



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY October 16, 2019 10:30 A.M.
Police Headquarters, Alex McCauley Boardroom, 5th Floor

PUBLIC AGENDA



Item #		Motion	Page (s)
1	Motion to Meet IN CAMERA	Motion	
2	Matters Arising from In Camera Session		
3	Roll Call		
4	Declarations of Conflict of Interest		
5	Adoption of Minutes - September 18, 2019	Motion	
6	Accept Consent and Discussion Agenda - October 16, 2019	Motion	
	CONSENT AGENDA		
	Reports		
	2019 Auxiliary Unit Report		1 - 3
	2020 Budget Presentation to Council		4
	Events		
	Crime Prevention Week		5
	Annual Police Personnel Awards Presentation		6
	Action Sudbury Red Ribbon Campaign		7 - 8
	Notes of Appreciation		9
	DISCUSSION AGENDA		
10	Board Policy		
	Occupational Health and Safety	Motion	10 - 15

Continued next page

11	Funding Requests		
	Chief's Youth Initiative Fund	Motion	16 - 20
	- 2019 Art on the Go Outreach Program		
	- 2019 ODSP Keeping Them Warm		
	- 2019 Lions' SuperSTARS Vocal Competition		
	- 2019 Santa Shuffle		
	Board Trust Fund	Motion	21 - 26
	- 2019 United Way Campaign		
	- 2019 Keeping Seniors Warm Program		
12	Chief's Report		27 - 38
13	New Business		
14	Date of Next Meeting		
	November 20, 2019		
15	Adjournment	Motion	



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: October 9, 2019
PUBLIC	
SUBJECT: 2019 AUXILIARY OFFICER ANNUAL REPORT	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

The Greater Sudbury Police Services Board recruits volunteers to serve in the function of Auxiliary Constables in accordance with the provisions of the *Police Services Act*.

The Auxiliary Unit is a volunteer team of citizens from all walks of life who are concerned with the wellbeing of neighborhoods and the community. They are considered members of the Service in accordance with the provisions of the *Police Services Act*.

The Auxiliary Unit has designations of Auxiliary Constable, Sergeant, and Staff Sergeant similar to those of the Police Service. The members wear uniform and insignia that are distinct from those of Police Officers. Auxiliary Constables provide a visible police presence and perform non-enforcement and non-hazardous duties including ride-along functions with frontline police personnel, accompanying officers on patrol, attending emergency call outs, conduct tasks in community mobilization initiatives, and provide support with crime prevention initiatives under the supervision of Sworn members.

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An Auxiliary member has the authority of a police officer if he or she is accompanied or supervised by a police officer and is authorized to perform the duties by the Chief of Police. Additionally, the Chief of Police may authorize an Auxiliary member to perform police duties only in special circumstances including emergency situations related to community safety and well-being.

Participation in the Auxiliary program affords members the opportunity to train and become familiar with Greater Sudbury Police Service policies and procedures. Members appointed to the Auxiliary Unit must also take an Oath of Office and an Oath of Secrecy assuming their duties. Members of the unit take part in other police related work that preserve public peace and order, crime prevention initiatives, and protect life and property.

Auxiliary Officers assist at police events such as monthly Auxiliary meetings and training sessions, Police Week, Special Olympics Law Enforcement Torch Run and Polar Plunge, Sudbury Rocks Run, Canada Day events, Santa Claus Parades, Cops/Kids and Fishing, Great Lakes motorcycle seminar, Go21 Walk for Down Syndrome, NEO Kids Super Hero's for litter Hero's to name a few.

CURRENT SITUATION:

The Auxiliary Unit continues to provide great value to the Greater Sudbury Police Service.

A change in Command staff saw the appointment of Staff Sergeant Valerie Tiplady becoming the Officer in Charge of the Auxiliary Unit. With the new Organizational Chart, the Unit now falls under the Specialized Operations Division.

In May 2019 the Unit acquired a software program called 'Auxiliary Duties' designed by a former Durham Regional Police Auxiliary member and used by other services including Durham, Peel, and Waterloo Regional. This software allows members to login from anywhere, view available events, and sign up to attend. It also has a built in analytics which tracks the number of hours and events where members have participated, in real time.

To date the Unit has participated in 31 Community and GSPS events. Members attend weekly with an officer from the Community Response unit to conduct NOCC (Notification of Community Crime) within various neighborhoods throughout the community. During this Crime Prevention initiative, members provide safety as well as crime prevention tips to business and homeowners.

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Over the course of 2019, the Auxiliary Unit saw a significant number of resignations due to members leaving for employment opportunities within the Service both as Sworn and Civilian members. Others have pursued employment or educational opportunities elsewhere. The Unit was also short three officers on maternity and other leaves.



After a lengthy recruitment, interview, and background phase, the Unit will add 15 new members this fall. This brings our total number to 29 – 25 Constables, 3 Sergeants, and 1 Staff Sergeant. This is a structure that well supports the activities of our unit.

One of the members who left for another employment opportunity was a Sergeant within the Unit. There will be a promotional competition held for the rank of Sergeant in the near future.

The Auxiliary Unit is now at full complement able to continue their service to the community. The new additions will be introduced to the Board in December.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: October 9, 2019
PUBLIC	
SUBJECT: 2020 BUDGET PRESENTATION TO COUNCIL	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Public trust and Accountability Goal: Commitment to Transparency	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

The Financial Services Division of the City is currently planning for the upcoming budget cycle. Budgets will be prepared for the 2020 Operating year and 2020 to 2024 Capital Budget forecasts.

The Board has been given a date for presentation of the 2020 Budget to City Finance and Administration Committee on Tuesday November 19, 2019. Outside Board presentations begin at 5:30 p.m. in Council Chambers.



CURRENT SITUATION:

The Service's Finance section has prepared these budgets to the Board at a date to be set during the October 16, 2019 meeting.

