



**GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY, SEPTEMBER 28, 2022 10 A.M.
Alex McCauley Boardroom/Zoom**

PUBLIC AGENDA


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3	Roll Call		
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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 21, 2022
PUBLIC	
SUBJECT: NOTES OF APPRECIATION	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by: Sharon Baiden Chief Administrative Officer 	Recommended by: Paul Pedersen Chief of Police 

RECOMMENDATION:

For Information

CURRENT SITUATION:

Uniform Patrol Officers

A community resident and his wife, who had called in a Weapons complaint and separate Break-and-Enter complaint, have extended their thanks and appreciation for the professional and courteous service they received from a number of uniform officers who responded to these calls.

A community member who suffers from mental illness conveyed his heartfelt thanks to the variety of uniform officers who attended his residence on two separate occasions while he was in crisis. The member was thankful for the compassion and assistance that was provided.

Constables Jordan Greenough, Jean-Yves Lacasse, and Matthew Saunders

Councillor Al Sizer and the Police Services Board wished to convey their appreciation to the heroic actions of these officers involved in the rescue of a citizen.

SUBJECT: NOTES OF APPRECIATION	Page 2
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Constable Bergeret

A community member commended Cst. Bergeret on his patience, empathy, and kindness with him during the handling of a Theft complaint, which had escalated into a heated Disturbance. Cst. Bergeret was able to defuse and mediate the situation effectively, ultimately leading to a satisfactory and peaceful resolution.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 21, 2022
PUBLIC SUBJECT: STAFFING/DEPLOYMENT UPDATE	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by: <div style="display: flex; align-items: center;"> <div style="flex: 1;"> Sharon Baiden Chief Administrative Officer </div> <div style="flex: 1; text-align: center;"> </div> </div>	Recommended by: <div style="display: flex; align-items: center;"> <div style="flex: 1;"> Paul Pedersen Chief of Police </div> <div style="flex: 1; text-align: center;"> </div> </div>

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:
Desloges, Thomas	11-Aug-22	Experienced Officer
Ivanov, Alexandru	22-Aug-22	Cadet
Whalen, Patrick	22-Aug-22	Cadet
Bellefeuille, Kyle	22-Aug-22	Cadet
Godin, Darcy	22-Aug-22	Cadet
Karen, Jennifer	12-Sept-22	HR- Health and Abilities Claims Coordinator
Goudreau, Miranda	12-Sept-22	Part Time Court Clerk
Essensa, Altiera	29-Sept-22	Part Time Communicator
Lavigne, Michael	29-Sept-22	Part Time Communicator
Macioli, Shaylene	29-Sept-22	Part Time Communicator
Carr, Jennifer	29-Sept-22	Part Time Communicator
Milad, Michael	29-Sept-22	Part Time Communicator

SUBJECT: STAFFING/DEPLOYMENT UPDATE	Page 2
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THAT the Greater Sudbury Police Services Board, in accordance with Section 31(1) (a) of the *Police Services Act*, hereby accepts the following retirements/resignations:

Kinna, Julia	Resigned: 28-Jul-22	Project Champion/Empower Coordinator
Fournier, Nicole	Resigned: 28-Jul-22	Human Trafficking Intelligence Crime Analyst
Bradley, Kieran	Resigned: 17-Aug-22	Part Time Customer Service
Ivanov, Alexandru	Resigned: 21-Aug-22	Special Constable/Court Security
Whalen, Patrick	Resigned: 21-Aug-22	Special Constable/Court Security
Doucet, Julie	Resigned: 31-Aug-22	Constable

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 members and accepts resignations from 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.

Staffing forecasts and trends are monitored regularly to ensure the Service remains in line with its deployment plan. Sworn recruitment is continuing with both experienced officers being considered and new cadets being hired with the requirement to attend the Ontario Police Colleges Basic Constable Training Program. Five just returned from the intake this summer and another four as can be noted in the report, have just left for College in early September.

SUBJECT: STAFFING/DEPLOYMENT UPDATE	Page 3
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Staffing in the Communication Centre continues to be a priority to ensure staffing levels are achieved. Absences due to illness, accommodations and legislative leaves such as parental and pregnancy leaves has been affecting staff numbers. Five have recently been recruited, one of which is experienced, which will have a substantial impact on the training requirement time.

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

	Budgeted		Notes		
	Authorized	Actual	Non-medical LOA	Secondment	Temporary Grant Funding
SWORN	272	274	(1)*	(1)	(2)
CIVILIAN	130	130	0		
TOTAL	402	401	0	(1)	

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

Two additional sworn positions have been hired with grant funding to offset partial salaries.

TABLE B: Appointments

The following table summarizes, recommended appointments. All positions are full-time unless otherwise noted:

Name:	Start Date:	Position:
Desloges, Thomas	11-Aug-22	Experienced Officer
Ivanov, Alexandru	22-Aug-22	Cadet
Whalen, Patrick	22-Aug-22	Cadet
Bellefeuille, Kyle	22-Aug-22	Cadet
Godin, Darcy	22-Aug-22	Cadet

**SUBJECT:
STAFFING/DEPLOYMENT UPDATE**

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Karen, Jennifer	12-Sept-22	HR- Health and Abilities Claims Coordinator
Goudreau, Miranda	12-Sept-22	Part Time Court Clerk
Essensa, Altiera	29-Sept-22	Part Time Communicator
Lavigne, Michael	29-Sept-22	Part Time Communicator
Macioli, Shaylene	29-Sept-22	Part Time Communicator
Carr, Jennifer	29-Sept-22	Part Time Communicator
Milad, Michael	29-Sept-22	Part Time Communicator



TABLE C: Retirements

Kinna, Julia	Resigned: 28-Jul-22	Project Champion/Empower Coordinator
Fournier, Nicole	Resigned: 28-Jul-22	Human Trafficking Intelligence Crime Analyst
Bradley, Kieran	Resigned: 17-Aug-22	Part Time Customer Service
Ivanov, Alexandru	Resigned: 21-Aug-22	Special Constable/Court Security
Whalen, Patrick	Resigned: 21-Aug-22	Special Constable/Court Security
Doucet, Julie	Resigned: 31-Aug-22	Constable

It should be noted that both Patrick Whalen and Alexandru Ivanov resigned their positions as Special Constables in our Courts Branch as they have been hired as Cadets, pursuing a career now as a sworn member.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 21, 2022
PUBLIC	
SUBJECT: AUXILIARY MEMBER PROGRAM UPDATE	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 2 - Emphasize effective and efficient operational deployment processes	
Prepared by: Sharon Baiden Chief Administrative Officer 	Recommended by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board approves the appointment of the following Auxiliary Constables pursuant to Section 52 (1) of the Police Services Act, in accordance with the terms and conditions set forth in the Approval of Appointment form:

Bernard-Barry, Phillipe
Heffern, Broady
Kluppel, Riley
Lamour, Cameron
Sutherland, Mitchell
Thomson, Landon

BACKGROUND:

The Greater Sudbury Police Service has historically maintained an auxiliary unit of approximately thirty (30) members. The role of Auxiliary Officers is to support police officers by volunteering their time through participation in community events and Patrol Operations ride-alongs. Additional duties may include, but are not limited to, collaborating with the Community Mobilization Unit on crime prevention initiatives, assisting officers in marine, bike, and ATV and

snow machine patrols. Members joining the auxiliary are asked to commit to a minimum of three events per month including a monthly meeting.

The screening and selection process contains a variety of steps with those selected required to participate in and successfully complete a training program. Auxiliary members do not carry firearms, but are training in the use of the Service issued firearm for orientation purposes only. They also have a modified use of force training program on certain techniques. They are always under the supervision of a fully sworn police officer and do not drive marked police vehicles unless in an emergency situation or directed to do so by a sworn officer. Members are provided with a uniform that is different from that of a sworn members and identifies them as an auxiliary member.

They are considered members of the Police Service in accordance with Section 52 of the *Police Services Act*. This provides that with the Solicitor General's approval, a board may appoint auxiliary members of the police service.

CURRENT SITUATION:


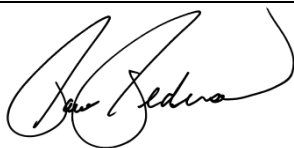
During the pandemic starting in March 2020, all volunteer programs including the auxiliary unit were suspended in order to oblige the significant restrictions imposed on in-person and in-office contact. As a result, our auxiliary unit significantly decreased in size. Also contributing to the decrease in numbers was that a number resigned in favour of becoming a sworn member with the Service.

Active efforts are now underway to recruit auxiliary members. A number of individuals have been identified and are recommended to the Board. Once approved, the names will be forwarded to the Solicitor General for the approval by the Director of the External Relations Branch. Once approved, they will take oaths or affirmations of office and secrecy prior to assuming any duties.

Recruiting for our Unit will continue and names will be presented as they are successfully processed.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 22, 2022
PUBLIC	
SUBJECT: ENHANCED MOBILE CRISIS RAPID RESPONSE TEAM AGREEMENT – HEALTH SCIENCES NORTH	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Collaborative CSWB for Greater Sudbury Goal: 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 Health Sciences North for the purpose of engaging a Crisis Intervention Worker in accordance with the Enhanced Mobile Crisis Rapid Response Team under the Mobile Crisis Response Team (MCRT) Enhancement Grant.

BACKGROUND:

Police are often the default emergency response for mental health and/or addictions issues. These situations often result in increased contact with police, which may result in the unnecessary involvement with the criminal justice system. They may also have multiple visits to the Emergency Department and admissions to hospital as a result of ongoing and untreated mental health and addiction issues. In response, and in order to establish a better response system, the GSPS, the Ontario Provincial Police (OPP), and Health Sciences North (HSN) have committed, along with our community partners, to the development, implementation, and success of the Sudbury Mobile Crisis Rapid Response Team (MCRRT).

The Mobile Crisis Response Team (MCRT) Enhancement Grant was launched in August 2021 as a new grant program to provide funding to police services to enhance their existing MCRTs. This is to be accomplished through the hiring of additional mental health/addictions workers to better obtain local expertise when responding to calls for mental health and addictions crises.

This partnership has been most effective in improving our services. Recently, the Board applied for and was successful in receiving grant funding to enhance the existing MCRRT. This funding will specifically enhance the joint police/mental health response framework by adding a designated HSN Crisis Intervention worker that is co-located with GSPS.

