, whether monetary or with promotional products that could be included in the delegate welcome bags. We commit to making the conference experience unique and rewarding for everyone who attends.

On behalf of the CAPG planning committee, I look forward to your positive reply.

Sincerely,



Jennifer Malloy  
CAPG Executive Director  
78 George Street, Suite 204  
Ottawa, ON K1N 5W1  
Phone: 613-344-2384 | Fax: 613-344-2385



## 2019 CONFERENCE SPONSORSHIP APPLICATION

August 8 to 11, 2019 - Calgary, Alberta

### Organization Information

Company/Organization: \_\_\_\_\_

Contact person: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Prov./State: \_\_\_\_\_ Postal/Zip Code: \_\_\_\_\_

Tel: \_\_\_\_\_ Ext: \_\_\_\_\_ Cell: \_\_\_\_\_

E-mail: \_\_\_\_\_

### SPONSORSHIP STREAMS

- CHAMPION Sponsor \$10,000
- ADVOCATE Sponsor \$5,000
- CULTIVATOR Sponsor \$2,500
- FRIEND Sponsor \$1,000
- PEER Sponsor \$250-500
- 
- Customized Sponsorship \$\_\_\_\_\_

### METHOD OF PAYMENT

Completed form can be returned by 613-344-2385 or by email at [conference@capg.ca](mailto:conference@capg.ca)

- MasterCard     Visa     Cheque     Electronic Funds Transfer

Card Number: \_\_\_\_\_ Expiry Date: \_\_\_\_\_ 3-Digit Security Code: \_\_\_\_\_

Cardholder's Name: \_\_\_\_\_ Signature: \_\_\_\_\_



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	DATE: May 8, 2019
<b>PUBLIC</b>	
<b>SUBJECT: CHIEF'S YOUTH INITIATIVE FUND REQUESTS</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Youth Crime Prevention Initiatives	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

## RECOMMENDATION:

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

**\$1,200 in support of the 2019 Sudbury Pride Youth Prom**

**\$1,000 in support of the 2019 Fast Flowing Water Poster/Script Contest**

**\$150 in support the 2019 Toastmasters Youth Leadership Program**

**\$1,167 in support of the 2019 GSPS SPARK Program**

**\$600 in support of the 2019 McDonald Memorial Golf Tournament**

**\$5,000 in support of the 2019 LDAS Youth Ambassador Program**

**\$500 in support of Girls Run Sudbury**

**\$500 in support of the 2019 India-Canada Youth Festival**

.../2

**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 without further authorization by Council. 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 requests for funds, the Board takes into account initiatives supporting community-oriented policing that involves a co-operative effort on the part of the Greater Sudbury Police Service and youth in the community, initiatives benefiting children and/or youth and/or their families, initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, and sponsorship of educational events.

**CURRENT SITUATION:**

Requests for funding consideration from the Chief's Youth Initiative Fund have been received as follows:

**2019 Sudbury Pride Youth Prom – \$1,200**

Fierté Sudbury Pride is a not-for-profit organization funded by the community and business leader for support. Each July, a full week of Pride programming is held for our LGBTQ+ in the North. This year marks the 22<sup>nd</sup> Pride Celebration in Sudbury. Pride Prom is open to youth aged 12 to 18 who are welcome to celebrate with the partner of their choosing in a safe, inclusive, judgement and alcohol free venue. Prom significantly improves the quality of life for many members by providing a sense of connection and belonging. This event will be held July 12, 2019 at the Sudbury Theatre Centre.

**2019 Fast Flowing Water Poster/Script Contest – \$1,000**

The Fast Water Safety Program is an initiative from the City of Greater Sudbury and the Junction Creek Safety Committee aimed primarily at educating children. It is recognized that flowing water is a dangerous situation in many locations in our community.

The annual event brings attention to elementary school students that rapidly flowing water poses a real threat and is an integral learning tool that stresses important lessons and safety themes. The contest includes all schools in the Greater Sudbury area.

The awards ceremony is scheduled for June 5, 2018.