A special meeting of the Board will be convened to review the actual 2020 submission in detail.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: October 9, 2019
PUBLIC	
SUBJECT: 2019 CRIME PREVENTION WEEK	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Strengthen Partnerships	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

Crime Prevention Week is taking place from November 3-9, 2019. This year's theme is 'Preventing Crime, Protecting People' with the hashtag **#CPWeek2019**.



This week provides an opportunity to showcase the successful collaborative efforts between Police Services and community organizations, working towards the common goal of preventing crime and creating safe, resilient communities.

CURRENT SITUATION:

There will be activities and presentations throughout the week relating to crime prevention topics. As details for the week become finalized the Board will be provided with additional information.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: October 9, 2019
PUBLIC	
SUBJECT: ANNUAL POLICE PERSONNEL AWARDS PRESENTATION	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members and Our Inclusive Workplace Goal: Member Recognition	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

Each year the Greater Sudbury Police Services Board continues the tradition of proudly recognizing police personnel for outstanding service to this community.

The Service also recognizes police personnel who have provided essential support services for 20, 25, and 30 years.



CURRENT SITUATION:

This year's event will be held Wednesday November 6, 2019 at the Caruso Club Upper Hall, 385 Haig Street, Sudbury.

This is a special occasion of member recognition and Board Members are encouraged to attend.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: October 9, 2019
PUBLIC	
SUBJECT: ACTION SUDBURY RED RIBBON CAMPAIGN	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Strengthen Partnerships	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

Action Sudbury is a non-profit community organization comprised on individuals and agencies with a common goal to eliminate the tragedies caused by impaired drivers in the Sudbury area.

CURRENT SITUATION:

Action Sudbury will be kicking off its 30th year of the Annual Red Ribbon Campaign on Friday November 29, 2019 at 10:30 a.m. at the Travelodge Hotel in Sudbury.

The Annual Red Ribbon ‘Tie One On’ Campaign will be carried out during the month of December to remind motorists to drive safe and sober over the holidays.



Members of the Board have been invited to attend.

Acti n Sudbury





GREATER SUDBURY POLICE SERVICE BOARD REPORT



ACTION: FOR INFORMATION	DATE: October 9, 2019
PUBLIC	
SUBJECT: NOTES OF APPRECIATION	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members Goal: Member Recognition	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION: FOR INFORMATION ONLY

A letter was received from Riverglen Developments Limited thanking officers Sergeant Chris Slobodian, Constables Richard Bilcik, Brad Purvis, Pavel Burian, Alex Balloway, Karlene Fox, and Katherine Hucal who responded to a call for service regarding a large unauthorized party on their property organized through Snapchat. Vehicles were parked causing a significant hazard to motor vehicle and pedestrian traffic. "Officers dealt with a group estimated in excess of 200 people. They were effective, polite, and professional. These officers are truly a credit to the Service."



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: October 9, 2019
PUBLIC	
SUBJECT: OCCUPATIONAL HEALTH AND SAFETY POLICY	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members and Our Inclusive Workplace Goal: Health, Safety, and Wellbeing of Members	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board re-approves the Occupational Health and Safety Policy – GSPSB Policy 008 for 2019 – 2020 in its existing form.

BACKGROUND:

Section 25(2)(j) of the *Occupational Health and Safety Act*, requires the Board to prepare an Occupation Health and Safety Policy and maintain a program to implement that policy. The policy is required to be in writing and posted at conspicuous places in the workplace where workers can see it. Further, the Act requires the Board to review the policy at least once annually.

The Ontario Police Health and Safety Committee (OPHSC), established under Section 21 of the *Act*, develops guidance material to be approved by the Ministry of Labour for the purpose of clarifying the intent and provisions of the *OHS Act* and regulations made under the *Act* as they apply to policing services in Ontario.

In 2014, the Joint Health and Safety Committee undertook a review of the policy to ensure compliance with the *OHS Act* and the OPHSC sample policy.

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As a result of the 2014 review, the policy was revised to include the responsibilities of all workplace parties including supervisors and workers.

CURRENT SITUATION:

Since October is recognized nationally as Healthy Workplace month, this is an appropriate time each year for the Board to review their Health and Safety policies.

Recently, the new Greater Sudbury Police Service's Joint Health and Safety Committee members completed *Part One and Two Health and Safety Certification Program* with a focus on the Police Emergency Sector. Training was facilitated by Public Services Health and Safety Association.

The Committee reviews Guidance Notes from the Ontario Public Health and Safety Committee to ensure compliance on matters such as the guidance note regarding **Musculoskeletal Disorders (MSDs)** an umbrella term used to describe various disorders such as back strain, tendonitis, carpal tunnel syndrome, and repetitive strain injury. MSDs typically involve muscles, tendons, bones, discs, or nerves. MSDs may develop suddenly or develop due to ongoing exposure to workplace hazards such as forceful exertions, awkward or sustained postures, and/or repetitive work. This exposure over time may lead to persistent symptoms such as pain, swelling, numbness, and decreased range of motion. Musculoskeletal injuries are ranked amongst the top three within the Service and as such these type of interventions assist in combatting further injuries or the development of certain conditions.

The Greater Sudbury Police Service is in compliance with this guidance note offering ergonomic workstations to employees as well as additional ergonomic equipment including monitors, footrests, gel pads for standing, keyboards, and mice.

Uniform officers are provided with the option of selecting a Molle Vest external body armour carrier and/or suspenders to assist in the proper distribution of equipment to alleviate pressure on their hips or back. They are also given options of driving vehicles that better fit their body structure.

The Joint Health and Safety Committee continues to work effectively together to address and resolve issues as they arise for the safety and wellbeing of our personnel.

The policy adopted for 2018 – 2019 by the Board is fully compliant with both the *Occupational Health and Safety Act* and the Ontario Police Health and Safety Committee's Guidance Note. The Joint Health and Safety Committee recommends that the policy as attached be readopted by the Board for 2019 – 2020.



