



Public Meeting Minutes

Auditorium
40 College Street, 2nd Floor
Toronto, Ontario
www.tpsb.ca

Tuesday,
May 23, 2017
at 1:00 PM

The following *draft* Minutes of the meeting of the Toronto Police Services Board that was held on May 23, 2017 are subject to adoption at its next regularly scheduled meeting.

Attendance:

The following members were present:

Mr. Andrew Pringle, Chair
Mr. Chin Lee, Councillor & Vice-Chair
Ms. Shelley Carroll, Councillor & Member
Mr. Ken Jeffers, Member
Ms. Marie Moliner, Member
Dr. Dhun Noria, Member
Mr. John Tory, Mayor & Member

Chief of Police Mark Saunders, Toronto Police Service
Ms. Joanne Campbell, Executive Director, Toronto Police Services Board
Ms. Sheri Fulton, Acting Executive Assistant, Toronto Police Services Board
Mr. Karl Druckman, Solicitor, City of Toronto - Legal Services Division

Declarations:

Declarations of Interest under the [Municipal Conflict of Interest Act](#) - none

Previous Minutes:

The Minutes of the meeting that was held on [April 20, 2017](#), previously circulated in draft form, were approved by the Board.

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P96. [The Way Forward \(T.W.F.\) - First Quarterly Implementation](#)

The Board was in receipt of a report dated May 04, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

Superintendent Frank Bergen, Inspector Shawna Coxon and Acting Inspector Greg Watts, Toronto Police Service, delivered a presentation to the Board on The Way Forward – First Quarterly Implementation Update.

The following were in attendance and delivered deputations with regard to this report:

- Derek Moran
- Miguel Avila
- Kris Langenfeld*

*written submission also provided; copy on file in the Board office.

Following the deputations, Superintendent Bergen, Inspector Coxon and Acting Inspector Watts responded to questions by the Board about the report.

Members of the Service circulated an updated version of the Scorecard and the Change Management Plan. Copies are on file in the Board office. The Chief thanked the members of the Strategic Management Team for their work.

The Board received the foregoing report, deputations and written submission.

Moved by: S. Carroll
Seconded by: D. Noria

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P97. [Response to Board Mental Health External Advisory Committee – Race and Language Based Data](#)

The Board was in receipt of a report dated April 26, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: D. Noria
Seconded by: S. Carroll

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P98. [City of Toronto – Council Decision – Removal of “Ball Play Prohibited” Signs on City Streets](#)

The Board was in receipt of a report dated April 13, 2017 from Andy Pringle, Chair, with regard to this matter.

Mr. Derek Moran was in attendance and delivered a deputation with regard to the report.

The Board approved the foregoing report and received Mr. Moran's deputation.

Moved by: S. Carroll
Seconded by: C. Lee

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P99. [Central Joint Health and Safety Committee – Meeting Minutes](#)

The Board was in receipt of the public Minutes from the Central Joint Health and Safety Committee meeting that was held on March 09, 2017.

The Board received the foregoing Minutes.

Moved by: D. Noria
Seconded by: S. Carroll

Additional information was also considered during the confidential meeting (Min. No. C74/17 refers).

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P100. [Quarterly Report: Occupational Health and Safety Update for January 1, 2017 to March 31, 2017](#)

The Board was in receipt of a report dated May 02, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: D. Noria
Seconded by: J. Tory

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P101. [Semi-Annual Report: Publication of Expenses July to December 2016](#)

The Board was in receipt of a report dated May 02, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: S. Carroll
Seconded by: S. Noria

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P102. [Annual Report – Grant Applications and Contracts April 1, 2016 to March 31, 2017](#)

The Board was in receipt of a report dated May 02, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: S. Carroll
Seconded by: D. Noria

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P103. [Annual Report: 2016 Enhanced Emergency Management](#)

The Board was in receipt of a report dated May 03, 2017 from Mark Saunders, Chief of Police with regard to this matter.

The Board received the foregoing report.

Moved by: S. Carroll
Seconded by: D. Noria

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P104. [Annual Report: Police Towing Contract – January 2016 to December 2016](#)

The Board was in receipt of a report dated May 04, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: J. Tory
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P105. [Annual Report: 2016 Toronto Transit Commission Special Constables](#)

The Board was in receipt of a report dated May 04 2017 from Mark Saunders, Chief of Police, with regard to this matter.

Mr. Kris Langenfeld was in attendance and delivered a deputation to the Board. A copy of Mr. Langenfeld's written submission is on file in the Board office.

The Board received the foregoing report, Mr. Langenfeld's deputation and written submission.

Moved by: A. Pringle
Seconded by: C. Lee

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P106. [Annual Report: 2016 University of Toronto Special Constables](#)

The Board was in receipt of a report dated May 04, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: S. Carroll
Seconded by: D. Noria

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P107. [Annual Report: 2016 Toronto Community Housing Corporation Special Constables](#)

The Board was in receipt of a report dated May 04, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: S. Carroll
Seconded by: D. Noria

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P108. [Sexual Assault Violence and Harassment – Memo from the Honourable Marie- France Lalonde](#)

The Board was in receipt of a report dated March 28, 2017 from Andy Pringle, Chair with regard to this matter.

The Board approved the foregoing report.

Moved by: J. Tory
Seconded by: S. Carroll

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P109. [Chief's Administrative Investigation: Alleged Sexual Assault Complainant 2016-C](#)

The Board was in receipt of a report dated March 13, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: C. Lee
Seconded by: D. Noria

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P110. [Chief's Administrative Investigation: Custody Injury to Hamza Sheikh](#)

The Board was in receipt of a report dated March 13, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: A. Pringle
Seconded by: C. Lee

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P111. [Annual Report – 2016 Public Sector Salary Disclosure](#)

The Board was in receipt of a report dated April 03, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

Mr. Miguel Avila was in attendance and delivered a deputation to the Board. A copy of Mr. Avila's written submission is on file in the Board office.

The Board received the foregoing report, Mr. Avila's deputation and written submission.

Moved by: S. Carroll
Seconded by: D. Noria

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P112. [An Investigation into the Toronto Transit Commission's Oversight of its Transit Enforcement Unit](#)

The Board was in receipt of a report dated April 20, 2017 from the The Ombudsman Toronto, with regard to this matter.

Mr. Kris Langenfeld was in attendance and delivered a deputation to the Board. A copy of Mr. Langenfeld's written submission is on file in the Board office.

The Board approved the following Motions:

1. That this report be forwarded to all organizations employing Special Constables in Toronto;
2. That the Board, in consultation with the Chief, review its agreements with these organizations in light of the Ombudsman's recommendations; and
3. The Board receive Mr. Langenfeld's deputation and written submission.

Moved by: C. Lee
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P113. [Special Constable Re-Appointments](#)

The Board was in receipt of a report dated April 13, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board approved the foregoing report.

Moved by: D. Noria
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P114. [2017 Operating Budget Variance for the Toronto Police Services Board – Period Ending March 31, 2017](#)

The Board was in receipt of a report dated May 11, 2017 from Andy Pringle, Chair, with regard to this matter.

The Board approved the foregoing report.

Moved by: J. Tory
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P115. [2017 Operating Budget Variance for the Toronto Police Service – Period Ending March 31, 2017](#)

The Board was in receipt of a report dated May 02, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

Mr. Derek Moran was in attendance and delivered a deputation to the Board.

The Board approved the foregoing report and received Mr. Moran's deputation.

Moved by: J. Tory
Seconded by: S. Carroll

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P116. [2017 Operating Budget Variance for the Toronto Police Service – Parking Enforcement Unit - Period Ending March 31, 2017](#)

The Board was in receipt of a report dated May 02, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board approved the foregoing report.

Moved by: C. Lee
Seconded by: K. Jeffers

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P117. [2017 Capital Budget Variance for the Toronto Police Service – Period Ending March 31, 2017](#)

The Board was in receipt of a report dated May 02, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board approved the foregoing report.

Moved by: C. Lee
Seconded by: S. Carroll

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P118. [Request for Additional Special Funds – Toronto Police Service 2017 Pearls in Policing Conference](#)

The Board was in receipt of a report dated April 06, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board approved the foregoing report.

Moved by: C. Lee
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P119. [Approval of Expenses: Ontario Association of Police Services Boards – 2017 Spring Conference and Annual General Meeting](#)

The Board was in receipt of a report dated May 02, 2017 from Andy Pringle, Chair, with regard to this matter.

The Board approved the foregoing report.

Moved by: S. Carroll
Seconded by: D. Noria

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P120. [Award of Minor Building Repairs at Various Toronto Police Service Facilities to New Park Contracting Incorporated – City of Toronto](#)

The Board was in receipt of a report dated May 03, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board approved the foregoing report.

Moved by: C. Lee
Seconded by: S. Carroll

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P121. [Award of Contract: Employee and Family Assistance Program Services](#)

The Board was in receipt of a report dated May 03, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board approved the foregoing report.

Moved by: M Moliner
Seconded by: K. Jeffers

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P122. [Supply and Delivery of Footwear](#)

The Board was in receipt of a report dated April 19, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board approved the foregoing report.

Moved by: D. Noria
Seconded by: C. Lee

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P123. [Award of 2017 Vehicle Purchases Contracts](#)

The Board was in receipt of a report dated May 05, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board approved the foregoing report.

Moved by: C. Lee
Seconded by: M. Moliner

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P124. [Review of School Resource Officer Program](#)

The Board was in receipt of a report dated May 08, 2017 from Andy Pringle, Chair, with regard to this matter.

The following were in attendance and delivered deputations with regard to the report:

- Katie German*
- Phil Morgan
- James Campbell*
- Allison Fisher*
- Desmond Cole

*written submissions also provided; copy on file in the Board office.

Mr. Jeffers proposed the following motion:

That the Board immediately suspend the School Resource Officer Program pending a meeting/consultation with the stakeholders as identified in the original proposal and this process should be chaired by a member of the community for a decision in the fall semester.

Following a discussion, the Board approved the following Motions:

1. That the Board receive the report from Chair Pringle;

2. That the Board request the Chief to review the School Resource Officer (SRO) Program, including consultation with community, student and educator stakeholders and without limiting the foregoing that the review include:
 - a. summary of successful alternatives in place elsewhere;
 - b. statistics arising out of present program including historic statistics or incidents in schools, comparative numbers of arrests, charges and escalations;
 - c. recommendations with respect to enhanced community and parental engagement with any school resource program including the present SRO Program;
 - d. assessments of the overall effectiveness (or not) of the present SRO Program by all stakeholders with particular attention to any evidence or findings as to the effectiveness (or not) of this program with marginalized communities; and,
 - e. an interim report to be submitted for the Board's August meeting
3. That the Board defer consideration of Mr. Jeffers' motion regarding suspension of the SRO Program to its June meeting so that interested parties may have an opportunity to provide comments to the Board; and,
4. The City Solicitor be requested to provide a legal opinion on the scope of the Board's authority with respect to directing the termination of the School Resource Officer program.

Moved by: J. Tory
Seconded by: S. Carroll

This is an Extract from the Minutes of the Public Meeting of the Toronto Police Services Board that was held on May 23, 2017

P125. [**Parking Enforcement East and Parking Headquarters – Close Out Report**](#)

The Board was in receipt of a report dated May 03, 2017 from Mark Saunders, Chief of Police, with regard to this matter.

The Board received the foregoing report.

Moved by: C. Lee
Seconded by: K. Jeffers

**This is an Extract from the Minutes of the Public Meeting of the Toronto
Police Services Board that was held on May 23, 2017**

P126. Confidential Meeting

In addition to the public meeting conducted by the Board today, a confidential meeting was held to consider a number of matters which were exempt from the public agenda in accordance with the criteria for considering confidential matters set out in s.35(4) of the *Police Services Act*.

The following members attended the confidential meeting:

Mr. Andrew Pringle, Chair
Mr. Chin Lee, Councillor & Vice-Chair
Ms. Shelley Carroll, Councillor & Member
Mr. Ken Jeffers, Member
Ms. Marie Moliner, Member
Dr. Dhun Noria, Member
Mr. John Tory, Mayor & Member

Next Regular Meeting

Date: Thursday, June 15, 2017
Time: 1:00 PM

Minutes Approved by:

--original signed--

Andy Pringle
Chair

End.



Toronto Police Services Board Report

May 4, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: The Way Forward (T.W.F.) First Quarterly Implementation Update

Recommendation(s):

It is recommended that the Board receive the T.W.F. First Quarterly Implementation Update for the period January 2017 through March 2017.

Financial Implications:

The final Transformational Task Force (T.T.F.) report, which was approved by the Toronto Police Services Board (Board) at its February 2017 meeting (Min. No. P19/17 refers), includes recommendations that will change how policing services are organized and delivered. Savings to offset on-going budget pressures are anticipated from the new service delivery model. However, investments will also need to be made to enable the transition to and implementation of the modernized Service envisioned by the T.T.F.

Savings Estimates:

The T.T.F. identified total estimated savings of \$100M over three years. In the development of the 2017 budget, and considering known information such as the hiring moratorium, and other actions taken by the Service to achieve budget reductions, approximately \$45M in savings/ cost avoidance have been achieved. Included in the \$45M, are building operating cost savings (\$250,000) from the return of two facilities (used by the Divisional Policing Support Unit and the Public Safety Unit) to the City. These facilities, which the City can monetize, develop or use at it sees fit, have a fair market value of approximately \$4.5M.

The Toronto Police Service (Service) will continue to monitor savings as it moves forward and does a more detailed analysis of the various recommendations (e.g. alternative service delivery options for court services and parking enforcement) in the T.T.F. final report.

Cost Estimates:

As the Service continues to research and more deeply explore the feasibility of T.T.F. recommended initiatives, concepts are being developed into more clearly outlined plans. As more information becomes available, the financial impact of these plans will be determined and reported to the Board. In the meantime, the below information focuses on the costs incurred to-date.

In 2016, necessary costs were incurred for T.T.F. related activities. These costs were funded from the Board's special fund, as well as the Service's 2016 operating and capital budgets, depending on the nature of the expenditure. These costs, totalling \$1.3M, included: a demand model for police services (\$448K); independent information technology assessment (\$188K); strategic advice (\$270K); report writing and design (\$75K); project management (\$31K); strategic communications (\$55K) and uniforms and supplies (\$238K) for the start-up of the Public Safety Response Team.

As part of the quarterly status reports, investments made to implement T.T.F. recommendations will continue to be tracked and reported.

Costs incurred in the first quarter of 2017 total \$0.2M, and include continued project management, strategic communications and procurement services.

The implementation of the various T.T.F. recommendations is a large and complex endeavour which will require a significant amount of work and effort. Accordingly, in addition to the above hard dollar costs, members from across the Service have been redeployed to assist in the implementation of the Task Force recommendations. The Service is tracking the value of these resources as part of its overall project management framework.

Funding Sources for On-Going T.T.F. Related Costs:

As mentioned above, necessary costs incurred in 2016 were funded from various sources, including the Service's operating and capital budgets, as well as the Board's Special Fund.

It is anticipated that future costs to enable the implementation of T.T.F. initiatives will be funded from a new modernization reserve (\$3.5M, subject to Council approval), a one-time Policing Effectiveness and Modernization Grant offered by the Ministry of Community Safety and Correctional Services (\$18.9M, applications subject to approval by the Ministry), and the Service's operating and capital budgets, depending on the nature of the expenditure and availability of funds.

Background / Purpose:

The Board and Service agree that the current business model of policing in Toronto is outdated and no longer sustainable. In response to the challenges and pressures facing the organization, the Board and Service established the T.T.F. to explore opportunities to find sustainable efficiencies in the delivery of policing to the City of Toronto.

The T.T.F. mandate was to look beyond the way policing is currently done in Toronto and to propose a modernized policing model for the City of Toronto that is innovative, sustainable and affordable – a model that will place communities at its core, will be intelligence-led and optimize the use of resources and technology while embracing partnerships as a means of enhancing capability and capacity.

Reporting on our progress is important. All stakeholders need to be able to clearly follow the advance of implementation and determine whether those plans are leading to tangible outcomes and real change. The information contained in this and future quarterly reports will allow the Board, the public and Service members to measure whether the work is proceeding on time and on budget.

In its final report, the T.T.F. described an action plan that defines the path to excellence for the Service. This action plan includes 32 recommendations to modernize the Service, each of which have been grouped into the following work streams:

1. **Technological Improvements** – initiatives which advance the technological capabilities of the service such as the Connected Officer (recommendation #1) and Improved Data, Information and Analysis (recommendation #2)
2. **New Policing Model** – initiatives which involve reengineering current practices to optimize resources and improve service delivery, such as Priority Response (recommendation #4) and Divisional Boundary and Facilities Realignment (recommendation #16)
3. **Service Reallocation** – initiatives assessing non-core policing functions to determine whether alternatives exist that can reduce costs and create efficiencies, for example Lifeguards (recommendation #12), Crossing Guards (recommendation #13), Parking (recommendation #21) and Courts (recommendation #20)
4. **Public Safety, Special Events and Paid Duties** – initiatives that focus on improving service to members such as Public Safety Response Team (recommendation #6) and Overhauling Paid Duties (recommendation #15)
5. **Stakeholder Engagement** – initiatives that focus on strategic engagement of internal and external stakeholders such as Public, Service Member and Association Engagement Strategies (recommendations #25, #26 and #27)
6. **Accountability** – initiatives that focus on improving the accountability of the Service to internal and external stakeholder groups such as Quarterly Progress Updates (recommendation #31) and a Modernization Scorecard (recommendation #32)
7. **Human Resources & Culture Change** – initiatives that will cultivate the potential of our people while modernizing and improving the organizational culture of the Service such as Culture Change (recommendation #23) and HR Strategy (recommendation #24)

The diagram in Appendix A illustrates which work stream each recommendation falls within.

The Strategy Management (S.T.M.) unit of the Service, whose mandate includes defining, developing and realizing the strategic priorities of the Service, is accountable for successful delivery of the initiatives outlined in the final report. Accordingly, S.T.M. recently established an Implementation and Organizational Change Management (O.C.M.) team to jointly lead these efforts. Given the large scope and complexity of the initiatives, many other areas of the Service are involved with, and in some cases, taking a lead role in executing initiatives and or recommendations including: the Business Intelligence & Analytics and Strategic Planning teams who also fall within S.T.M., Human Resources, Information Technology, Finance and Facilities.

Discussion:

Since the T.T.F.s final report, Action Plan: The Way Forward (Action Plan) was released in January, significant progress has been made towards modernizing the Service. Some early successes include:

- The Toronto Anti-violence Intervention Strategy (T.A.V.I.S.) has been disbanded and officers have been strategically redeployed across the service
- Training for the new Special Events model is planned for September 2017
- The Paid Duty framework has been overhauled with implementation anticipated in the near term
- The Public Safety Response Team (P.S.R.T.) will be in place and deployed as of May 2017
- Two Service facilities that housed the Divisional Policing Support Unit and the Public Safety Unit have been closed and returned to the City, as the start of the Service's facilities realignment objective – the City can monetize or use these facilities as it sees fit

In support of the Service's commitment to culture change, a number of accomplishments have been achieved, including:

- A strategic transition of the Diversity and Inclusion Team from Human Resources to the S.T.M. Unit where its role can be integrated into the modernization effort
- Establishing new partnerships with Civic Action Program, Diverse City, focusing on youth engagement and well-being, and the University of Waterloo for digital rebranding
- Establishing an innovation hub called the Police Hub for Innovation Exchange ("The PHIX")
- A scorecard with modernization outcomes, service excellence indicators and modernization process indicators has been developed and is published online

Considering the service-oriented nature of policing and the importance of a strong organizational culture, buy-in and adoption from our members are seen as critical success factors for all of the initiatives being implemented. To begin that buy-in process, a strong focus on member engagement has been initiated:

- Over 4,500 members in the Service as well as the Chief's Consultation Committee (C.C.C.) and Community Policing Liaison Committee (C.P.L.C.) groups were engaged to introduce the Action Plan and to the teams' leading change for the Service
- This engagement effort was followed by Service-wide unit visits from the Chief of Police, demonstrating strong leadership support for modernization
- Members are also being engaged through the creation of Working Groups comprised of representatives from across the Service, to leverage their individual skills/expertise for planning and implementation activities
- A new The Way Forward Intranet website was launched to provide members with updated information on modernization (F.A.Q.s, video's, etc.)
- Development of comprehensive change plan, including internal engagement strategies, which can be found online on the T.T.F. website

Our initial member engagement efforts revealed significant feedback from the frontline regarding insufficient resources during peak times. After assessing our numbers, we realized that we had the resources; however, we had a challenge with our current deployment model. In an effort to address this feedback and improve stakeholder buy-in towards modernization efforts, a new staffing model for the Community Response Unit (C.R.U.) has been deployed, whereby current CRU responsibilities have been refocused, spreading their current responsibilities across a larger number of officers, enabling better deployment of resources to match community needs. We created the Re-focussing Community Safety: A Transition Plan to Modernization to help us maintain business continuity by meeting current demands during peak times. At the same time, this plan allows us to help lay the transition to modernization efforts by meeting two of our three strategic goals of being where the public needs us the most, and by focussing on the complex needs of a large city.

Our third goal of embracing partnerships to create safe communities can be illustrated by our active and deepening engagement with the City of Toronto. This partnership is critical to the Service's success in achieving many of its modernization efforts. Our partnership with the City has been successful to date because we have a senior City staff member onsite three days a week working side-by-side with our implementation and organizational change management teams. This senior person is also helping facilitate many productive meetings between members and City staff on numerous topics that will continue to see the Service successfully anchor itself to the three strategic modernization goals mentioned above that focus on returning to core-policing.

We are also pleased to see that our modernization effort strategically aligns with the Government of Ontario and its modernization agenda. The Policing Effectiveness and Modernization (P.E.M.) grant application for modernization, if realized, will assist the Service in advancing many implementation initiatives.

As we continue to make progress, we are sharing that important information through our member-first engagement strategy, as well as our external engagement strategy. We are using various traditional (e.g. Mainstream media etc.) and non-traditional (e.g. social media) channels (direct and indirect) to reach our various external stakeholders and the communities we serve. We believe through these activities, we will be successful in securing a broad level of understanding amongst all audiences of our modernization efforts.

The breadth and complexity of the remaining initiatives outlined in the Action Plan require considerable planning, leadership and resources from virtually every area of the Service as well as some areas beyond the Service. Accordingly, with the release of the Action Plan in January, key areas of focus have been establishing the appropriate governance and team structures, identifying and developing relationships with key partners and stakeholders external to the Service, as well as reaching out to members in every unit across the Service. We have also formalized recommendations from the Action Plan by clearly defining objectives and outcomes, preparing business cases and drafting initial work plans/timelines.

Additional efforts have been focused on progressing several high impact and complex recommendations:

- Connected Officer: A comprehensive review of best practices is underway and is being leveraged to design a Proof of Concept (P.O.C.) for the connected officer
- District Model: Planning for an initial P.O.C. in 1-2 districts this Fall is actively underway; Environics data analysis will further inform the plans along with input from the Working Groups; territorial optimization is complimentary work that is being carried out in parallel (Recommendations 4, 5 and 16)
- Business Intelligence Enhancement: Along with governance and policy development, the development of a new public safety data portal is underway and currently being tested, continued research and requirements gathering is underway.
- Lifeguards and Crossing Guards: Working groups have been formed, a Request for Information (R.F.I.) for transition of Crossing Guards will be issued and the transition plan for Lifeguards is currently being developed
- Parking and Courts: R.F.P. for cost benefit analysis has been developed and scheduled to be issued in May 2017
- Culture Change: plans to complete a Service-wide culture assessment is underway

Critical next steps include further development of business requirements, P.O.C.s and implementation plans/timelines, issuing as well as development of organizational change management plans to support implementation efforts.

Conclusion:

As we travel towards implementing a new, modern model of policing, the Service is committed to taking advantage of every opportunity and addressing any challenges along the way. By working with our partners and by continuing to meet our strategic goals, we will build trust and be actively accountable, be transparent and engaged, be inclusive and collaborative, and be affordable and sustainable. We believe through these actions, the public will be reassured about our efforts and our intended direction.

We will continue to build on the tremendous progress and momentum that has been made and look forward to continued stakeholder engagement, leadership support and success with the implementation of each recommendation.

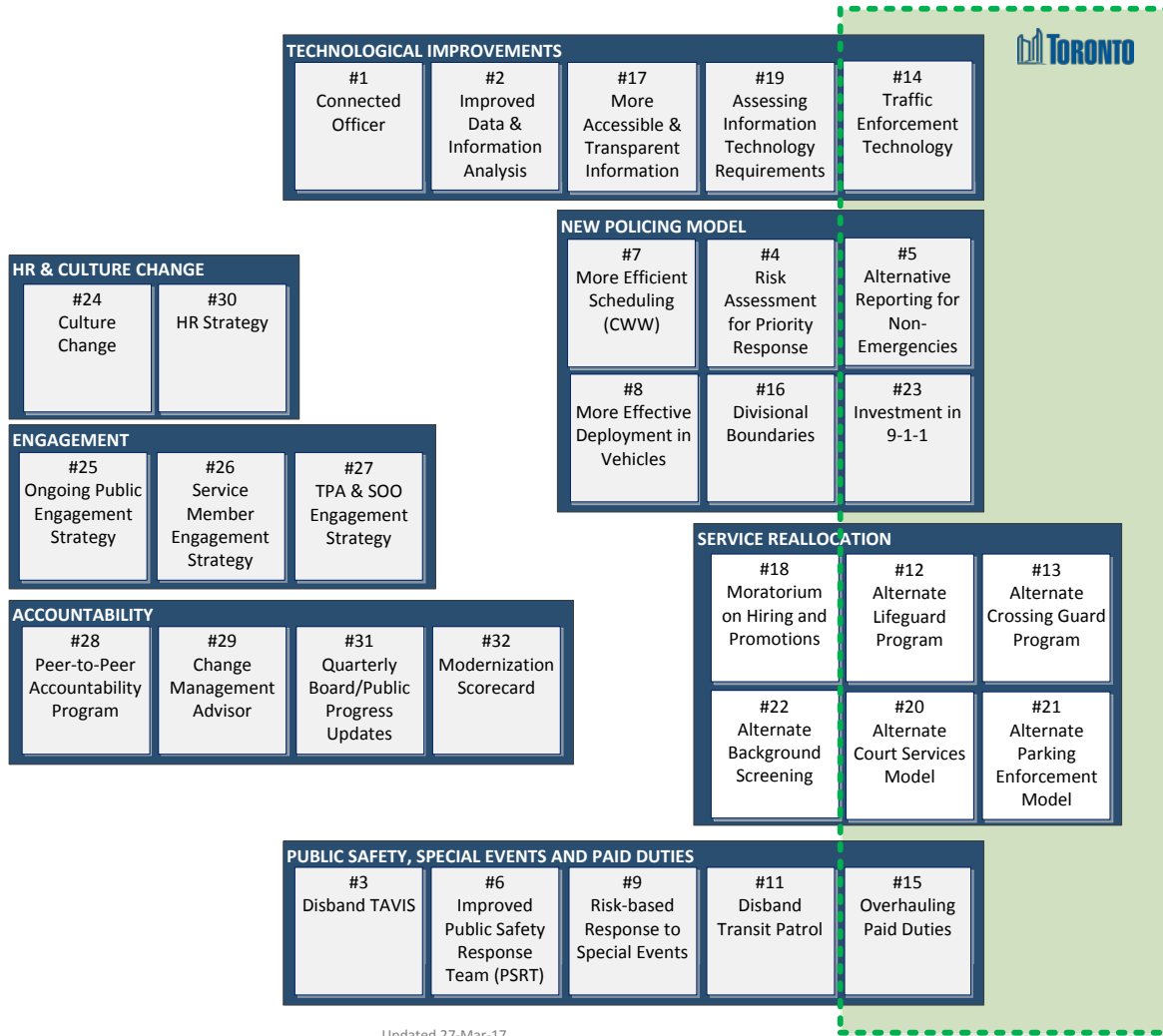
Superintendent Frank Bergen, Strategy Management, and Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

Attachment: Quarterly Update Slides – MAY – Final Version - 20170511

Appendix A: T.W.F. Recommendations & Work Streams



Modernization Process Updates



LEGEND



On Track

The status is on track and progressing as planned/expected.



At Risk

The status is either off track or will soon be off track; however, planned mitigation strategies are expected to bring the issue(s) on track.



Off Track

The status is off track, escalation is required and mitigation strategies are limited or unknown.

TIMELINES	
Last Period	Current Period

Overall status of the project's planned activities (timelines) based on the anticipated end date

BUDGET	
Last Period	Current Period

Overall status of the project's available funding and expenditures (actual and planned)

STAKEHOLDERS	
Last Period	Current Period

Overall satisfaction of the internal and external individuals affected by the project

PROJECT STAFFING	
Last Period	Current Period

Overall status of the number of human resources/people required to deliver the project on time, within budget and to scope


Recommendation #1: Connected Officer

Investment in transitioning from Mobile Workstations in vehicles to smart devices carried by all officers. This will include a full application suite and eNotebook, as well as updating existing applications to a mobile environment and allowing officers to be connected at all times to the most current operational information.

Project Lead(s) CIV J. DeSilva, SGT J. Apostolidis, PC W. Darwish, CIV M. Vincent

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts









PROJECT HEALTH

 On Track

 At Risk

 Off Track

Anticipated End Date: 2019+ (multiple phases)

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	
								

Short-term funding opportunities have been identified (PEM Grant); however, long-term funding will need to be sought out.

Progress in Last 90 Days

- Business case finalized and approved
- Privacy Impact Assessment finalized
- Devices secured for POC
- Application licences secured for POC
- 2 Factor Authentication solutions are being researched
- Ontario Police Services engaged re: best practice research

Progress in Next 90 Days

- Project will pursue budget approval
- PEM alignment
- Current mobile device policy review
- TPS web-based applications will be identified
- RMS mobile requirements will be identified

Beyond 90 Days

The POC will continue, to a maximum of 60 days. Focus sessions will be held to test and review devices and applications. A platform will be determined along with device type(s), for implementation. POC apps will be reviewed and a final list will be determined. Also, TPS web-based apps will be reviewed and determination will be for the mobile environment. The purchasing process will start for selected devices and apps. The production environment will be setup and the training plan will be developed. TPS mobile device policy will be updated accordingly and Stage 1 of the production rollout will start.

Recommendation #2: Improved Capabilities Related to Data, Info and Analysis 'Big Data'

Investment in transitioning from Mobile Workstations in vehicles to smart devices carried by all officers. This will include a full application suite and eNotebook, as well as updating existing applications to a mobile environment and allowing officers to be connected at all times to the most current operational information.

Project Lead(s) SGT J. Apostolidis, PC W. Darwish,
PC A. Goodine, CIV. M. Vincent

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019+ (multiple phases)

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Governance development to continue
- Development environment created and installation completed
- Data modelling in progress
- Consultation with Information Management Group commenced
- Initial training sessions with analysts conducted

Progress in Next 90 Days

- Vendor testing to commence
- Testing for phase 1 release of CAD data
- Statistical and forecasting models will continue to be developed

Beyond 90 Days

Reporting and dashboard releases will be tested. The modelling and development of additional data sources will commence and the Statistical and forecasting modelling will be tested. These statistical and forecasting models will be incorporated into operational applications.

