



GREATER SUDBURY POLICE SERVICES BOARD
WEDNESDAY November 18, 2020 - 10:00 A.M.
WEBEX

PUBLIC AGENDA



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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 12, 2020
PUBLIC	
SUBJECT: CANADIAN ASSOCIATION OF POLICE GOVERNANCE 2020-2021 BOARD OF DIRECTORS ANNOUNCED	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

The Canadian Association of Police Governance held their Virtual Annual General Meeting and Conference from October 30 – November 2, 2020.

The Board of Directors was elected Saturday October 31, 2020 at the Annual General Meeting.

CURRENT SITUATION:



The CAPG is pleased to announce the newest member representing Ontario:

Karl KIEFER

Waterloo



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 12, 2020
PUBLIC	
SUBJECT: CORRESPONDENCE	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

Correspondence was received from Halton Police Board addressing the issue antisemitism and adopting the International Holocaust Remembrance Alliance's (IHRA) definition of anti-Semitism and adopting a Board Motion to the same.



To: The Regional Municipality of Halton
The City of Burlington
The Town of Halton Hills
The Town of Milton
The Town of Oakville
Canadian Police Boards

From: Rob Burton, Chair, Halton Police Board

Date: October 30, 2020

Re: International Holocaust Remembrance Alliance Definition of Antisemitism

Dear Sirs/Mesdames:

On June 25, 2019, the Hon. Pablo Rodriguez, PC, MP, then-Minister of Canadian Heritage and Multiculturalism, announced that the Government of Canada would adopt the International Holocaust Remembrance Alliance's (IHRA) definition of anti-Semitism as part of *Building a Foundation for Change: Canada's Anti-Racism Strategy 2019–2022*.

The IHRA's definition, explained further at its website <https://www.cija.ca/ihra/>, is as follows:

"Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

Accordingly, at its meeting of October 29, 2020, the Halton Police Board adopted the following resolution:

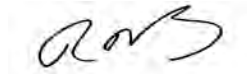
THAT the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism as adopted by the Parliament of Canada be endorsed by the Halton Police Board, and;

THAT the Board Chair write a letter to the Councils of the Regional Municipality of Halton, the City of Burlington, the Town of Halton Hills, the Town of Milton, the

Town of Oakville and all Police Boards in Canada encouraging them to endorse the IHRA definition.

I invite you to consider adopting a similar resolution at your respective Councils and Boards in order to demonstrate support for Canada's Jewish Community.



Sincerely,

A handwritten signature in black ink, appearing to read 'Rob Burton', is positioned below the word 'Sincerely,'.

Rob Burton
Chair, Halton Police Board



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 12, 2020
PUBLIC	
SUBJECT: 2020 ACTION SUDBURY RED RIBBON CAMPAIGN	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Community Safety and Wellbeing Goal: Strengthen Community Partnerships	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

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

CURRENT SITUATION:



Action Sudbury will continue with their Annual Red Ribbon 'Tie One On' Campaign will be carried out during the month of December to remind motorists to drive safe and sober over the holidays.

Due to the COVID-19 pandemic, a group kickoff will not be held this year.

Action Sudbury has expressed their thanks once again Chief Pedersen for allowing GSPS and Action Sudbury to combine efforts for the Red Ribbon campaign this year with their Festive Ride kickoff on Friday November 27, 2020 at 1:30 p.m.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 12, 2020
PUBLIC	
SUBJECT: 2021 BUDGET BACKGROUND	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Public trust and Accountability Goal: Commitment to Transparency	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION AND DISCUSSION

BACKGROUND:

At its Finance and Administration Committee Meeting of November 3, 2020, City Council received an overview of the recommended tax increases as well as recommendations for directions to guide staff in the preparation of the 2021 service plans that drive the City's operating, capital, and rate supported budgets. The City aims to have the budget approved in the first quarter of 2021.

In its resolutions, City Council is requesting that its Service partners follow the directions of Council in relation to '2021 Budget Direction' as attached.

While the Board has not yet commenced its budget deliberations, this background is provided based on information received through City staff, assumptions on staffing ,and previous board direction.

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SUBJECT: 2021 BUDGET BACKGROUND	Page 2
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CURRENT SITUATION:

City and Police Service Staff have been working on developing a preliminary 2021 budget forecast. This has been a particularly challenging activity as information and data impacting on spending has been constantly changing.

Information on benefit premium rates, WSIB contributions, and gasoline pricing is being received and included in any preliminary budget work being undertaken. Additionally although Collective Agreements have not been settled, known impacts such as reclassifications, Municipal Police Allowance entitlements, factored salary improvements, and statutory benefit changes will be reflected in all forecasts. Most accounts will also have a 2% general inflation built in.

The estimated budget will also consider anticipated COVID-19 costs and resources required to align with our current Business Plan. Several other initiatives including our Downtown Strategy, Community Safety and Well-being, Community Drug Strategy, Member Wellness and Mental Health, Equity, Diversity, and Inclusion projects, Community Mental Health Strategies, Anti-racism, and Human Trafficking initiatives to and others are also being considered in the development of the budget.

The 2021 budget year will be challenging. The preliminary draft budget will assume no reductions to 2020 service levels for both the operating and capital budgets. The above noted variables will be included in the 2021 base budget which will be brought to the Board at their December 9, 2020 meeting. A number of options will also be developed for the Board to consider in its deliberations.

Information at this time indicates that the Board will be asked to present its 2021 budget to the Budget and Finance Committee of City Council tentatively on January 19, 2021.

Finance and Administration Committee Resolutions



Moved By Councillor Leduc No. FA2020- 36

Seconded By Councillor Sgt McCausland Date Tuesday, November 3, 2020

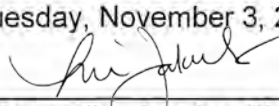
As Amended:

Resolution One:

THAT staff prepare a 2021 Business Plan that includes an operating budget for all tax supported services and considers:

- a. The cost of providing provincially mandated and cost shared programs;
- b. The cost associated with growth in infrastructure that is operated and maintained by the City;
- c. An estimate in assessment growth;
- d. Recommendations for changes to service levels and/or non-tax revenues so that the level of taxation in 2021 produces no more than a 3.9% property tax increase over 2020 taxation levels, in accordance with the Long-Term Financial Plan,
- e. Recommendations for changes to service levels to adapt to a pandemic environment in order to meet the target of a 3.9% property tax increase over 2020 taxation levels.

Subject to the inclusion of options for property tax increases of 3% and 2.2%, that, among other measures considers attrition.

CARRIED
Tuesday, November 3, 2020

Councillor Jakubo, Chair
*Committee Resolutions are not ratified
until approved by City Council.*

Finance and Administration Committee Resolutions



Moved By Councillor McIntosh No. FA2020- 66

Seconded By Councillor McCausland Date Tuesday, November 3, 2020

As Amended:

Resolution Six:

THAT the City of Greater Sudbury requests its Service Partners (Greater Sudbury Police Services, Nickel District Conservation Authority (Conservation Sudbury), Greater Sudbury Public Library Board, Public Health Sudbury & Districts) to follow the directions in resolution one of the report entitled '2021 Budget Direction' presented November 3, 2020 from the General Manager of Corporate Services when preparing their 2021 municipal funding requests.

AND THAT the City of Greater Sudbury requests that the Service Partners provide a breakdown of increased COVID-19 operational costs for the 2021 budget.

CARRIED
 Tuesday, November 3, 2020



 Councillor Jakubo, Chair

*Committee Resolutions are not ratified
 until approved by City Council.*

November 6th, 2020

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



Attention: Michael Vagnini, Chair, Greater Sudbury Police Services

Dear Mr. Vagnini:

RE: Presentation of the 2021 Greater Sudbury Police Services Board Budget to the City of Greater Sudbury Finance and Administration Committee

This letter is to confirm that the Greater Sudbury Police Services will present its budget to Greater Sudbury City Council on Tuesday, January 19th, 2021. Given the current pandemic, the structure of the meeting is not yet known. It may be conducted as a virtual meeting. Once a decision has been made, staff will contact you.

Please ensure that the presentation is no longer than fifteen minutes in length to allow sufficient time for questions.

Yours truly



Ed Stankiewicz
Executive Director of Finance, Assets and Fleet

cc: Sharon Baiden, Chief Administrative Officer, Greater Sudbury Police Service
Lise Poratto-Mason, Vice-Chair, Greater Sudbury Police Services Board
Chief Paul Pedersen, Greater Sudbury Police Service

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GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR INFORMATION	DATE: November 12, 2020
PUBLIC	
SUBJECT: FINANCE REPORT JANUARY 1 TO SEPTEMBER 30, 2020	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Public trust and Accountability Goal: Commitment to Transparency	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION: FOR INFORMATION ONLY

BACKGROUND:

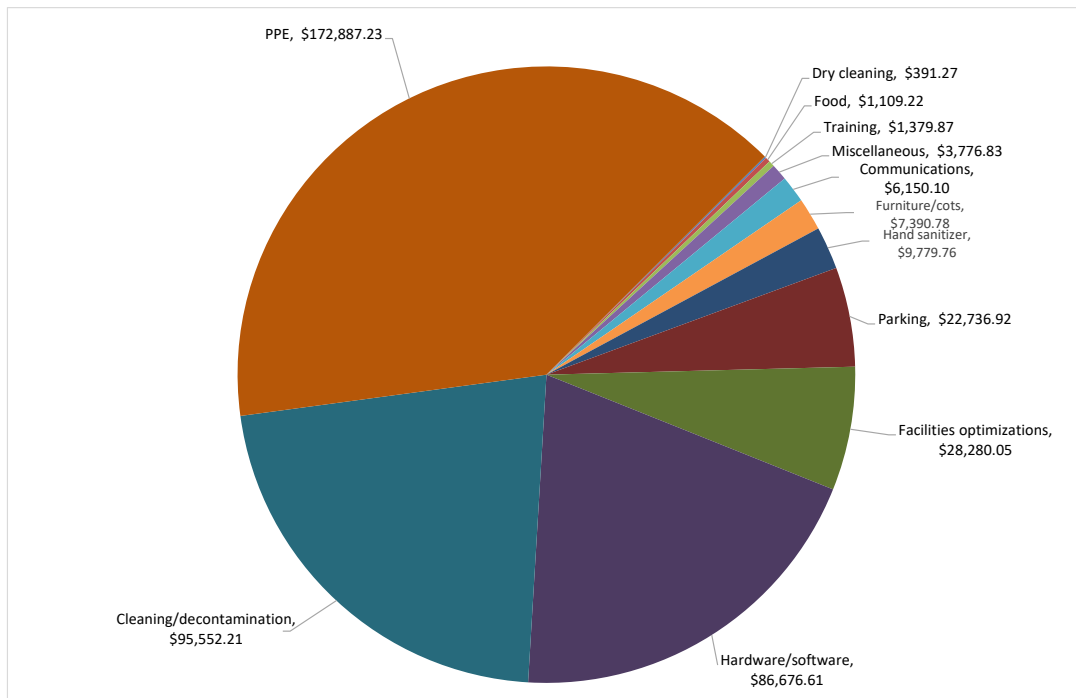
At its October 25, 2019 meeting, the Board authorized a 2020 Operating Budget in the amount of \$62,950,756. This budget was recommended to City Council for approval. Following its deliberations, Council asked the Board to effect a \$250,000 reduction which resulted in an authorized final police allocation for 2020 in the amount of \$62,700,756. The \$250,000 was removed from the Contribution to Reserve specifically to the funding which is earmarked for police renovations and future police facility new construction costs and associated debt financing.