Through this Grant, the Board will receive a funding allocation of \$128,126.60 as follows:

MOBILE CRISIS RAPID RESPONSE TEAM - ENHANCED PROGRAM		
Fiscal Year 1		
Expense Category	Expense Description	Budget
Salaries and Benefits	Mobile Crisis Rapid Response Team (MCRRT) - Crisis Worker (CW)	\$22,431.02
Orientation and Training	Training for Crisis Worker	\$2,500.00
Equipment	Uniform and Equipment	\$1,528.33
Equipment	Cell Phone	\$356.16
Equipment	Laptop	\$1,882.56
Equipment	Monthly Vehicle Usage	\$3,000.00
Other	Cell Phone Usage, Office Supplies	\$500.00
Total Budget		\$32,198.08
Fiscal Year 2		
Expense Category	Expense Description	Budget
Salaries and Benefits	Mobile Crisis Rapid Response Team (MCRRT) - Crisis Worker (CW)	\$92,928.53
Orientation and Training	Training for Crisis Worker	\$5,000.00
Equipment	Monthly Vehicle Usage	\$12,000.00
Other	Cell Phone Usage, Office Supplies	\$1,000.00
Total Budget	10	\$110,928.53



SUBJECT: ENHANCED MOBILE CRISIS RAPID RESPONSE TEAM AGREEMENT – HEALTH SCIENCES NORTH	Page 3
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CURRENT SITUATION:

With the addition of these funds, the Board and HSN will work together to expand the existing services of the MCRRT by developing an additional response team consisting of one designated officer and one designated crisis intervention worker. A contract for services agreement will be established for this purpose.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 22, 2022
PUBLIC	
SUBJECT: CRISIS CALL DIVERSION PROGRAM AGREEMENT – HEALTH SCIENCES NORTH	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Collaborative CSWB for Greater Sudbury Goal: 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 a Contract for Services Agreement with Health Sciences North for the purpose of engaging designated HSN Crisis Call Diversion Workers in accordance with the Crisis Call Diversion Program under the *Community Safety and Policing (CSP) Grant* Provincial Stream program.

BACKGROUND:

GSPS operates the 9-1-1 Emergency Communications Centre (ECC). The centre provides telephone and radio communication services 24 hours per day, seven days per week, to answer 9-1-1 emergency and non-emergency calls for service. The centre also provides dispatch services for GSPS officers and also for the City of Greater Sudbury Fire Services.

Under the Community Safety and Policing Grant Provincial Stream, GSPS applied for a Crisis Call Diversion Program (CCDP). This is a collaborative call diversion effort between the current Mobile Crisis Rapid Response Team (MCRRT) mental health/crisis professionals, the Emergency Communications Centre personnel, and frontline members.

The overall objective of the CCDP is to divert mental health crisis and addiction calls for service away from police in order to provide improved community safety and wellbeing outcomes for persons in crisis where police are traditionally called to respond.

The crisis workers will work directly in the GSPS 9-1-1 Emergency Communication Centre. They will work shiftwork on a rotating schedule to ensure there is one worker on site. The worker will provide support to the person in crisis by offering immediate de-escalation and support, diverting non-emergent police mental health-related calls for service where alternative services may be more appropriate in low-acuity situations, and assisting individuals experiencing mental health crises by offering more appropriate pathways to meet their needs while also supporting the de-stigmatization of mental health issues.

Through the CCDP, it is anticipated that there will be a decrease in the number of non-emergent mental health calls for service (MH CFS), as well as reduce the use of police personnel for non-emergent responses.

Additionally, the crisis workers are trained and equipped to implement safety plans with the caller in crisis (with their consent) to ensure current and future safety. They can also utilize their resources to offer follow-ups from the appropriate agencies within the community based on the caller's needs. These are both crucial for long-term positive outcomes.

Funding is summarized as follows:



Description and Year	# of Members	Funding
Call Diversion Crisis Workers (new hire) 2022/2023	4	\$387,658.92
Call Diversion Crisis Workers 2023/2024	4	\$395,490.17
Call Diversion Crisis Workers 2024/2025	4	\$402,416.90
TOTAL	4	\$1,185,565.99

CURRENT SITUATION:

The Crisis Call Diversion Program will have four qualified mental health workers onsite. These workers will be provided through Health Science North and will remain employees of HSN. A contract for Services Agreement will be required in order to engage Crisis Call Diversion Workers as part of the Program. The Ministry has been consulted and is in agreement with this approach.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 19, 2022
PUBLIC	
SUBJECT: EMPLOYEE ASSISTANCE PROGRAM	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 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 Greater Sudbury Police Services Board extends the current Agreement with Com ComPsych Corporation for the purpose of delivering Employee Assistance Program services to the members of Greater Sudbury Police Service for a period until such time the Request for Proposal for Employee Assistance Program Services is complete.

BACKGROUND:

The Police Service provides an Employee Assistance Program (EAP) that offers professional assistance to members of the Service and/or their eligible dependents when faced with personal, medical, and/or emotional difficulties. The City of Greater Sudbury issues the Request for Proposals for the provision of EAP Service for both the City of Greater Sudbury and the Greater Sudbury Police Service.

The Employee Assistance Program is designed to provide confidential assistance. Members are encouraged to seek assistance voluntarily through the EAP.

The Employee Assistance Program has service providers available in many areas including:

- Confidential Counselling – short term counselling services to help address stress, relationships and other personal and professional issues employees and/or their family members may face
- Financial Information and Resources
- Legal Support and Resources
- Work-life Solutions
- Wellness

Referral services provided through the Employee Assistance Program are strictly confidential. All members and/or their eligible dependents accessing the EAP shall be guaranteed anonymity to all members of the Service including management.

CURRENT SITUATION:

In December 2017, the Board authorized an Agreement with ComPsych for a period of three years with an option to renew for two additional years, that being November 1, 2020 to October 31, 2021 and a further year from November 1, 2021 to October 31, 2022. The Board opted for the extension which will conclude the Agreement October 31, 2022. In keeping with the past process, the City on behalf of the Board will be issuing the Request for Proposal for Proponents capable of providing EAP services for both the City and the Board. The proposal will be for an initial three year period with the option for an additional two years subject to the satisfactory performance.

The Service is well sub-scribed by members of GSPS with the following results throughout this contract period:

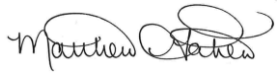
2017 – 45.61%
2018 – 42.93%
2019 – 31.46%
2020 – 24.88%
2021 – 29.02%

SUBJECT: EMPLOYEE ASSISTANCE PROGRAM	Page 3
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GSPS will once again participate collaboratively with the City on the EAP Request for Proposal process. Given the timing there may be a requirement to extend the current Agreement with the current provider ComPsych.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 22, 2022
PUBLIC	
SUBJECT: ELECTRONIC MONITORING POLICY	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 2 - Emphasize effective and efficient operational deployment processes	
Prepared by:  Matthew Gatien Board Administrator	

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board implement GSPSB Policy 032 – Electronic Monitoring, pending a legal review, effective October 11, 2022.

BACKGROUND:

Technological advancements in workplace technologies have given rise to employees having multiples devices that they use to do their work. Most, if not all, of these devices are employer-issued and as such are subject to monitoring by the employer. This phenomenon has given rise to many instances of employers tracking employee's time and active use of technology. More recent instances of this phenomenon are usually traced to use of programs like Slack and Microsoft Teams which show an employee's "active" status by how frequently their mouse and keyboard are being used. These are not technologies that the Board or Service use.

The Service currently has multiple policies that detail responsibilities of the employer and employee in regards to use of technology and the Internet. Bill 88 amends the *Employment Standard's Act* and states that all employers with 25 employees or more as of January 1, 2022, will be required to put a written policy on Electronic Monitoring in place by October 11, 2022. After 2022, the deadline will be before March 1 in any given year for an employer who has 25 or more employees as of January 1 of that year.

SUBJECT: ELECTRONIC MONITORING POLICY	Page 2
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CURRENT SITUATION:

In consultation with other Boards the attached Board policy has been drafted for the Board's approval, to be put in place by October 11, 2022, pending a legal review.

The Bill summary and drafted policy are attached for review.



GREATER SUDBURY POLICE SERVICES BOARD

SUBJECT: ELECTRONIC MONITORING	POLICY NUMBER: GSPSB – POLICY 032
EFFECTIVE DATE: October 11, 2022	REVISED DATE:
REPORTING REQUIREMENTS: Annually, before March 1	

General:

- (1) The Greater Sudbury Police Services Board (Board) is committed to maintaining a culture of transparency and trust by outlining how and in what circumstances employees are electronically monitored.
- (2) This policy protects employees' privacy by requiring details about whether, or how, employees' use of electronic devices are being monitored at the Greater Sudbury Police Service (Service).
- (3) This policy only applies to civilian members of the Service to whom Part VII.01.01 of the *Employment Standards Act, 2000* (the "Act") applies and does not apply to sworn members, pursuant to the Act.
- (4) This policy should be read in conjunction with related Board Policies and Service Procedures, Code of Conduct, Oath/Affirmation of Office and any other relevant material.

Definition:

- (1) For the purpose of this Policy, the following definitions apply:
- (2) **Electronic Monitoring**: is all forms of employee monitoring that is done electronically. This includes, but is not limited to, monitoring of electronic mail, monitoring of Internet usage, service-owned computers, tablets, networks and other IT infrastructure, Electronic Access Controls, and Global Positioning Systems. This also includes monitoring of off-site computers (i.e. work-from-home stations).

Policy of the Board:

- (1) It is the policy of the Board that the Chief of Police will:
 - a. Develop a procedure that meets the requirements of Part VII.01.01 of the Act, which outlines whether the Service electronically monitors civilian members, and if so:
 - i. Provides a description of how and in what circumstances the Service may electronically monitor employees;
 - ii. The purposes for which information obtained through electronic monitoring may be used by the Service; and
 - iii. Such other information as may be prescribed.
 - b. Ensure that all existing civilian members are provided with a copy of this Policy and associated Procedure, and any amended versions of the Policy and associated Procedure, within 30 days of approval or amendment.
 - c. Ensure that all new civilian members are provided with a copy of this Policy and associated Procedure, within 30 days of a civilian member's hire date
- (2) This policy will be reviewed annually by the Board and must include the date the policy was prepared and the date any changes were made to the policy.

Previous

(<https://www.ontario.ca/document/your-guide-employment-standards-act-0/written-policy-disconnecting-from-work>)

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(<https://www.ontario.ca/document/your-guide-employment-standards-act-0/written-policy-disconnecting-from-work>)

Written policy on electronic monitoring of employees

Tell us what you think about the information on this page and how you're using it. Take our survey (<https://survey.alchemer-ca.com/s3/50122708/ES-Ontario-ca-Content>) .

Overview

Employers that employ 25 or more employees on January 1 of any year are required to have a written policy on the electronic monitoring of employees in place.

The policy must state whether or not the employer electronically monitors employees. If the employer does, the policy must include:

- a description of how and in what circumstances the employer may electronically monitor employees

- the purposes for which the information obtained through electronic monitoring may be used by the employer
- the date the policy was prepared
- the date any changes were made to the policy

An employer must, within the specified timeframes, provide a copy of the written policy to all of its employees and to all assignment employees who are assigned to perform work for that employer.

These requirements were added to the *Employment Standards Act, 2000* (<https://www.ontario.ca/laws/statute/00e41>) (ESA) on April 11, 2022. There is a special rule that applies in the first year of the requirement. Employers that employ 25 or more employees on **January 1, 2022** have until **October 11, 2022** to have a written policy on the electronic monitoring of employees in place.

