



**GREATER SUDBURY POLICE SERVICES BOARD  
WEDNESDAY, MAY 18, 2022, 10 A.M.  
Alex McCauley Boardroom/Zoom**

**PUBLIC AGENDA**

<b>ITEM</b>		<b>MOTION</b>	<b>PAGE(S)</b>
1	<b>Motion to Meet IN CAMERA</b>	<b>Motion</b>	
2	<b>Matter Arising From In Camera</b>		
3	<b>Roll Call</b>		
4	<b>Declarations of Conflict of Interest</b>		
5	<b>Adoption of Minutes – April 20, 2022, and May 13, 2022</b>	<b>Motion</b>	
6	<b>Accept Consent and Discussion Agenda – May 18, 2022</b>	<b>Motion</b>	
<b>CONSENT AGENDA</b>			
	Notes of Appreciation		1
<b>DISCUSSION AGENDA</b>			
<b>Reports</b>			
	Provincial Human Trafficking Intelligence-Led Joint Forces Strategy (“IJFS”) Project	<b>Motion</b>	2-4
	Equity, Diversity, and Inclusion (EDI) Internship	<b>Motion</b>	5-7
	2022 Police Week		8-18
	Right to Disconnect Policy		19-26
<b>Staffing Reports</b>			
	Staffing/Deployment Update	<b>Motion</b>	27-28
<b>Financial Reports</b>			
	Donations Requests	<b>Motion</b>	29-31
	Financial Update January-March 2022	<b>Motion</b>	32-34
	2023-2024 Budget Forecasting	<b>Motion</b>	35-37
	Governance Report Board Audit		38-45
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**Report from the Chief**

46-64

**New Business**

**Date of Next Meeting**



Wednesday, June 29, 2022

**Adjournment**

**Motion**



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 11, 2022</b>
<b>PUBLIC</b>	
<b>SUBJECT: NOTES OF APPRECIATION</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Our Members & Our Inclusive Workplace <b>Goal:</b> 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by: Sharon Baiden Chief Administrative Officer 	Recommended by: Paul Pedersen Chief of Police 

## RECOMMENDATION:

### FOR INFORMATION

An Email was received from Health Sciences North Emergency Department expressing sincere appreciation for the rapid response to a situation involving a patient. The quick response of officers ensured the safety of all and avoided serious injury. Staff were also grateful for the calm and reassuring approach which helped defuse the tension surrounding such an event in a crowded department.

An email of appreciation was sent from a motorists who was travelling on Paris Street travelling north towards downtown when her tire and rim fell off her vehicle in the vicinity just past Science North. This incapacitated her vehicle in busy traffic. Two Officers stopped to check on her well-being. She wrote in to express her sincere gratitude and thanks.



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 11, 2022</b>
<b>PUBLIC</b>	
<b>SUBJECT: THE PROVINCIAL HUMAN TRAFFICKING INTELLIGENCE-LED JOINT FORCES STRATEGY (“IJFS”) PROJECT</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal:</b> 1 - Strengthen partnerships & provide collaborative response as part of sustainable CSWB & Road Safety	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

## RECOMMENDATION:

**THAT the Greater Sudbury Police Services Board enters into an Agreement with the Solicitor General – Ontario Provincial Police for funding in support of the Provincial Human Trafficking Intelligence-Led Joint Forces Strategy in the amount of \$217,090.**

## BACKGROUND:

In 2020, the Solicitor General launched the Provincial Human Trafficking Intelligence-Led Joint Forces Strategy (IJFS). This integrated model has been developed to proactively conduct intelligence gathering, intelligence analysis, investigations, disruptions, and assist in prosecutions of multi-jurisdictional human trafficking organizations across the Province of Ontario.

The funds are used to fund a Human Trafficking Investigator and a Human Trafficking Intelligence Analyst who will be employed directly with GSPS. The positions for which the funding is utilized is dedicated to investigative activities undertaken as part of the Provincial Human Trafficking Intelligence-Led Joint Forces Strategy (IJFS) which are detailed in an Operational Memorandum of Understanding amongst the participating agencies.

This Strategy is showing highly positive results in its effort to combat human trafficking through an intelligence-led joint forces team from police agencies across Ontario. This is to assist in the

**SUBJECT:  
THE PROVINCIAL HUMAN TRAFFICKING INTELLIGENCE-LED  
JOINT FORCES STRATEGY (“IJFS”) PROJECT**

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prosecutions of multi-jurisdictional human trafficking organizations across the Province of Ontario.

This funding is designed to support agencies in their efforts with proactive investigation and prosecution of multi-jurisdictional human trafficking organizations.

The Service has been receiving funding for the past two years under this Strategy.

**CURRENT SITUATION:**

The Service has just been advised that it will be receiving an allocation for a third year. While it is envisioned that this grant will be in effect for a total of five years, Agreements are being issued for one year periods coincident with the Provincial Government fiscal year. In support of the Provincial Human Trafficking Intelligence-Led Joint Forces Strategy (IJFS), the Service will also be the recipient of funds to carry out the work associated with the project.

Funds will be used to offset the salaries associated with a Human Trafficking Investigator and a Human Trafficking Analyst as detailed below:

<b>Greater Sudbury Police Service</b>	<b>#of members</b>	<b>Funding Fiscal Year 2022/ 2023</b>
<b>Contribution for funding a Human Trafficking Investigator</b>	1	122,090.00
<b>Contribution for funding a Human Trafficking Analyst</b>	1	95,000.00
<b>TOTAL</b>	<b>2</b>	<b>217,090.00</b>

This funding is designed to support agencies in their efforts with proactive investigation and prosecution of multi-jurisdictional human trafficking organizations.

As with all grants, GSPS provides the Province with Progress (Program Results) Reports and Statistical Reports undertaken during the term of this Agreement to include:

- The number of human trafficking offences Reported to the Police.
- The increase in Police capacity to respond to identify and respond to human trafficking offences. The number of proactive investigations focused on investigating human trafficking groups.



<b>SUBJECT: THE PROVINCIAL HUMAN TRAFFICKING INTELLIGENCE-LED JOINT FORCES STRATEGY (“IJFS”) PROJECT</b>	<b>Page 3</b>
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- The number of human trafficking victims removed from trafficking situations and connected with appropriate resources.
- The number of multi-jurisdictional human trafficking organizations identified.
- The number of intelligence reports regarding human trafficking.

As indicated results have been positive and the collaboration amongst police services highly successful.



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	DATE: May 11, 2022
<b>PUBLIC</b>	
<b>SUBJECT: EQUITY, DIVERSITY, AND INCLUSION (EDI) INTERNSHIP</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal: 1 -</b> Strengthen partnerships & provide collaborative response as part of sustainable CSWB & Road Safety	
Prepared by: Sharon Baiden Chief Administrative Officer 	Recommended 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 \$35,000 to offset costs associated with employing an Equity, Diversity, and Inclusion Intern for a maximum of 52 weeks.**

### 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.

An application for an Equity, Diversity, and Inclusion (EDI) Intern was submitted to the Northern Ontario Heritage Fund Corporation and approved. The initial period was for one year. The Service successfully recruited an intern who found employment elsewhere which left a remaining allocation of funding. An application has been made to hire another intern for the same purpose and has been approved.

Under the general supervision of the Strategic Operations Inspector, the Equity, Diversity, and Inclusion (EDI) Intern will contribute to the development of a comprehensive EDI Strategy for the Greater Sudbury Police Service. This will include researching best practices in policing with a view of enhancing professional development materials and expanded learning opportunities, internal and external messaging, and service delivery approaches. Working closely with key stakeholders including Service Advisory Committees, community partners, and internal divisions, the EDI Intern will assist in the research, development, and implementation of project deliverables.

Promoting the Service's R.I.C.H (Respect, Inclusivity, Courage, and Honesty) Values, the EDI Intern will review, report, and provide instruction on matters related to multicultural/multiracial communities and will make recommendations on building upon and maintaining public trust. The EDI Intern will also assist with conducting a Census Survey in order to better inform of gaps in current service delivery capacity.

**CURRENT SITUATION:**

NOHFC has recently advised that they have approved the funding of a second Equity, Diversity, and Inclusion (EDI) Intern for the amount of \$35,000 to defray salary costs associated with the position. Costs associated with the position are approximately \$45,000.

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

In general the Intern shall:

- Contribute to the development of materials that enhance, enrich, and when required establish positive connections between the Greater Sudbury Police Service and the multiracial/multicultural, communities within the City of Greater Sudbury
- Assist in the development of the Service's Equity, Diversity and Inclusion Strategy
- Assist in the enhancement of the Services' Diversity Recruitment Strategy to promote equitable multiracial/multicultural /2SLGBTQ+ representation throughout the various positions within the Greater Sudbury Police Service
- Assist in the assessment of operational policies and procedures with an equity, diversity and inclusion lens
- Contribute to the support to Chief's Diversity Advisory Committee, Aboriginal Community Police Advisory Committee, Chief's Youth Advisory Council
- Research and create educational material and resources for internal member training
- Make recommendations regarding best practices and messaging that are in line with the Strategic Plan and current related legislation and trends as it relates to diversity and inclusion
- Make recommendations on enhancing and maintaining public trust





- Identify gaps in education and training and help build goals and strategies to support long term plans for members of the Service to ensure continuous learning is achieved
- Coordinate, implement and analyze a census survey
- Assist in the development and collection of statistical information and provide reports, analysis and presentations.

The Service is moving forward with the recruitment, and the Board shall be kept apprised of the ongoing progress of this work which is strongly aligned with much of the work of our Reform Working Groups on Anti-racism, Authentic Inclusion and member wellness.



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 11, 2022</b>
<b>PUBLIC</b>	
<b>SUBJECT: 2022 POLICE WEEK</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal: 3 - Invest in our community's future through innovative youth services and initiatives</b>	
Prepared by:  Sharon Baiden Chief Administrative Officer 	Recommended by:  Paul Pedersen Chief of Police 

## RECOMMENDATION: FOR INFORMATION ONLY

### BACKGROUND:

Police Week is typically held annually during the month of May. During this week, police services across Ontario highlight their service, members and many accomplishments. Police Week also coincides with Peace Officers Memorial Day which is recognized internationally on May 15. Police Services are committed to working together with our communities, government, businesses and citizens to ensure public safety and crime prevention.