2020 has been an unprecedented year with COVID-19 and the impact it has had world-wide. The Service has responded swiftly and proactively to the demands associated with the pandemic including reducing the onsite footprint, ensuring safe work spaces, with additional cleaning and disinfecting, sourcing PPE to ensure member access to necessary equipment, and providing parking in close proximity to headquarters for those who were required to come to work everyday. These efforts have proved to serve the organization very well with no known COVID-19 cases within our workplace.

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This unbudgeted and unavoidable spending as at November 6, 2020 is summarized below.

Category	Amount	Percentage
Dry cleaning	\$ 391.27	0.09%
Food	\$ 1,109.22	0.25%
Training	\$ 1,379.87	0.32%
Miscellaneous	\$ 3,776.83	0.87%
Communications	\$ 6,150.10	1.41%
Furniture/cots	\$ 7,390.78	1.69%
Hand sanitizer	\$ 9,779.76	2.24%
Parking	\$ 22,736.92	5.21%
Facilities optimizations	\$ 28,280.05	6.48%
Hardware/software	\$ 86,676.61	19.87%
Cleaning/decontamination	\$ 95,552.21	21.91%
PPE	\$ 172,887.23	39.64%
Grand Total	\$436,110.84	100.00%



While inventories have now stabilized, so too have some unforeseen expenditures. With the increases in number of positive test cases in Sudbury, the demands on PPE are again challenging vendors with supply and demand issues. The Service continues to procure protective equipment for members as required and more particularly as products are available. Access to N-95 masks remains limited with priority given to the health care sector. During the initial wave of COVID-19, late spring and summer month's member parking was paid by the Board. Members have now resumed responsibility for their parking costs.

Revenue losses have also been incurred as a result of COVID-19 through lost income in Police Record Checks and Paid Duty fees.

Combined revenue losses and COVID-19 necessary expenditures are expected to top \$800,000 by year end, however, savings in salaries have been realized in certain areas through diligence in monitoring and curbing spending as follows:

1. Gapping

Gapped hiring particularly with court security vacancies which were created by members transferring into sworn positions or resigning for employment in other areas. This gapping could be tolerated due to the significant reduction in court room activities throughout the summer. Now that courts have re-opened, the part-time court security pool is being replenished. To the extent possible hiring is typically maintained in real time so as not to incur shortages and/or added overtime due to being short staffed.

2. Summer Student Employment Program

Savings were realized by not hiring summer students in the usual manner. There were only two summer students hired both of which had funding offsets, and the usual expenses did not materialize.

3. Overtime

Significant efforts were maintained in terms of monitoring and mitigating overtime costs. This was in part due to reduced operational activities in certain areas. Overtime in the Communication Centre was high however due to unforeseen prolonged absences.

4. Spending in operating accounts has been held wherever practicable

At this time, the Service has undertaken year-end forecasting and has also updated our year to date spending. Below is a summary of financial results to September 30, 2020, and also a preliminary year-end forecast with explanatory notes as follows:

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Category	Annual Budget	Year to Date Budget	Year to Date Actual	Year to Date Variance	Year End Forecast	Year End Variance
⊕ Contr from Reserves and C	(469,566.71)	(460,933.96)	(616,918.81)	155,984.85	(528,335.40)	58,768.70
⊕ Contr to Reserves and Cap	3,246,878.08	2,619,606.82	2,619,606.50	0.32	2,929,488.08	317,390.00
⊕ Internal Recoveries	2,313,065.53	1,716,966.55	1,741,703.65	(24,737.11)	2,347,763.78	(34,698.25)
⊕ Operating Costs	5,864,941.31	5,019,267.63	5,712,727.14	(693,459.51)	6,763,408.93	(898,467.62)
⊕ Revenues	(5,171,248.44)	(3,959,640.14)	(3,993,455.20)	33,815.06	(5,062,360.13)	(108,888.31)
⊕ Salaries & Benefits	56,916,686.13	42,849,868.35	42,665,367.86	184,500.49	56,754,498.75	162,187.37
Grand Total	62,700,755.91	47,785,135.25	48,129,031.14	(343,895.89)	63,204,464.02	(503,708.11)

The table below summarizes the various cost centres and associated results to date. As is noted, a year to date loss of \$343,895 has been incurred with a forecasted year end loss of \$503,708, largely which is due to COVID-19 expenses and lost revenue. City staff have advised that these losses will be offset by funding received through the Safe Restart Agreement through the federal government as part of the overall City's financial position resulting from COVID.

Variations are explained as follows:

1. Salaries and Benefits: Year to date salary and benefits are showing a slight positive variance overall despite overtime and part time hours being used at higher than usual rates in Communications. Savings are being realized through at the present time parental leaves, five WSIB absences and two Long Term Disability claims all from sworn members who are not replaced when they are off, unlike civilians who are. There have also been payouts drawn in relation to retirement s and entitlement to sick leave bank monies owing. Again, these costs have to date been offset by savings due to staff absences.

Three Court Security Officers and one CSP has now been moved over to the sworn side which also attracted some savings civilian salaries. These vacancies stood over the summer while Courts were not in operation to a large extent. Significant efforts are being made to maintain overtime and part-time draws.

2. Operating Costs: The most significant cost driver in operations has been COVID-19 related which were entirely unanticipated and unbudgeted. Inventories are now stabilized, however, a second wave of pandemic impacts is anticipated, and accordingly additional resources have been predicted to offset these needs. Savings in fuel and training have also contributed to offsetting some for these unforeseen costs.

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Communication Costs most notably telephones and hand held devices are also tracked closely. The Board may recall that Veri-Aud conducted an audit of all GSPS land lines which yielded some reductions. This will be the first full year of savings, which will be offset somewhat by the additional costs associated with the hand-held device rollout that was done through the Police Effectiveness and Modernization Grant. Software costs have on the other hand risen given the use of hand held applications now available to members in the field. 2021 will see these costs re-aligned to appropriate cost centres.

Outside legal costs are also higher than budgeted due to ongoing labour relations and litigation matters.

The rent associated with 128 Larch Street is reflected in operating costs with these charges offset in a reduction to the contribution to reserve from the building debt financing.

3. Contributions to Reserves/Capital: Contributions to capital reserve accounts are in keeping with budgeted allocations. The contribution to the building debt financing reserve will be reduced with the rental costs associated with 128 Larch Street in operating.
4. Internal Recoveries: Internal recoveries which are expenses realized through charge-backs from the City are keeping within budgeted allocations.
5. Revenues: Revenues continue to be reflected at lower than budgeted specifically due to losses in revenue from Paid Duty, Contract Administration, Cruiser Rentals, and Clearance letters. With road construction projects having now started again, there has been a slight increase in Paid Duty assignments noted.



To summarize, expenditures and revenues for nine months of the year have now been recorded. The most significant impact on spending has been COVID-19 which has resulted in just over \$335,000 in unbudgeted expenditures coupled with a loss in revenue of approximately \$177,500. Savings in other areas such as salaries, training related travel, training fees, and fuel have offset some of the losses.

Police Services Board spending is also in line with the budget year to date. Training and travel costs are down with the majority of conferences having been presented virtually. This significantly reduces travel and accommodation costs. The virtual learning opportunities through conferences has remained however. The only professional development costs incurred this year related to the Police Association of Ontario Conference held in early March.

Close monitoring of the budget continues as year end approaches. At this time, there are no unexpected variables or events, anticipated to change the projected course.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: November 12, 2020
PUBLIC	
SUBJECT: APPOINTMENT OF SPECIAL CONSTABLES	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members Goal: Succession Planning	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board approves the appointment of the following Special Constables effective November 2, 2020 pursuant to Section 53 of the *Police Services Act* in accordance with the terms and conditions set forth in the Approval of Appointment form:

**Mikael BREUVART
Scott KINNA**

BACKGROUND:

The *Ministry of the Solicitor General* is responsible for processing and approving the appointments and reappointments of Special Constables.

To ensure that these members can carry out their assigned duties as Special Constables, application is made to the *Ministry of the Solicitor General* to have them appointed as Special Constables pursuant to Section 53 of the *Police Services Act*. The Police Services Board appoints the employees as Special Constables upon approval by the *Ministry*.

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Once the *Ministry of the Solicitor General* approves the appointment and a Police Services Board appoints an individual as a Special Constable, the appointment is valid for five years or until the appointee is no longer an employee of the Greater Sudbury Police Service.

CURRENT SITUATION:



The Board is asked to appoint the employees as Special Constables for five years in accordance with the above-noted process. These employees are current members of the Service and will be employed in the Courts Branch as Special Constables.

Pursuant to Section 53 of the *Police Services Act*, approval has been obtained from the *Ministry of the Solicitor General* pending confirmation that the Board has appointed them as a Special Constables. By way of an email communication November 6, 2020, the Board endorsed their appointment on the respective date.

There are a number of Special Constables who have appointments expiring in 2021. The Service is in the process of preparing all of the renewal applications to ensure the re-appointments are confirmed prior to their expiry and to obtain Board approval.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: November 12, 2020
PUBLIC	
SUBJECT: STAFFING/DEPLOYMENT UPDATE	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members Goal: Succession Planning	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board, in accordance with Section 31(1) (a) of the *Police Services Act*, hereby approves the appointment of the following members of the Greater Sudbury Police Service on the dates and positions specified as follows:

KILLEEN, Braeden October 22, 2020 ESS Assistant

AND FURTHER THAT the Board accepts the following resignations:

BEAUSOLEIL, Krystle October 19, 2020 Transcriber
BISAILLON, Ryan November 27, 2020 Court Security

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.

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SUBJECT: STAFFING / DEPLOYMENT UPDATE AND APPROVAL	Page 2
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More particularly under Section 31 (1) (a), the Board appoints and accepts resignations of members of the Service.

Each year, the Service develops a Sworn Officer Hiring Plan in accordance with anticipated attrition through resignation and/or retirement. Recruiting efforts are ongoing continually to ensure staffing levels are maintained.

CURRENT SITUATION:

Since the last update to the Board, the following staff deployment adjustments have been made as vacancies occur. Vacancies in Civilian categories were created due to a resignation and retirement. Civilian hiring taps both internal and external candidates.

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 November 14, 2020.

FULL-TIME COMPLEMENT

	Budgeted		Notes	
	Authorized	Actual	Non-medical LOA	Secondment
SWORN	270	270	0	(1)
CIVILIAN	128	128	0	
TOTAL	398	398	0	(1)

TABLE B: Appointments

NAMES	EFFECTIVE DATE	POSITION
KILLEEN, Braeden	October 22, 2020	Equipment and Supply Services Assistant

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SUBJECT: STAFFING / DEPLOYMENT UPDATE AND APPROVAL	Page 3
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TABLE C – Retirement/Resignation

NAME	LAST DAY AT WORK	STATUS	REASON FOR LEAVING
BEAUSOLEIL, Krystle	October 19, 2020	Transcriber	Resignation
BISAILLON, Ryan	November 27, 2020	Court Security	Resignation

TABLE D: Secondments/Non-Medical LOA

One member is currently on secondment with the OPP as follows:

TERM	TYPE OF LEAVE
January 1 2020 to March 31, 2023	Secondment – O.P.P.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: November 12, 2020
PUBLIC	
SUBJECT: OCCUPATIONAL HEALTH AND SAFETY POLICY	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Our Members and Our Inclusive Workplace Goal: Health, Safety, and Wellbeing of Members	
Prepared by: Sharon Baiden Chief Administrative Officer	Recommended by: Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board reapproves the Occupational Health and Safety Policy – GSPSB Policy 008 for 2020 – 2021 in its existing form.

BACKGROUND:

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

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

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SUBJECT: OCCUPATIONAL HEALTH AND SAFETY POLICY	Page 2
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In 2014, the Joint Health and Safety Committee undertook a review of the policy to ensure compliance with the *OHSA* and the OPHSC sample policy. The policy was then revised to include the responsibilities of all workplace parties including supervisors and workers.