Recommendation #3: Disband TAVIS

TAVIS will be disbanded and existing members will be redeployed to other Service Priorities.

Project Lead(s) SGT J. McCall

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: Jan 2017

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- COMPLETED as of JAN 2017

Progress in Next 90 Days

N/A

Beyond 90 Days

N/A

Recommendation #4: Risk Assessment for Priority Response

Toronto Police Service develop a risk assessment tool to identify non-emergencies that can be addressed through alternative approaches, including redirection to the mandated city department or other agency.

Project Lead(s)

PC M. Bulford, S. Cairns

Project Sponsor(s)

SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019+ (multiple phases)

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Business case finalized and approved
- Internal working group established and commenced
- Procedural review commenced
- Governance review commenced
- Business process redesign commenced
- Statistical analysis underway for alignment with POC in Q4

Progress in Next 90 Days

- Equipment list to be identified
- Training requirements to be identified
- Deployment models to be designed
- Analysis and review of priority call designation to commence

Beyond 90 Days

Testing of reporting and dashboard releases. Modelling and development of additional data sources.

Testing statistical and forecasting modelling.

Incorporate statistical and forecasting models into operational applications.

Recommendation #5: Alternate Reporting and Follow-up for Non-emergencies

The use of alternative ways for people to report non-emergency situations, i.e. where an immediate officer response is not necessary for personal safety, or to meet an immediate investigative need.

Project Lead(s) SGT P. Jones, PC K. Bassett , S. Cairns

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Business case finalized and approved
- Review of special constable status and function
- POC development underway for Q4 implementation
- Vulnerable persons registry P.I.A. commenced
- Review of prisoner management and transportation commenced
- Business process redesign commenced
- Statistical workload analysis commenced
- Online reporting tool review commenced

Progress in Next 90 Days

- Continued POC development
- Review of statistical analysis
- Equipment list to be identified
- Accommodated member status to be reviewed
- Deployment model to be designed
- Job calls released
- Commence development of city-wide communications strategy

Beyond 90 Days

The CopLogic process for online reporting will be reviewed. POC district CISU implementation will commence. there will be continued discussions with key stakeholders regarding alternative service delivery. An internal District CISU survey will be created to measure member satisfaction regarding this model.

Recommendation #6: Improved Public Safety Response

A specialized Public Safety Response Team be formed with a comprehensive mandate that includes extreme event response, public order, search management, and critical infrastructure protection.

Project Lead(s) SGT J. McCall

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: May 2017

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- The unit was being organized and developed.
- Personnel, equipment and fixtures were sourced, allocated and assigned.

Progress in Next 90 Days

- The Unit will have been created and operational as of May 1st, 2017.
- This recommendation can be closed.

Beyond 90 Days

N/A

Recommendation #7: More Efficient Scheduling

We are recommending that the shift schedule known as the Compressed Work Week be reviewed. The current approach requires a consistent deployment, regardless of the time of day or demand patterns, which we believe may limit the Service's ability to deploy resources more flexibly. Changes in this area will require a negotiated change to the collective agreement with the Toronto Police Association.

Project Lead(s) S/SGT J. Hogan, J. Makhlouf, E. Ratnakumar

Project Sponsor(s) TPSB, SUPT F. Bergen, A/ INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Business case finalized and approved
- Review of police service schedules underway
- Initial develop of potential shift structures

Progress in Next 90 Days

- Continued review of schedules
- Request that the TPSB resume the work of the CWW joint committee

Agreement between the TPSB and TPA is required for any changes to the current personnel deployment model required to support various elements of the modernization program.

Beyond 90 Days

Progression of this recommendation is dependant on aforementioned decision point.

Recommendation #8: More Effective Deployment in Vehicles

Using risk and demand analysis, we believe there may be an opportunity to identify situations where unaccompanied officers or response alternatives are more appropriate and will allow for more effective deployment while continuing to ensure officer safety. Changes within the period from 1900 to 0300 will require a negotiated change to the collective agreement with the Toronto Police Association.

Project Lead(s) S/SGT J. Hogan, J. Makhlouf, E. Ratnakumar

Project Sponsor(s) TPSB, SUPT F. Bergen, A/ INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019+ (multiple phases)

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Business case finalized and approved
- Business process redesign in conjunction with R#4 underway

Progress in Next 90 Days

- Request that the TPSB resume the work of the joint committee

Agreement between the TPSB and TPA is required for any changes to the current personnel/vehicle deployment model required to support various elements of modernization.

Beyond 90 Days

Progression of this recommendation is dependant on aforementioned decision point.

Recommendation #9: A Risk-based Response to Special Events

The use of alternative ways for people to report non-emergency situations, i.e. where an immediate officer response is not necessary for personal safety, or to meet an immediate investigative need.

Project Lead(s) S/SGT M. Perreault, SGT J. McCall

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2018

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Business case finalized and approved
- Risk Assessment Matrix completed and approved
- Course training standards being developed

Progress in Next 90 Days

- Training to be delivered
- Implementation of the Risk Assessment Matrix












Beyond 90 Days

As time passes, normal attrition factors will result in the loss of trained Service planners. With that in mind, training will be provided to replacement members as necessary.

Recommendation #10: A More Efficient Retail Response

Recommendation from Interim Report: Toronto Police Services Board seek the Government of Ontario’s approval to appoint and train selected security guards at major shopping malls as Special Constables. These individuals will be authorized to process and release arrested individuals in designated non-emergency situations.

Project Lead(s)	S/SGT M. Perreault, SGT J. McCall	Project Sponsor(s)	SUPT F. Bergen, A/INSP G. Watts
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PROJECT HEALTH								Anticipated End Date: N/A	
 On Track		 At Risk		 Off Track					
TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS	
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period		
									

Progress in Last 90 Days

- RECOMMENDATION REMOVED

Progress in Next 90 Days

N/A

Beyond 90 Days

Recommendation #11: Disband the Transit Patrol Unit

Disbanding the Transit Patrol Unit. The Unit was originally established to supplement the day-to-day role of Divisions to respond to calls for service related to Toronto Transit Commission vehicles, subways and properties. However, this role is no longer required since the Toronto Transit Commission now has Special Constable Program in place. Transit Patrol Unit members will be redeployed to other priorities.

Project Lead(s) SGT J. McCall

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: Jan 2017

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Unit disbanded as of Jan 2017

Progress in Next 90 Days

N/A

Beyond 90 Days

N/A

Recommendation #12: Alternate Delivery of the Lifeguard Program

Toronto Police Service Lifeguard Program and its \$1.1 million budget become the responsibility of the appropriate department of the City of Toronto. This program provides lifeguard services on Toronto beaches while the City of Toronto provides lifeguard services for the rest of the city. Civilian staff currently supporting this program will be redeployed to other priorities.

Project Lead(s)

SGT R. Baker, PC L. Vieira

Project Sponsor(s)

SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2018

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Business case finalized and approved
- Working group with the City of Toronto formalized
- Current state review and analysis underway
- Job shadowing between the City of Toronto and TPS staff underway

Progress in Next 90 Days

- MOU to be drafted and socialized
- Service level agreements to be drafted

Beyond 90 Days

Conduct ongoing job shadowing and support.

Recommendation #13: Alternate Delivery of the School Crossing Guard Program

The School Crossing Guard Program, with its \$6.8 million budget, become the responsibility of the City of Toronto, or an alternative. Currently, the Toronto Police Service administers the program and sends officers to fill in when crossing guards are unexpectedly absent. This recommendation will allow members that support the program to be redeployed to other priorities.

Project Lead(s)

SGT R. Baker, PC L. Vieira

Project Sponsor(s)

SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2018/2019

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Some internal stakeholders have expressed concern over job security.

Progress in Last 90 Days

- Business case finalized and approved
- RFI released to MERX
- Working group with the City of Toronto formalized
- Current state review and analysis underway

Progress in Next 90 Days

- Review and scoring of RFI in conjunction with the City of Toronto

Beyond 90 Days

RFP and vendor selection completed , TPS providing ongoing support, goal to transition the program after the 2017/2018 school year.

Recommendation #14: Using Traffic Technology Enforcement to Improve Public Safety

The City of Toronto implement traffic enforcement cameras that are owned and operated by the City of Toronto, in school zones and areas identified as having higher collision rates, as a way of modifying driver behaviour and reducing risks. This recommendation means that our city will use all of the tools it can to provide the right mix of prevention, enforcement, and response.

Project Lead(s) SGT J. Apostolidis, PC W. Darwish, PC A. Goodine,
CIV M. Vincent

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

Legislative changes are still required to support the purchase and placement of Automated Speed Enforcement (ASE) cameras in Ontario, but this is only one factor in the totality of the Transformational Task Force recommendation. The City of Toronto has actively begun the rollout of new red light enforcement cameras at a significant number of intersections across the city.

Progress in Next 90 Days

The City of Toronto will continue with the placement of new red light enforcement cameras at various intersections across the city.

Beyond 90 Days

The Toronto Police Service will continue to support Toronto Transportation in the quest for legislative changes to the Highway Traffic Act, RSO 1990, and Ontario Regulations. Enabling legislation is critical to the lawful deployment of ASE cameras in Community Safety Zones and School Zones in Ontario.

Recommendation #15: Overhauling Paid Duties

An overhaul of the Paid Duty process. The current process is not well understood and often puts the reputation of the Toronto Police Service at risk. A recommendations for a risk assessment model to ensure that off-duty police officers are only utilized in a paid duty capacity where the skills, authorities, and training of a police officer are necessary. We will also be clear about those situations where private security is the appropriate alternative.

Project Lead(s) S/SGT M. Perreault, SGT J. McCall

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: Jan 2019

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Business case finalized and approved
- Risk Assessment Matrix (RAM) developed and approved

Progress in Next 90 Days

- Paid duty framework to be reviewed and overhauled
- New guidelines developed
- Training needs identified and developed
- Identification of paid duties to divest from

Beyond 90 Days

With internal authority to proceed, many of the new paid duty guidelines will be quickly implemented, but not all of the guidelines are within the realm of internal control. Legislative changes are critical to the successful implementation of some new paid duty guidelines, and this represents a dependency. With changes to legislation, and the lawful authority for Toronto Transportation to develop a Traffic Warden program, the Service will have the capacity to proceed with implementing the remaining paid duty guidelines

Recommendation #16: City-wide Divisional Boundary and Facility Realignment

The Toronto Police Service will begin a phased redesign of its Divisional structure and alignment of facilities. The redesign will follow the principle of lifting all boundaries from the city map, and then using demand and workload modelling to draw new boundaries and facility locations that take into account the boundaries of Toronto's 140 neighbourhoods, and coordinate better with the planning of other city and provincial services.

Project Lead(s) SGT T. McCord, SGT K. Lee, PC D. Gracey, E. Ratnakumar

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019+ (multiple phases)

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Business case finalized and approved
- Job description evaluation and redesign underway
- Statistical workload analysis underway
- Environics tool updated with 2016 data
- Facility review underway

Progress in Next 90 Days

- POC planning for Q4
- Commence working group
- Review current deployment strategies and redesign (patrol areas, neighbourhoods, etc.)
- Business process review and redesign

Beyond 90 Days

New capital investments will be required in the next three years and beyond to enable the Service to act on the major recommendations – such as the building and renovation of police stations. The new and renovated facilities will account for population and police service growth and a delivery model that is continuously adapting.

Recommendation #17: More Accessible and Transparent Information and Services

As the Divisional map is redesigned, we are recommending an investment in modern technology to offer the public open access to information and tools that communities can use to improve neighbourhood safety.

Project Lead(s) SGT J. Apostolidis, PC W. Darwish,
PC A. Goodine, CIV. M. Vincent

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019+ (multiple phases)

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Best practice research completed
- Development and QA version of the portal completed
- Phase 1 data, application and website completed

Progress in Next 90 Days

- First release to include traffic data in support of traffic safety and Vision Zero initiatives
- Training material to be developed

Beyond 90 Days

Develop next releases of information including reported crime. Prepare mapping tools and dashboard for wider public access to relevant information.

Recommendation #18: Moratorium on Hiring and Promotions

A carefully managed moratorium on hiring and promotions between ranks for officers and civilians over the next three years while the Service designs and deploys the new service delivery model. This moratorium will allow the Service to ensure that it has the right type and number of members for the new service delivery model, and the leanest possible management structure.

Project Lead(s)

SGT R. Baker, PC L. Vieira

Project Sponsor(s)

SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Internal stakeholders have expressed concerns over lack promotional opportunities and limited operational resources.

Progress in Last 90 Days

- Processes have been implemented to effect a hiring freeze and a communications strategy developed and executed (uniform and civilian members have been informed).

Progress in Next 90 Days

Monitor and maintain.

Beyond 90 Days

Monitor and maintain.

Recommendation #19: Assessing Information Technology Requirements

The Toronto Police Service will retain an external expert advisor to review potential efficiencies, alternative service delivery models, and future trends for information technology in policing. The advice will include immediate efficiencies that may be possible through benchmarking, as well as an Information Technology Unit organizational assessment and identification of opportunities for alternative service delivery mechanisms.

Project Lead(s)	SGT J. Apostolidis, PC W. Darwish, PC A. Goodine, CIV. M. Vincent	Project Sponsor(s)	SUPT F. Bergen, A/INSP G. Watts
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PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2017 – early 2018

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Reviewed the external consultant's Information Technology Services (ITS) assessment report to determine actions that can be taken in the short-term to enhance ITS's role in effectively supporting the Service's modernization initiatives, while continuing to provide day to day services and work on other projects (e.g., business continuity facility, Enterprise Business Intelligence , etc.). business plan.
- Worked with the business lead to develop a plan for the "Connected Officer" proof of concept (POC), including the Provincial grant application to cover funding for officer devices for the POC.
- Initiated the development of an IT Strategic Plan that supports/enables the TTF final recommendations /2017-2019 business plan.

Progress in Next 90 Days

- Issue a RFS to engage an ITS Strategist and Business Planner to assist in developing the ITS Strategic Plan that supports/enables the final TTF recommendations and other Service priorities.
- Continue to lead and assist with the Connected Officer POC project and develop preliminary budget and operational plans for the project.
- Conduct information gathering and create a business case on the establishment of a business relationship management capability in a meaningful & sponsored manner at TPS, as recommended by the external consultant's IT assessment report.

Beyond 90 Days

Initiate plans for the execution of any short term strategies based on the new ITS Strategic Plan, including a revised organizational structure that includes a Business Relationship Management capability (depending on the ability to hire and promote within the TPS), as recommended by the external consultant.

Develop a plan for the completion of information gathering and cost benefit analysis on potential alternative service delivery strategies.

Finalize the plan for the Connected Officer POC project, in preparation for rollout in late Q4 or early Q1

Recommendation #20: Alternate or Shared Delivery of Court Services

The Toronto Police Service will fully assess whether alternatives exist that can reduce costs while ensuring that the Toronto Police Service fulfills its court security obligations under the Police Services Act.

Project Lead(s) SGT R. Baker, PC L. Vieira

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Some internal stakeholders have expressed concern over job security.

Progress in Last 90 Days

- The City has been engaged to develop a plan for completion of a cost benefit analysis and information gathering has commenced for cost/benefit analysis requirements for the RFP.
- Business requirements and constraints have been identified by stakeholders for inclusion in the RFP.

Progress in Next 90 Days

- An RFP for cost/benefit analysis has been issued by the City and a Vendor will be selected.

Beyond 90 Days

A cost/benefit analysis will be completed and a decision on next steps for outsourcing, either in whole or in part.

Recommendation #21: Alternate or Shared Delivery of Parking Enforcement

The Service fully assess whether there are better alternatives to the current Parking Enforcement Unit that will lower operating costs – as has also been recommended by previous reviews. The Parking Enforcement Unit budget is wholly separate from the Toronto Police Service's annual operating budget.

Project Lead(s) SGT R. Baker, PC L. Vieira

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Some internal stakeholders have expressed concern over job security.

Progress in Last 90 Days

- The City has been engaged to develop a plan for completion of a cost benefit analysis and information gathering has commenced for cost/benefit analysis requirements for the RFP.
- Business requirements and constraints have been identified by stakeholders for inclusion in the RFP.

Progress in Next 90 Days

- An RFP for cost/benefit analysis has been issued by the City and a Vendor will be selected.

Beyond 90 Days

A cost/benefit analysis will be completed and a decision on next steps for outsourcing, either in whole or in part.

Recommendation #22: Alternate or Shared Delivery of Background Screenings

The expanded use of contract agents to conduct background screening as part of the Toronto Police Service's hiring process. The current approach involves a combination of officers and contract agents. Officers who are currently part of this function would be redeployed to other priorities.

Project Lead(s)

SGT R. Baker, PC L. Vieira

Project Sponsor(s)

SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- The Service has recommended expanding the current practice of hiring retired service members as contract agents.

Progress in Next 90 Days

- Approval to be sought from CSMC for next steps.

Beyond 90 Days

Recommendation #23: Investment in 9-1-1

Consultation with the City of Toronto on implementing a 9-1-1 cost recovery fee that would recoup the cost of providing these services to all land and wireless telephone users. The recovery fee would also provide the foundation for future investments in new 9-1-1. The costs to staff, operate and maintain these operations are covered through the Service's budget. At present 9-1-1 cost recovery fees are in place in eight other provinces.

Project Lead(s) SGT P. Jones, PC K. Bassett, CIV. S. Cairns

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019+ (multiple phases)

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Further involvement with municipal, federal and provincial government bodies required in order to realize the full potential of this recommendation.

Progress in Last 90 Days

- Discussions have been held between the City and STM regarding whether the provincial government might address this issue. Further discussions centered around the potential use of the City of Toronto Act for this purpose.
- In any case, the City will be responsible for pursuing this initiative. For the City to do so, the Service will be required to provide certain costings and other information

Progress in Next 90 Days

- Working with BI and Communications Services in order to obtain costing and other data, particularly relating to Next Generation 911.

Beyond 90 Days

Assisting the City to formulate the argument for 911 Cost recovery. Continuous assistance as this process moves forward.

Recommendation #24: Comprehensive Culture Change and Human Resource Strategy

A comprehensive approach to culture change that considers all the ways in which culture is embedded in the organization. The culture change starts from within, how the TPS operates and manages as a public service organization. It also involves an external focus in terms of how the TPS services and engages with the public, stakeholders and partners.

Project Lead(s) SUPT. B. McLean, INSP. S. Coxon

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: ONGOING

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

Policing Effectiveness and Modernization (PEM) Grant submitted to the Ministry of Community Safety and Correctional Services to hire a consultant to conduct a cultural assessment. Drafted a comprehensive Change Management Plan which includes a Change Complexity Assessment, Governance and Review Process, and an Organizational Change Readiness Assessment. See recommendation 30 response for update re: TPS People Strategy 2017-2019 and HR restructuring.

Progress in Next 90 Days

Define scope and expectations for the consultant that will lead the cultural assessment. Conduct Request for Service (RFS), select consultant, and commence service-wide assessment of its culture. (This is contingent on the securing of funding.)

Beyond 90 Days

Cultural assessment completed and results received. Review and assess results of the assessment and develop strategies to align culture with transformation goals. The Change Management plan is to be reviewed and updated regularly and best practices are to be tracked.

Recommendation #25: Public Engagement Strategy

We are recommending that the Service come forward with a broad, inclusive and ongoing public engagement strategy for modernization. This strategy should incorporate opportunities for individual residents, make effective use of the existing Community Police Liaison Committees and Chief's Consultative Committees, and involve community groups and agencies, youth workers, and youth from different neighbourhoods.

Project Lead(s) SUPT. B. McLean, INSP. S. Coxon

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: Jan 2019

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

External (public) engagement strategy completed. External stakeholders identified and means of communication established. Information session was held for the Community Police Liaison Committees and the Chief's Consultative Committees regarding all recommendations from the Action Plan. Corporate project sponsor of CivicAction DiverseCity Program for youth wellness and engagement. Partnership with the University of Waterloo regarding digital branding. Policing Effectiveness and Modernization (PEM) Grant submitted to secure funding for virtual/tele-town hall meetings.

Progress in Next 90 Days

Public engagements will be ongoing and tracked by a database created. Work with external partners to create a Community Advisory Committee (CAC). We will continue to look for future internal and external partnerships to ensure positive ongoing communications and relationships.

Beyond 90 Days

Public engagements will be ongoing and engagement with CAC will be held.

Recommendation #26: Service Engagement Strategy

We are recommending intensive and meaningful engagement with Service members on implementation as an essential part of modernization, and as an opportunity for the leaders of the Service to demonstrate culture change in action. Members should have the chance to speak candidly, feel their input matters and have opportunities for collaboration on questions of design and implementation.

Project Lead(s)

TBC

Project Sponsor(s)

SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: **ONGOING**

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

Internal (employee) engagement strategy completed. From January 28th to February 9th, 158 presentations were conducted throughout the city where 4500 people were engaged about the TTF final report. The Chief attended, engaged and spoke to every Unit throughout the City from February 21st to April 1st. Extensive communications continue with new information in various forums (website, intranet, email, in person, meetings, video conferences, posters etc.) updated weekly.

Progress in Next 90 Days

Create and develop working groups comprised of civilian and uniform members. Implement change agents/liaison officers throughout the service.

Beyond 90 Days

Leverage working groups, change agents and numerous tactics outlined in the internal engagement strategy for ongoing employee engagement.

Recommendation #27: Association (TPA and SOO) Engagement Strategy

We are recommending substantive engagement on implementation with the **Toronto Police Association** and the **Senior Officers' Organization** in the months ahead. These discussions should respect the important role that these two organizations play in representing their respective memberships and the role of the Board and the Service's senior leadership in representing the public interest.

Project Lead(s)

TBC

Project Sponsor(s)

SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019+

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

- Strategy Management has been actively engaged in ongoing conversations with the TPA and Senior Officers Organization.
- The TPA has been asked to identify candidates to assist in the development of team leads for working groups.

Progress in Next 90 Days

- Strategy Management will continue to engage with the TPA and SOO.

Beyond 90 Days

Strategy Management will continue to engage with the TPA and SOO.

Recommendation #28: Establishing New Pathways of Accountability

We are recommending four mutually reinforcing actions to establish new pathways of accountability that are peer-to-peer within the Service, between officers and their leaders, and between the Service and the public. These pathways are components of the culture change plan described in Chapter 6 and will result in a significant shift in the accountability culture of the organization.

Project Lead(s)

TBC

Project Sponsor(s)

SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2020

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

Research conducted with members of the Transformational Task Force and the Toronto Police College on peer to peer project objectives. International programs identified for consideration.

Progress in Next 90 Days

- Further research to be conducted on an exclusive, custom, peer to peer program designee specifically for the Toronto Police Service.

Beyond 90 Days

Development of the peer to peer program with projected roll out in 2020.

Recommendation #30: People Management Strategy

We are recommending a comprehensive people management and HR strategy for the Service that includes significant changes to:

- The roles, functions and structure of the Service's Human Resources unit to enable it to play a more modern and strategic role.
- HR policies, processes, analytics and tools that will enable modernization of service-delivery and deployment changes.

Project Lead(s) SUPT. B. McLean, Jeanette May

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019+ (multiple phases)

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

The outline for a 2017-2019 TPS People Plan has been drafted. Members of HR have been assigned as Team Leads or Team Members for the development of the Key Actions. Efforts are being made to secure an HR project manager to manage the implementation of the strategy's elements, as well as the restructuring the HR function. The Diversity and Inclusion Unit was relocated under the Strategy Management Unit to assist in development/implementation of a D&I strategy. External consultants have completed the review of the HR function and recommended a move to a business partner model. Their final report was received at the end of March, and contents are being reviewed by HR Team to determine an implementation plan. An external consultant has been selected to assist with a competency development. Work has begun.

Progress in Next 90 Days

Continue development of the 2017-2019 TPS People Plan, including socialization with key stakeholders. It is estimated that the Plan will be completed by end of Q2 2017. Presentation to Command by external consultants on HR structure and business partner model scheduled for May. Project Leads and HR managers to determine transition to new HR model. Completion of HR restructuring, with identified new hires in place, targeted for end of Q4 2017. RFS to be prepared to secure required subject matter resources, once confirmation of available funding received (PEM Grant application submitted).

Beyond 90 Days

Continued analysis of roles and responsibilities, governance, and tasks and timelines required to implement HR business partner model, including existing HR skill sets and skill gaps. Begin working with external experts to develop the initiatives within the Key Actions that make up the TPS People Plan.

Recommendation #32: Modernization Scorecard

We are recommending an initial Modernization Scorecard. When fully realized, it will be comprehensive, transparent, accessible to all and an example of culture change in action.

Project Lead(s)	TBC	Project Sponsor(s)	SUPT F. Bergen, A/INSP G. Watts
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PROJECT HEALTH								<div><div></div> On Track</div> <div><div></div> At Risk</div> <div><div></div> Off Track</div>		Anticipated End Date: ONGOING	
TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS			
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period				
<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>				

Progress in Last 90 Days

The scorecard has had all areas updated where current data is available. This includes populating metrics and targets. Further, an explanation of where information came from (methodology) has been added to further inform readers. The updates from this report will be included in the scorecard on the same day as the Board meeting.

Progress in Next 90 Days

With the Diversity and Inclusion Unit moving to Strategy Management, the scorecard will be reviewed to see how diversity can be assessed. It is anticipated that a diversity census will be conducted to inform the scorecard.

Beyond 90 Days

The first ‘take 5’ temperature check, which is a shorter employee engagement survey will be used to update key metrics.

The inclusion of diversity metrics (to be determined).

Additional: The Neighbourhood Officer Program

According to the TTF Interim Report, the centrepiece of the new service delivery model will be a renewed, more integrated and intensified investment in building safe communities and neighbourhoods, with officers focused on local problem solving. A key part of this new model is the proposal that every one of the City of Toronto's 140 identified neighbourhoods will have named, uniformed officers assigned to them on a long-term basis.

Project Lead(s) S/SGT J. Hogan

Project Sponsor(s) SUPT F. Bergen, A/INSP G. Watts

PROJECT HEALTH



On Track



At Risk



Off Track

Anticipated End Date: 2019+ (multiple phases)

TIMELINES		BUDGET		STAKEHOLDERS		PROJECT STAFFING		EXPLANATION OF INDICATORS
Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	Last Period	Current Period	

Progress in Last 90 Days

The initial design work and consultation sessions with Service members has been established. Several reviews by Canadian, UK and US agencies have been identified. TPS and external stakeholder groups (DPSU/TPC/CSC and Humber) have been consulted regarding the Neighbourhood Officer model. The PEM Grant submission proposal has been submitted to MCSCS for a comprehensive research, design, and consultation process for creation of the Neighbourhood Policing Program.

Progress in Next 90 Days

Work stream elements required will be identified as part of a successful PEM grant application, including developing workstream breakdown (tasks/timelines/etc.). Potential members and stakeholders will be identified in order to create a 'Neighbourhood Officer Program' working group and work will begin to execute the research, design and consultation plan.

Beyond 90 Days

Subject to results of PEM grant application, execute research/design/consultation plan as laid out in workstream.



Toronto Police Services Board Report

APRIL 26, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Response to Board Mental Health External Advisory Committee – Race and Language Based Data

Recommendation(s):

It is recommended that the Board receive the following report.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

At its meeting of December 19, 2016, the Board received a report from its External Mental Health Advisory Committee (Min. No. P 270/16 refers).

At this meeting the Board approved the following motion:

1. THAT the Board request the Chief, in consultation with the Board, to develop, implement and measure the outcomes of a comprehensive *Strategy for Addressing Interactions with People with Mental Health Problems*.

The Board requests that the Chief, in developing such a strategy, pay particular attention to the questions and issues raised in the M.H. E.A.C.s report, specifically, concerning the areas of: 1) Leadership and Culture, 2) Use of Force; and 3) Intersectionality and ensure that the strategy developed addresses these questions and issues.

And:

2. THAT, in the interim, while the Strategy is being developed, the Board request the Chief to report at the February 2017 meeting on the ability of the Service to:

- a) Provide detailed disaggregated statistical information to the Board about use of force incidents involving people with mental health problems, including breakdowns related to race, gender, language and age; and
- b) Include in the annual report about the use of Conducted Energy Weapons (C.E.W.s) disaggregated data about the subjects of C.E.W. use involving people in mental distress, including information about the subjects' race, gender, language and age.

And:

3. THAT the Board receive the foregoing report, the presentation and depositions.

The Service is developing its Mental Health Strategy and is presently in consultation with its community partners through the Board's Mental Health Committee. The first meeting took place on April 25 and two more meetings are scheduled for May 30 and June 22.

While a consideration of collecting and reporting on race, gender, language, and age must be part of the strategy development, as an interim update to the Board this report responds to item 2, paragraphs a and b, of the motion.

Discussion:

The Service intends to take steps including consulting with the Ontario Anti-Racism Directorate to collect the information specified in motion 2, a and b.

The collection of race based data, generally, is currently governed by Board Policy, the *Collection, Use and Reporting of Demographic Statistics*; Service Governance Standards of Conduct 1.12, *Confidential Information*; and Service Procedure 16-07, *Collection and/or Use and/or Reporting of Statistics Related to Prohibitive Grounds*.

The Board Policy states, in part, that

The Toronto Police Service will be permitted to collect, use and report statistics related to the grounds prohibited under the Ontario *Human Rights Code*, i.e., race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability, as necessary and appropriate.

Toronto Police Service Governance, Standards of Conduct 1.12 (e), states that members shall

not release statistics relative to the race, colour, creed or sexual orientation of persons involved in any form of criminal activity, except when authorized by the Service

Service Procedure 16-07 states, in part, that

Rationale

The Toronto Police Services Board (Board) now permits the Service to collect, use and report statistics related to the grounds prohibited under the Ontario *Human Rights Code (Human Rights Code)* as necessary and appropriate.

The collection and/or use and/or reporting of statistics related to prohibited grounds under the *Human Rights Code* can benefit various forms of analysis, and can contribute to the deployment of resources and understanding of the activities occurring within the city. While there can be benefits to these statistics, the Service has a duty to ensure that should this type of data be collected and/or used and/or reported, the process is methodologically sound, consistent with accepted industry standards and in keeping with legislation including the *Human Rights Code* and the *Municipal Freedom of Information and Protection of Privacy Act*.

Procedure

Statistics shall not be used by the Service, under any circumstances, to stigmatize, ascribe criminality, to make value judgments on, or otherwise stereotype any community based on group characteristics.

Collection and/or use and/or reporting of statistics related to a prohibited ground will require approval from the Chief of Police.

As outlined above, then, the Service has the discretion to collect and report on race based data where it requires no external permission.

Also, in 2017, the Province of Ontario announced the establishment of an Anti-Racism Directorate to help the Ontario Government and government regulated agencies develop strategies to reduce systemic racism in Ontario. One consideration of the Directorate is to require agencies to collect and report on race based data.

Finally, the recently concluded review of police oversight in Ontario by Justice Michael Tulloch also recommended that police oversight agencies start collecting and reporting on demographic data, including race from police encounters.