**2019 Toastmasters Youth Leadership Program – \$150**

Toastmasters International is a non-profit educational organization through a worldwide network of clubs. They help people from diverse backgrounds become more confident communicators and leaders.

Toastmaster sponsors a Youth Program that teaches young persons ages 12-17 currently in foster care or part of the CAS, leadership and public speaking skills through practical experience. Young persons learn to control their voice, vocabulary, and gestures and are given constructive feedback and support.

**2019 GSPS SPARK Program – \$1,167**

The GSPS Community Mobilization Unit (CMU) provides a Sudbury Police Adventure Recreations at Kivi Park (SPARK) initiative that focuses on youth in the community between the ages 12-17 with financial limitations to strengthen relationships with police personnel. Outdoor activities are offered including kayaking, canoeing, hiking, fishing, swimming, and geocaching which all help them develop new skills and interests. The second year of the program continues with Kivi Park as a partner in a program that builds resilience in youth.

**2019 McDonald Memorial Golf Tournament – \$600**

Sergeant Rick McDonald was a twelve-year veteran with the Greater Sudbury Police Service when he was fatally injured during a police pursuit in July 1999. Rick's brother, Dan McDonald, had been a long time Correctional Officer at the Sudbury District Jail when he was killed in a motor vehicle collision in 2007.

The family created the 'Rick and Dan McDonald Memorial Foundation', totally administered by volunteers, to continue the legacies of the brothers' commitment to community involvement. The Foundation hosts fundraising events to help underprivileged families and other youth organizations.

This year's event is a golf tournament scheduled for July 13, 2019 at the Chelmsford Golf Course.



**2019 LDAS Youth Ambassadors– \$5,000**

The Learning Disabilities Association of Sudbury is dedicated to supporting all individuals with learning disabilities in reaching their potential within a community that values their unique contributions and abilities. They assist children in the North by empowering youth and developing their strengths and social skills.

LDAS has established Youth Ambassadors led by a Coordinator and includes leadership skills training. Their mission is to provide youth with learning disabilities the knowledge and tools needed to remain in school and be successful. They are requesting financial assistance to continue the program and ensure persons with disabilities in maximizing their potential.

**2019 Girls Run Sudbury Event – \$500**

Girls Run Sudbury was developed to increase physical activities among teenage girls from grades 7-12. The event promotes self-esteem and increased awareness towards a healthier life style and helps them discover the advantages and enjoyment that come from physical activity in a positive environment. This event is an achievable challenge for all regardless of fitness and personal goals and brings together athletes and beginners to build a social circle based around physical activity and having fun.

The Sudbury event will be held on June 2, 2019 and hosted by Laurentian University.

**2019 India-Canada Youth Festival – \$500**

The India-Canada Association strives to preserve and promote the rich and diverse cultural heritage of India and to foster collaboration among people of Indian origin and the broader Canadian community.

The Association held an Annual Youth Festival celebrated on Saturday May 4, 2019 at the Cambrian Student Centre. It was a great event attended by over 60 youth and children.

They have requested financial assistance to assist with the costs of hosting this event.



# 2018 FAST FLOWING WATER POSTER / SCRIPT CONTEST





# SPARK PROGRAM







**Idas** • Learning Disabilities  
Association of Sudbury

*The right to learn, the power to achieve*



**Ldao** • Learning Disabilities  
Association of Ontario

*The right to learn, the power to achieve*

[www.LDAO.ca](http://www.LDAO.ca)