The Policy is reviewed each year.

CURRENT SITUATION:

October is recognized nationally as Healthy Workplace month and the Health and Safety policies are usually reviewed at this time.

The policy adopted for 2018 – 2019 by the Board remains fully compliant with both the *Occupational Health and Safety Act* and the Ontario Police Health and Safety Committee’s Guidance Note and continues to follow best practices highlighted.

The Committee members have completed *Part One and Two Health and Safety Certification Program* with a focus on the Police Emergency Sector. Training was facilitated by the Public Services Health and Safety Association.

Since the beginning of the Coronavirus Pandemic, the Greater Sudbury Police Service’s Joint Health and Safety Committee has worked closely with the COVID-19 Internal Task Force to ensure that best practices and policies were researched and developed. The Committee continues to ensure that COVID-19 policies and practices are regularly updated and followed by members to ensure a safe and healthy workplace for all.

The JHSC was also actively involved in research, demonstrations, and the evaluation of processes including the use of portable sanitizing foggers for Police vehicles and workspaces.

With the addition of 128 Larch Street and the relocation of select Branches of the Service, the Committee worked together to create a Fire Safety Plan for the new location as well as updating the existing Fire Safety Plan for Headquarters and District #2. Training will be provided in November to all members identified as Floor Fire Wardens.

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The Greater Sudbury Police Service's Joint Health and Safety Committee continues to review Guidance Notes from the Ontario Police Health and Safety Committee (OPHSC) to ensure compliance. The OPHSC provides guidance notes to employers, supervisors, workers, joint health and safety committees and health and safety representatives about the importance of infection prevention and control to protect the health of workers.

The Infection Prevention and Control Guidance Note was extremely valuable this year with the COVID-19 Pandemic. The Service developed COVID-19 post-exposure plans, decontamination practices and reporting processes. The Service's designated Health Officer for communicable diseases, makes regular contact with Sudbury's Public Health Officials for advice and guidance. The COVID-19 Task Force often checked in with Health and Safety for clarification on PPE, cleaning and disinfecting. Members were provided PPE kits with the proper level of protection for the virus, as well as information on how to properly don and doff without cross-contamination. Best practices outlined in this Guidance Note were followed.

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

The Service's JHSC remains compliant with their responsibilities under the *Occupational Health and Safety Act* including regular meetings, inspections, and addressing issues as they arise.

The Joint Health and Safety Committee recommends that the policy as attached be readopted by the Board for 2020-2021.



GREATER SUDBURY POLICE SERVICES BOARD POLICY

SUBJECT: OCCUPATIONAL HEALTH AND SAFETY	NUMBER: GSPSB – POLICY 008
ORIGINATING DATE: June 11 th , 2009	REVISED DATE:
REPORTING REQUIREMENTS: None	

1. **DEFINITION - WORKER:**

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

2. **POLICY STATEMENT:**

- (1) It is the policy of the Greater Sudbury Police Services Board and the Greater Sudbury Police Service to conduct all operations in a safe and healthy manner in order to prevent injury or illness to workers.
- (2) The elimination of hazards to workers and property shall be a prime consideration when planning any work activity.
- (3) All practical steps shall be taken to ensure that the work environment and work procedures comply with Federal and Provincial legislation and Municipal by-laws pertaining to the health and safety of workers.

3. **GUIDING PRINCIPLES:**

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

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

4. **MANDATORY REQUIREMENTS:**

- (1) This policy shall be posted in a conspicuous location in all Greater Sudbury Police Service facilities.
- (2) All reasonable precautions for the prevention of accidents, and the promotion of safety and health of all workers, shall be made in compliance with the *Occupational Health and Safety Act* and other relevant legislation that sets out minimum requirements for ensuring workers' health and safety. The need to supplement these minimum requirements must be determined in light of specific workplace situations.
- (3) Occupational health and safety programs specific to the Greater Sudbury Police Services' operational needs shall be developed, implemented and communicated to all workers.
- (4) Managers, supervisors and workers shall receive information and training on safe work practices and their duties and responsibilities under applicable legislation.

5. **CHIEF OF POLICE:**

The Chief of Police shall:

- (1) Provide as safe and healthy a work environment as can reasonably be expected given the nature of police work and the resources and technology available.
- (2) Establish an effective internal responsibility system, whereby everyone clearly understands their responsibilities regarding the occupational health and safety of workers.
- (3) Provide ongoing training to heighten worker awareness of known safety hazards and maintain job skills and knowledge.
- (4) Develop and maintain open communication between all levels in the Police Service to encourage member participation in the Police Service's Safety Program.
- (5) Involve all members in safety through an effective Joint Health and Safety Committee accessible to all Service members.
- (6) Ensure compliance with applicable Federal and Provincial legislations including sections 25 and 26 of the *Occupational Health and Safety Act*, and Municipal by-laws.

- (7) Periodically review the Police Service's health and safety policy, program and operating procedures to maintain safety performance and ensure that the workplace health and safety policy is posted in a conspicuous place in the workplace.
- (8) Establish procedures that are consistent with this policy and comply with Sections 25, 26, 27 and 28 of the *Occupational Health and Safety Act* which outline the duties of employers, supervisors and workers under the Act



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: November 12, 2020
PUBLIC	
SUBJECT: DUTY PISTOL REPLACEMENT	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared by: <div style="text-align: right; margin-right: 20px;"></div> Sheilah Weber Deputy Chief of Police <div style="text-align: right; margin-right: 20px;"></div> Sharon Baiden Chief Administrative Office	Recommended by: <div style="text-align: right; margin-right: 20px;"></div> Paul Pedersen Chief of Police

RECOMMENDATION:

That the Board approves the purchase of 280 Sig Sauer P320 X Carry pistol platform and associated accessories from MD Charlton Company Ltd. in the approximate amount of \$ \$280,730 plus HST with funds to be drawn from the Police Capital Financing Reserve Fund account.

BACKGROUND:

At present, the service issued duty pistol deployed by members of the Greater Sudbury Police Service is the Smith and Wesson M&P 40 which has been in use since June of 2010.

In May of 2020, the Service Armourer identified that the pistol currently in use was reaching end of life and would either require a major rebuild in order to ensure continued functionality or in the alternative consideration be given to replacement.

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SUBJECT: DUTY PISTOL REPLACEMENT	Page 2
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Many police agencies replace service issued pistols every ten years. In order to ensure sufficient funds are available for these replaceable assets on a predictable schedule, reserve funding contributions are earmarked for this purpose. Funding has been identified for the purchase of the pistols and associated accessories and does not require any new funds.

The costs associated to obtain the parts and labour required to complete a mandatory rebuild and ongoing maintenance of the Smith and Wesson pistol was determined to be approximately \$229,000 over the next five years. There were also some concerns raised around availability of parts.

Given the age of the pistols, costs associated with ongoing maintenance, availability of parts, and in consideration of new pistol design technology, it was recommended that the Service move to replacement in keeping with its usual life cycle

A working group was then established tasked with examining a new pistol platform. The working group consisted of members of the Emergency Response Unit, Training Branch, Finance Department, and Equipment Committee. The working group also engaged an Evaluation Team consisting of internal members to test the firearms being considered.

CURRENT SITUATION:

On July 10, 2020, a request for proposal (RFP) for the procurement of 280 – 9 mm pistols was issued through the Purchasing Section of the City of Greater Sudbury with a closing date of July 28, 2020.

The proposal noted it was mandatory for the pistols to meet the technical specifications from R.R.O. 1190 Regulation 926 of the *Police Services Act*, be suitable for ambidextrous operation, have a magazine capacity of no less than 17 rounds, available in various grip sizes, have rail capability of mounting a light, and level III and Level II Holsters as some of the requirements. The RFP required that two pistols be supplied to allow for a functional evaluation for a period of 30 days

The bid submissions were evaluated in Stages as follows:

Stage 1 - Review of Mandatory Requirements (Pass/Fail)

- Proposals were evaluated on the basis of all information provided by the Proponent in as much as meeting all mandatory requirements as required in the submission. This was a pass/fail review. Failure to comply with these requirements could deem the Proposal non-compliant

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SUBJECT: DUTY PISTOL REPLACEMENT	Page 3
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Proponent Proposals that complied with this requirement moved onto the next stage of the Evaluation Process. Proposals were received from three vendors for three different pistol platforms. Two screened in to continue on to Stage 2.

Stage 2 – Proposal Evaluation

Evaluation Criteria	Points
Company and Proposed Pistol Overview	10
Desired Pistol Specifications	10
Cost of Ownership/Longevity and Cost of Accessories	10
Availability of Replacement Parts and Accessories	10
Sales and Customer Service Policies	20
Training Program	10

A Proposal must have attained a minimum pass mark of 60% (42/70) points. Proposals that did not receive the minimum pass mark of 60%, were deemed to be non-responsive and would not receive any further consideration. The two proponents moved to Stage 3 for testing following the comprehensive proposal evaluation stage.

Stage 3 – Testing/Trial Results (50 Points)

Testing

GSPS evaluated each proposed Pistol by performing a series of hands on firing sequences. The Training Branch developed a course of fire for this specific testing process. The goal of this testing and evaluation was to determine the most suitable pistol to replace the Smith and Wesson. Thirty members selected from across the Police Service to participate as part of the valuation team. Efforts were made to include different genders, age, skillsets, and ranks. Each evaluator went through the same sequence for each of the pistols they fired. This process covered distances between 2-10 metres and allowed for two hand, strong hand and weak hand shooting.

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SUBJECT: DUTY PISTOL REPLACEMENT	Page 4
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Testing also entailed a segment of shooting with gloves on. Immediately after finishing the course of fire for each pistol used, the evaluator was tasked with completing an evaluation form that captured rater analysis on the following topics:

- Safety
- Disassembly / Assembly
- Cleaning
- Grip size/Comfort
- Weapon Handling Ease of Operation
- Light Operation
- Trigger
- Weight/Balance
- Accuracy

A numeric value was associated to a scoring rubric for each of the topics. Members were also encouraged to include their comments. The forms were collected and the results later tabulated.

Trial Results

Overwhelmingly, the pistol platform of choice selected by the members was the Sig Sauer P320 X Carry model. This pistol yielded the highest scores overall and received very positive reviews as recorded in the comments section.

Of note, the 30 pistol evaluators who participated in the live fire event yielded a 94% approval rating for the flashlight affixed to the pistol.

The comments for the flashlight were also extremely positive and highlighted officer safety and target identification benefits.

Stage 4 – Reference Verification (Pass/Fail)

Verifying the references of the Proponent whose Proposal had scored the highest in Stage 3 – Testing/Trial (‘Preferred Proponent’).

RECOMMENDATION:

After a comprehensive review of all submissions against the mandatory requirements, a thorough evaluation of proposals, and testing, M.D. Charlton Company who proposed the SIG Sauer P320 X Carry model ranked the highest.

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SUBJECT: DUTY PISTOL REPLACEMENT	Page 5
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The SIG Sauer P320 X Carry model is milled, tapped and optic ready. In the future, should the Service wish to consider issuing optics for all pistols, this model is set to go. A simple plate requiring the removal of two machined screws is all that is required to allow for an optic to be mounted.



The pistol also allows for a small powerful light to affix. There are many advantages in having this light in that it is always available, it is small, weighs very little and allows for more accurate shooting in low light conditions.

The holster accessory is sold as a separate item and also provided through M.D. Charlton Company Limited.

In consultation with the Training Branch if approved by the Board at its November 18, 2020 meeting, there will be sufficient time for procurement and delivery of the new pistol to be introduced during the 2021 spring firearms qualification. This would take place in May and June 2021. This will include a pistol light familiarization and a low light shooting opportunity.