Thus, the authority and expectation that the Service collect and report on this data will almost certainly expand in the near future.

However, whether the Service has the capability to collect and report race-based data from use of force incidents is, at this time, more complicated to answer.

The Service presently collects information about the personal and physical characteristics of persons, including their race, sex, gender when applicable, age, and sometimes language, when they are investigated or arrested for committing an offence, or apprehended under the *Mental Health Act*. These descriptors can be helpful when trying to locate or confirm the identity of the person.

For similar reasons, the Service might also collect this information from witnesses and complainants.

Recently, the Service started collecting race-based data pursuant to Ontario Regulation 58/16: *Collection of Identifying Information in Certain Circumstances – Prohibition and Duties*, under the Ontario *Police Services Act*.

The Service also collects and reports on race-based data through such publications as its Environmental Scan and its Hate Bias Crime Statistical Report. The Services Annual Statistical Report contains sex/gender and age data.

In its annual C.E.W. report submitted to the Board, the Service provides data concerning the sex, age, and condition (emotionally disturbed, and/or under the influence of drugs and alcohol) of the person against whom the C.E.W. was used.

Currently, the Service does not, however, collect race and language data on its use of force reports, including its C.E.W. report. This is because these use of force reports are derived from or modelled on the Provincial Use of Force report and currently, the Provincial report does not collect race or language based data.

Without modification to the use of force reports, the task of identifying the race of the person first requires a separate search of the occurrences (apprehension reports) that are associated to the incident where the use of force occurred. This is necessary because the use of force reports and the occurrences do not share the same database. This search is a labour intensive exercise that is inefficient, costly, and slow.

Provincial approval is required for any changes to the Provincial Use of Force report because changes to that report will apply to all police services in Ontario. The Ministry of Community Safety and Correctional Services of Ontario (the Ministry), which oversees policing in Ontario, is currently reviewing the Use of Force report and may consider including a requirement to collect applicable race-based data. The Service has been consulting with the Ministry on such changes.

In the meantime, the Service intends to start the process, including consulting with the Government of Ontario's Anti-Racism Directorate, to amend its use of force reports so that the information can be collected at source, as it is on the apprehension reports.

Conclusion:

In assessing part 2, a and b of the Board motion, the Service notes that it currently collects information about the personal and physical characteristics of persons, particularly their race, age, sex, gender when applicable, and sometimes language, when they are investigated or arrested for committing an offence, or apprehended under the Mental Health Act. These descriptors can be helpful when trying to locate or confirm the identity of the person. However, this data is not routinely publicly released in a disaggregated form.

The Service is also required to collect and report on race based data pursuant to Ontario Regulation 58/16: *Collection of Identifying Information in Certain Circumstances – Prohibition and Duties*, under the Ontario Police Services Act.

On the other hand, the Service does not currently collect this data on its use of force reports because the reports are subject to Provincial authority. The Service and the Ministry are studying the question of collecting this data from the use of force reports.

Nevertheless, the Service has the authority, pursuant to Board Policy and Service Governance, to collect and report race-based data in certain situations and circumstances. The Service anticipates that the recently established Provincial Anti-Racism Directorate will consider requiring Provincial Government regulated agencies to collect and report on such data. Therefore, the Service intends to take the appropriate steps, including consulting with Ontario's Anti-Racism Directorate, to collect and report on the race and language data from use of force encounters involving persons in mental distress.

Deputy Michael Federico, Community Safety Command, will be in attendance to respond to any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MS:mf

Filename: Resp to MH EAC



Toronto Police Services Board Report

April 13, 2017

To: Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: CITY OF TORONTO COUNCIL – REMOVAL OF “BALL PLAY PROHIBITED” SIGNS ON CITY STREETS

Recommendation(s):

It is recommended that the Board forward this report to the Chief of Police for information.

Financial Implications:

There are no financial implications arising from the Board's consideration of this report.

Background/Purpose:

At its meeting held on March 28 and 29, 2017, City Council adopted a Member motion with respect to Earth Day 2017.

The minutes detailing the City's consideration of this motion are available at this link: <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.MM27.32>.

Discussion:

With reference to Council's decision of July 12, 2016 which authorized the playing of hockey and basketball on roadways under specific conditions and in support of Earth Day 2017, Councillor Mike Layton moved that Council should work to eliminate barriers, including the "ball play prohibited" signs from its streets

Council adopted the following:

City Council send a letter to the Chair, Toronto Police Services Board, requesting that officers be educated about the lift of the street play ban, so it is no longer being enforced.

Conclusion:

I recommend that the Board forward this report to the Chief of Police for information.

Respectfully submitted,

Andy Pringle
Chair



Central Joint Health and Safety Committee

- MEETING MINUTES -

**Conference Room 7-A
Toronto Police Headquarters
40 College St., Toronto**

**Wednesday,
March 09, 2017
at 1:30 PM**

Meeting No. 59

Members Present: Chair Andy Pringle, TPSB, Committee Co-Chair
Mr. Jon Reid, TPA, Committee Co-Chair
Mr. Brian Callanan, TPA, Executive Representative
Mr. Tony Veneziano, TPS, Command Representative

Also Present: Mr. Rob Duncan, A/Manager, Occupational Health & Safety
Ms. Deirdre Williams, Recording Secretary

Guests: The following were also in attendance:

Supt. Peter Lennox, Toronto Police College
A/Insp. James Hung, Emergency Task Force & Police Dog Services

Chair for this Meeting: Chair Andy Pringle, TPSB, Committee Co-Chair

Opening of the Meeting:

1. Chair Pringle extended a welcome to everyone in attendance.
2. The Committee approved the public and confidential Minutes from the meeting that was held on November 14, 2016, and the confidential Minutes from the special meeting that was held on February 10, 2017.

The Committee considered the following matters:

3. 31 Division – Improving Access at the Front Entrance
Update by: Mr. Tony Veneziano, TPS Command Representative

The Committee had anticipated an action plan (previously requested at the November 14, 2016 meeting, Minutes: Meeting No. 57 refers) with respect to the recommendations that were made by members of 31 Division to improve accessibility for the public at the front entrance of the station. The recommendations were made at the Committee's February 01, 2016 meeting and are reprinted below:

Entrance to 31 Division – a wall-mounted push-button switch to automatically activate the front doors should be installed to provide better access for people with disabilities. And, in addition, a wall-mounted telephone should be installed on the exterior side of the front doors so that a person can call the officer at the front desk and request his/her assistance with the doors or, as an alternate option, the officer could activate the doors via a switch that is located at the front desk. P.C. Harris said that both of these issues have been formally reported through the TPS building deficiency process.

Ms. May said that the TPS has an obligation to comply with accessibility requirements and that she would discuss these recommendations with the Chief Administrative Officer as soon as possible.
(Minutes: Meeting No. 56 refers)

An action plan will be provided to the Committee for its next meeting.

Mr. Veneziano advised that, with respect to lighting at 31 Division, an electrician will install additional lighting to improve visibility on the exterior pathways around the station.

Written notes that had been prepared by Mr. Veneziano with respect to the work to be completed by an electrician are attached to these Minutes for information.

Status:	31 Division: Improving Access at the Front Entrance: <u>Ongoing</u>
Action:	Mr. Veneziano will provide an action plan at the next meeting.

4. Marine Unit: Barn Swallows
Update by: Mr. Tony Veneziano, TPS Command Representative

Mr. Veneziano advised that the City has hired an environmental specialist who will develop a plan for an alternative nesting site for the barn swallows.

The Committee noted that S/Sgt. Adrienne Johnstone, Marine Unit, had sent email correspondence indicating that she and members of the Marine Unit are meeting with TPS –

Facilities Management and the City's environmental specialist on a regular basis with respect to the design of a new nesting structure for the barn swallows. A copy of the email correspondence is on file with the Recording Secretary.

Chair Pringle inquired as to the specific reason for the complicated delay in resolving the ongoing problems arising from the nests that are created by the barn swallows. Mr. Veneziano said that neither the TPS nor the City can remove or adjust the nests because the Ministry of Natural Resources has identified the barn swallow as a protected species.

Chair Pringle said that he would like to meet with a representative of the Ministry of Natural Resources at the Marine Unit as soon as possible so that the Ministry can see the extent of the mess that is created by the barn swallows. Mr. Reid and Mr. Callanan also indicated an interest in attending the meeting when it is scheduled with the Ministry.

The Committee agreed to hold its next meeting at the Marine Unit when the barn swallows return and resume nesting after their winter migration. This meeting is likely to take place in late May or early June.

Written notes that had been prepared by Mr. Veneziano with respect to this matter are attached to these Minutes for information.

Status:	Marine Unit: Barn Swallows: <u>Ongoing</u>
Action:	The Committee requested Mr. Veneziano to provide an update on this matter at the next meeting.

Critical Injuries:

5. Preliminary details of critical injuries that had occurred since the previous meeting were considered by the Committee. Details of the Committee's discussions and decisions are recorded in the confidential Minutes for this meeting.

Quarterly Update:

6. TPS Wellness Initiatives & Wellness Information on the Intranet
Update by: Mr. Tony Veneziano, TPS Command Representative

Mr. Veneziano delivered the quarterly wellness update, including the results of recent wellness initiatives and the status of the new in-service training "Road to Mental Readiness" ("R2MR"). Mr. Reid asked whether the R2MR would be mandatory training for all TPS members. Mr. Veneziano confirmed that it is mandatory annual training which will be provided initially to supervisors and then all other members. Mr. Veneziano also said that the R2MR is currently being provided to all police recruits at the Ontario Police College.

Written notes that had been prepared by Mr. Veneziano with respect to these issues are attached for information.

Status:	Quarterly Update: TPS Wellness Initiatives: <u>Ongoing</u>
Action:	Mr. Veneziano will provide a further update at the next meeting.

Annual Reviews:

7. TPSB Occupational Health and Safety Policy – 2017 Review
Review by: All Members

The Committee conducted its annual review of the TPSB's Occupational Health and Safety policy and agreed that no recommendations for amendments were necessary at this time.

A copy of the current policy is on file with the Recording Secretary.

Status:	2017 Review of the TPSB's Occupational Health and Safety Policy: <u>Resolved</u>
Action:	The Committee agreed that this matter has been resolved and that no further action is required at this time.

8. *Terms of Reference* – 2017 Review
Review by: All Members

The Committee conducted its annual review of the *Terms of Reference* and agreed that no recommendations for amendments were necessary at this time.

A copy of the current *Terms of Reference* is on file with the Recording Secretary.

Status:	2017 Review of the <i>Terms of Reference</i>: <u>Resolved</u>
Action:	The Committee agreed that this matter has been resolved and that no further action is required at this time.

9. New Matters for Consideration– 2017 Review
Review by: All Members

Mr. Reid raised one new matter which potentially affects the safety of police officers. Details of the Committee's discussion and decisions are recorded in the confidential Minutes for this meeting.

****Confidential Matters****

The Committee also considered several other confidential matters.

Details of the Committee's discussions and decisions regarding these matters have been recorded in the confidential Minutes for this meeting.

Next Regular Meeting:

Date: To be determined
Location: Marine Unit

Members of the Central Joint Health and Safety Committee:

Andy Pringle, Co-Chair Toronto Police Services Board	Jon Reid, Co-Chair Toronto Police Association
Tony Veneziano, Command Representative, Toronto Police Service	Brian Callanan, Executive Member Toronto Police Association

CENTRAL JOINT HEALTH & SAFETY COMMITTEE (CJHSC)

CHIEF ADMINISTRATIVE OFFICER - NOTES FOR MINUTES

Date of Meeting: Wednesday, March 8, 2017
 Time: 13:30 – 15:30 hrs
 Location: Toronto Police Headquarters, 40 College St.

Public Agenda Items

#	Item	Notes
3	31 Division: Improving access at the front entrance.	<ul style="list-style-type: none"> Facilities Management has assessed the lighting of 31 Division and has engaged an electrician to install additional lighting to enhance pathways, building address, and overall area visibility. The work is expected to be completed by Q2 2017.
4	Marine Unit: Update on management of Barn Swallows.	<ul style="list-style-type: none"> Facilities Management has acquired a consultant team that includes an environmental consultant to develop a plan that includes the construction of an alternate nesting location for these protected species. The project is currently in design development stage and an approval from the Ministry of Natural Resources is required before work can proceed. It is also important to note that to reduce the likelihood of birds returning, Facilities has recommended that the overhead doors to the boat slips must remain closed.
11	Wellness Update	<p><i>Current wellness statistics for 2017 are summarized as follows:</i></p> <ul style="list-style-type: none"> Rev. Bhante (Buddhist Monk) attended HQ and TPC for two lunch and learns discussing meditation and wellbeing Website updated with 2 new articles Nutritional counselling sessions – ongoing with 7 completed to date in 2017 Attended Court Services (Scarborough Courts) for Nutrition and Stress Management Presentation Trauma Sensitive Yoga classes for restoration – offered every Friday at TPC Restorative meditation – every Wednesday at HQ (approximately 20 participants) In Service Training – each class receives a Suicide Awareness Presentation Ongoing wellness presentations for courses being taught at the college: Ethics, Sexual Assault, Court Supervisors Presentation conducted at HQ for YIPs on Student Stress and Nutrition

** End of public agenda items. **



Toronto Police Services Board Report

May 2, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

**Subject: Quarterly Report: Occupational Health and Safety
Update for January 1, 2017 to March 31, 2017**

Recommendation(s):

It is recommended that the Board receive this report.

Financial Implications:

There are no financial implications relating to the recommendations contained within this report.

Background / Purpose:

At its meeting on January 24, 2005, the Board received an update on occupational health and safety matters relating to the Toronto Police Service (Service) (Min. No. C9/05 refers). Following consideration of the report, the Board requested the Chief of Police to provide quarterly confidential updates on matters relating to occupational health and safety. The Board, at its meeting on August 21, 2008, further requested public quarterly reports for occupational health and safety matters (Min. No. C224/08 refers).

The purpose of this report is to update the Board on matters relating to occupational health and safety issues for the first quarter of 2017.

Discussion:

First Quarter Accident and Injury Statistics

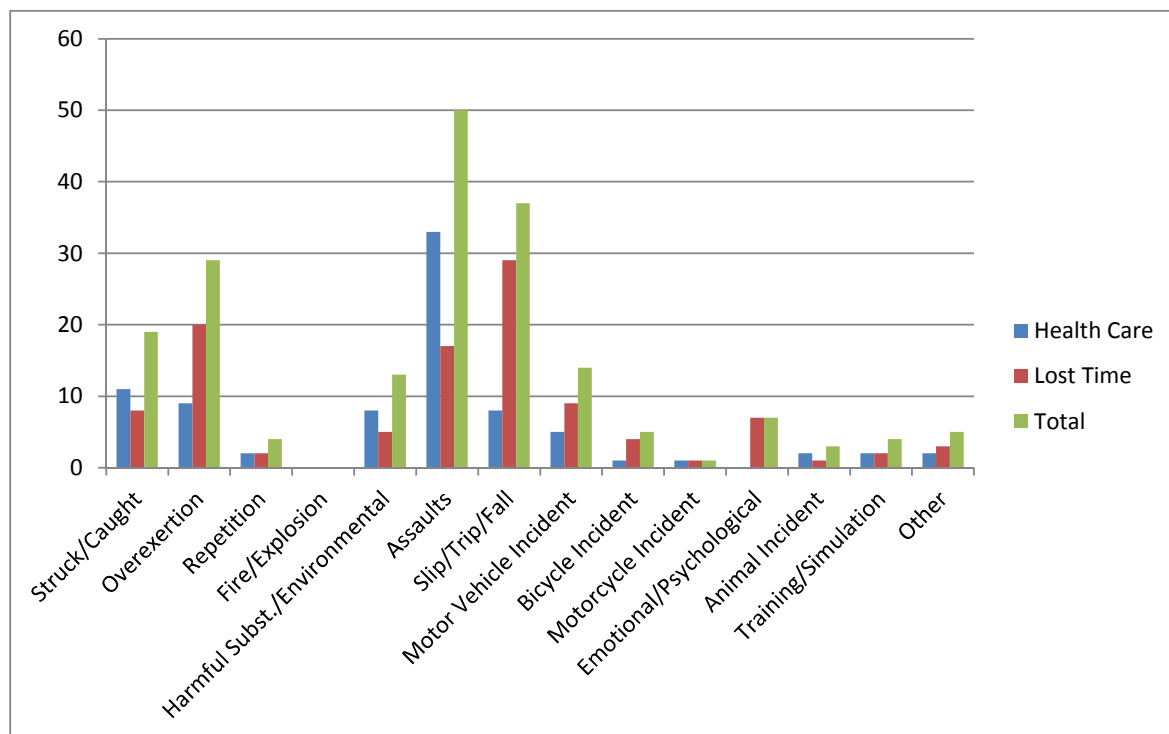
From January 1, 2017, to March 31, 2017, there were 175 reported workplace accidents/incidents involving Service members, resulting in lost time from work and/or health care which was provided by a medical professional. These incidents were reported as claims to the Workplace Safety and Insurance Board (W.S.I.B.). During this

same period, 38 recurrences of previously approved W.S.I.B. claims were reported. Recurrences can include, but are not limited to, ongoing treatment, re-injury, and medical follow-ups ranging from specialist appointments to surgery.

As a Schedule 2 employer, the Service paid \$94,309 in health care costs for civilian members and \$293,331 in health care costs for uniform members for the first quarter of 2017.

Injured on Duty reports are classified according to the incident type. The following graph and chart summarize the Injured on Duty reports received by the Occupational Health and Safety Unit during the first quarter of 2017:

*Injured on Duty Reports
January to March 2017*



*Injured on Duty Reports
January to March 2017*

Incident Type	Health Care	Lost Time	Total Q1 2017	Total Q1 2016
Struck/Caught	14	11	25	64
Overexertion	8	13	21	9
Repetition	0	5	5	7
Fire/Explosion	0	5	5	1
Harmful Substances /Environmental	9	4	13	8
Assaults	37	16	53	40
Slip/Trip/Fall	6	13	19	22
Motor Vehicle Incident	0	10	10	15
Bicycle Incident	0	0	0	2
Motorcycle Incident	0	0	0	0
Emotional/Psychological	1	4	5	22
Animal Incident	1	1	2	2
Training/Simulation	7	5	12	2
Other	1	4	5	5
Totals	84	91	175	199

The top five incident categories are:

1. Assaults: 53 reported incidents.
2. Struck/Caught: 25 reported incidents.
3. Overexertion: 21 reported incidents.
4. Slip/Trip/Fall: 19 reported incidents.
5. Harmful Substances: 13 reported incidents.

The highest category of incidents during this reporting period is the “Assault” category. Assaults by arrested parties, suspects, or members of the public typically form one of the largest categories of Injured on Duty reports due to the nature of police work. A significant portion of training received by police officers is designed to mitigate the risk of these types of injuries.

During the first quarter of 2016, there were 3 separate incidents in the Emotional/Psychological category which each resulted in multiple members losing time concurrently. This resulted in a larger number of claims during the first quarter of 2016 as compared to the first quarter of 2017.

Critical Injuries

The employer has the duty to report, but not adjudicate, the seriousness of injuries, and pursuant to *Section 51 of the Occupational Health and Safety Act and Ontario*

Regulation 834, must provide notice to the Ministry of Labour (M.O.L.) of all critical injuries which occur in the workplace.

For the first quarterly report for 2017, there were three critical injury incidents reported to the M.O.L. The incidents were confirmed by the M.O.L. to be critical injury incidents which resulted from a cause in the workplace. For each critical injury incident, an investigation is conducted by the Service independent of the M.O.L. investigation, involving both the injured member's local Joint Health and Safety Committee and the Service's Occupational Health and Safety Unit. In each case, root causes are sought and recommendations are made, where applicable, to reduce the risk of similar incidents in the future.

Communicable Diseases

As part of the Communicable Disease Exposure Surveillance Program, members of the Occupational Health and Safety Unit reviewed reported exposures during the months indicated. The majority of these exposures did not result in claim submissions to the W.S.I.B. However, there is an obligation to ensure that a communication is dispatched to members of the Service from a qualified designated officer from the Medical Advisory Services team. In the event that a member requires information or support regarding a communicable disease exposure, they will be contacted by a medical professional from Medical Advisory Services in order to discuss potential risk, treatment options as required, and to ensure that the member is supported properly with respect to stress and psychological wellbeing.

Member Exposure to Communicable Diseases January to March 2017

Reported Exposures	January	February	March	Q1 - 2017	Q1 - 2016
Bodily Fluids, Misc.	14	24	22	60	51
Hepatitis A, B, & C	4	4	2	10	7
HIV	0	2	7	9	5
Influenza	0	0	0	0	2
Measles, Mumps, Rubella	0	0	0	0	0
Meningitis	0	0	0	0	0
Staphylococcus Aureus	0	0	13	13	13
Tuberculosis	5	0	0	5	11
Varicella (Chickenpox)	0	0	0	0	0
Other, Miscellaneous	2	9	14	25	7
Total	25	39	58	122	96

Reported exposures under category "Other, Miscellaneous" increased by 18 over the same quarter in 2016. An analysis of this increase found that there were two incidents which occurred in February and March in which several members were involved, resulting in multiple exposures.

Reported exposures under category “Bodily Fluids” increased by 9 over the same quarter in 2016. An analysis of the increase found that there was one specific incident which occurred in February in which several members were involved, resulting in multiple exposures.

As a result of a determination made by the Central Joint Health and Safety Committee at its meeting on March 29, 2010, the Occupational Health and Safety Unit monitors incidents where members report exposure to bed bugs. There were 14 reported exposures to bed bugs in the first quarter of 2017.

Medical Advisory Services

The disability statistics provided below summarize all non-occupational cases. By definition, “short-term” refers to members who are off work for greater than fourteen days, but less than six months. “Long-term” refers to members who have been off work for six months or greater.

Disability distribution of Service members is summarized in the following chart:

Member Disabilities: Non-Occupational January to March 2017

Disability Category	January	February	March
Short-Term	69	60	67
Long-Term – LTD	4	4	4
Long-Term – CSLB	71	74	74
Total Disability per Month – Q1, 2017	144	138	145
Total Disability per Month – Q1, 2016	129	127	126
Percent Change from Previous Year	+11%	+8%	+15%

Workplace Violence and Harassment Statistics:

Bill 168, the Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace) 2009, came into force on June 15, 2010. As a result of this amendment, the *Occupational Health and Safety Act* now includes definitions of workplace violence and workplace harassment, and Part III.0.1 describes employer obligations with respect to violence and harassment in the workplace.

In the first quarter of 2017, there were two new documented complaints which were categorized by Professional Standards as having the potential to meet the criteria of workplace harassment as defined in the *Occupational Health and Safety Act*. These complaints are being investigated.

Conclusion:

This report provides an update to the Board on matters relating to occupational health and safety issues for the first quarter in 2017.

The next quarterly report for the period of April 1, 2017 to June 30, 2017 will be submitted to the Board for its meeting in July 2017.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MS:RD:cp

Board Report-Public OHS update-Q1 January to March 2017



Toronto Police Services Board Report

May 2, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Semi-Annual Report: Publication of Expenses – July to December 2016

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

The Board, at its meeting on February 16, 2012, passed a motion requiring the expenses of Board Members, the Chief, the Deputy Chiefs and Chief Administrative Officer (C.A.O.), excluded members at the level of X40 and above and Service members at the level of Staff Superintendent and Director to be reported to the Board on a semi-annual basis. The expenses to be published are in three areas: business travel, conferences and training and hospitality and protocol (Min. No. P18/12 refers).

The purpose of this report is to advise the Board of the expenses incurred by Board and Service members during the period July 1, 2016 to December 31, 2016.

Discussion:

Attached to this report as Appendix A are the expenses, for the second half of 2016, for the applicable Service and Board Members. The publication of this information will be available on the Board's and Service's internet sites.

Conclusion:

This report contains details for the three categories of expenses incurred by Board and Service members, for the period July 1, 2016 to December 31, 2016.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

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Expenses Second Half 2016.doc

Appendix A

Toronto Police Service and Toronto Police Services Board

Expense Publication Summary

Period: July 1 to December 31, 2016

Member	Expenses Reported
Califaretti, Sandra	\$2,449.94
Campbell, Joanne	\$2,198.25
Carroll, Shelley	\$1,293.22
Di Tommaso, Mario	\$7,375.13
Farahbakhsh (May), Jeanette	\$2,817.97
Federico, Michael	\$3,006.71
Giannotta, Celestino	\$1,762.37
Jeffers, Ken	\$0.00
Kijewski, Kristine	\$252.29
Lee, Chin	\$0.00
Martin, Kathryn	\$7,224.42
Moliner, Marie	\$0.00
Noria, Dhun	\$0.00
Pringle, Andrew	\$0.00
Pugash, Mark	\$0.00
Ramer, James	\$8,471.64
Russell, Thomas	\$0.00
Saunders, Mark	\$11,761.71
Stubbings, Richard	\$2,409.64
Tory, John	\$0.00
Veneziano, Tony	\$3,853.81
Total Expenditures Reported	<u>\$54,877.10</u>



**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Finance & Business Management
Member: Califaretti, Sandra
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 29 - October 21	Meetings at various locations in Toronto, Ontario	\$27.01
		\$27.01

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 6	Government Finance Officers Association (G.F.O.A.) Annual Better Budgeting Webinar at Toronto Police Service (T.P.S.) Headquarters in Toronto, Ontario	\$83.33
December 4 - 6	Public Sector Transformation Conference in Ottawa, Ontario	\$2,339.60
		\$2,422.93

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$2,449.94
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Toronto Police Services Board
Member: Campbell, Joanne
Job Title/Rank: Executive Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 11 - 14	Canadian Association of Police Governance (C.A.P.G.) Conference in Ottawa, Ontario	\$2,198.25
		\$2,198.25

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$2,198.25
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Toronto Police Services Board
Member: Carroll, Shelley
Job Title/Rank: Toronto Police Services Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 11 - 14	Canadian Association of Police Governance (C.A.P.G.) Conference in Ottawa, Ontario	\$1,293.22
		\$1,293.22

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$1,293.22
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Central Field Command
Member: Di Tommaso, Mario
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 18 - 20	Ontario Association of Chiefs of Police (O.A.C.P.) Executive Forum in Toronto, Ontario	\$661.44
October 21 - 30	Pearls in Policing International Action Learning Group (I.A.L.G.) First Seminar in Brussels, Belgium	\$5,564.91
November 16 - 17	Canadian Association of Chiefs of Police (C.A.C.P.) Counter-Terrorism and National Security Forum in Ottawa, Ontario	\$883.25
		\$7,109.60

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 22	Youth in Policing Initiative (Y.I.P.I.) Students Event at Toronto Police College (T.P.C.) in Toronto, Ontario	\$46.20
October 7	Visiting Toronto Police Service (T.P.S.) Member in Hospital in Toronto, Ontario	\$3.60
November 13	Remembrance Day Mass in Toronto, Ontario	\$215.73
		\$265.53

Member Total	\$7,375.13
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Human Resources
Member: Farahbakhsh (May), Jeanette
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 13	Meeting at City Hall in Toronto, Ontario	\$9.90
August 25	Change Management Meeting in Toronto, Ontario	\$13.51
September 13 - October 31	Meetings at various locations in Toronto, Ontario	\$122.06
October 19	Trillium Hospital Meeting in Mississauga, Ontario	\$13.50
October 31	Deloitte Meeting in Toronto, Ontario	\$28.82
November 9	Workforce Analytics Seminar in Toronto, Ontario	\$24.31
November 4 - 23	Meetings at various locations in Toronto, Ontario	\$176.28
November 7	Deloitte Meeting in Toronto, Ontario	\$28.82
November 16	Deloitte Meeting in Toronto, Ontario	\$28.82
		\$446.02

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 9	Human Resources Professional Association (H.R.P.A.) Conference in Toronto, Ontario	\$26.25
December 4 - 6	The Conference Board of Canada Public Sector Transformation Conference in Ottawa, Ontario	\$2,345.70
		\$2,371.95

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period	\$0.00
		\$0.00

Member Total	\$2,817.97
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Community Safety Command
Member: Federico, Michael
Job Title/Rank: Deputy Chief of Police

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 2 - 5	Ontario Association of Chiefs of Police (O.A.C.P.) Board of Directors Meeting in Ottawa, Ontario. Accommodations paid by O.A.C.P.	\$337.34
July 5	Ismail Council Luncheon Meeting in Toronto, Ontario	\$9.02
July 27	Mayor's Interfaith Breakfast Reception in Toronto, Ontario	\$7.43
July 28	Focus Rexdale Steering Committee Meeting in Toronto, Ontario	\$9.90
August 8	Meeting at Mayor's office in Toronto, Ontario	\$7.43
September 12	Meeting at Metro Hall in Toronto, Ontario	\$10.81
October 25	Accountability Strategy Toronto Seniors Meeting in Toronto, Ontario	\$13.50
October 30	Focus Rexdale Steering Committee Meeting in Toronto, Ontario	\$13.51
November 3	2016 Silver Star Dinner Event in Toronto, Ontario	\$9.01
November 9	Facilities Planning Advisory Council (F.P.A.C) Meeting in Toronto, Ontario	\$13.52
November 30	Undocumented Torontonians Meeting in Toronto, Ontario	\$8.10
December 3	Youth in Policing Initiative (Y.I.P.I.) Gala Event in Toronto, Ontario	\$13.51
December 5	Toronto Police Association (T.P.A.) Meeting in Toronto, Ontario	\$6.76
		\$459.84

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 14 - 16	Canadian Association of Chiefs of Police (C.A.C.P.) Annual Conference in Ottawa, Ontario	\$2,431.87
October 27	Federal Bureau of Investigation Academy Associates (F.B.I.N.A.A.) New York State/Eastern Canada Chapter Annual Training and Luncheon in Niagara Falls, Ontario	\$30.00
		\$2,461.87



**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Community Safety Command
Member: Federico, Michael
Job Title/Rank: Deputy Chief of Police

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 21	Retirement Dinner in Toronto, Ontario	\$85.00
		\$85.00
Member Total		\$3,006.71



**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Information Technology Services
Member: Giannotta, Celestino
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 25 - 28	Canadian Association of Chiefs of Police (C.A.C.P) Information, Communication & Technology (I.C.T.) Quarterly Committee Meeting in Vancouver, British Columbia	\$1,762.37
		\$1,762.37

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period	\$0.00
		\$0.00

Member Total	\$1,762.37
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Toronto Police Services Board
Member: Jeffers, Ken
Job Title/Rank: Toronto Police Services Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$0.00
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Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016

Unit: Operational Support Services
Member: Kijewski, Kristine
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 23	Toronto Police Service French Community Consultative Committee Town Hall Meeting in Toronto, Ontario	\$252.29
		\$252.29
Member Total		\$252.29



**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Toronto Police Services Board
Member: Lee, Chin
Job Title/Rank: Toronto Police Services Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Detective Operations
Member: Martin, Kathryn
Job Title/Rank: Staff Superintendent