Beginning in **2023**, and in the years that follow, employers that employ 25 or more employees on **January 1 of any year** must have a written policy on the electronic monitoring of employees in place **before March 1 of that year**.

The ESA requirements:

- do not establish a right for employees not to be electronically monitored by their employer
- do not create any new privacy rights for employees

The ESA requirements are limited to requiring that certain employers be transparent about whether they electronically monitor employees. If they do, the employer must be transparent by:

- describing how and in what circumstances that monitoring occurs
- setting out the purposes for which the information obtained through the electronic monitoring may be used

The requirements relating to written policies on the electronic monitoring of employees apply to all employees and employers covered by the ESA except the Crown, a Crown agency or an authority, board, commission or corporation whose members are all appointed by the Crown and their employees.

Employers with 25 or more employees required to have written policy

Employers are only required to have a written policy on the electronic monitoring of employees if they employ 25 or more employees in Ontario on January 1 of any year.

To determine how many employees they have, the employer must count the **number of employees it employs on January 1**.

The employer must count the individual number of employees, not the number of "full-time equivalents." Part-time employees and casual employees each count as one employee, regardless of the number of hours they work.

Multiple locations

Where an employer has multiple locations, all employees employed at each location **in Ontario** must be included when determining whether the 25 employee threshold has been met.

For example, an employer owns three wine shops with 12 employees employed in each shop on January 1. This employer employs 36 employees. The employer must have a written policy in place for all employees on the electronic monitoring of employees, even though there are fewer than 25 employees employed at each individual shop.

Related employers

In certain circumstances, two or more employers may be treated as one employer under the ESA (<https://www.ontario.ca/document/employment-standard-act-policy-and-interpretation-manual/part-iii-how-act-applies#section-2>).

If two or more employers are treated as one employer, then all employees employed **in Ontario** by these two or more employers are included in the count.

Employees to include in the count

Anyone who meets the definition of "employee" is counted, including:

- homeworkers
- probationary employees
- some trainees (<https://www.ontario.ca/document/your-guide-employment-standards-act-0/employee-status#section-5>)
- officers of a corporation who perform work or supply services for wages
- employees on definite term or specific task contracts of **any** length
- employees who are on lay-off, so long as the employment relationship has not been terminated and/or severed
- employees who are on a leave of absence
- employees who are on strike or who are locked-out
- employees who are exempt from the application of all or part(s) of the ESA (although these employees may not be covered by the electronic monitoring provisions of the ESA, they are included in the count to determine whether the employer employs at least 25 employees)

Temporary help agencies

Assignment employees of temporary help agencies are **employees of the agency** and are included in the count to determine if the **temporary help agency** has met the 25 employee threshold. Assignment employees of temporary help agencies are not included in the count to determine whether the **client** the employee is assigned to perform work for meets the threshold.

The agency's count must include all of its assignment employees, whether active or inactive on January 1.

When the number of employees changes throughout the calendar year

If, on January 1, an employer employs fewer than 25 employees in Ontario, then the ESA does not require that the employer have a policy in place on the electronic monitoring of employees. This is the case even if the employer's employee count increases at a later point in the same calendar year.

When the employee count increases throughout the year

If an employer employs 20 employees in Ontario on January 1, 2022, that employer is not required to have a policy in place on the electronic monitoring of employees. Say the employer then hires five more employees in May 2022, this employer continues to **not** be subject to the requirements to have a written policy in place for 2022.

However, if all 25 employees remain employed by that employer on January 1, 2023, the employer would meet the 25 employee threshold on January 1, 2023 and **will** be required to have a written policy on the electronic monitoring of employees in place for all employees before March 1, 2023.

When the employee count decreases throughout the year

If an employer employs 25 employees or more in Ontario on January 1, the requirement to have a policy on the electronic monitoring of employees applies. If the employee count decreases later in the same calendar year, the employer is still required to have a written policy in place. This is the case until the assessment of the “25 employee threshold” is done again the following January. If the employer employs fewer than 25 employees the following January 1, they do not need to have a written policy in place for that calendar year.

Employees covered by the policy

The policy must apply to **all** of the employer’s employees in Ontario to whom the provision applies. This includes management, executives and shareholders if they are employees under the ESA. If the policy only applies to some of their employees, the employer is not complying with the ESA requirements (for example, if the policy applied only to the employer’s sales staff but not its managerial staff).

This doesn’t mean that the employer is required to have the **same** policy for all its employees. The employer can have a single policy that applies to all employees, or its policy can contain different policies (either in a single document or in multiple documents) for different groups of employees. For

example, a retail employer may decide to have one policy that applies to its office staff and a different policy that applies to its in-store sales staff.

Assignment employees

Where the employer is required to have a written policy in place, the policy must also apply to **all** assignment employees who are assigned to perform work for that employer in Ontario. Assignment employees do not need to be addressed separately in the policy, but it must apply to them. For example, if an assignment employee is assigned to perform work for an employer in a role that is not otherwise addressed in the employer's written policy, the employer would need to amend the policy to address the work being done by the assignment employee.

Policy requirements

An employer's written policy on electronic monitoring of employees may be a stand-alone document, or it may be part of another document (for example a comprehensive workplace human resource policies and procedures manual).

The employer's written policy must contain the following information:

1. A statement as to whether the employer engages in electronic monitoring of employees.

"Electronic monitoring" includes all forms of employee and assignment employee monitoring that is done electronically. Some examples include where an employer:

- uses GPS to track the movement of an employee's delivery vehicle
- uses an electronic sensor to track how quickly employees scan items at a grocery store check-out
- tracks the websites that employees visit during working hours

What is required to be captured in the employer's policy is not limited to:

- devices or other electronic equipment issued by the employer

- electronic monitoring that happens while employees are at the workplace

For example, if the employer is electronically monitoring the employee through the employee's own personal computer that is used for work purposes, the policy must capture that. It applies equally where the employee works from home, at the employer's workplace, or under a hybrid "workplace/home" model.

If the employer does not electronically monitor employees, the policy must specifically state this.

2. Where the employer does electronically monitor employees, the policy must also contain the following information:

- A description of how the employer may electronically monitor employees.
- A description of the circumstances in which the employer may electronically monitor employees.
- The purposes for which information obtained through electronic monitoring may be used by the employer.

Example: An employer tracks an employee's delivery vehicle using GPS:

The policy would include:

- A statement that the employer electronically monitors its employees.
- A description of how the employer may electronically monitor employees. For example, the employer monitors the employee's movement by tracking the employee's delivery vehicle through GPS.
- A description of the circumstances in which the employer may electronically monitor employees. For example, the employer monitors the employee's movement in the vehicle for the entire workday, every workday.
- The purposes for which information obtained through electronic monitoring may be used by the employer. For example, the employer uses the information obtained to assist in setting routes for employee safety, to ensure employees do not deviate from their delivery route during their shift, and to discipline employees who are untruthful about their whereabouts during working hours.

Example: An employer monitors its employees' emails and online chats

The policy would include:

- A statement that the employer electronically monitors its employees.
- A description of how the employer may electronically monitor employees. For example, the employer monitors employee emails and online chats through a software program created specifically for this purpose.
- A description of the circumstances in which the employer may electronically monitor employees. For example, the employer may monitor at any time employee emails and online chats.
- The purposes for which information obtained through electronic monitoring may be used by the employer. For example, the employer uses the information obtained through electronic monitoring of employee emails and online chats to evaluate employee performance, to ensure the appropriate use of employer equipment, and to ensure work is being performed during working hours.

3. The date the policy was prepared and the date any changes were made to the policy.

The ESA does not require the employer to provide employees with a right to privacy. The ESA requirements give some employees the right to be provided with specified information about electronic monitoring by their employer.

Employer record-keeping requirements

Employers must retain a copy of every written policy on electronic monitoring that was required by the ESA for three years after the policy is no longer in effect.

Copy of the policy

Deadline — providing a copy to the employer's employees

An employer, including a temporary help agency, that is required to have a written policy in place must provide a copy of the written policy to its employees **within 30 calendar days** of:

- the day the employer is required to have the policy in place
- the policy being changed (if an existing policy is changed)

The employer must also provide a copy of the written policy to any **new employees within 30 calendar days** of the **later** of these two events:

- the day the employer is required to have the policy in place
- the day the individual becomes an employee of the employer

For example, an employer is required to have a written policy in place on electronic monitoring of employees on October 11, 2022.

If an individual becomes an employee of the employer on May 9, 2022, then the employer does not have to provide a written copy of the policy until November 10, 2022 (30 days after the employer was required to have a written policy in place). However, if an individual becomes an employee of the employer on December 6, 2022, then the employer must provide a copy of the written policy to the employee within 30 days of December 6, 2022.

Deadline — providing a copy to assignment employees performing work for a client employer

An employer that is required to have a written policy in place must provide a copy of the written policy to any assignment employees who are assigned to performed work for it by **the later** of these two timelines:

- within 24 hours of the start of the assignment

- within 30 calendar days from the day the employer is required to have a policy in place

For example, an employer is required to have a written policy in place on electronic monitoring of employees by October 11, 2022.

If an assignment employee is assigned to perform work for that employer on May 9, 2022, then that employer has until November 10, 2022 (30 days after the employer was required to have a written policy in place) to provide the assignment employee with a written copy of the policy.

However, if an assignment employee is assigned to perform work for that employer on December 6, 2022, then that employer must provide the written policy to the assignment employee within 24 hours of the start of the assignment.

The employer does not need to provide a copy of the written policy to employees annually if the policy has not changed from the previous year.

How to provide the written policy

The employer may provide the policy to employees as:

- a printed copy
- an attachment to an email if the employee can print a copy
- a link to the document online if the employee has a reasonable opportunity to access the document and a printer (and knows how to use the computer and printer)

Limitations on complaints and claim investigations

Employees are limited in what they can file a complaint about with respect to the employer's written policy on electronic monitoring.

A complaint can only be made to the ministry, or be investigated by an employment standards officer, where there is an alleged contravention of the employer's obligation to provide a copy of the written policy within the required timeframe to its employees or to assignment employees who are assigned to perform work for it. A complaint alleging any other contravention of the policy on electronic monitoring of employee provisions cannot be made, or be investigated by, an employment standards officer.

Although there are limitations on what an employee can file a complaint about or have investigated by the ministry, an employer may wish to seek legal advice about whether its policy would create any entitlements that an employee could enforce outside of the ESA.

Using information collected through electronic monitoring

The ESA's rules about the employer's written policy on electronic monitoring do not affect or limit an employer's ability to use information obtained through the electronic monitoring of its employees in any way it sees fit.

Under the ESA, the employer is required to state in its written policy the purposes for which it may use information obtained through electronic monitoring. However, the ESA does not limit the employer's use of the information to the stated purposes.

For example, an employer may create a policy setting out that the information it collects through the electronic monitoring of employee internet usage will be used by the employer only for the purpose of assessing overall employee productivity. If, however, the employer discovers through its electronic monitoring that an employee has been accessing inappropriate websites contrary to company IT policies, the employer can use that information for any reason. The ESA does not limit the employer's use of the information to what was written in the policy.

