



**GREATER SUDBURY POLICE SERVICES BOARD**  
**WEDNESDAY, APRIL 20, 2022, 10 A.M.**  
**Zoom**

**PUBLIC AGENDA**

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<b>4</b>	<b>Declarations of Conflict of Interest</b>		
<b>5</b>	<b>Adoption of Minutes – March 16, 2022</b>	<b>Motion</b>	
<b>6</b>	<b>Accept Consent and Discussion Agenda – April 20, 2022</b>	<b>Motion</b>	
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**Report from the Chief**

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**New Business**

**Date of Next Meeting**

Wednesday, May 18, 2022


**Motion to Meet IN CAMERA**

**Adjournment**

**Motion**



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> April 13, 2022
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>PROPOSAL TO EXTEND STRATEGIC DIRECTION</b>	
<b>STRATEGIC DIRECTION 2019-2021</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal:</b> 3 - Embrace community input through community engagement	
<b>Prepared by:</b>  Jerry Willmott Inspector, Strategic Operations  Matthew Gatien Board Administrator	<b>Recommended by:</b>  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**That the Board approves extending the Greater Sudbury Police Service (GSPS) Strategic Direction development process by one year, with the 2019-2021 plan becoming the 2019-2022 plan, and the new plan spanning 2023-2025.**

### SYNOPSIS:

During the past two years, the Greater Sudbury Police Service has been faced with unprecedented times and circumstances, where our business operations were altered and at times cancelled as a result of the global COVID-19 Pandemic. On April 14, 2020, the Ontario Declaration of Emergency was extended, which at that time allowed for the government to suspend certain municipal planning decision timelines during the State of Emergency: *“The government is making it possible to suspend certain municipal planning decision timelines during the state of emergency and change the Development Charges Act to ensure municipalities can continue to count on a vital source of revenue that helps pay for local growth-related infrastructures, such as roads, water, and sewers as well as fire and police services. The amendments to the Police Services Act also allow the Solicitor General to give municipalities an extension beyond January 1, 2021, to prepare and adopt a community safety and well-being*

*plan.*” There were numerous cases whereby exceptions were made in terms of mandates and timelines not only provincially but locally as well.

During this challenging period, our Police Service’s operational and administrative processes were impacted, as our role became one of preventing and controlling the spread of COVID-19 and maintaining public safety while placing our members’ physical and mental health at risk. Our resources were very much focused on addressing issues that arose as a result of the Pandemic. In fact, our Service stood up a COVID-19 Task Force, which was maintained throughout this period. This assignment involved a significant number of personnel, who solely worked on planning and delivering emergency services and ensuring community safety, all while ensuring the protection of our members. At this time, directives from the government were unclear and inconsistent, also ever-changing.

The previous GSPS Business Plan (Strategic Direction) was a three-year plan covering the period from 2019 to 2021. which was prepared in accordance with provincial legislation:

- *Police Services Act, Ontario Adequacy Standards Regulation 3/99*, subsections 30(1), 32(1), and 32(2)
- GSPS Business Planning Procedure ADM 049

To be compliant with the Adequacy Standards and GSPS procedure, a new Business Plan was required to be developed for 2022 to 2024. An extensive environmental scan would ordinarily have been conducted early in 2021, which would have allowed time to develop and provide the new Business Plan to the Police Services Board before January of 2022.

The emergence and continuation of the Pandemic had immediate and long-standing impacts on the planning process for this Business Plan and has resulted in significant delays.

In light of these delays and Pandemic requirements and restrictions, the Police Service is requesting that consideration be given to extend the current plan to include 2022 which would revise the dates of the plan to 2019 to 2022, and the new plan will be built and will cover the years 2023-2025 Strategic, which will be provided to the City of Greater Sudbury Clerk by March 31, 2023.

## **BACKGROUND:**

In 2000, the Provincial Adequacy Standards Regulation for Police Services was introduced, which included a framework for Business Planning. In accordance with this Regulation, Police Services Boards are required to develop Business Plans at minimum, every three years. The Regulation also requires Police Service Boards to enter into a protocol with its municipal council that sets out the date by which the business plan will be provided to the municipal council and the responsibility for making the plan public.

Subsequently, a protocol was signed between the City of Greater Sudbury and the Greater Sudbury Police Services Board whereby both parties agreed that the Business Plan shall be provided to the City of Sudbury Clerk by March 31st in the first year of the business cycle, and to the public no later than 30 days following it being released to the City of Greater Sudbury Clerk.

The 2019-2021 Business Plan was the Board's seventh Plan that was prepared since the introduction of the Provincial Adequacy Standards. Preparation for the current Plan has been delayed due to the ongoing pandemic and staff changes in key planning positions. In 2021, we were not able to complete an environmental scan, however, are advancing the processes involved, including public consultations/surveys, reviewing relevant legislation, a review of the 2019-2021 Strategic Direction, national, provincial and local trends as well as internal consultations with GSPS members. We are expecting to receive feedback from residents, businesses, school boards, diverse community partners and stakeholders, city councilors, GSPS members, and Board members. The 2019-2021 Strategic Direction outlines the GSPS *Our Shared Commitment Model* for the City of Greater Sudbury through four strategic priorities: *Our Members and Our Inclusive Workplace*, *Public Trust & Accountability*, *Collaborative CSWB for Greater Sudbury*, and *Policing with Excellence & Professionalism*. This Plan guided GSPS over the previous three years.

The planning and finalization process for the upcoming Business Plan (2022-2024) would ordinarily have been completed in 2021. The unforeseen global COVID-19 Pandemic and subsequent priorities impacted not only the GSPS planning timelines but also the public. The community's focus during the Pandemic was directed to personal safety and well-being and avoidance of the Pandemic. The Provincial lockdowns and resulting stress and anxiety would likely have affected public availability as well as their perceptions throughout this period. This would also have affected the public's ability to provide meaningful feedback during the consultation process. The public's level of engagement/input, particularly from marginalized communities, is a critical element of the environmental scan. The data collected may well have been inaccurate, and considerations for inclusive and diverse representations would have been compromised had the Scan been completed during this period.

#### **CURRENT SITUATION:**

The global COVID-19 Pandemic had immediate and long-term impacts on the Business planning process resulting in all of the process steps being deferred to address emergent tasks and responsibilities. It is only now in April of 2022 that services at the GSPS have returned to almost where they were before the pandemic. Short of the sixth wave in this Pandemic affecting how we do business, we expect to have the Business Plan finalized by January of 2023, and presented to the City of Greater Sudbury Clerk by March 31st of 2023.

This would provide the Service with additional time to focus on some strategic priorities that were put on hold during the Pandemic. An extension will also enable the development and

embedding of anti-racism initiatives into the existing Business Plan. Most importantly, it is anticipated that an extension into the post Pandemic period would provide the time required to facilitate a more ‘all-inclusive’ engagement during the consultation process resulting in the development of a more ‘all-inclusive’ plan. Should there be further waves or resurgence, further emergency actions can be expected which further impede the development of the Business Plan.

#### **LEGISLATIVE IMPLICATIONS:**

Ontario police services are governed by Provincial Adequacy Standards Regulation which includes a ‘Framework for Business Planning AI-001.’ In accordance with this Regulation, Police Service Boards are required to develop business plans at a minimum, every three years.

Recently, the London Police Service consulted their Ministry Advisor who indicated that the Adequacy Standards provide flexibility for Services and Boards to delay or extend their Business Plans as long as Boards are informed and concur. Sudbury’s Advisor was also consulted and advised that the Board can decide if the decision to implement the plan takes immediate effect or takes effect at a future date.



As well, other police services have already extended their Business Plans beyond three years, while others have delayed, or are considering delaying their business plan process.

#### **FINANCIAL IMPLICATIONS:**

Costs associated with developing and implementing our next Business Plan were included in the 2021 and 2022 Operating Budgets. Funds are used to cover the costs associated with the Residential, Business and Member Surveys along with incidental costs associated with public consultations. The Board may also wish to engage a consultant to assist with building the plan once all the survey and public input data has been assembled.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> April 13, 2022
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2021 WORKPLACE VIOLENCE AND HARASSMENT ANNUAL REPORT</b>	
<b>STRATEGIC DIRECTION 2019-2021</b> <b>Strategic Theme:</b> Our Members & Our Inclusive Workplace <b>Goal:</b> 1 - Promote a culture of trust through transparent communication	
Prepared by:  Sharon Baiden Chief Administrative Officer 	Recommended by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

**THAT the Board receives the 2021 Workplace Violence and Harassment Report.**

### BACKGROUND:

The Greater Sudbury Police Services Board adopted the Workplace Violence and Harassment Policy on June 8, 2010. The Policy was adopted in order to comply with both the *Occupational Health and Safety Act* and the Ontario Police Health and Safety Committee's Guidance Note pertaining to Violence and Harassment Prevention at Police Facilities.

The Chief reports to the Board on an annual basis the effectiveness of the Workplace Violence and Workplace Harassment Programs including the total number and type of complaints received and the disposition of such complaints; and the total number and types of complaints ordered investigated pursuant to an order received under Section 55.3(1) of the *Occupational Health and Safety Act* and the associated expenses.