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 11 - 13	Law Amendments Committee Meeting in Ottawa, Ontario	\$979.18
November 7 -10	Canadian Integrated Response to Organized Crime (C.I.R.O.C.) and the Canadian Association of Chief of Police's (C.A.C.P.) Organized Crime Committee Meeting in Quebec City, Quebec	\$814.39
November 30 - December 2	Law Amendments Committee Meeting in Edmonton, Alberta	\$1,569.46
		\$3,363.03

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 12 - 14	Major City Chiefs Association Conference (M.C.C.A) in San Diego, California	\$1,935.69
November 15 -17	Canadian Association Chiefs of Police (C.A.C.P) Counter-Terrorism and National Security Forum in Ottawa, Ontario	\$793.70
		\$2,729.39

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 19	Black Community Police Consultative Committee (B.C.P.C.C.) Meeting in Toronto, Ontario	\$27.10
October 4	B.C.P.C.C. Meeting in Toronto, Ontario	\$24.40
November 6	Chiefs Gala in Toronto, Ontario	\$250.00
November 7	B.C.P.C.C. Meeting in Toronto, Ontario	\$24.40
November 24	William Bishop Award Event at Toronto Police Service (T.P.S.) Headquarters in Toronto, Ontario	\$781.70
December 5	B.C.P.C.C. Meeting in Toronto, Ontario	\$24.40
		\$1,132.00

Member Total	\$7,224.42
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Toronto Police Services Board
Member: Moliner, Marie
Job Title/Rank: Toronto Police Services Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Toronto Police Services Board
Member: Noria, Dhun
Job Title/Rank: Toronto Police Services Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Toronto Police Services Board
Member: Pringle, Andrew
Job Title/Rank: Chair, Toronto Police Services Board

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Corporate Communications
Member: Pugash, Mark
Job Title/Rank: Director

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
December 8	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Detective Operations
Member: Ramer, James
Job Title/Rank: Deputy Chief of Police

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 16	Metro Toronto Convention Centre (M.T.C.C) Meeting with Canadian Security Intelligence Service (C.S.I.S.) in Toronto, Ontario	\$13.50
November 8 -13	United States Marshall Meeting in Washington, D.C.	\$1,712.88
November 16	M.T.C.C Meeting with Canadian Security Intelligence Service (C.S.I.S.) in Toronto, Ontario	\$22.54
November 29- 30	Ontario Provincial Police (O.P.P.) Meeting in Niagara Falls, Ontario	\$189.24
December 1	U.S. Consulate Event in Toronto, Ontario	\$18.00
		\$1,956.16

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 13 - 19	International Association Chief's of Police Conference, San Diego, California	\$5,173.31
November 15 -18	Canadian Association Chief's of Police (C.A.C.P) Counter Terrorism and National Security Forum in Ottawa, Ontario	\$905.62
		\$6,078.93

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 18	Black Community Police Consultative Committee (B.C.P.C.C.) Meeting in Toronto, Ontario	\$33.24
August 2	Business Meeting in Toronto, Ontario	\$82.27
October 6	Retirement Dinner in Toronto, Ontario	\$65.00
October 27	Retirement Dinner in Toronto, Ontario	\$70.00
December 5	Joint Operations Meeting Toronto Fire and Emergency Management Services (E.M.S.) in Toronto, Ontario	\$97.60
December 14	Business Meeting in Toronto, Ontario	\$88.44
		\$436.55

Member Total	\$8,471.64
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Chief's Office
Member: Saunders, Mark
Job Title/Rank: Chief of Police

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 13 - 14	Leadership in Counter Terrorism (L.i.n.C.T.) Board of Governors Meeting in Alexandria, Virginia	\$1,289.72
September 25	Canadian Police and Peace Officers Memorial Services in Ottawa, Ontario	\$439.84
October 27 - 28	Leadership in Counter Terrorism (L.i.n.C.T.) Board of Governors Meeting in Alexandria, Virginia	\$1,492.29
December 5 - 7	Ontario Association of Chiefs of Police (O.A.C.P.) Board of Director's Meeting in Barrie, Ontario	\$202.61
		\$3,424.46

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 11 - 15	Canadian Association of Chiefs of Police (C.A.C.P) Annual Conference in Ottawa, Ontario	\$2,920.48
October 13 - 19	International Association of Chiefs of Police (I.A.C.P.) Conference, San Diego, California	\$5,008.24
		\$7,928.72

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 3	Lunch Meeting in Toronto, Ontario	\$65.86
September 26	Lunch Meeting in Toronto, Ontario	\$50.80
October 26	Lunch Meeting in Toronto, Ontario	\$79.09
November 16	Lunch Meeting in Toronto, Ontario	\$147.55
November 25	Breakfast Business Meeting in Toronto, Ontario	\$65.23
		\$408.53

Member Total	\$11,761.71
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Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016

Unit: Operational Support Command
Member: Stubbings, Richard
Job Title/Rank: Acting Deputy Chief

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 14 - 15	Funeral for Dallas Police Department Officer in Dallas, Texas	\$2,334.98
		\$2,334.98

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 27	Federal Bureau of Investigation National Academy Associates (F.B.I.N.A.A) New York State/Eastern Canada Chapter Annual Training and Luncheon in Niagara Falls, Ontario	\$30.00
		\$30.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 14	Command Management Meeting at Toronto Police Service Head Quarters in Toronto, Ontario	\$44.66
		\$44.66

Member Total	\$2,409.64
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Toronto Police Services Board
Member: Tory, John
Job Title/Rank: Mayor/Toronto Police Services Board Member

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No business travel expenses for this period.	\$0.00
		\$0.00

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No conferences and training expenses for this period.	\$0.00
		\$0.00

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$0.00
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**Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2016**

Unit: Corporate Services Command
Member: Veneziano, Tony
Job Title/Rank: Chief Administrative Officer

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 18	Deloitte Meeting in Toronto, Ontario	\$18.01
December 8	ResilientToronto Workshop in Toronto, Ontario	\$12.61
		\$30.62

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 12 - 16	Major Cities Chiefs Association (M.C.C.A) Fall Conference in San Diego, California	\$3,823.19
		\$3,823.19

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
	No hospitality and protocol expenses for this period.	\$0.00
		\$0.00

Member Total	\$3,853.81
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Toronto Police Services Board Report

May 2, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: April 1, 2016 to March 31, 2017 – Grant Applications and Contracts

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

Grant funding fully or partially subsidizes the program for which the grant is intended. Grants with confirmed annual funding at the time of budget development are included in the Service's operating and capital budgets. Grants that are awarded in-year, result in a budget adjustment to both expenditure and revenue accounts, with a net zero impact on budgets. Any program costs not covered by grants are accounted for in the Toronto Police Service's (Service) capital and operating budgets.

Background / Purpose:

At its meeting of February 28, 2002, the Toronto Police Services Board (Board) granted standing authority to the Chair of the Board to sign all grant and funding applications and contracts on behalf of the Board (Min. No. P66/02 refers).

At its meeting of November 24, 2011, the Board approved that the Chief report annually on grant applications and contracts (Min. No. P295/11 refers).

This annual report covers the period of April 1, 2016 to March 31, 2017.

Discussion:

During the current reporting period, April 1, 2016 to March 31, 2017, the Chair signed eight (8) grant contracts and two (2) contract amendments. Appendix A provides the details of grant applications submitted by the Service. Appendix B provides the details of new grants awarded and/or contracts and contract amendments signed by the Chair.

Active Grants:

As of March 31, 2017, the Service had a total of twelve (12) active grants, as outlined below:

- Community Policing Partnership Program (up to \$7.5M annually for three years ending March 31, 2017)
- Safer Communities – 1,000 Officers Partnership Program (up to \$8.8M annually for three years ending March 31, 2017)
- Youth In Policing Initiative and Youth In Policing - After School Program (\$939,600 for year ending March 31, 2017 - awarded annually)
- Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet (\$637,282 annually for two years ending March 31, 2017)
- Reduce Impaired Driving Everywhere (RIDE) (for two years with \$186,254 for year ending March 31, 2016 and \$186,186 for year ending March 31, 2017)
- Civil Remedies Grant – Currency Discriminator (\$4,984 – one-time funding)
- Canada-Ontario Agreement on French-Language Services Grant – Domestic Violence and the impact on the Mental Health of the Family (\$13,000 – one-time funding)
- Supporting Police Response to Sexual Violence and Harassment Grant – S.A.V.E (Save & Assist Victims with Education) Program (for two years with \$75,000 for year ending March 31, 2017 and \$75,000 for year ending March 31, 2018)
- Supporting Police Response to Sexual Violence and Harassment Grant – Project Guide (for two years with \$60,500 for year ending March 31, 2017 and \$37,500 for year ending March 31, 2018)
- Criminal Intelligence Service Ontario Grant – Technical Investigations (\$124,000 – one-time funding)
- Criminal Intelligence Service Ontario Grant – Technical Investigations (\$40,000 – one-time funding)
- Proceeds of Crime Front-line Policing Grant – Community Asset Portal (\$70,000 – one-time funding)

Conclusion:

This report provides the Board with information on the activity that occurred with respect to grants during the period of April 1, 2016 to March 31, 2017, as well as the active grants in place as at the same date.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

AD

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Grant Applications
April 1, 2016 to March 31, 2017

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
Ontario 150 Partnership Program – Project Getaway <ul style="list-style-type: none"> A project to deliver a comprehensive and multi-sectoral program to provide positive opportunities for youth and engage them to take an active role in the community with the goal to providing them with positive alternatives to gang life. 	\$75,000	n/a	Application submitted to Grants Ontario in September, 2016. Application was not successful.
Youth In Policing Initiative and Youth In Policing - After School Program <ul style="list-style-type: none"> A program to provide summer and after school employment opportunities for youth who are reflective of the cultural diversity of the community. 	\$946,800	April 1, 2017 to March 31, 2018	Application submitted to Ministry of Children and Youth Services in March, 2017. Awaiting approval.
Proceeds of Crime Front-line Policing Grant “Creating a Safer Ontario through Community Collaboration” – Community Asset Portal <ul style="list-style-type: none"> A project, in collaboration with Ryerson University, City of Toronto and Find Help/211 Toronto, to develop the Community Asset Portal – a leading edge resource for real time connectivity between the Service’s members and the community and neighbourhood assets such as shelters, community resource navigators, and mental health and youth support services. 	\$100,000	April 1, 2016 to March 31, 2017	Application submitted to Ministry of Community Safety and Correctional Services in April, 2016. Funding approved – see Appendix B.
Proceeds of Crime Front-line Policing Grant “Creating a Safer Ontario through Community Collaboration” – Community Engagement and Trust Strategy (C.E.T.S.) <ul style="list-style-type: none"> A project, working in collaboration with the Toronto Community Housing Corporation, Crimestoppers, City of Toronto, and Humber College to proactively engage residents in community building and planning activities. 	\$100,000	n/a	Application submitted to Ministry of Community Safety and Correctional Services in April, 2016. Application was not successful.

Appendix A

Grant Applications April 1, 2016 to March 31, 2017

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
Civil Remedies Grant Program - Currency Discriminator <ul style="list-style-type: none"> A project to acquire a currency discriminator and serial number recognition software to enable Asset Forfeiture Unit officers to more efficiently reconcile currency and upload serial number and denominations into C.R.A.TS. (searchable national database run by R.C.M.P.). 	\$4,984	February 9, 2017 to March 31, 2017	Application submitted to Ministry of the Attorney General in December, 2016. Funding approved – See Appendix B.
Civil Remedies Grant Program - Human Trafficking Awareness Portal <ul style="list-style-type: none"> A project involving the creation of a Human Trafficking Awareness Portal (H.T.A.P.), which is a user friendly dashboard portal that will allow Service members to access a clear picture of the scope and indicators of human trafficking. 	\$49,979	April 1, 2017 to March 31, 2018	Application submitted to Ministry of the Attorney General in December, 2016. Funding approved – See Appendix B.
Civil Remedies Grant Program - Toronto Gang Exit Strategy <ul style="list-style-type: none"> A program involving the development of a multi-dimensional exit strategy that will focus on youth gang members and victims of violence and provide them with the necessary skills and education to successfully leave the gang culture. 	\$25,756	April 1, 2017 to March 31, 2018	Application submitted to Ministry of the Attorney General in December, 2016. Funding approved – See Appendix B.
Civil Remedies Grant Program – Project Holistic Approach <ul style="list-style-type: none"> A program to enhance public safety by working in partnership with our communities and support agencies in reducing violent crimes, victimization and human trafficking in and around illegal gaming houses through effective enforcement, education and victim support. 	\$19,281	April 1, 2017 to March 31, 2018	Application submitted to Ministry of the Attorney General in December, 2016. Funding approved – See Appendix B.

Grant Applications
April 1, 2016 to March 31, 2017

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
<p>Supporting Police Response to Sexual Violence and Harassment Grant – S.A.V.E. (Save & Assist Victims with Education) Program</p> <ul style="list-style-type: none"> A program to improve police response to sexual violence and harassment, working in collaboration with four partner agencies, by providing education to middle and high school students, their families and teachers on sex-related human trafficking issues and comprehensive training to police officers on human trafficking issues and victim management to provide better support to victims of sexual violence. 	\$150,000	December 1, 2016 to April 30, 2018	Application submitted to Ministry of Community Safety and Correctional Services in October, 2016. Funding approved – See Appendix B.
<p>Supporting Police Response to Sexual Violence and Harassment Grant – Project Guide</p> <ul style="list-style-type: none"> A program to improve police response to sexual violence and harassment, working in collaboration with two partner agencies, to update and release the current 'Guide to Survivors of Sexual Assault' to a greater breadth of the community, ultimately placing emphasis on the emotional and physical wellbeing of victims of sexual assault and other end users. 	\$131,000	December 1, 2016 to April 30, 2018	Application submitted to Ministry of Community Safety and Correctional Services in October, 2016. Funding approved – See Appendix B.
<p>Policing Effectiveness and Modernization “P.E.M.” Grant – Human Resource Transformation to Support a Modern and Sustainable Policing Organization</p> <ul style="list-style-type: none"> A project to build a more strategic H.R. unit that delivers programs and policies to support the modernization with activities that include development of a performance management program and new core and leadership competencies, creation of a diversity data repository, acquisition or development of a 360 degree evaluation tool, improvement of the availability of courses, improvement of the ability of H.R. members in developing, analyzing and reporting H.R. metrics, and the implementation of a new H.R. model. 	\$795,500	April 1, 2017 to March 31, 2018	Application submitted to Ministry of Community Safety and Correctional Services March, 2017. Awaiting approval.

Grant Applications
April 1, 2016 to March 31, 2017

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
Policing Effectiveness and Modernization “P.E.M.” Grant – Modernization Leadership Training Initiatives <ul style="list-style-type: none"> A project to invest in training for members of the Service involved in key implementation and project management roles pertaining to the Transformational Task Force (T.T.F.) recommendations. 	\$259,700	April 1, 2017 to March 31, 2018	Application submitted to Ministry of Community Safety and Correctional Services March, 2017. Awaiting approval.
Policing Effectiveness and Modernization “P.E.M.” Grant – Partnership with an Ontario Academic Institution <ul style="list-style-type: none"> A project to work with an Ontario academic institution on a training model for a modernized police service with an intent to leverage the partner organization's ability to bring more academic rigor, additional training mechanisms and new and relevant training opportunities for members. 	\$452,000	April 1, 2017 to March 31, 2018	Application submitted to Ministry of Community Safety and Correctional Services March, 2017. Awaiting approval.
Policing Effectiveness and Modernization “P.E.M.” Grant – Connected Officer (Phase 1) <ul style="list-style-type: none"> The project is Phase 1 of the connected officer initiative recommended by the T.T.F. to introduce mobile devices as a functional tool for officers to enable effective and efficient delivery of service to the communities with the goal that more time will be spent by officers in the field to respond to priority calls, and being where the community needs the Service the most. 	\$2,682,400	April 1, 2017 to March 31, 2018	Application submitted to Ministry of Community Safety and Correctional Services March, 2017. Awaiting approval.
Policing Effectiveness and Modernization “P.E.M.” Grant – Comprehensive Culture Change Assessment & Public Engagement Strategy <ul style="list-style-type: none"> A project, as recommended by the T.T.F., to get an accurate picture of culture and varied sub-cultures that exist in the Service and to determine what aspects of the culture need to be improved upon. The culture is to be assessed by an external consultant as an independent review that also includes public engagement through Virtual Town Hall meetings. 	\$680,000	April 1, 2017 to March 31, 2018	Application submitted to Ministry of Community Safety and Correctional Services March, 2017. Awaiting approval.

Grant Applications
April 1, 2016 to March 31, 2017

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
Policing Effectiveness and Modernization “P.E.M.” Grant – Enhanced Use of Data and Analytics <ul style="list-style-type: none"> A project to improve capacity to model demand and workload, as well as leverage analytics using “big data” with focus on four areas: Master data management, Pushpin/Intelligence-Led Policing Portal development, Global Search, and Environics Data & Services 	\$965,000	April 1, 2017 to March 31, 2018	Application submitted to Ministry of Community Safety and Correctional Services March, 2017. Awaiting approval.
Policing Effectiveness and Modernization “P.E.M.” Grant – Purchase and Implementation of a Facial Recognition System <ul style="list-style-type: none"> A project to purchase and implement a Facial Recognition (F.R.) system which will bring modernized technology to enhance the ability of the Service to identify and apprehend criminals in a more effective and efficient manner. 	\$1,602,000	April 1, 2017 to March 31, 2018	Application submitted to Ministry of Community Safety and Correctional Services March, 2017. Awaiting approval.
Policing Effectiveness and Modernization “P.E.M.” Grant – Focusing on Safe Communities and Neighbourhoods <ul style="list-style-type: none"> A project that involves the research and consultation phase required for the design and rollout of a Neighbourhood officer program that will contribute to the T.T.F. vision of a service delivery model that provides services centered on communities and neighbourhoods and where officers are focused on local problem solving. 	\$1,565,000	April 1, 2017 to March 31, 2018	Application submitted to Ministry of Community Safety and Correctional Services March, 2017. Awaiting approval.
Policing Effectiveness and Modernization “P.E.M.” Grant – Public Safety Response Team <ul style="list-style-type: none"> A project to create a Public Safety Response Team with an objective of developing sustainable and ongoing community safety partnerships in neighbourhoods. Members of this team will work together with neighbourhood officers who have the appropriate skills, abilities and knowledge gained from their assignments to communities. The program also aims to create a more 	\$9,912,056	April 1, 2017 to March 31, 2018	Application submitted to Ministry of Community Safety and Correctional Services March, 2017. Awaiting approval.

Appendix A

Grant Applications April 1, 2016 to March 31, 2017

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
effective, efficient, and faster response to major critical and extreme events that is less dependent on pulling officers away from front-line duties.			
Victims Fund – Victims and Survivors Crime Week – What About the Children – The Hidden Victim in Domestic Violence <ul style="list-style-type: none"> A project to raise awareness of and to provide education for professionals and the public on how children are affected psychologically when they are exposed to living in a home with domestic violence by holding a one-day Symposium. 	\$10,000	n/a	Application submitted to Department of Justice Canada in February, 2017. Awaiting approval.
Community Resilience Fund – Countering Violent Extremism (C.V.E.) Toronto <ul style="list-style-type: none"> A project to build Countering Violent Extremism (C.V.E.) capacity into 'FOCUS Toronto', an innovative project led by the Toronto Police Service, City of Toronto, United Way and partnered with local community organizations that aims to reduce crime and improve community resiliency by providing a targeted, wrap around approach to support individuals that are experiencing heightened levels of risk involving anti-social behavior as well as victimization. 	\$1,048,000	n/a	Proposal submitted to Public Safety Canada in February, 2017. Awaiting approval.

Appendix B

New Grants Awarded (Contracts May or May not Be Signed) April 1, 2016 to March 31, 2017

Name and Description of Grant	Amount of Funding Approved	Grant Term	Comments
Youth In Policing Initiative and the Youth In Policing Initiative After School Program <ul style="list-style-type: none"> A program to provide summer and after school employment opportunities for youth who are reflective of the cultural diversity of the community. 	\$939,600	April 1, 2016 to March 31, 2017	The Chair signed the contract in June, 2016.
Canada-Ontario Agreement Funding on French-Language Services Amendment to Service Contract <ul style="list-style-type: none"> A project to strengthen the partnerships with social agencies who work with Francophone families affected by domestic violence and to hold a multi-media campaign to raise awareness of domestic violence in the Francophone community. 	\$13,000	April 1, 2016 to March 31, 2017	Service contract already in place with the Ministry of Children and Youth Services for the Youth In Policing Initiative Program was amended for additional funding for this project. Chair's signature is not required on the amendment to service contract.
Toronto Anti-Violence Intervention Strategy <ul style="list-style-type: none"> Funding for a Service-wide intelligence initiative to reduce violence, increase community safety and improve the quality of life for members of the community. 	\$2,633,656	April 1, 2016 to December 31, 2016	The Chair signed the contract in July, 2016.
Proceeds of Crime Front-line Policing Grant "Creating a Safer Ontario through Community Collaboration"– Community Asset Portal <ul style="list-style-type: none"> A project, in collaboration with Ryerson University, City of Toronto and Find Help/211 Toronto, to develop the Community Asset Portal – a leading edge resource for real time connectivity between the Service's members and the community and neighbourhood assets such as shelters, community resource navigators, and mental health and youth support services. 	\$70,000	April 1, 2016 to March 31, 2017	The Chair signed the contract in November, 2016.

Appendix B

New Grants Awarded (Contracts May or May not Be Signed) April 1, 2016 to March 31, 2017

Name and Description of Grant	Amount of Funding Approved	Grant Term	Comments
Community Policing Partnership (C.P.P.) Program Grant Amendment to Contract <ul style="list-style-type: none"> Funding provided for the purpose of maintaining the increased number of sworn officers of the Toronto Police Service for enhanced police visibility. 	\$7,530,000	April 1, 2016 to March 31, 2017	The existing contract was amended to provide funding for the program that covered an additional fiscal year ending March 31, 2017. The Chair signed the amendment in September, 2016.
Safer Communities – 1,000 Officers Partnership Program Amendment to Contract <ul style="list-style-type: none"> Funding to enhance community policing and seven targeted areas identified by the Ontario government: youth crime, guns and gangs, organized crime and marijuana grow ops, dangerous offenders, domestic violence, protecting children from Internet luring and child pornography and court efficiencies. 	\$8,750,000	April 1, 2016 to March 31, 2017	The existing contract was amended to provide funding for the program that covered an additional fiscal year ending March 31, 2017. The Chair signed the amendment in September, 2016.
Criminal Intelligence Service Ontario Grant – Technical Investigations <ul style="list-style-type: none"> Funding to be used to offset costs associated with Technical Investigations, including the purchase of equipment to be used in the investigation of organized and serious crime and to support Joint Force Operations. 	\$124,000	April 1, 2016 to March 31, 2018	The Chair signed the contract in March, 2017.
Criminal Intelligence Service Ontario Grant – Technical Investigations <ul style="list-style-type: none"> Funding to be used to offset costs associated with Technical Investigations, including the purchase of equipment to be used in the investigation of organized and serious crime and to support Joint Force Operations. 	\$40,000	April 1, 2016 to May 15, 2018	The Chair signed the contract in March, 2017.

Appendix B

New Grants Awarded (Contracts May or May not Be Signed) April 1, 2016 to March 31, 2017

Name and Description of Grant	Amount of Funding Approved	Grant Term	Comments
Civil Remedies Grant Program - Currency Discriminator <ul style="list-style-type: none"> A project to acquire a currency discriminator and serial number recognition software to enable Asset Forfeiture Unit officers to more efficiently reconcile currency and upload serial number and denominations into C.R.A.T.S (searchable national database run by R.C.M.P.). 	\$4,984	February 9, 2017 to March 31, 2017	The Chair signed the contract in March, 2017.
Civil Remedies Grant Program - Human Trafficking Awareness Portal <ul style="list-style-type: none"> A project involving the creation of a Human Trafficking Awareness Portal (H.T.A.P.), which is a user friendly dashboard portal that will allow Service members to access a clear picture of the scope and indicators of human trafficking. 	\$49,979	April 1, 2017 to March 31, 2018	Contract not yet available.
Civil Remedies Grant Program - Toronto Gang Exit Strategy <ul style="list-style-type: none"> A program involving the development of a multi-dimensional exit strategy that will focus on youth gang members and victims of violence and provide them with the necessary skills and education to successfully leave the gang culture. 	\$25,756	April 1, 2017 to March 31, 2018	Contract not yet available.
Civil Remedies Grant Program – Project Holistic Approach <ul style="list-style-type: none"> A program enhance public safety by working in partnership with our communities and support agencies in reducing violent crimes, victimization and human trafficking in and around illegal gaming houses through effective enforcement, education and victim support. 	\$19,281	April 1, 2017 to March 31, 2018	Contract not yet available.

Appendix B

New Grants Awarded (Contracts May or May not Be Signed) April 1, 2016 to March 31, 2017

Name and Description of Grant	Amount of Funding Approved	Grant Term	Comments
Supporting Police Response to Sexual Violence and Harassment Grant – S.A.V.E. (Save & Assist Victims with Education) Program <ul style="list-style-type: none"> A program to improve police response to sexual violence and harassment, working in collaboration with four partner agencies, by providing education to middle and high school students, their families and teachers on sex-related human trafficking issues and comprehensive training to police officers on human trafficking issues and victim management to provide better support to victims of sexual violence. 	\$150,000	December 1, 2016 to April 30, 2018	The Chair signed the contract in March, 2017.
Supporting Police Response to Sexual Violence and Harassment Grant – Project Guide <ul style="list-style-type: none"> A program to improve police response to sexual violence and, working in collaboration with two partner agencies, to update and release the current 'Guide to Survivors of Sexual Assault' to a greater breadth of the community, ultimately placing emphasis on the emotional and physical wellbeing of victims of sexual assault and other end users. 	\$98,000	December 1, 2016 to April 30, 2018	The Chair signed the contract in March, 2017.



Toronto Police Services Board Report

May 3, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: 2016 Annual Report – Enhanced Emergency Management

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

At its meeting of May 18, 2006, the Board agreed to receive Enhanced Emergency Management Initiative reports on an annual basis (Min. No. P163/06 refers). This report will provide an overview on the progress of the Toronto Police Service and in particular Emergency Management and Public Order (E.M&P.O.) and its components for the period March 1, 2016 to February 28, 2017.

Discussion:

The primary function of E.M&P.O. is to deliver effective and appropriate incident management capabilities for the Service (T.P.S.). These capabilities include the planning, mitigation, response, and recovery phases of emergency incidents. In the fall of 2016, pursuant to a Transformational Task Force recommendation, E.M&P.O. moved into a larger, more suitable base at 330 Progress Avenue.

The Enhanced Emergency Management Initiative (E.E.M.I.) commenced shortly after September 11, 2001, and includes partnerships with the City of Toronto Office of Emergency Management (O.E.M.); Toronto Fire Services (T.F.S.); Toronto Paramedic Services (Paramedics); and a group of external agencies and community stakeholders at the municipal, provincial and federal levels.

The primary focus of this initiative is to concentrate on the following components:

- All-hazards emergency management training, planning, exercising, response and recovery;
- Chemical, biological, radiological, nuclear and explosives (C.B.R.N.E.) joint team;
- Heavy Urban Search and Rescue (H.U.S.A.R.) joint team;
- Public health emergencies; and,
- Critical infrastructure protection (C.I.P.).

The following is an overview of some of the major developments in the Enhanced Emergency Management Program in 2016.

Emergency Management Planning, Training, Exercising and Response

The Service's Emergency Preparedness Committee was established in 2008 and has since expanded its membership to be representative of all command pillars. The committee focuses a large part of its efforts on strategic oversight, reviewing, analyzing and supporting the implementation of after-action report recommendations.

The E.M&P.O. Emergency Management section provides 24/7 support to frontline personnel, responding to emergency incidents and working in co-operation with other emergency services to facilitate a unified response. The E.M&P.O. Emergency Management and Special Events Planning sections support incident response and major event planning by working closely with individual police divisions and units.

The incidence of extreme events around the world has placed increased emphasis on public safety and added a new dimension to emergency planning. The prevailing international security context has thus informed a great deal of research, discussion and planning effort within the Service as it relates to this concern. In 2016, E.M&P.O., Intelligence Services, and numerous external security partners, continued co-operation and information-sharing in an effort to reduce the risk and impact of acts of extreme events. Further, considerable effort has been undertaken to mitigate the emerging terrorist tactic of targeting public gatherings, i.e. 'soft-targets'.

Five Incident Management Teams (I.M.T.) are available for deployment for either planned events or spontaneous incidents. Teams are comprised of a designated Incident Commander and dedicated general and support staff, all of whom are trained in accordance with Incident Management System principles to assume command and control functions. Since the last reporting period, I.M.T.s have planned and managed many significant events (see Major Incident Command Center (M.I.C.C.) Activations below).

The following list represents some of the activities undertaken since the last reporting period:

- Development of operational plans and deployment of command and control structures for:
 - Forcillo Trial Verdict;
 - 2016 N.B.A. All-Star Weekend;
 - 2016 Ontario Police Memorial;
 - 2016 Pride Festival (Trans March, Dyke March, Pride Parade);
 - 2016 Canada Day Festivities;
 - 2016 U.E.F.A. Euro Cup Soccer Championship;
 - 2016 International Day of Al-Quds demonstration/counter-demonstration;
 - Forcillo Sentencing;
 - 2016 Caribbean Carnival;
 - 2016 Canadian International Air Show;
 - 2016 Nuit Blanche;
 - 2016 Major League Baseball Post Season (Toronto Blue Jays);
 - 2016 Santa Claus Parade;
 - 2016 Major League Soccer Championship Game (Toronto F.C.);
 - 2016 New Year's Eve Festivities
- Continued assistance with the development of the Service's Extreme Event Plan;
- Working groups at the Service and provincial (Ontario Association of Chief's of Police O.A.C.P.) levels, to research the roles of unmanned aircraft systems (U.A.S.) in the field of emergency management, and, response to incidents involving U.A.S.;
- Co-ordination, development, reviews and revision of all Service component plans for the Toronto Nuclear Emergency Response Plan (T.N.E.R.P.). Ongoing development of interagency partnerships to ensure improved interoperability between all T.N.E.R.P. stakeholders;
- Continued enhancements to the corporate operational planning process. The standardization of this process features enhanced comprehensiveness, the output of which is based upon the widely-used 'S.M.E.A.C.' Five Point Operation Order, which is comprised of Situation, Mission, Execution, Administration and Logistics and Command and Communications. It also includes an After-Action Report (A.A.R.) process as well as provisions for greater staffing efficiencies and risk assessment tools;
- The 9th annual Toronto Emergency Management Symposium was held at the Toronto Police College in November 2016. Over 350 Service members and external emergency management partners attended the event. Planning for the 10th anniversary Symposium is underway;
- Ongoing emergency response consultation for the Toronto-York Region Spadina Subway extension;
- Ongoing participation in consultations with Crosslinx Transit Solutions, for the Eglinton L.R.T.;
- Enhanced monitoring of potential pandemic threat(s) via C.M.I.S. (service software, which enables members to log events for certain members to view) Current Event site;

- Joint development of the Special Events Emergency Action Plan (S.E.E.A.P.) Program with the City of Toronto. The program created a process for special event organizers to establish emergency action plans for special events. The program received the *2016 Canadian Association of Chiefs of Police/Motorola Award for Excellence for Emergency Preparedness*.