The employer can, for example, rely on that information to discipline or terminate the employee. It could also use that information to support its position that the employee was guilty of wilful misconduct, disobedience, or wilful neglect of duty that is not trivial and has not been condoned by the employer and is therefore exempt from the ESA's termination and severance entitlements.

Similarly, nothing in the ESA limits the use of information the employer obtained through the electronic monitoring of an assignment employee who is assigned to its workplace.

Employer checklist for creating a policy

The following is a checklist employers may use when creating a written policy on electronic monitoring of employees:

- Determine whether you are required to have a written policy in place.
- If you are subject to the requirement, develop a written policy and ensure the policy:
 - contains all required information
 - applies to all of your employees and any assignment employees that perform work for you (the content of the policy does not need to be the same for all groups of employees, though all employees must be covered by the policy)
 - is in place within the specified timeframe (for 2022, the policy must be in place by October 11, 2022. For all other years, the policy must be in place by March 1 of that year)
- Provide a copy of the written policy to all of your employees and any assignment employees assigned to perform work for you:
 - in the appropriate format
 - within the required timeframe
- Retain a copy of every written policy required by the ESA for three years after the policy is no longer in effect.

Previous

(<https://www.ontario.ca/document/your-guide-employment-standards-act-0/written-policy-disconnecting-from-work>)

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(<https://www.ontario.ca/document/your-guide-employment-standards-act-0/written-policy-disconnecting-from-work>)

Updated: July 21, 2022
Published: July 13, 2022



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 19, 2022
PUBLIC	
SUBJECT: NORTHERN ONTARIO HERITAGE FUND APPLICATION	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 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 endorses a funding application through the Northern Ontario Heritage Foundation for a funding application for an Intern assigned to the Human Resources Branch.

BACKGROUND:

The Northern Ontario Heritage Fund Corporation (NOHFC) is a Crown corporation and development agency of the Ministry of Northern Development and Mines in the Canadian province of Ontario, whose purpose is to provide funding and program support to foster economic development in Northern Ontario areas.

The NOHFC concentrates on six key funding programs: job creation, technology research and development, infrastructure and community development, youth entrepreneurship, youth internship and cooperative education, and generation and conservation of renewable energy. Specifically, the Workforce Development Stream of funding is designed to strengthen and develop North-ern Ontario's workforce through business partnerships by offering internships.

GSPS has for many years been the beneficiary of funding through this program and have enjoyed many successful employment placements. Funding received offsets partial salaries for a period of 52 weeks to a maximum of \$35,000 per year.

Candidates must meet certain criteria:

- Are new entrants into the work force, are transitioning to a new career, or the unemployed or underemployed who are entering a new field;
- Have not previously participated in a NOHFC-funded internship;
- Are at least 18 years of age; and
- Reside, and be legally entitled to work, in Canada.



CURRENT SITUATION:

The Board is asked to endorse an application for an intern to be assigned to the Human Resources and Professional Development Branch with a focus on performance management systems and tools.

All applications are reviewed by the NOHFC Board of Directors and allocations made accordingly. The Board will be kept apprised on the status of this application.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 21, 2022
PUBLIC	
SUBJECT: DELEGATION OF SIGNING AUTHORITY	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources	
Prepared by: Sharon Baiden Chief Administrative Officer 	Recommended by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Greater Sudbury Police Services Board receives the Delegation of Signing Authority, Chief of Police GSPSB – Policy 0030, semi-annual report for the period January 1, 2022, to June 30, 2022.

BACKGROUND:

Section 30 of the Police Services Act provides for a Police Services Board to contract, sue, and be sued in its own name. As a police service is not a legal entity, it may not enter into contracts in its own name or on behalf of the Board without its authorization.

The Board recognizes the need to ensure accountability in carrying out its statutory and administrative responsibilities. The Board also appreciates the need to advance its work and that of the Greater Sudbury Police Service in an efficient and timely manner.

The Board Chair is the designated signing authority for contracts, agreements, travel claims, vacation approvals for the Chief of Police, legal services, and reserve fund draws.

The Board recognizes the need to delegate signing authority to the Chief of Police or designate to ensure accountability in carrying out the operational responsibilities of the Board for matters necessary for the management of day-to-day operations.

SUBJECT:
DELEGATION OF SIGNING AUTHORITY

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Where delegations of authority have been granted by the Board to the Chief of Police or designate, the delegation includes the authority to execute any related documents in the name of the Board unless the terms of the delegation require the signature of the Board. Policy GSPSB Policy – 030 establishes clear direction on the delegation of signing authority for the Chief of Police.

CURRENT SITUATION:

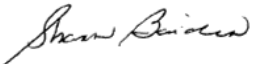

Pursuant to the authority delegated to the Chief or Designated Official by the Board, the Chief of Police shall provide a report to the Board regarding all procurement contracts and agreements approved and executed by the Chief or Designated Official of an operational nature valued at less than \$50,000.

Items that have been effected for the period of January 1, 2022 to June 30, 2022:

Vendor	Purpose	VALUE
Rogers Media	Awareness Advertisement - Human Trafficking	\$3,052.81
AC Technical Systems	T&C /Quotation Acceptance	\$2,671.20
XEROX	Replacement Xerox Unit - Central Records	\$6,364.48
XEROX	Replacement Xerox Unit - CRC	\$2,746.30
XEROX	Replacement Xerox Unit - HR	\$6,490.86
XEROX	Replacement Xerox Unit - Forensics	\$6,490.86
XEROX	Replacement Xerox Unit - CIT	\$6,490.86
XEROX	Replacement Xerox Unit - POA	\$2,003.25
XEROX	Replacement Xerox Unit - Property	\$2,746.30
XEROX	Replacement Xerox Unit - ESS	\$2,003.25
XEROX	Replacement Xerox Unit - Switchboard	\$1,703.46
XEROX	Replacement Xerox Unit - Training	\$6,490.86
XEROX	Replacement Xerox Unit - Patrol HQ	\$6,490.86
XEROX	Replacement Xerox Unit - Patrol LEL	\$6,490.86
Laurentian University	Facilities Use Agreement	\$2,035.20
VNEXTIQ	Support to Optimize Microsoft Environment	\$15,060.48



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 21, 2022
PUBLIC	
SUBJECT: FINANCIAL REPORT YEAR-END DECEMBER 31, 2021	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Public Trust & Accountability Goal: 1 - Enhance public trust through transparency and accountability	
Prepared by: Sharon Baiden Chief Administrative Officer 	Recommended by: Paul Pedersen Chief of Police 

RECOMMENDATION:

THAT the Board receives the 2021 Year-End Greater Sudbury Police Service Financial Report for the period January 1 to December 31, 2021 as audited by KPMG as part of the City of Greater Sudbury audit, carried by City Council Resolution #AC2022-05 on May 24, 2022.

BACKGROUND:

The Police Services Board passed the approved 2021 budget by way of resolution #2020-008 at their meeting of January 12, 2021.

This budget was recommended to and accepted by City of Greater Sudbury Council in the amount of \$65,726,611 which included an annual provision of \$1,650,000 to fund a future facilities improvement plan and current facility renovations.

.../2

1/3

CURRENT SITUATION:

The Annual City Audit has now been completed and presented to the City Finance and Administration Committee. During the audit, GSPS staff met with the senior audit team from KPMG to review matters and respond to any questions that arose during the audit. All areas were addressed and responded to with no concerns noted.

As for most businesses, COVID-19 played a significant role in Police Operations since 2020 from a spending and operations perspective, with an ongoing impact in 2021. Many changes made in 2020 continued into 2021 with the service delivery which included remote work arrangements, mandatory personal protective equipment, cleaning and sanitizing vehicles and facilities and extensive use of virtual communications.

An analysis of 2021 expenditures and revenues is summarized by way of the table and associated notes below with a comparison between the annual budget and actual year-end results.

Financial Overview Year ended December 31, 2021

Category Description	Annual Budget	Year End Actual	\$ Variance	% Change	
Salaries & Benefits	\$ 58,959,500	\$ 59,739,756	\$ (780,255)	1.3%	¹
Operating Costs	\$ 6,491,164	\$ 7,054,717	\$ (563,552)	8.7%	²
Contr to Reserves and Capital	\$ 3,789,418	\$ 3,884,775	\$ (95,357)	2.5%	³
Internal Recoveries	\$ 1,478,575	\$ 1,091,962	\$ 386,613	-26.1%	⁴
Revenues	\$ (4,992,047)	\$ (6,044,598)	\$ 1,052,552	21.1%	⁵
Net Total	\$ 65,726,611	\$ 65,726,611	\$ (0)	0%	



- 1. Gross Salary and Benefits were over budget in overtime costs, retiree benefits and part-time staffing t with offsets from Paid Duty recoveries, unbudgeted grant funds, and additional recoveries from the WSIB Reserve Fund.***
- 2. Operating Costs show a variance in certain areas due to higher than expected spending most notably for legal matters, computer software, training and other rental spaces, ammunition and uniforms. COVID costs for parking reimbursement and equipment for remote working arrangements were higher than anticipated, while Personal Protective Equipment purchases were down given stabilized inventories. Other expenses associated with funded programs were offset by grant funding.***
- 3. Provisions to Reserves and Capital, with a slight variance. It relates to the final adjusting year-end entries related to the Board Trust Fund, entries for sale of used assets and final adjustment to Capital Financing Reserve Fund for year-end surplus.***

- 4. Internal Recoveries reflect funds transferred to the City to cover costs associated with facilities, accounting, budgets, human resources, mail room and payroll support. This area also captures funds received from the City specifically around recoveries for fire and transit radio equipment use. In addition, all internal paid duty recoveries are reflected in this area.***
- 5. Overall revenues at year-end were higher than budgeted as a result of grant funding received, and revenues generated through paid duty, cruiser rental and, police clearance letters. However revenues were down for crown disclosure and the alarm program.***

Overall, the Service realized a successful year financially with a surplus in spending, notwithstanding an unprecedented time with COVID-19 and all the demands required to ensure the health and safety of all members.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 14, 2022
PUBLIC	
SUBJECT: DONATION REQUESTS	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Collaborative CSWB for Greater Sudbury Goal: 3 - Invest in our community's future through innovative youth services and initiatives	
Prepared by: Sharon Baiden Board Administrator 	Recommended by: Paul Pedersen Chief of Police 

RECOMMENDATION:

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

\$1000 in support of the 2022 YWCA "Women of Distinction" Awards Gala – Donations Reserve Fund

\$500 in support of the Canadian Gujju Cultural Association of Northern Ontario's Garba Night – Donations Reserve Fund

\$500 in support of Afrofest 2022 – Donations Reserve 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.

\$1000 in support of the 2022 YWCA “Women of Distinction” Awards Gala

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

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

\$500 in support of the Canadian Gujju Cultural Association of Northern Ontario’s Garba Night – Donations Reserve Fund

The East Indian Gujarati cultural dance event took place on 17 September 2022 at Centennial Arena, Hanmer – Sudbury. The purpose of this event is to celebrate and share East Indian Gujarati culture with northern Ontarians.