### CURRENT SITUATION:

This year's provincial theme is "Your Police Services: Helping Build Safer Communities." Police week runs from May 15 to 21. Throughout the week GSPS will use social media to showcase the great work of our organization. Many in person events are also scheduled throughout the week which will provide the opportunity to connect directly with police and participate in demonstrations from some of our specialized services. Attached is this year's schedule of events which will be presented at the Board Meeting.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

**Police Week May 15, 2022 – May 21, 2022**

Prepared by CSP Lamothe

Police Week 2022							
Day	Event	Officer/Civilian/Unit	Location	Time	Notes	Demographic	Open/Closed
<b>Sunday May 15</b>	Motor Cycle Safety Presentation/Demonstration	TMU	A&W Long Lake Rd	1800-1930	Subdued traffic vehicle will be on display	All ages	Open
	Road Safety / Aggressive Drivers & Motor Cycle Safety Enforcement Project	TMU	TBD	All day	This is also Canada Road Safety Week		
<b>Monday May 16</b>	Road Safety / Aggressive Drivers & Motor Cycle Safety enforcement Project	TMU	TBD	All day	This is also Canada Road Safety Week		
	Police Bike Course	Instructed by Cst. Zazelenchuk	HQ / DT / TDS Concourse / Laurentian University	0730-1730	-5 participants this year being trained -Meet at CRU at 0730		Closed

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	Media Release supporting Canada Road Safety Week	TMU		All day	Media Release		
	After School Walking Safety	CSP Lamothe & CSP Miller	Pius XII	1500-1540	Positioning at the crosswalk near Pius XII to ensure students are crossing safely	Elementary students	
	VTRA Meeting	Cst Howard	TBD	1100			Closed
	Crime Prevention talk with clients at Independent Living	CMS	Independent Living on Durham Ave	1300		Residence at Independent Living	Closed
	Meeting with VTRA Coordinator, Anna Barsanti	Cst Kennelly	Virtually	TBD	Review GSPS VTRA SOP, new changes to the protocol and updated forms.	Elementary students	Closed
	Kindergarten – Bullying Presentation	CSP Lamothe	St. Joseph, Sudbury	0930-1030	Remind students of how to treat others	Kindergarten	Closed
<b>Tuesday May 17</b>	Road Safety/Aggressive Drivers & Motor Cycle Safety enforcement Project	TMU		All day	This is also Canada Road Safety Week		
	Police Bike Course	Instructed by Cst Zazelenchuk	HQ/DT/TDS Concourse / Laurentian University	0730-1730	5 participants this year being trained		

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	RMT with Community Partners	Cst Gelinas					
	Daycare Presentation with Police Car	Cst Howard, CSP Lamothe & CSP Miller	Larch Street Kids Other Daycare Locations	1000- 1100	Bring Police car to show preschoolers @ LSK in the city building Hand out stickers & Colouring Sheets	-Preschoolers	
	Rural Vehicle display & RPAS demonstration	Rural	TBD	1730- 1930	Location TBD, open to the public and promoted on Social Media *Rural will have vehicles on display (boat, ATV, side-by-side, etc.) *There will also be a RPAS demonstration	All ages	Open to the public
	Meeting with youth from Lansdowne PS	Cst Kennelly	Zoom	0930- 1030	Meeting with 2 youth virtually from Lansdowne PS re: Internet Safety and the other student	Elementary Students	Closed

					police engagement		
<b>Wednesday May 18</b>	Road Safety/Aggressive Drivers & Motor Cycle Safety enforcement Project	TMU		All day	This is also Canada Road Safety Week		
	Coffee with a Cop	BIA	YMCA	0830			
	Police Bike Course	Instructed by Cst. Zazelenchuk	HQ/DT/TDS Concourse / Laurentian University	1300-2300	5 participants this year being trained		
	Free to be me Conference- Aims to Create & Enhance school Based Supports for LGBTQ2S Student Community	Cst. Howard	Cambrian College	0930-1330	Internet Safety/Bullying/Sexing/Hate Crime presentation for	Grade 9-12 Students from Rainbow Board (10 from each school)	Closed
	Cyberbullying Presentation	Strategic Operations Division Indigenous Liaison officer Cst Rivers partnered with the CES team	Shkagamik-Kwe Health Centre's Mishko-Deh-Wendam (Alternative School for Youth)	1030		- Youth	Closed

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2022 POLICE WEEK**

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	ERU Community Event	ERU	District 2 – training area	1730-1930	The event will be open to the public and promoted on Social Media *More details to come from Kaitlyn Dunn	Open to the public	Public
	Free to be me Conference- Aims to Create & Enhance school Based Supports for LGBTQ2S Student Community	CSP Lamothe & CSP Miller	Cambrian College	0930-1300	We will be setting up a GSPS table for students to check during the event	Grade 9-12 Students from the Rainbow Board (10 from each school)	Closed
	Reseau Provincial pour la prevention de la matraiances envers les aines (French Elder Abuse Prevention Network, Provincial)	CSP Lise Landry	Online	1300-1500	Meeting		Closed
	VTRA Meeting	Cst Kennelly	Online	0945-1100	VTRA Meeting with Restorative Justice, RDSB and GSPS		Closed
<b>Thursday May 19</b>	Road Safety/Aggressive Drivers & Motor Cycle Safety enforcement Project	TMU		All day	This is also Canada Road Safety Week		

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Police Bike Course	Instructed by Cst Zazelenchuk	HQ/DT/TDS Concourse / Laurentian University	0730- 1730	-5 participants this year being trained -Media Clips of Training		
RMT with Community Partners	Cst Gelinas					
Free to be me Conference -Aims to Create & Enhance school Based Supports for LGBTQ2S Student Community	Cst Howard	Cambrian College	0930- 1300	Internet Safety/Bullying/S exting/Hate crime presentation	Grade 7-8 Students from the Rainbow Board (10 from each school)	Closed
Community Orientation with New Officers From OPC	RMT and Foot Patrol	HQ/OTS Shelter/Nurse practioners Clinic, Samaritan Centre, Elm Place Mall, YMCA, BIA	All Day			
Free to be me Conference -Aims to Create & Enhance school Based Supports for LGBTQ2S Student Community	CSP Lamothe & CSP Miller	Cambrian College	0930- 1300	Setting up a GSPS table for students to check out during the day	Grade 7-8 Students from the Rainbow Board (10 from each school)	Closed
Visiting with Youth @ Walden Youth Centre	Cst Howard & CSP Lamothe	Walden Youth Centre	1530- 1700	Chatting, possible presentation for the youth at the Centre	Youths ages 12- 18	Closed



**SUBJECT:  
2022 POLICE WEEK**

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	New Officer Orientation	CES & CMS	HQ	All Day	Each positioning will give a brief orientation on what they do within the Service		Closed
	N'Swakamok Native Friendship Centre - Taco Sale	CES & CMS	HQ	1230-1330	Photo & Social Media Opportunity Supporting a local partnership		Closed
	Virtual Auxiliary Recruitment Information Session	Human Resource Department	Zoom	1800	Candidates can register in advance (likely through Eventbrite)	Candidates interested in volunteering on or auxiliary unit.	
<b>Friday May 20</b>	Road Safety/Aggressive Drivers & Motor Cycle Safety enforcement Project	TMU		All day	This is also Canada Road Safety Week		
	JFO and MLEO's	CRU and MLEO's	DT Core		Conduct foot patrol DT to educate the standards expected for the summer as well as a meet and greet with businesses as a partnership		

School Presentation – Bullying	CSP Lamothe & CSP Miller	TBD	TBD	Bullying presentation for Elementary students	Elementary students	Closed
JFO Foot Patrol	CMS	D/T	1100-1400	Foot patrol with MLEO's		
Analyst Meet & Greet	Jennifer Foote & Cassandra Hill	Virtual	1200-1300	Will discuss their roles as analysts, the importance of analytics in policing, suggestions in how to be successful in the role and answer any questions.	Students from Cambrian College in the Crime, Health and Business Analytics program	Closed
Coffee with a Detective	CID	Starbucks – 1935 Paris Street	1000-1400	They will have their sexual assault online reporting pamphlet, giveaways, questionnaire on consent & the laws around consent		Open
Marine Presentation/Setup	Rural	Canadian Tire or Rammako's	TBD	Set up in the parking lot at these locations	All ages	Open

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2022 POLICE WEEK**

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<b>Saturday May 21</b>	Road Safety/Aggressive Drivers & Motor Cycle Safety enforcement Project	TMU		All day	This is also Canada Road Safety Week		
	Bike Patrol	CRU 50	D/T & Ramsey Lake board walk	All day	Focused Patrol/High visibility patrol of D/T problem areas as well meet and greet with businesses as a partnership	All	
	Marine Presentation/Setup	Rural	Canadian Tire or Rammako's	TBD	Set up in the parking lot at these locations	All ages	Open

- TAC demonstrational At LEL – Date and time TBD
- Sarah Kaelas – reached out to several community partners for social media posts throughout Police Week. They answered 3 questions and she will be taking their photo with a GSPS officer. Sarah is aiming to post one a day. The partners are:
  - Public Health Sudbury and District – Community Drug Strategy
  - Shkagamik-Kwe Health Centre
  - MCRRT (CMHA and HSN contacts)
  - Tactical Emergency Medical Services (TEMS)
  - Off the Street Emergency Shelter (CMHA contact)
- Financial crimes unit will be posting a cryptocurrency fraud warning on social media for Police Week. Date: TBD
- Communication Centre – Profiling members of the ECC on social media for recruitment efforts, aiming for the first profile to be during Police Week.
- CID – Rogers will be boosting their consent video starting on Police Week. This will ensure our consent video reaches a larger audience. This will occur throughout the week and ongoing for a week afterwards.
- Computer Forensic Unit – created a video to be shared on social media
- The ICE unit has prepared a short video for inclusion on Social Media that was forwarded to Sarah Kaelas
- PCRC will be posting common scams and calls they receive, they have created posters to share on Social Media throughout the week

**Changes may be made throughout the week as some events are still being coordinated.**



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 11, 2022</b>
<b>PUBLIC</b>	
<b>SUBJECT: RIGHT TO DISCONNECT POLICY</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Our Members & Our Inclusive Workplace <b>Goal: 2 -</b> Emphasize effective and efficient operational deployment processes	
Prepared by:  Matthew Gatien  Board Administrator	

## RECOMMENDATION:

FOR DISCUSSION

## BACKGROUND:

In recent years, especially with the advent of mobile technology, flexible work arrangements, and most recently the ongoing COVID-19 pandemic, workers have begun to have more hands-on means of connecting to work from anywhere. The pandemic saw a mass shift to work-from-home arrangements for many knowledge workers across the globe. These working advancements have also led to related behaviours of instant-reply culture and extended working hours from some employees, even when not expected to be at work.

## CURRENT SITUATION:

On April 27, the Board was in receipt on All-Chief's Memo 2022 – 22-045, which details a Board's responsibility to draft a Right to Disconnect Policy. A policy has been drafted by Board staff. This policy is still in draft form, as it needs a legal review, but is otherwise ready to be implemented for the due date of June 2, 2022.

The memo and policy are attached for the Board's review.

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

**FROM:** Richard Stubbings  
Assistant Deputy Minister  
Public Safety Division

**SUBJECT:** **Right to Disconnect Policy / Written Policy on  
Disconnecting from Work**

<b>DATE OF ISSUE:</b>	<b>April 27, 2022</b>
<b>CLASSIFICATION:</b>	<b>General Information</b>
<b>RETENTION:</b>	<b>Indefinite</b>
<b>INDEX NO.:</b>	<b>22-0045</b>
<b>PRIORITY:</b>	<b>High</b>

As you may be aware, on December 2, 2021, the *Employment Standards Act, 2000* (the *Act*), was amended to create a new requirement for a “right to disconnect” policy.

The *Act* was amended to create a new Part VII.0.1, which establishes a requirement for employers with 25 or more employees as of January 1 of the given year to have a written policy about employees disconnecting from work. “*Disconnecting from work*” is defined under [section 21.1.1](#) of the *Act* to mean not engaging in work-related communications, including emails, telephone calls, video calls or the sending or reviewing of other messages, so as to be free from the performance of work.

This requirement applies to all employers covered by the *Act* in relation to their employees who are subject to the *Act*, except the Crown, a Crown agency or an authority, board, commission or corporation whose members are all appointed by the Crown and their employees. It should be noted that the *Act* does not apply to a police officer or a person for whom a police officer performs work, except as provided in Part XVI (Lie Detectors).

As a result, this requirement applies to all municipal police services boards with at least 25 employees who are not police officers (e.g., civilian members of the police service, special constables, board support staff). For First Nation police services, the application of this requirement (and the *Act* generally) depends on whether the employment relationship falls within provincial jurisdiction – the *Act* does not apply to employment

relationships that fall under federal jurisdiction. This requirement does not apply to the Ontario Provincial Police, as part of the Crown.

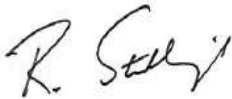
The written policy will need to be in place before March 1 of each year and must contain the date it was made, as well as the date any changes were made to it. However, employers have a grace period for 2022 and will not need to have a written policy in place until June 2, 2022.

Employers will be required to provide a copy of the written policy to each employee within 30 days of preparing the policy or, if an existing written policy is changed, within 30 days of the changes being made.

You may wish to refer to [Your guide to the \*Employment Standards Act\*](#) for further information regarding the written policy on disconnecting from work.

Further information on other recent amendments introduced by the *Working for Workers Act, 2021* can be found [here](#).