Operational Continuity

To ensure that the Service can continue to deliver core policing services in emergencies, E.M&P.O. maintains responsibility for overseeing the maintenance of Operational Continuity Plans (O.C.P.) for each unit. It is the responsibility of each unit commander to develop the unit specific portion of the O.C.P. and to review and revise it annually. The O.C.P. provides a framework to assist with facility evacuations, maintain operational continuity and facilitate an orderly return to a state of normalcy.

E.M&P.O. maintains the central inventory of all O.C.P.s. To further enhance the Service's operational continuity preparedness, random weekly unit checks are conducted by E.M&P.O. personnel. This exercise identifies operational and facility deficiencies while also emphasizing the operational importance of the O.C.P.

During 2016, 192 O.C.P. phone consultations were conducted with various units across the Service.

Operational Responses

Throughout 2016, E.M&P.O. was involved in numerous operational responses ranging from hazardous material situations, gas leaks, fires, protests, missing person searches, etc. The Emergency Management (E.M.) section of E.M&P.O. attended scenes in order to provide on-site incident management support and guidance to frontline supervisors, ensuring the implementation of I.M.S. principles as required. Of particular note was the I.M.T. command and control response to the large fire at the Badminton and Racquet Club of Toronto on February 17, 2017.

In addition, E.M. on-call members conducted approximately 100 telephone consultations with respect to ongoing emergency events, again providing support and guidance to frontline personnel.

Exercise Design

- Participation in G.T.A.A. Exercise *Grand Slam* at Pearson International Airport;
- Delivery of I.M.T. Exercise *CHAOS*;
- Planning and facilitation of Exercise *COLLAPSE* at University of Toronto, Scarborough Campus;

- Canadian Safety and Security Program (C.S.S.P.) Exercise *ELION* planning and facilitation;
- Planning, design, and participation in R.C.M.P. National Security Exercise;
- Planning assistance to Hydro One exercise;
- Planning and participation with the City of Toronto Office of Emergency Management for its Exercise *Metropolis*;
- Ongoing planning for T.T.C./York University Subway Joint Emergency Management Exercise in October, 2017.

Emergency Management Training

The E.M&P.O. Emergency Management Training Section consists of one sergeant and one constable who are responsible for the delivery of all emergency management training to internal members and external partners, including G.T.A. City Managers and Emergency Management Co-Ordinators. The E.M. Training Section also facilitates Federal and Provincial level training for the Service's Senior Officers and Incident Commanders.

In 2016, the E.M. Training Section continued to work with the Office of the Fire Marshal and Emergency Management (O.F.M.E.M.), to develop and implement a standardized incident management system (I.M.S.) throughout the province. The E.M. Training Section was instrumental in the development of the I.M.S. 300 course and has assumed a leadership role in delivering the program to both the public and private sectors. The E.M. Training Section has also been engaged in the development of the provincial I.M.S. 400 program.

2016 key deliverables included:

- Ten (10) I.M.S. 200 courses delivered to Service members as well as external partners with a total of 227 participants;
- Six (6) I.M.S. 300 courses delivered to Service members and external partners with a total of 86 participants;
- Total number of participants to receive all levels of I.M.S. training was 344.

Chemical, Biological, Radiological, Nuclear and Explosives (C.B.R.N.E.)

The three emergency services components (the Service, T.F.S. and Paramedics) of the Joint C.B.R.N.E. Team operate from the E.M&P.O. base at 330 Progress Avenue. This arrangement allows for greater communication and a consistent level of inter-operability amongst the three agencies. The Toronto Joint Team is one of three Level 3 C.B.R.N.E. response teams in Ontario, and is capable of mounting a robust, integrated C.B.R.N.E. response within the City of Toronto. In 2016, section members continued to provide on-call response and advisory services in support of Primary Response Unit (P.R.U.) officers in C.B.R.N.E. related calls for service.

In June, 2014, pursuant to the Chief's Internal Organizational Review (C.I.O.R.), the E.M&P.O. C.B.R.N.E. Team assumed operational response to explosives calls between the peak demand hours of 6 A.M. and 12 A.M. Outside of these hours, the Emergency Task Force (E.T.F.) will provide initial response, with the C.B.R.N.E. Team available on an on-call basis. A further expansion of tasks was also commenced as the C.B.R.N.E. Team also assumed responsibility for operational response at clandestine drug labs (Clan Lab), working with the Clan Lab team from the Toronto Drug Squad as required by mitigating potential explosive threats and rendering the scene safe for further investigation.

The Team now consists of 11 members: 2 sergeants and 9 police constables, all of whom are fully trained Police Explosive Technicians and Advanced C.B.R.N.E. technicians. The team is divided into 3 components, with 1 sergeant and either 3 or 4 police constables per operational team, and 2 police constables in a training and support role.

The Service's C.B.R.N.E. composite team works together with specialists from Forensic Identification Services, the Emergency Task Force (E.T.F.), and the Marine Unit (M.U.). In addition, a trained cadre of generalist officers drawn from Community Safety Command and the Public Order Unit supports these specialists.

Throughout 2016, members of the C.B.R.N.E. section developed and delivered multiple training presentations to T.P.S. members and external emergency response partners. These included:

- Hazardous Operations Course with T.F.S.;
- C.B.R.N.E. Awareness– Public Order Unit (P.O.U.) Commanders Course;
- C.B.R.N.E. Training for Public Order Units;
- C.B.R.N.E. Awareness for Communications Operators;
- C.B.R.N.E. Awareness and Training with T.T.C. Security;
- C.B.R.N.E. Generalist Responder Courses;
- Toronto City Center Airport- Training and Exercises
- C.B.R.N.E. Awareness lectures at the Toronto Police College;
- C.B.R.N.E. Training Enhancements for the E.T.F.;
- Guest Lecturers provided for Canadian Police College and Ontario Police College;
- Provided awareness and consultation to E.M&P.O. Critical Infrastructure Protection Section;
- Explosives disposal awareness for Police Dog Services.

In 2016, the C.B.R.N.E. Team continued to refine its mandate and working relationships with the E.T.F. and the Toronto Drug Squad.

Heavy Urban Search and Rescue (H.U.S.A.R.) – Joint Team

H.U.S.A.R. – Canada Task Force 3 (C.A.N.T.F.3.) is a T.F.S. led initiative that is comprised of representatives from all emergency services. It is one of only four 'Heavy' capability teams in Canada. The H.U.S.A.R. team is trained to respond to, search for, and rescue victims from collapsed structures.

The primary function of the Service within the H.U.S.A.R. team is to provide a search component, to which there are 10 T.P.S. Search Managers and 6 Search Dog handlers currently assigned. In 2016, all members completed their annual qualifications in varied structural collapse skills. Also, development of new, comprehensive search training commenced during the reporting period. The training will be delivered to T.P.S. Search Managers in 2017.

On June 28, 2016, H.U.S.A.R. was requested by the Provincial Emergency Operations Centre and attended a gas explosion and the subsequent collapse or partial collapse of several homes in Mississauga. Three T.P.S. Search Managers and 2 Dog Handlers responded as part of the joint team and assisted local response efforts with search and rescue activities at the scene.

Critical Infrastructure Protection (C.I.P.)

E.M&P.O. and Intelligence Services work in conjunction to identify, document and analyse critical infrastructure sites across the city. Once identified, the appropriate action can be taken to ensure that risks to these sites are minimized through education, information sharing, resiliency measures and, if appropriate, target-hardening activities. The goal is to help ensure that critical services are maintained or restored as quickly as possible in the event of an emergency or disaster. In response to major international events, E.M&P.O. C.I.P. continued to monitor critical infrastructure (C.I.) and potential terrorist targets (P.T.T.) throughout 2016.

In furtherance of leveraging police-private partnerships, E.M&P.O. maintains carriage of the Toronto Association of Police and Private Security (T.A.P.P.S.) program. T.A.P.P.S. is a police and private security partnership that shares real time information using web-based technology and provides a professional forum to foster cooperation between members to address crime, industry training needs, and emergency preparedness.

Through these partnerships, as well as those developed with Intelligence and the R.C.M.P. Ontario Integrated National Security Enforcement Team ('O' I.N.S.E.T.), the C.I.P. section has become the conduit for the dissemination of appropriate, timely C.I.-related intelligence material both internally, and to our external partners.

For this reporting period, the C.I.P. section undertook the following activities:

- Identifying C.I. within Toronto;
- Determining criticality values;
- Identifying potential terrorist targets (P.T.T.) within Toronto;
- Identifying hazardous sites within Toronto;
- Conducting C.I. site checks (339);
- Conducting C.I. check documentation training for field units;
- Compiling points of contact for C.I. and P.T.T. sites;
- Providing support to Intelligence Services and police divisions;
- Consultation with private partners;
- Supporting the T.A.P.P.S. program;
- Conducting assessments on selected C.I. and P.T.T. sites to identify and reduce risk and vulnerabilities through security and response recommendations;
- Conducting Active Attacker Awareness training to the private sector partners.

Emergency Management Symposium

The 9th annual Toronto Emergency Management Symposium was held at the Toronto Police College in November 2016. Over 350 Service members and external emergency management partners attended the event. Planning for the 10th anniversary Symposium has commenced.

External Partnerships

The Service maintains executive standing on external emergency preparedness entities at the local, provincial and national levels. These entities include:

- The Joint Operations Steering Committee (J.O.S.C.), which is comprised of Deputy Chief level representation from the Service, T.F.S., Paramedics, and the Director of the Toronto Office of Emergency Management. This group meets to facilitate and harmonize emergency operations which include: C.B.R.N.E., H.U.S.A.R., Pandemic Planning, Provincial Nuclear Emergency Response Plan, and the Provincial Liquid Emergency Response Plan, and, all joint emergency management services operational teams;
- The Provincial I.M.S. Committee-Police Sector Working Group;
- The City of Toronto Emergency Management Program Committee (T.E.M.P.C.) which consists of executive level members of all city boards, agencies and commissions to enhance city-wide emergency preparedness, while also being able to provide strategic level emergency management response;

- The Ontario Association of Chiefs of Police (O.A.C.P.) Emergency Preparedness Committee which supports an integrated Ontario police service approach to preparing for large scale events;
- The Canadian Association of Chiefs of Police Emergency Management Committee, which promotes an integrated national framework for emergency management;
- The Canadian Association of Chiefs of Police (C.A.C.P.) Counter Terrorism Committee, whose mandate is to harmonize the work of Canadian law enforcement agencies in identifying, preventing, deterring, and responding to terrorism and other national security threats;
- The Ontario Public Order Advisory Committee (O.P.O.A.C.), which is a provincial committee comprised of representatives from the 11 P.O.U.s across the province. The O.P.O.A.C. serves in an advisory role regarding public order and search management practices, training, and equipment; and,
- T.A.P.P.S., The extensive network of private security entities within Toronto will be leveraged to facilitate information exchange and messaging during emergency incidents.

Conclusion:

The Toronto Police Service recognizes the value of effective emergency management practices and partnerships in order to ensure the resiliency of the Service, which in turn safeguards the capability to protect our communities. The T.P.S. continues to strive to develop new and innovative methods that engage and mobilize the resources necessary to appropriately plan, mitigate, respond and recover from emergency incidents.

Deputy Chief James Ramer, Specialized Operations Command, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MS:cs

Filename: EEM Annual Report 2016



Toronto Police Services Board Report

May 4, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report – Police Towing Contract - January 2016 - December 2016

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

At its meeting of February 16, 2012, the Board approved the following Motion (Min. No. P46/12 refers) that stated, in part;

That the following reports, which are currently submitted by the Chief on a semi-annual basis, be submitted annually in the future:

- *Towing – compliance with terms of the contracts*

In accordance with the direction provided by the Board, the following report is being submitted for information.

Discussion:

The Toronto Police Service (Service) requires prompt and efficient towing and pound services on a 24-hours a day, 7-days a week basis. The need for this service arises from police involvement with vehicles such as those recovered after being stolen, impounded for bylaw infractions, administrative vehicle impoundments for drug and alcohol impairment or impounded following the arrest of the driver. At the same time, the Service also has an obligation to ensure that the towing and pound services

provided to the public through the police are fair, equitable and adhere to the terms and conditions of the contract between the Service and the contract towing agencies.

In an effort to ensure compliance, all contract towing service providers are subject to inspections undertaken by Traffic Services personnel where a random selection of invoices are reviewed to ensure conformity with the billing requirements of the contract. Every receipt in this statistically relevant sampling is checked for in/out time stamps and the accurate calculation of tow fees and storage costs; all irregularities are noted and the receipts are photocopied and filed at Traffic Services. The Management at each contract tow service provider is counselled regarding contract requirements, and arrangements are made for immediate customer reimbursement, if applicable.

Further, all contract towing service providers are subject to semi-annual inspections of their equipment, licences and pound facilities. Any shortcomings are noted and arrangements are made with Management to remedy the situation and comply with the conditions and requirements of the contract.

The video system recordings used for security of the pound continues to be sampled by examining recordings for three random dates in the preceding ninety days to ensure compliance with the contract. No deficiencies with respect to video recordings were noted during this current audit.

Invoice compliance audits for this report represent the period of January 1, 2016, ending December 31, 2016. Receipts used for the audits were drawn from the following dates:

- 1) January 18 to January 24, 2016
- 2) April 25 to May 1, 2016
- 3) July 25 to July 31, 2016

The results are as follows:

District 1

J.P. Towing Service & Storage Limited

The invoice audits of J.P. Towing, District 1, were conducted in March/April, and September/October 2016. A total of 203 receipts were inspected, concluding that all 203 receipts were in compliance with the contract.

Comments:

- All inspected equipment, facilities and licences were found to be in compliance.

- There were no unresolved letters of complaint or compliment during the inspection periods.
- There were a total of 16,526 street tows with police presence in District 1 for the year.

District 2

Walsh's Auto Service Limited – o/a Bill & Son Towing (prior to June 1, 2016)

The invoice audits of Bill & Son Towing, District 2, were conducted in March/April 2016. A total of 96 receipts were inspected, concluding that 93 receipts were in compliance with the contract. Three receipts were not in compliance with the contract, with Bill & Son overcharging their customers.

Comments:

- Credits were issued for all overcharges
- All inspected equipment, facilities and licences were found to be in compliance.
- There were no unresolved letters of complaint or compliment during the inspection periods.
- There were a total of 923 street tows with police presence in District 2 for the year.

Walsh's Auto Service Limited – o/a Bill & Son Towing contract ended on May 31, 2016. From June 1, 2016, until August 31, 2016, regular audits were done to ensure all vehicles were either claimed or disposed of. Plates were removed from all unclaimed vehicles and returned to the Ministry of Transportation.

District 2

1105729 Ontario Limited – o/a Classic Towing (Post June 1, 2016)

The invoice audits of Classic Towing, District 2, were conducted in September/October 2016. A total of 35 receipts were inspected, concluding that all 35 receipts were in compliance with the contract.

Comments:

- All inspected equipment, facilities and licences were found to be in compliance.
- There were no unresolved letters of complaint or compliment during the inspection periods.
- There were a total of 1,358 street tows with police presence in District 2 for the year.

District 3

1512081 Ontario Limited - o/a Abrams Towing Service Limited

The invoice audits of Abrams Towing, District 3, were conducted in March/April and September/October 2016. A total of 76 receipts were inspected, concluding that 73 receipts were in compliance with the contract. Three receipts were not in compliance with the contract, with Abrams overcharging their customers.

Comments:

- Credits were issued for all overcharges
- All inspected equipment, facilities and licences were found to be in compliance.
- There were no unresolved letters of complaint or compliment during the inspection periods.
- There were a total of 4,960 street tows with police presence in District 3 for the year.

District 4

Williams Towing Service Limited

The invoice audits of Williams Towing, District 4, were conducted in March/April and September/October 2016. A total of 211 receipts were inspected, concluding that 210 receipts were in compliance with the contract. One receipt was not in compliance with the contract, with Williams overcharging their customer.

Comments:

- A credit was issued for the overcharge.
- All inspected equipment, facilities and licences were found to be in compliance.
- There were no unresolved letters of complaint or compliment during the inspection periods.
- There were a total of 3,575 street tows with police presence in District 4 for the year.

District 5

"A" Towing Service Limited

The invoice audits of "A" Towing Service Limited, District 5, were conducted in March and November 2015. A total of 1155 receipts were inspected, concluding that 1151 receipts were in compliance with the contract. Four receipts were not in compliance with the contract, with "A" Towing overcharging their customers.

Comments:

- Credits were issued for all overcharges
- All inspected equipment, facilities and licences were found to be in compliance.
- There were no unresolved letters of complaint or compliment during the inspection periods.
- There were a total of 17,366 street tows with police presence in District 5 for the year.

Conclusion:

The pound audit process revealed a compliance rate of 99.38% based on the samples examined. All matters have been resolved to the satisfaction of the Service.

Deputy Chief James Ramer, Specialized Operations Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, C.O.M.
Chief of Police

MS:cc

Filename: 2016 Annual Report on Towing.



Toronto Police Services Board Report

May 4, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

**Subject: 2016 ANNUAL REPORT: TORONTO TRANSIT COMMISSION
– SPECIAL CONSTABLES**

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

Section 8.9 of the agreement between the Board and Toronto Transit Commission (T.T.C.) regarding special constables states that:

“The T.T.C. shall provide to the Board an annual report with statistical information including information regarding enforcement activities, training, use of force, supervision, complaints and other issues of concern to the Parties and such further categories of information as may be requested by the Board or the Chief, from time to time”.

Discussion:

As directed by the Board, appended to this report is the 2016 Annual Report from the T.T.C. regarding special constables. The report is consistent with the reporting guidelines established by the Board.

Conclusion:

The Toronto Police Service has established a strong working relationship with the Toronto Transit Commission. The mandate of the T.T.C. Transit Enforcement Unit is to protect the integrity of the transit system, perform security functions with respect to T.T.C. properties and assets and to ensure that the transit system remains a safe and reliable form of transportation.

Deputy Chief James Ramer, Specialized Operations Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MS:ao

Filename: TTC Annual Report 2016- Board Report.doc

Attachment: TTC Annual Report 2016.doc

EXECUTIVE SUMMARY

2016 Transit Enforcement Special Constable Annual Report Toronto Transit Commission

The Toronto Transit Commission (T.T.C.) is working closely with the Service to maintain a meaningful and mutually beneficial relationship.

Transit Enforcement Officers focused much of their activities on the T.T.C.'s corporate interests and business needs including: customer service, fare enforcement, bylaw enforcement, asset protection and addressing customer and employee safety and security needs.

Transit Enforcement Officers exercise the powers and authorities granted by the Toronto Police Services Board (Board) in a responsible, efficient manner to ensure they provide a duty of care and maintain community expectations of safety and security on the transit system. Transit Enforcement Officers provide a consistent standard of service accountable to both the T.T.C. and the Board.

The activities of Transit Enforcement Officers remain consistent with the Ministry of Community Safety and Correctional Services guidelines and enable the T.T.C. to more effectively serve the special interests of the organization, and also the public interest in preservation of order, protecting property, and providing limited law enforcement.

Transit Enforcement Officers responded to 13,526 calls for service in 2016. 85.04% (11,502) of these calls for service were subway related. 14.03% (1,898) of these calls for service were surface related (bus and streetcar). .93% (126) of these calls for service were Scarborough Rapid Transit system related.

The 2016 T.T.C. Transit Enforcement Unit Annual Report provides the Boards of the T.T.C. and Service with information on the T.T.C.'s Special Constable Program and more specifically: the structure of the department, effective supervision, current staffing, ongoing training, uniform standards and distinction, the use of the authorities granted by the Board, governance, occurrence reporting as well as a summary of public complaints. The report concludes with some highlights of the reporting year.



Toronto Police Services Board Report

May 4, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

**Subject: 2016 ANNUAL REPORT: UNIVERSITY OF TORONTO
SPECIAL CONSTABLES**

Recommendation(s):

It is recommended that the Board receive the following report.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

Section 45 of the agreement between the Board and the University of Toronto (U of T) Governing Council regarding special constables states that:

"The University shall provide to the Board an annual report with statistical information including but not limited to information as to enforcement activities, training, supervision, complaints and other issues of concern to the parties and such further relevant information as may be requested by the Board".

Discussion:

As directed by the Board, appended to this report is the 2016 Annual Report from the Scarborough and St. George Campuses of the U of T Police regarding special constables. The reports are consistent with the reporting guidelines established by the Board.

Conclusion:

The Service has established an excellent working relationship with the University of Toronto. Over the past 12 months, a number of community outreach initiatives have been undertaken by the U of T Police to enhance the feeling of safety and security for the users of the U of T properties in the downtown core and Scarborough. These initiatives are consistent with the community policing model employed by the Service and should complement our efforts to better serve the citizens of Toronto.

Deputy Chief James Ramer, Specialized Operations Command, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

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Filename: U of T Annual Report 2016 - Board Report.doc

Attachment: U of T Annual Report 2016 (St George).doc
U of T Annual Report 2016 (Scar).doc

EXECUTIVE SUMMARY

2016 Special Constable Annual Report

University of Toronto- St. George Campus

Background: The University of Toronto (U of T) was established in 1827 by Royal Charter. In 1904, the University hired its first Police Constable who was also responsible for discipline. Over the years, as times have changed, so has the role of the U of T Campus Community Police. Because the University was not originally part of the city service plan, it was responsible for its own policing. Constables were appointed by the province. Later, city police service was provided through mutual aid agreements.

The University campus police special constable service was made responsible to the Board through an agreement signed in 1995.

Today, we provide special constable services to support the University community and the Service by responding to calls for service and incidents on the campus in a timely and community oriented manner. Currently providing service to a community of seventy thousand students and more than ten thousand faculty and staff, the U of T Campus Community Police Special Constable Service has three functional groups – St. George (Downtown), Scarborough and Mississauga Campuses. Each is functionally separate but work under a common policy.

There are two separate special constable agreements – one with Peel Regional Police Services Board and the other with the Toronto Police Services Board. More than ten thousand students are in residence on the St. George campus and the balance use transit and other means of transportation to attend as day students. The U of T is the largest university in Canada and the United States (by enrolment) and the most diverse university in the world. Almost every racial, language, ethnic, national, political and religious group is represented. Approximately fifteen thousand new students are admitted to the university every year and a similar number are granted degrees. During the non-academic year, the university is host to students from around the world looking for a Canadian experience.

The university is a peaceful place where issues are explored, debated and at times argued. The freedom to speak, believe and learn is fundamental to the institution. Despite, or because of its differences, the university thrives in the world of research and culture.

By all of the standards used to assess the safety of a community in Canada, the U of T remains a safe environment. Our campuses are open to the community. They are the source of much of the academic culture available in the cities of Toronto and

Mississauga. It is the role of the special constable service, to recognize and anticipate issues, and take corrective action. For this reason, each campus service has responsibilities beyond community policing and law enforcement. We provide safety and security plans, systems and services. Our methodology relies heavily on Crime Prevention through Environmental Design (C.P.T.E.D.) principles for physical security and the office of the Community Safety Office for social and community development, safety planning and coordination of crisis services. The result is a level of service sought by many academic and community organizations. It serves our community well.

In 2016, the U of T Campus Police upgraded to a state-of-the-art communications center and converted to the Ontario Police Technology Information Cooperative (O.P.T.I.C.) Niche R.M.S., which is utilized by various Police services across Ontario. The communications center on the St. George Campus is now also responsible for dispatching U of T Scarborough.



Toronto Police Services Board Report

May 4, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: 2016 ANNUAL REPORT: TORONTO COMMUNITY HOUSING CORPORATION – SPECIAL CONSTABLES

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

Section 53 of the agreement between the Board and Toronto Community Housing Corporation (T.C.H.C.) regarding special constables states that:

“The T.C.H.C. shall provide to the Board an annual report with statistical information including but not limited to information regarding enforcement activities, training, supervision, complaints and other issues of concern to the parties and such further categories of information as may be requested by the Board from time to time”.

Discussion:

As directed by the Board, appended to this report is the 2016 Annual Report from the T.C.H.C. regarding special constables. The report is consistent with the reporting guidelines established by the Board.

Conclusion:

The Service has established a strong working relationship with the T.C.H.C.. The mandate of the T.C.H.C. Community Safety Unit is to partner with communities to

promote a safe environment for residents and to preserve the assets, buildings and properties that are managed and owned by T.C.H.C.. As outlined in the Special Constable Annual Report for 2016, a number of community outreach initiatives have been undertaken throughout the year. These initiatives are consistent with the community policing model employed by the Service and should complement our efforts to better serve the residents of Toronto.

Deputy Chief James Ramer, Specialized Operations Command, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

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Attachment: TCHC Annual Report 2016.doc

EXECUTIVE SUMMARY

2016 Special Constable Annual Report Toronto Community Housing Corporation

Toronto Community Housing's (T.C.H.C.) Special Constable Program has been established since March 2000; and as of December 31, 2016, there were 83 sworn members within the Community Safety Unit (C.S.U.). The objectives of the program are to:

- strengthen relationships between the C.S.U. and the Service
- enhance law enforcement activities as required
- reduce the level of crime/antisocial behavior in T.C.H.C. communities
- improve residents' feelings of safety and security
- improve officer safety
- ensure officers are able to spend more time in T.C.H.C. communities

Having Special Constables allows T.C.H.C. to move well-qualified officers into situations that are particularly difficult. A specific focus for Special Constables are trespass to property violations, liquor licence violations and the utilization of Peace Officer powers under the following statutes:

- Criminal Code;
- Controlled Drugs and Substances Act;
- Trespass to Property Act;
- Liquor License Act;
- Mental Health Act.

The Special Constable agreement between T.C.H.C. and the Service has created a strong partnership reaching back over many years. This relationship has supported communication and co-operation between our organizations to the benefit of all. As a result of the enhanced training, legal status, and access to information available to Special Constables, they have been able to support and assist the Service and T.C.H.C. residents in hundreds of investigations.

In 2016, the Special Constable Program for T.C.H.C. was extremely successful with Special Constables completing 447 Criminal Investigations for the Service, of which 67.8% were related to property offences such as Mischief and Theft.

Last year, T.C.H.C. Special Constables conducted investigations for theft, mischief, threats, assaults, and other less violent matters. In instances involving major crimes, they have been the first officers on scene, assisting with primary assessments, notifications, perimeter protection, crowd management, witness canvassing, evidence security, and prisoner transports.

T.C.H.C. Special Constables and Toronto Police officers have attended many calls together. The combination of a Special Constable's community knowledge and the Service's officer's authorities have proven to be mutually supportive, allowing incidents

and problems to be resolved quickly and safely.

Our communities benefit when T.C.H.C. Special Constables are able to:

1. Process minor offences and release prisoners at the scene without tying up the Service's resources and holding a citizen in custody for longer than required.
2. Act directly – to apprehend offenders and wanted persons and transport them to the local division for booking. In so doing, they interrupt illegal and antisocial behavior and help keep the peace in our neighborhoods.
3. Support the Service not only with factual information, but also with detailed intelligence about criminal activity.

In 2016, T.C.H.C. submitted five Use of Force Reports to the Service. Within these reports, there was one incident of O.C. foam deployment, three occurrences of soft, empty hand techniques, two incidents of hard empty hand techniques and two instances where a baton was deployed.

There were six Special Constable complaints in 2016, all of which were forwarded immediately to the Service – Professional Standards for review. The complaints were deemed internal matters and were returned to the attention of the Complaints Coordinator of the C.S.U. to investigate. T.C.H.C.'s investigational results for these incidents were returned to the Service within the specified timeframe.

We continue to value our working partnership with the Toronto Police Service and our joint Special Constable agreement. In 2016, T.C.H.C.'s Special Constable Program continued to promote safe, secure, and healthy communities.



Toronto Police Services Board Report

March 28, 2017

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Sexual Violence and Harassment – Memo from the Honourable Marie-France Lalonde

Recommendation(s):

It is recommended:

1. that the Board receive the attached correspondence from the Honourable Marie-France Lalonde, Minister of Community Safety and Correctional Services; and,
2. that the Board request that Chief Saunders correspond with the Ministry's Police Services Advisor for Toronto to share information about the Service's procedures, practices, training programs and community engagement strategies with respect to sexual assault and harassment investigations.

Financial Implications:

There are no financial implications arising from this report.

Background / Purpose:

On February 22, 2017, Minister Lalonde forwarded the attached memo to all Chiefs of Police, the OPP Commissioner and Chairs of police services boards urging reviews of the way sexual assault cases are handled, including policies and procedures at the local level.

Discussion:

Over the past 18 years, the Toronto Police Service has been conducting its own internal reviews and has been subject to independent and internal audits of its practices with respect to the handling of sexual assault cases.

Since 1999, the City's Auditor General has conducted three independent reviews on the police investigation of sexual assaults. In 1999, the Auditor General issued a report entitled "Review of the Investigation of Sexual Assaults – Toronto Police Service". The review was conducted at the request of City Council in response to the successful civil case of Jane Doe versus the Commissioners of Police of the then Municipality of Metropolitan Toronto. The report contained 57 recommendations. The report and its recommendations were adopted by City Council in February 2000, and they are available at: <http://www.toronto.ca/audit/1999/102599.pdf>.

The Auditor General conducted a follow-up review in 2004 and provided a total of 25 recommendations, many of which related to similar issues identified in the original 1999 review. The 2004 report and recommendations are available at: http://www.toronto.ca/audit/reports2004_sub4.htm. In adopting the Auditor General's 2004 recommendations, the Toronto Police Services Board in February 2005 requested the Auditor General to conduct a further follow-up review within three years. The Auditor General completed this second follow-up review in early 2010 which is set out here: <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2010.AU19.18>

In adopting the Auditor General's recommendations, the Service has followed an approach focussed on excellence and continuous improvement.

Conclusion:

Given the comprehensive review process and the Service's commitment to continuous improvement in the areas of sexual assault investigations and other sexually motivated crimes, I recommend that the Board request that Chief Saunders correspond with the Ministry's Police Services Advisor for Toronto to share information about the Service's procedures, practices, training programs and community engagement strategies with respect to sexual assault and harassment investigations.

Respectfully submitted,

Andy Pringle

Chair

**Ministry of Community Safety
and Correctional Services**

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3

Tel.: 416 314-3377
Fax: 416 314-4037

**Ministère de la Sécurité communautaire
et des Services correctionnels**

Division de la sécurité publique

25, rue Grosvenor
12^e étage
Toronto ON M7A 2H3

Tél.: 416 314-3377
Télec.: 416 314-4037



MEMORANDUM TO:

All Chiefs of Police and
Commissioner J.V.N. (Vince) Hawkes
Chairs, Police Services Boards

FROM:

Stephen Beckett
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT:

Sexual Violence and Harassment

DATE OF ISSUE:	February 22, 2017
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	17-0013
PRIORITY:	High

I am writing to you today to share important information regarding sexual violence and harassment.

Please find attached a memo from the Honourable Marie-France Lalonde, Minister of Community Safety and Correctional Services for further information.