\$500 in support of Afrofest 2022 – Donations Reserve Fund

We would like to extend a warm invitation to you and members of the Greater Sudbury Police Service to attend this year's Afrofest Sudbury event, which happens to be the 5th year since we launched this festival in 2018.

The event is once again free to the public, but we welcome individual vendors or organizations who want to advertise or sell their businesses and products for a fee. We also welcome

SUBJECT: DONATIONS RESERVE FUND REQUESTS	Page 3
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sponsors as we are a not-for-profit and rely on the generosity of community members to function.

The festival will begin at 11:00 a.m. with a cultural costume parade at the fields by the Grace Hartman Amphitheatre, Bell Park on August 27, 2022.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: September 20, 2022
PUBLIC	
SUBJECT: 2022 CANADIAN ASSOCIATION OF POLICE GOVERNANCE CONFERENCE	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Policing with Excellence & Professionalism Goal: 1 - Effective and efficient deployment of resources	
Prepared by: Matthew Gatien Board Administrator	

RECOMMENDATION:

For Information

BACKGROUND:

The Canadian Association of Police Governance is a national organization dedicated to excellence in police governance, established in 1989. The CAPG represents more than 75 municipal police boards and commissions in Canada and works to achieve highest standards as a national voice of civilian oversight

Each year the CAPG hosts an annual General Meeting and Conference where delegates are encouraged to network, discuss, and engage in learning.

CURRENT SITUATION:

The Canadian Association of Police Governance held their annual conference in Saskatoon from September 8-11, hosted by the Saskatoon Board of Police Commissioners. Chair Sizer, Vice Chair Caldarelli, and Board Administrator Gatien attended the conference in-person. The conference was well attended both in-person and online. There were a number of topics of

interest discussed, including maintaining public trust, evidence-based policing, and models of community partnerships.

The conference provided lots of ideas for the Board to build on and presented many opportunities for networking with other Boards and Commissions across Canada.

Next year's conference will take place **August 14-19, 2023**, in St. John's, NL.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: September 20, 2022
PUBLIC	
SUBJECT: 2022 OAPSB LABOUR SEMINAR	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Our Members & Our Inclusive Workplace Goal: 3 - Improved member recognition, succession planning and career development opportunities	
Prepared by: Matthew Gatien Board Administrator	

RECOMMENDATION:

THAT the Board approves the participation of Members at the Ontario Association of Police Services Boards Labour Seminar to be held in-person November 9-10, 2022, at a registration fee of \$475 per registrant.

AND FURTHER THAT the Board support the conference with a donation of \$500 with funds to be drawn from the Training Account.

BACKGROUND:

The OAPSB is hosting a governance and labour seminar for Police Services Board Members and staff, Ministry/OPP employers, and staff. Representatives from both the Police Services Board and Administration generally attend.

CURRENT SITUATION:

The 2022 fall seminar is scheduled to be held in-person from **November 9-10, 2022**, at the Toronto Airport Marriott. It features topical sessions on current trends and issues in police labour relations.

Members are asked to confirm interest in attending with the Board Administrator by Wednesday, October 5, 2021.

In addition, the OAPSB is seeking financial assistance in support of the conference this year. Board and Service representatives traditionally attend and support. Sponsorship donations help minimize costs to help members attend, assist with marketing the conference, help with upgrades for delivering the conference (i.e. making the conference virtual), and provides exposure for the Board to other Boards in the province. The Board generally provides sponsorship in the amount of \$500.00.



ONTARIO ASSOCIATION OF POLICE SERVICE BOARDS
180 Simcoe Street, London Ontario, N6G 1H9
TEL. 1-519-659-0434

Seeking Your Support! – PSB Members

The Ontario Association of Police Service Boards' 2022 Labour Conference is being held November 9 & 10, 2022 near the Toronto Airport. Each year our seminar features engaging speakers addressing topical subjects relating to labour. The program is shaping up to be really good this year – but we need your help!

Each year we rely on participation and sponsorship to help make the seminar successful. We ask that your board (and zone) consider sponsoring the seminar.

Gold - \$2,000 plus

- Feature as Gold Sponsor on one session
- Recognition in the conference program
- Recognition on the OAPSB website

Silver - \$1,000 to \$2,000

- Featured as Silver Sponsor on all event materials
- Recognition in the conference program
- Recognition on the OAPSB website

Bronze – Up to \$999

- Recognition in the conference program
- Recognition on the OAPSB website

Added benefits: Funding received for OAPSB events is used to:

- Minimize costs to members to attend the seminar
- Offset the expenses related to delivering the in person event and training
- Support the marketing and outreach required to inform and communicate with members
- Provide your organization recognition on our website, eblasts and at the virtual event.
- Deliver upgrades to our education & training to membership

Please contact Holly Doty at oapsb@oapsb.ca or 1-800-831-7727 to take advantage of one or more of these unique sponsorship opportunities listed below.


Respectfully,

A handwritten signature in black ink, appearing to read 'Patrick Weaver', with a stylized flourish at the end.

Patrick Weaver , Chair OAPSB



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: August 29, 2022
PUBLIC	
SUBJECT: BOARD MEMBER RE-APPOINTMENT	
STRATEGIC DIRECTION 2019-2022 Strategic Theme: Public Trust & Accountability Goal: 2 - Focus on community engagement through visibility, accessibility and recruitment	
Prepared by:  Matthew Gatien Board Administrator	

RECOMMENDATION:

For Information

BACKGROUND:

Provincial appointees to police services boards are appointed through the Ministry of the Solicitor General. Appointees are appointed for a three-year term. Our current provincial appointees are Members Richard Bois and Lise Poratto-Mason.

CURRENT SITUATION:

Member Bois' appointment came due on August 28, 2022. Michael Kerzner, the new Solicitor General, re-appointed Member Bois for a period of 6 months starting on August 29, or until such time that an appointment is made by Order in Council, whichever occurs first.

Solicitor General

Office of the Solicitor General

25 Grosvenor Street, 18th Floor
Toronto ON M7A 1Y6
Tel: 416 326-5000
Toll Free: 1 866 517-0571
SOLGEN.Correspondence@ontario.ca

Solliciteur général

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132-2022-2821
By email

August 26, 2022

[REDACTED]

Dear Richard Brent Bois:

As you are aware, you were appointed to the City of Greater Sudbury Police Services Board until August 28, 2022, at which time your appointment will expire.

Pursuant to subsection 27(10) of the *Police Services Act*, I hereby reappoint you to the City of Greater Sudbury Police Services Board, effective from August 29, 2022, for a period of six (6) months, or until such time as an appointment has been made by Order in Council, whichever occurs first.

I would like to take this opportunity to thank you in advance for your valuable service to the City of Greater Sudbury Police Services Board.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Michael Kerzner'.

Michael Kerzner
Solicitor General

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

Matthew Gaten, Board Administrator
City of Greater Sudbury Police Services Board

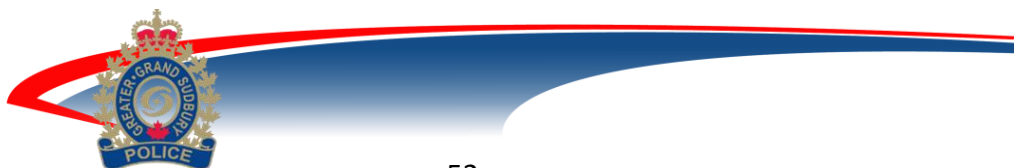
Tom Gervais, Police Services Advisor
Inspectorate of Policing



GREATER SUDBURY POLICE SERVICES BOARD

REPORT FROM THE CHIEF OF POLICE

September 2022



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

MINISTRY UPDATES (excerpts from Ministry Communiqués)

Ministry Updates are distributed with ongoing guidance, instruction, and dissemination of information. This report contains an overview of the content. Full copies are available for the Board upon request.

Welcome back from the summer! We hope that everyone had a refreshing summer with lots of outdoor activities and time with friends and family. The Service had a busy summer with lots of community initiatives and programs taking place. Throughout members worked with tireless professionalism, decision and unwavering commitment to ensuring the health, safety and security of our city.

Reduce Impaired Driving Everywhere (RIDE) Grant Call for Applications (2022-23 – 2023-24)

The Ministry of the Solicitor General is accepting applications for the Reduce Impaired Driving Everywhere (RIDE) Grant for 2022-23 – 2023-24.

The RIDE Grant is available to municipal and First Nations police services, and Ontario Provincial Police (OPP) municipal contract locations. All eligible police services are encouraged to apply. It is expected that in addition to this RIDE Grant funding, successful applicants will also engage in their own routine spot checks. This funding must be used exclusively for sworn officers' overtime or paid duty assignments.

For the current call for applications, the ministry will continue to offer the grant as a two year program. There will not be a call for applications in 2023-24.

Commercial Vehicle Operator Registration (CVOR) New Online Application

Effective July 27, 2022, a simplified CVOR online application portal is available to the industry. Users will continue to access this service via [Ontario.ca](https://ontario.ca). This new portal will be more user-friendly and reduce processing times with the aim to increase uptake for new CVOR online applications.

Clients can expect secure access through Public Secure, a state-of-the-art identity management system that allows clients to readily access Ontario Government services with enhanced security and ease-of-use.

Online Renewal for Heavy Commercial Vehicles

Effective July 24, 2022, the Online Renewal for Heavy Commercial Vehicles' (ORV) system is available. With this, vehicle owners can begin to use this new system to renew licence plate stickers for their heavy commercial vehicles (defined as commercial plated vehicles with a Registered Gross Weight over 3,000kg as well as all buses, school buses and farm plated vehicles) online rather than in-person at ServiceOntario. The ORV system will not replace in-person renewals, rather, just provide another

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convenient option for heavy commercial vehicles to be renewed.

Supporting Efforts to Improve Driver Awareness of New License Plate Renewal Program

In February 2022, the Government of Ontario announced the elimination of license plate renewal fees and the requirement to have a license plate sticker for passenger vehicles, light-duty trucks, motorcycles and mopeds. Since that time, more than seven million refund cheques have been issued for license plate fees dating back to March 2020. The elimination of renewal fees and license plate stickers are part of our government's efforts to keep costs down for families and make life easier for Ontarians.

While the renewal fee and sticker have been eliminated, it is still a legal requirement for vehicle owners to renew their plates for free through ServiceOntario. Our data on license plate renewals, as well as observations from law enforcement, confirm that license plate renewals are below expected levels. In response, the government is continuing its communications and marketing campaigns to improve Ontario drivers' awareness of their responsibility to renew their license plate and that those individuals with expired license plates renew immediately.

The law enforcement community has been a valuable partner in helping educate Ontarians about license plate renewals. Efforts to increase awareness about this change are making a real difference. Recently, data has shown an increase in license plate renewals directly following an OPP media interview.