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: November 12, 2020
PUBLIC	
SUBJECT: 2021 ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS MEMBERSHIP	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Policing with Excellence and Professionalism Goal: Best Practices in Core Police Functions	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

THAT the Board approves the annual Ontario Association of Police Services Boards (OAPSB) membership fee of \$6,595.27 for the period of January 1 to December 31, 2021.

BACKGROUND:

The Ontario Association of Police Services Boards (OAPSB) is the leading voice of police governance in Ontario. OAPSB serves members and stakeholders as well as the general public by helping local police services boards fulfill their legislated responsibilities, by providing training and networking opportunities, and facilitating the transfer of knowledge, and advocating for improvements in public safety laws and regulations, practices and funding mechanisms.

CURRENT SITUATION:

The OAPSB membership fee has increased of \$129.32 for 2021.

Board members are encouraged to visit the OAPSB website at www.oapsb.ca.



OAPSB 2021 Membership Renewal

Greetings returning and prospective members!

It is time to register for your 2021 Membership.

Thank you for your support and participation in the Ontario Association of Police Services Boards (OAPSB). Your association works diligently to provide yours with value-added services, as well as representation on issues affecting Police Services Boards throughout Ontario.

Through our conference, seminar, website and emails, we aim to keep you and your Police Services Board up to date on key issues impacting you. In 2021 we will be updating our training program, and your continued involvement is more important than ever!

We thank you for your membership and look forward to continuing to serve you in 2021.



(Membership is based on the calendar year: January 1 - December 31)

A handwritten signature in black ink that reads 'Eli El Chantou'.

Chair OAPSB



GREATER SUDBURY POLICE SERVICE BOARD REPORT

ACTION: FOR APPROVAL	DATE: November 12, 2020
PUBLIC	
SUBJECT: DONATIONS RESERVE FUND REQUESTS	
STRATEGIC DIRECTION 2019-2021 Strategic Theme: Collaborative CSWB Goal: Invest in Community's Future	
Prepared by:  Sharon Baiden Chief Administrative Officer	Recommended by:  Paul Pedersen Chief of Police

RECOMMENDATION:

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

\$1,000 in support of the 2020 Safe Ride Home Sudbury Partnership

\$1,000 in support of 'Cops to Conquer Cancer' Initiative

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.

When considering request for funds, the Board takes into account initiatives supporting community-oriented policing that involves a co-operative effort on the part of the Greater Sudbury Police Service and youth in the community, initiatives benefiting children and/or youth and/or their families, initiatives addressing violence prevention or prevention of repetition of violence or the root causes of violence, initiatives that focus on marginalized or underprivileged youth, and sponsorship of educational events.

SUBJECT: CHIEFS YOUTH INITIATIVE FUND REQUESTS FOR FUNDING	Page 2
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CURRENT SITUATION:

Requests for funding consideration from the Donations Reserve Fund have been received.

2020 ‘Safe Ride Home’ Sudbury Program – \$1,000

‘**Safe Ride Home Sudbury**’ is a service that offers a free, volunteer-driver service to any individual who has been drinking. Your personal car will be parked in your driveway and you will be escorted to your door. Due to the COVID-19 Pandemic, they are unable to offer this service this year.

Safe Ride Home Sudbury will continue to participate with the Service’s Traffic Unit with the R.I.D.E. Program spreading their message in a fun and positive manner to plan a ride home.

Free Tim Horton’s coffee cards are distributed as thanks to sober drivers. Awareness in the media and the popularity of this program has increased volunteer participation and distribution of cards each year.

2020 ‘Cops to Conquer Cancer’ Initiative – \$1,000

The Greater Sudbury Police Tactical Unit is fully committed to raising money for cancer research and to assist those affected by cancer. The Tactical Road Hockey Team volunteers their time to participate in charity games and fundraising events throughout the year. Money raised is used to grant wishes for local kids with cancer through the Children’s Wish Foundation.

The Team is approaching the Board seeking assistance to purchase logos showcasing the ‘Cops to Conquer Cancer’ as previous supplies have finally all been used.

The ‘Cops to Conquer Cancer’ logos will be printed on varying sizes of t-shirts to be sold throughout the year for fundraising.



**GREATER SUDBURY
POLICE SERVICES BOARD**

**REPORT FROM THE
CHIEF OF POLICE**

November 2020

GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Welcome to the winter season in Northern Ontario! As the colder weather settles in and holiday planning begins, many will want to bring our communities together in celebration. You can be safe and eliminate the spread COVID-19 by continuing with social distancing and wearing masks. These actions are necessary in doing our part to keep transmission low.

The cold and the dark of the winter months can also increase feelings of isolation. Call your family, check on your neighbours, and in a safe way, we can ensure everyone is okay. Stay strong!

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.

COURT SECURITY AND PRISONER TRANSPORTATION REVIEW

The Ministry of the Solicitor General (Ministry) is committed to keeping communities across Ontario safe, supported and protected.

In August 2020, the Ministry advised that a Request for Services would be issued to retain an external vendor to review programs that support the delivery of court security and inmate transportation across the province, including the Court Security and Prisoner Transportation (CSPT) Transfer Payment (TP) Program. Under the CSPT TP Program, the Ministry allocates funding to municipalities to offset costs associated with both court security and prisoner transportation services to and from courts.

The Ministry has now retained an independent consultant, Goss Gilroy Inc. (GGI), with expertise in public safety and security to conduct the review, following a competitive procurement process. In the upcoming weeks, Goss Gilroy Inc. will engage Ministry stakeholders – including municipalities, police services, and other justice sector partners – to help assess and identify improvements to the court security and inmate transportation process and the design of the CSPT TP Program.

The review will explore best practices and ways to improve the delivery of services, streamline processes and maximize effectiveness to ensure the continued safety of Ontarians. This continuous improvement effort is part of the government's ongoing work to build a more responsive and resilient justice system.

Throughout this process, the safety of Ontarians and frontline staff will remain the Ministry's top priority. Be well and stay safe.



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

TASER 7 CONDUCTED ENERGY WEAPON APPROVAL

Under the *Police Services Act*, subsection 14(1) of R.R.O. 1990, Regulation 926 (Equipment and Use of Force) the Solicitor General has approved the TASER 7 conducted energy weapon (CEW) for use by police in Ontario.

The Solicitor General's decision was informed by research and testing by Defense Research and Development Canada (DRDC) and the United Kingdom's Scientific Advisory Committee on the Medical Implications of Less-Lethal Weapons (SACMILL), Defence Science Technology Laboratory (DSTL), and College of Policing.

The standards for use of CEWs remain the same as set out in the Use of Force Guideline (AI-012). A revised AI-012H CEW Technical Specifications specifies current technical standards.

The Service will be looking to moving to this new model as the Conducted Energy Weapons current in use are due for replacement. A more in depth report will follow in the New Year.

UPDATED PUBLIC HEALTH UNIT IN STAGE 2 AND OTHER ORDER AMENDMENTS

Effective **October 19, 2020 at 12:01 a.m.**, **York Regional Health Unit** will be moved from Stage 3 to Stage 2. Toronto, Peel, and Ottawa continue to be in Stage 2 effective October 10. All other PHUs continue to operate under the current Stage 3 restrictions.

O. Reg. 263/20 (Rules for Areas in Stage 2)

Effective October 17, 2020 at 12:01 a.m., the following amendments were made to O. Reg. 263/20:

- Real estate open houses are no longer permitted. However, real estate agencies may continue to show properties, by appointment.
- Sports and recreational facilities, community centres and multi-purpose facilities are permitted to be open to provide space for the provision of an authorized recreational and skill building program (e.g., before and after school programs) within the meaning of the *Child Care and Early Years Act, 2014*.
- Conference and convention centres are permitted to open and operate under the same gathering restrictions as meeting and event spaces in Stage 2 (i.e., up to 10 people indoors while maintaining two metre distance).
- Exceptions to the Stage 2 meeting and event space restrictions, and the conference and convention centre restrictions, have been expanded to permit use of rental space beyond ten people indoors where necessary for government operations or for the delivery of federal, provincial and/or municipal government services (e.g., elections training for poll workers).



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- Performing art venues (e.g., concert venues, theatres) and cinemas are permitted to open for the purpose of rehearsing or performing a recorded or broadcasted concert, artistic event or theatrical performance provided that no spectators/audiences are present, performers maintain physical distancing (with limited exceptions) and that singers and players of brass or wind instruments be separated from other performers by Plexiglas or other barrier. The requirement to separate singers and brass/wind instrument players now also applies to film and television production.
- Clarification that the gathering limits for outdoor sports and recreational activities is 25 people per class, organized program or organized activity, and each class or activity must take place in a separate outdoor area, consistent with Stage 2 social gathering limits.
- Please refer to All Chiefs Memo 20-0150 for other general requirements that apply to all businesses or organizations in Stage 2 (e.g., prohibitions on unmasked personal care services and indoor dining at restaurants, bars and other food and drink establishments (with limited exceptions), and closure of certain venues, such as casinos and bingo halls).

O. Reg. 364/20 (Rules for Areas in Stage 3)

O. Reg. 364/20 (Rules for Areas in Stage 3) has also been amended to provide an exception to the Stage 3 meeting and event space restrictions (i.e. 50 people indoors) where necessary for government operations or delivery of government services.

REOPENING ONTARIO – ORDER RENEWALS AND FURTHER AMENDMENTS

Extension of Orders

The Ontario government has extended most orders currently in force under the ROA by 30 days (November 21, 2020) with the following exceptions:

- [Electricity Price for Regulated Price Plan \(RPP\) Consumers](#) has been extended until October 31, 2020. Beginning November 1, 2020, time of use customers will have the option of choosing between ‘time of use’ electricity rates or ‘tiered pricing’.
- [Access to Personal Health Information by Means of the Electronic Health Record](#) will expire on October 22, 2020 as changes to the *Personal Health Information Protection Act, 2004* that recently came into force make the order unnecessary.

O. Reg. 263/20 and O. Reg. 364/20 Amendments

Effective **October 19, 2020**, O. Reg 263/20 (Rules for Areas in Stage 2) is amended to permit facilities for indoor sports and recreational fitness activities in Stage 2 to be open for the purposes of providing dance classes if certain conditions are satisfied, while fitness and exercise classes continue to be prohibited. Specifically, facilities for indoor sports and recreational fitness activities (e.g. gyms, health clubs, community centres, multi-purpose facilities, arenas, exercise studios, yoga studios, dance studios and other fitness facilities), may open to provide dance classes if they comply with the following conditions:



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- Classes are delivered for the purpose of teaching or training amateur or professional dancers in dance techniques. For clarity, exercise and fitness classes, including fitness dance classes such as Zumba, would continue to be prohibited.
- All participants are pre-registered for the class and no walk-ins are permitted.
- Classes are provided in compliance with current restrictions for indoor sports and recreational fitness activities permitted in Stage 2 (e.g., maintain a physical distance of at least two metres, maximum of 10 people in the class).
- No dance competitions are held.

In addition effective **October 19, 2020**, amendments to O. Reg 263/20 (Rules for Areas in Stage 2) and O. Reg 364/20 (Rules for Areas in Stage 3) have been made to remove restrictions on in-person teaching and instruction for training facilities operated by fire departments. These amendments are in line with exemptions under the Stage 2 and Stage 3 orders for in-person training by specified public safety services (e.g., training at the Ontario Police College, training at facilities operated by a police force).

2020 CRIME PREVENTION WEEK – PROVINCIAL THEME AND APPROACH

The week of November 1 to 7, 2020 was designated Crime Prevention Week in Ontario. Crime Prevention Week provides an opportunity to showcase the successful collaborative efforts between police services and community organizations as they work towards the common goal of preventing crime and creating safe, resilient communities across Ontario.