### CURRENT SITUATION:

In 2021, all staff, volunteers, auxiliary, and students received training as part of on-boarding orientation on the Workplace Harassment Procedure, Respectful Workplace conduct expectations. Avenues for reporting are also emphasized and members are assured they can speak to supervisors, Human Resources, and colleagues about any concerns.

Human Resources and Supervisors work together to identify issues, friction, and personality clashes as soon as possible and help to mediate issues before they even arise. In addition, all new Supervisory staff received online training in relation to their responsibilities under the Occupational Health and Safety Act. Respectful Workplace conduct and proper adherence to the Workplace Harassment Procedure was discussed in a session with Human Resources.

A new procedure was introduced entitled 'Respect in the Workplace' as a proactive measure. Our current procedures speak more to unacceptable behaviour in the workplace whereas this will focus on more proactive positive messaging around workplace expectations.

A summary of harassment and Discrimination Complaints is attached.

All but two of the complaints have been resolved. None of the incidents involved direct situations of violence, with alleged behaviour primarily involving in-person verbal exchanges, inappropriate jokes, and unwanted touching.

There were no complaints ordered under Section 55.3(1) of the Occupational Health and Safety Act.



**SUBJECT:  
2021 WORKPLACE VIOLENCE AND HARASSMENT ANNUAL  
REPORT**

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**Attachment  
2021 Harassment and Discrimination Complaints**

<b>Type of Complaint</b>	<b>Outcome</b>	<b>Date Concluded</b>
Workplace Harassment	Resolved via informal resolution. Member spoken to and an apology was issued to the complainant from the respondent.	01-Feb-21
Workplace Harassment	Resolved. Investigation completed by trained investigator and deemed to be unfounded. Investigator completed a concluding interview with the complainant, advised to report any future incidents and/or concerns if required.	05-May-21
Workplace Harassment	Resolved with medical intervention and a verbal apology. Members spoken to, transfers made and support provided to all involved.	12-May-21
Workplace Harassment	Resolved. Member was suspended from duty during the investigation. Respondent was provided with training via HR Downloads upon their return to work.	21-Jun-21
Workplace Harassment	Resolved through informal resolution, involved member received training.	08-Oct-21
Workplace Harassment	Resolved through informal resolution, verbal apology from involved person to the complainant.	15-Dec-21
Workplace Sexual Harassment	Resolved through informal resolution. Members participated in voluntary mediation. On 08 October 2021 the complainant reopened the complaint and it is now being formally investigated	Ongoing
Workplace Harassment	Resolved through informal resolution. Members are to avoid any direct contact and/or communication with each other.	02-Dec-21

**SUBJECT:**  
**2021 WORKPLACE VIOLENCE AND HARASSMENT ANNUAL REPORT**

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Workplace Harassment	Resolved. Deemed to be performance management. Supports put in place for both parties involved.	19-Nov-21
Workplace Harassment	Investigation ongoing	Ongoing



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> April 11, 2022
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>SUPPORTING ONTARIO'S FIRST RESPONDERS ACT</b> <b>2021 POST TRAUMATIC STRESS DISORDER (PTSD) PREVENTION PLAN</b> <b>ANNUAL UPDATE</b>	
<b>STRATEGIC DIRECTION 2019-2021</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:

**THAT the Board receives the 2021 Post Traumatic Stress Disorder Prevention Plan annual update for information.**

### BACKGROUND:

In April 2016, the province passed the *Supporting Ontario's First Responders Act* which amended the *Workplace Safety and Insurance Act*. This new legislation created a presumption that post-traumatic stress disorder (PTSD) diagnosed in first responders is work-related. The presumption allows for faster access to WSIB benefits, resources, and timely treatment. The *Act* is part of the Province's strategy to prevent or mitigate the risk of PTSD and to provide first responders with faster access to treatment and the information they need to stay healthy.

The diagnosis of PTSD must be made by a psychiatrist or psychologist and be consistent with the Diagnostic and Statistical Manual of Mental Disorders. In accordance with the *Act*, employers of workers covered under the PTSD presumption were required to provide the Minister of Labour with information on their workplace post-traumatic stress disorder prevention plans by April 23, 2017. Given that police (including Sworn officers and dispatchers) are one of the specific groups covered under the PTSD, the Board was required to submit such a Plan.

In order to assist employers to design a PTSD Prevention Plan and Program, the Public Services Health and Safety Association served as a resource for providing information on PTSD established framework and was used as a guide to assist in developing plans.

The Service has a long history and commitment to the psychological health and wellbeing of members throughout their career. A range of programs and supports are in place to support member wellness and aimed at preventing PTSD.

At their meeting of April 19, 2017, the Board adopted the Service's Post Traumatic Stress Disorder Prevention Plan in accordance with *Supporting Ontario's First Responders Act*. The Plan details the various programs and services the Service has available to address member wellness. These avenues are both reactive and proactive inclusive of education initiatives to increase awareness and reduce the stigma around mental health and to promote an environment that supports mental health interventions. Other options available to assist members are detailed below.

### ***Employee Assistance Program***

ComPsych Limited provides the Employee Assistance Program (EAP) for the Service. They offer confidential and professional support, guidance, and counselling (and referrals when required) for personal challenges to members and their family.

- Trauma – Post Traumatic Stress Disorder Intervention
- Family and Marriage problems
- Parenting and Elder Care Support
- Stress Related Problems
- Gambling Addictions
- Legal and Financial Assistance
- Bullying and Harassment
- Anxiety and Depression
- Substance Abuse – Alcohol/Drug Use
- Eldercare
- Grief and Other Loss Counselling
- Emotional Issues
- Work-related Issues
- Life Transition including retirement

Internally primarily through Human Resources, a number of services are also available to members:

- Recruitment, Orientation, and Coaching

- Peer Support Team
- Early and Safe Return to Work
- Regular Health and Safety reviews
- Health and Wellness Committee
- Inclusion Team
- Employment related sponsored benefits including services of a Psychologist
- Spiritual Team

### ***Psychological Support***

Significant efforts are made to ensure the psychological health of members is maintained. Pre-hire, police officers must participate in a psychological screening and one-on-one visit with the Service Psychologist. Once hired, all recruits meet with the Service Psychologist prior to attending the Ontario Police College, on their return, and one year following return. Communicators who are involved in dispatching police calls also receive the support of our Service Psychologist through in-service training.

The current Collective Agreement provides for a maximum \$1,000 annually to offset costs associated with Psychological services. Members who spent their entitled allotment had additional funding provided through the Service. Additionally, psychotherapy, which is a highly subscribed service in the treatment of PTSD specifically was not covered under the plan. Again, these costs were provided for members requiring assistance.

Through collective bargaining, there will be a commitment to improve the annual allotment for these services and to also expand the services included.

Some areas identified as high risk for potential harmful psychological effects participate in more structured programs with the Service Psychologist. These are areas such as Forensics, Cybercrime, Major Crime, Tactical Unit, and Traffic Services.

### ***Critical Incident Response Debriefing (CISD) Team***

The Critical Incident Response Team consists of members with highly specialized training and skills. The team provides immediate peer support and access to resources for members who have been involved in potentially traumatic events. The goal is to monitor members post event and off support services where identified.

### ***Training, Education and Awareness:***

All new recruits as part of their Basic Constable Training Program at the Ontario Police College receive the Road to Mental Readiness (R2MR) training.

The Service's goal has been to promote a cultural shift which supports greater acceptance of the importance of psychological health and to reduce the stigma surrounding mental health issues and seeking help. Ongoing annual in-service training will also include education and awareness sessions on mental health and wellness with specific emphasis on observing signs and signals of distress to ensure early intervention.

The Service is fully committed to the psychological health and wellness of its members. A number of programs and procedures are in place to assist members. Proper resourcing in this area is a priority and will continue to realize increased investment. The most recently negotiated Collective Agreements provides for increases in the annual allotment of services of a Psychologist. As well, the Service supports members through rapid access and financial support where required.

#### **CURRENT SITUATION:**

On an ongoing basis, the Service reviews best practices and addresses identified gaps. Since the adoption of the Plan, the Service has undertaken the following activities.

#### **Resources, Programs and Support**

- Ongoing commitment from Human Resources to embed health and wellness initiative and training into all aspects of a member's career from orientation to retirement.
  - Wellness package including a copy of Kevin Gilmartin's *Emotional Survival for Law Enforcement* provided to all new members.
  - The Employee Assistance Program through ComPsych Resources Limited EAP – Regular promotional materials posted throughout the Service and sent to members directly via email. An online EAP Application is now available for members to download.
  - Continued promotion of the Peer Support Team, Inclusion Team, and the Sudbury Police Association's 'Reach out Committee'.
  - Extended Health Benefits – in 2019 psychological benefits at \$1,000 per calendar year for full-time members.
  - Spiritual Team – formerly the Chaplaincy Program. The team was trained in the Police Chaplaincy Program to understand how to better assist our members with their job specific challenges. In 2021, one of our Chaplains left due to a re-location additional member was added to our Spiritual Team.
  - Annual psychological individual check-ins for all members of the Forensic and Cybercrime Units.
  - Ongoing psychological support offered to areas identified as high risk for potential harmful psychological effects – Forensics, Cybercrime, Major Crime, Tactical Unit, and Traffic Services.