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: OCCUPATIONAL HEALTH AND SAFETY	NUMBER: GSPSB – POLICY 008
ORIGINATING DATE: June 11 th , 2009	REVISED DATE: June 11, 2014
REPORTING REQUIREMENTS: Annually	

1. **DEFINITIONS**

(1) **WORKER:**

In accordance with the *Occupational Health and Safety Act* and for the purpose of this policy, worker means a person who performs work or supplies services to the Greater Sudbury Police Services Board or the Greater Sudbury Police Service for monetary compensation.

(2) **OHSA:**

Means the *Occupational Health and Safety Act* for the Province of Ontario.

2. **POLICY STATEMENT:**

- (1) It is the policy of the Greater Sudbury Police Services Board to conduct all operations in a safe and healthy manner in order to prevent injury or illness to workers.
- (2) As required by the *OHSA*, the Greater Sudbury Police Services Board shall take every precaution reasonable in the circumstances for the protection of a worker.

3. **GUIDING PRINCIPLES:**

- (1) Every worker has a right to work in a healthy and safe environment.
- (2) Workers are encouraged to be actively involved in maintaining a healthy and safe environment.
- (3) Cooperation between the employer and workers is desirable in developing and maintaining healthy and safe workplaces.
- (4) The prevention of accidents, injury and occupational illness should be an integral consideration for all workplace activities.

- (5) An internal responsibility system, recognizing the roles of everyone in the workplace including workers, supervisors, employers is the key to an effective health and safety program.

4. **KEY REQUIREMENTS - OHSA:**

- (1) Section 25(2) (i), of the *OHSA* requires the employer to post a copy of the *OHSA* and any explanatory material prepared by the Ministry of Labour, both in English and the majority language of the workplace, outlining the rights, responsibilities and duties of workers.
- (2) In addition to preparing, developing and maintaining an occupational health and safety policy, an employer must post this policy at a conspicuous location in the workplace, as required by section 25(2)(k).
- (3) Each of the workplace parties must comply with the minimum duties set out under the *OHSA* and other applicable regulations. Specifically, employers must comply with sections 25 and 26 of the *OHSA*, supervisors with section 27 *OHSA* and workers with section 28 *OHSA*.
- (4) The need to supplement these minimum requirements must be determined in light of specific workplace situations that may change and impact worker health and safety. As required under section 25(2) (h) of the *OHSA*, the employer shall take every precaution reasonable in the circumstances for the protection of a worker.
- (5) All workers (which may include managers and supervisors) must receive information, instruction and supervision on their health and safety at the workplace consistent with section 25(2)(a) of the *OHSA*.

5. **BOARD EXPECTATIONS:**

The Greater Sudbury Police Services Board expects the Police Service to provide for the following:

- (1) Ensure the specific safety measures and procedures are followed through adequate supervision.
- (2) Establish an effective internal responsibility system, whereby everyone clearly understands their responsibilities regarding the occupational health and safety of workers.
- (3) Involve all workers in health and safety through an effective health and safety committee where required.
- (4) Make the *Joint Health and Safety Committee* aware of safety reports, audits and hazards that a manager, supervisor or worker may be aware of, consistent with the internal responsibility system.

- (5) Provide ongoing training to heighten worker awareness of known and emerging health and safety hazards and maintain job skills and knowledge.
- (6) Review training reports to ensure training is meeting the needs of the safety program.
- (7) Develop and maintain open communication between all levels in the police service to encourage worker participation in the Police Service's health and safety program.
- (8) Annually review the police service's health and safety policy, program and operating procedures to maintain safety performance and ensure that the up-to-date policy is posted in a conspicuous place in the workplace.
- (9) Confirm workplace health and safety goals and monitor occupational health and safety reports on a regular basis or as the need arises.
- (10) Consult with all levels of the organization to ensure the health and safety program is effective and make changes as required.

6. BOARD EXPECTATIONS FOR SUPERVISORS:

- (1) The Board expects supervisors to play a role in the implementation of the occupational health and safety program in the work areas under their supervision.
- (2) Further, the Board expects police supervisors to:
 - (a) Comply with all applicable legal duties imposed under the *OHS*A and the regulations. Specifically, supervisors must comply with the obligations found in section 27 of the *OHS*A, which include taking every precaution reasonable in the circumstances for the protection of a worker.
 - (b) Address all health and safety complaints/recommendations without undue delay.
 - (c) Ensure that workers work in the manner and with the protective devices, measures and procedures required by the *OHS*A and its applicable regulations.
 - (d) Ensure that workers use or wear equipment, protective devices or clothing that the worker's employer requires to be used or worn.
 - (e) Ensure that workers are advised of potential or actual danger of which the supervisor is aware.
 - (f) Document and investigate all reported accidents and take appropriate corrective action, within their authority, to prevent a recurrence.

7. **BOARD EXPECTATIONS FOR WORKERS:**



- (1) The Board expects all workers to play a role in the implementation of the occupational health and safety program at the workplace.
- (2) Further, the Board expects all workers to:
 - (a) Comply with all applicable requirements of the *OHSA* and the regulations. Specifically, workers must comply with the legal obligations found in section 28 of the *OHSA*.
 - (b) Report any hazardous conditions to their immediate supervisor.
 - (c) Report any contraventions of the *OHSA* to their immediate supervisor.
 - (d) Not work or operate any equipment that may endanger the worker's safety or that of another worker.
 - (e) Not engage in pranks or feats of strength that may endanger the worker or other workers.
 - (f) Wear and care for protective devices and clothing provided by the employer, as instructed.
 - (g) Inspect their workplaces to identify and correct safety hazards within their authority and to make other hazards that they cannot correct known to the appropriate level of management.
 - (h) Not remove protective devices or make them ineffective when they are required by the regulations or by the Board unless an adequate temporary protective device is provided.