With the ongoing circumstances surrounding COVID-19, the government understands that police services and other frontline service providers are currently facing competing and challenging priorities in their communities. During these unprecedented times, it is important to continue working together to enhance the safety and wellbeing of Ontarians and have positive impacts in the community.

This year's provincial theme, '**Serving Ontario, Protecting Communities**', enables police services to promote the benefits of a holistic community approach to addressing local crime and issues related to safety and wellbeing.

It is important that police services continue to leverage the strengths of community partners to enhance frontline responses and ensure people, especially vulnerable individuals, receive the right response, at the right time, and by the right service provider. Everyone plays a role in preventing crime and keeping Ontarians safe.

The Ministry used social media during Crime Prevention Week to showcase various government initiatives and investments on crime prevention and community safety and wellbeing. Police services may wish to retweet and follow the Ministry throughout Crime Prevention Week.



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Police Services were also encouraged to use the hashtag **#CPWeek2020** to promote you their own local initiatives, online events, and activities that align with the provincial theme and demonstrate collaborative approaches to crime prevention and overall community safety and wellbeing.

The Ministry extended thanks to the Ontario Association of Chiefs of Police for their ongoing support in providing valuable input throughout the planning process and for posting Crime Prevention Week information and materials on their website.

Additional information on Sudbury's Crime Prevention Week activities are provided later in this report.

FIREARM DATA SUBMISSION UNDER THE *POLICE SERVICES ACT* REVISED SPREADSHEET

Further to All Chiefs Memo 20-0011 dated March 4, 2020, a revised spreadsheet should be used to meet the requirements of subsection 134(8), paragraph 4, of the *Police Services Act (PSA)*.

This provision of the *PSA* stipulates that on or before the 31st day of January in each year, a statement shall be filed with the Solicitor General listing the firearms that have come into the possession of the police force during the preceding calendar year, indicating which firearms are still being retained and which have been disposed of, and giving the particulars of disposition.

The Ministry of the Solicitor General ('Ministry') only needs police to disclose personal information to in instances where individuals are under investigation of, charged with, or convicted or found guilty of an offence as per the authority set out in section 5(1)(c) of O. Reg. 265/98. This personal information is required to assist with the Ministry's administration of justice including its analysis of illegal firearm activity trends, identification of links in cases between jurisdictions, and to support Ministry program and policy decisions.

The spreadsheet 'Annual s.134 Firearm Report' should be submitted with 2020 data by **January 31, 2021**.

This annual Firearm Data Submission to the Ministry outlined above is separate and distinct from police services' submissions of crime gun information to the Criminal Intelligence Service Ontario (CISO), as part of the Firearms Tracing and Enforcement (FATE) program.

Police services are asked to submit this crime gun information to CISO **as soon as the guns come into the possession of the police service**, using 'FATE Crime Gun Submission Form'.



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

UPDATED INTERIM GUIDANCE ON PASCAL DECISION

Disclosure of criminal records and outstanding charges laid by the investigating police service against Crown witnesses – update to ACM 20-0095 Interim Guidance on *Pascal* Decision

Introduction:

Further to memorandum dated June 15, 2020, this memorandum provides more detailed guidance regarding the disclosure of criminal records and outstanding charges in the wake of the Court of Appeal's recent decision in *R. v. Pascal*, 2020 ONCA 287.

The Court of Appeal concluded in *Pascal* that a witness's criminal record and outstanding charges laid against the witness by the same investigating police service were disclosable as "obviously relevant" first party disclosure under *R. v. Stinchcombe*, [1991] 3 S.C.R. 326. Accordingly, the Court of Appeal held that the criminal record and outstanding charges should have been disclosed *without a specific request* made by the defence. As noted earlier, the Crown is seeking leave to appeal from this decision to the Supreme Court of Canada; therefore, this *interim* advice may be revised if the Supreme Court of Canada grants leave to appeal.

Below is an overview of the advice provided June 15, 2020. Please review this advice which addresses the scope and timing of disclosure in relation to certain types of records following *Pascal*, including:

- Adult civilian criminal records;
- Outstanding charges laid by unrelated police services;
- Outstanding charges laid by the same investigating police service in the context of non-sexual offence prosecutions;
- Criminal records and outstanding charges in the context of sexual offence (*Mills*) prosecutions; and
- Youth records.

Overview:

In order to comply with *Pascal*, the investigating police service should adopt the following practices:

- i. Include the criminal record for all Crown witnesses in the Crown brief.
- ii. Check for outstanding charges laid by the investigating police service against Crown witnesses and advise the Crown of their existence.
- iii. An investigating officer who is personally aware of outstanding charges laid by a police service not involved in the investigation must advise the Crown of the existence of the outstanding charges.
- iv. Provide occurrence reports for the outstanding charges to the Crown upon request.



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

- v. Assist the Crown in inquiring into the existence of outstanding charges laid by unrelated police services if requested. Police Services were thanked in advance for their assistance in communicating this *interim* guidance, including the detailed Question and Answer package, to the policing community. For further questions, police services are encouraged to reach out to their local Crown office.

2021-2022 CIVIL REMEDIES GRANT PROGRAM

The government announced that the 2021-2022 Civil Remedies Grant Program (Program) will be launched on November 3, 2020 and applications will be due to the Ministry of the Attorney General on Tuesday December 15, by 5:00 p.m.

The Program will provide one-time funding of up to \$100,000 per project (up to \$200,000 per organization). Recipients will deliver local, community-based projects that help support victims of crime and prevent unlawful activities that result in victimization. Projects funded by the Program may include crisis counselling, local public education campaigns, and initiatives to research, target and prevent criminal activity.

We have revised this year's Program to better ensure funding directly supports victims, prevents victimization, and a wider range of community partners are encouraged to apply.

These are the priority crime types and population groups for the Program:

- Indigenous communities;
- Children and youth;
- Intimate partner and family violence;
- Gun and gang violence; and
- Rural/remote communities

The Service is currently looking at options for making a grant funding application. Further information will be communicated at a later date.

EXPANDED POLICE POWERS OF RELEASE

The recent release-related amendments in Bill C-75 codify the principle of restraint in section 493.1, which requires that peace officers, judges, and justices give *primary consideration* to the release of an accused at the earliest reasonable opportunity and on the least onerous conditions appropriate in the circumstances with which the accused can reasonably practicably comply. Peace officers have also been given greater flexibility in terms of the forms and conditions of release available, and the previous "officer in charge" distinction has been removed.

Peace officers, judges, and justices are also to give *particular attention* pursuant to section 493.2 to the circumstances of an Aboriginal accused and an accused who belongs to a vulnerable population that is overrepresented in the criminal justice system *and* that is disadvantaged in obtaining release under Part XVI of the *Criminal Code*.



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

We continue to encourage peace officers to consider release from the station, with or without conditions, bearing in mind these principles and all other relevant considerations.

APPENDIX A

Options for Release

Bill C-75 enables all peace officers to release an accused on one of three forms of release:

- a summons (s. 498) [Form 6]
- an appearance notice (ss. 496, 497, 498, 499, 500) [Form 9]
- an undertaking, which can include conditions, an accused's promise to pay or a cash deposit (if the accused is not ordinarily resident) (ss. 498, 499, 501) [Form 10].

The "promise to appear" has been eliminated.

Release by Peace Officer

Authority comes from sections 498, 499 & 503 of the *Criminal Code*

s. 498 – Arrest without a warrant

- Shall release on an offence (other than s. 469 offences) **and** has not been taken before a justice or release from custody under any other provision

s. 499 – Arrest with a Warrant

- May not release if warrant unendorsed
- May or may not release even if warrant endorsed for release
- If release may:
 - Issue an appearance notice (contents found in s. 500(1)/Form 9); or
 - An undertaking to the peace officer (contents and conditions found in s. 501(1)-(3)/Form 10)

s. 503 – Most other offences

- Shall detain and bring to a justice **unless decision made to release** on:
 - Issues an appearance notice (contents found in s. 500(1)/Form 9), or
 - An undertaking to the peace officer (contents and conditions found in s. 501(1)-(3)/Form 10)

Contents of appearance notice (s.500(1))

An appearance notice shall:

- set out the name, date of birth and contact information of the accused
- set out the substance of the offence that the accused is alleged to have committed
- require the accused to attend court at a time and place to be stated in the notice and to attend afterwards as required by the court; and,
- indicate if the accused is required to appear at a judicial referral hearing under section 523.1 for a failure under section 496.



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Contents and conditions of undertaking (s.501)

An undertaking under paragraph 498(1)(c), 499(b) or 503(1.1)(b) must set out:

- the name, date of birth and contact information of the accused
- the substance of the offence that the accused is alleged to have committed; and,
- a summary of subsections 145(4) and (6), sections 512 and 512.2 and subsection 524(4).

• **Mandatory conditions** (s. 501(2)):

- *Attend court at time and place stated*
- *Attend court thereafter as required by the court*

• **Additional conditions** (s.501(3)) can only be imposed if:

- *Reasonable* in the circumstances of the offence

AND

• *Necessary* to:

- Ensure the accused's attendance in court

OR

- The safety and security of any victim of or witness to the offence

OR

- To prevent the continuation or repetition of the offence or the commission of another offence

• Available conditions include:

- Report at specified times to peace officer or other specified person
- Remand with a specified territorial jurisdiction
- Notify the peace officer or other specified person of any change in address, employment or occupation
- Abstain from communicating, directly or indirectly, with any victim, witness or other person identified in the undertaking, except in accordance with any specified conditions
- Abstain from going to any specified place or entering into any geographic area related to any person referred to in non-communication order, except in accordance with any specified conditions
- Deposit all their passports with the peace officer
- Reside at specified address, be at that address at specified hours and present themselves at the entrance of that residence to a PO/specified person, at the officer's or specified person's request during those hours
- Abstain from possessing firearm, crossbow, prohibited weapon, restricted weapon, prohibited device, ammunition, prohibited ammunition or explosive substance and surrender those in their possession to peace officer/specified person, Including authorization/license.
- Promise to pay an amount specified in the undertaking, which shall not be more than \$500, if they fail to comply with any condition of the undertaking
- Deposit, with the peace officer specified in the undertaking, money or other valuable security whose value does not exceed \$500 if, at the time of giving the undertaking, the accused is not ordinarily resident in the province or does not ordinarily reside within 200 kilometres of the place in which they are in custody



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- Comply with any other specified condition for ensuring the safety and security of any victim of or witness to the offence.

LONG COMBINATION VEHICLE (LCV) PROGRAM OFF-ROUTE TRAVEL ALONG DETOURS

The policing community across the province is reminded about the Ontario Long Combination Vehicle (LCV) Program. As the policing community is aware, the LCV Program supports the efficient movement of goods across the province; LCVs can move goods at a lower cost, reduce greenhouse gas emissions (GHG), and have an excellent safety record. LCVs are carefully controlled and closely monitored in an effort to improve and ensure highway safety. Specifically, this memorandum outlines the LCV Program in relation to Program Condition 6(b) – Detours.

LCV Program Condition 6(b):

LCV Program Condition 6(b) - Detours, as reflected on LCV special vehicle configuration permits, states the following:

Off-route detours due to road closures or other reasons are not permitted, with the exception of a trailer pulling a converter dolly with no second trailer.

Program Condition 6(b) relates directly to Program Condition 6(a) - Specified Routes, which states the following:

LCVs are restricted to approved routes as specified in permit attachments, including:

- Approved highways and turn-around ramps on the Primary LCV Network;
- Approved rest/emergency stop locations;
- Approved origin/destination locations.