- Annual mental health check-ins are encouraged for all members
- Launch of a Peer Support App, free to members, on April 7<sup>th</sup>, 2021. In 2021, 357 peer support connections were made using the App. Sudbury was part of a pilot project which now has expired, and a subscription to the service will be taken.
- Supervisors continue to identify and submit Supervisor's Report of Work Injury/Illness for occupational stress injuries.
- Early intervention practices continue to be implemented when reports are submitted and received through the Wellness Coordinator Officer and Human Resources Branch.
- Members booking off of work continue to be provided a resource list with contact information that outlines all the programs and support available to them.
- In partnership with the Sudbury Police Association (SPA), Human Resources provides members with required resources and forms via the SPA website which facilitates member's access to information from home.
- First Responder Spousal Seminar, hosted virtually on June 10<sup>th</sup>, 2021. Event was open to all GSPS members and their spouses. The session featured Police partners to speak about first responder mental health from their own lived experience.
- One Critical Incident Debriefing conducted in November 2021.
- Distribution of health and wellness offers available to GSPS members to enhance their ability to access services such as; counselling; physiotherapists, massage, psychotherapist, yoga.

### **Training and Awareness**

- During orientation, all new members receive a wellness package and a presentation on signs and symptoms of occupational stress and the resources and programs available to them throughout their career. In 2021, there were 41 members (student, full time and part-time) who participated.
- Central Records Mental Health, Self-Care and Resource Training facilitated by the Wellness Officer Coordinator. Sessions took place in April 2021, a total of 13 sessions, 32 members.
- Wounded Warriors Trauma Informed Leadership Training for Senior Leadership, a total of four sessions. Wounded Warriors Peer Support Training, two members attended the training in September 2021
- Mental Health Training for all Civilian Supervisors and Human Resources, three sessions in the fall of 2021
- Wellness bulletin boards are updated monthly on topics related to physical, mental and emotional wellbeing.
- Ongoing participation on the on the Occupational Stress Injury Working Group.

**Health and Wellness Coordinating Officer**

- Provided on-going fitness and nutritional resources along with member and applicant fitness testing through the COVID-19 pandemic. This is a highly subscribed service from members. Having an on-site gym facilitates access for members around the 7/24 hour clock which aligns with shift work and ability to engage in physical activities.
- The Service is also looking at having quiet space available for meditation or quiet rest during the day.
- “Coffee Talk” sessions open to members to discuss issues and receive support, monthly meetings were impacted by the COVID-19 Pandemic. In 2021, we hosted a total of two “Warrior’s Coffees”.
- 10-78 Sessions open to members and family to receive education on Signs, Symptoms and resources for OSI and PTSD, these sessions were on hold in 2021 due to the COVID-19 Pandemic.
- Meets with Pre and Post OPC Cadets to discuss issues of Health and Wellness, signs and symptoms of stress/PTSD, and resources available to them.
- Provides individual Peer Support to members who are off on Short Term Disability, Long Term Disability, and WSIB.
- Participation, along with two other internal members on the Communities of Practice provincial working group consisting of WSIB, medical and mental health professionals and first responders.
- Assisted with the reintegration and return to work planning for members.
- Co-chairs the internal Member Wellness Reform Group which was launched in the latter part of 2020. This group coordinates all internal activities around member wellness ensuring solid communications around member wellness and strives to ensure member needs are served. The group seeks to commission internal initiatives that promote and respond to member health and wellness activities to ensure an inclusive workplace focused on reducing stigma relating to member wellness and prevention of burnout.

**Health and Wellness Committee (Blue Balance Wellness)**

- The Service’s Health and Wellness Committee rebranded to be officially known as Blue Balance Wellness. This group continues to develop new workplace initiatives. The Committee meets monthly focusing on a holistic approach to wellbeing of its members.
- Continued to update the private Health and Wellness Facebook page for members and their immediate family members. This page was designed to share upcoming events,



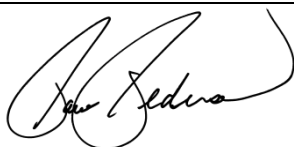
programs, resources, etc. In 2021, information was shared about mental health and the COVID-19 pandemic, “Feel-Good Friday” quotes and a meet the Wellness committee segment, introducing the team with a Q&A and photo.

- Continued to maintain the Health and Wellness Website that was launched in 2020. The website allows for members and their families to access information on wellness from home.
- Team assisted in the roll-out of PTSD awareness bracelets, made available to all members of the Service.
- This year through a partnership with Wounded Warriors “Let’s Talk” Lanyards were made available to members for a fee with proceeds donated to Wounded Warriors.

The Service strives to develop and have all of our programs guided by our RICH values of Respect, Inclusivity, Courage and Honesty. Through the collective efforts of many the Services undertakes proactive research and best practices in the prevention of occupational stress injuries and the treatment of post-traumatic stress incidents. Members’ health and wellness remains a top priority and systems to support staff are available to assist in maintaining their health. Through our summer student employment program a student with a background in health and wellness will be recruited to assist in an ongoing review and development of best practices.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> April 8, 2022
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2022-2023 BAIL SAFETY PROJECT AGREEMENT RENEWAL</b>	
<b>STRATEGIC DIRECTION 2019-2021</b> <b>Strategic Theme:</b> Policing with Excellence & Professionalism <b>Goal:</b> 3 - Enforce the law and hold offenders accountable	
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 Ministry of the Attorney General for the purpose of the Bail Safety Program for a one-year period April 1, 2022 to March 31, 2023 with a funding offset of \$110,694.**

### BACKGROUND:

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

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

In 2006, the Ministry committed ongoing funds to ensure sustainability of the Bail Safety Program. The Program is now well established and is a specialized domestic violence unit. The Bail Safety Program is a collaborative team consisting of staff from the Police, Crown, Victim/Witness Assistance Program Staff and other organizations. The investigating police service notifies the victim of the opportunity to attend at the site for a pre-bail hearing interview which shall be conducted the day following the arrest.

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

Through the grant, participants are required to collect information to assist in the identification of intimate partner violence risk factors to provide findings to the Crown to assist in making their recommendations during bail hearings.

#### **CURRENT SITUATION:**



The program having been in operation for close to twenty years and continues to be highly effective. Through the dedication of resources to intimate partner violence in this form, the Service is able to improve the information available to the Crown at the bail hearing, enhance the victim's safety following the arrest of an accused, distinguish between high and low risk situations, and offer support and information to the victim at the earliest opportunity on the court process.

The current Agreement expired March 31, 2022.

Correspondence was received from the Ministry extending the program from April 1, 2022 to March 31, 2023 on the same terms and conditions. The amount of the Agreement is \$110,694.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> April 11, 2022
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>COURT SECURITY AND PRISONER TRANSPORTATION PROGRAM</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	
<b>Prepared by:</b>  Sharon Baiden Chief Administrative Officer 	<b>Recommended by:</b>  Paul Pedersen Chief of Police 

### RECOMMENDATION:

#### FOR INFORMATION ONLY

### BACKGROUND:

The Province implemented the Court Security and Prisoner Transportation (CSPT) Program in 2012 to assist municipalities in offsetting their costs of providing CSPT services in their jurisdictions.

The City of Greater Sudbury, who is responsible for the costs of providing security for court premises during hours of court operations and security of persons attending court; and/or the costs of transporting prisoners and custodial minors (i.e., persons between twelve and seventeen years of age) between correctional institutions, custodial facilities and court locations for the purposes of court attendance. During the last year, there was a comprehensive review of this funding envelope. A number of changes and recommendations were made including the implementation of a new performance measurement framework.

**SCHEDULE "D"  
PERFORMANCE MEASUREMENT FRAMEWORK**

The Recipient agrees to collect and report back to the Province on the outcomes and performance indicators outlined below (on an annual reporting timeframe covering January 1, 2022 – December 31, 2022) in accordance with the reporting schedule outlined in Schedule E.

Year 1 – 2022: Data Reporting		
Performance Measure	Indicator	Reporting Frequency
Number of court appearances	Number of in-person court appearances conducted ( <b>required</b> )	Annual
	Number of virtual court appearances conducted ( <b>optional</b> )	
Number of full-time equivalent sworn police officers and special constables that are supporting prisoner transportation and or/ court security	Total number of full-time equivalent sworn police officers and special constables	Annual
	Total number of full-time equivalent sworn police officers and special constables that support prisoner transportation and or/court security	
	Total number of full-time equivalent sworn police officers and special constables that support prisoner transportation	
	Total number of full-time equivalent sworn police officers and special constables that support court security	
Number of prisoner transportation trips	Number of prisoner transportation trips conducted by full-time equivalent sworn police officers and special constables.	Annual

**CURRENT SITUATION:**

Recently, correspondence was received regarding the Court Security and Prisoner Transportation Program for 2022. The City of Greater Sudbury is the recipient of the funds which are in turn transferred to the Board. The letter confirms that the Agreement for this year has now been approved.