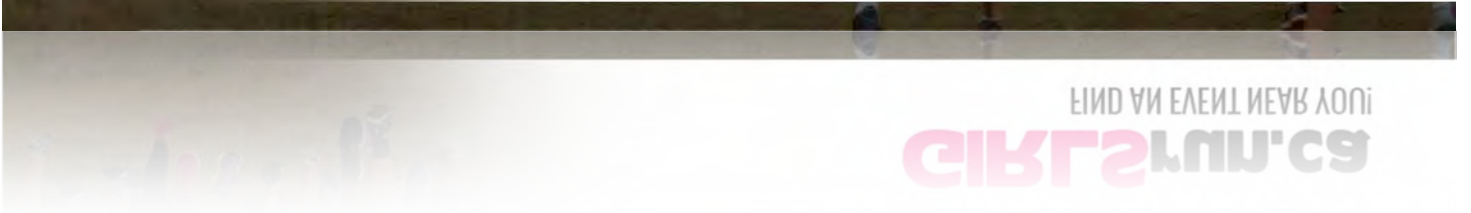
Don't **DIS**  
my **ABILITIES!**



**October is Learning Disabilities Awareness Month.  
Help stop the stigma and realize the ABILITIES!**



**GIRLSrun.ca**  
FIND AN EVENT NEAR YOU!









# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 8, 2019</b>
<b>PUBLIC</b>	
<b>SUBJECT: BOARD TRUST FUND REQUEST FOR FUNDING</b>	
<b>BUSINESS PLAN COMPLIANCE:</b> <b>Strategic Theme:</b> Community Safety and Law Enforcement <b>Goal:</b> Crime Prevention Initiatives	
Recommended by:  Sharon Baiden Chief Administrative Officer	Approved by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

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

**\$3,000 in support of the 2019 SPA Golf Tournament**

### BACKGROUND:

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

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

- 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 as follows:

**2019 Sudbury Police Association Golf Tournament – \$3,000**

The Sudbury Police Association has hosted a golf tournament annually for the last 20 years bringing together current Sworn, Civilian, and Senior members as well as retirees, neighbouring Police Services, and guests for a day of camaraderie and fun. The event offers a chance to reconnect and engage members in a positive experience.

The day includes green fees, shared carts, lunch, supper, and prizes. The maximum 120 participants are expected. The date will be June 17 or July 8 with location still to be confirmed.

The request for funds will assist with the costs.





**GREATER SUDBURY  
POLICE SERVICES BOARD**

**REPORT FROM THE  
CHIEF OF POLICE**

**May 2019**

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

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

#### **POLICE WEEK**

2019 Police Week officially kicks off on May 12 across the province. The theme 'Proudly Supporting our Police' promotes the police profession and also highlights the government's commitment to ensuring police services have the tools and resources to protect their communities.

Throughout the week, the Ministry of the Solicitor General will use social media to showcase the impact of police teams/units across the province including those the public does not see every day.

Police Week will officially kick off for GSPS on Monday May 13 at Science North.

#### **TRANSFORMATION OF POLICING GRANTS FOR 2019-2020**

Over the past several months, the government has undertaken a comprehensive review of grant programs to ensure they align with priority needs of Ontario communities and provincial objectives in reducing crime-related activity in Ontario.

In keeping with its commitment to ensuring community safety, the long-term sustainability of policing grants has been a priority for the Ministry of the Solicitor General. To this end, the Ministry has introduced the new Community Safety and Policing (CSP) Grant Program beginning in 2019-20.

This new Grant represents a transformation of a number of programs including the Policing Effectiveness and Modernization (PEM) Grant, Community Policing Partnerships (CPP), Safer Communities – 1,000 Officers Partnership (1,000 Officers), Provincial Anti-Violence Intervention Strategy (PAVIS), and Supporting Police Response to Sexual Violence and Harassment. The funding allocated under those programs will now be accessible to eligible police services through the new CSP Grant program.

This Grant is an outcomes-based program that will better align with local and provincial priorities and focus on effective, integrated service delivery. It will also provide eligible police services/boards with greater flexibility to implement initiatives that address local policing needs and priorities related to safety and wellbeing. Through the CSP Grant program, inter-jurisdictional and multi-sectoral collaboration is encouraged to address local and province-wide priorities.

Grants will also be on a three-year cycle which will assist in more efficient planning and budgeting. The deadline for applications is June 6 and Sudbury's Grant Writing Team is currently working to prepare applications.