The Permit Conditions restrict LCVs from using temporary detour routes because of safety risks arising from the use of such routes by vehicles of their size, weight and turning requirements. Therefore, it is requested that officers not direct LCVs to use temporary detour routes.

LCVs may detour from the approved route only after splitting the unit. The converter dolly can be pulled behind one trailer and travel through the detour, but this is still considered an LCV and all other permit conditions must be followed except the LCV sign at the back must not be used. Suitable provisions must also be made for any trailer that is left behind. Otherwise, if the LCV can not be split safely at roadside, drivers are instructed to pull safely to the shoulder of the roadways and wait out the closure.



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FRENCH LANGUAGE CHARACTERS ON ONTARIO DRIVER'S LICENCES AND PHOTO CARDS DATE

Effective September 28, 2020, the Ministry has enabled the printing of names with French accents on the driver's licence and Ontario Photo Cards. At this time only French names, may include accents. Accents may be found in the 'Name' field on the front of the driver's licence or photo card. The 'First', 'Middle' and/or 'Last' names may contain French accents such as:

Ç È É Ê Ë

While the French language name may be displayed on the product, the back-end technology systems will continue to use the English language name to ensure compatibility with other government computer systems and jurisdictions.

No other driver or vehicle products will display French accents. The English version name will still be shown on all other licensing products such as vehicle permits, suspension notices, driver abstracts, others until the Ministry completes its transformation of the licensing business model and technology.

French accents will not appear in the name when a driver record search is conducted through the Inquiry Services System.

EVENTS

Throughout the month, the Service participated in many events throughout the community including:

- ✓ Throughout the latter part of October and during November, a number of long service member awareness have been presented with awards. Unfortunately due to COVID-19, our formal **Member Recognition** event could not be held.
- ✓ **Remembrance Day Services** were held throughout the City both virtually and with social distancing and masking. Members where available participated.
- ✓ **Aboriginal Police Advisory Committee** virtual meeting **November 6**
- ✓ **Diversity Advisory Committee Bursary** was presented to this year's recipient Haley-Faith Organ

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE CONFERENCE

The International Association of Chief of Police Annual Conference was held very effectively virtually this year. This is a conference that typically attracts speakers and participants from around the world. This year was no different. There were many excellent leadership sessions that I was able to attend.



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Critical Issues Forum: Breaking News – Media's View from the Ground during Protests and Civil Unrest

This session focused on media coverage of events involving police. With footage available now through body-worn cameras and personal cell phone recording of incidents, at times the entire event is available on video. On hand were esteemed criminal justice reporters who have been covering policing and have been live from the ground reporting on the recent civil unrest. Their candid insight was valuable to have as a police leader as they share their lens and provide insight on how to work better with the media.

Social Media: Where We Are, Where We Need to Be, and Where We Are Headed in 2021

With Social media as an ever changing landscape and the inability to stay current on trends, effective strategies and communication tactics can make Police Services appear out of touch or unprepared. This segment was taught by two nationally recognized experts at the forefront of law enforcement social media with a focus on the current state of law enforcement's efforts online, identification of pitfalls and liabilities chiefs need to be aware of, and provided key takeaways to making a Police Service stand out and rise above the noise in an ethical and professional manner. The session also highlighted emerging trends to look for in 2021 that will position Police Services as social media leaders in local communities.

Innovation and Police Science Center: A Learned Lesson for Empowering a Police Organization

Within this scenario presented, insights were provided into how police agencies are required to innovate processes and procedures without losing their main mission. The Colombian National Police established an innovation and police science center which has promoted important changes not only in the organization but also in the citizen appreciation of the police force. This presentation introduced the main aspects of the center as well as positive practices during its implementation and the challenges for organizations interested in implementing similar initiatives.

Organizational and Individual Strengths and Protective Factors: Primary Prevention Resilience Pathways

This session focused on one of the many pathways to build and optimize prevention involved interventions at both individual and organizational levels by creating a healthy positive organizational culture as well as building workplace mental health promotion by modifying or reducing workplace risk factors and identifying and building individual as well organizational strengths and protective factors. This presentation showcased building effective organizational and individual strengths and protective factors as part of primary prevention resilience pathways to help mitigate risk factors to psychological injuries and suicide, reduce mental health disability, as well as to further optimize occupational health and safety. This was a Canada & UK International presentation



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The Divergence of Institution, Leadership, and Culture: Creating an Environment for Better Health and Well-being in Policing

This session emphasized the responsibility of law enforcement organizations in preventing and supporting individuals in dealing with their mental health and the challenges the job brings, especially in today's problematic, dangerous, and complex social environment. It was emphasized that leaders play a pivotal role in creating an atmosphere that promotes and encourages mental and emotional wellbeing in the workplace. It is essential that development emphasizes the value of leadership as a mental health stream. It is key that organizational culture, institutional strengthening, and mental health leadership be entrenched in the policing wellbeing ecosystem.

OPERATIONAL UPDATES

PATROL OPERATIONS

During the month of October 2020, patrol officers were dispatched to over 2200 Calls for Service, prepared over 200 Crown Briefs, conducted over 300 proactive patrols, and issued 115 Provincial Offences Notices. Officers also responded to 89 Mental Health Incidents in which 62 patients were formed.

Weapons Complaint

On October 9, information was received that an individual had been assaulted and shot Caron Street. Officers from 'A' Platoon attended and successfully escorted and assisted EMS in attending to and extracting the injured male from the scene. Investigation confirmed that the incident took place in a large multi-unit building and the weapon used was an air rifle. The building was contained Arrest / Immediate Action Team was assembled with plans formed and communicated to officers on scene. Unannounced, a male exited the unit, was challenged at gunpoint, and taken into custody. Cell phone communication was established with the tenant of the unit and the surrender of the three other occupants was negotiated by Uniform officers. All were taken into custody for assault causing bodily harm and weapons charges. The unit was cleared and secured pending a search warrant, where CID continued the investigation. This potentially dangerous and resource consuming event was successfully navigated and brought to a conclusion by officers on Uniform Patrol with members of CID assisting. It was a great example of teamwork.

RURAL UNIT

During the month of October 2020 the Rural Response Unit responded to 32 COVID and 45 ATV/UTV related calls for service. They made 73 contacts and issued 8 warnings, 6 Provincial Offence Notices and 72 Hours' Notice. They were also required to check bush areas for two suicidal persons.

Another function of the RURAL is the Police Liaison Team to demonstrations. During the month of October the Team conducted:

- PLT Related Calls / Outreach – 28
- Rural PLT Officers prepared Operation Plans and attended at 1 BLM Protest March



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- 4 Anti-Mask Demonstrations
- 1 Solidarity Demonstration
- 1 Nigerian Peoples Association Demonstration / March
- 1 Opiate Awareness Demonstration
- 1 Landlord Demonstration
- 1 Ontario Health Coalition Demonstration
- 1 Solidarity of Indigenous Land Claims Demonstration
- 3 climate change demonstrations
- 1 Nurses Demonstration
- 2 Ontario Health Coalition Demonstration

PLT Unit monitored and liaised with 800 – 2000 people attended events. A total of 70.5 hours of resource commitment to these events alone, and Outreach conducted with several Labour Unions in negotiating phase with employers.

Search & Rescue Events

The Rural Unit assisted with:

- 5 Missing / Suicidal persons Searches
- 4 Evidence searches from the Murder / Attempt Murder Events
- Annual Search and Rescue training
- Joint Force Operation training exercise was completed with North Shore Search & Rescue

911 EMERGENCY COMMUNICATIONS CENTRE

During the month of October 2020, the 911 ECC answered over 24,000 telephone calls. Over 5,000 of those phone calls were received through our 911 network. The 911 ECC also managed 8072 Police Service events and 766 Fire Service events.

Our in-house accredited training program is continuing and we have 4 Communicators that are about to commence their final phase of training. It is anticipated they will be graduating from our training program in December 2020.

MAJOR CRIME SECTION

Criminal Harassment

From July to September, an adult male initiated a conversation with a 14 year old female on Snapchat, a social media website. In those conversations the accused offered the victim drugs in exchange for sexual favors. The accused would continuously call the female in an attempt to get her attention. On several occasions, the accused would send sexually explicit images and videos. The accused behaviour caused the victim to fear for her safety.

In September and October 2020, the same adult male initiated conversations with a 15 year old female again on Snapchat. In those conversations, the accused offered the victim drugs in exchange for sexual favors. He also invited the victim to provide sexual favors to him.



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The accused subsequently sent a sexually explicit video to the victim. The accused continued to harass the victim by continuously calling and asking for sexual favors, causing the victim to fear for her safety.

The accused was charged with the following under the Criminal Code of Canada:

- Criminal Harassment
- Harassing phone calls
- Luring a child under 16
- Invitation to Sexual Touching
- Indecent exposure to a child less than 16 years touching

Missing Persons Update

September – 84 Missing Persons Reported (all located)

October – 64 Missing Persons Reported (all located)

INTEGRATED CRIME SECTION

Drug Search Warrants

In October of 2020, Detectives conducted an investigation into a suspected drug distribution criminal enterprise in the city of Greater Sudbury. In early November, officers from the Greater Sudbury Police I.C.S. and Tactical Unit along with the Ontario Provincial Police O.C.E.B. executed three Controlled Drugs and Substances Search Warrants at addresses located in Greater Sudbury.

Total Controlled Drugs and Currency Seizures from the Search Warrants include:

- 63 grams of Cocaine
- 49 grams of Fentanyl
- 114 Methamphetamine tablets
- \$3, 350.00 Canadian currency

Total Value of the Drugs seized is \$27,000.

Two individuals from Greater Sudbury and one individual from Greater Toronto were arrested and later released with future court appearances to answer to the following criminal offence allegations:

- 1 count of Possession of a Controlled Schedule I substance (Fentanyl)
- 1 count of Possession for the purpose of Trafficking Schedule I substance (Cocaine)
- 1 count of Possession of a Controlled Schedule I substance (Methamphetamine)
- 1 count of Possession of Property Obtained by Crime under \$5000 (Currency)
- 1 Count of Breach of Probation Order

The amount of Fentanyl seized represents approximately 490 street level doses that could have reached the community.



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Pharmacy Robbery

On November 1, 2020, Police received a 911 call regarding a Robbery that had just occurred at a pharmacy on Bancroft Drive. Information provided was that a male had entered, revealed what was believed to be a handgun, and demanded narcotics. The suspect made off in a motor vehicle with prescription medication.

The investigation undertaken by Detectives from the Break Enter and Robbery Unit lead them to identify a person of interest. Further investigation by the detectives resulted in the arrest of a 38 year old male from Sudbury.

He was subsequently charged with the following criminal code offences;

- Robbery with a Firearm
- Disguise with Intent
- Possession of a Weapon for a Dangerous Purpose
- Possession of a Firearm Contrary to Prohibition Order
- Possession of a Schedule I Substance
- Possession of a Schedule II Substance
- Operation of a Vehicle While Prohibited

This investigation is before the courts.

RAPID MOBILIZATION TABLE SUCCESS STORY

Patrol Operations officers referred an adult female to Rapid Mobilization Table (RMT) as they had responding to a call where she was involved. Officers recognized the value of RMT where there appeared to be acute elevated risk of harm at that time. Risk factors included Mental Health, Drugs, Alcohol, poverty, self-harm, and at risk of losing housing. Several attempts were made to provide services which were repeatedly declined. The RMT file was closed as still at acutely elevated risk.

The original referring Officer had formed a good rapport and explained the RMT process and the options and services that were available. After almost 6 weeks, decisions were made to:

- Connect with ODSP in regards to receiving entitled additional funds.
- Affordable housing was a challenge – could not afford rent and was at risk of being homeless. Not possible previously, her mother now agreed to take her in as she had seen a change in behavior due to the RMT interaction.
- Connected to mental health programs and was assisted with arranging appointments.
- Reconnected with Victim Services due to a traumatic event that occurred earlier in the year.
- Connected to Addiction Program to assist her.