In the 2022 budget, the Service budgeted \$1,969,232.99. With the recent correspondence from the Ministry confirming the 2022 allocation, the Service will receive an additional \$88,165.58 over and above that which was budgeted.

The Funds in the amount of **\$2,057,398.57** will be provided according to the following schedule:

A. First instalment: **\$514,349.65** will be paid to the Recipient once the Recipient has signed the Agreement, provided adequate proof of insurance to the Province in accordance with section A10.2 of the Agreement, and the Agreement has then been signed by the Province.

B. Second Instalment: **\$514,349.64** will be paid to the Recipient, following the Province's receipt and approval of the 2021 Annual Financial Report (due April 15, 2022).



C. Third Instalment: **\$514,349.64** will be paid to the Recipient by the end of September 2022.

D. Final instalment: **\$514,349.64** will be paid to the Recipient by the end of December 2022.

E. The Recipient must submit the 2022 Annual Financial Report to the Province by April 15, 2023.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> April 12, 2022
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>R.I.D.E. GRANT FINAL REPORT 2021-2022</b>	
<b>STRATEGIC DIRECTION 2019-2021</b> <b>Strategic Theme:</b> Policing with Excellence and Professionalism <b>Goal:</b> Effective and efficient deployment of resources	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pederson Chief of Police

### RECOMMENDATION:

**THAT the Board approves the R.I.D.E. Grant Final Report for fiscal year 2021/2022.**

### BACKGROUND:

The Greater Sudbury Police Service carries out a program of traffic stop sobriety checks as part of a program to reduce impaired driving. The Ministry has established the “Reduce Impaired Driving Everywhere” (R.I.D.E) Grant Program to provide grants to assist municipal police services in offsetting their costs of enhancing programs.

### CURRENT SITUATION:

The Greater Sudbury Police Service was granted a funding allocation in the amount of \$74,047 over a two-year period as follows:

- \$37,059 for the 2020-2021 fiscal year April 1, 2020 to March 31, 2021
- \$36,988 for the 2021-2022 fiscal year April 1, 2021 to March 31, 2022

For fiscal year of April 1, 2021 to March 31, 2022, Greater Sudbury Police Service had a total of 533.25 RIDE Grant Hours worked, with a total cost of \$38,137.68. The required final report has been submitted.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> April 12, 2022
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>COMMUNITY SAFETY AND POLICING (CSP) GRANT LOCAL PRIORITIES FUNDING STREAM FUNDING AGREEMENT</b>	
<b>STRATEGIC DIRECTION 2019-2021</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 Her Majesty the Queen in right on Ontario as represented by the Solicitor General – Ontario Provincial Police for funding of a Crisis Call Diversion Program under the *Community Safety and Policing (CSP) Grant Local Priorities Funding Stream* in the maximum amount of \$4,097,162.16 provided for the Funding Years over a period of three years as follows:**

<b>First Funding Year (2022-23)</b>	<b>\$1,365,720.72</b>
<b>Second Funding Year (2023-24)</b>	<b>\$1,365,720.72</b>
<b>Third Funding Year (2024-25)</b>	<b>\$1,365,720.72</b>

### BACKGROUND:

The Province has established the Community Safety and Policing (CSP) Grant program to support police services/boards in combating crime and keeping Ontario communities safe.

The outcomes-based CSP Grant will provide eligible police services/boards with greater flexibility to implement initiatives that address policing needs and priority risks related to safety and well-being. In order to ensure that local and provincial priorities are being addressed, the CSP Grant



offers two funding streams – one focused on local priorities and the other focus on provincial priorities.

The Ministry recently issued the call for proposals under the CSP Grant focused on local priorities.

#### **CURRENT SITUATION:**

In response to the call for proposals, the Service submitted an application for funding for four project areas as follows:

- Community Engagement Response Team
- Police Community Response Centre
- Sexual Violence Response Team
- Integrated Crime Team

This was aligned with previous projects here at GSPS.

Funding has just been announced and the following projects will receive grant monies to defray salary costs associated with a variety of initiatives here at GSPS as follows:

#### **Community Engagement Response Team - \$1,881,886.08**

This funding assists to augment staffing our Mobile Crisis Rapid Response Team which has become a highly effective program in Sudbury. This Team consists of Officers working in pairs with a Health Sciences North Crisis Worker to respond to Mental Health and Addictions emergencies reported through the 9-1-1 Emergency Communications Centre. Crisis Workers can help de-escalate crisis situations, provide an on-site assessment and connect individuals to community services and supports. The program is a partnership with Health Sciences North and Canadian Mental Health Association. This has had a significant impact on better serving our community in responding to Mental Health calls for services and assisting individuals in crisis.

#### **Police Community Response Centre (PCRC) - \$ 1,403,951.76**

The PCRC was established in 2015 as a means to provide alternative types of police response. These measures include online reporting for matters that do not require an immediate police response. This greatly reduces the call volume directed to front line operations and has improved overall service delivery for citizens to report crimes confidentially and with ease from remote locations.

#### **Sexual Violence Response and Reduction Team - \$811,162.32**

<b>SUBJECT:</b> <b>COMMUNITY SAFETY AND POLICING (CSP) GRANT LOCAL PRIORITIES FUNDING STREAM FUNDING AGREEMENT</b>	<b>Page 3</b>
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Funding will be used to build on the successful work completed by prior initiatives by examining incidents of ‘sextortion’ and the non-consensual distribution of intimate images, which will be available to report through CopLogic. The Service is committed to reducing sexual victimization in the community and supporting survivors of sexual violence in both physical and cyber space.

Outreach and the enhancement of partnerships will continue through the Community Sexual Assault Review Team (CSART which is a multi-sectoral community partnership committed to examining police cases involving sexual assault or intimate partner violence for the purpose of identifying additional best practices and to enhance investigative processes.

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## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> April 12, 2022
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>CRISIS CALL DIVERSION PROGRAM FUNDING AGREEMENT</b>	
<b>STRATEGIC DIRECTION 2019-2021</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 Her Majesty the Queen in right on Ontario as represented by the Solicitor General – Ontario Provincial Police for funding of a Crisis Call Diversion Program under the *Community Safety and Policing (CSP) Grant* Provincial Stream in the maximum amount of \$1,185,565.99 over a period of three years as follows:**

<b>First Funding Year (2022-2023)</b>	<b>\$387,658.92</b>
<b>Second Funding Year (2023-2024)</b>	<b>\$395,490.17</b>
<b>Third Funding Year (2024-2025)</b>	<b>\$402,416.90</b>

### BACKGROUND:

The Province has established the Community Safety and Policing (CSP) Grant program to support police services/boards in combating crime and keeping Ontario communities safe.

The outcomes-based CSP Grant will provide eligible police services/boards with greater flexibility to implement initiatives that address policing needs and priority risks related to safety and well-being. In order to ensure that local and provincial priorities are being addressed, the CSP Grant offers two funding streams – one focused on local priorities and the other focus on provincial priorities.

**SUBJECT:  
CRISIS CALL DIVERSION PROGRAM FUNDING AGREEMENT**

**Page 2**

This Agreement pertains to the provincial priorities funding stream of the CSP Grant. Projects funded under this stream must focus on addressing at least one of the following provincial priority:

1. Gun and gang violence;
2. Sexual violence and harassment;
3. Human trafficking;
4. Mental health and addictions; and/or
5. Hate-motivated crime

**CURRENT SITUATION:**

In response to the call for proposals, the Service submitted an application for funding for a project entitled Crisis Call Diversion. Through the Program the Service will hire four Crisis Call Diversion Crisis Workers who will work directly in the 911 Emergency Communication Centre who will be available to provide support for callers in crisis. The Crisis Call Diversion Program (CCDP) will be a collaborative effort between the current Mobile Crisis Rapid Response Team (MCRRT), mental health/crisis professionals in the form of a call diversion crisis worker (CW), the Emergency Communications Centre (ECC) personnel, and frontline members. The overall objective of CCDP is to divert mental health (MH), crisis, and addiction calls for service (CFS) away from police in order to provide improved community safety and wellbeing outcomes for persons in crisis where police are traditionally called to respond.

CCDP will run in conjunction with MCRRT to ensure the focus continues to be on the most appropriate response for persons in crisis. This collaborative effort will help to ensure that individuals in crisis have the best outcome by avoiding unnecessary emergency department visits or engagement with the justice system.