Sincerely,



Richard Stubbings  
Assistant Deputy Minister  
Public Safety Division

c: Mario Di Tommaso, O.O.M.  
Deputy Solicitor General, Community Safety



## GREATER SUDBURY POLICE SERVICES BOARD

<b>SUBJECT:</b> RIGHT TO DISCONNECT	<b>POLICY NUMBER:</b> GSPSB – POLICY 031
<b>EFFECTIVE DATE:</b> June 2, 2022	<b>REVISED DATE:</b>
<b>REPORTING REQUIREMENTS:</b> Annually	

### **1. LEGISLATIVE REFERENCE / AUTHORITY**

- (1) On December 2, 2021, the Employment Standards Act, 2000 (the Act), was amended to create a new requirement for a “right to disconnect” policy. The Act was amended to create a new Part VII.0.1, which establishes a requirement for employers with 25 or more employees as of January 1 of the given year to have a written policy about employees disconnecting from work. “Disconnecting from work” is defined under section 21.1.1 of the Act to mean not engaging in work-related communications, including emails, telephone calls, video calls or the sending or reviewing of other messages, so as to be free from the performance of work.
- (2) This requirement applies to all employers covered by the Act in relation to their employees who are subject to the Act, except the Crown, a Crown agency or an authority, board, commission or corporation whose members are all appointed by the Crown and their employees. It should be noted that the Act does not apply to a police officer or a person for whom a police officer performs work, except as provided in Part XVI (Lie Detectors).
- (3) As a result, this requirement applies to all municipal police services boards with at least 25 employees who are not police officers (e.g., civilian members of the police service, special constables, board support staff). For First Nation police services, the application of this requirement (and the Act generally) depends on whether the employment relationship falls within provincial jurisdiction – the Act does not apply to employment relationships that fall under federal jurisdiction. This requirement does not apply to the Ontario Provincial Police, as part of the Crown.
- (4) The written policy will need to be in place before March 1 of each year and must contain the date it was made, as well as the date any changes were made to it. However, employers have a grace period for 2022 and will not need to have a written policy in place until June 2, 2022.
- (5) Employers will be required to provide a copy of the written policy to each employee within 30 days of preparing the policy or, if an existing written policy is changed, within 30 days of the changes being made.



## **2. POLICY STATEMENT**

- (1) The Greater Sudbury Police Services Board and the Greater Sudbury Police Service are committed to providing a work environment that promotes a healthy work-life balance for all employees.
- (2) This Policy supports civilian Members of the Greater Sudbury Police Service (the “Service”) and Board Staff (collectively, “Member” or “Members”) in disconnecting from work outside of their normal working hours where appropriate. In recognition of the distinct statutory and common law duties of Police Officers employed by the Board, this Policy applies only to civilian Members to whom Part VII.0.1 of the Employment Standards Act, 2000 (the “ESA”) applies.
- (3) It is, therefore, the policy of the Board that the Chief of Police, in regards to Service Members, and the Board Administrator, in regards to Board Staff, will:
  - a. Develop processes and/or procedures to ensure that Management and Service Members are able to disconnect from the workplace at appropriate times in accordance with this Policy.
  - b. Ensure that Management:
    - i. Take all reasonable steps to assist Service Members under their management to disconnect from work outside of their normal hours of work as appropriate and in accordance with this Policy;
    - ii. Reasonably attempt to resolve any Member concerns about this Policy; and,
    - iii. Advise Members of instances in which they may be expected to perform work outside of their normal hours of work.
- (4) Ensure that:
  - a. Members make reasonable efforts to book internal meetings and calls during the attendees’ Standard Hours of Work, with the understanding that certain meetings with external parties may be scheduled outside of the Standard Hours of Work;
  - b. Work-related communications not be made or sent to or from Members’ personal mobile phones, personal e-mail addresses, personal telephone numbers or other personal devices, subject to the circumstances detailed in the Guiding Principles or an agreement to communicate in this manner; and,
  - c. Recognizing that some Members’ Standard Hours of Work may differ within the Service, and, as a result, certain Members may attend to work-related communications outside of other Members’ Standard Hours of Work, the sender will consider the timing

of their communications and understand that the recipient is generally not expected to respond until their return to work at the earliest, subject to the circumstances detailed in the Guiding Principles.

- (5) Ensure that no Member is penalized or suffers any reprisal action as a result of raising questions regarding this Policy or expressing concerns with compliance (a legitimate and reasonable exercise of management rights is not a penalty or reprisal action).
- (6) Ensure that:
  - a. All new Members are provided with a copy of this Policy within 30 days of a Member's hire date;
  - b. All existing Members are provided with a copy of this Policy, and any amended versions of this Policy, within 30 days of approval or amendment; and, c. All Members are provided with information regarding their Standard Hours of Work given the nature of their work, and any other information required to assist Members with complying with this Policy.
- (7) Promote efforts to maintain the health and wellbeing of Members through the provision of relevant programs, information and/or training with respect to Disconnecting from Work when appropriate.
- (8) Take steps to ensure that any programs, information and/or training related to Disconnecting from Work include:
  - a. Clearly articulated Standard Hours of Work for all Members, including parameters and expectations for contact outside of their Standard Hours of Work;
  - b. Clear and specific obligations for the Service, its Management, its Members, and the Board and its staff to ensure that everyone will work together in order to Disconnect from Work where possible and appropriate, in accordance with the Guiding Principles of this Policy; and,
  - c. Tools, supports and resources to assist management and Members in Disconnecting from Work at appropriate times, including through the use of available technology (e.g., out of office messaging on Service-issued phones and computers)

## **DEFINITIONS**

- (1) For the purpose of this Policy, the following definitions apply:
- (2) Standard Hours of Work: The schedule or start and end time for a unit/division as set by senior management, based on operational requirements and in accordance with a

member's terms and conditions of employment, applicable collective agreements and/or their minimum statutory entitlements under the ESA. This is generally considered Monday-Friday, 8 a.m.-4 p.m., unless otherwise agreed upon.

- (3) Disconnecting from Work: Not engaging in work-related communications, including emails, telephone calls, video calls, or the sending or reviewing of other messages, so as to be free from the performance of work.
- (4) Handheld and Remote Work Devices: The Service may provide some Members with handheld devices, such as a mobile phone, laptop, tablet or other device to assist with working remotely, as determined by Service procedures. These devices are provided to Members to encourage flexibility in completing their work. Possession of these devices does not mean that a Member is expected to make themselves consistently available for work or work-related communications outside of their normal working hours, subject to the Service's operational needs and the duties of a Member's position and subject to any rights or entitlements the member may have under their terms and conditions of employment, applicable collective agreements, and/or their minimum statutory entitlements under the ESA.
- (5) Email: Members' Standard Hours of Work differ within the Service. As a result, some Members may attend to work-related communications outside of other Members' Standard Hours of Work. Where this is the case, the sender will consider the timing of their communications and understand that the recipient is generally not expected to respond until their return to work at the earliest, subject to the circumstances detailed above. The sender should also consider using technological measures as part of being mindful of other Members' Standard Hours of Work, including but not limited to the following:
  - Use the "Delay Delivery" function for e-mail messages in Microsoft Outlook so that their message is sent during regular working hours; and,
  - Indicate in their message that the recipient is not expected to respond to it outside of their normal hours of work.
- (6) Automatic Replies: Members are required to activate an automatic e-mail response whenever taking vacation or a leave from work. The automatic response will be sent to all incoming e-mail communications and should advise the sender that the recipient is absent from work. The response will include the start and end date of the recipient's absence and provide an alternative contact's information. The automatic response will be active for at least the duration of the Member's absence from work.

## **GUIDING PRINCIPLES**

- (1) The Board commits to promote and support efforts to maintain the health and wellbeing of Members through the provision of relevant programs, information and/or training with respect to Disconnecting from Work when appropriate.

- (2) A Member's ability to disconnect from work depends on the Board's or Service's operational needs, and the Board's legal responsibility for the provision of adequate and effective policing, as well as the duties and obligations of a Member's position, subject to the terms and conditions of the Member's employment with the Board, applicable collective agreements, and/or their minimum statutory entitlements under the ESA.
- (3) This Policy does not preclude any Member from contacting another Member outside of what may be considered normal working hours or standard business hours, subject to any rights or entitlements the receiving Member may have under the terms and conditions of their employment, applicable collective agreements, and/or their minimum statutory entitlements under the ESA.
- (4) The Board recognizes that there are situations when it is necessary for Members to perform work or communicate with another Member outside of their Standard Hours of Work, including, but not limited to, the following circumstances:
- Where emergency or exigent circumstances arise, with or without notice;
  - To assist or fill in at short notice for a Member;
  - Where the nature of a Member's duties requires work and/or work-related communications outside of their Standard Hours of Work;
  - Unforeseeable business or operational reasons;
  - A Member's request or agreement to work certain hours or have flexible working hours; and,
  - Other unusual circumstances which are inherent to a Member's position.
- (5) Members are expected to:
- Take all reasonable steps to ensure that they effectively manage their work and work-related communications during their Standard Hours of Work;
  - Fully cooperate with any time recording methods which the Service uses to track hours of work; Be mindful of other Members' Standard Hours of Work by not routinely expecting work-related contact outside of hours of work; and,
  - Notify their direct supervisor or another supervisor if they feel undue pressure to work or respond to work-related communications outside of their normal working hours, or if they are otherwise unable to comply with this Policy.
- (6) This Policy does not afford Members a "right to disconnect" or a "greater right or benefit" beyond what is contained within the terms and conditions of their employment, applicable collective agreements, and/or their minimum statutory entitlements under the ESA.
- (7) The Board, Service and Service Members will work together to assist Members in disconnecting from work outside of their Standard Hours of Work as appropriate and in accordance with this Policy.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	DATE: May 11, 2022
<b>PUBLIC</b>	
<b>SUBJECT: STAFFING/DEPLOYMENT UPDATE</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal: 3 -</b> Invest in our community's future through innovative youth services and initiatives	
Prepared by: <div style="text-align: center; margin-top: 10px;"> </div> Sharon Baiden Chief Administrative Officer	Recommended by: <div style="text-align: center; margin-top: 10px;"> </div> Paul Pedersen Chief of Police

**RECOMMENDATION:**

**THAT the Greater Sudbury Police Services Board, in accordance with Section 31(1) (a) of the *Police Services Act*, hereby approves the appointment of the following members:**

Name:	Start Date:	Position:
Gauthier, Chelsea	May 16 <sup>th</sup> 2022	Indigenous Trauma Prevention and Support Coordinator
Bradley, Kieran	May 16 <sup>th</sup> 2022	Part Time Customer Service

**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.

Each year, the Service develops a Recruitment Plan in accordance with anticipated attrition through resignation and/or retirement. New positions are also identified where required and filled accordingly. Recruiting efforts are ongoing continually to ensure staffing levels are maintained.

<b>SUBJECT: STAFFING/DEPLOYMENT UPDATE</b>	<b>Page 2</b>
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**CURRENT SITUATION:**

The following tables summarize appointments, resignations and retirements since the last report to the Board. Unless otherwise stated the appointments are full-time.

**TABLE A: GSPS Authorized Strength at May 11, 2022.**

**FULL-TIME COMPLEMENT**

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Secondment
<b>SWORN</b>	<b>272</b>	<b>272</b>	<b>(1)*</b>	<b>(1)</b>
<b>CIVILIAN</b>	<b>130</b>	<b>130</b>	<b>0</b>	
<b>TOTAL</b>	<b>402</b>	<b>401</b>	<b>0</b>	<b>(1)</b>

\*There is one non-medical LOA which has been replaced so has not impacted on actual strength.

The additional sworn positions have been hired, while one additional sworn officer has been afforded through the Human Trafficking Grant which has increased our actual strength by one.