Latest update, she is doing extremely well, mom is very happy with the change in her daughter, and she is still attending her appointments. **Her overall risk was deemed as lowered and connected to services.**



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GRANT SUCCESS STORIES

Community Mobilization Unit (CMU) is currently a part of a CID Grant Program *Project Empower* with a focus on education and prevention of Human Trafficking and Sexual Assault. The School Resource Officers (SROs) and Community Safety Personnel (CSPs) are collaborating with CID, Sudbury and Area Victim Services and schools to provide awareness to youth through presentations and information packages. Chief's Youth Advisory Council members were also engaged to assist with the development of a poster.

SPECIALIZED OPERATIONS Highlights

- Expansion of the Downtown Strategy and implementation of the Engagement Team for Downtown with increased visibility utilizing our Auxiliary members with foot and cruiser patrols.
- Continued ongoing efforts to provide informal CPTED reviews with business owners with increased attention to Downtown.

GSPS is one of 23 community protocol partners for the Community Threat Risk Assessment Protocol. One of our requirements is to commit to staff development. Three officers have been trained in VTRA Level 3, and VTRA awareness training to all Sworn members will be implemented November 2 through to December 23, 2020.

CORPORATE COMMUNICATIONS

Dress Purple Day October 27

Every #October, Children's Aid Societies across #Ontario raise awareness about the important role that individuals and communities play in supporting vulnerable children, youth, and families through the provincial #DressPurpleDay campaign. The campaign is more important than ever, since the COVID-19 pandemic has created additional stressors for families, and in some cases has increased risk for the well-being and safety of children and youth. Every child and youth has the right to safety and well-being.

As a police service, we wore purple on October 27, 2020 to show our collective support of children's safety and well-being, and to demonstrate our commitment to protecting the children in our community.

We can't do it alone. Child welfare is a shared responsibility between families, neighbours, outreach workers, law enforcement, educators, health and safety workers, government and all community members.

Everyone, including members of the public and professionals who work closely with children, is required by law to report suspected cases of child abuse or neglect. If you have reasonable grounds to suspect that a child is or may be in need of protection, you must report it to a children's aid society (CAS).



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Halloween Messaging – COVID restrictions on gatherings

Thinking of hosting a big Halloween monster bash this weekend? Think twice!

Many of our traditional Halloween activities pose a higher risk of spreading the COVID-19 virus. This Halloween be COVID-safe and limit the spread. While non-essential gatherings should be limited, if you choose to host or attend a Halloween gathering, keep in mind the following tips:

- Limit close contact to members of your household.
- Keep gatherings small. Although private gatherings of up to 10 people indoors and 25 people outdoors are allowed under provincial legislation, non-essential gatherings of any size should be limited. Stick with members of your household for indoor activities.
- Keep two metres distance between people outside of your household and wear a face covering if distancing is not possible.
- Do not attend the gathering if you have any symptoms or if you are self-isolating.
- Keep a guest list in case it is needed for contact tracing.
- If food or drinks are served: Avoid buffet-style food service and plan how to physically distance while distributing and cleaning up food. Serve food on individual plates to prevent guests from passing and touching the same objects. Have everyone wash their hands before and after eating.
- Consider participating in virtual events or not attending at all, especially if you are 70 years or older, are immunocompromised, or have underlying medical conditions.

We remind community members that you are responsible to comply with government orders to limit the spread of COVID-19: for private gatherings, a maximum of up to 10 people indoors and 25 people outdoors. We know it's tempting to celebrate Halloween by hosting a gathering with all of your friends, goblins and ghouls, but keep in mind that if you host a house party exceeding 10 people indoors or 25 people outdoors, you could be subject to a \$880 fine. All attendees of this gathering could be subject to a \$750 fine.

Please be considerate of your health and the health of others. Since Thanksgiving, we have seen an increase in Covid-19 cases. Let's all work together to ensure that number does not increase again after this Halloween weekend.

Halloween Safety Messaging

The below social media message was issued just prior to Halloween:

Halloween is a few short days away. Although it may look a little different this year, it can still be a lot of fun – and Covid-safe. We encourage community members to follow public health advice and measures from public health experts, and make good decisions based on your own unique situation.

To have a safe and happy Halloween, please follow these public health safety tips:

- Do not trick-or-treat or hand out treats if you are sick.
- Avoid gatherings with people outside of your household.
- Trick-or-treat outside and keep distance from others outside of your household.



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- Wear a face covering (unless exempt) when going door-to-door or handing out candy. Remember, a costume mask is not a substitute for a face covering. A costume mask should not be worn over a face covering because it may make it difficult to breathe.
- Do not congregate or linger at doorsteps. Stand 2 metres apart if waiting.
- Turn off your porch light and don't hand out treats if you are sick, even with mild symptoms, or self-isolating.
- If you are handing out treats, do not leave treats in a bucket or bowl for everyone to grab. Consider using tongs, long spoons, or other similar tools to hand out treats, or set up a table with pre-bagged treats to keep distance from trick-or-treaters.
- Avoid high-touch surfaces and objects, such as railings and doorbells.
- Whether you are collecting or handing out treats, wash your hands often and thoroughly, or use hand sanitizer.
- Consider printing one of these posters to let your neighbours know whether you are handing out treats: <https://www.ontario.ca/.../how-celebrate-halloween-during...>
- Consider a virtual party instead of gathering in-person. If you are hosting a gathering, keep it small. Although private gatherings of up to 10 people indoors and 25 people outdoors are allowed under provincial legislation, non-essential gatherings of any size should be limited. Stick with members of your household for indoor activities.
- Learn more: <https://www.phsd.ca/keep-covid-19-out-of-the-halloween.../>

We remind motorists to drive slow and extra cautiously, especially through residential areas where children will be trick-or-treating.

If your child will be trick-or-treating, please make sure they are dressed warm and visibly:

- Brightly coloured costumes can be more clearly seen by motorists
- Add reflective tape to increase visibility
- Use make-up or face paint instead of masks to ensure vision is not restricted (and ensure a face covering is worn, unless exempt)
- Make sure the costume is properly fitted to reduce the chance of tripping

Be sure to discuss the trick-or-treating route with your child ahead of time. Advise children how to respond if they encounter a situation that makes them feel afraid or uncomfortable. Young children should always be supervised by an adult. Remind children to avoid isolated areas and shortcuts, and only visit homes that have their outside lights on. Remind children to never go inside houses or strangers' vehicles and to not eat any treats until you or a trusted adult have looked them over.

We wish you all a safe and *spooktacular* Halloween 2020.

National Teen Driver Safety Week (October 18 – 24) Results

During National Teen Driver Safety Week, our Traffic Management Unit conducted a plain-clothes cell phone enforcement initiative in New Sudbury.

In total, 99 charges were laid, which included 77 distracted driving (cell phone) charges. Out of those 77, only four were novice drivers. Many individuals caught using their cell phones while driving were either texting, changing the song on their playlist, or using a GPS. One individual was caught watching a YouTube video.



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EDIT* For clarification purposes regarding this initiative and the Officers' interactions with community members, the area of Barrydowne Road and Lasalle Boulevard, was selected based on Accident Support Services data collected indicating Barrydowne Road as being one of the City's high-collision areas. When approaching vehicles, the Officers had their badges clearly visible around their necks and once they engaged a driver, they verbally identified themselves as being a Member of the GSPS Traffic Management Unit. Drivers were then directed into a public parking lot where a uniformed officer was present and visible. The goal of this initiative was not to frighten or sneak up on drivers, however, some drivers were caught off guard because they were focused on their mobile devices instead of their surroundings. Road Safety continues to be a top priority for GSPS.

The Greater Sudbury Police Service reminds motorists that there is NO excuse for using a handheld device while driving. The only exemption is in the case of an emergency, you may use your phone to call 911. Pull off the road to a safe area to make the call.

While you are driving, including when you are stopped in traffic or at a red light, it is illegal to:

- use a phone or other hand-held wireless communication device to text or dial – you can only touch a device to call 911 in an emergency
- use a hand-held electronic entertainment device, such as a tablet or portable gaming console
- view display screens unrelated to driving, such as watching a video
- program a GPS device, except by voice commands

You are allowed to use hands-free wireless communications devices with an earpiece, lapel button or Bluetooth. You can view GPS display screens as long as they are built into your vehicle's dashboard or securely mounted on the dashboard.

We thank all motorists who choose to drive responsibly. The text can wait. Save yourself the \$615 fine, 3 demerit points and 3-day or 30-day licence suspension.

Launch of Crime Prevention Week (November 1 – 7, 2020)

Crime Prevention Week provides an opportunity to showcase the successful collaborative efforts between police services and community organizations as they work towards the common goal of preventing crime and creating safe, resilient communities across Ontario. This year's provincial theme 'Serving Ontario, Protecting Communities' enables police services to promote the benefits of a holistic community approach to addressing local crime and issues related to safety and wellbeing. It is important that police services continue to leverage the strengths of community partners to enhance frontline responses and ensure people, especially vulnerable individuals, receive the right response, at the right time, and by the right service provider. Everyone plays a role in preventing crime and keeping Ontarians safe.



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Stay tuned for videos and photos from our various GSPS units, sharing important safety tips that will help YOU protect yourself & your loved ones from crime. Awareness is key. Being equipped with the proper knowledge, information and resources allows you to be in better control of your safety & well-being.

Crime Prevention Week Messaging – Human Trafficking (video)

Human trafficking is a criminal offence that involves the exploitation of a person through force, coercion, threat, fraud or deception, for the financial gain of the exploiter. Domestic Sex Trafficking, specifically, occurs when a person controls, manipulates and intimidates another person into providing sexual services where the money earned goes back to the trafficker. And it happens right here in Greater Sudbury.

In April 2020, GSPS launched Project Empower a program designed to be a Survivor-centered initiative incorporating crime prevention, education and increased awareness of reporting processes towards sexual violence, harassment and human trafficking. It features a multi-agency collaborative approach to helping survivors and potential victims of sexual violence and human trafficking. Project Empower will feature the three priorities of expanding education, providing enhanced training, and conducting coordinated community engagement.

In keeping with Canada's 2019-2024 National Strategy to Combat Human Trafficking, this Project will coordinate the pillars of prevention, partnerships and Survivor empowerment to combat human trafficking through a survivor-centered, survivor-informed, and gender-responsive lens.

Treaties Recognition Week (November 2 – 6, 2020)

This annual event honours the importance of treaties and helps students and residents of Ontario learn more about treaty rights and relationships. By learning more about our collective treaty rights and obligations, we can create greater understanding and nurture these relationships. Greater Sudbury Police Service recognizes that we are all Treaty people and that we are situated on the Robinson Huron Treaty Region.

In 2018, we unveiled our Territory Acknowledgement plaque displayed in the main lobby of our Headquarters to acknowledge that this land is the Robinson-Huron Treaty region. The plaque represents the Greater Sudbury Police Service's commitment to building and maintaining positive relationships with First Nations, Metis and Inuit peoples.

A territory acknowledgment is about honouring the land and the First Peoples who inhabited this land from time immemorial. The creation of this Territory Acknowledgement was achieved through careful consultation with the Indigenous community.

As a police service, we continue to expand our learning and understanding of Indigenous history and culture, and nurture our partnership with Indigenous community members based on trust and respect.