Funding is summarized as follows over the three year period:

<b>Description and Year</b>	<b># of members</b>	<b>Funding</b>
<b>Call Diversion Crisis Worker (new hire) 2022/2023</b>	4	\$387,658.92
<b>Call Diversion Crisis Worker) 2023/2024</b>	4	\$395,490.17
<b>Crisis Diversion Worker 2024/2025</b>	4	\$402,416.90

<b>SUBJECT:</b> <b>CRISIS CALL DIVERSION PROGRAM FUNDING AGREEMENT</b>	<b>Page 3</b>
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<b>TOTAL</b>	<b>4</b>	<b>\$1,185,565.99</b>
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## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> April 13, 2022
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>STAFFING/DEPLOYMENT UPDATE</b>	
<b>STRATEGIC DIRECTION 2019-2021</b> <b>Strategic Theme:</b> Our Members & Our Inclusive Workplace <b>Goal:</b> 3 - Improved member recognition, succession planning and career development opportunities	
<b>Prepared by:</b>  Sharon Baiden Chief Administrative Officer	<b>Recommended by:</b>  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:
SANSOUCY, Avery	April 11 <sup>th</sup> 2022	Part Time Help Desk Technician
ALMEIDA REIS, Pedro	April 25 <sup>th</sup> 2022	Cadet
STALTERI, Sabrina	April 25 <sup>th</sup> 2022	Cadet
MATHIAS, Alexander	April 25 <sup>th</sup> 2022	Cadet
DONI, Christopher	April 25 <sup>th</sup> 2022	Cadet
RUMFORD, Nicholas	April 25 <sup>th</sup> 2022	Cadet
MORENO, Francisco	May 5 <sup>th</sup> 2022	Part Time Help Desk Technician

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

Hotson, Carrie-Lynn	<b>Retired:</b> Friday, April 8 <sup>th</sup> 2022	Manager of Human Resources and Professional Development
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## **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.

This year, the Service budgeted for two additional sworn members which will increase the authorized strength to 272 and four full-time communicators that will replace civilian vacancies that were created in 2020. The two sworn members have now been hired and are at the Ontario Police College attending for the Basic Constable Training Program. The Communicators have been hired and are now in their training period. One has successfully completed and is now full-time, while three remain in training and will have the opportunity to compete for full-time once signed off successfully.

## **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 April 13, 2022.**

### **FULL-TIME COMPLEMENT**

	<b>Budgeted</b>		<b>Notes</b>	
	<b>Authorized</b>	<b>Actual</b>	<b>Non-medical LOA</b>	<b>Secondment</b>
<b>SWORN</b>	<b>272</b>	<b>272</b>	<b>(1)*</b>	<b>(1)</b>
<b>CIVILIAN</b>	<b>130</b>	<b>129</b>	<b>0</b>	
<b>TOTAL</b>	<b>402</b>	<b>401</b>	<b>0</b>	<b>(1)</b>

<b>SUBJECT:</b> <b>STAFFING/DEPLOYMENT UPDATE</b>	<b>Page 3</b>
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\*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>
SANSOUCY, Avery	April 11 <sup>th</sup> 2022	Part Time Help Desk Technician
ALMEIDA REIS, Pedro	April 25 <sup>th</sup> 2022	Cadet
STALTERI, Sabrina	April 25 <sup>th</sup> 2022	Cadet
MATHIAS, Alexander	April 25 <sup>th</sup> 2022	Cadet
DONI, Christopher	April 25 <sup>th</sup> 2022	Cadet
RUMFORD, Nicholas	April 25 <sup>th</sup> 2022	Cadet
MORENO, Francisco	May 5 <sup>th</sup> 2022	Part Time Help Desk Technician



**TABLE C: Retirements**

Hotson, Carrie-Lynn	<b>Retired:</b> Friday, April 8 <sup>th</sup> 2022	Manager of Human Resources and Professional Development
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## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR APPROVAL</b>	<b>DATE:</b> April 12, 2022
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>DONATIONS RESERVE FUND REQUESTS</b>	
<b>STRATEGIC DIRECTION 2019-2021</b> <b>Strategic Theme:</b> Collaborative CSWB for Greater Sudbury <b>Goal:</b> 3 - Invest in our community's future through innovative youth services and initiatives	
Prepared by:  Sharon Baiden Chief Administrative Officer 	Recommended by:  Paul Pedersen Chief of Police 

### RECOMMENDATION:

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

**2022 Rayside-Balfour Heritage Days Children's Festival – \$1,500 – Chief's Youth Initiative Fund**

**2022 Lions 'SuperSTARS Vocal Competition' – \$1,000 – 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.

#### **2022 Rayside-Balfour Heritage Days Children's Festival – \$1,500 – Chief's Youth Initiative Fund**

Café Heritage Culture Community is the foremost leader producing heritage themed events in North-Eastern Ontario. The group strives to preserve and celebrate our history and culture. Over the past 10 years, they have made children and youth a priority. One of their flagship programs is the Children's Festival which was scheduled for Saturday, June 11, 2022 as part of Rayside-Balfour Days. The event will be held at Alliance St. Joseph School from 12:00 to 5:00 p.m. and includes face painting, inflatables, storytelling, and other interesting activities youth.

#### **2022 Lions 'SuperSTARS Vocal Competition' – \$1,000**

Cafe-Musique Productions Rayside Balfour is a not-for-profit organization recognized as a community leader in performing arts and attracting local performers and audiences from near and far. The group promotes Canadian and local history and opportunities for showcasing local artists. The arts such as singing dancing, acting, and playing instruments keep youth engaged in opportunities that help build skills and esteem. Through generous sponsorship, the programs are accessible to all youth regardless of income and there is no charge for to participate.

The Lions SuperSTARS Vocal Competition will be hosting a virtual production. Following strict Covid-19 guidelines from Public Health, they will be shooting the production on **May 14, 2022**, and will broadcast **on May 28** via YouTube.



## GREATER SUDBURY POLICE SERVICE BOARD REPORT

<b>ACTION: FOR INFORMATION</b>	<b>DATE:</b> April 8, 2021
<b>PUBLIC</b>	
<b>SUBJECT:</b> <b>2021 BOARD EXPENSES</b>	
<b>STRATEGIC DIRECTION 2019-2021</b> <b>Strategic Theme:</b> Public Trust & Accountability <b>Goal:</b> 1 - Enhance public trust through transparency and accountability	
Prepared by:  Matthew Gatien Board Administrator	

### RECOMMENDATION:

#### FOR INFORMATION

### BACKGROUND:

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

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

### CURRENT SITUATION:

2021 continued to have many uncertainties regarding indoor and large gatherings due to the COVID-19 pandemic. As such, the annual conferences from the PAO, OAPSB, and CAPG were all held virtually again. The Greater Sudbury Police Services Board attended all conferences, as they are excellent learning and training opportunities for Board members and staff.

Events such as the Crime Stoppers Proclamation, Multicultural Lunch, Media Conferences and Funding Announcements, Volunteer Appreciation, GSPS Annual Awards Night, Red Ribbon

<b>SUBJECT:</b> <b>2021 Board Expenses</b>	<b>Page 2</b>
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Campaign, and many others were only celebrated through virtual events and media releases this year.

Vice Chair Caldarelli served on the Board of Directors for the Ontario Association of Police Services Boards and attended these meetings at no cost to the Service.

This past year, expenses associated with Board member attendance at various conferences, meetings, and events have been recorded. The attached report provides details for 2021.

# GREATER SUDBURY POLICE SERVICES BOARD

## 2021 EXPENSES

Updated December 7, 2020

### **VAGNINI**

DATE	EVENT	TOTAL EXP
Mar. 1-2, 2021	PAO Conference	
May 27-28, 2021	OAPSB Spring Conference	293.80
Sept. 27-30, 2021	CAPG Virtual Conference	106.25

**TOTAL      \$      400.05**

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### **CALDARELLI**

DATE	EVENT	TOTAL EXP
Mar. 1-2, 2021	PAO Conference	
May 27-28, 2021	OAPSB Spring Conference	293.80
Sept. 27-30, 2021	CAPG Virtual Conference	106.25

**TOTAL      \$      400.05**

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### **BOIS**

DATE	EVENT	TOTAL EXP
Mar. 1-2, 2021	PAO Conference	
May 27-28, 2021	OAPSB Spring Conference	293.80
Sept. 27-30, 2021	CAPG Virtual Conference	106.25

**TOTAL      \$      400.05**

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### **PORATTO-MASON**

DATE	EVENT	TOTAL EXP
Mar. 1-2, 2021	PAO Conference	
May 27-28, 2021	OAPSB Spring Conference	293.80
Sept. 27-30, 2021	CAPG Virtual Conference	106.25

**TOTAL      \$      400.05**

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### **SIZER**

DATE	EVENT	TOTAL EXP
Mar. 1-2, 2021	PAO Conference	
May 27-28, 2021	OAPSB Spring Conference	293.80
Sept. 27-30, 2021	CAPG Virtual Conference	106.25

**TOTAL      \$      400.05**

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### **2021 TOTAL EXPENSES**

**\$2,000.25**



**GREATER SUDBURY  
POLICE SERVICES BOARD**

**REPORT FROM THE  
CHIEF OF POLICE**

**APRIL 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)**

##### **Issues Related to the Protection of Persons Administering and Enforcing the Law - Sections 25.1 to 25.4 of the Criminal Code of Canada.**

The ministry is required to prepare a report on the use of specific portions of the law enforcement justification provisions by police services in Ontario. This annual report for the period of February 1, 2021 to January 31, 2022 is required as per s. 25.3 of the Criminal Code. In order to comply with this obligation, The Ministry requires information on:

- Number of Designations by a Senior Official
- Number of Authorizations by a Senior Official
- Number of Times that Acts or Omissions Were Committed by Public Officers

##### **Enforcement of Hours of Service (Regulation 555/06) for Ontario-Based Carriers.**

At the request of the Ministry of Transportation, updates to Ontario Regulation 555/06 (Hours of Service) under the Highway Traffic Act were provided.