**TABLE B: Appointments**

<b>Name:</b>	<b>Start Date:</b>	<b>Position:</b>
Gauthier, Chelsea	May 16 <sup>th</sup> 2022	Indigenous Trauma Prevention and Support Coordinator
Bradley, Kieran	May 16 <sup>th</sup> 2022	Part Time Customer Service



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE: May 11, 2022</b>
<b>PUBLIC</b>	
<b>SUBJECT: DONATIONS RESERVE FUND REQUESTS</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal: 3 - Invest in our community's future through innovative youth services and initiatives</b>	
Prepared by:  Sharon Baiden Board Administrator	Recommended by:  Paul Pedersen Chief of Police

### RECOMMENDATION:

**THAT the Board approve the following donation with funds drawn from the Donations Reserve Fund:**

**2022 Summer Camp at Camp Norland/All Nations Church – \$2,881.50 – Chief’s Youth Initiative Fund**

**“I Got Caught Wearing MY PFD” Marine Season 2022 - \$1017 – Chief’s Youth Initiative Fund**

**IG Wealth Management Walk for Alzheimer’s - \$1,000 – Donations Reserve Fund**

**Nogdawindamin Family and Community Services - \$800 – Chief’s Youth Initiative Fund**

### 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. Monies are used to support youth activities, crime prevention, literacy, Lions’ Eye in the Sky, and Auxiliary.

When considering request for funds, the Board takes into account initiatives supporting community-oriented policing that involves a cooperative 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.

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

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

**CURRENT SITUATION:**

Requests for funding consideration have been received.

The balance in the Donations Reserve Fund at April 30, 2022 is \$36,520.64.

**2022 Summer Camp at Camp Norland/All Nations Church – \$2,881.50 – Chief’s Youth Initiative Fund**

All Nations Church is a non-denominational church located in downtown Sudbury. They serve the Downtown Area as well as the general Greater Sudbury Area.

We offer Sunday morning services for adults and children, as well as a mid-week service for youth. We offer volunteer opportunities for kids/youth/adults and work with connecting our volunteers to opportunities outside of the church, in the community.

All Nations Church is partnered/connected with Camp Norland (run by Coldwater Canada), which runs multiple overnight camp experiences for kids/youth over the course of the summer. All Nations Church supports camp Norland and believes programs such as this are complementary to our Christian youth and children initiatives that help provide opportunities for positive growth, respect for others, self-esteem, experiencing nature, and provides fun activities.

Due to our downtown location, we have a lot of low income families who are unable to send their kids to overnight camp. We are seeking to support five kids aged 9-13 to attend camp this summer.



**“I Got Caught Wearing My PFD” -\$1017 – Chief’s Youth Initiative Fund**

“I Got Caught Wearing My PFD” is an initiative of the GSPS Marine Unit to engage youth in the community. When officers are on marine duty and “catch” youth wearing their PFDs they can win a t-shirt from the Service. This campaign assists with Marine Unit visibility and awareness and encourages youth to wear their PFDs when participating in marine activities.

**IG Wealth Management Walk for Alzheimer’s - \$1000 – Chief’s Youth Initiative Fund**

The IG Walk for Alzheimer’s gives us a great opportunity to work together as a community to help raise awareness and funding for the much-needed programs and support services we offer to persons living the dementia journey.

As a non-profit organization, we rely heavily on the generosity of local businesses each year to help us execute our events and fundraising initiatives. We would be very grateful to have you come on board as an official sponsor for our 2022 event.

**Nogdawindamin Family and Community Services - \$1000 – Chief’s Youth Initiative Fund**

The Team will consist of two GSPS members and two youth in care who were participants in the inaugural “Mooz Akinonmaaget Maa Aki” Moose Who Teaches Land Survival

The goal of this initiative is to build positive relationships between Indigenous youth and law enforcement Officers. This will be accomplished through highlighting partnerships with local Indigenous agencies supporting Indigenous youth who for reasons beyond their control find themselves in the childcare system.

The funds that are raised from the Alternative Care – Sudbury Shootout will be used directly to support Alternative Care Families and children who are living in out-of-home placements. The funds will be put towards the Alternative Care Appreciation and other needs of the children throughout the year. The Alternative Care Appreciation event takes place annually in October during Foster Care Awareness Month. The event is hosted to honor our families and their dedication to our children and communities in the seven (7) First Nations along the North Shore. The day is filled with fun events, guest speakers, delicious meals, cultural events and crafts, songs and drumming, prizes, awards, hotel stays and so much more. Not only is this a time for our children and families to have fun and to be honored, but for many, it’s a day of firsts, or a day to just be a child. With the ongoing global pandemic, and Ontario-wide shutdowns for safety the event was moved to virtual the last two years. This year with face-to-face returning we are hoping to have our event come back bigger and better than ever!



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	DATE: May 11, 2022
<b>PUBLIC</b>	
<b>SUBJECT: 2022 FINANCIAL REPORT JANUARY 1 TO MARCH 31</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal:</b> 1 - Enhance public trust through transparency and accountability	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

## RECOMMENDATION:

**THAT the Board receives the Finance Report for the period January 1 , 2022 to March 31, 2022 for information.**

## BACKGROUND:

At its October 20, 2021 Meeting the Board authorized the 2022 Budget by way of Resolution #2021-149 as follows:

THAT the Board approves the 2022 Operating Budget in the amount of \$68,813,937.69, and further;

THAT the Board approves the 2022 Police Capital Plan; and further

THAT the Board receives the 2022 and 2026 forecasted Capital Plans; and further

THAT the Board recommends that City Council accepts these budgets.

This budget was subsequently accepted by City Council.

**CURRENT SITUATION:**

The first quarter is now concluded and results from January 1 to March 31 are recorded. While early in the budget cycle, the first three months of the year have seen a number of activities well underway and aligned with the spending envisioned in the budget as set.

Spending associated with the pandemic has significantly subsided with the exception of facilities cleaning. These measures continue to ensure the safety and wellness of members. PPE inventories remain strong with no requirement to continue to re-stock supplies.

The Patrol Operations Division has now re-located to the ground floor and other moves will continue to ensue in an effort to maximize available spaces. Additionally, now the majority of members who were required to work remotely since March 2020 are back in police buildings. This too has required re-establishing office set ups inclusive of furnishings and equipment.

**Operating Budget Update:**

While it is still very early in the spending cycle, in general overall expenses are within budgeted levels. There are overages in certain areas and underspending in others.

The following table serves to provide an overview of spending to date:

<b>Cost Category</b>	<b>Annual Budget</b>	<b>YTD Budget</b>	<b>YTD Actual</b>	<b>Variance</b>
Contr to Reserves and Capital	\$ 4,969,756.90	\$ 1,189,778.84	\$ 1,189,778.87	0%
Internal Recoveries	\$ 1,420,012.94	\$ 350,614.24	\$ 385,573.54	-10%
Operating Costs	\$ 6,383,159.96	\$ 1,588,661.74	\$ 1,462,183.84	8%
Revenues	\$ (5,443,415.07)	\$ (971,222.63)	\$ (1,102,914.03)	-14%
Salaries & Benefits	\$ 61,484,422.96	\$ 15,376,692.15	\$ 15,352,676.97	0%
<b>Grand Total</b>	<b>\$ 68,813,937.69</b>	<b>\$ 17,534,524.34</b>	<b>\$ 17,287,299.18</b>	<b>1%</b>

Variances are explained as follows:

1. Contribution to Reserves and Capital: These contributions are aligned with budgeted allocations in the areas of Fleet, Facilities, Sick Leave, Communication and Information Technology and Voice Radio.
2. Internal Recoveries: These charges which relate to facilities, accounts payable, budgets, human resources, mail room, payroll, purchasing. Postings to date show approximately \$35,000 more than budgeted, however, there is no variance anticipated.
3. Operating Costs: Overall the Operating expenses are under budgeted allocations with a current variance of approximately \$129,000. This relates to the timing and flow of certain expenses being incurred and budgets being allocated at a rate of 1/12. Computer software purchase spending is up, which relates to renewals coming due early in the year. It is also

noted that fuel charges are also up due to unprecedented gas price increases. Close monitoring of this area is under as prices continue to climb. It is expected that this negative variance will continue.

4. Revenues: Revenues are showing slightly more than budgeted specifically due recoveries stemming from Paid Duties related to COVID prisoner escort recoveries, cruiser rentals and contract administration..
5. Salaries and Benefits: Year to date salary and benefits are showing a slight positive variance overall, however, it is too early in the year to predict overall trends

A comprehensive analysis will be undertaken to forecast year-end anticipated spending. This will be done once half a year of fiscal spending has been realized.



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	DATE: May 11, 2022
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2023 /2024 BUDGET FORECASTING</b>	
<b>STRATEGIC DIRECTION 2019-2022</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal:</b> 1 - Enhance public trust through transparency and accountability	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

## RECOMMENDATION:

**THAT the Board receives the 2023/2024 Budget Forecasting report for information.**

## BACKGROUND:

On an annual basis, generally by mid-year, plans for the upcoming budget cycle are initiated. In preparation for the upcoming budget cycle, preliminary forecasting is underway with respect to the 2023 Budget and 2024 forecasting.

A number of key factors are considered in this preliminary estimate exercise including the following:

- Changes to contractual obligations - this would include the annual salary increases in accordance with Collective Agreements, new contracts, changes to existing contracts as well as changes to funding agreements
- Changes in legislative obligations
- Other changes (new revenues, efficiencies etc.)

**CURRENT SITUATION:**

City staff have released the Draft Budget Schedule. June 21, 2022 preliminary forecasts will be presented to the Finance and Administration Committee for the purpose of getting the 2023 Budget Direction. The target date for the 2023 Operating and Capital Budget Overview will be January 2023.

Staff have started a preliminary forecast with key budget pressures in the areas of:

- Staffing and overall compensation – CBA increases have been factored into the analysis
- Leases associated to off-site rental facilities
- Radio system maintenance agreements
- Software, most notably Microsoft licensing
- Fuel costs are anticipated to impact the budget, particularly given the 7/24 hour nature of our business in support of Patrol Operations
- Insurance premiums may also impact budgets over the next couple of years

A determination on inflation will be required; typically 2% is used as a flat assumption, however, consideration will be needed this year, given the shifts that have emerged.

The financial impacts of the new Comprehensive Ontario Police Services Act continue to remain unknown. This is the most significant legislative change that may impact the Service. Ongoing monitoring of the changes continues and will be reflected in budget forecasting once determined.

Revenues through grant funded programs will be recorded which will have associated offset expenditures; particularly for the new Call Diversion Worker Program. This will have an impact on staffing numbers in the Communication Centre, however, salary costs will be offset with the provincial funding allocation.

It is also anticipated that revenue losses incurred throughout will continue to correct in 2023. These flow most notably through Paid Duty contracts and Police Record Checks.

The Board's commitment and contribution to the Strategic Facilities Financing Plan in the amount of \$500,000 will increase the operating base level to \$2,650,000.



Ongoing reviews are underway with respect to efficiencies particularly around staff deployment and implementation of technology. These include initiatives such as Body Worn Cameras, Digital Evidence Management, Closed Circuit Television and Automated Licence Plate Reader technology.

<b>SUBJECT:</b> <b>2023 /2024 BUDGET FORECASTING</b>	<b>Page 3</b>
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Each half million increment over the base budget results in a .72% increase in the budget. Preliminary budgets are currently being run by the City. As more information is available, the Board will be updated.



# GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE: May 11, 2022</b>
<b>PUBLIC</b>	
<b>SUBJECT: GOVERNANCE REPORT – BOARD AUDIT</b>	
<b>STRATEGIC DIRECTION 2019-2021</b> <b>Strategic Theme:</b> Policing with Excellence & Professionalism <b>Goal:</b> 1 - Effective and efficient deployment of resources	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

## RECOMMENDATION:

### FOR INFORMATION

## BACKGROUND:

The Board will recall the City of Greater Sudbury's Auditor General included the governance of the Police Services Board as part of his annual audit plan in 2017. While the Auditor General does not have legislative authority over Police Services Boards, the Auditor General requested the Board and Staff participate in a review of the relationship between the City and the Board, most notably lines of communication with the City, the Board, and the Police Service. The Auditor also looked to explore where efficiencies could be created through joint or shared services.

Meetings, discussions, and reviews of various documents were undertaken in December 2017 and early 2018 with the various stakeholders. All participants welcomed the opportunity to be involved. The report was completed and sent to the Board for review and action in June 2018.