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Learn more about the treaties, treaty relationships and treaty rights that shape Ontario:
<https://www.ontario.ca/page/treaties>

Learn more about the Robinson Huron Treaty 1850 Annuity Case:
<https://www.facebook.com/RobinsonHuronTreatyAnnuity1850/>

Crime Prevention Week – Online Frauds and Scams (Video)

Did you know? In 2020 as of September 30, the Canadian Anti-Fraud Centre has reported:

- 39,696 reports of fraud
- 18,533 Canadian victims of fraud
- \$67.2 million lost to fraud

Don't let yourself become a statistic. Losing your hard earned money or your identity can be emotionally and financially devastating. Make sure you stay informed on the latest fraud trends and learn how to protect yourself from falling victim to a scam.

Watch out for red flags of scams:

- Urgent or threatening language
- Requests for personal information
- Sounds too good to be true
- Unexpected emails or unsolicited calls
- Information mismatches
- Suspicious attachments
- Upfront fees

Scammers often use high-pressure tactics. Don't be afraid to say no and hang up. If you receive strange emails, texts, or phone calls that appear to be fraudulent, report them to the Canadian Anti-Fraud Centre: <https://www.antifraudcentre-centreantifraude.ca/report...>

If you lost money from a scam (under \$5,000), report it to GSPS online:
<https://www.gspss.ca/en/reporting/fraud-under-5000.aspx>

If the fraud exceeds \$5,000, report it to us via our non-emergency line at 705-675-9171. Before starting your report, contact your bank, Credit Card Company, financial institution, or government agency to report and cancel any affected cards or accounts. Please gather and keep all papers, receipts, cancelled cheques, etc. related to the Fraud. We may contact you to get these items if needed, and you should keep copies for your records.

Tell family, friends, neighbours and co-workers about your experience. You may prevent someone else from becoming a victim.

Crime Prevention Week – Collision Reporting for Parking Lot Incidents

Do you know what to do if you accidentally hit someone's vehicle in a parking lot? Or what to do if you see another driver hit someone's vehicle and leave the scene?



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When parking your vehicle, make sure to properly park in the designated parking spot. Stay within the lines to the best of your ability. Leave enough room so that the person parked beside you has enough room to open their door.

If you hit someone's vehicle in the parking lot, you must notify them. Please make sure to exchange information with the driver of the other vehicle(s):

- Driver's Licence
- Insurance information
- Ownership information
- Phone number

If the estimated damage of all vehicles involved is more than \$2,000, you must attend the Collision Reporting Centre located in Azilda to file a report.

Motor vehicle collisions that occur within the City of Greater Sudbury are directed to Collision Reporting Centre EXCEPT in more serious circumstances where you are directed to call 911, such as:

- The collision results in serious injury or death
- A vehicle involved in the collision is carrying hazardous material
- There is reason to believe Criminality is involved (i.e. Impaired Driver, stolen vehicle, etc.)

If you witness someone hit a vehicle in a parking lot and flee the scene, call Police at 705-675-9171 to report it. Be sure to include the driver's licence plate number, a description of the vehicle, and a description of the driver if possible. It is an offence to leave the scene of a collision, whether it is in a parking lot or on the roadway. If you witness a hit and run on a roadway, call 911.

When to call 9-1-1:

Emergency situations where someone is injured and requires police, fire or medical assistance

- If you or another person is in imminent danger
- If you witness an impaired driver operating their vehicle
- If you witness or are involved in a hit and run on the roadway. Make sure to take down the license plate number, description of the vehicle and occupants, and location & direction of travel of the suspect, if possible.

Prior to attending the Collision Reporting Centre, ensure you have the proper and valid documentations: driver licence, ownership and insurance slip, and the vehicle involved. If the vehicle has been towed from the collision scene, confirm with the tow company that the vehicle has been towed to and from CRC for photos.

Crime Prevention Week – Sexual Assault (Video)

Sexual assault is defined in the Criminal Code of Canada as any unwanted sexual touching that occurs in circumstances of a sexual nature and violates the sexual integrity of the victim.



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

If you are a Survivor of sexual assault, we recognize that this is a very difficult time for you. We are here to provide you with assistance and resources. Please read our Information Guide for Survivors of Sexual Assault which includes options on how to proceed (i.e. if you choose to report or take no action), FAQs about Sexual Assault investigations, information about the Court process, and helpful resources available in Greater Sudbury: <https://www.gsps.ca/.../Information-Guide-for-Survivors...>

Sexual Assault is the most under-reported crime and we continue to work diligently with our community partners in order to change that. In March of 2019 and through careful consideration and collaboration with our Sexual Assault Review Team consisting of community partners who provide support to and advocate for survivors, we added a Sexual Assault online reporting option: <https://www.gsps.ca/en/reporting/sexual-assault.aspx>

The online Sexual Assault reporting option is the only online report type that goes directly to our Criminal Investigations Division ensuring that the survivor's first point of contact is a Detective specially trained in handling Sexual Assault cases. This reduces the number of times a survivor has to provide information regarding the assault.

The online reporting option is one of several ways that a survivor can report a Sexual Assault. Survivors can also report a Sexual Assault by calling 911 or by calling us at 705-675-9171.

The Greater Sudbury Police Service works in collaboration with Sudbury & Area Victim Services / Services aux victimes du Grand Sudbury: <https://www.gsps.ca/.../victim-support-services.aspx...>

In 2018, Project Champion was made possible thanks to the Ministry of Safety and Correctional Services (now MSG) Proceeds of Crime Frontline policing grant. Project Champion in collaboration with community partners, helps lay the groundwork for the implementation of a multi-sector collaborative rapid intervention service delivery strategy, while ensuring that there is no gap in services for Survivors of sexual assault. Project Champion is designed using a Survivor-centered perspective, as all community partners involved in the external review process and awareness strategy represent the voices of Survivors. The overall goals of the project are to increase the reporting of sexual assault incidents, increase collaboration between current and prospective community partners and enhance investigative processes for the police:

- Multi-sector response to victims of sexual assault
- Increased public awareness and education on sexual assault and violence to assist in prevention
- Ensuring that Survivors are offered victim support services through a culturally sensitive perspective, ensuring holistic response to sexual assaults
- Ensuring that Survivors reporting incidents of sexual assault to police, hospital or other community entities obtain immediate and appropriate investigative, court, medical, emotional and physical supports



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Man Responsible for Robbery at Gunpoint at Local Pharmacy Arrested and Charged

Around 10:00 a.m. on November 1, 2020, we received a call regarding a Robbery that had just occurred at a pharmacy on Bancroft Drive. Information provided was that a man entered the pharmacy, pulled out what was believed to be a handgun and demanded narcotics. The man fled in a vehicle with an unknown quantity of prescription drugs.

Just before 1:00 p.m. on November 3, 2020, members of our Break, Enter and Robbery (BEAR) Unit located the man on Lasalle Boulevard and placed the man under arrest. Shortly after the arrest, a Criminal Code Search Warrant was executed at the man's residence where Officers located narcotics, as well as, illicit drugs including Crack Cocaine and Cocaine.

A 38 year old male has been charged with the following offences under the Criminal Code of Canada and the Controlled Drugs and Substances Act:

- Robbery with a Firearm
- Disguise with Intent
- Possession of a Weapon for a Dangerous Purpose
- Possession of a Firearm Contrary to Prohibition Order
- Possession of a Schedule I Substance
- Possession of a Schedule II Substance
- Operation of a Vehicle While Prohibited

He was held in Police custody and attended Bail Court today, Wednesday, November 4, 2020 to answer to the charges.

Crime Prevention Week – Rapid Mobilization Table (Video)

Community Mobilization Sudbury (CMS) is a partnership representing over 25 agencies from diverse community sectors – health, children's services, justice, education, mental health and addictions, and social services. Working together, our Mission is "leading and connecting for improved community wellbeing through proactive collaboration and response."

One aspect of the CMS program is the Rapid Mobilization Table. Representatives from partner agencies meet twice each week to collaboratively identify situations that place Sudbury residents at high risk of harm. All necessary partners then plan and participate in a timely, coordinated response – connecting those at risk with the services and supports that can help.

Data collected at the RMT is used to identify trends, common risk factors and potential gaps in community services. This information is shared with leaders and stakeholders in order to inform community planning and decision-making. RMT is a collaborative effort through a group of service providers, agencies and organizations with a focus on identifying situations and individuals that pose an elevated risk to themselves, to others or to community safety and wellbeing.



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

The goal of RMT is to provide individuals with access to the necessary support services and resources prior to the need for police intervention or in order to prevent further interactions with police. We have seen great success through RMT with regular follow ups and wrap around services from a variety of agencies reducing the need for police intervention for individuals referred to RMT by almost 50%.

Diversity Advisory Committee Bursary Winner

'Wings of Community', painted by Hayley-Faith Organ Gerow-Beausoleil advises that "each colour represents someone in our community. The colours overlap to represent that even with everyone's differences and similarities, we are all still part of one community. Together we create a beautiful and diverse community."

On behalf of our GSPS Diversity Advisory Committee, Hayley was presented with a \$500 bursary, to recognize her outstanding work and continued commitment to diversity, inclusive practices and cultural acceptance in school and within our community.

Hayley is an active member of the Monday Night Community Beading Circle hosted by the N'Swakamok Native Friendship Centre. Hayley has facilitated the 2-Spirit beading circle and acts as a peer mentor. She has had continuous involvement in community awareness events surrounding Missing and Murdered Indigenous Women and Girls, Sisters in Spirit and Take Back the Night marches. She is also a Fancy Shawl Dancer and brings wonderful energy to the pow-wow trail during summer months, as well as in Traditional Round Dances during the winter months.

On behalf of the GSPS Diversity Advisory Committee, we want to say thank you for all that you do! Every action counts in helping nurture a more diverse and inclusive community. You are an amazing young person and we wish you all the best in your studies of Indigenous Social Work at Laurentian University. The bursary is a small token of our great appreciation!

Hate-bias Incidents Involving Neo-Nazi Stickers

On October 28, 2020, an Officer from our Central Community Response Unit attended Cambrian College in relation to a hate-bias incident after a staff member found offensive stickers on campus on October 25, 2020. Cambrian College staff immediately removed the stickers and contacted Police. The incident was assigned to a Detective in our Criminal Investigation Division to conduct a thorough investigation into the matter.

On November 5, 2020, we received a second call regarding additional stickers found at various locations along the Lasalle Boulevard corridor. These stickers were also quickly removed as there is no room for hate, bias or discrimination in our community.

The stickers are of a Neo-Nazi (white supremacy) origin in the colours of red, white, and black. The name of the group and the contact information for the group is not being included as the content is extremely disgusting, vulgar and offensive.



GREATER SUDBURY POLICE SERVICES BOARD CHIEF'S REPORT

Hate crimes and hate-bias incidents are extremely under reported and we are working hard to change that. If you have found or find one of these stickers posted on your property or on Public property, we ask that you please report it to Detective Constable Mark Renford of our Criminal Investigation Division at 705-675-9171 extension 2374 or via email for follow-up at mark.renford@gspcs.ca

The Greater Sudbury Police Service takes reports of hate motivated crime and hate bias incidents very seriously and we recognize the impact on and pain felt by community members when there is evidence of hatred. We want to assure you that we are committed to investigating these situations thoroughly.

Remembrance Day

Every year on November 11 at 1100 hours, Canadians pause in a moment of silence to honour and remember the men and women who have served and continue to serve Canada during times of war, conflict, and peace. We remember the more than 2,300,000 Canadians who have served throughout our nation's history and the more than 118,000 who have made the ultimate sacrifice.

2020 commemorations will look different from years past. Pandemic restrictions have meant significantly smaller ceremonies, or their outright cancellation. Other gatherings are being replaced with virtual ceremonies. For the first time ever, people are asked not to attend ceremonies in person.

Nevertheless, the tradition of Remembrance will continue, and Canada's Fallen will not be forgotten. *'We Will Remember Them'*