The regulation has been amended to align with Transport Canada's new federal requirements mandating the use of certified Electronic Logging Devices in relation to commercial truck and bus carriers.

##### **Launch of the Ontario igaming Market**

The Ontario government's igaming was launched on April 4, 2022. This is a regulated and competitive online gaming market that functions to protect consumers and provide more choice while ensuring a level playing field for new businesses.

To operate legally in Ontario as of April 4, 2022, igaming operators must, among other things, meet two requirements; first, they must secure a registration with the Alcohol and Gaming Commission of Ontario (AGCO), and second, they must execute an Operating Agreement with iGaming Ontario (iGO). The AGCO and iGO are two separate entities with distinct roles.

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

iGO's role is to conduct and manage internet gaming offerings provided through private gaming operators in Ontario, in accordance with the Criminal Code (Canada), the Gaming Control Act, 1992 (GCA), and the AGCO Registrar's Standards for Internet Gaming. This involves developing, executing and overseeing Operating Agreements with private igaming operators, as well as the required policies, programs and procedures that balance key government objectives such as consumer protection, reduction of red tape and revenue generation.

### **Extension for Ontario Carriers Registered under the International Registration Plan**

The Ministry of Transportation (MTO) has granted a 30-day registration extension to Ontario International Registration Plan (IRP) Registered Carriers. The extension is being granted to enable IRP Registered Carriers to remain valid through April 30, 2022.

### **Expiry of O. Reg. 8/21- Enforcement of COVID-19 Measures**

An update was provided following the expiry of regulation under the Emergency Management and Civil Protection Act (EMCPA):

- As of Wednesday, April 6th, 2022, at 12:01 a.m. O. Reg. 8/21 – Enforcement of COVID-19 Measures will expire. This order allowed all provincial offences officers and any other persons designated as provincial offences officers the authority to:
- Require an individual to provide the officer with their correct name, date of birth and address if the provincial offences officer has reasonable and probable grounds to believe an individual has committed an offence under section 7.0.11 of the EMCPA, or an offence under subsection 100(1) of the Health Protection and Promotion Act (HPPA) for failing to comply with an order made in respect of COVID-19 under section 22 of that Act;
- Order an individual attending an organized public event or other gathering that is prohibited under the Reopening Ontario (A Flexible Response to Covid-19) Act, 2020 (ROA) to cease attending, and order individuals to disperse; and,
- Order premises be temporarily closed if they have reasonable grounds to believe an organized public event or other gathering is occurring at the premises and that the number of people in attendance exceeds the number permitted under the ROA.

The Ontario government, in consultation with the Chief Medical Officer of Health, is cautiously and gradually easing public health and workplace safety measures.

As part of this gradual approach, there are no longer any COVID-19 related orders under the EMCPA that require enforcement and there are no longer any restrictions on social gatherings or organized public events under the ROA. Therefore, the Ontario government



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

has determined that O. Reg. 8/21 is no longer necessary after it is set to expire on April 6th

### **Expiry of O. Reg. 8/21- Enforcement of COVID-19 Measures**

Under the Emergency Management and Civil Protection Act (EMCPA):

- As of Wednesday, April 6th , 2022, at 12:01 a.m. O. Reg. 8/21 – Enforcement of COVID-19 Measures will expire.

This order allowed all provincial offences officers and any other persons designated as provincial offences officers the authority to:

- Require an individual to provide the officer with their correct name, date of birth and address if the provincial offences officer has reasonable and probable grounds to believe an individual has committed an offence under section 7.0.11 of the EMCPA, or an offence under subsection 100(1) of the Health Protection and Promotion Act (HPPA) for failing to comply with an order made in respect of COVID-19 under section 22 of that Act;
- Order an individual attending an organized public event or other gathering that is prohibited under the Reopening Ontario (A Flexible Response to Covid-19) Act, 2020 (ROA) to cease attending, and order individuals to disperse; and,
- Order premises be temporarily closed if they have reasonable grounds to believe an organized public event or other gathering is occurring at the premises and that the number of people in attendance exceeds the number permitted under the ROA.

The Ontario government, in consultation with the Chief Medical Officer of Health, is cautiously and gradually easing public health and workplace safety measures.

As part of this gradual approach, there are no longer any COVID-19 related orders under the EMCPA that require enforcement and there are no longer any restrictions on social gatherings or organized public events under the ROA. Therefore, the Ontario government has determined that O. Reg. 8/21 is no longer necessary after it is set to expire on April 6th.

The ministry recognizes and commends the efforts of police services and enforcement partners during this challenging period.

Amendments to Ontario Regulation 287/08: Conduct Review Programs under the Highway Traffic Act (HTA)

The Ministry of Transportation made amendments to O. Reg. 287/08: Conduct Review Programs made under the Highway Traffic Act (HTA). This is in relation to the

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

introduction, starting from April 1, 2022, of a remedial course requirement for drivers who are convicted of an offence under section 130(3) or section 172 of the HTA. Offences include street racing, stunt driving, or careless driving causing death or bodily harm.

### **Multi-Jurisdictional Major Case Management Selection Process**

The Ontario Major Case Management (MCM) Unit is the centralized coordinating body to support police services in the consistent and systematic investigation of major cases across the province.

As part of the ongoing modernization strategies, the Ontario MCM Unit has improved services to stakeholders. Therefore, the MCM Unit is seeking candidates to develop a robust and skilled pool of Provincial Multi-Jurisdictional Major Case Managers (MJMCM).

### **Order Amending the Order Declaring an Amnesty Period (2020) SOR/2022-45**

The Chief Firearms Office made amendments to the Order Declaring an Amnesty Period (2020). This is in relation to the May 1, 2020 Order-in-Council that prohibited approximately 1,500 makes and models of assault-style firearms and specific devices. According to the Order SOR/2022-45 that came into effect on March 16, 2022, the above Amnesty Order is being extended until October 30, 2023.

### **Amendments to the PRCRA**

Amendments to the Police Record Checks Reform Act, 2015 (PRCRA) will be coming into effect on April 1, 2022. The amendments establish a definition of “volunteer” to clarify the eligibility for supports under the PRCRA. Under the amendment, a “volunteer” means a person who performs a service but who receives no compensation for doing so other than an allowance for expenses or an honorarium. It excludes a person receiving some other form of credit such as academic credit or fulfilling a sentence requirement.

Additionally, these amendments require police services to conduct and provide the results of Criminal Record Checks and Criminal Record and Judicial Matters Checks for volunteers at no charge. Police services are required to provide up to five free copies of the results if requested at the time of the initial request. Finally, these amendments expand the Lieutenant Governor in Council’s regulation-making authority to prescribe requirements for how police services conduct police record checks for volunteers and how long a police record check for a volunteer for a prescribed purpose.

# **GREATER SUDBURY POLICE SERVICES BOARD**

## **CHIEF'S REPORT**

### **OPERATIONAL UPDATES**

#### **9-1-1 EMERGENCY COMMUNICATIONS CENTRE – Andrea Savage, Manager**

Our 9-1-1 ECC welcomed a new Manager. Andrea Savage brings experience as a telecommunicator from the OPP as well as GSPS. For the last several years she has been the services Procedure Analyst.

National Public Safety Telecommunications Week was celebrated last week April 10-16. The Service and our members showed their gratitude to our Heroes behind the headsets with social media posts and letters of thanks.

#### **Statistics:**

Through the month of March, the 9-1-1 Emergency Communications Centre (ECC) managed just fewer than 20,000 total phone calls for the month.

Over 4,480 of those total phone calls were 9-1-1 Calls.

Communicators from the 9-1-1 ECC managed approximately 6000 events for policing and another 700 incidents for Fire services. Of the 6000 police incidents, we managed 64 priority 1 events and 1119 priority 2 events. Of the 700 fire incidents, over half were priority 1 calls for service.

We also successfully completed the final transition to the new Harris Radio Systems Symphony Console at HQ. This required our members to relocate to our back-up Communication Centre at LEL for the dates of March 1<sup>st</sup> – 7<sup>th</sup>, 2022 for the switchover. Overall the feedback on the upgrade has been overwhelmingly positive.

We are currently in the process of training 3 new members who have started their practical call taking phase with their trainers at Headquarters. All three are progressing well.