8. **CHIEF OF POLICE:**

To support this policy, the Chief of Police shall establish procedures that are consistent with this policy and comply with Sections 25, 26, 27 and 28 of the *OHSA* which outline the duties of employers, supervisors and workers under the *Act*.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: October 9, 2019
PUBLIC	
SUBJECT: CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Invest in Community's Future	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

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

\$1,500 in support of the 2019 'Art on the Go' Outreach Program

\$1,000 in support of the 2019 ODSP 'Keeping Them Warm' Program

\$1,000 in support of the 2019 Lions 'SuperSTARS Vocal Competition'

\$500 in support of the 2019 'Santa Shuffle'

BACKGROUND:

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

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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.

CURRENT SITUATION:

A number of requests for funding consideration from the Chief's Youth Initiative Fund have been received.

2019 'Art on the Go' Program – Art Gallery of Sudbury – \$1,500

The Art Gallery of Sudbury is a not-for-profit organization and an active collaborator in the artistic and cultural development of the City of Greater Sudbury. In partnership with the Sudbury District Nurse Practitioners Clinics, the Art Gallery offers creative support to youths who are experiencing economic hardships. They will provide outreach workshops that allow participants to engage in dialogue, explore their artistic talents in a non-judgmental and safe space, and help foster a sense of personal accomplishment.

2019 Keeping Them Warm Program (ODSP) – \$1,000

The Ministry of Community and Social Services and Ontario Works Sudbury started a program in 2006. A Committee of volunteers provide necessary items of clothing such as shoes and winter jackets for at least 60 children up the age of 16 years who would not normally have this opportunity. The group has previously partnered with Walmart in the South End to host the shopping event. After shopping, the children are treated to a visit to Science North and a Wrap Up party with Santa, volunteers, and parents/guardians. This event is scheduled for November 15, 2019.

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2019 Lions ‘SuperSTARS Vocal Competition’ – \$1,000

Cafe-Musique Productions Rayside Balfour is a not-for-profit organization recognized as a community leader in performing arts and attracting local performers and audiences from near and far. The group promotes Canadian and local history and opportunities for showcasing local artists. They have previously assisted in funding the SuperSTARS Vocal Competition and hope to create it a self-funded event.

The arts such as singing dancing, acting, and playing instruments keep youth engaged in opportunities that help build skills and esteem. Through generous sponsorship, the programs are accessible to all youth regardless of income and there is no charge for to participate. The Lions SuperSTARS Vocal Competition to be held in October 20, 2019 at the Lionel E. Lalonde Centre in Azilda.

2019 ‘Santa Shuffle’ Fun Run and Elf Walk – \$500

Each year, the Salvation Army and the Running Room host the Santa Shuffle Fun Run and Elf Walk that raises funds to assist families and individuals in need at Sudbury Cedar Place and Women and Family Shelter during the Christmas season and throughout the year.

The annual 5K Fun Run & 1K Elf Walk brings families and friends together. The event is being held in Sudbury on December 7, 2019 starting at College Boreal. All money raised locally will remain to support Sudbury organizations.



October 20, 2019 at 1 p.m.

le 20 octobre 2019 à 13 h

Centre Lionel E. Lalonde Centre

Auditions

Cousin Vinny's Chelmsford

September 14, 2019 at noon

le 14 septembre 2019 à midi

Cousin Vinny's Hanmer

September 15, 2019 at noon

le 15 septembre 2019 à midi

To register

Pour vous inscrire

705.983.4297 / garyjm@sympatico.ca

Juniors, age 12 and under — Teens, age 13-19 (as of October 20, 2019)

Juniors, 12 ans et moins — Ados, 13-19 ans (au 20 octobre 2019)

Prizes in each category

1st place: \$500

2nd place: \$250

3rd place: \$125

Each contestant receives an award

Prix dans chaque catégorie

1^{er} place: 500 \$

2^e place: 250 \$

3^{ème} place: 125 \$

Chaque concurrent reçoit un prix

Host / Animateur



PRODUCED BY
PRODUIT PAR



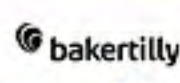
Tickets / Billets: \$10

Tickets can be purchased at the following outlets: / Les billets peuvent être achetés aux points de vente suivants :
Caisse Pop (Azilda & Chelmsford) — G&P Confectionary (Azilda & Chelmsford) — Esquire Fashions (Place Bonaventure Mall)

garyjm@sympatico.ca

www.cafeheritage.ca

705.983.4297



Chartrand Independent, Club 501, Stackhouse Pizza, Don's Potatoes





Giving
Hope
Today

Santa Shuffle

Fun Run & Elf Walk



December 7, 2019





Sponsorship Opportunities





GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: October 9, 2019
PUBLIC	
SUBJECT: BOARD TRUST FUND REQUEST FOR FUNDING	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Invest in Community's Future	
Recommended by: Sharon Baiden Chief Administrative Officer 	Approved by: Paul Pedersen Chief of Police 

RECOMMENDATION:

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

\$2,000 in support of the 2019 United Way – Sudbury Campaign

\$300 in support of the 2019 'Keeping Seniors Warm' Initiative

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.

2018 United Way – Sudbury Campaign – \$2,000

The United Way is a non-profit organization that campaigns to raise and distribute money to an important network of charities and local groups that are doing great work to address community issues and problems. The United Way – Sudbury and Nipissing Districts has been active in our community since 1982. Money raised stays in the community to support organizations and worthwhile programs

The organization was founded on the principle of mobilizing others to solve community problems. Their responsibility is to embody the value of community and, in our actions, to model the values we ask others to share. A number of agencies in Sudbury receive United Way Funding some of which include Better Beginnings Better Futures, Carrefour francophone, Learning Disabilities Association of Sudbury, March of Dimes, Meals on Wheels, and YWCA Sudbury – Genevra House. They also have a new program in partnership with Wolves United – United Five.

2018 ‘Keeping Seniors Warm’ Program – \$300

The Donovan Elm West Community Action Network (DEW CAN) and the City of Greater Sudbury Seniors Advisory Panel organized a program to provide winter clothing and blankets to seniors 50 years and older in need in our community for the upcoming winter weather. The seniors will be accompanied by Police personnel to shop on October 17, 2019.

Donations to the fund are gratefully being managed by the St. Joseph’s Foundation.