Drug Impaired Driving Detection Training FY 2022-23 Eligible Expenses and Submission Processes

Through the Federal-Provincial Drug Impaired Driving Contribution Agreement, Ontario and the federal government continue to enhance supports for law enforcement across the province to help ensure communities and roads are safe from drug-impaired driving. As a reminder to police services about critical timelines, the Ministry of the Solicitor General (ministry) is providing general information on the eligible expenses and invoice submission process for costs incurred by the municipal and First Nations police services and the Ontario Provincial Police for:

- Standardized Field Sobriety Testing (SFST) training;
- Drug Recognition Expert (DRE) training; and,
- Procurement of Approved Drug Screening Equipment (ADSE).

The ministry established a specific process for reimbursement of training costs and purchase of drug screening equipment incurred between April 1, 2022 and March 31, 2023.

GPS Monitoring Program – Intermittent Sentences and Bail Releases

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Further to my memo dated April 13, 2022, Recovery Science Corporation (RSC) continues to transition all existing ESP and SafeTracks GPS monitoring participants to their GPS monitoring program. GPS monitoring is available:

- for conditional sentences, parole and bail release orders made in Ontario,
- when the accused person or offender will be residing in Ontario with GPS monitoring conditions attached to their conditional sentences, parole or bail release orders,
- for individuals with intermittent sentences who are granted a temporary absence permit (TAP).

Please note that GPS monitoring is not available for young persons or probation orders.

Class A Manual Transmission Restriction – REMINDER

Effective July 1, 2022, individuals completing the Class A or Class A restricted (AR) road test in a vehicle with an automatic transmission, including semi-automatic and automated-manual transmissions, will be restricted from operating Class A/AR vehicles with a manual transmission and only permitted to operate automatic, semi-automatic and automated-manual transmission Class A/AR vehicles. This restriction will be added to their driver record and will appear on the front of the driver's licence card as "REST/COND G" and "Restr Class/Categ. Avec restr" on the back of the card. The restriction applies to Class A/AR only and will not apply when operating lower-class vehicles (e.g., Class G/D).

Release of the Standards of Care for Dogs Kept Outdoors in Ontario – Legal Requirements and Best Practice Guidelines and Updated FAQs

Ontario's animal welfare legislation, the Provincial Animal Welfare Services Act, 2019 ("PAWS Act") came into force on January 1, 2020. The PAWS Act enabled a new, fully provincial government-based animal welfare enforcement system and a modernized legislative framework for animal welfare in Ontario. Prior to the implementation of the PAWS Act, animal welfare laws were enforced by the Ontario Society for the Prevention of Cruelty to Animals (OSPCA), a registered charity focused on animal protection and advocacy, under the former Ontario Society for the Prevention of Cruelty to Animals Act, 1990 ("OSPCA Act").

Ontario's new animal welfare legislation is enforced by Animal Welfare Services (AWS) in the Ministry of the Solicitor General, which consists of a Chief Animal Welfare Inspector and locally deployed animal welfare inspectors who conduct inspections and investigations to help animals who are in distress or receiving inadequate care.

To facilitate implementation of the new legislation on January 1, 2020, regulations were carried over from the former OSPCA Act to the PAWS Act to ensure animals remained protected. One such regulation is Ontario Regulation (O. Reg.) 444/19, the Standards of Care and Administrative Requirements regulation.

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The Standards of Care and Administrative Requirements regulation establishes minimum care requirements to help ensure that animals maintain good health and welfare. Currently, O. Reg. 444/19 sets out basic standards of care that apply to all animals that fall under the PAWS Act, including requirements for adequate and appropriate food, water, and medical attention and care. The regulation also establishes additional, more specific standards of care that apply to wildlife in captivity, primates in capti

OPERATIONAL UPDATES

PATROL OPERATIONS – Inspector Valtonen

Patrol Operations

Weapons Complaint on Durham Street Leads to the Arrest of Two Men

Around 9:35 a.m. on June 21, 2022, Patrol Officers were dispatched to a Weapons complaint on Durham Street in Greater Sudbury. Information provided was that two men were seen exchanging what was believed to be a handgun. Minutes later, Patrol Officers arrived in the area and located the two men based on the description that had been provided to Police.

The two men were taken into custody and the described firearm was seized. Along with the search of the two males, a variety of illegal weapons including a spring-assisted (switchblade) knife and a set of brass knuckles that also contained a spring-assisted knife were seized. The firearm was confirmed to be a replica gun. Both men in their early 20's were charged with multiple Weapon Offences.

We would like to recognize the teamwork and positive results when an engaged community member provides valuable information with the Patrol Officers who acted quickly and decisively to collectively keep our community safe.

Officers Arrest Three Men in Connection to Two Break & Enters at the Sudbury Arena

Patrol Officers have arrested and charged three individuals in relation to two separate Break and Enter incidents at the Sudbury Arena.

Around 5:10 a.m. on August 1, 2022, Patrol Officers responded to a Break and Enter in progress. Upon arriving on scene, Patrol Officers set up containment of the building and

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as they were searching inside, they located a 39-year-old male who was taken into custody without incident and charged with Break and Enter.

Around 1:20 a.m. August 3, 2022, Patrol Officers responded to another Break and Enter in progress as an employee could see two individuals inside the building on the video security system. Once again, Patrol Officers set up containment of the building and a short time later, a 17-year-old young man and an 18-year-old young man exited the building from two separate exits and were immediately taken into custody. Both young persons have been charged with Break & Enter.

Man Pulled From Submerged Vehicle and Charged with Impaired Driving

On August 29, 2022, Patrol Officers were dispatched to the area of Paris Street and Centennial Drive in relation to a single vehicle collision. The Patrol Officers quickly arrived on scene and located a single vehicle on its roof in a swamp, submerged in a few feet of water with the driver still inside the vehicle.

The Officers immediately jumped into the swamp in order to rescue the man from the vehicle as water was pouring into the SUV. The Officers managed to pull the driver out of the vehicle and moved him to safety in order to be assessed by City of Greater Sudbury Paramedics. He sustained minor injuries because of the collision.

While speaking with the man, he displayed obvious signs of impairment and as a result, he was arrested for Impaired Driving and Dangerous Driving. The 49-year-old man was transported to Police Headquarters where he blew over the legal limit.

We would like to commend the responding Patrol Officers for their quick actions that ultimately may have saved the man's life.

Rural Community Response Unit

The Marine unit was used to assist with the security detail for the Prime Minister and monitoring a music concert which took place on the north shore of Lake Wanapitei.

The Rural unit provides the marine, zodiac and ATV capability to search for citizens in crisis or missing where the investigation leads us outside an urban setting. Through the summer, the members of the Rural Unit were called upon a half dozen times to carry out this role, successfully locating the individuals.

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Aside from patrolling the rural area of our jurisdiction, they took the opportunity to provide a number of public presentations during National Drowning Awareness Week and general Marine Safety presentations to a variety of community youth and indigenous groups.

9-1-1 EMERGENCY COMMUNICATIONS CENTRE – Manager Andrea Savage

For the months of June, July, and August 2022, the 9-1-1 Emergency Communications Centre (ECC) managed 5471, 5654, and 5526 calls for service respectively in comparison to 5100 in May. Communicators from the 9-1-1 ECC managed approximately 7698 events in July and 7603 events in August for police. Of these, 976 and 893 respectively were high priority calls for service (priority 1's and 2's). The ECC also managed another 797 and 737 incidents in the months of July and August for Fire Services. Approximately 60% of these calls were priority calls for Fire Services.

Since the onset of the June Recruiting campaign, we have worked diligently in collaboration with Human Resources in testing and interviewing almost 40 eligible candidates. The quality in candidates was impressive and the results have been positive. We are in the process of onboarding our first 4 new members who are scheduled to start in October. We have also contacted the next 4 prospective candidates and have moved them into the background phase. We are very optimistic about these 2 groups. They come from various backgrounds and previous work experience. Throughout the recruitment process we also had the opportunity to interview an experienced member from Waterloo Police Service. She will be joining our Service at the beginning of October and brings with her a wealth of knowledge and an established skillset. This is a bonus we were not expecting!

Our new Crisis workers have begun orientation this week and will be joining our team this month. We are looking forward to learning from these new members and having them support us in our management of mental health calls for service.

Initiatives

The 9-1-1 ECC is currently working on the following initiatives:

- NG 9-1-1 Transition
- Mapping upgrades
- Transitioning to a new dispatching model
- 9-1-1 ECC Working Group

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CRIMINAL INVESTIGATIONS DIVISION – Acting Inspector Robert Norman

Major Crime

Indecent Acts Along Junction Creek Walking Path:

In early July 2022, a total of 6 Indecent Act incidents were reported to GSPS that occurred during the daytime along the Junction Creek walking path between Regent Street and Kelly Lake Road. During these incidents a male suspect exposed his genitals to passing females along the trail and made sexual comments towards them. On the 24th of July, a 15 year old male was arrested and charged with Indecent Acts and Criminal Harassment in connection to these incidents.

S.C.C Teacher Charged with Sexual Offences:

On June 23, 2022, CID began an investigation into historical allegations of a Saint Charles College teacher sexually touching female students. Through the course of the investigation several victims came forward reporting similar sexual behavior by the teacher throughout recent years. As a result, the male was charged with 7 counts of Sexual Assault and Sexual Interference.

A former SCC Administrator was also charged with Criminal Negligence and Failing to Provide Necessaries of Life. These charges are the result of the individuals' actions during an incident in 2018 whereby three female students had reported a similar incident involving the same teacher.

Arrest Made for Attempt Murder ~ SU22044737:

On July 7, 2022, around 11:55 pm, Patrol officers were flagged down by a 51-year old male that had significant injuries. The male explained that he was stabbed during an altercation with another male in an apartment on Frood Rd. A 54-year old male was also identified as a victim and had also sustained injuries. The accused had fled the scene prior to police arrival. In the days to follow, the accused turned himself into police on charges of Attempt Murder, Weapons Dangerous, Assault, Forcible Confinement, Uttering Threats, and Overcome Resistance- Choking.

Forcible Confinement ~ SU22045602

On July 12, 2022, CID investigated an allegation by a PSW that an elderly male was being forcibly confined by his son and his son's girlfriend. The son had been the subject of a kidnapping investigation in 2019 that evolved into a barricaded person situation involving firearms, for which he had been released on bail in June 2022. With the assistance of the Intelligence Unit, both parties were taken into custody without incident for Forcible Confinement. The elderly male was returned to his family.

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Bomb Threat at Sudbury Courthouse ~ SU22051813

On August 5, 2022, GSPS received a call from an unknown phone number originating from a text-me app phone line. The unknown caller, while attempting to disguise his voice, advised that he had planted a bomb at the local Courthouse in Sudbury. He further advised that the bomb was in a black bag that was set to explode in approximately ten minutes from the calling time.

Patrol Division as well as Tactical Units attended the Courthouse and completed a full evacuation. A search of the building yielded in negative results for any explosive devices or any suspicious packages. CID continued the investigation. Production orders were sought on the caller number, and through investigation the accused was identified and subsequently arrested and charged with False Message, Public Mischief, Utter Threats, Harassing Phone Calls, and Mischief.