On March 16<sup>th</sup>, one of our communicators received a call from a male who was out sledding and accidentally went down the wrong trail and was stuck. She remained on the line with the male who was quite frantic, kept him calm and got in touch with his parents who were directed to his location. The male's father was so appreciative of our actions he dropped off coffee and donuts for the group to show his gratitude and appreciation for the help his family received that day.

We also received a note of appreciation for exemplary customer service from a member of the public who had contacted the Police Community Response Centre in regards to another matter. She felt it necessary to ensure she complimented the call taker, a newer member, for "her kind, polite, and friendly demeanor" in response to an alarm call earlier on in the month. This was passed along to the member and noted in her file.

#### **Initiatives:**

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- Discussions have started on a new recruiting initiatives with COVID restrictions subsiding for the time being. With our Training Coordinator and Supervisors, discussions have started for future collaboration with the College Boreal, Cambrian College and Laurentian University which would involve such things as presentations by our own members during either an information sessions or career fair, in a concerted effort to generate interest and attract high quality candidates to apply for a 911 Communicators position with our service. We hope to build on this concept by hosting our own information sessions as well.

Discussions and planning continue for the implementation of NG911

### **PATROL OPERATIONS – Inspector John Somerset**

Our Patrol Operations Division members again were extremely busy in the month of March conducting pro-active patrols and responding to calls for service. A few calls of note were:

On March 22, 2022, members of the Patrol Operations Division attended an address in Sudbury with the intent of locating a male suspect and arresting him for two counts of Criminal Harassment. Upon arrival at the residence, a female confronted the officers.

Shortly thereafter, officers noted purple smoke that came from across the street that was not present when they first arrived. The officers observed the suspect exiting the residence with what appeared to be an explosive device in his hands. The male pulled a pin out of the item that he held and threw it at the officers.

This male now quickly retreated into the residence and then immediately returned with a black pistol in his hands. The male racked the pistol and moved towards the officers who scrambled and sought cover behind their cruiser. The officers issued commands for the suspect to drop the weapon. The suspect moved towards the officers and reached over it pointing the pistol at the officers. For reasons unknown, the suspect threw the pistol and then accessed a knife that he was carrying on his person.

He then advanced towards the officers waving the knife. The suspect yelled, “Shoot me” as he continued advancing. The suspect then threw the knife as he continued to yell.

It was at this point that one of the officers deployed a Conductive Energy Weapon (CEW) at the suspect with success. The suspect was immediately controlled and taken into custody.

The involved officers showed much restraint and used all of their training.

On March 25, 2022, at approximately midnight, members of the Patrol Division responded to an alarm at a business premise located on Lapointe Street, in Greater Sudbury.

Upon arrival, officers noted a truck that was parked beside the premise and what appeared to be a male loading items into it. This male then fled into the building. Officers observed a large pane of glass that had been smashed at the front of the building that was believed to be the point of entry.

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The building was immediately contained. With the assistance of members of the Emergency Response Unit, a search of the building located male hiding on a shelf. He was arrested and found to be in possession of a green two-way radio. Officers located and arrested a second male who was in a vehicle on the property. This male was also found to be in possession of a green two-way radio.

Officers had circumvented the theft of almost \$40,000 in property items that had been taken from the business and placed in the running truck.

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

#### Rural Community Response Unit

##### **Motorized Snow Vehicle (MSV) Related Patrols / Calls for Service**

3 Patrols 325 Contacts, 18 Warnings, 6 Provincial Offence Notices, 6 72 hour Notices.

Rural Officers investigated 3 Motorized Snow Vehicle collisions on the Sudbury Trail Plan

Rural officers provided assistance to the Traffic Management unit with the Utility Terrain Vehicle (UTV) used to transport Officers and equipment to a Fatal Motorized snow vehicle collision on Whitewater Lake. The UTV used also for 2 abandoned vehicles not accessible by vehicle.

##### **Police Liaison Team Related Calls / Outreach**

Rural PLT Officers continued Operational Plans and outreach for possible Labour disputes with College Boreal and Cambrian College as well CP Railway.

Anti-Mask / Vaccination groups continue to protest weekly in much smaller numbers which did not require Police response. Ukraine supporters also had 4 support rallies with no issues reported.

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

#### Traffic Management Unit

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

The Traffic Unit issued **55** Provincial Offence Notices as well as **30** Part III summonses through the month of March.

To note, there were **3** suspended drivers charged by TMU this month. Year-to-date, the TMU has laid **214** charges under the Provincial offences.

There was **1** Motor vehicle collision fatality in March,

Sadly we are still seeing a high number of Impaired drivers. A total of **37 drivers** were charged with impaired by drugs or alcohol service-wide in March 2022 including **25** Alcohol and **8** Drug Impaired arrests.

### **Initiatives**

Between March 3<sup>rd</sup> – 27<sup>th</sup> 2022, TMU conducted **Operation Home Safe** with the objective to provide public education and awareness, through dedicated and proactive enforcement. Enforcement efforts included proactive patrols in the area of various known alcohol establishments, specific complaint areas, as well as 8 scheduled RIDE spot checks. TMU members also responded to numerous traffic complaints and broadcasts in relation to allegations of impaired driving. The project ran Thursdays to Sundays over 4 consecutive weekends comprising of a total of 16 afternoons shifts. Here are the statistical highlights:

Our officers continue to make Road Safety in our community a priority.

On top of the above Impaired charges the following additional charges were laid

Refusal to provide breath sample: 6  
3 Day Suspensions: 23  
90 Day Suspensions: 24  
Novice/Young Driver Blood alcohol above zero: 7  
Drive while under Suspension: 2  
Highway traffic ActCharges: 35  
Cannabis Control Act Charges: 6  
Liquor Licence and Control Act Charges: 2  
Compulsory Automobile Insurance Act Charges: 2

### **POLICE COMMUNITY RESPONSE CENTRE (PCRC)**

The PCRC continued to assist frontline officers in responding to calls for Service with:

- 261 initial CFS and 292 Follow which assisted with frontline response
- 206 initial and 267 Follow ups through Coplogic
- 75 Tow book calls and 185 follow ups

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

- 62 initial Fraud Investigations and 63 follow ups

### **Emergency Response Unit**

The ERU continued to assist frontline officers in responding to calls for service and conducting focus patrols. They assisted the Drug Enforcement unit in executing 5 Search Warrants.

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

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

The Community Mobilization Section and The Community Engagement section continue to engage with Community Partners and assist community members. The following stats show ongoing engagement.

#### **Some Statistics**

- **5** – Mobile Crisis Rapid Response Team (MCRRT) Calls
- **33** - Foot Patrols
- **177** – Focused Patrols
- **128** – Community Meetings
- **5** – New Violent Threat Risk Assessment (VTRA)
- **12** – Ongoing VTRA
- **6** – New Youth Referrals
- **10** – Ongoing Youth Referrals
- **4** – Presentations/referrals to Rapid Mobilization Table (RMT)
- **148** – Assist Patrol with calls for service (CFS)
- **2** - COVID calls for service
- **237** – Crime Stoppers Tips
- **14** – New Seniors Liaison Referrals

#### **Initiatives**

- Participated in the City Homelessness Media Event
- Partnered with Alcohol Gaming Commission of Ontario (AGCO) for a St- Patrick's Day initiative (Educated 34 businesses, Inspections at 21 businesses throughout entire City)
- Conducted a Crime Prevention Through Environmental Design (CPTED) audit at a business on Algonquin Road
- Hosted a Career Development Day Talk for Laurentian University Law Program
- Involvement with the City Encampment Initiative continued at both the Operational and Leadership levels

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- Audit/review of all volunteer programs continues

Community Response officers are preparing for bike patrol season in ensuring our equipment is ready.

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

Our criminal investigators continue to follow up and investigate with major cases. Some over the last month include

#### **FATAL FIRE INVESTIGATION – TEDMAN AVENUE**

On the 25th of March Around 9:50 a.m. we received a call from City of Greater Sudbury Fire Services in relation to a deceased person located inside of a residence after Firefighters responded to a residential fire on Tedman Avenue. Information provided was that Firefighters had extinguished the fire and upon clearing the residence, they located a deceased person.

Detectives from the Major Crime Section of our Criminal Investigation Division are working in collaboration with the Ontario Fire Marshall's Office in order to determine the cause of the fire and the Coroner's Office in order to determine the cause of death. Members of our Patrol Operations and Criminal Investigation Division will remain scene and will be canvassing the area for information and video surveillance footage.

#### **DOUBLE FATAL FIRE INVESTIGATION – PARIS STREET**

On the early morning of the 27th of March City of Greater Sudbury Fire Services attended an active fire at 1525 Paris St. Greater Sudbury Police Officers attended to assist with traffic control until the fire was brought under control. Just after 1100 a.m. Greater Sudbury Police were notified of two deceased persons located in their apartment unit at that location. Detectives from the Major Crime Section of our Criminal Investigation Division continue to work with the Ontario Fire Marshall's Office in order to determine the cause of the fire and with the Coroner's Office in relation to the death investigation.