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

### **BASIC CONSTABLE TRAINING**

In keeping with our commitment to ensuring our authorized strength is maintained, the Service has seven recruits now at the Ontario Police College for the Basic Constable Training Program. We continue to see vacancies created due to retirements and transfer to other services and recruitment efforts continue to secure both new entries and experienced candidates.

### **CONSTABLE SELECTION SYSTEM REVIEW**

The Constable Selection System review remains underway with participation through the Ontario Association of Chiefs of Police Board of Directors and various sub-committees. A number of areas of the current process are being examined and will be subject to change and revision. The Service will continue to be involved in the discussions about the impacts of these issues on northern Ontario policing.

### **OACP BOARD OF DIRECTORS MEETING – April 23-24, Barrie**

As the First Vice-President of the OACP, I participated in the BOD meeting in Barrie this month. Issues of mutual interest for Police Leadership across the province were discussed including proposed changes to animal cruelty investigations, Community Safety and Well-Being Planning legislation, Modernization of Justice Project, the opioid crisis and partnership with the Coroner's Office, and grant funding. I emphasized the significant impacts and challenges of some of these issues on policing in northern Ontario.

### **CANADIAN POLICE KNOWLEDGE NETWORK MEETING – May 13-14**

Members of the CPKN BOD met in Toronto this month and continued to work on training and education needs for policing on a National level. Included in these discussions is the work on a national competency framework for all police services.

### **EVENTS**

#### *Special Olympics Ontario Sudbury 40<sup>th</sup> Anniversary Banquet Gala*

Sudbury's Special Olympics Ontario 40<sup>th</sup> Anniversary banquet gala was held on April 28. GSPS was proud to support this event and to be on hand to celebrate with the athletes.

#### *Day of Mourning*

April 28 marked USW Local 6500 and the Sudbury and District Labour Council's annual Day of Mourning. In 1984, Sudbury was the first City establish this day for workers who are killed, injured, or suffering due to workplace illness. Today, this day is recognized in countless cities in 100 countries worldwide.

GSPS was on hand for a public service at the Fraser Auditorium, followed by a lunch and service at the Steelworkers Hall. I was on hand as a guest speaker at the event.

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

### *Ontario Women in Law Enforcement*

The Ontario Women in Law Enforcement Banquet was held on May 3. Several members of the Service were recognized for twenty-five, thirty, and thirty-five years of service. Police Services from across Ontario were on hand to celebrate long service awards and to honour women in several award categories.

### *Ontario Police Memorial*

May 5 was the Ontario Police Memorial. This annual event is dedicated to all the brave police officers in Ontario's history who have lost their lives in the line of duty. Over thirty representatives from GSPS attended for the Ceremony of Remembrance to honour those who paid the supreme sacrifice in the performance of their duty. This is an important occasion where through our attendance we contribute to preserving and honoring the memory of fallen officers. Sworn, Civilian, Auxiliary, and Board Members all were on hand participating in the March with strong representation from Sudbury.

There is an actual Ontario Police Memorial located in a small park at the corner of Queen's Park Crescent and Grosvenor Street in Toronto. The Memorial is made up of a bronze statue of a male and female officer standing atop a large granite pedestal. The names of fallen officers are engraved into a granite wall – *the Wall of Honour* – that stands on each side of the pedestal. GSPS has a similar Wall of Honour in the lobby of Police Headquarters that is dedicated to Sudbury's fallen officers.

### *Laurentian University Employee/Faculty Symposium*

May 8, I participated at the Laurentian University Employee/Faculty symposium as keynote speaker. The theme was 'Wellness: Wellbeing and Strength' with the address focusing on Diversity/Authentic Inclusion.

### *Community and Police Gala Awards*

Our signature event during Police Week is our annual Community and Police Gala Awards Night which is set for Thursday May 16 at the Caruso Club. Ticket sales and sponsorship have gone well this year with close to 350 attending. Once again, we look forward to honouring GSPS members, and citizens who have worked diligently with the police ensuring the safety and security of our City.