Since that time, the Board has continued to respond to the recommendations and findings. The current status and associated updates are attached for the information of the Board.



<b>SUBJECT: GOVERNANCE REPORT – BOARD AUDIT</b>	<b>Page 2</b>
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**Re: Governance Audit of Greater Sudbury Police Services Board [GSPS]**

<b>Audit Report released</b>	<b>May 2018</b>
<b>Original # of Observations</b>	<b>4</b>
<b># of Action Plans Previously Complete</b>	<b>2</b>
<b># of Action Plans Being Closed Now</b>	<b>TBD</b>
<b># of Action Plans on Next Follow Up</b>	<b>TBD</b>
<b>Status as of May 31, 2022</b>	<b>TBD</b>

<b>Observation and Summary of Progress</b> <small>(Based on Self-Assessment conducted by GSPS)</small>	<b>Self-assessed Status</b>
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**Observation 4.3**

The City and Police Services presently share a number of services. Opportunities to share additional services such as fleet have not been closely examined to determine if they can be delivered more economically and effectively by the City.

The City should work with GSPSB staff to examine opportunities for additional shared services such as fleet services if they can be delivered more economically and effectively by the City.

**Partially implemented**

**Original Management Response**

Given the scope of such a recommendation, consideration needs to be given for the current lack of capacity to service such a large client as well as the effect such an undertaking would have on the Fleet Services work plan and existing clients.

In order to provide capacity, significant renovations, investment and operational changes would need to occur. Renovations to accommodate additional parts and vehicle storage, investment in technicians and supervisory capacity, and transitioning the Lorne street garage to add a third shift to daily operations would be required.

Fleet has fairly recently transitioned to the Finance, Assets and Fleet Division within Corporate Services. There are a number of process improvement projects underway to improve both systems internal to Fleet and further definition of service levels with existing customers. In order to not compromise service to existing divisions/departments as well as the Fleet work plan, it is not recommended that Fleet Services provide service to Police Services at this current time.

The City will continue to review other areas where services can be shared effectively in addition to the current services provided in Human Resources, Information Technology and Finance including accounts payable, payroll, purchasing, accounting and budget system maintenance.

**Actions Taken, Results and /or Actions Planned - As of May 31, 2019**

These discussions are part of ongoing dialogue with City staff in order to maximize efficiencies through use of staff resources and systems where possible. Well-developed systems are in place with the finance division for services such as budget, accounts payable, accounts receivable and financial audit. As well, the Service works effectively with payroll, procurement, legal services, mail room, benefit and pension administration, facilities management including cleaning contracts and common space building security, WSIB claims management and where possible staff resources are shared. New initiatives include access to architectural services and other facility specialized contracts. For example, the City has just tendered for a number of standing offer facilities services including architectural and miscellaneous facilities services.

Fleet services is another area, that Police would like to explore, although to date, the City has indicated that the centre operates at capacity now, and would not be able to accommodate the number and type of vehicles associated with police. This remains an area for further development and discussion with all parties willing to explore a partnership.

Police are currently working with the By-law department exploring efficiencies with respect to call management and alternative response means including abandon motor vehicle, animal control, neighbor disputes, noise complaints and theft of gas. At this time, this is a work in progress with no specific actionable items at this time. A review is also underway examining the possibility of sharing the shipping and receiving area with the City as a means of addressing some facilities challenges at Police Headquarters.

**Actions Taken, Results and /or Actions Planned - As of May 31, 2020**

The City concluded its selection of several standing offer Facility Services such as Professional Engineering and Architectural Service providers. The Service is able to directly avail access to these standing contracts which is timesaving and efficient when addressing facility needs.

There has been no further action on the sharing of fleet services. The City is working at capacity at that facility at this time.

Through concerted efforts with City Services, specifically City By-law, the Service has made significant progress in the area of towing of vehicles contrary to the Winter Parking By-law and responding to noise complaints.

In the last two months with COVID-19 response efforts, the City and Police have worked extensively and collaboratively in ensuring a proactive approach. The City 311 line has served as an invaluable screening resource for all COVID/State of Emergency Calls, ensuring appropriate screening and directing calls only as appropriate to the 911 Emergency Communication Centre for response. This Service will continue beyond COVID-19 and will ensure a streamlining of calls to the Police.

In addition, there have been extensive collaboration efforts with the City's Procurement Division. Both groups have worked tirelessly in the acquisition of much needed personal protective and safety equipment during these trying times. Again, systems have been established to ensure that joint equipment and supply procurement needs are met efficient and effectively.

The Service also works extensively with the City's Real Estate section on the review and determination of space options for police, most notably around lease negotiations. The expertise of City Staff is of considerable value to Police when determining appropriate space alternatives.

The Service also continues to work with the City's Legal Services and Risk Management Divisions, primarily on commercial and business agreements. In addition, we work extensively with City insurers on civil litigation matters and where appropriate on inquests where both the Police and City are involved.

This year, Police will be working collaboratively with Fire Services and the Geographic Information Systems Planning Services Division on the Computer Aided Dispatch mapping project to ensure all maps used to support dispatch functions are updated. There is considerable expertise in these areas which is of mutual benefit to all involved parties.

#### **Actions Taken, Results and /or Actions Planned - As of May 31, 2021**

The City's Standing Offer for facility services was utilized for the retention of Architectural Services for 190 Brady Street in doing its review of vacated space with the relocation of certain divisions to 128 Larch Street. Access to facilities services has been facilitated through the Standing Offer process and made business practices more efficient.

Discussions have been initiated with City fleet services. The Police have provided several documents and information has been shared relative to the types of vehicles requiring service, the total number of vehicles and the service deliverables expected. Additional meetings will be held pending a further review of the material provided to the City and capacity of the City's fleet services division to assist with the police fleet.

The Service continues to have ongoing dialogue with City of Greater Sudbury By-law. The relationship is positive and highly collaborative on determining which agency is best suited to respond to calls for service on an ongoing basis. This assists with maximizing resources between

the two services. There is continual and ongoing evaluation of our response to calls for service. Hours of work for by-law impact somewhat on response to calls outside of the regular workday wherein police continue with that responsibility for call screening or response as required.

Our COVID Task Forces have worked collaboratively on enforcement of orders through both By-law and/or Police.

Throughout the pandemic, the City and Police have worked extensively and collaboratively in ensuring a proactive approach to COVID-19. The City's 311 line has served as an invaluable screening resource for all COVID/State of Emergency calls, ensuring appropriate screening and directing calls only as appropriate to the 911 Emergency Communication Centre for response.

The 311 line operated by the City is an excellent tool as a means of streamlining appropriate calls to the Police while diverting to other services as appropriate.

Work with the City's procurement division is ongoing with several contracts pursued through this route during the past year. The two groups work highly collaboratively and efficiently in acquiring needed goods and services for the police. Systems are well established to ensure procurement needs are met in accordance with required guidelines and protocols.

The Service also works with the City's Real Estate on primarily lease preparation, lease renewals and interpretation of lease agreements. When required, staff engaged in lease negotiations as well. The expertise of City Staff is of considerable value to Police when determining appropriate terms and conditions in lease documents and when required, securing space for purposes such as storage, radio towers and location of video surveillance cameras.

City Legal Service and Risk Management Divisions are engaged primarily for commercial and business agreements. In addition, the Service works extensively with City insurers on civil litigation matters and where appropriate, on inquests where both the Police and City are involved. City Risk Management is also available to assist the Board with understanding insurance coverages and application of policies.

Police, Fire and the City's Geographic Information Systems Planning Services Division has been working collaboratively on the Computer Aided Dispatch mapping project to ensure all maps used to support dispatch functions are updated. Unintended delays have been occurred due to COVID; however, it remains a priority for completion. There is considerable expertise in these areas which is of mutual benefit to all involved parties.

As always, the Service works extensively with City Financial Services in budgets, accounts payable and receivable. Automated systems have been established to work efficiently to maximize the use of resources. The same is seen with Human Resources in our work on benefits and pension administration along with payroll processing.

Discussions this year will be initiated with Communication and Information Technology Divisions to collaborate on specialized expertise in their respective divisions. This did already occur this year with specialized network assistance with a project.

The City and Police have ongoing collaboration and discussion on areas where staff can work together to achieve greater productivity.

**Actions Taken, Results and /or Actions Planned - As of May 31, 2022**

As can be noted, the City and Police Service staff work collaboratively on numerous shared services where appropriate. All activities as previously reported continue to be underway.

Communication and Information Technology Services are working collectively on the Microsoft software procurement and implementation; and will use this common platform for the sharing of information where feasible.

City and Police staff continue to explore options for maximizing use of resources and shared services as appropriate. Plans are currently being examined for the sharing of mail delivery services between Lionel E. Lalonde Centre and Police Headquarters in order to expand the number of deliveries per week.

**Observation 4.4**

The Police Services and KPMG have identified that several facilities deficiencies are an impediment to providing police services safely, effectively and efficiently.

As facilities are a critical infrastructure requirement for police services - which is a core service of the City - the upgrade or replacement of these facilities should be prioritized within the City's asset management and facilities management planning processes.

**Original Management Response**

The City of Greater Sudbury has approximately 550 facilities within its portfolio. In order to direct capital expenditures to the highest priority projects staff has advised Council that the City is moving forward with the production of comprehensive asset management plans that will have defined service levels, asset condition data and risk considerations. Combined with a revised capital budgeting model that is aimed at ensuring the highest priority projects receive funding; capital investment will be allocated where it is most effective at ensuring safety, reducing risk, foregoing costs, and meeting legislative and operational requirements. The Facilities Capital

Project section will continue to work closely with Police Services at identifying and articulating future capital requirements. Similarly, the Facilities Maintenance section will continue to promptly service and rectify any maintenance related issues at Police occupied facilities.

**Actions Taken, Results and /or Actions Planned - As of May 31, 2019**

The Police Services Board has authorized a third location to extend HQ in order to accommodate immediate pressures at Headquarters with a commitment that the facility is located in very close proximity to 190 Brady Street. This will alleviate some of the urgent problems creating operational inefficiencies. At the same time, the Board has authorized a comprehensive facilities needs assessment to be undertaken with a view of a permanent solution. The Board has also endorsed that the Police work with the City to explore the feasibility of an Emergency Service Centre if there is interest to do so, to house Police, Fire and EMS on one site. It is anticipated that this work will get underway later this year. The Board also continues to establish a Capital Financing Plan to ensure the necessary resources to fund the project. This is being achieved through annual contributions to a reserve fund.

**Actions Taken, Results and /or Actions Planned - As of May 31, 2020**

Renovations are currently underway at 128 Larch Street a third location that has been secured which will serve to alleviate some of the space pressures at Police Headquarters.

The Board has established a capital financing strategy to ensure necessary resources to fund current and future Police Services facilities needs and associated costs. The Police and Community Safety Division have been working collaboratively to retain a consultant to conduct a feasibility study on a co-location of the Police and Community Safety Headquarters. The RFP for this work had been underway and has been temporarily suspended during COVID-19. The work will resume at a later date.

**Actions Taken, Results and/or Actions Planned - As of May 31, 2021**

Renovations at 128 Larch Street were completed and relocation has occurred. Human Resources, Recruiting, Finance, Professional Standards, Crime Stoppers, Senior Liaison Community Safety Personnel, Police Museum and Equipment and Supplies Services have relocated here. In keeping with the plan, vacated spaces at 190 Brady Street have created some capacity to address overcrowding. A comprehensive review of all areas has now been completed with a renovations plan adopted. This includes the requirement for building infrastructure replacements, which are at end of life, and upgrades to interior spaces. The process to obtain detailed plans will now proceed as a next step. These are interim measures to address facility priorities in the short term of five to seven years. These plans are in keeping with the Board's operating and capital financing strategy to ensure necessary resources to fund current and future Police Services facilities needs and associated costs.