The Minister is asking all police services boards and chiefs of police in Ontario to consider conducting a review of sexual assault investigations and I am requesting that information regarding the outcome of such a review be shared with the ministry, through your Police Services Advisor, for reference.

Should your police service require any assistance in relation to conducting a review, please contact your Police Services Advisor for further discussion on such a matter.

Sincerely,

Stephen Beckett
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

Ministry of Community Safety
and Correctional Services

Office of the Minister

25 Grosvenor Street
16th Floor
Toronto ON M7A 1Y6
Tel: 416-325-0408
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Ministère de la Sécurité communautaire
et des Services correctionnels

Bureau de la ministre

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16^e étage
Toronto ON M7A 1Y6
Tél. : 416-325-0408
Téléc. : 416-325-6067



MEMORANDUM TO: Chairs, Police Services Boards

SUBJECT: Sexual Violence and Harassment

Sexual violence and harassment has no place in our society. That is why in 2015 our government launched the *It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment* (Action Plan), a plan aimed at changing attitudes and behaviors, creating awareness in our communities and increasing support for survivors.

As the Minister of Community Safety and Correctional Services, a woman and a mother, I fully support Minister Goodale's call to police services across Canada to re-examine their handling of sexual assault cases. I echo his message and ask that all police services boards and chiefs of police in Ontario begin similar reviews of the way sexual assault cases are handled, including policies and procedures at the local level. I would also encourage all police services, in conducting such reviews, to consider working collaboratively with local community and justice partners. Once complete, I ask that all findings be shared with my Ministry to inform our ongoing work to ensure victims of sexual violence feel safe reporting these crimes to police and that when they do, they are granted the timely and dignified response from our justice system that they deserve.

I am pleased to see that several police services in Ontario, including the Ontario Provincial Police (OPP), have already proactively started reviews. I commend these police services for taking swift and decisive action.

Work to tackle this issue is already underway in Ontario, but we know there is always more that we can do. Through the Strategy for a Safer Ontario, our government is re-examining policing as a whole, working to modernize and standardize police practices across the province. Through the Action Plan, we funded research in the field of sexual violence and are taking a number of steps with regard to sexual assault cases, including enhanced training for police and improving data collection. Further, my Ministry also recently launched a new grant program to support a more compassionate and sensitive response from police, including support services provided to survivors as well as police investigative practices. The successful recipients of this new program were announced earlier this week.

Thank you for your attention on this important matter and we look forward to hearing from your services as the work on your reviews progresses.

Sincerely,

A handwritten signature in dark ink, appearing to read "M. Lalonde".

Marie-France Lalonde
Minister



Toronto Police Services Board Report

March 13, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Chief's Administrative Investigation: Alleged Sexual Assault Complainant 2016-C

Recommendation(s):

It is recommended that the Board receive the following report.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) is notified of an incident involving serious injury or death, provincial legislation directs that a chief of police shall conduct an administrative investigation.

Ontario Regulation 267/10, Section 11(1) states:

"The chief of police shall also cause an investigation to be conducted forthwith into any incident with respect to which the S.I.U. has been notified, subject to the S.I.U.'s lead role in investigating the incident."

Section 11(2) of the Regulation states:

"The purpose of the chief of police's investigation is to review the policies of or services provided by the police force and the conduct of its police officers."

Section 11(4) of the Regulation states:

“The chief of police of a municipal police force shall report his or her findings and any action taken or recommended to be taken to the board within 30 days after the S.I.U. director advises the chief of police that he or she has reported the results of the S.I.U.’s investigation to the Attorney General, and the board may make the chief of police’s report available to the public.”

Upon conclusion of their investigation, the S.I.U. provides the Toronto Police Service (T.P.S.) with a letter. The S.I.U. does not provide the T.P.S. with a copy of the report that was provided to the Attorney General.

Discussion:

On September 24, 2015, at about 2000 hours Sexual Assault Complainant 2016-C (2016-C) attended 52 Division to file a complaint against an officer.

Sexual Assault Complainant 2016-C alleges the following.

On September 24, 2015, at about 0045 hours, 2016-C was at the corner of Mercer Street and Blue Jays Way with her bicycle. She was approached by a T.P.S. uniformed officer who was operating a marked police vehicle.

The officer offered her a ride home and insisted she put her bicycle into the rear compartment of the Service vehicle. She accepted the offer and sat in the front passenger seat while he drove her to an address in 14 Division.

En route, the officer told her she was beautiful and placed his hand on her thigh. At the address, 2016-C left the vehicle, recovered her bicycle and had no further contact with the officer.

The S.I.U. was notified and invoked its mandate.

The S.I.U. designated Sergeant Christopher Heard (1318) as a subject officer; two other officers were designated as witness officers.

On March 1, 2016, Director Tony Loparco of the S.I.U. caused an information to be sworn against Sergeant Christopher Heard for one count of Sexual Assault contrary to the *Criminal Code* section 271. On March 2, 2016, the subject officer surrendered himself to S.I.U. investigators, was processed and placed before the courts.

This matter is still before the courts.

The S.I.U. published a media release on March 2, 2016. This media release is available at: www.siu.on.ca.

Summary of the Toronto Police Service's Investigation:

Professional Standards Support (P.S.S.), in conjunction with the Sex Crimes Unit (S.C.U.) conducted an investigation pursuant to Ontario Regulation 267/10, Section 11.

The investigation examined the applied use of force in relation to the applicable legislation, service provided, procedures and the conduct of the involved officers.

The P.S.S. investigation reviewed the following T.P.S. procedures:

- Procedure 05-05 (Sexual Assault)
- Procedure 13-16 (Special Investigations Unit)
- Procedure 13-17 (Memorandum Books and Reports)
- Procedure 15-17 (In-Car Camera System)
- Standards of Conduct Section 2.1.1 (General Responsibilities)

The P.S.S. investigation also reviewed the following legislation:

- *Police Services Act* Section 113 (Special Investigations Unit)
- Ontario Regulation 267/10 (Conduct and Duties of Police Officers Respecting Investigations by the Special Investigations Unit)
- Ontario Regulation 926 Section 14.2 (Use of Force Qualifications)

The P.S.S. investigation determined that the T.P.S. policies and procedures associated with the applied use of force were found to be lawful, in keeping with current legislation and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

Acting Deputy Chief Richard Stubbings, Operational Support Command, will be in attendance to answer any questions that the Board members may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

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Toronto Police Services Board Report

March 13, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Mr. Hamza Sheikh.

Recommendation(s):

It is recommended that the Board receive the following report.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) is notified of an incident involving serious injury or death, provincial legislation directs that a chief of police shall conduct an administrative investigation.

Ontario Regulation 267/10, Section 11(1) states:

"The chief of police shall also cause an investigation to be conducted forthwith into any incident with respect to which the S.I.U. has been notified, subject to the S.I.U.'s lead role in investigating the incident."

Section 11(2) of the Regulation states:

"The purpose of the chief of police's investigation is to review the policies of or services provided by the police force and the conduct of its police officers."

Section 11(4) of the Regulation states:

“The chief of police of a municipal police force shall report his or her findings and any action taken or recommended to be taken to the board within 30 days after the S.I.U. director advises the chief of police that he or she has reported the results of the S.I.U.’s investigation to the Attorney General, and the board may make the chief of police’s report available to the public.”

Upon conclusion of their investigation, the S.I.U. provides the Toronto Police Service (T.P.S.) with a letter. The S.I.U. does not provide the T.P.S. with a copy of the report that was provided to the Attorney General.

Discussion:

On October 31, 2015, at 0413 hours, T.P.S. Communications Services received a call that an officer was assaulting a member of the public.

At 0434 hours, officers from 41 Division attended the address with Toronto Paramedic Services (Paramedics). The officers located Mr. Hamza Sheikh on the ground at the rear of the building; Mr. Sheikh was unconscious and unresponsive. When Mr. Sheikh regained consciousness he was disoriented and had the strong odour of an alcoholic beverage on his breath. Mr. Sheikh was transported by Paramedics to the Scarborough Hospital-General Campus. The officers were directed by a Sergeant, subsequently identified as Sergeant Robert Goudie (1132), from 41 Division to clear from the call and the incident was abandoned without further investigation or documentation.

On November 2, 2015, Mr. Sheikh contacted the T.P.S. to report the incident. An officer from 41 Division attended and took the report. Mr. Sheikh stated that on October 31, 2015, he had been outside his building when he was pushed from behind by an unknown assailant. Mr. Sheikh went on to state that he had fallen to the ground and was knocked unconscious, sustaining a concussion; he had no further memory of the incident. A report was generated and assigned to 41 Division Criminal Investigations Bureau (C.I.B.).

On November 18, 2015, the Toronto Community Housing Corporation reported to the T.P.S. that on October 31, 2015, at about 0406 hours, a marked police vehicle attended Gordonridge Place. The lone officer, subsequently identified as Sergeant Goudie, approached a male resident who had just parked his vehicle in the lot at the rear of the building. There was a brief struggle which resulted in the resident being pushed to the ground. The resident, later identified as Mr. Hamza Sheikh, appeared to have been rendered unconscious during the incident. Sergeant Goudie searched Mr. Sheikh before returning to his vehicle; he then left the scene leaving Mr. Sheikh on the ground.

On November 19, 2015, the S.I.U. was notified and invoked its mandate.

On December 1, 2015, the S.I.U. designated Sergeant Robert Goudie (1132) as a subject officer; three other officers were designated as witness officers.

On January 13, 2016, Director Tony Loparco of the S.I.U. caused an information to be sworn against Sergeant Robert Goudie for Assault Causing Bodily Harm and Fail to Provide the Necessaries of Life. On January 14, 2016, the officer surrendered himself to S.I.U. investigators and was placed before the courts.

This matter is still before the courts.

Summary of the Toronto Police Service's Investigation:

Professional Standards Support (P.S.S.) conducted an investigation pursuant to Ontario Regulation 267/10, Section 11.

P.S.S. examined the applied use of force in relation to the applicable legislation, service provided, procedures, and the conduct of the involved officers.

The P.S.S. investigation reviewed the following T.P.S. procedures:

- Procedure 01-02 (Search of Persons)
- Procedure 01-03 (Persons in Custody)
- Procedure 10-06 (Medical Emergencies)
- Procedure 13-16 (Special Investigations Unit)
- Procedure 13-17 (Memorandum Books and Reports)
- Procedure 15-01 (Use of Force)
- Procedure 15-02 (Injury/Illness Reporting)
- Procedure 15-17 (In-Car Camera System)

The P.S.S. investigation also reviewed the following legislation:

- *Police Services Act* Section 113 (Special Investigations Unit)
- Ontario Regulation 267/10 (Conduct and Duties of Police Officers Respecting Investigations by the Special Investigations Unit)
- Ontario Regulation 926 Section 14.2 (Use of Force Qualifications)

The P.S.S. investigation determined that the T.P.S. policies and procedures associated with the applied use of force were found to be lawful, in keeping with current legislation and written in a manner which provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

Acting Deputy Chief Richard Stubbings, Operational Support Command, will be in attendance to answer any questions that the Board members may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

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Toronto Police Services Board Report

April 3, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2016 Public Sector Salary Disclosure

Recommendation:

It is recommended that the Board receive this report for information.

Financial Implications:

There are no financial implications relating to the recommendation contained in this report.

Background / Purpose:

The Public Sector Salary Disclosure Act, 1996 (P.S.S.D.A.) and the Public Sector Salary Disclosure Amendment Act, 2004 were passed to make Ontario's public sector more open and accountable to taxpayers. Therefore, in accordance with the P.S.S.D.A., the Toronto Police Service (Service) is required to disclose the names, positions, salaries and taxable benefits of employees who were paid \$100,000 or more in a year, based on T4 reporting. The report includes active, retired and terminated members, and includes all remuneration earned and reported, including paid duty earnings.

This information, which includes Toronto Police Service and Toronto Police Services Board employees, is submitted to the City of Toronto Pension, Payroll and Employee Benefits Division for inclusion in a corporate report filed, by the City, with the Ministry of Municipal Affairs and Housing.

Furthermore, the Ministry of Finance also requires that organizations with members seconded to other ministries file the listing of those members with the appropriate ministry. For the 2016 reporting year, the Service had 33 members seconded to the Ministry of Community Safety and Correctional Services. A separate listing of the members appearing on the Public Sector Salary Disclosure (P.S.S.D.) listing has been provided to that agency.

The Province (Treasury Board Secretariat) posts the information provided by each organization in and around the end of March of the following year.

Discussion:

The P.S.S.D.A., 1996 defines “Salary Paid” as “the amount paid by the employer to the employee in a given year, as reported on the T4 slip (Box 14 minus Taxable Benefits total).” This amount is reported if it is equal to or above \$100,000.

Service members receive a T4, which includes all remuneration paid by the Service. Box 14 on the T4 includes regular salary, retention pay, acting pay, premium pay (including court time, call backs and overtime) and any retroactive adjustments paid in the applicable calendar year. Beginning in 2010, T4 earnings include income from paid duties, which are paid by external customers and flow through the Service’s payroll system in order to comply with C.R.A. statutory deduction requirements. There is no requirement to separate paid duty earnings from regular earnings in the P.S.S.D.. As a result, both earnings are consolidated into the “Salary Paid” column.

Taxable benefits are reported as a separate line item for those employees who earned \$100,000 or more. Taxable benefits for Service members, as defined by the C.R.A., include the value of life insurance premiums for coverage provided by the employer, employer-provided parking and the personal use of employer-provided vehicles.

The P.S.S.D.A. requires that the listing be reported in alphabetical order to the Province. However, at the request of the Board, the Service now also provides the information to the Board only, in descending order by salary paid.

Accordingly, Appendix A provides the salary paid in alphabetic order, and Appendix B provides the same information in descending order by salary paid.

Number of Employees on the 2016 Disclosure Listing:

Salaries have increased over the years due to contract settlements and arbitration awards. As a result of the 2015 to 2018 contract settlement, members of the Toronto Police Association (T.P.A.) received a 1.5% salary increase at January 1, 2016 and another 0.45% base salary increase, effective July 1, 2016. The 2015 to 2018 contract between the Board and Senior Officers Organization resulted in the same salary increases as the T.P.A. for 2016.

It should be noted that the 2016 base salary range for Staff and Detective Sergeants, Sergeants, Detectives, Plainclothes Training Constables, and First Class Constables (P.C.1) Step 4, including the 9% retention pay, is above the \$100,000. It should also be noted that as of 2016, there are 93 T.P.A. civilian positions that are above the \$100,000 base.

In 2016, 4,758 employees earned more than \$100,000. This total includes 1,667 employees whose base salary is normally under \$100,000. The earnings for these employees were the result of their combined base salary, premium pay, paid duty earnings and other payouts, including final payments upon separation from the Service.

The table below details the make-up of the 1,667 (1900 in 2015) members on the listing whose base salary is normally under \$100,000.

Rank	2016	2015
Police Constable	1,593	1,807
Civilian members	74	93
Totals	1,667	1,900

It should be noted that 1,159 of the 1,667 members whose normal base salary is below \$100,000 have a 2016 base salary between \$95,000 and \$99,999.

As noted earlier, members whose normal base salary is below \$100,000 can be on the P.S.S.D. list as a result of premium pay, separation payouts governed by the collective agreement, retroactive payments and paid duty earnings. Premium pay can result from required court attendance, overtime earned when members work beyond their regular shift and call-backs when members are requested to return to work for various operational reasons or special projects. Premium hours worked are paid according to collective agreement provisions.

Conclusion:

In accordance with the P.S.S.D.A., this report provides the names, positions, salaries and taxable benefits of Service and Board employees who were paid more than \$100,000 in 2016. The information is provided in alphabetical order as required by the Ministry, and in salary paid descending order as requested by the Board.

The report is provided to the Board for information, and was forwarded to the City for inclusion in a corporate report filed with the Ministry of Municipal Affairs and Housing. The report will be published on the Ministry of Finance website in and around the end of March 2017.

Mr. Tony Veneziano, Chief Administrative Officer, Corporate Services Command, will be in attendance to answer any questions from the Board.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

HF/

Filename: annual report 2016 public sector salary disclosure.docx



Toronto Police Services Board Report

Appendix A				
Record of Employees' 2016 Salaries and Benefits - By Last Name				
Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Abate	Glen Michael	Police Constable	\$ 134,276.36	\$ 1,000.61
Abbasi	Sophia Seher	Plainclothes Police Constable	\$ 137,998.86	\$ 1,002.04
Abdel-Malik	Maher	Detective	\$ 122,921.52	\$ 1,032.35
Abdilla	Tammy	Police Constable	\$ 102,849.81	\$ 1,000.61
Abdulla	Al Rahim	Senior Technical Analyst	\$ 124,124.68	\$ 379.60
Abkarian	Hovig	Police Constable	\$ 112,067.11	\$ 975.62
Abraham	Stanley Samuel	Plainclothes Police Constable	\$ 122,407.64	\$ 993.85
Achaibar	Richard Anthony	Plainclothes Police Constable	\$ 112,114.07	\$ 997.35
Aciu	Sebastian	Plainclothes Police Constable	\$ 106,118.92	\$ 993.85
Acorn	Christopher Allan	Police Constable	\$ 152,646.44	\$ 981.89
Adach	Edward Hieronim	Detective	\$ 118,513.45	\$ 1,047.28
Adam	Barbara Anne	Staff Sergeant	\$ 140,088.41	\$ 1,085.37
Adam	Michael Jason	Detective	\$ 113,526.34	\$ 1,032.35
Adams	Clayton Edward	Detective	\$ 141,069.85	\$ 1,037.79
Adams	Todd Robert	Police Constable	\$ 119,546.85	\$ 981.89
Adams	Khary Azande	Plainclothes Police Constable	\$ 112,037.26	\$ 1,002.04
Addison	Keith Scott	Police Constable	\$ 103,142.06	\$ 1,000.61
Agamata	Julius Laconsay	Police Constable	\$ 114,334.36	\$ 892.26
Agnew	Robert	Senior Technical Analyst	\$ 112,964.41	\$ 379.60
Agostinho	Roy Michael	Police Constable	\$ 105,700.81	\$ 971.62
Aguiar	Steven Cabral	Police Constable	\$ 156,698.10	\$ 991.95
Aheer	Jagjit Kumar	Plainclothes Police Constable	\$ 112,108.52	\$ 975.92
Ahier	Brian Norman	Police Constable	\$ 106,338.31	\$ 917.06
Ahluwalia	Amit	Police Constable	\$ 119,699.16	\$ 971.62
Ahluwalia	Mandeep Singh	Police Constable	\$ 118,802.37	\$ 979.62
Ahmad	Mansoor	Detective	\$ 127,885.05	\$ 1,027.91
Ahmad	Syed Omar	Plainclothes Police Constable	\$ 121,813.42	\$ 1,002.04
Ahmed	Jameel	Police Constable	\$ 121,264.40	\$ 990.47
Ahn	Hyo Joon	Police Constable	\$ 110,946.30	\$ 975.62
Aiello	Antonio	Police Constable	\$ 140,646.13	\$ 990.47
Aiken	John David	Police Constable	\$ 111,056.14	\$ 990.47
Aikman	Scott Douglas	Police Constable	\$ 113,503.60	\$ 1,000.61
Ajazi	Sofokli	Police Constable	\$ 110,928.76	\$ 981.89
Akeson	Aaron Joseph	Detective	\$ 122,973.35	\$ 1,027.91
Akie	Joseph Anthony	Police Constable	\$ 106,524.82	\$ 971.62
Akromah Adjei	Alfred	Police Constable	\$ 117,578.33	\$ 904.66
Akunyili	Richard Dean	Police Constable	\$ 113,595.49	\$ 981.89
Alagarajah	Anenthan Raju	Police Constable	\$ 103,654.83	\$ 924.50
Alaguras	Vijeyakumar	Parking Enforcement Officer	\$ 125,516.85	\$ 880.88
Alamag	Adelio Perada	Police Constable	\$ 115,147.26	\$ 1,000.61
Albanese	Jason John	Detective	\$ 118,733.69	\$ 1,027.91
Alberga	Pasquale	Detective	\$ 153,832.60	\$ 1,027.91
Alberga	Sante	Police Constable	\$ 106,784.21	\$ 1,000.61
Albrecht	Irvin John	Plainclothes Police Constable	\$ 133,863.90	\$ 1,012.70
Alderdice	Jeffery Paul	Sergeant	\$ 140,177.21	\$ 1,037.79
Aleksandrowicz	Lukasz	Police Constable	\$ 106,259.52	\$ 981.89
Alekseeva	Marina	Police Constable	\$ 105,895.91	\$ 972.02
Alexa	Brendan James	Plainclothes Police Constable	\$ 135,430.41	\$ 1,002.04
Alexakis	Christos	Police Constable	\$ 111,533.39	\$ 975.62
Alexander	Charles Bolton	Detective	\$ 124,779.80	\$ 1,047.28
Alexander	Wayne Matthew	Police Constable	\$ 123,388.54	\$ 981.89
Alexander	David	Police Constable	\$ 100,085.45	\$ 976.82
Alexiou	Demitrios	Plainclothes Police Constable	\$ 119,465.34	\$ 1,022.58
Ali	Asif Iftikhar	Sergeant	\$ 112,379.51	\$ 1,033.11
Ali	Farhan Imtiaz	Police Constable	\$ 111,653.46	\$ 975.62
Alias	Gavin Raymond	Plainclothes Police Constable	\$ 127,937.09	\$ 994.16
Al-Khatib	Shady	Plainclothes Police Constable	\$ 116,366.14	\$ 1,002.04
Allan	Scott Douglas	Sergeant	\$ 139,081.84	\$ 1,037.79
Allard	Matthew Douglas	Police Constable	\$ 102,755.58	\$ 981.89
Allard	Nathaniel Peter	Police Constable	\$ 102,630.97	\$ 972.02

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Allawneh	Wayel Munson	Police Constable	\$ 155,529.72	\$ 900.94
Alldread	Suzanne Lorraine	Police Constable	\$ 109,182.88	\$ 990.47
Alldread	Gordon Scott	Police Constable	\$ 108,142.73	\$ 1,000.61
Alldrit	Darren Lee	Detective Sergeant	\$ 145,575.77	\$ 1,085.37
Allen	Michael David	Detective	\$ 133,256.43	\$ 1,037.79
Alley	Nicholas David	Police Constable	\$ 110,436.16	\$ 991.25
Allington	Jeffrey Scott	Detective	\$ 144,220.08	\$ 1,037.79
Allison	Elaine Hunter	Sergeant	\$ 116,948.85	\$ 1,047.28
Almeida	Antonio Jose	Police Constable	\$ 109,453.40	\$ 981.89
Al-Nass	Walid	Police Constable	\$ 140,846.75	\$ 981.89
Als	Anthony Christopher	Police Constable	\$ 107,589.37	\$ 990.47
Altobello	Domenic Joesph	Plainclothes Police Constable	\$ 119,799.37	\$ 1,002.04
Alvarez	Jorge David	Police Constable	\$ 135,830.59	\$ 988.49
Alvey	Robert James	Police Constable	\$ 113,711.00	\$ 995.88
Amah	Malik Ariel	Police Constable	\$ 120,029.99	\$ 981.89
Amancio	Michelle	Senior Project Coordinator	\$ 123,855.92	\$ 968.01
Amantea	Anthony Francesco	Police Constable	\$ 114,526.60	\$ 972.02
Ambrozaitis	Eugenia Agnes	Training Constable	\$ 101,836.62	\$ 997.36
Amos	Sean David	Police Constable	\$ 140,597.33	\$ 1,000.61
Amyotte	Daniel Richard	Police Constable	\$ 104,898.21	\$ 981.89
Anand	Anil	Inspector	\$ 121,515.60	\$ 774.67
Andalib-Goortani	Babak	Police Constable	\$ 108,558.64	\$ 981.89
Andersen	Carl Henrik	Plainclothes Police Constable	\$ 160,843.64	\$ 1,022.58
Anderson	Robert	Police Constable	\$ 120,688.37	\$ 995.88
Anderson	Luke Jonathan	Police Constable	\$ 116,848.36	\$ 990.47
Anderson	Gareth Alpiere	Police Constable	\$ 111,360.71	\$ 978.77
Anderson	Jennifer Elizabeth	Plainclothes Police Constable	\$ 104,971.86	\$ 986.51
Andrade	Rearden Galt	Police Constable	\$ 107,203.87	\$ 990.47
Andrejishyn	James Joseph	Plainclothes Police Constable	\$ 104,152.16	\$ 1,002.04
Andrew	William Jason	Training Constable	\$ 134,696.31	\$ 1,002.04
Andrews	Brian Paul	Training Constable	\$ 120,670.40	\$ 1,012.70
Andrews	Sarah Lynn	Detective	\$ 110,895.17	\$ 1,027.91
Andrews	John Paul	Police Constable	\$ 106,154.46	\$ 1,000.61
Andrici	Iulian	Police Constable	\$ 139,987.50	\$ 981.89
Angco	Antonio James	Police Constable	\$ 108,565.00	\$ 981.89
Angus	Darren Ronald	Police Constable	\$ 159,022.20	\$ 975.62
Angus	John Douglas	Plainclothes Police Constable	\$ 119,722.52	\$ 1,012.70
Angus	Ryan Alan	Police Constable	\$ 106,114.80	\$ 981.89
Annetts	Amanda Elizabeth	Plainclothes Police Constable	\$ 125,946.89	\$ 1,002.04
Ansari	Ali Akbar	Detective	\$ 116,721.41	\$ 972.28
Antal	Bojan Ben	Police Constable	\$ 131,852.90	\$ 924.50
Antoine	Kevin Francis	Police Constable	\$ 114,932.77	\$ 996.65
Antonaros	John	Plainclothes Police Constable	\$ 112,950.33	\$ 997.36
Antonelli	Gianpiero	Police Constable	\$ 167,558.79	\$ 1,000.61
Apostolidis	John	Detective	\$ 141,153.61	\$ 1,037.79
Apostolopoulos	Dimitrios	Police Constable	\$ 112,170.32	\$ 995.88
Appleby	David James	Armourer	\$ 109,973.60	\$ 971.62
Aquilina	Marcel	Police Constable	\$ 126,812.79	\$ 990.47
Araujo	Percy	Police Constable	\$ 109,429.85	\$ 981.89
Arbus	Paul William	Plainclothes Police Constable	\$ 109,642.39	\$ 352.04
Arcand	Brian Christopher	Plainclothes Police Constable	\$ 109,413.55	\$ 686.64
Archer	Kirk Anthony	Police Constable	\$ 108,723.23	\$ 981.89
Ardiles	Benjamin Gonzalo	Police Constable	\$ 116,317.34	\$ 981.89
Ardoino	Nicholas Michael	Police Constable	\$ 103,574.68	\$ 306.74
Argiris	Kimberly Anne	Police Constable	\$ 119,865.59	\$ 990.47
Arias	Jose Manuel	Police Constable	\$ 105,657.29	\$ 966.89
Armani	Pedram	Police Constable	\$ 100,099.23	\$ 981.89
Armorer	Patrice Nicole	Police Constable	\$ 106,665.75	\$ 981.89
Armstrong	David Lawrence	Supervisor	\$ 132,695.77	\$ 917.80
Armstrong	Richard David	Staff Sergeant	\$ 128,559.17	\$ 1,085.37