Spruce Street Homicide (IPV) ~ SU22059472

On August 11, 2022, GSPS responded to an address on Spruce Street for a 27-year old deceased female. Evidence observed at the scene suggested that the deceased female had injuries consistent with strangulation. As a result of the investigation by CID, the deceased female's husband was arrested and charged with her murder.

Indecent Acts on Leslie Street ~ SU22059472

CID investigated an incident on Leslie Street on September 5, 2022, whereby a male party had exposed his genitals to passing females on the street. As the result of a media release, the subject was identified as a 22-year old male. The accused was arrested and charged with Indecent Act, Nudity, and Indecent Exhibition.

Voyeurism/Child Pornography ~ SU22058572

On September 1, 2022, a 7-year old female was with her parents at the IMAX theatre at Science North. Witnesses observed a male party pacing throughout the lobby and surreptitiously taking photographs of the young girl. The girl's father confronted the male who admitted to taking the photographs. The 42-year old male was identified. CID executed a search warrant at his residence. The accused was charged with Possessing Child Pornography and Voyeurism.

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INTEGRATED CRIME SECTION – Inspector Marc Brunette

Drug Enforcement Unit

Storage Unit Drug Cache:

Greater Sudbury Police Service Drug Enforcement Unit officers conducted an investigation into 2 local residents of Sudbury to be involved in trafficking illicit substances. The investigation caused for search warrants to be executed at a residence on King Street in Sudbury where 9.24 grams of Fentanyl, 0.48 grams of Crystal Methamphetamine, approximately \$25,230 in Canadian currency, and \$87 in US currency was seized. The value of the drugs was estimated at \$4,700. The investigation continued which caused for a search warrant to be executed at a storage receptacle located at a storage facility on the Kingsway where police located 118.81g of Cocaine, 130.77g of Fentanyl and 340g of Methamphetamine. Total estimated street value of drugs seized - \$102,877.00.

2 local Sudbury residents and an individual from Etobicoke were arrested and are currently before the court facing trafficking charges.

Recovery of Prohibited Weapon & Drugs:

During July and August, 2022 the Greater Sudbury Police Service Drug Enforcement Unit commenced a Drug Trafficking investigation regarding a local member of our community who was distributing cocaine throughout the city.

As a result of the investigation, on the 4th of August, search warrants were executed at residences in the Wembley Drive area and Minnow Lake area along with warrants on 3 motor vehicles. 32 grams of Cocaine with a street value of \$3,950.00 and a Stun Gun were seized.

A 35-year old male from Toronto was charged with possession trafficking and prohibited weapon offences.

Break Enter Robbery Unit

Arrest Made in Catalytic Converter Thefts:

In the ongoing efforts to combat the increasing thefts of Catalytic converters occurring in our region, members of the Break Enter and Robbery Unit were able to link a series of CAT thefts to a local Sudbury individual.

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Between the 28th of June and the 5th of July, businesses located on Falconbridge Road, the Kingsway, and Algonquin Road, CAT thefts occurred causing in excess of \$12,000.00 in damages to vehicles.

On the 8th of July 2022, BEAR officers were able to identify and arrest a 41-year old Sudbury resident who will be answering to a series of Theft, Mischief, and administrative criminal charges in court.

Internet Child Exploitation Unit

Project Calla:

The increase in use of online social networking and dating applications to sexually exploit individuals by offenders initially unknown to them is of grave concern. Especially when offenders target children. Online websites and applications, such as Snapchat, Grindr, Chat-Avenue.com, Locanto, and Discord (among others), offer offenders the means to befriend, communicate, and transmit images to children in an effort to 'groom' and lure them into sexual exploitation.

Early summer of this year, members of the Ontario Provincial Police Child Sexual Exploitation Unit and Digital Forensics Unit and the Greater Sudbury Police Service Internet Child Exploitation Unit and Digital Forensics Unit came together to identify criminal offences and suspects within the North East Region of Ontario with an emphasis on the City of Sudbury.

This initiative resulted in the arrest of 3 separate individuals aged 21, 28, and 54. All accused persons will be appearing in court to answer to Luring and Child Pornography offences.

Human Trafficking:

The Greater Sudbury Police Service is an active participant in the Provincial Human Trafficking Intelligence-Led Joint Forces Strategy. The primary objectives of the strategy are to support victims and survivors, reduce victimization, and hold offenders accountable.

In August, Human Trafficking Investigators embarked on an investigation after receiving a complaint from a young woman indicating she was subjected to a violent and abusive situation.

The investigation revealed that the young woman was being trafficked and abused by an individual from Southern Ontario. Investigators were able to locate and arrest a 25-year old male from Toronto where he was charged with the following offences;

- Assault

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- Unauthorized Possession of a Firearm
- Pointing a Firearm
- Possession of a Weapon for a dangerous purpose
- Advertising Sexual Services
- Withholding documents in relation to Trafficking persons
- Material Benefit resulting from Trafficking in persons
- Trafficking Persons
- Drug Trafficking offences
- And Proceeds of Crime Offences

The victim in this matter has been and continues to be provided support services thanks in part to the many community partnerships that work with police in combatting Human Trafficking.

SPECIALIZED OPERATIONS – Inspector Dan Despatie

Community Mobilization Section & Community Engagement Section

The Community Mobilization Section has continued to engage our community and partners through several initiatives, which include:

- BURST program at Kivi Park
 - Our SPYDR and SPARK youth programs
 - Bike and foot patrols
 - Canada Day events
 - E-MCRRT initiatives, which include ride-alongs with HSN physicians
 - Participated in Pride Week events
 - Bicycle trained municipal by-law officers
- Conducted a crime prevention presentation for Cambrian College international students

INTEGRATED OPERATIONS – Inspector Brunette

Traffic Management Unit (TMU)

In a cumulative 60 shifts, TMU focused on its mandated functions and conducted a targeted enforcement initiative to educate and enforce the Highway Traffic Act laws.

Monthly Results

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- 117 Provincial Offence Notices
- 47 Part III summonses
- 10 stunt driving
- 6 suspended drivers

Initiative

- TMU targeted drivers and companies of Commercial motor vehicles in the City of Greater Sudbury who were operating unsafe commercial motor vehicles. TMU conducted daily inspections and ensured they were within the permitted weight amounts according to the Highway Traffic Act Regulations.
- TMU partnered with the Ministry of Transportation (MTO) Enforcement Officers and the OPP CMV Inspection Officers and the Northeast Region OPP Traffic Unit to conduct 2 three day blitzes. Inspections were conducted in Lively, Val Caron, Hanmer, Dowling, Maley at Lasalle, and Falconbridge Rd.
- In total, 81 Commercial Motor Vehicles were inspected. 11 CMVs were removed from the road as a result of having major defects, driving with improper licenses, or overweight.
- GSPS, MTO and OPP officers laid 81 charges in total in six days. Charges included:
 - Fail to have annual inspection completed
 - Fail to complete daily inspections
 - Driving commercial vehicle with improper licenses
 - Insecure cargo
 - Operating a commercial motor vehicle with major defects
 - Operating commercial motor vehicles that were overweight
 - Fail to produce required documentation

Major Collisions

- There was 1 fatality this month. The Unit entered into 2 MVC serious personal injury investigations.

Impaired investigations

- 22 drivers were charged with impaired by drugs / over 80 service-wide
 - 15 Alcohol impaired
 - 5 Drug impaired
 - 2 Refusals
 - 16 ASD road side tests conducted
 - 5 SFST road side tests conducted
 - 4 DRE tests conducted

Other

- TMU members deployed the RPAS 2 times for two investigations in August.
- Year-to-date, the TMU has laid 1191 charges under the POA

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Emergency Response Unit (ERU)

The ERU continued to assist frontline officers in responding to calls for service, including;

- K9 Callouts: 2
- Search Warrants: 5
- Total Requests for Assistance from Investigative Units: 5
- Significant Tactical Incidents: 5

Weapons ~ SU22051153

A call where 2 ERU members were dispatched and our K9 was utilized. Information received was that there were 3 youths who would not leave the property when directed. One youth threatened the complainant with an axe. The second youth threatened the complainant's husband with a gun, to which he proceeded to shoot the male in the face with a pellet gun. The third youth physically assaulted the complainant. The suspects fled the scene. All parties were located, arrested, and charged. K9 was utilized to locate the firearm in question. During the course of the search, a knife was also located with a partial fingerprint.

Search Warrants ~ SU22051634

A call where 1 ERU member attended. ERU was dispatched to assist with a search warrant on Hyland Dr.

Bomb Threat ~ SU22051813

A call where 2 ERU members were dispatched. On August 5th 2022, GSPS received a phone call from an unknown number that originated from a texting app phone line. The caller attempted to disguise their voice and advised they had planted a bomb at the 155 Elm St courthouse. Patrol and ERU members attended to evacuate the building; no explosive devices located. Accused party was located and arrested August 6th, 2022 in North York with the assistance of the Toronto Police Service.

Mental Health ~ SU22053235

A call, re-headed as Homicide, 5 ERU members were dispatched. Male party, later identified as the accused, called EMS and advised he came home and located his wife

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deceased. He advised that his wife had been suicidal as a result of marital problems. The accused also posted a suicide note on Facebook. The accused disclosed to police that he

had an argument with his wife earlier on in the day; male was advised he was being detained for an Intimate Partner Violence assault investigation. Coroner attended and stated there was bruising to the throat area. ERU members arrived on scene with an arrest plan. Male was arrested and charged with First Degree Murder.

Arrest Warrant ~ SU22054742

A call where 5 ERU members were dispatched. Suspects were identified in a break and enter into the Bait House in Wahnapiatae. ERU members conducted a traffic stop of the suspect motor vehicle; however, due to high volume of traffic, the vehicle was towed to Bob's Towing in order to search the vehicle in their compound. Items found during the search included: 7.5g of crystal methamphetamine (approximately \$750.00); 5.5g of Cocaine (approximately \$550.00); 7.5g of Fentanyl (approximately \$3,000.00); and 4 break and enter tools consisting of a ballpeen hammer, 3 pairs of bolt cutters, and a knife with a spring in the blade. Two parties were arrested, charged, and held for bail.

Human Trafficking ~ SU22054822

A call where 6 ERU members were dispatched. The information received was from an outreach worker, who is familiar with the victim in this incident and came to realize the victim was being trafficked. The victim in this incident indicated to the complainant that she was scared to go back to her hotel room. The victim attempted to solicit customers as an independent sex worker; however, a male party who had been trafficking her found her. The male was charged with numerous offences, including human trafficking related offences, drug trafficking related offences, firearms/weapons related offences, and assault. A search warrant was granted to search the accused's hotel room and his motor vehicle, which revealed the following: approximately \$6,000 in bundled Canadian currency; 2 individual tied off bags of suspected cocaine, weighing 12.2 grams and 0.7 grams; 2 functional digital scales; 2 cell phones; 2 journals detailing finances and hotel stays in different cities within Ontario. The male was held for bail; he was released on a Form 11.