The Board had also determined that it was prepared to now move forward with the work that would see the Police and Community Safety Division work together to conduct a feasibility study on a co-location of the Police and Community Safety Headquarters. This project had been placed on hold and suspended at the onset of COVID-19. City Council has decided that it will not proceed with this project. This, notwithstanding, the Board will proceed with its portion on the examination of options for a new police headquarters.

**Actions Taken, Results and/or Actions Planned - As of May 31, 2022**

Facility deficiencies and inefficiencies created continue to be a top or mind priority for the police services Board. The Board will soon be issuing a request for proposal to conduct a comprehensive facilities study. This Study will undertake individual comprehensive needs analysis for the GSPS to determine a solution to meet the current and future facility needs of policing in Greater Sudbury. The evaluation will include an analysis of current spaces in terms of efficiency and effectiveness with recommendations on facilities options for maximizing service delivery. This will include a detailed analysis on the pros and cons of each contemplated solution including but not limited to a new building, renovating existing spaces, renovating other buildings, leasing space, private-public partnerships. Consideration will be given to best practices in asset management and provide the associated short- and long-term costs.

In the meantime, the Board has continued with its strategic commitment to establishing an operating base for debt financing re-payment. Each year \$500,000 is built into the base operating budget as a contribution to reserve which assists with current capital and facilities costs along with ensuring future capacity to service debt. The currently allocation is \$2,150,000



**GREATER SUDBURY  
POLICE SERVICES BOARD**

**REPORT FROM THE  
CHIEF OF POLICE**

**MAY 2022**



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

With the arrival soon of Spring, we look forward to renewed health and resuming our lives business practices to more of a pre-pandemic mode. The last two years have brought about many challenges, changes and opportunities. Our sincere thanks to all who have worked tirelessly throughout the pandemic. It is with heartfelt admiration that we recognize many who have served as true heroes.

### **MINISTRY UPDATES**

**(excerpts from Ministry of the Solicitor General All Chief's Memorandum)**

#### **POLICE SERVICES BOARD MEMBERS AND ELECTIONS**

The Ministry of the Solicitor General (the ministry) has received several queries regarding the responsibilities of police services board members running in the upcoming provincial or municipal elections in 2022.

All members of a police services board should review Ontario Regulation 421/97 *Members of Police Services Boards – Code of Conduct*.

The ministry advises that a board member should disclose to the police services board their decision to be a candidate in the provincial or municipal elections as soon as possible. Board members appointed by Lieutenant Governor in Council (LGIC), are advised to also inform their respective ministry Police Services Advisor as soon as possible.

Board members who are candidates in the June 2022 provincial election may wish to consider taking a leave of absence during the writ period if they feel that, at any point they would be, or had the potential to be, in a real or perceived conflict of interest.

A police services board may have its own rules and procedures related to the political activity of its board members that should be reviewed, including those developed in accordance with s.37 of the *Police Services Act*. All board members appointed by LGIC intending to engage in political activity should also consider contacting their respective Ethics Executive/Integrity Commissioner as may be applicable.

Should a board member appointed by LGIC be elected, the board member should consider notifying the ministry and the police services board immediately, to determine next steps.

#### **RIGHT TO DISCONNECT POLICY/WRITTEN POLICY ON DISCONNECTING FROM WORK**

On December 2, 2021, the *Employment Standards Act, 2000* (the *Act*), was amended to create a new requirement for a “right to disconnect” policy.

The *Act* was amended to create a new Part VII.0.1, which establishes a requirement for employers with 25 or more employees as of January 1 of the given year to have a written policy about employees disconnecting from work. “*Disconnecting from work*” is defined under section 21.1.1 of the *Act* to mean not engaging in work-related communications,

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

including emails, telephone calls, video calls or the sending or reviewing of other messages, so as to be free from the performance of work.

This requirement applies to all employers covered by the *Act* in relation to their employees who are subject to the *Act*, except the Crown, a Crown agency or an authority, board, commission or corporation whose members are all appointed by the Crown and their employees. It should be noted that the *Act* does not apply to a police officer or a person for whom a police officer performs work, except as provided in Part XVI (Lie Detectors).

As a result, this requirement applies to all municipal police services boards with at least 25 employees who are not police officers (e.g., civilian members of the police service, special constables, board support staff). For First Nation police services, the application of this requirement (and the *Act* generally) depends on whether the employment relationship falls within provincial jurisdiction – the *Act* does not apply to employment relationships that fall under federal jurisdiction. This requirement does not apply to the Ontario Provincial Police, as part of the Crown.

The written policy will need to be in place before March 1 of each year and must contain the date it was made, as well as the date any changes were made to it. However, employers have a grace period for 2022 and will not need to have a written policy in place until June 2, 2022.

Employers will be required to provide a copy of the written policy to each employee within 30 days of preparing the policy or, if an existing written policy is changed, within 30 days of the changes being made.

### **CONCLUSION OF COVID-19 ENFORCEMENT SUPPORT LINE AND REPORTING OF ENFORCEMENT DATA UNDER THE *EMERGENCY MANAGEMENT AND CIVIL PROTECTION ACT* AND THE *REOPENING ONTARIO ACT***

The Ministry of the Solicitor General has discontinued the COVID-19 Enforcement Support Line. In addition, the ministry will also be winding down province-wide reporting on enforcement of the *Emergency Management and Civil Protection Act* (EMCPA) and the *Reopening Ontario (A Flexible Response to COVID-19) Act, 2020* (ROA), in response to COVID-19.

The Ontario government, in consultation with the Chief Medical Officer of Health, has been cautiously and gradually easing public health and workplace safety measures. However, masking and face covering requirements will remain in place in certain settings under a Class Order made by the Chief Medical Officer of Health in accordance with provisions of the *Health Protection and Promotion Act* until June 11, 2022, unless extended or revoked. The ministry's plan to discontinue the COVID-19 Enforcement Support Line and the collection of related enforcement data is aligned with the expiry of relevant orders under the EMCPA and ROA.

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

### Action Required:

The ministry has requested that police services boards and Chiefs submit outstanding enforcement data to [solgen.reporting@ontario.ca](mailto:solgen.reporting@ontario.ca) by May 16, 2022, to ensure the collection of up-to-date information. This would include:

- Any historical enforcement data that has not yet been submitted to the ministry; and
- Sustained weekly submission of enforcement data up to April 27, 2022.

Services are asked to remind their personnel of any requirements for records retention related to their EMCPA and/or ROA compliance and enforcement activities.

Submission of COVID-19 related enforcement data beyond the dates indicated above will no longer be required.

### **CONTINUED MASK AND FACE COVERING REQUIREMENTS IN CERTAIN SETTINGS BEYOND APRIL 27, 2022**

The Chief Medical Officer of Health (CMOH) has issued a Class Order made pursuant to Section 22 under Section 77.1 of the *Health Protection and Promotion Act* (HPPA).

This Class Order is to continue the requirement for masking in certain settings.

**The Order took effect at 12:00 a.m. April 27, 2022 and is expected to remain in place until 12:00 a.m. (the first instant of) June 11, 2022, unless otherwise extended or revoked.**

All police officers and provincial offences officers are authorized to enforce the CMOH's order. Failure to comply with the order is an offence under subsection 100(1) of the HPPA.

- Non-compliance with the CMOH's order is a ticketable offence under the *Provincial Offences Act* (POA), subject to a set \$750.00 fine.
- Non-compliance with the CMOH's order is an offence for which one is liable, on conviction, to a fine of not more than \$5,000.00 for every day or part of each day on which the offence occurs or continues. For corporations, they may be liable, on conviction, to a fine of not more than \$25,000 for every day or part of each day on which the offence occurs or continues.

The CMOH Class Order replicates the current masking requirements under O. Reg. 364/20 under the *Reopening Ontario (A Flexible Response to COVID-19) Act, 2020* (ROA) which expires on April 27, 2022. It does not impose any additional requirements.

Limited settings where masking requirements will continue include:

- Public transit including indoor areas and vehicles, but excluding businesses or
- organizations that provide sightseeing or touring services
- Hospitals, including private hospitals, and psychiatric facilities

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

- Other health care settings:
  - Clinics that provide health care services (doctors' offices, Community Health Centres, public health/immunization clinics, mental health clinics,
  - etc.)
  - Laboratories and specimen collection centres
  - Independent Health Facilities (e.g., dialysis, birth centres, nuclear medicine)
  - Employees and contractors of home and community care providers
- Long-term care homes
- Retirement homes
- Congregate care settings that provide care and services to medically and socially vulnerable individuals
- Shelters

The order applies to the persons responsible for the business or organization that is listed. It also applies to persons in the indoor areas of the premises of a listed business or organization or in a vehicle operating as part of the business or organization.

Please note that on April 6, 2022, O. Reg 8/21 under the *Emergency Management and Civil Protections Act* was revoked. As such, the ability of police officers and other provincial offences officers to compel individuals to identify themselves in order to lay a charge for contravening a Section 22 COVID-19 order is no longer available.

### **2022-23 CONSTABLE JOE MACDONALD PUBLIC SAFETY OFFICERS' SURVIVORS SCHOLARSHIP FUND (CJMPSOSSF) CALL FOR APPLICATIONS**

The CJMPSOSSF was established in recognition of the tremendous sacrifice made by our public safety officers and their families to keep Ontario safe. It is a demonstration of the esteem that the people of Ontario have for public safety officers.

The CJMPSOSSF is available to spouses and children of public safety officers who died in the line of duty. The scholarship may be used for tuition, textbooks and eligible living expenses for programs leading to a degree or a diploma at an approved Canadian postsecondary educational institution. To date, the CJMPSOSSF has provided financial assistance to 94 recipients to obtain a postsecondary education. Additional details regarding eligibility criteria can be found in the attached 2022–23 CJMPSOSSF Guidelines.

For the purposes of the CJMPSOSSF, a public safety officer may include a municipal or provincial police officer, First Nations Constable, auxiliary member of a police force, special constable (acting with the authority of a police officer at the time of his/her death), firefighter, correctional officer, probation officer, parole officer, or youth worker.

**The due date for submission of applications is May 31, 2022.**

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

### **NEW ELECTRONIC SUBMISSION PROCESS FOR VERIFICATION OF BIRTH, MARRIAGE AND DEATH REGISTRATION INFORMATION FROM THE OFFICE OF THE REGISTRAR GENERAL**

The Office of the Registrar General (ORG) has implemented a simpler, more convenient digital option for submission of requests for verification of birth, marriage and death registration information for law enforcement purposes (i.e., Special Access).

This digital option replaces traditional fax lines by utilizing enterprise digital alternatives that support the government's goal to make public sector services more modern, convenient and customer focussed.

Please provide this memo to Ontario police services regarding the implementation of a new electronic submission process, and the subsequent elimination of our traditional fax line.

The new digital alternative is now available, allowing law enforcement officers to submit a request for access to the ORG using an electronic submission process. This process allows for the electronic uploading of completed applications, supporting documents and correspondence for law enforcement purposes; and has the ability to submit payment for services using Visa, Visa Debit, Mastercard, Debit Mastercard, or Interac® Online through a secure payment provider.

Responses to requests will continue to be managed by staff in the ORG's Special Access unit. Responses to verification requests will be provided by phone and written responses will be sent by mail.

As the traditional fax line is being eliminated, law enforcement officers are encouraged to transition to the electronic submission process as soon as possible.

### **ONTARIO GRANT TO SUPPORT ANTI-HATE SECURITY MEASURES FOR FAITH-BASED AND CULTURAL ORGANIZATIONS (2022-2023) CALL FOR APPLICATIONS**

A call for applications has been issued through the Ontario's Anti-Racism Directorate is to provide grant funding to Support Anti-Hate Security Measures for Faith- Based and Cultural Organizations. Services can show their support by sharing information on this program with faith-based and cultural organizations within their respective communities.

The deadline for applications is August 31, 2022 .

### **HOURS OF SERVICE – FORMER ROAD-BUILDING MACHINES**

Beginning July 1, 2022, operators, and drivers of former RBMs and mobile crane support vehicles operating under a temporary exemption certificate will be required to comply with the hours of service requirements under the HTA and Ontario Regulation 555/06.