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Armstrong	Robert Paul	Plainclothes Police Constable	\$ 127,839.94	\$ 1,012.70
Armstrong	Mark Richard	Sergeant	\$ 123,309.08	\$ 724.56
Armstrong	Kimberly Dawn	Manager of Parking Enforcement	\$ 122,008.49	\$ 954.33
Armstrong	Karen	Police Constable	\$ 120,906.91	\$ 981.89
Armstrong	Frederick Shane	Police Constable	\$ 112,752.06	\$ 982.67
Armstrong	Patrick Shane	Police Constable	\$ 102,379.38	\$ 971.62
Armstrong	Christopher Richard	Police Constable	\$ 100,685.78	\$ 981.89
Aroda	Sanjee	Detective	\$ 167,126.03	\$ 1,037.79
Arp	James Andrew	Plainclothes Police Constable	\$ 114,618.47	\$ 1,002.04
Arruda	Sandra	Police Constable	\$ 101,194.69	\$ 981.89
Arsenault	Richard Paul	Sergeant	\$ 119,350.57	\$ 1,037.79
Arsenault	Daren Arthur	Police Constable	\$ 103,233.71	\$ 1,000.61
Arshad	Sheraz	Plainclothes Police Constable	\$ 117,697.31	\$ 987.28
Artinian	Peglar	Plainclothes Police Constable	\$ 120,840.65	\$ 1,001.26
Arulanandam	Gerrard Nimalan	Plainclothes Police Constable	\$ 115,937.88	\$ 1,009.45
Arzaga	Michael Wayne	Plainclothes Police Constable	\$ 108,674.44	\$ 981.89
Ashkar	Antoine	Police Constable	\$ 104,804.98	\$ 981.89
Ashley	Mark Nicholas	Detective	\$ 137,185.44	\$ 1,047.28
Ashman	Craig Jason	Training Constable	\$ 114,345.78	\$ 1,012.70
Ashton	Michael Edward	Police Constable	\$ 111,309.64	\$ 995.88
Askin	Paul Alexander	Plainclothes Police Constable	\$ 115,858.96	\$ 1,002.04
Asner	Robert Edward	Plainclothes Police Constable	\$ 126,316.20	\$ 1,002.04
Asselin	Glenn Andre	Sergeant	\$ 138,141.11	\$ 1,047.28
Asselstine	Shaun David	Police Constable	\$ 116,157.41	\$ 981.89
Astapkovich	Andrei	Police Constable	\$ 125,006.45	\$ 981.89
Astolfo	Robert	Police Constable	\$ 102,414.25	\$ 981.89
Athwal	Ravinder Singh	Police Constable	\$ 101,990.16	\$ 917.06
Atkins	Cherry Maxine	Police Constable	\$ 137,590.32	\$ 990.47
Atkinson	James Jonathan	Police Constable	\$ 185,638.51	\$ 1,000.61
Atkinson	Graham Stephen	Plainclothes Police Constable	\$ 110,472.38	\$ 1,012.70
Attenborough	Jeffrey Bruce	Staff Sergeant	\$ 129,496.71	\$ 1,085.37
Atwood	Christopher Lionel	Police Constable	\$ 120,829.18	\$ 981.89
Audette	David Francis	Police Constable	\$ 163,935.25	\$ 1,000.61
Austin	Michael John	Police Constable	\$ 103,679.82	\$ 985.85
Awad	Ashraf Samir	Detective	\$ 136,324.83	\$ 1,027.91
Azarraga	Jose Matias	Detective	\$ 143,426.71	\$ 1,047.28
Azzopardi	Denis Andre	Police Constable	\$ 135,786.43	\$ 981.89
Babiar	John James	Detective Sergeant	\$ 144,059.82	\$ 1,085.37
Babin	Scott Jason	Police Constable	\$ 109,962.01	\$ 352.04
Babineau	Jared Michael	Sergeant	\$ 130,228.68	\$ 1,037.79
Baboulas	Steve Francis	Police Constable	\$ 102,810.24	\$ 956.74
Bachly	Christopher David	Detective	\$ 112,898.37	\$ 1,027.91
Backer	Mark Francis	Plainclothes Police Constable	\$ 121,570.38	\$ 993.85
Backus	Leslie Douglas	Detective	\$ 140,225.29	\$ 1,047.28
Bacon	Andrew Martin	Training Constable	\$ 122,312.07	\$ 1,002.04
Bagchus	Marc Jules	Police Constable	\$ 100,725.06	\$ 924.50
Bagnall	Kenrick Patrice	Plainclothes Police Constable	\$ 124,950.22	\$ 1,002.04
Bagnall	Albert Hugh	Police Constable	\$ 106,724.22	\$ 1,000.61
Bahula	James Simon	Police Constable	\$ 114,455.85	\$ 971.62
Bai	Don Xin	Plainclothes Police Constable	\$ 118,794.87	\$ 1,002.04
Baiati	Tash Amir	Police Constable	\$ 108,527.98	\$ 971.62
Bailey	Nicole Anne	Sergeant	\$ 102,975.73	\$ 869.91
Bains	Arman Stephen	Police Constable	\$ 101,532.37	\$ 975.62
Baird	Mark Andrew	Police Constable	\$ 129,966.18	\$ 972.02
Baird	Karen Ann	Police Constable	\$ 105,369.52	\$ 1,000.61
Bajwa	Rajwant Singh	Detective	\$ 138,016.18	\$ 1,047.28
Bajwa	Jason Preet	Technical Analyst	\$ 100,396.53	\$ 285.45
Baker	Richard James	Detective	\$ 110,947.53	\$ 377.91
Baker	Richard Timothy	Police Constable	\$ 109,028.23	\$ 1,000.61
Baker	Jason Robert	Police Constable	\$ 105,622.11	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Baker	David Roland	Police Constable	\$ 105,000.45	\$ 990.47
Baker	Ryan Paul	Police Constable	\$ 100,220.55	\$ 981.89
Baksh	Faizal Anthony	Police Constable	\$ 108,380.94	\$ 981.89
Balachorek	Daniel Alan	Police Constable	\$ 116,988.20	\$ 990.47
Balaga	Artur	Sergeant	\$ 117,508.42	\$ 1,024.37
Balaga	Tomasz Krzysztof	Police Constable	\$ 102,423.34	\$ 972.02
Balasubramaniam	Kowsihan	Plainclothes Police Constable	\$ 112,935.90	\$ 1,002.04
Balet	Andrew Sebastian	Plainclothes Police Constable	\$ 124,304.41	\$ 1,002.04
Balice	Victoria Natalie	Plainclothes Police Constable	\$ 115,710.80	\$ 1,002.04
Balice	Steven	Police Constable	\$ 106,828.67	\$ 981.89
Balint	Michael Andrew	Detective	\$ 143,019.52	\$ 1,037.79
Bamji	Zubin Xerxes	Plainclothes Police Constable	\$ 112,328.39	\$ 1,002.04
Bangild	Jeffrey	Detective	\$ 125,436.70	\$ 387.79
Banks	Wayne Michael	Detective Sergeant	\$ 132,857.40	\$ 1,085.37
Banks	Donna	Detective	\$ 116,527.65	\$ 1,047.28
Bannister	Jason Mark	Police Constable	\$ 125,137.63	\$ 981.89
Banton	Robin Horatio	Sergeant	\$ 122,231.15	\$ 1,047.28
Banyaem	Santi	Police Constable	\$ 111,303.96	\$ 981.89
Baptist	Robert Scott	Superintendent	\$ 185,571.34	\$ 16,512.69
Baratto	Michelle Teresa	Detective	\$ 147,275.59	\$ 1,047.28
Barbero	Trisha	Plainclothes Police Constable	\$ 127,294.57	\$ 977.95
Barcenas Pineda	Isnardo	Police Constable	\$ 126,630.46	\$ 971.62
Barclay	Tammy Lynn	Police Constable	\$ 104,686.59	\$ 981.89
Barkley	Mark Edwin	Superintendent	\$ 177,374.46	\$ 15,903.22
Barnes	Kirk-Neil Anthony	Police Constable	\$ 195,909.15	\$ 981.89
Barnes	Murray Winstanley	Detective	\$ 141,711.27	\$ 1,037.79
Barnes	John Colin	Plainclothes Police Constable	\$ 131,779.37	\$ 1,002.04
Barnes	Wallace Crispin	Plainclothes Police Constable	\$ 128,219.64	\$ 987.28
Barnett	Robyn Mark	Detective	\$ 114,415.35	\$ 1,027.91
Barnett	Russell Ryan	Police Constable	\$ 100,329.88	\$ 990.47
Barnhardt	Timothy Michael	Police Constable	\$ 108,200.69	\$ 981.89
Barr	Janet Andrea	Police Constable	\$ 108,023.02	\$ 981.89
Barragan	Luis Fernando	Police Constable	\$ 123,510.50	\$ 971.62
Barredo	Francisco Javier	Inspector	\$ 173,430.35	\$ 1,328.59
Barreira	Nelson	Sergeant	\$ 143,666.30	\$ 1,027.91
Barrett	Laurence George	Police Constable	\$ 111,426.70	\$ 1,000.61
Barretto	Bertrand Stanley	Plainclothes Police Constable	\$ 149,456.35	\$ 1,012.70
Barsky	Michael Steven	Inspector	\$ 166,722.65	\$ 1,319.68
Bartholomew	Darryl Colin	Police Constable	\$ 107,485.35	\$ 981.89
Bartlett	Jason Mitchell	Detective	\$ 124,542.42	\$ 1,027.91
Bartlett	Daniel Alberto	Plainclothes Police Constable	\$ 106,543.61	\$ 987.28
Bartlett	Lynda Marie	Police Constable	\$ 102,858.21	\$ 1,000.61
Bartlett	Alan Andrew	Police Constable	\$ 102,614.76	\$ 982.67
Bartley	Ryan Charles	Police Constable	\$ 105,496.56	\$ 971.62
Bartz	Hannah Fay	Detective	\$ 129,522.37	\$ 1,027.91
Bassett	Kurt Andrew	Police Constable	\$ 112,677.53	\$ 981.89
Bassett	Kerrie Margaret	Police Constable	\$ 105,612.25	\$ 346.65
Bassingthwaite	Steven Jeffrey	Sergeant	\$ 126,707.73	\$ 1,037.79
Bates	Barry Michael	Police Constable	\$ 209,412.64	\$ 1,000.61
Bates	Kimberley Michele	Detective	\$ 130,591.65	\$ 1,047.28
Bates	Wayne Edward	Detective	\$ 128,977.31	\$ 1,047.28
Bates	Sandy	Detective Sergeant	\$ 128,034.75	\$ 435.37
Bates	Timothy Brian	Detective	\$ 119,483.25	\$ 1,047.28
Bator	Andrew Istvan	Sergeant	\$ 117,366.41	\$ 1,047.28
Battaglia	Salvatore	Police Constable	\$ 102,992.97	\$ 315.42
Battistoni	Steven Chris	Fingerprint Examiner	\$ 102,757.37	\$ 926.64
Baus	Jacqueline Sandra	Sergeant	\$ 126,925.01	\$ 1,037.79
Bayes	John Arthur	Police Constable	\$ 129,548.34	\$ 985.85
Bazilsky	Kenneth Peter	Training Constable	\$ 111,590.86	\$ 1,002.04
Beadman	Brian George	Sergeant	\$ 118,217.55	\$ 1,047.28

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Beard	Benjamin James	Plainclothes Police Constable	\$ 111,031.92	\$ 1,002.04
Beattie	Christopher Dennis	Sergeant	\$ 115,590.41	\$ 1,032.35
Beatty	Ryan Alexander	Plainclothes Police Constable	\$ 119,350.85	\$ 1,002.04
Beaudoin	Shane Reginald	Police Constable	\$ 143,789.49	\$ 981.89
Beaudry	Ghislain Martin	Police Constable	\$ 115,834.37	\$ 306.74
Beaudry	Paula Loreto	Police Constable	\$ 107,423.98	\$ 981.89
Beaulac	Joseph Andre	Police Constable	\$ 107,584.95	\$ 981.89
Beaulac	Sacha Lucy	Police Constable	\$ 100,946.97	\$ 971.62
Beauparlant	Paul Joseph	Detective	\$ 125,302.52	\$ 1,047.28
Beausoleil	Marc	Detective	\$ 135,557.51	\$ 1,047.28
Beaven-Brindle	Marcie Jeanne	Police Constable	\$ 104,039.71	\$ 990.47
Beaven-Desjardins	Joanna Ruth	Inspector	\$ 165,836.74	\$ 1,328.59
Bechervaise	Cory Francis	Police Constable	\$ 126,354.40	\$ 1,000.61
Beckwith	Christopher	Police Constable	\$ 115,283.40	\$ 981.89
Beckwith	Leanne Frances	Police Constable	\$ 100,568.42	\$ 981.89
Bedard	Nicole Paulette	Police Constable	\$ 111,090.67	\$ 990.47
Bedi	Saurabjit Singh	Police Constable	\$ 102,454.48	\$ 917.06
Bednarczyk	Claudia Sofia	Police Constable	\$ 100,234.40	\$ 981.89
Beers	Clay Albert	Manager of Radio and Electronics	\$ 165,851.15	\$ 1,180.68
Begbie	Blair Robert	Police Constable	\$ 107,967.05	\$ 981.89
Begin	Marcel Armand	Plainclothes Police Constable	\$ 108,979.67	\$ 1,021.54
Belanger	Daniel Joseph	Sergeant	\$ 126,604.87	\$ 1,047.28
Belanger	Donald Rene	Detective Sergeant	\$ 125,286.74	\$ 1,076.14
Belanger	Lisa Gabrielle	Sergeant	\$ 116,506.19	\$ 1,023.95
Belanger	Nicole Adele	Police Constable	\$ 104,917.76	\$ 978.77
Belille	Winford Sheldon	Police Constable	\$ 105,224.16	\$ 981.89
Bell	Daniel	Detective Sergeant	\$ 128,982.57	\$ 435.37
Bell	Brian Andrew	Plainclothes Police Constable	\$ 119,961.41	\$ 997.36
Bell	Daryl Edward	Plainclothes Police Constable	\$ 112,692.88	\$ 1,012.70
Bell	Jamieson Kristian	Police Constable	\$ 100,412.73	\$ 972.02
Bellamy	Jason Robert	Police Constable	\$ 104,863.15	\$ 971.62
Belland	Neil Gregory	Training Constable	\$ 107,808.12	\$ 1,002.04
Bellec	Francois Marie	Police Constable	\$ 110,822.71	\$ 981.89
Belligero	Giulia	Plainclothes Police Constable	\$ 112,016.77	\$ 993.85
Bellion	Laurent Hugues	Police Constable	\$ 159,611.32	\$ 991.95
Bellon	Corinne	Staff Sergeant	\$ 150,928.53	\$ 560.37
Belza	Todd Michael	Plainclothes Police Constable	\$ 136,126.72	\$ 993.85
Benallick	Mark Daniel	Detective Sergeant	\$ 131,691.52	\$ 1,085.37
Benallick	Dianna	Police Constable	\$ 107,726.12	\$ 1,000.61
Benevides	Richard Ferreira	Plainclothes Police Constable	\$ 126,638.55	\$ 1,002.04
Benincasa	Mariano Joseph	Training Constable	\$ 105,844.46	\$ 1,002.04
Beninger	Christopher-Earl	Police Constable	\$ 101,357.35	\$ 971.62
Bennett	Brian Robert	Sergeant	\$ 131,963.89	\$ 1,027.91
Bennett	Winston Anthony	Staff Sergeant	\$ 131,147.98	\$ 1,085.37
Bennett	Joanne	Detective	\$ 125,275.77	\$ 397.28
Bennett	Trevor	Sergeant	\$ 116,832.52	\$ 397.28
Bennett	Robert	Sergeant	\$ 113,471.43	\$ 1,027.91
Bennett	Karlene Natalie	Research Assistant	\$ 102,394.76	\$ 1,094.94
Bennett	Brent John	Police Constable	\$ 100,489.63	\$ 990.47
Benney	Peter	Plainclothes Police Constable	\$ 117,294.30	\$ 1,022.58
Bennoch	Christopher John	Police Constable	\$ 107,918.15	\$ 995.88
Benoit	Lisabet Jane	Detective Sergeant	\$ 131,244.61	\$ 1,085.37
Benoit	Horst Albert	Police Constable	\$ 114,898.34	\$ 990.47
Benoit	Jason Regis	Sergeant	\$ 114,328.61	\$ 1,037.79
Benoit	Erin Melissa	Detective	\$ 113,561.28	\$ 1,035.45
Benson	Ian Christopher	Police Constable	\$ 124,302.42	\$ 998.19
Benson	Rodney Wellon	Plainclothes Police Constable	\$ 111,508.33	\$ 1,004.14
Bentley	Christopher John	Plainclothes Police Constable	\$ 126,236.65	\$ 1,002.04
Benyi	Alexandru	Police Constable	\$ 121,306.44	\$ 971.62
Berezowski	John	Detective	\$ 131,308.43	\$ 1,047.28

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Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Berezowsky	Robert Nestor	Plainclothes Police Constable	\$ 109,222.24	\$ 1,022.58
Berg	Michael Andrew	Sergeant	\$ 124,258.89	\$ 1,027.91
Bergen	Francis	Superintendent	\$ 179,021.21	\$ 11,744.57
Berger	Mark Andrew	Police Constable	\$ 106,816.27	\$ 1,000.61
Bergeron	Brian Roland	Sergeant	\$ 111,599.01	\$ 1,027.91
Bernard	Cynthia Lee	Police Constable	\$ 104,776.45	\$ 985.01
Bernard	David Anthony	Plainclothes Police Constable	\$ 104,568.16	\$ 1,002.04
Bernardo	Israel Faria	Staff Sergeant	\$ 153,561.19	\$ 1,068.94
Bernardo	Eduardo Madeiros	Training Constable	\$ 111,959.93	\$ 1,002.04
Bernier	Jami Joseph	Plainclothes Police Constable	\$ 118,056.67	\$ 987.28
Bernobic	Kevin	Police Constable	\$ 116,827.71	\$ 981.89
Berridge	Eric	Police Constable	\$ 102,857.34	\$ 1,000.61
Berry	Stephen Roger	Detective	\$ 125,241.36	\$ 1,027.91
Berry	Joshua Michael	Plainclothes Police Constable	\$ 112,685.54	\$ 347.36
Berry	Kevin Irish	Group Leader of Fleet and Materials Management	\$ 102,788.19	\$ 971.62
Bertin	Geoffrey Alexander	Police Constable	\$ 115,393.15	\$ 971.62
Bertrim	Patricia	Police Constable	\$ 103,323.36	\$ 350.61
Bertucca	Kimberly	Plainclothes Police Constable	\$ 109,222.24	\$ 1,022.58
Besco	David Russell	Police Constable	\$ 104,079.66	\$ 981.89
Beson	Mark William	Detective	\$ 130,780.97	\$ 1,037.79
Best	Alexander Phillip	Plainclothes Police Constable	\$ 103,338.40	\$ 933.18
Bevan	Gordon	Training Constable	\$ 119,998.56	\$ 1,022.58
Bevan	William	Detective	\$ 118,658.88	\$ 1,047.28
Beveridge	Kathryn Anne	Detective	\$ 116,740.11	\$ 1,047.28
Beyers	Donald	Manager of Records Management	\$ 179,012.34	\$ 3,195.71
Bevilacqua	Filippo	Detective	\$ 165,763.65	\$ 1,037.79
Bevilacqua	Massimiliano Rino	Police Constable	\$ 103,973.84	\$ 981.89
Bevilacqua	Giulio	Police Constable	\$ 100,258.59	\$ 981.89
Bezley	Jonathan Thomas	Police Constable	\$ 123,906.20	\$ 971.62
Bhandari	Nitin	Police Constable	\$ 103,827.37	\$ 981.89
Bhardwaj	Ella Elizabeth	Plainclothes Police Constable	\$ 109,618.61	\$ 1,002.04
Bhathal	Harjeet Singh	Plainclothes Police Constable	\$ 158,581.77	\$ 1,002.04
Bhatti	Harmandeep	Police Constable	\$ 139,360.32	\$ 971.62
Bhimji	Karim Tajdin	Police Constable	\$ 117,640.50	\$ 981.89
Bhogal	Rajan-Singh	Plainclothes Police Constable	\$ 145,791.09	\$ 1,002.04
Bhogal	Jagdeep Singh	Police Constable	\$ 109,467.42	\$ 975.62
Bialecka	Marta Eva	Police Constable	\$ 108,023.19	\$ 971.62
Bianchi	Daniela	Plainclothes Police Constable	\$ 113,941.69	\$ 1,012.70
Bianchi	Kayla Marie	Plainclothes Police Constable	\$ 108,360.80	\$ 988.75
Bider	Sacha Maximilien	Police Constable	\$ 100,020.28	\$ 990.47
Biga	Mircea Dan	Police Constable	\$ 113,861.05	\$ 981.89
Biggs	Henry Lee	Police Constable	\$ 102,568.61	\$ 771.62
Bilby	David Andrew	Plainclothes Police Constable	\$ 123,806.95	\$ 1,000.48
Binning	Andrew John	Plainclothes Police Constable	\$ 103,842.18	\$ 1,002.04
Binns	Michael Douglas	Police Constable	\$ 105,417.26	\$ 1,005.82
Bird	Paul Stewart	Police Constable	\$ 111,738.72	\$ 1,000.61
Bird-Dawson	Jeremy Roy	Plainclothes Police Constable	\$ 125,232.18	\$ 1,002.04
Biring	Sachbinder Singh	Sergeant	\$ 133,728.14	\$ 387.79
Birrell	John Thomas	Plainclothes Police Constable	\$ 110,974.44	\$ 1,022.58
Birtles	Stephen	Police Constable	\$ 109,208.62	\$ 1,000.61
Bishop	David	Detective Sergeant	\$ 140,732.70	\$ 1,085.37
Bishop	Stephen	Detective	\$ 131,026.91	\$ 1,047.28
Bishop	Anne-Marie	Detective Sergeant	\$ 128,272.38	\$ 1,085.37
Bishop	Allan Scott	Plainclothes Police Constable	\$ 123,653.77	\$ 1,006.24
Bishop	Leona	Detective	\$ 116,639.15	\$ 1,047.28
Bissonnette	Paul Marcel	Sergeant	\$ 121,045.48	\$ 1,027.91
Black	Robert Richard	Plainclothes Police Constable	\$ 115,133.84	\$ 1,002.04
Black	Christopher Marcello	Police Constable	\$ 106,478.06	\$ 981.89
Black	Cameron Russell	Police Constable	\$ 103,261.36	\$ 971.62
Black	Erik Alan	Police Constable	\$ 101,717.79	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Blackadar	Janelle Ruth	Plainclothes Police Constable	\$ 114,559.70	\$ 1,012.70
Blacker	Frederick	Detective	\$ 117,311.06	\$ 1,047.28
Blacklaws	Matthew Wilson	Police Constable	\$ 100,853.06	\$ 978.77
Blair	Jeffrey Kelvin	Police Constable	\$ 148,047.83	\$ 983.54
Blair	Johnathon William	Plainclothes Police Constable	\$ 116,082.47	\$ 997.36
Blair	Alistair Karston	Police Constable	\$ 113,685.46	\$ 892.26
Blake	Kirk Douglas	Plainclothes Police Constable	\$ 119,080.07	\$ 1,002.04
Blake	Martin Edward	Audio Visual Technician	\$ 105,652.07	\$ 321.62
Blake	Courtney Anthony	Police Constable	\$ 105,027.96	\$ 981.89
Blanchard	Kile Donald	Police Constable	\$ 103,576.80	\$ 977.12
Bland	Debbie Elizabeth	Training Constable	\$ 115,465.94	\$ 1,002.04
Blonde	Karri-Lynn	Police Constable	\$ 107,019.17	\$ 981.89
Blower	Stuart William	Sergeant	\$ 115,254.95	\$ 1,027.91
Blunk	Andrew Freddy	Police Constable	\$ 132,350.39	\$ 990.47
Boag	William	Police Constable	\$ 102,946.54	\$ 1,001.44
Bobbili	Johnny Rathan	Police Constable	\$ 108,816.58	\$ 981.89
Bobbis	Richard Robert	Detective	\$ 185,878.95	\$ 1,037.79
Bockus	Cory	Superintendent	\$ 110,175.69	\$ 3,397.28
Boddaert	Warren Peter	Training Constable	\$ 117,405.25	\$ 1,012.70
Boddy	Christopher Edward	Inspector	\$ 164,151.57	\$ 758.12
Bogles	Louie Mark	Police Constable	\$ 111,935.58	\$ 981.89
Bohn	Eric James	Training Constable	\$ 109,219.44	\$ 1,022.58
Bois	Paul Robert	Staff Sergeant	\$ 125,895.58	\$ 1,066.65
Bolco	Martha Ann	Senior Analyst	\$ 112,207.02	\$ 379.60
Bolduc	Kevin Victor	Police Constable	\$ 106,134.27	\$ 981.89
Bolland	Christopher Gregory	Plainclothes Police Constable	\$ 104,236.74	\$ 993.85
Bolton	Robert	Police Constable	\$ 112,560.70	\$ 315.42
Boltyansky	Gregory	Police Constable	\$ 102,132.02	\$ 931.89
Bonazza	Vincenzo	Police Constable	\$ 106,237.65	\$ 990.47
Boncardo	Peter John	Plainclothes Police Constable	\$ 117,502.88	\$ 1,002.04
Bond	Marlin	Detective	\$ 142,134.15	\$ 1,047.28
Bond	Michele Louise	Police Constable	\$ 118,943.56	\$ 983.45
Boniface	Barkley George	Detective	\$ 112,310.42	\$ 1,027.91
Boniface	Lisa Anita	Plainclothes Police Constable	\$ 100,450.21	\$ 992.15
Bonomo	August	Police Constable	\$ 106,331.53	\$ 971.62
Bopara	Gurwinder	Detective	\$ 147,161.69	\$ 1,047.28
Bopara	Gurmokh	Sergeant	\$ 139,098.90	\$ 1,037.79
Borch	Matthew Paul	Police Constable	\$ 105,809.63	\$ 972.02
Borg	Susanne Josephene	Plainclothes Police Constable	\$ 108,903.12	\$ 1,012.70
Borg	Brian	Detective Sergeant	\$ 100,693.73	\$ 301.05
Borges	Eduardo Garcia	Police Constable	\$ 101,153.04	\$ 971.62
Borissov	Boris Iliev	Plainclothes Police Constable	\$ 134,798.32	\$ 997.36
Borsboom	Marcelinus Hendrikus	Plainclothes Police Constable	\$ 176,739.58	\$ 1,007.08
Bortoluss	Jo-Anne Ellen	Plainclothes Police Constable	\$ 107,158.82	\$ 338.05
Borun	Stephanie Elizabeth	Plainclothes Police Constable	\$ 106,406.19	\$ 987.28
Bosward	William	Detective Sergeant	\$ 127,847.93	\$ 1,085.37
Bott	Bryan	Inspector	\$ 156,604.97	\$ 1,139.45
Bottineau	Danielle Joanne	Police Constable	\$ 103,725.78	\$ 983.54
Boucher	Robert Daniel	Detective	\$ 150,974.88	\$ 1,047.28
Boulet	Scott	Detective	\$ 119,328.94	\$ 1,047.28
Bourgeois	Jean Philip	Police Constable	\$ 120,423.57	\$ 981.89
Bouwmeester	Stephen Douglas	Plainclothes Police Constable	\$ 115,874.68	\$ 1,002.04
Bower	Marc Alan	Police Constable	\$ 116,675.44	\$ 981.89
Bowers	Sean Edward	Police Constable	\$ 119,458.44	\$ 981.89
Bowker	Colleen Lisa	Sergeant	\$ 127,821.92	\$ 1,037.79
Bowles	William John	Police Constable	\$ 102,447.21	\$ 971.62
Bowman	Derek Angus	Police Constable	\$ 115,993.09	\$ 981.89
Bowman	Martyn	Police Constable	\$ 107,637.06	\$ 350.61
Bowmaster	Michael Glen	Detective	\$ 118,103.65	\$ 1,037.79
Bowry	Christopher George	Plainclothes Police Constable	\$ 103,733.56	\$ 1,002.04

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Boyal	Gurinder Singh	Police Constable	\$ 101,405.33	\$ 988.49
Boyce	Ronald	Staff Sergeant	\$ 142,547.86	\$ 1,085.37
Boyce	Andrew Ryan	Training Constable	\$ 117,190.73	\$ 1,002.04
Boyce	Susie Rowena	Police Constable	\$ 104,822.81	\$ 981.89
Boyd	Edward	Inspector	\$ 156,778.66	\$ 1,328.59
Boyd	Dale Peter	Plainclothes Police Constable	\$ 112,310.56	\$ 1,002.04
Boyd	Phillip Kelsey	Plainclothes Police Constable	\$ 110,498.38	\$ 1,002.04
Boyd	Andrew	Police Constable	\$ 107,449.57	\$ 981.89
Boyer	Denis	Plainclothes Police Constable	\$ 113,609.91	\$ 1,022.58
Boyko	Jeremy Jeffrey	Detective	\$ 115,504.90	\$ 1,027.91
Boyko	Dayna Kathleen	Plainclothes Police Constable	\$ 106,698.22	\$ 1,002.04
Boyle	Kenneth	Staff Sergeant	\$ 141,908.85	\$ 1,085.37
Boyle	Jason Edward	Police Constable	\$ 105,074.67	\$ 986.57
Bozzer	Andrew Dennis	Training Constable	\$ 109,144.79	\$ 1,002.04
Bradbury	Scott Gordon	Detective	\$ 126,261.92	\$ 1,037.79
Bradfield	Kevin Barry	Sergeant	\$ 118,484.38	\$ 1,027.91
Bradford	Michael Charles	Police Constable	\$ 108,584.56	\$ 1,000.61
Bradley	Christopher	Police Constable	\$ 105,055.47	\$ 1,000.61
Brady	Jason Robert	Plainclothes Police Constable	\$ 119,166.40	\$ 1,002.04
Brady	Peter Gordon	Police Constable	\$ 107,399.99	\$ 978.77
Braganza	Ryan Francis	Plainclothes Police Constable	\$ 118,387.78	\$ 993.85
Bragg	James Robert	Police Constable	\$ 130,606.35	\$ 975.61
Braida	Sandi Laurel	Police Constable	\$ 120,751.59	\$ 972.02
Brammall	Michael	Detective	\$ 149,176.96	\$ 1,047.28
Brand	Irene Michelle	Police Constable	\$ 100,153.00	\$ 924.50
Branker	Darryl Dermot	Plainclothes Police Constable	\$ 103,566.26	\$ 1,002.04
Branton	Shane	Staff Sergeant	\$ 142,598.59	\$ 835.37
Branton	Stacie Jean	Detective	\$ 114,786.03	\$ 1,037.79
Brar	Shane Gursharan	Detective Sergeant	\$ 155,288.63	\$ 1,085.37
Brar	Gursharnjit Singh	Police Constable	\$ 112,974.66	\$ 981.89
Braund	James Raymond	Plainclothes Police Constable	\$ 111,318.22	\$ 1,002.04
Brautigam	Jazen Lorne	Sergeant	\$ 119,795.51	\$ 1,027.91
Brayman	Geoffrey Robert	Police Constable	\$ 127,575.54	\$ 986.57
Breault	Amy Ruth	Detective	\$ 113,713.18	\$ 1,037.79
Breeze	Paul Christopher	Police Constable	\$ 101,020.52	\$ 981.89
Bremner	James	Training Constable	\$ 110,481.00	\$ 1,022.58
Brennan	Andrew Michael	Police Constable	\$ 112,886.24	\$ 924.50
Bresse	Jean	Police Constable	\$ 127,068.81	\$ 981.89
Brett	Bryan Donald	Police Constable	\$ 130,078.80	\$ 981.89
Brewer	Matthew Joseph	Police Constable	\$ 116,296.78	\$ 981.89
Brideau	Rene Alyre	Plainclothes Police Constable	\$ 110,330.63	\$ 1,002.04
Briell	Sandra Anne	Coordinator	\$ 102,896.18	\$ 992.16
Briggs	Christopher Neal	Plainclothes Police Constable	\$ 104,382.26	\$ 1,002.04
Brind'Amour	Michel Philippe	Sergeant	\$ 114,283.37	\$ 1,027.91
Brinn	Norman	Staff Sergeant	\$ 128,230.53	\$ 1,085.37
Briscoe	Omari Kamau	Plainclothes Police Constable	\$ 121,296.04	\$ 1,002.04
Brister	John William	Police Constable	\$ 124,599.30	\$ 985.85
Brito	Sergio Agostinho	Plainclothes Police Constable	\$ 114,573.89	\$ 1,002.04
Broad	Aaron Nathaniel	Police Constable	\$ 108,854.63	\$ 315.42
Broadfoot	Alexander	Sergeant	\$ 117,413.15	\$ 1,047.28
Broadhagen	Timothy Walter	Plainclothes Police Constable	\$ 109,025.92	\$ 1,002.04
Brons	James	Sergeant	\$ 126,289.74	\$ 1,047.28
Brooker	Elisa Jane	Plainclothes Police Constable	\$ 109,903.75	\$ 372.58
Brookes	Leverne Mccourcey	Police Constable	\$ 155,272.36	\$ 1,000.61
Brooks	Jordan	Police Constable	\$ 111,444.69	\$ 809.62
Brosnan	Sean	Detective Sergeant	\$ 129,770.97	\$ 1,085.37
Brown	Jacqueline	Plainclothes Police Constable	\$ 135,737.55	\$ 1,012.70
Brown	Robert	Staff Sergeant	\$ 131,369.78	\$ 1,085.37
Brown	James William	Police Constable	\$ 128,077.81	\$ 1,000.61
Brown	Shawn Hugh	Police Constable	\$ 126,180.94	\$ 917.06