Mental Health ~ SU22055092

Mental Health Act call where 3 ERU members were dispatched. The initial incident involved a male party in crisis where he was threatening to light himself on fire after he had dumped gasoline on himself; male was apprehended. ERU members were dispatched to assist CAS since the initial call took place in front of his step-child. The male party was aggressive towards CAS members. ERU and CAS attempted to speak with the male party and the child's mother to conduct safety planning for the child witness to the event;

however, the male party refused to leave the residence and the child's mother felt it was unnecessary for her to leave with her child. ERU and CAS located the child at a friend's

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residence, to which the mother attended and attempted to pick up her daughter. ERU members informed her that since the male party refused to leave the residence, the child will remain with the friend's family in order to ensure her safety until Sunday where she would proceed to Timmins to reside with her biological father for the remainder of the summer.

Search Warrant ~ SU22058154

A call where 4 ERU members were dispatched to assist ICE in executing a search warrant in relation to Child Pornography. Information received in the initial call was that a social worker from HSN called to report a patient, who was admitted on a Form 1 for suicidal behaviour, had disclosed to her that he watches child pornography. Officers located the male suspect who advised he knows where police received that information. Male further stated that he does not have child pornography in his possession. Male was warned that he would be charged if another tip came forward.

CORPORATE COMMUNICATIONS

Beading Challenge – June

During Indigenous History Month, some of our members participated in a beading challenge. A huge thanks to Page Chartrand, our Indigenous Liaison Unit Student, for teaching members how to bead their very own keychains by hand. We recognized the three winners, as voted by their peers.

Beading requires patience, focus, and attention to detail - and instills in us a new appreciation for Indigenous artwork and creativity. Chi-Miigwetch!



Law Enforcement Torch Run Motorcycle Ride

On August 2, 2022, we hosted the 5th annual Law Enforcement Torch Run Motorcycle Ride in support of Special Olympics Ontario.

This initiative is spearheaded by Constable Nolan Windle of our Patrol Operations Division and sees motorcycle enthusiasts travel from Dynamic Earth to Little Current on

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Manitoulin Island and back in order to raise funds for and awareness for Special Olympics.

Your generous donations totalled \$2,700 raised for Special Olympics Ontario athletes! The Law Enforcement Torch Run for Special Olympics engages law enforcement worldwide championing acceptance and inclusion for people with intellectual disabilities, starting first with their own communities.

It was great seeing new faces and returning riders. Thank you to everyone who helped, participated and donated to this great cause.

Back to School – School Bus Safety Video – Traffic Management Unit and School bus Consortium- September 1, 2022

We remind motorists to pay attention to the road and stop for stopped school buses with red lights activated.

All drivers must stop for stopped school buses with red lights flashing. All drivers means drivers in ALL lanes of traffic in every direction.

Failure to stop for a stopped school bus with its red lights activated can result in a fine of \$490 and 6 demerit points.

If the driver of the vehicle that failed to stop cannot be identified, the registered owner of the vehicle can be charged and fined *even if they were not the one driving at the time of the offence.

Cameras have been installed on school buses to capture those drivers who fail to stop. Drive safe and slow down in school zones. The speed limit in school zones is 40 km/h all year round.

Let's work together to keep our children safe.

GSPS Memorial Run

On Monday, September 6, 2022, GSPS members and family members participated in our annual Memorial Walk/Run at Delki Dozzi.

The GSPS Memorial Run was launched in 2019 by Detective Constable Ryan Hutton and Detective Sergeant Steve Train working in collaboration with the Memorial Committee and the Sudbury Police Run Team, in order to honour and pay tribute to our Fallen Officers. This event also leads up to the 460 km run from Toronto to Ottawa prior to National Peace Officers Memorial Day on Sunday, September 25.

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The National Peace Officers' Memorial Run was established in 2005 by the Peel Regional Police running team with the goal of raising awareness of the annual service and at the same time paying tribute to those officers who had so valiantly given their lives in service of their Community and Country. Since that time, the event has grown exponentially with hundreds of runners taking part each year.

Being a Police Officer is more than a career, it is a life commitment and tragically sometimes that commitment takes your life.

You enter this profession knowing that on any given day you may face a situation where you must put this community's safety above your own and that may result in giving your life. It's something you make peace with, but we must remember that when that happens we leave behind family and friends who are left with a tremendous void.

We run in honour of our Heroes in Life, Not Death

- Sergeant Richard McDonald; July 30, 1961 – July 28, 1999
- Constable Joseph MacDonald; December 10, 1963 – October 7, 1993
- Sergeant Laurier Quesnel; November 27, 1930 – October 14, 1965
- Constable Ernest Paul; February 1, 1915 – May 28, 1955
- Constable Edward Terrell; September 4, 1920 – June 18, 1949
- Constable Gerry Dault; March 17, 1917 – June 18, 1949
- Sergeant Frederick Davidson; August 20, 1900 – July 17, 1937
- Constable Albert Nault; September 6, 1896 – December 21, 1931

Throughout the day, GSPS members and family members, walked and ran 529 kilometres in memory of our eight Fallen Officers.

Sirens for Life – GSPS Winners of Sirens for Life Challenge

Sudbury's Emergency Responders have and continue to be leaders and strong supporters of our community and really rally around health and well-being, charities, and engaging in important community initiatives. Sudbury Emergency Responders are rising to the challenge once again to support Canadian patients by giving LIFE!

The #SirensForLife Challenge with Canadian Blood Services - Northern Ontario is held annually and this year it concluded on September 6, 2022. Together, we have already made over 185 plasma donations since the challenge began on June 30, 2022.

Sirens for Life challenges Emergency Responders and partner agencies including North Shore Search and Rescue, City of Greater Sudbury, Health Sciences North / Horizon Santé-Nord, and Correctional Services to donate plasma.

The Greater Sudbury Police Service brought in a whopping 105 points for the campaign and are currently sitting at 238 plasma donations with 128 team members year-to-date and continue to be leaders with their ongoing plasma donations.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Truth and Reconciliation Relay Profiles

We are humbled to announce our first annual Truth and Reconciliation Relay. From September 1st to September 30th, GSPS members will be logging their daily kilometres completed during work outs, walks, runs, etc. with a goal of completing one kilometre per child that never returned home from Canadian residential schools. This number is estimated to be 10,000 children (however we acknowledge that the true number may never be known as the search for unmarked graves is still ongoing).

We are running for all the child victims of Canadian Residential schools who endured unimaginable trauma; and for all the families whose lives were forever changed as they watched their children being taken away. Since the onset of colonization and through decades of intergenerational trauma, we acknowledge the role that Police played in systemic racism and we know that there is much work to be done in order to repair and heal the relationship between Police and the Indigenous community.

Each GSPS member participating in the Relay for Reconciliation will complete a 1-hour CPKN course entitled “Reflection on Truth and Reconciliation”, where they will learn about the Calls to Action brought forward by the Truth and Reconciliation Commission of Canada.

This challenge will end on September 30th, 2022, the National Truth and Reconciliation Day (aka Orange Shirt Day).

Meet Cst. Kevin Powell:

Q. Why did you volunteer to participate in the Truth & Reconciliation Relay?

A. I chose to participate in this initiative as I recognized the importance of learning about Indigenous peoples' history. I wished to acknowledge our historical wrongdoings and better educate myself on this topic while continuing to contribute to reconciliation efforts.

Q. What Call to Action did you choose, and why?

A. The Call to Action I have chosen is #66. It reads:

“We call upon the federal government to establish multi-year funding for community-based youth organizations to deliver programs on reconciliation, and establish a national network to share information and best practices.”

This Call to Action speaks to me as I have been directly involved in youth programs with GSPS for several years. I have continually witnessed the positive effects of these programs and truly believe Indigenous youth could benefit from participating in reconciliation-focused programming.

Q. What does Reconciliation mean to you?

A. For me, reconciliation begins with recognition. We must first recognize a fault or a conflict and take ownership of our mistake. We must then acknowledge how such an action may affect others. Finally, while making efforts to rectify the problem, we must collaborate with open minds to reach a positive or improved outcome.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Q: How do you hope to contribute to positive change?

A: As a front line police officer, I wish to contribute to positive change by being mindful of Indigenous history and using a trauma-conscious approach during interactions with Indigenous peoples and communities.

Meet Sergeant Matt Hall, Community Response Unit:

Q: Why did you volunteer to participate in the Truth and Reconciliation Relay?

A: I volunteered to participate in the Truth and Reconciliation Relay to support my brothers and sisters from my GSPS family. As a privileged person, I also feel I have a responsibility to support the members of our community who have suffered so much trauma over the years.

Q: Which Call to Action speaks to you, and why?

A: After reading all 94 Calls to Action, it's hard to pick just one as they are all very important and it's astonishing that we even have to discuss these issues in 2022.

However, as a father, I would have to say #3 (Jordan's Principle) really hit home as no child or parent or family should ever have to endure that trauma.

Q: What does Reconciliation mean to you?

A: Reconciliation to me means acknowledging one's wrongdoings (intentional or not) and working together to heal, learn from the past and work toward a better future for all.

Q: How do you hope to contribute to positive change, as an individual and as part of the GSPS?

A: I hope to bring more awareness by recognizing past and present issues, understanding the trauma that was caused and paying tribute to Indigenous community members who have suffered for generations, as we move forward, because everyone matters.

Meet Catrina Miller, GSPS Youth Safety Coordinator:

Q: Why did you volunteer to participate in the Truth and Reconciliation Relay?

A: I wanted to show my support, appreciation and respect for Indigenous Peoples and everything they have experienced.

Q: Which Call to Action speaks to you, and why?

A: Call to Action 8; We call upon the federal government to eliminate the discrepancy in federal education funding for First Nations children being educated on reserves and those First Nations children being educated off-reserve.

Q: What does Reconciliation mean to you?

A: Reconciliation means healing; it means having support and having the steps in place to succeed moving forward.

Q: How do you hope to contribute to positive change, as an individual and as part of the GSPS?

A: I hope this helps to encourage the expansion of knowledge, learning and reflection for others as well as for myself.

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Meet Constable James Jefferson:

Q: Why did you volunteer to participate in the Truth and Reconciliation Relay?

A: As a Canadian and as a member of the Métis Nation of Ontario, I felt a responsibility to support Indigenous community members as well as Indigenous GSPS Members as we collectively work toward truth and reconciliation.

Q: Which Call to Action speaks to you, and why?

A: Call to Action 21; I believe the Government has to provide funding for existing and new healing centres to address the intergenerational trauma caused by the residential schools. People need healing.

Q: What does Reconciliation mean to you?

A: Reconciliation to me means healing the wounds of intergenerational trauma through the acknowledgment of truth in what Indigenous People have endured and continue to endure. It also means taking decisive action to make amends through the 94 Calls to Action.

Q: How do you hope to contribute to positive change, as an individual and as part of the GSPS?

A: I hope to help bring awareness and pay tribute to the children who endured the hardship of residential schools because every child matters.

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!