POVERTY TO POSSIBILITY

19 TARGETED PROGRAMS
DELIVERED BY
13 FUNDED PARTNERS

Poverty is complex. It's not always easy to identify. Many people struggle in silence. Poverty can affect anyone, from children to seniors, in neighbourhoods across our community.

Our Commitment

To work in partnership with our community providing the foundational building blocks of a good life. Our investments help ensure that essential services including emergency shelter, food, employment, financial sustainability, support, and training programs are available to all people who are struggling.

Your support makes a difference. In 2018:

68,351

nutritional meals were provided to help improve food security

2,887

individuals accessed emergency supports to help meet basic needs including shelter and clothing

1,470

individuals participated in workshops that helped build resiliency, confidence, and relevant life skills

2,098

individuals utilized transportation supports that connected them to community services

18,008

crisis interventions were provided to vulnerable people through street outreach

BUILDING STRONG COMMUNITIES

22 TARGETED PROGRAMS
DELIVERED BY
20 FUNDED PARTNERS

Many people find difficulty in connecting with essential community services. They don't know where to turn, or, that help is even available. These barriers are often amplified for seniors, people living with disabilities, newcomers, and people struggling with mental illness.

Our Commitment

The foundation of a strong community starts with a network of essential services and supports. Our targeted investments help to ensure that counselling, crisis intervention, mental well-being supports, multi-cultural training sessions, and engagement opportunities are available, locally.

Your support makes a difference. In 2018:

232

individuals with learning or physical disabilities accessed supports including assistive devices, educational, and recreational activities reducing stress and isolation

2,765

people accessed coaching and counselling services to improve their sense of security and well-being

40

volunteers received mental health first-aid training certification, improving their ability to recognize changes in behaviour and provide support to people who are struggling

1,778

women and children who were victims of domestic/partner violence found safety and security

ALL THAT KIDS CAN BE

40 TARGETED PROGRAMS
DELIVERED BY
30 FUNDED PARTNERS

Children and youth are one of our community's greatest assets. While their potential is limitless, many struggle with food insecurity, mental illness, and lack of early-year supports that affect their everyday lives. All children deserve a great start in life, the supports to help them do well in school, and reach their potential. By decreasing barriers and increasing supports, we help our kids thrive today, tomorrow, and in the future.

Our Commitment

To invest in the most promising programs that lay the foundation for lifelong success including mental well-being, school readiness, recreational activities, and leadership development opportunities.

Your support makes a difference. In 2018:

2,193

parents or guardians participated in programs that helped enhance their capacity to support their children's development

83

children and youth were encouraged, empowered, and supported by a caring mentor

4,000+

youth participated in free or subsidized social, physical, and recreational programs, including arts and camp, to improve their sense of belonging, self-esteem, and their skill development

1,000+

students participated in workshops, and educational opportunities targeted to mental well-being

4,355

at-risk youth accessed places and spaces that provided safety, security, and acceptance

Keep Seniors Warm





**GREATER SUDBURY
POLICE SERVICES BOARD**

**REPORT FROM THE
CHIEF OF POLICE**

September 2019

LEGISLATIVE UPDATES (*excerpts from Ministry Correspondence*)

Final Federal Regulations for the Production and Sale of Cannabis Edibles, Extracts and Topicals

An update was received further to the June 14, 2019 Health Canada announcement on amendments to the *Cannabis Regulations* setting out the rules governing the legal production and sale of cannabis edibles, extracts and topicals.

On October 17, 2019, regulations under the *Cannabis Act* (Canada) will be amended to add new classes of cannabis (edibles, extracts and topicals). Once the *Cannabis Regulations* are amended, the Ontario Cannabis Retail Corporation (Ontario Cannabis Store) will be able to purchase these new classes of cannabis and sell them online. As the province's exclusive wholesaler, the Ontario Cannabis Store will then be able to distribute these products to cannabis retail stores licensed by the Alcohol and Gaming Corporation of Ontario, and these stores will also be able to sell these products. Prohibitions under the *Cannabis Control Act, 2017*, will apply to these new classes of cannabis (e.g., the prohibition of transporting cannabis in Section 12 of the Act).

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Raised Speed Limits

The Ministry of Transportation (MTO) announced changes regarding the raised speed limits in certain areas on a trial basis.

As of September 26th, 2019, the Ministry of Transportation (MTO) implemented a two-year pilot to raise speed limits above the current maximum of 100 km/h to 110 km/h on three sections of Ontario highways. The three pilot corridors are:

- Highway 402, London to Sarnia (84 km)
- QEW, Hamilton to St. Catharines (39 km)
- Highway 417, East of Ottawa to Quebec/Ontario border (100 km)

These are sections of freeway that do not require infrastructure improvements to accommodate a speed of 110km/h, have an average interchange spacing of 3 km or greater, and do not experience congestion regularly.

In addition to that regulation prohibiting driving at a rate of speed of 50 km/h or more over the posted limit which has remained unchanged. It is also now prohibited to drive at a rate of speed of 150 km/h or more.

Electronic Proof of Auto Insurance (EPAI)

In the 2019 Ontario Budget, the government committed to “Bringing electronic proof of auto insurance to Ontario drivers and allowing for more competition in the auto insurance market.”

The Compulsory Automobile Insurance Act (CAIA) requires insurers to issue an insurance card to their automobile insurance policyholders in a form approved by the Chief Executive Officer (CEO) of the Financial Services Regulatory Authority of Ontario (FSRA).

On September 5, 2019, the government announced that the FSRA has approved the use of electronic proof of auto insurance (EPAI) in Ontario, effective immediately. As a result, insurers may now provide electronic insurance cards that serve as proof of auto insurance on a mobile device. Consumers now have the option of keeping an electronic insurance card on their mobile device instead of, or in addition to, a paper version.

Centre of Forensic Sciences – Toxicology Section Court Testimony and Letter of Opinion Acceptance Criteria

The Centre of Forensic Sciences (CFS) Toxicology Section has made changes to its procedures regarding court testimony and the acceptance criteria for letters of opinion (LOP) effective immediately.