#### **BARRICADED PERSON AND MENTAL HEALTH IN WEST END**

Shortly after 7:00 p.m. on March 27, 2022, we received a call regarding a man in emotional distress at a residence on Spruce Street in Greater Sudbury. Information provided was that the man had attended the residence and had been in an altercation with a person inside the home. Additional information provided was that he was in possession of a firearm, as well as, a conducted energy weapon. The person involved in the altercation had fled the home prior to calling Police leaving the man alone inside the residence.

Police immediately set up containment of the residence and began communications with the man who was still inside the home. Through tactical communications and de-escalation



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techniques, the man surrendered himself to Police and he was taken into custody without incident.

Detectives from the Major Crime Section executed a search warrant for the phone and located a semi-automatic rifle, two full magazines, a substantial amount of ammunition and brass knuckles.

As a result of the incident, the 35-year-old man has been charged with numerous weapons offences mischief and assault.

### **BARRICADED PERSON IN GARSON**

Shortly after 3:30 p.m. on March 31, 2022, we received a call regarding a Weapons complaint at a residential building on Orell Street in Garson. Information provided was that one of the tenants had attended another unit within the building, banged on the door and when the resident answered, the man displayed a baton and threatened the resident. The man then returned to his unit and barricaded himself inside. Officers arrived in the area and set up containment of the building. Officers initiated communications with the man who eventually surrendered himself without incident to Police just after 6:15 p.m. The 36-year-old man has been charged Uttering Threats, Assault with a Weapon and other related Criminal Code Offences.

### **NEW SUDBURY SHOPPING MALL SHOOTING**

Around 8:45 p.m. 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. The man responsible for the shooting fled the scene prior to Police arrival.

Upon arrival, Officers located a 20-year-old man who had sustained a serious but non-life threatening injury. He was transported to hospital by City of Greater Sudbury Paramedic Services. An Arrest Warrant for the man believed to be responsible for the shooting has been issued for 20 year Kaden Graham. He has been issued for Attempted Murder with a Firearm and a number of subsequent firearm offences. Kaden Graham remains outstanding as police continue to follow up information from the public.

### **INTERNATIONAL CHILD PORNOGRAPHY ARREST**

In 2019, an International investigation into the purchasing of Internet Child Exploitation materials using Bitcoin from a South Korean Child Pornography website (WTV-WelcomeToVideo) resulted in the takedown of one of the largest Child Pornography websites on the Darknet. The investigation was a collaborative effort involving US Homeland Security Investigations (HSI), the British National Crime Agency (NSA) and the Royal Canadian Mounted Police (RCMP).

Information related to individuals living in Canada who purchased Child Exploitation materials from the website was sent to local police services by the RCMP so that law enforcement agencies could initiate investigations into individuals living in their jurisdictions.

On April 5, 2022, our Internet Child Exploitation Unit, Computer Forensics Unit and Intelligence Unit executed a Search Warrant at a residence in Greater Sudbury.

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As a result of the investigation, a 28-year-old man was arrested and charged with Two Counts of Accessing and Two Counts of Possessing Child Pornography. His name will not be released in order to protect the identities of potential victims. The investigation into this incident is ongoing.

The Greater Sudbury Police Service Internet Child Exploitation Unit is part of the Ontario Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet. This has been made possible by a grant from the Ministry of Community Safety and Correctional Services and Ministry of the Attorney General.

### **FATAL FIRE – BUCHANAN**

Around 9:35 a.m. this morning, April 8, 2022, we received a call from City of Greater Sudbury Fire Services in order to assist with traffic control in the area of Buchanan Street as Firefighters were responding to a residential fire. Upon extinguishing the fire and clearing the building, Firefighters located an unconscious person inside one of the residential units.

The individual was transported to hospital by City of Greater Sudbury Paramedic Services, but was unfortunately pronounced deceased in the hospital by medical professionals.

Detectives from the Major Crime Section of our Criminal Investigation Division continue to work with the Ontario Fire Marshall's Office in order to determine the cause of the fire and the Coroner's Office in order to determine the cause of death.

## **CORPORATE COMMUNICATIONS**

### **Profiles – People of GSPS**

We regularly highlight our Members by sharing information on our personnel and/or various units within GSPS. These posts assist in building Public Trust and Transparency by providing community members with a better understanding of the roles and responsibilities of our Members. These posts also humanize the Police Service as our Members share their experiences and enthusiasm for the work that they do. These posts average 1,469 engagements and 609 reactions

#### **Grant Weimer, Armourer and Gunsmith**

“Every day for me is different. I may be servicing and repairing a patrol pistol or a patrol carbine; servicing and repairing a C8 Tac carbine or a shot gun; working with a conducted energy weapon or I may be working with Forensics verifying weapons. There is never a dull moment. I enjoy my job and working with everyone here at GSPS.”

Meet Grant Wiemer, our Armourer & Gunsmith since 2016. He maintains our entire inventory of weapons as well as service logs and scheduling. He also studies and evaluates our ammunition selection to ensure it meets all #safety standards. We appreciate Grant's valuable work!

#### **Sergeant Sharon O'Brien, Forensics Unit**

Sergeant Sharon O'Brien has spent ten years as a forensic identification specialist and is currently the officer in charge of our Forensics Unit.

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Our Forensics Unit of our Major Crimes Section collects evidence at crime scenes in attempt to link a suspect(s) to the crime through finger prints, hair fibres and DNA such as blood and saliva.

### **Andrea Savage, Manager of 9-1-1 Emergency Communications Centre**

“Transitioning to my new role as Manager of Emergency Communications followed almost 15 years of experience as a communicator and three years as a policy writer within our Strategic Operations Unit. I was inspired by other members within the organization, who have taken on various leadership roles and continue to advocate for positive change. I wanted to be part of that change.”

### **Frank DeAngelis, Retired Principall of Columbine High School – Hosted by VTRA Steering Committee**

On April 11, 2022, community members (as well as many people from all over the world via Zoom) attended “Lessons Learned from the Columbine High School Shooting with Retired Principal Frank DeAngelis” at the Caruso Club.

Frank DeAngelis faced an unimaginable crisis in 1999 when two students opened fire at his school in Littleton, Colorado. Twelve students and one teacher were killed in this horrible attack, and many more were seriously injured.

In the aftermath of one of the deadliest school shootings in history, Frank DeAngelis rebuilt the climate and culture of the school and, in the process, restored the faith of the community.

As he connected his traumatic experience to the COVID-19 pandemic, Frank DeAngelis offered timely strategies, coping mechanisms, and messages of hope to support our community to heal and move forward.

This presentation, hosted by the Violence Threat Risk Assessment (VTRA) Steering Committee, was geared toward first responders, healthcare staff, educators, social workers, mental health personnel and parents/guardians.

The Violence Threat Risk Assessment (VTRA) Steering Committee brings community partners together to provide a collaborative response to a person of concern’s threat-making behaviours. The goal is to keep the community safe by intervening before a violent incident occurs.

A sincere thank you was extended to Mr. DeAngelis, for his heartfelt, moving and inspiring presentation.

## **SPIRITUAL TEAM WELCOMES GEORGE COUCHIE**

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

GSPS is proud of its volunteer Spiritual Team which is comprised of religious, pastoral and spiritual leaders in our community. The purpose of our Spiritual Team is to provide multid denominational services to our Members and their family members and to also participate in community events.

Members of the Spiritual Team are available to assist in critical incident stress debriefing; counselling our members in response to stress or family crisis; visiting with sick or injured members at their home or in the hospital; and advising the Chief in all matters of a religious nature involving the Police Service and the performance of police duties in the community.

We are very honoured to welcome George Couchie as the newest Member of our GSPS Spiritual Team.

George has over 33 years of policing experience, including 12 years designing and delivering award-winning Indigenous awareness training programs and initiatives to youth, government employees, teachers and officers and has provided our Members with invaluable training over the years.

A gifted communicator, George speaks from the heart and uses personal stories and humour to broach difficult issues. George has been honoured with many awards for his commitment to educating adults and working with youth.

Traditionally, members of the Spiritual Team have used the title “Chaplain”. As George is a proud member of the Nipissing First Nation and references culture and traditional teaching in delivering his training programs, he will be using the title “Shkaabewis”, meaning “Helper”.

As a part of our welcome, we gifted George with a ribbon shirt, hand-made by one of our Civilian Members, Robin Wemigwans.

Chi-Miigwetch George for officially joining our GSPS family and in such an important capacity.

## **INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION VIRTUAL EVENT**

March 21, 2022 GSPS proudly hosted this year’s International Day for the Elimination of Racial Discrimination event. This was held virtually and involved many participants who shared their personal stories and reflections on culture, bias and societal values. The speakers were very engaged and inspiring to all who attended.

## **SUMMER STUDENT PROGRAM**

The Service will be having summer students employed again this summer, the first time since 2019. We will be pleased to welcome young persons into various areas of the Service

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to provide learning and lived experiences in a police environment. For many, this opportunity provides insight to policing as a career in a sworn or civilian capacity. We look forward to launching jobs and welcoming students to GSPS.

**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!**