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### **ONTARIO CLOSED CIRCUIT TELEVISION (CCTV) GRANT PROGRAM – CALL FOR APPLICATIONS FOR FISCAL YEAR 2022-2023**

The Ministry of the Solicitor General (ministry) is now accepting applications under the Ontario Closed Circuit Television (CCTV) Grant Program for the fiscal year of 2022-2023.

This grant continues to help expand CCTV systems in more municipalities, as part of the Ontario Guns, Gangs and Violence Reduction Strategy (GGVRS).

The Ontario GGVRS is being implemented to deliver a comprehensive and effective solution to the issue of guns and gangs in the province. As part of the GGVRS, investments have been made to fight gun and gang violence through enforcement, intervention, and prevention. The Ontario CCTV Grant Program will further support police services and the communities they serve to increase public safety.

The Ontario CCTV Grant Program is available to all Municipal and First Nations police services as well as the Ontario Provincial Police (OPP). The call for applications is being launched for a one-year grant cycle and will provide one-time funding to successful applicants in the fiscal year of 2022-2023 (April 1, 2022 to March 31, 2023).

Police services will be required to pay for 50 per cent of the project costs. For example, if the total project cost is \$400,000, the applicant must commit \$200,000 of their own funds towards the project and the ministry would cover the remaining 50 per cent of the project costs of \$200,000. For more detailed information, please see the attached Application Guidelines.

GSPS is in the process of preparing such application.

### **UPDATES TO THE STANDARDS OF CARE FOR OUTDOOR DOGS UNDER THE PROVINCIAL ANIMAL WELFARE SERVICES ACT, 2019**

Updated information was communicated to Ontario Regulation 444/19 (Standards of Care and Administrative Requirements) under the *Provincial Animal Welfare Services Act, 2019 (PAWS Act)*. Informed by stakeholder and public feedback, jurisdictional reviews, expert literature and technical advice, updated standards of care for outdoor dogs were filed as an amendment to Ontario Regulation 444/19 on April 19, 2022. The amending regulation can be read by visiting Ontario e-Laws. The updates will also appear on the Ontario e-Laws page for Ontario Regulation 444/19 shortly.

The updated standards will come into force on July 1, 2022, and will replace the previous standards of care for dogs that live outdoors under the *PAWS Act* and create more comprehensive requirements related to:

- General care – including access to shade, food and water, grooming and nail

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care, and health and welfare maintenance.

- Outdoor dog shelter – including when an outdoor dog shelter is required (with exceptions for livestock guardian dogs and dogs that have access to a structure housing livestock), as well as design features and size-related specifications for an outdoor dog shelter.
- Use of tethering – including when dogs cannot be tethered, the safe usage of tethers, minimum space requirements when a dog is tethered, and maximum time a dog can spend on a tether (with limited exceptions).
- Use of housing pens – including the use of housing pens, minimum housing pen size and restrictions on outdoor dogs that can be penned together (with limited exceptions).
- Tethering and housing pen containment area – including adequate cleaning and sanitation, as well as features to support the physical comfort and welfare of a dog while they are contained outdoors.

### **HIGHWAY TRAFFIC ACT AMENDMENTS AUTHORIZING AUTOMATED FLAGGER ASSISTANCE DEVICES**

The HTA has been amended by the *Moving Ontarian's More Safely Act* (MOMS), 2021 to authorize the use of automated flagger assistance devices (AFAD). This amendment is to section 146.1, which sets out traffic control stop and slow sign requirements. AFADs may be used in construction zones to control two-way traffic on two-lane highways that are reduced to a single lane. AFADs are operated remotely by a traffic control person and feature a gate arm and a circular red or amber indication. Drivers must obey the AFAD in the following ways:

Drivers must stop where indicated when an AFAD displays a circular red indication, and the gate arm is lowered.

Drivers must slow down and proceed with caution and at a slow rate of speed when an AFAD displays a flashing circular amber indication.

Additionally, subsection 146.1 (5) sets out a requirement that only a traffic control person, or an over-dimensional vehicle escort appointed under section 110.5 of the *Act*, may use an AFAD on a highway.

### **NEW GPS MONITORING PROGRAM NOW LIVE**

The transition to GPS monitoring with Recovery Science Corporation (RSC) began on April 4, 2022. When fully implemented, GPS monitoring will be available across the province for those who have GPS monitoring conditions attached to a bail release, conditional sentence, parole or for individuals with intermittent sentences who are granted a temporary absence permit.

Effective April 13, 2022, all existing ESP and SafeTracks GPS monitoring participants will begin transitioning to GPS monitoring with RSC. The outstanding inventory of ESP

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requests currently in the queue and any new ESP requests will be redirected by the Ministry to RSC. As well, Probation and Parole Officers will begin to request variation orders to the Courts for conditional sentences and to the Parole Boards for parole certificates to support this transition. In addition, individuals on existing bail release conditions including ESP or SafeTracks GPS monitoring will begin to transition. The transition is expected to be completed by May 13, 2022.

### ***KEEPING ONTARIO OPEN FOR BUSINESS ACT, 2022 AND THE EXPIRY OF O. REG. 71/22 – CRITICAL INFRASTRUCTURE AND HIGHWAYS UNDER THE EMCPA***

On March 21, 2022, the Ontario government announced its intention to introduce new legislation to protect international crossings from unlawful disruptions. On April 14, 2022, the *Keeping Ontario Open for Business Act, 2022* received Royal Assent.

The *Keeping Ontario Open for Business Act, 2022*, enables police to respond immediately to future disruptions to international border crossings, such as bridges, prescribed international airports and prescribed transportation infrastructure that is of significance to international trade, when those disruptions interfere with ordinary economic activity or with the safety, health or well-being of members of the public.

The legislation provides police officers with authority to impose roadside suspension of drivers' licences when an officer reasonably believes a person has breached prohibitions related to impeding the use of protected transportation infrastructure. The legislation also provides authority to seize licence plates when a vehicle is used in an illegal blockade and to remove and store objects making up an illegal blockade.

A police officer that has reasonable grounds to believe that a person has committed an offence under section 10 may, for the purpose of commencing a proceeding under Part I or III of the *Provincial Offences Act*, direct the person to provide their full name, date of birth and address.

Additionally, a police officer can arrest a person without a warrant if the officer believes on reasonable grounds that the person:

- a) Failed to comply with a direction to cease contravening prohibitions related to impeding the use of protected transportation infrastructure;
- b) Failed to comply with a direction to disperse;
- c) Has obstructed any person in the performance of their duties or exercise of their powers under the *Act*; or
- d) has failed to identify themselves when required to under the *Act*.

The government is also enhancing capacity to provide effective public order policing on a sustainable basis through a \$96 million investment in staff, sharing of best practices, and equipment such as heavy tow trucks that are necessary to keep borders open.



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Notably, within the OPP, positions in Public Order, Emergency Management, and Provincial Liaison units are being enhanced over and above the full time Emergency Response Team complement to enable a surge capacity to multiple incidents and to sustain capacity during prolonged events.

The legislation will better equip the province to respond to future illegal blockades to border crossings, without declaring a state of emergency.

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**OPERATIONAL UPDATES**

**9-1-1 EMERGENCY COMMUNICATIONS CENTRE: Manager Andrea Savage**

For the month of April 2022, the 9-1-1 Emergency Communications Centre (ECC) managed just over 18040 total phone calls for the month.

Over 5250 of those total phone calls were 9-1-1 Calls.

Communicators from the 9-1-1 ECC managed approximately 6900 events for policing and another 716 incidents for Fire services. Of the 6900 police incidents, we managed 41 priority 1 events and 863 priority 2 events. Of the 716 fire incidents, approximately 370 were priority 1 calls for service.

April 10-16 we celebrated National Public Safety Telecommunicators Week. The 911 ECC received chocolates and treats from a city councillor to show their appreciation as well as coffee and a lunch/dinner of their choice from the Service, for each individual group. We received many notes of thanks from various organizations and members in the community.

On April 23rd the 911 ECC, in concert and support of front line members, effectively managed a barricaded individual. After which, the team received recognition and appreciation from the on call Inspector for their professionalism and support. The successful candidate in our Supervisor Competition process was selected. She remains on the shift that she was working prior so the transition into the fulltime role was seamless for her. There were 4 candidates in this process.

Initiatives:

- Planning for the new recruiting initiative is well on its way. It has been decided that for the first day of the campaign will be conducted virtually. Advertising will begin this month during Police week and into June. This approach will be flexible in response to any fluctuations in COVID 19 restriction. We also believe that this approach will afford more of the younger generation better accessibility and those who do not reside within the city.
- The plan will still involve such things as presentations by our own members during the event. We hope to build on this concept by eventually hosting our own information sessions as well.
- Discussions have been revived from pre COVID on the updating of our mapping systems in collaboration with our Information technology unit.
- Discussions and planning continue for the implementation of Next Generation 911.

**PATROL OPERATIONS – Inspector John Somerset**

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

Patrol Operations continue to be extremely busy with both pro-active patrols and responding to call for service. One incident in which we'd like to highlight is the quick action of one of our officers.

On Friday April 8, 2022, an officer was dispatched to attend HSN to speak to a victim of a stabbing. Upon arrival and after speaking to the man, the man did not wish to participate in a police investigation and declined to provide a statement or medical release.

The man attended the washroom in the emergency department waiting room while The officer waited to speak to him again briefly. The man was in the washroom for an extended period of time and the officer could hear mumbling and commotion inside. All went silent and the officer repeatedly knocked on the door and identified himself as police asking if the man was okay. After repeated attempts with no response, the officer notified nearby security to unlock the door.

Once the officer gained entry into the bathroom, he observed the man on the floor unconscious and a needle and some foil. The officer advised security to immediately obtain assistance. The officer could not detect any breathing or pulse from the man. The man was unresponsive and appeared VSA. The officer accessed and administered NARCAN to the man and continued shouting out to the man to wake up along with shaking him with his hand on his chest. Approximately eight seconds later, the man regained consciousness.

### **INTEGRATED OPERATIONS – Inspector Marc Brunette**

#### Traffic Management Unit

The Traffic Unit issued **485** Provincial Offence Notices including **39** Part III summonses through the month of April.

A total of **27** drivers were charged with Impaired by Drugs / Over 80 service-wide in April 2022. **19** Alcohol and **4** Drug Impaired arrests. **19** ASD, **5** SFST and **4** DRE tests were conducted, **4** refusals.

TMU collision investigation teams attended 1 serious injury collisions involving a 6 year old child being struck by a vehicle. The child is expected to do a full recovery.

#### Initiatives

TMU officers were involved in a month long project during the month of April targeting **distracted drivers**. The initiative was spearheaded following a serious pedestrian collision where the driver was charged with using a hand held device. The following are the results:

- **283** Drivers were stopped for using a hand-held communication device (texting, playing games, watching videos, ordering food and many other uses of the hand-held devices)

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

- **19** Seat Belt offences.
- **4** Stop sign related offences.
- **5** Failure to stop for a school bus.
- **242** offences for speeding and other Highway Traffic Act and Compulsory Insurance Act offences
- **1** Liquor Licence Control Act offence for open liquor in a motor vehicle with an Approved Screening Device Demand.
- **59** Part three summons offences including (2 Suspended drivers, Stunt driving offences including the two trucks racing down Barry Downe Road and other offences with no set fine)
- **1** Criminal Charge of Possession of Property obtained by crime under \$5000.00
- **The May TMU initiative is focusing on Motorcycle Safety and Aggressive Drivers**

### **Police Community Response Centre**

PCRC members continue to assist Patrol Operations with non-urgent calls for service

**258** initial CFS and **291** Follow ups calls.

- **288** initial and **251** Follow ups through Coplogic. We thank the community for using this platform to report these types of incidences freeing up our 9-1-1 Emergency Communications for emergency and priority calls.
- **54** initial Fraud Investigations and **68** follow ups

### **Emergency Response Unit**

The ERU continued to assist frontline officers in responding to calls for service. They also participated in :

- K9 Callouts: 4
- Search Warrants: 4
- Total Request for Assistance from Investigative Units: 6
- Significant Tactical Incidents: 7

Some significant calls included:

Threats - Warrants call where members were dispatched in relation to a threats call. The complainant attended GSPS to report a tenant from their building posted pictures of herself holding a rifle and explosives. Officers viewed the photos and confirmed. A tele-warrant was granted to search the unit. Female was arrested, charged, and held for bail.