In recognition of the operational demands within the Toxicology Section, increasing requests for viva voce evidence, the limited availability of toxicologists, and to ensure service delivery throughout the province, police services are being asked to comply with prescribed timelines.

Crime Prevention Week 2019 – Provincial Theme and Approach

The Ministry has announced that this year, the week of November 3 to 9, 2019, has been designated Crime Prevention Week in Ontario. Crime Prevention Week provides an opportunity to showcase the successful collaborative efforts between police services and community organizations as they work towards the common goal of preventing crime and creating safe, resilient communities across Ontario.

This year’s provincial theme is “Preventing Crime, Protecting People.” The theme enables police services to promote the benefits of not only a justice response, but a holistic community approach to addressing local crime and issues related to safety and well-being. It is important that the police continue to leverage the strengths of community partners to enhance frontline responses and ensure those in need receive the right response, at the right time, and by the right service provider. Everyone plays a role in preventing crime and keeping Ontarians safe!

As in previous years, the ministry will use social media during Crime Prevention Week to showcase various local initiatives that promote a collaborative approach to crime prevention and overall community safety and well-being (e.g., Mental Health Crisis Response Teams, Situation Tables). GSPS will once again be a proud participant and more details will follow.

EVENTS

Throughout the month of September and October to date, the Service participated in several events in the community including:

- ✓ **Indigenous School of Social Work – Laurentian University** – September 4 student orientation
- ✓ **Art Gallery of Sudbury** – Indigenous Art Exhibit unveiling
- ✓ **Annual Terry Fox** run was launched at Grace Hartman Amphitheatre on September 15
- ✓ **Take Back the Night March** – September 19
- ✓ **Ride to Remember Kick-off Ceremony** in London as part of National Police and Peace Officer Memorial September 25
- ✓ September 26 marked the second annual **Home Run for High Schools Tournament** which is the Rick MacDonald Slo-pitch hosted a tournament for 20 elementary schools, which was a success.
- ✓ **Luncheon of Hope in Support of Breast Cancer Awareness** – on September 27, Administration and the Police Association shared a table for the Luncheon of Hope in Support of Breast Cancer Awareness.
- ✓ **Canadian Blood Services** – once again this year, several members of GSPS participated in the Canadian Blood Services Life Bus in support of the importance of being a donor.
- ✓ **United Way Campaign** – the 2019 United Way Campaign kicked off and is now well underway with the Service as a proud participant again this year.

MOBILE PD APP LAUNCH

The Service launched our Mobile PD App on September 16. This application allows anyone with who owns an Apple or Android device to stay connected and know what's going on with police in the community. Through the app, members of the public can do on line reporting. The GSPS website can also be accessed which includes jobs and opportunities and information about policing. There are also important links to key contacts including 3-1-1 and 2-1-1 which are both provincial and municipal access services.

This provides the community with access to see what the police are doing on a regular basis. The first icon that can be seen is the “Alerts Icon” which brings live time access to situations that are emerging in the community. This would include information on missing persons, a bomb threat, evacuation due to a gas leak, a barricaded person or matters that are risks to public safety.

The app also allows direct following on police social media platforms such as Facebook, Twitter and Instagram. There is no charge to the App and no personal information is collected at any time. Use is anonymous and there is no registration or sign up.

There will be an opportunity to download the App on phones during the Board Meeting followed by a brief demonstration.

POLICY ON ELIMINATING RACIAL PROFILING IN LAW ENFORCEMENT

The Ontario Human Rights Commission has released its policy on eliminating racial profiling in law enforcement. For many years, Canadian courts and human rights tribunals have recognized that racial profiling exists, affects people from Indigenous and racialized communities, and is contrary to the Charter and human rights laws, including the Code.

The new policy has been designed to identify and prevent both individual and systemic racial profiling in law enforcement. It is meant to be a resource, primarily for law enforcement authorities. The OHRC defines racial profiling as “any act or omission related to actual or claimed reasons of safety, security or public protection, by an organization or individual in a position of authority, that results in greater scrutiny, lesser scrutiny or other negative treatment based on race, colour, ethnic origin, ancestry, religion, place of origin or related stereotypes”.

This definition of racial profiling also includes “racial under-policing, which refers to the failure to take appropriate action to protect the safety or security of an individual or group of people based on race, colour, ethnic origin, ancestry, religion, place of origin or related stereotypes, rather than proper investigations or preventative actions”.

The National Inquiry into Missing and Murdered Indigenous Women and Girls found many examples of racial under-policing.

Racial profiling undermines trust in public institutions. The report stated the police practice hurts black, Indigenous and other racialized communities.

This has been especially demonstrated where there is clear link between public confidence in law enforcement and public safety. People are less likely to cooperate with investigations and provide testimony in court if they have negative perceptions of law enforcement.

Racial profiling can happen at any stage of decision-making by law enforcement authorities. It may result from an individual’s explicit or implicit bias based on conscious or unconscious stereotypes, personal prejudice or hostility toward Indigenous or racialized people.

The recommendations in the report include acknowledging the problem, collecting data on police stops and independent accountability.

As President of the OACP, I have spoken to the new policy. While the Ontario Associations of Chiefs of Police welcome the report and want to ensure that it isn't something that sits on a shelf. The Chiefs want to ensure that it is operational across the province, noting that there are some problems with the recommendations put forward. The challenge is that each police service is on a different continuum with respect to dealing with eliminating racial profiling and preventing racial profiling. One recommendation includes police service starting to collect race-based data.

In obtaining the data about who we are stopping and when and from what community or culture does that person come from, one might think collecting that data is simple but it's not. The difficulty arises when people have multiple cultures within their own family. It is a difficult question to ask without offending the individual moreover, these are questions that police typically would not ask specifically. Police tend to describe individuals using visual physical descriptors.

Not all the recommendations can easily be put into practice. As noted some of them have challenges. For example some of them intersect with labour laws and the police discipline process. We are committed to working with the commissioner and she's open to our assistance.