## **ACPAC MEETING**

The Aboriginal Community Police Advisory Committee meeting was held on April 29 and for the first time, in Atikameksheng's Council Chambers. According to our Aboriginal Liaison Officer, it was historical moment to attend and conduct the meeting where the Atikameksheng Eagle Staff stands among pictures of former Chiefs and Leadership. ACPAC continues to be a significant voice in contributing to the work at GSPS and we are grateful for their guidance.

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

### **MISSING PERSON TOOLKIT**

A Missing Person Toolkit has been developed. This is a resource to help both community members and investigating police officers when an Indigenous Person goes missing. For the community member, the process of an investigation is detailed including questions police ask, holistic support services offered, and self-care ideas during this stressful time. There is also an emphasis on the use of social media and media involvement in assisting with tips. For the police officer, instructions are detailed in terms of questions to ask and how to identify factors that would place a sense of urgency that is needed especially when talking about Missing and Murdered Indigenous Women and Girls. This tool will be invaluable in assisting in investigations moving forward.

### **THESIS DEFENCE**

Michelle Kennedy, Master's student in Laurentian University's School of Indigenous Relations, defended her thesis 'Indigenous (Her)oes and their Healing Work: Ending Violence Against Indigenous Women and Girls'. She has researched this area extensively as part of her thesis development and concluded that the work being done in Sudbury and in this area is leading edge. Part of her work involved interviewing Shannon Agowissa, GSPS Aboriginal Liaison Officer, for input into her work. Nowhere did she find evidence of similar initiatives anywhere. She was most complementary of the work being led by GSPS and particularly what we have accomplished with our MMIWG work.

### **MOCK TRIAL TOURNAMENT**

May 10 marked the 18<sup>th</sup> year for Sudbury's Mock Trial Tournament. The project is led provincially by the Ontario Justice Education Network and locally by the Honorable Madam Justice P.C Hennessy (SCJ). Hundreds of students from Greater Sudbury have participated over the years in this initiative sponsored by the local education sector, the Bar, and the Judiciary. This year, over 100 Grade 12 Students from 8 schools and 2 boards of education were involved having been coached over the last 3 months for today's tournament.

The students have integrated fundamental democratic principles and knowledge of the Canadian criminal justice system in their work. They have demonstrated their potential to being the civic leaders of tomorrow.

These Mock Trials are a positive, "hands-on" way of exposing students to the justice system. It helps to build student's knowledge of our judicial system and individual roles within the system. The process develops critical thinking and advocacy skills through participation while being mentored by community experts. It is an opportunity for students to work together towards a common goal and create understanding of the complexity of legal issues. It builds relationships between the legal community, educators, and youth. I was on hand at the end to present awards. As always, it was a positive and rewarding experience for student participants.

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

## **UPCOMING EVENTS**

### *Sudbury Rocks*

On Sunday May 12, the Traffic and the Community Response Units along with running members of the Service will be participating in Sudbury Rocks. I was part of the 5 km Celebrity Challenge.

## **SUMMER EMPLOYMENT PROGRAM**

Human Resources personnel have been busy with the Summer Student Employment Program. Seventeen students have been recruited and will work in a range of areas throughout the Service including:

- Aboriginal Liaison Unit
- Administrative and Financial Services
- Communication and Information Technology
- Community Mobilization Unit
- Courts
- Criminal Investigations
- Equipment and Supplies Services
- Fleet
- Human Resources
- Technical Support
- Training

This is an excellent program that provides experience and exposure to a police environment and potential careers throughout law enforcement. The aim is to promote youth participation in and introduction to the police work environment through diverse, educational, and productive work assignments

## **ZONE 1A MEETING**

Senior Command staff attended the Zone 1A meeting in North Bay on May 1 and 2. Numerous topics were covered including the Administration of Justice Initiative which is a new approach to managing bail violations, electronic information sharing with courts, enforcement of cannabis related offences, WSIB claims, Community Development and Engagement, and other matters involving public safety. It is important for the Northern police services to come together with a consistent and united voice when conveying our unique needs.