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

Mental Health Act - Complainants contacted police to report their son returned home and he was yelling and screaming outside, as well as punching holes in the wall. It was believed he was going through drug withdrawal. Complainants advised their son was addicted to methamphetamines is further diagnosed with schizophrenia paranoia and was actively suicidal. Patrol attended and the male party barricaded his bedroom and stated he had a gun; officers heard sound of a gun racking. ERU was dispatched as the situation involved a possible armed and barricaded person. Attempts were made to call out to the male, yielding negative results. The door was ultimately breached and the residence was cleared, except for the male's bedroom which was found to be locked. Gas was utilized to elicit a response from the male party; male was heard coughing. Door was breached and male party was apprehended. It is to note he was located wearing a makeshift gas mask. A search of his room revealed a small pistol that was described as being incapable of shooting projectiles.

Arrest Warrant for Attempt Murder Suspect – a warrant executed and suspect arrested by ERU. Charges are attempt murder, unauthorized possession of a firearm, Possession of a Firearm knowing its possession is unauthorized and pointing a firearm.

### **SPECIALIZED OPERATIONS – Inspector Dan Despatie**

#### **Community Mobilization Section & Community Engagement Section**

##### Statistics

- 5 – Mobile Crisis Rapid Response Team (MCRRT) Calls
- 12 - Foot Patrols
- 20 – Bike Patrols
- 2 – Crime Prevention Through Environmental Design (CPTED) Audits
- 151 – Focused Patrols
- 72 – Community Meetings
- 10 – New Violent Threat Risk Assessment (VTRA)
- 19 – Ongoing VTRA
- 2 – New Youth Referrals
- 7 – Ongoing Youth Referrals
- 2 – Presentations/referrals to Rapid Mobilization Table (RMT)
- 142 – Assist Patrol with calls for service (CFS)
- 2 - COVID calls for service
- 64 – Crime Stoppers Tips

##### Initiatives

- Bike Patrols began April 1<sup>st</sup> officers will provided increased engagement throughout the Downtown core.
- Frank DeAngelis Community Event – hosted by the VTRA Steering Committee

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

- Participated in a Human Trafficking Presentation with Sudbury and Area Victim Services (SAVS) at Sudbury Secondary School
- Hosted an Intercultural Student Ride-Along Program Meeting
- Participated in Ramadan Celebrations with the Antwerp Mosque on two occasions
- Involvement with the City Encampment Initiative continued at both the Operational and Leadership levels

### **PROPERTY & EVIDENCE CONTROL SECTION**

Property & Evidence Control Section personnel continued to support operational and court demands in April, as demonstrated by the following:

#### Statistics

- Intake of - 24 Firearms
- Intake of - 47 Drug exhibits
- Intake of - 348 General Property Exhibits

### **CRIMINAL INVESTIGATIONS DIVISION – Inspector John Valtonen**

#### **NEW SUDBURY SHOPPING MALL SHOOTING - UPDATE**

On March 31, 2022, we received a call regarding a shooting at the Walmart on Lasalle Boulevard. The investigation had determined that two men were involved in an altercation inside of the doors to Walmart where one of the men displayed a gun and shot the other man. Through the investigation, it was determined that wanted party, Kaden Graham was believed to be inside of a residential unit on Montague Avenue in Greater Sudbury.

Detectives obtained a Warrant to Enter a Dwelling House. On May 4, 2022, members of our Emergency Response Unit entered the residence and Kaden Graham was safely taken into custody.

#### **ALTERCATION AT ONTARIO NORTHLAND BUS TERMINAL**

On Sunday, May 8, 2022, Officers were dispatched to a Disturbance at the Ontario Northland Bus Terminal on the Kingsway. Information provided was that multiple men had been involved in a verbal argument that turned into a physical altercation and it was believed that a gunshot was heard prior to the men leaving the area.

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

Upon arrival Officers located one of the men who had sustained a minor injury as a result of the altercation. The man was placed under arrest and as a result of the arrest, Officers searched the man locating over \$1,800 in cash and close to 30 grams of what is believed to be Cocaine.

The man was transported to Police headquarters where Officers searched his bag locating an additional 13.5 grams of what is believed to be Cocaine and a bullet casing.

The 22-year-old man has been charged with Possession of a Schedule I Substance for the Purpose of Trafficking under the Controlled Drugs and Substances Act.

Detectives from the Criminal Investigation Division are looking to identify and speak with the other individuals involved in this incident.

### **CORPORATE COMMUNICATIONS**

#### **Bear Witness Day – May 10, 2022**

On May 10, 2016, the Canadian Human Rights Tribunal directed the federal government to fully implement #JordansPrinciple, marking it as #BearWitnessDay.

Jordan's Principle is a child-first principle and legal rule named in memory of Jordan River Anderson, a young boy from Norway House Cree Nation in Manitoba with complex medical needs. The principle ensures First Nations children receive the services and supports they need when they need them.

May 10th is chosen to both honour the day the compliance orders were issued, and to act as the symbolic birthday of Spirit Bear.

#### **MMIWG2S+ Red Dress Artwork Unveiling – May 5, 2022**

On May, 5, 2022, we were honoured to be a part of the artwork unveiling at N'Swakamok Native Friendship Centre to honour and acknowledge #RedDressDay, and to commemorate Missing and Murdered Indigenous Women and Girls and 2-Spirit Peoples. This commissioned artwork was created by Kathryn Corbiere of One Kwe Modern Fabrications. We thank the Indigenous community for allowing us to be a part of this momentous occasion.

In 2015 prior to the National MMIWG Inquiry, GSPS proactively reached out to the N'Swakamok Native Friendship Centre to develop a collaborative partnership and expand upon the work that had already been done by the previous Indigenous Liaison Officer, Constable Grant Dokis (Retired) since the introduction of the role in 1999.

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

Much of our work since 2015 has been specifically guided through the very powerful partnership project, Looking Ahead to Build the Spirit of Our Women-Learning to Live Free from Violence. The project has been funded by Justice Canada since 2016 and is a partnership between the N'Swakamok Native Friendship Centre and the Greater Sudbury Police Service (GSPS).

The Looking Ahead project focuses on providing proactive educational opportunities and information to our personnel, as well as, healing opportunities to community members with the ultimate goal of empowering community members to live free from violence. GSPS continues to work collaboratively with Indigenous communities to gain insight on what service delivery should look like and through this vital input, we are well positioned to ensure our actions are led by the Indigenous community ensuring its authenticity and a grassroots approach.

Through the project, we have hosted three MMIWG2s+ conferences where family members of Missing and Murdered Indigenous Women and Girls from across North America have been in attendance and provided powerful insight into their experiences. The focus of the conferences was healing and education with an emphasis on culture throughout the experience. We have heard from the family members of Missing and Murdered Indigenous Women and Girls and 2-Spirit Peoples and all those affected, that the families need to help lead and need their voices heard.

None of this tremendous work would have been accomplished without the support and dedication of Marie Meawasige, Lisa Osawamick, Shannon Agowissa and Juliette Wemigwans. We thank these women for being the driving forces behind this nationally known and recognized project.

Today and every day, we stand in solidarity with Indigenous community members and we remain committed to taking action.

### **Ceremony of Remembrance for Fallen Police Officers – Provincial – May 1, 2022**

Several GSPS members, both Sworn and Civilian, were in attendance at the 23rd annual Ontario Police Memorial Ceremony of Remembrance in Toronto, organized by the Ontario Police Memorial Foundation.

The annual Ceremony of Remembrance honours and pays tribute to Ontario's fallen police officers who have died in the line of duty – these officers are Heroes in Life, Not Death.

We honour them. We remember them.

Their legacies will never be forgotten.

We pay tribute to those Officers who have so valiantly given their lives in service of their community and country, including our own eight:

- Cst. Albert Nault
- Sgt. Frederick Davidson



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

- Cst. Gerry Dault
- Cst. Edward Terrell
- Cst. Ernest Paul
- Sgt. Laurier Quesnel
- Cst. Joseph MacDonald
- Sgt. Richard McDonald

### **Sexual Assault Awareness Month – Consent Video – May**

May is recognized as Sexual Assault Awareness Month in Ontario. As part of our approach to community safety and well-being, we value our collaborations and partnerships with other agencies within the community.

Sexual Assault Awareness Month is a time to raise awareness about the impacts of this devastating crime and focus on prevention measures to stop sexual violence. The Greater Sudbury Police Service is proud to partner with Laurentian University - Université Laurentienne Equity Diversity and Human Rights Office (EDRHO), Cambrian College, Collège Boréal, and Sudbury & Area Victim Services / Services aux victimes du Grand Sudbury to raise awareness on the importance of consent.

Any form of sexual activity without consent is sexual assault. Consent is legally required and necessary. We are proud to launch our collaboration video that discusses the importance of obtaining consent, the law around consent, and some support options available to individuals affected by sexual violence.

If you have experienced a Sexual Assault, you have various options for reporting the incident(s) to Police if and when you are ready to do so.

In the case of an emergency, if you are in danger or need medical assistance or if the incident just took place/the person responsible is nearby, please call 911 immediately.

If you are reporting a Sexual Assault after the fact and you do not believe that you require immediate assistance, you can call us at 705-675-9171 or you can report it online through our online reporting system: <https://www.gsps.ca/en/reporting/sexual-assault.aspx...>

Under the Reporting heading you will find a page dedicated to Sexual Assault reporting with additional information including a Sexual Assault Survivors Guide: <https://www.gsps.ca/.../Information-Guide-for-Survivors...>

### **Motorcycle Safety Awareness Month – May**

Throughout the month of May and with the assistance of the Traffic Management Unit, we will be sharing important information and tips regarding safe practices when it comes to Motorcycles. We want to remind motorists to be cognizant and alert of motorcycles on our roads.

Drivers are reminded to watch out for motorcycles, especially when changing lanes, passing and in intersections. Always check your blind spots. One of the most common causes of collisions between motorcycles and cars is the car driver turning left in front of the oncoming motorcycle, often due to speeding or lack of visibility.

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

Riders should:

- Perform a safety check and ensure your motorcycle is in good working order before each ride.
- Always wear an approved motorcycle helmet and bright, high-quality protective gear to make you more visible to other motorists.
- Avoid riding in bad weather.
- Never ride tired. Stop for rest breaks as needed.
- Ride within your skill level and obey posted speed limits.

Motorcyclists have the same rights and privileges as all drivers on the road, meaning they are entitled to their space on the road, no matter the size of their ride. This also means that motorcyclists must follow the same road laws as all drivers, including keeping a safe distance from other vehicles.

### **Acts of Kindness**

Community members routinely captures our Members assisting or engaging with community members undenounced to our personnel. We like to highlight kindness and compassion of our Members by sharing these moments on social media.

On April 20, 2022, an Officer was seen changing a flat tire for a community member and on April 27, 2022, an Officer made an impromptu stop at a local home daycare after seeing the children outside. These posts get significant traction on social media and demonstrate the humanitarian side of policing.

### **Stunt Driving**

Over the past month, the Traffic Management Unit has been focusing on Stunt driving and aggressive drivers, targeting high-risk and high-complaint areas throughout Greater Sudbury. As part of an educational and awareness campaign regarding the consequences of Stunt/aggressive driving, we post images of vehicles that are being towed as they have been driven by individuals charged with Stunt driving. These posts garner significant traction on social media with an average of 48,383 impressions, 46,359 post reach and 48,092 engagements.

**Let's also keep our mental wellbeing in mind and stay healthy.**

**We will all get through this together!**

**Stay home! • Stay safe! • Stay positive!**