One issue to follow up on will be with the recommendation that all police officers wear body cameras. This will be a challenge to police services depending on size, budgets and the capacity for handling electronic digital evidence. "I think you can only imagine what a challenge that is depending on the size of the police service, the budget of the police service and the capacity of the police service to handle digital evidence.

In my capacity as President of the Ontario Association of Chiefs of Police, in the coming months I will be working with the Human Rights Commission on operationalizing this very important policy.

OACP BOARD OF DIRECTORS MEETING - SUDBURY

On September 17 and 18 the OACP Board of Directors Meeting was held in Sudbury. As usual many topical items were addressed that are impacting policing at the present time.

OACP CEO DAY

Deputy Weber and I attended the OACP CEO Day in Toronto September 20. The session opened with a government relations and OACP Update.

Key presenters included New Policy on elimination racial profiling, by the Ontario Human Rights Commissioner Chief Commissioner Renu Mandhane; Amber Alert Overview by Staff Sergeant Stacey Whaley and Jenna Thomson, Strategic Communications Officer, Ontario Provincial Police; Building Individual and Organizational Resiliency – Police Mental Health Dr. Katy Kamkar, CAMH; a presentation on Ontario Independent Police Review Director at, by OIPRD Director Sylvana Capogreco; and, wrapped up with a roundtable discussion on topic issues.

CANADIAN POLICE KNOWLEDGE NETWORK CONFERENCE

I attended Canadian Police Knowledge Network Board of Directors Meeting and Annual Conference held in Stanhope PEI October 1 to 3. I also served on a Chief's panel addressing the topic of the Value of Police Training. Many good presentations were delivered and covered topics such as neuroscience in learning, the value of evaluating training and tools to use, changing leadership and the realities of a changing workforce, technology to support training and the use of learning management systems, police competencies and mandatory police training. Overall the conference sessions were excellent.

REPORT OF THE EXPERT PANEL ON POLICE OFFICER DEATH BY SUICIDE

In November, the Members of the Ontario Chief Coroner's Expert Panel on Police Officer Deaths by Suicide released their Report. The panel was convened following nine deaths by suicide among serving and retired officers in the province of Ontario during 2018. At the request of the Office of the Chief Coroner of Ontario, an expert panel was initiated to conduct a review.

The panel consisting of eight members convened in June 2019. The paper examines a number of areas including risk indicators and potential targets for intervention to prevent suicide. Several characteristics unique to policing that may place all police members at greater risk including mental health challenges are also identified. The paper also introduces and discusses seven pathways to better outcomes which include the normalization of mental health issues, the need to strengthen organizational and clinical supports, to protect the strong sense of identify that police members value, to more actively inform and engage police members' families and outside supports, and to better unify and align the tremendous efforts at improvement that are already underway across the policing and mental health systems. The papers articulate fourteen main recommendations which contain a total of thirty-six actions and specifications.

The first step is the formation of an Ontario Police Member's Mental Health Collaborative to serve as a standing body that will initiate, guide, monitor and report on a comprehensive action plan for Ontario. Copies of the full report will be distributed at the meeting.

DIVERSITY ADVISORY COMMITTEE

The Service is accepting applications from community members and community organizations interested in participating on the Police Diversity Advisory Committee (DAC). This Committee is dedicated to providing information and advice to the Office of the Chief of Police with respect to matters relating to race relations and multiculturalism within the City of Greater Sudbury and the policing profession. This is an excellent team of advisors to the Service. DAC members have also participated as external representatives on our promotional interview panels.

Members are specifically responsible to:

- Enhance, enrich, and when required establish positive connections between the office of the Chief of Police and the multiracial/multicultural communities within the City of Greater Sudbury;
- Provide counsel to the office of the Chief of Police on matters related to multiracial/multicultural communities within the City of Greater Sudbury;
- Assist in the assessment of the implementation of the employment equity plan and development of strategies to promote equitable multiracial/multicultural representation throughout the various positions within the Greater Sudbury Police Service;
- Assist in the assessment and development of the promotional processes to ensure fair opportunity for all Greater Sudbury Police Service members to pursue personal career goals;
- Assist in the assessment of operational policies to ensure inclusivity is evident;
- Promote events that will support the purpose of Greater Sudbury Police Diversity Advisory Committee;
- Continue efforts to promote inclusivity and build healthy relationships with students and new comers new to our community.
- Encourage open dialogue with members of the multiracial/multicultural communities and the Greater Sudbury Police Service.

ORANGE SHIRT DAY

GSPS supported Orange Shirt Day on Monday, September 30th. This is a day dedicated to Honour Survivors of Residential Schools and those who have not. Many GSPS members wore Orange Shirts and pins to honour and remember survivors of Residential Schools and to reaffirm the commitment to reconciliation.

INDIGENOUS HOMELESSNESS FORUM

Constable Shannon Agowissa, our Aboriginal Liaison Unit Officer, attended Vancouver, British Columbia as an invited guest of the N'Swakamok Native Friendship Centre's Community Advisory Board for their Homelessness Committee. There speakers from all over Canada which provided great learning opportunities in a variety of situations as well as the struggles of being an Urban Indigenous Person.

ABORIGINAL COMMUNITY POLICE ADVISORY COMMITTEE 20TH ANNIVERSARY

GSPSs Aboriginal Community Police Advisory Committee will celebrate its 20th Anniversary on November 2nd, 2019 from 1:30 pm to 4pm at Shkagamik-Kwe Health Centre, 105 Elm Street. A group of ACPAC members are leading the planning. More details will follow in the coming weeks.

2019 CANADIAN POLICE AND PEACE OFFICERS MEMORIAL SERVICE & NATIONAL PEACE OFFICERS MEMORIAL RUN

Once again, GSPS had an excellent turnout at the Canadian Police and Peace Officers Memorial Service held in Ottawa on September 29. This year saw record numbers from Sudbury attending. This is an annual event that has been commemorated since September 24, 1998 when the Canadian Government officially proclaimed the last Sunday of September of every year as Police and Peace Officers National Memorial Day. This day marks an opportunity for Canadians to honour police and peace officers who have sacrificed their lives in the line of duty while keeping our communities safe.

The Memorial Service keeps officers' memory alive and to ensure that the magnitude of their sacrifice will never be forgotten. Members from all ranks and positions within the Service attended. The weekend included our traditional welcome reception and Memorial March to Parliament Hill for the commemorative service. This year marked the 20 year anniversary of Sergeant Rick McDonald's death, so certainly had special meaning to GSPS members in attendance.

The National Peace Officers Memorial Run was established in 2005 when the Peel Regional Police running team, The Pacers, decided to raise awareness for the annual Police and Peace Officers Memorial Service. The running team wanted to create a way of raising awareness and at the same time pay tribute to those officers who had so valiantly given their lives in service of their Community and Country. This event now forms an integral part of the weekend with teams entered from Police Services across Canada. Sudbury once again participated and proudly ran in support of fallen comrades. The run culminated in a final leg 7 kilometer run to Parliament Hill. Additional runners from GSPS joined in for this final piece proudly joining colleagues from across the province.

OCTOBER BREAST CANCER AWARENESS MONTH

The Canadian Cancer Society has declared October each year as the time to highlight the importance of breast cancer awareness, education, and research. As part of the 2019 program to raise awareness in the fight against breast cancer and encourage support, pink epaulettes are being worn by members in uniform. Bracelets were also purchased to show support for this very important cause which are worn by civilian and non-uniform members for a donation of five dollars.

SISTERS IN SPIRIT

‘Sisters in Spirit’ is an annual event always held on October 4 to honour and remember those Indigenous lives lost and stolen. Tom Davies Square saw the gathering of many to honour the lives of missing and murdered indigenous women, girls and gender diverse people. This marked the 8th year for the Sisters in Spirit event in Sudbury. A red dress serves as a symbol of all the women who are no longer here and red dresses are hung at different times throughout the year. This event is an excellent opportunity for bringing awareness to the issue.

The event began from the Native Women’s Association of Canada to bring awareness to Missing and Murdered Indigenous Women, Girls, and Gender Diverse people. The Service also paid their respects by lowering the main headquarters flag staff to half-mast in honour of those lives lost.

PASSING SERGEANT TODD LEFEBVRE

Members of the Service are mourning the loss of Sergeant Todd Lefebvre who lost his life to cancer at the age of 51 on September 27.

Todd began service in law enforcement as an OPP auxiliary member. In 1994 he joined Greater Sudbury Police Service as a constable. He served with pride and distinction receiving his twenty-five year Exemplary Service milestone this year.

His remarkable career with GSPS included the last eight where he held the rank of Sergeant providing supervisory excellence to our members and leadership to the community. He was assigned to various areas within the Service spending the majority of his career in Patrol Operations. He is described by colleagues as professional, organized and very aware of the needs of all involved” Also, victims described him as “professional and of good judgement in dealing with us”.

He was everything a police officer can be – highly motivated, hardworking, dedicated, sincere, dependable, empathetic, and a trusted friend. His dedication and enthusiasm was contagious. Particularly during recent years of his illness, he remained a loyal colleague coming to work with a smile on his face ready to lend a helping hand always.

While juggling the responsibilities of being a father, a role model police officer, he also gave endless hours to his community through volunteering as a coach with Sudbury Miners Special Olympics Floor Hockey, several Ringuette teams, Joe MacDonald Football League and OPP Strickeforce Hockey. He was also a well costumed participant in our annual Polar Plunge that affectionately earned him the nickname ‘Shrek’!

Todd lived with his illness with dignity and was a steadfast role model for positivity throughout his career. He was a mentor to many here. His empathetic ear and willingness always to help served him well as member of the Service’s Peer Support Team.

Todd will always be remembered for his warm smile, optimistic attitude, and dedication to everything he did. He was a true gentleman through and through.

At our May Annual Gala awards Ceremony, Todd was presented with the inaugural and distinguished Community Champion Award such a deserving recipient. He dedicated his life to protecting and serving our community while also a faithful husband, father, son, brother, uncle, friend, volunteer and colleague.

Todd truly leaves a legacy for all of us here at GSPS.

REMEMBERING CONSTABLE JOSEPH (JOEY) MACDONALD

October 7 marks the tragic loss of Constable Joe MacDonald. Twenty six years ago on that date while on general patrol, 29 year old Constable Joseph MacDonald conducted a traffic stop. Unbeknownst to the officer, the two men occupying the vehicle were wanted by police. As he approached the vehicle, the two males exited the stopped vehicle resulting in a violent physical altercation and the exchange of gunfire. Constable Joseph “Joey” MacDonald was fatally shot and lay beside his empty service revolver.

Following Joey’s tragic death, a state of the art digital encryption radio system was installed to ensure private and confidential radio communication. Following, the transition from the revolver to the pistol for police use province-wide was initiated by government.

Joey’s impact on our community will live on through the Joe MacDonald Youth Football League which was named in his honour in 1994 to recognize his contributions to Sudbury. He left a lasting legacy and has had many honourable tributes in his name. Members fondly remember their fallen comrade with honour and dignity.

POLICE RECRUITMENT – BECOMING A COP

September 14, the Service hosted Becoming a Cop at Cambrian College. The event was well attended by those interested in a career in policing. The day opened with keynote motivational speaker Jean-Gilles Larocque from the Baseball Academy and Bishop Alexander Carter.

The balance of the day included information workshops on resume writing, interviewing techniques, physical fitness testing and resources to assist with the components of applicant testing and many networking opportunities with police personnel.

The day was well attended and received by potential applicants with the Service.

2020 BUDGET

The 2020 Budget is being assembled and will be unveiled to the Board on October 16. There will be a follow up special board meeting dedicated specifically for comprehensive budget deliberations. The Board has been invited to present to Council on November 19, 2019.