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Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Brown	Mark Charles	Police Constable	\$ 121,463.83	\$ 981.89
Brown	Robert Arthur	Sergeant	\$ 120,581.44	\$ 1,027.91
Brown	Paul Andrew	Police Constable	\$ 119,772.18	\$ 990.47
Brown	Matthew James	Plainclothes Police Constable	\$ 117,670.09	\$ 1,002.04
Brown	Sven Pierre	Police Constable	\$ 116,827.86	\$ 904.66
Brown	Jeremy Eric	Plainclothes Police Constable	\$ 110,200.07	\$ 502.04
Brown	Julia Elaine	Plainclothes Police Constable	\$ 106,355.46	\$ 993.85
Brown	Scott Derek	Plainclothes Police Constable	\$ 105,332.76	\$ 886.33
Brown	Richard Gladstone	Police Constable	\$ 103,718.29	\$ 981.89
Browne	Terrence	Detective Sergeant	\$ 153,938.05	\$ 1,085.37
Browne	Jimmy	Sergeant	\$ 136,578.13	\$ 1,047.28
Browne	Gregory Stuart	Plainclothes Police Constable	\$ 117,864.36	\$ 993.85
Bruce	Pamela	Training Constable	\$ 109,224.24	\$ 1,022.58
Brunato	Riccardo	Police Constable	\$ 109,736.24	\$ 1,022.58
Brunelle	Glen Winston	Police Constable	\$ 107,958.00	\$ 981.89
Bruno	Donald	Training Constable	\$ 108,116.65	\$ 1,008.70
Brushett	Kevin Michael	Police Constable	\$ 103,977.46	\$ 981.89
Bruzzese	Domenico	Sergeant	\$ 158,400.12	\$ 1,047.28
Bryan	Charlotte Ann	Plainclothes Police Constable	\$ 109,962.69	\$ 1,002.04
Bryan	Andrew John	Police Constable	\$ 106,703.06	\$ 934.76
Bryce	Robert Francis	Sergeant	\$ 119,852.83	\$ 1,047.28
Bubnic	Sandi Sylvia	Plainclothes Police Constable	\$ 104,758.27	\$ 1,005.82
Buccieri	Felice	Police Constable	\$ 109,017.98	\$ 973.22
Bucek	Lucie	Police Constable	\$ 108,403.82	\$ 978.77
Buchanan	Gregory Michael	Plainclothes Police Constable	\$ 106,525.01	\$ 1,012.70
Buchholz	John Andrew	Police Constable	\$ 107,820.97	\$ 981.89
Budd	Michael Anthony	Police Constable	\$ 105,868.17	\$ 981.89
Bui	Tam Thach	Staff Sergeant	\$ 147,306.78	\$ 1,059.20
Bulet	Ajay Nischal	Police Constable	\$ 126,992.36	\$ 306.74
Bullock	Neil	Staff Sergeant	\$ 135,420.18	\$ 1,085.37
Bullock	Ryan Matthew	Police Constable	\$ 115,883.25	\$ 971.62
Bulmer	Warren James	Plainclothes Police Constable	\$ 109,222.59	\$ 372.58
Bulmer	Christopher Edward	Police Constable	\$ 102,120.46	\$ 981.89
Burgess	Troy	Sergeant	\$ 117,283.32	\$ 1,047.28
Burgess	Michael	Police Constable	\$ 102,849.81	\$ 1,000.61
Burgher	Christopher Dwayne	Police Constable	\$ 103,318.80	\$ 975.62
Burgin	Michael Brian	Plainclothes Police Constable	\$ 122,689.56	\$ 993.85
Burke	Gary Edwin	Detective	\$ 128,743.81	\$ 1,037.79
Burke	Susan Joyce	Detective	\$ 118,099.07	\$ 1,047.28
Burke	Christopher John	Detective	\$ 117,880.39	\$ 397.28
Burke	Ricardo Omar	Police Constable	\$ 115,153.95	\$ 971.62
Burkholder	Herbert	Sergeant	\$ 117,108.78	\$ 1,047.28
Burks	Charles Dean	Detective Sergeant	\$ 133,563.24	\$ 1,085.37
Burley	David Joseph	Plainclothes Police Constable	\$ 112,064.03	\$ 1,012.70
Burling	Eric	Police Constable	\$ 101,149.28	\$ 978.77
Burnett	Anson Richard	Plainclothes Police Constable	\$ 114,375.15	\$ 1,002.04
Burningham	Grant Neil	Staff Sergeant	\$ 129,565.68	\$ 435.37
Burns	Stephen George	Sergeant	\$ 127,431.92	\$ 1,047.28
Burns	Roy Brian	Police Constable	\$ 108,504.89	\$ 972.02
Burns	Jonathon Paul	Police Constable	\$ 107,624.01	\$ 971.62
Burns	Alison Marion	Police Constable	\$ 105,032.68	\$ 981.89
Burns	Michael Roy	Police Constable	\$ 104,861.28	\$ 981.89
Burnside	Sean Kelly	Police Constable	\$ 126,713.44	\$ 981.89
Burritt	Stephanie	Sergeant	\$ 133,172.43	\$ 1,037.79
Burry	Shawn Cecil	Detective	\$ 114,770.11	\$ 1,037.79
Bustos	Harry Santiago	Police Constable	\$ 145,924.25	\$ 981.89
Butler	Philip Michael	Plainclothes Police Constable	\$ 126,896.12	\$ 1,002.04
Butt	Michael Clayton	Sergeant	\$ 119,520.88	\$ 1,037.79
Butt	Fasieh Uz	Police Constable	\$ 119,048.02	\$ 972.02
Butt	Celeste Barbara	Detective	\$ 117,676.39	\$ 1,037.79

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Butt	Amir	Police Constable	\$ 107,317.26	\$ 981.89
Butt	Stephen Miller	Police Constable	\$ 106,838.76	\$ 981.89
Butt	Matthew David	Police Constable	\$ 102,186.34	\$ 981.89
Byers	Michael	Police Constable	\$ 137,872.73	\$ 1,000.61
Byers	Derek Jonathan	Sergeant	\$ 131,682.84	\$ 1,037.79
Byrne	Marisa Rita	Police Constable	\$ 101,315.08	\$ 990.47
Byrnes	Elizabeth	Superintendent	\$ 179,021.21	\$ 19,990.28
Caccavale	Erasmo	Sergeant	\$ 131,099.20	\$ 1,047.28
Cain	James Michael	Police Constable	\$ 120,277.96	\$ 981.89
Caldwell	Tamara Eileen	Communications Operations Supervisor	\$ 106,233.28	\$ 975.22
Caldwell	Kelly Pamela	Police Constable	\$ 101,474.48	\$ 981.89
Califaretti	Sandra Angela	Director of Finance	\$ 193,291.10	\$ 3,021.09
Callaghan	Peter Edward	Inspector	\$ 168,283.40	\$ 1,328.59
Callanan	Gordon	Police Constable	\$ 108,074.54	\$ 1,000.61
Camacho	Jose	Sergeant	\$ 125,148.03	\$ 1,047.28
Camara	Tommy	Police Constable	\$ 113,605.47	\$ 981.89
Cameron	Alan	Police Constable	\$ 116,007.35	\$ 1,000.61
Cameron	Neil Robert	Training Constable	\$ 111,220.61	\$ 1,002.04
Campbell	Donald Alexander	Superintendent	\$ 185,238.71	\$ 19,571.03
Campbell	Joanne Elizabeth	Executive Director	\$ 182,178.71	\$ 2,974.44
Campbell	Marcia	Sergeant	\$ 132,464.85	\$ 1,047.28
Campbell	Bryan Edward	Staff Sergeant	\$ 130,461.97	\$ 1,076.14
Campbell	Douglas	Sergeant	\$ 124,174.37	\$ 1,047.28
Campbell	Michelle Diane	Sergeant	\$ 123,543.31	\$ 1,027.91
Campbell	Steven James	Detective	\$ 122,746.95	\$ 1,027.91
Campbell	Clayton Douglas	Staff Sergeant	\$ 122,654.81	\$ 1,066.65
Campbell	Phillip Scott	Plainclothes Police Constable	\$ 121,559.89	\$ 988.05
Campbell	Murray Smeaton	Sergeant	\$ 117,597.72	\$ 1,037.79
Campbell	Mark Alexander	Police Constable	\$ 110,235.21	\$ 631.89
Campbell	Andrew James	Plainclothes Police Constable	\$ 108,195.50	\$ 1,002.04
Campese	Michelle Angela	Police Constable	\$ 110,098.38	\$ 981.89
Campoli	Steven Robert	Detective	\$ 138,936.85	\$ 1,027.91
Campoli	Adam Daniel	Police Constable	\$ 111,985.36	\$ 975.62
Cannata	David	Plainclothes Police Constable	\$ 116,249.67	\$ 1,022.58
Cannella	Angelo Giuseppe	Police Constable	\$ 139,917.65	\$ 981.89
Canning	Paul Bret	Plainclothes Police Constable	\$ 121,015.12	\$ 997.36
Canning	Mark	Training Constable	\$ 117,702.74	\$ 1,022.58
Cannon	Marlene	Police Constable	\$ 107,554.88	\$ 1,016.56
Cannon	Sheena Leigh	Police Constable	\$ 103,081.14	\$ 331.89
Capizzo	Giuseppe Dino	Detective	\$ 121,526.72	\$ 1,047.28
Capone	David Joseph	Police Constable	\$ 144,332.14	\$ 1,000.61
Caracciolo	Roger Dominic	Detective	\$ 116,388.62	\$ 1,027.91
Caramanico	Nicholas Aldo	Plainclothes Police Constable	\$ 115,826.81	\$ 993.85
Carbone	Mike	Detective Sergeant	\$ 187,893.03	\$ 1,085.37
Carbray	William Paul	Police Constable	\$ 113,615.86	\$ 981.89
Carefoot	Todd	Detective	\$ 118,381.08	\$ 1,006.94
Cargill	Paul Scott	Detective	\$ 136,368.14	\$ 1,047.28
Carl	George William	Training Constable	\$ 121,703.65	\$ 1,022.58
Carles	Matthew Moses	Police Constable	\$ 104,117.02	\$ 986.57
Carleton	Stephen James	Sergeant	\$ 114,848.81	\$ 1,027.91
Carmichael	Stephen Francis	Sergeant	\$ 144,097.68	\$ 1,037.79
Caron	Mary Helene	Plainclothes Police Constable	\$ 111,860.64	\$ 1,002.04
Carpino	Roberto Carmelo	Police Constable	\$ 128,128.89	\$ 1,000.61
Carreiro	Dawn Kimberley	Police Constable	\$ 104,280.03	\$ 981.89
Carswell	Brian Patrick	Plainclothes Police Constable	\$ 130,102.79	\$ 1,002.04
Carter	Randolph	Superintendent	\$ 179,182.72	\$ 15,879.40
Carter	Hugh Junior	Police Constable	\$ 159,276.95	\$ 981.89
Carter	Marva Marie	Project Leader	\$ 125,098.42	\$ 410.02
Carter	Dale	Sergeant	\$ 116,936.60	\$ 1,047.28
Carter	Shawn Christopher	Police Constable	\$ 109,148.62	\$ 971.62

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Carter	Adrian Daren	Police Constable	\$ 104,403.10	\$ 972.02
Carter	Sarah Jean	Plainclothes Police Constable	\$ 103,953.26	\$ 975.06
Carter	Alphonso Paul	Police Constable	\$ 103,185.51	\$ 981.89
Carter-Thuet	Erin Leigh	Police Constable	\$ 106,299.11	\$ 990.47
Cartwright	Carl James	Plainclothes Police Constable	\$ 106,400.73	\$ 362.70
Caruso	Salvatore	Police Constable	\$ 103,891.34	\$ 981.89
Carvalho	Avelino Mota	Sergeant	\$ 144,478.93	\$ 1,047.28
Casey	James Austin	Plainclothes Police Constable	\$ 117,093.46	\$ 977.04
Cash	Jennifer Anne	Detective	\$ 135,835.55	\$ 1,027.91
Cashmore	Richard Charles	Training Constable	\$ 115,611.44	\$ 1,022.58
Caspar	Jennifer Mary	Communications Operator	\$ 102,405.82	\$ 936.13
Cassidy	Sean Andrew	Sergeant	\$ 140,242.03	\$ 1,017.29
Cassidy	Christopher Ryan	Police Constable	\$ 109,164.01	\$ 971.62
Cassidy	Michael	Police Constable	\$ 105,198.14	\$ 1,000.61
Castell	Tiffany Alicia	Detective	\$ 128,797.37	\$ 1,027.91
Castellucci	Anthony	Sergeant	\$ 124,789.97	\$ 1,047.28
Castillo Delgado	Eduin Rodrigo	Communications Operations Supervisor	\$ 120,622.81	\$ 979.42
Catania	Giovanna	Supervisor	\$ 114,278.19	\$ 960.96
Catenaccio	Mario	Sergeant	\$ 157,789.19	\$ 1,020.83
Cates	Steven Richard	Sergeant	\$ 115,399.83	\$ 1,027.91
Caton	Matthew Michael	Plainclothes Police Constable	\$ 107,678.03	\$ 1,002.04
Caunter	Benjaminthomas	Police Constable	\$ 110,812.66	\$ 981.89
Cavanagh	David Jeffrey	Plainclothes Police Constable	\$ 110,991.39	\$ 1,012.70
Cave	Randal Delbert	Police Constable	\$ 110,515.73	\$ 1,000.61
Caven	Lorrie	Police Constable	\$ 103,127.01	\$ 1,000.61
Cawthorne	Jason Paul	Training Constable	\$ 117,019.60	\$ 1,002.04
Cawthorne	Audry Petra	Police Constable	\$ 103,251.64	\$ 981.89
Cechetto	Andrew Paul	Police Constable	\$ 103,238.42	\$ 986.57
Cecile	Glen	Detective	\$ 128,821.47	\$ 1,047.28
Celestine	Curtis	Police Constable	\$ 104,636.39	\$ 306.74
Censoni	Lorenzino Michael	Plainclothes Police Constable	\$ 139,809.77	\$ 1,002.04
Ceresoli	Maurizio	Plainclothes Police Constable	\$ 131,857.57	\$ 1,004.14
Cernowski	Andrew John	Financial Planner	\$ 135,929.76	\$ 1,247.42
Cerqua	Louie Noel	Plainclothes Police Constable	\$ 104,083.54	\$ 988.75
Cerqueira	George Manuel	Plainclothes Police Constable	\$ 107,614.50	\$ 997.36
Chadwick	Timothy	Plainclothes Police Constable	\$ 115,167.21	\$ 917.06
Chahal	Jaskanwal Singh	Police Constable	\$ 121,595.97	\$ 989.55
Chahal	Jeffrey Alvin	Plainclothes Police Constable	\$ 118,314.98	\$ 999.48
Chahal	Mandeep Singh	Police Constable	\$ 101,174.61	\$ 982.73
Chahal	Sarbjit Singh	Plainclothes Police Constable	\$ 114,291.70	\$ 1,002.04
Chalmers	Andrea	Police Constable	\$ 105,704.68	\$ 981.89
Chambers	Courtney	Staff Sergeant	\$ 142,729.15	\$ 1,085.37
Chambers	Wilfred Ignatius	Police Constable	\$ 116,241.54	\$ 971.62
Chan	Justin	Police Constable	\$ 126,744.21	\$ 956.74
Chan	Alpha Hawk-Bung	Detective	\$ 122,223.27	\$ 1,042.59
Chan	Christopher	Plainclothes Police Constable	\$ 121,214.43	\$ 993.85
Chan	Keith Kar-Shing	Plainclothes Police Constable	\$ 115,232.10	\$ 993.85
Chan	Chun Kwong	Plainclothes Police Constable	\$ 114,644.07	\$ 1,022.58
Chan	Gregory	Police Constable	\$ 105,456.41	\$ 1,000.61
Chan	Jonathan Hin-Ling	Police Constable	\$ 102,591.44	\$ 971.62
Chan	Everett Horr-Wai	Police Constable	\$ 100,141.95	\$ 981.89
Chancey	Daniel William	Plainclothes Police Constable	\$ 105,512.71	\$ 933.18
Chang	Chu Thao	Sergeant	\$ 182,169.62	\$ 1,029.76
Chang	Wendy Michelle	Police Constable	\$ 115,001.94	\$ 971.62
Channer	Neville	Sergeant	\$ 119,946.68	\$ 1,047.28
Chant	James Elliot	Plainclothes Police Constable	\$ 129,406.46	\$ 1,007.08
Chapman	Mark	Detective	\$ 118,351.75	\$ 1,047.28
Chapman	Karen	Detective	\$ 115,101.36	\$ 1,037.79
Charbonneau	Jeffrey Patrick	Police Constable	\$ 108,801.94	\$ 981.89
Charette	Melissa Anne	Police Constable	\$ 127,456.88	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Charlady	Mark Michael	Plainclothes Police Constable	\$ 104,129.26	\$ 997.36
Charles	Anthony	Staff Sergeant	\$ 148,449.69	\$ 1,085.37
Charles	Simbert	Police Constable	\$ 107,140.06	\$ 981.89
Charron	Stephane Rejean	Plainclothes Police Constable	\$ 104,857.54	\$ 1,002.04
Chase	William Oliver	Plainclothes Police Constable	\$ 134,171.42	\$ 1,002.04
Chase	Matthew Joseph	Training Constable	\$ 105,043.27	\$ 978.50
Chaudhary	Nicholas	Plainclothes Police Constable	\$ 117,009.14	\$ 1,002.04
Chaudhry	Maghfoor Ahmad	Planner	\$ 158,517.80	\$ 960.96
Chaumont	Adam Felix	Police Constable	\$ 105,470.82	\$ 981.89
Cheechoo	Nelson Thomas	Sergeant	\$ 118,590.47	\$ 1,029.76
Chen	Dennis Yau	Plainclothes Police Constable	\$ 154,087.70	\$ 997.36
Chen	Wei Pin	Plainclothes Police Constable	\$ 140,777.76	\$ 352.04
Chen	Jinn-Huei Jimmy	Plainclothes Police Constable	\$ 119,647.73	\$ 1,002.04
Chen	Stephen Ning	Police Constable	\$ 104,861.80	\$ 1,000.61
Chen	Raymond Wei-Min	Police Constable	\$ 102,736.63	\$ 946.62
Cheng	Alan Lap	Plainclothes Police Constable	\$ 118,947.60	\$ 988.50
Chernobay	Andrew	Senior Technical Analyst	\$ 105,303.28	\$ 360.22
Cherry	Daryl Steven	Police Constable	\$ 142,064.25	\$ 981.89
Cheung	Christopher Kwok	Plainclothes Police Constable	\$ 140,091.99	\$ 993.85
Cheung	Ching Tin	Sergeant	\$ 128,318.95	\$ 1,029.76
Cheung	Gadman Daniel	Plainclothes Police Constable	\$ 125,348.82	\$ 1,002.04
Cheung	Nicky Tin-Fu	Plainclothes Police Constable	\$ 111,713.17	\$ 997.36
Cheung	Karen Wai	Senior Programmer	\$ 104,970.47	\$ 349.05
Chevalier	Robert John	Plainclothes Police Constable	\$ 112,578.41	\$ 1,000.48
Chhabra	Ajay	Plainclothes Police Constable	\$ 167,582.24	\$ 1,002.04
Chhizer	Randeep	Police Constable	\$ 114,701.88	\$ 992.03
Chiasson	Yvette Marie	Police Constable	\$ 143,917.26	\$ 981.89
Chiasson	Marcel Andre	Detective	\$ 116,671.16	\$ 1,047.28
Chiasson	Dany	Police Constable	\$ 108,048.57	\$ 981.89
Childs	Cynthia M	Detective Sergeant	\$ 130,535.84	\$ 1,085.37
Chilvers	Christopher Clifford	Detective	\$ 144,903.96	\$ 1,037.79
Chilvers	Amanda Danielle	Plainclothes Police Constable	\$ 109,265.99	\$ 1,002.04
Chin	Mark Anthony	Plainclothes Police Constable	\$ 111,806.03	\$ 352.04
Chin	Adrian Carey	Plainclothes Police Constable	\$ 110,505.40	\$ 1,002.04
Chin	Kirk Sean	Police Constable	\$ 105,819.64	\$ 990.47
Chiovitti	Vera Anna	Assistant Manager of Employment	\$ 132,591.42	\$ 421.07
Chiu	Sin-Yi	Sergeant	\$ 122,908.90	\$ 1,047.28
Chmela	Michael Otto	Plainclothes Police Constable	\$ 106,134.67	\$ 1,002.04
Cho	Hyung Eun	Police Constable	\$ 137,140.64	\$ 975.62
Choe	Robert	Detective	\$ 154,719.28	\$ 1,035.45
Choe	Michael Lim	Plainclothes Police Constable	\$ 120,345.49	\$ 997.36
Choi	Helio Hyun	Police Constable	\$ 103,377.88	\$ 981.89
Chollet	Julie	Coordinator Access and Privacy	\$ 100,655.10	\$ 332.55
Chong	Wilson Chee	Police Constable	\$ 105,794.81	\$ 986.97
Choo-Wing	Dexter Michael	Plainclothes Police Constable	\$ 108,246.69	\$ 1,002.04
Chornoak	Stephen	Police Constable	\$ 130,149.98	\$ 1,000.61
Chou	Yu-Ya	Police Constable	\$ 103,087.94	\$ 971.62
Chouinard	Ronald Jeremy	Training Constable	\$ 104,159.96	\$ 1,002.04
Chouryguine	Dmitry	Plainclothes Police Constable	\$ 122,634.87	\$ 1,002.04
Chow	Harold	Sergeant	\$ 158,131.56	\$ 1,047.28
Chow	Wing Yem	Police Constable	\$ 117,892.84	\$ 981.89
Chow	Lawrence Chi	Detective	\$ 116,779.24	\$ 397.28
Chow Young	Richard	Police Constable	\$ 103,170.86	\$ 1,000.61
Christian	Philip Bruce	Plainclothes Police Constable	\$ 119,888.14	\$ 996.58
Christodoulou	Yiorgo Richard	Police Constable	\$ 119,650.99	\$ 993.85
Christou	George	Plainclothes Police Constable	\$ 130,764.28	\$ 984.20
Chu	Sheila Xiaotang	Project Leader	\$ 124,848.84	\$ 1,060.02
Chu	Benny Wing	Police Constable	\$ 116,853.56	\$ 978.77
Chudoba	Myron	Detective	\$ 124,649.92	\$ 1,047.28
Chudzinski	Robert Adam	Plainclothes Police Constable	\$ 141,900.71	\$ 991.85

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Chung	Ryan Anthony	Detective	\$ 141,926.62	\$ 1,027.91
Chung	Yong Sul	Police Constable	\$ 126,367.95	\$ 981.89
Chung	Philip	Detective	\$ 118,859.80	\$ 397.28
Chung	Sinderela Sun-Mi	Plainclothes Police Constable	\$ 113,749.88	\$ 988.82
Chung	Rodcliff Rodger	Sergeant	\$ 110,874.52	\$ 377.91
Churkoo	Doodnath Deodath	Sergeant	\$ 149,045.88	\$ 1,037.79
Ciaus	Luminita	Senior Programmer	\$ 103,479.68	\$ 349.05
Cicchirillo	Giuseppe	Police Constable	\$ 119,078.80	\$ 981.89
Cid	Claudia Irene	Police Constable	\$ 117,740.80	\$ 981.89
Cieslik	Jaroslav	Police Constable	\$ 120,984.83	\$ 1,000.61
Cieslik	Susan Helena	Plainclothes Police Constable	\$ 115,352.60	\$ 1,022.58
Cilia	John Robert	Plainclothes Police Constable	\$ 120,467.19	\$ 1,002.04
Cioffi	Marc Angelo	Detective	\$ 155,652.91	\$ 1,035.45
Cioffi	Adamira Maria	Training Constable	\$ 107,573.21	\$ 1,002.04
Cioffi	Michael Anthony	Police Constable	\$ 102,531.85	\$ 981.89
Cipro	Michelle Pauline	Detective Sergeant	\$ 124,743.57	\$ 1,073.08
Clapp	Catherine Ann	Police Constable	\$ 105,319.45	\$ 981.89
Clark	Travis Daymond	Detective	\$ 128,496.72	\$ 1,037.79
Clark	Preston Michael	Detective	\$ 124,597.56	\$ 1,027.91
Clark	Corinne	Sergeant	\$ 121,712.20	\$ 622.28
Clark	Dana John	Police Constable	\$ 119,834.29	\$ 981.89
Clark	David James	Plainclothes Police Constable	\$ 118,701.15	\$ 1,012.70
Clark	Jamie Anderson	Sergeant	\$ 114,112.58	\$ 1,037.79
Clark	Karah Dawn	Police Constable	\$ 113,459.11	\$ 331.89
Clark	Nancy Patricia	Communications Operator	\$ 106,209.20	\$ 936.13
Clark	Hazel Ann	Police Constable	\$ 105,338.21	\$ 990.47
Clarke	Paul Egerton	Police Constable	\$ 168,339.97	\$ 1,000.61
Clarke	Jerry Ryan	Plainclothes Police Constable	\$ 138,820.76	\$ 993.85
Clarke	Matthew Francis	Plainclothes Police Constable	\$ 135,053.14	\$ 1,002.04
Clarke	Stacyann Maria	Staff Sergeant	\$ 133,852.08	\$ 1,068.94
Clarke	Jeffery Howard	Training Constable	\$ 129,311.57	\$ 988.05
Clarke	John	Sergeant	\$ 127,236.99	\$ 1,047.28
Clarke	Andrew William	Police Constable	\$ 105,697.74	\$ 971.62
Clarke	Michael James	Police Constable	\$ 102,848.47	\$ 904.66
Clarke	Andrew James	Police Constable	\$ 102,005.23	\$ 306.74
Clarke	Kevin Ross	Police Constable	\$ 100,017.48	\$ 990.47
Clarke-Adams	Dione Priscilla	Communications Operations Supervisor	\$ 100,122.74	\$ 979.42
Claudio	Donald	Police Constable	\$ 113,815.33	\$ 981.89
Clayton	Ricardo	Police Constable	\$ 136,235.46	\$ 1,000.61
Clemens	Jeffrey	Sergeant	\$ 117,197.26	\$ 1,047.28
Clements	Howard	Police Constable	\$ 118,498.25	\$ 1,000.61
Clendinning	Mark William	Detective	\$ 130,474.65	\$ 8,119.49
Clifford	Hugh Anthony	Police Constable	\$ 160,768.60	\$ 981.89
Code	Peter	Inspector	\$ 171,992.90	\$ 1,139.45
Coffey	David Thomas	Detective	\$ 120,801.14	\$ 1,032.35
Coffey	Charles James	Police Constable	\$ 112,529.35	\$ 981.89
Coghlin	James Garfield	Detective Sergeant	\$ 128,777.79	\$ 435.37
Cohen	Alan Lawrence	Sergeant	\$ 145,660.46	\$ 1,027.91
Cohen	Melissa Kelly	Police Constable	\$ 129,712.22	\$ 988.13
Cohen	Jonatan Henri	Police Constable	\$ 108,327.55	\$ 971.62
Colacci	Carlo Roberto	Plainclothes Police Constable	\$ 121,863.27	\$ 1,002.04
Colaco	Vernon Antonio	Police Constable	\$ 104,081.19	\$ 981.89
Cole	Gregory	Inspector	\$ 173,031.46	\$ 1,328.59
Cole	Donald M	Staff Sergeant	\$ 128,270.38	\$ 1,085.37
Cole	Jason Arthur	Sergeant	\$ 122,210.57	\$ 1,047.28
Coleman	Keith Samuel	Training Constable	\$ 120,262.46	\$ 1,012.70
Coles	Bruce Ellis	Police Constable	\$ 102,849.81	\$ 350.61
Collin	Jonathan David	Sergeant	\$ 113,366.36	\$ 1,027.91
Collins	Christopher Patrick	Police Constable	\$ 115,871.15	\$ 981.89
Collins	Pamela Agnes	Police Constable	\$ 101,010.89	\$ 951.27

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Collyer	Adam Stephen	Police Constable	\$ 107,020.38	\$ 981.89
Collymore	Brian Matthew	Police Constable	\$ 140,775.67	\$ 981.89
Colucci	Mark Vincent	Police Constable	\$ 101,203.51	\$ 981.89
Comeau	Joseph Thomas	Police Constable	\$ 118,423.19	\$ 983.45
Comission	Christopher Paul	Plainclothes Police Constable	\$ 105,887.69	\$ 1,002.04
Conlan	Darren Patrick	Police Constable	\$ 134,045.88	\$ 971.62
Conley	Timothy Kenneth	Police Constable	\$ 103,679.58	\$ 981.89
Conliffe	Jacob Glenn	Plainclothes Police Constable	\$ 101,036.15	\$ 971.62
Connell	Dale	Sergeant	\$ 116,957.04	\$ 1,047.28
Connolly	John Paul	Police Constable	\$ 119,008.93	\$ 990.47
Connor	Bruce Alexander	Detective	\$ 128,584.56	\$ 1,027.91
Connor	Katherine Elizabeth	Senior Corporate Planning Analyst	\$ 100,987.06	\$ 343.77
Consack	Kristian	Plainclothes Police Constable	\$ 127,727.50	\$ 978.50
Contant	Jason Arthur	Police Constable	\$ 112,999.00	\$ 981.89
Cook	Anthony Douglas	Police Constable	\$ 113,550.96	\$ 1,002.04
Cook	Thomas William	Police Constable	\$ 104,716.91	\$ 981.89
Cooke	Lee Scott	Police Constable	\$ 132,702.62	\$ 981.89
Coombs	Albert George	Plainclothes Police Constable	\$ 119,000.41	\$ 1,331.92
Cooper	Christopher Robert	Police Constable	\$ 122,392.08	\$ 981.89
Cooper	Richard	Police Constable	\$ 109,632.68	\$ 990.47
Cooper	Christina Danielle	Police Constable	\$ 102,766.59	\$ 981.89
Coovadia	Abdul-Khalik Yahya	Police Constable	\$ 158,970.31	\$ 1,000.61
Copat	Luigi	Plainclothes Police Constable	\$ 119,830.91	\$ 1,022.58
Corba	Erik	Plainclothes Police Constable	\$ 120,033.02	\$ 988.75
Corbie	Wesley Marcus	Police Constable	\$ 131,672.35	\$ 981.89
Corcoran	Jay Brian	Police Constable	\$ 108,058.45	\$ 990.47
Cordeiro	Elizabeth Maria	Detective Sergeant	\$ 130,818.50	\$ 435.37
Cordova	Roberto	Police Constable	\$ 120,959.25	\$ 971.62
Cormack	Brian James	Detective	\$ 119,825.31	\$ 1,035.45
Cormier	Serina Mary	Police Constable	\$ 100,485.43	\$ 990.47
Cornelissen	Stephen D	Police Constable	\$ 102,391.59	\$ 924.50
Cornett	Thomas Biagio	Plainclothes Police Constable	\$ 100,679.15	\$ 978.50
Comford	Christopher J	Training Constable	\$ 112,462.06	\$ 1,022.58
Coroghly	Khalid Mohammed	Plainclothes Police Constable	\$ 119,877.15	\$ 1,002.04
Corra	Dale	Sergeant	\$ 117,511.54	\$ 947.28
Correa	David Rodriguez	Detective	\$ 137,595.80	\$ 1,037.79
Correa	Irwin	Police Constable	\$ 120,154.09	\$ 1,000.61
Correa	Antonio A	Police Constable	\$ 108,767.07	\$ 981.89
Correia	Bryan Medeiros	Plainclothes Police Constable	\$ 148,017.96	\$ 1,002.04
Correia	Jeffery	Sergeant	\$ 139,081.32	\$ 1,027.91
Correia	Snezana	Police Constable	\$ 106,742.34	\$ 1,000.61
Corrie	Andrew Benjamin	Plainclothes Police Constable	\$ 105,178.17	\$ 1,002.04
Corrigan	Neil David	Superintendent	\$ 190,754.53	\$ 18,722.14
Corsetti	Matthew Ross	Police Constable	\$ 100,113.96	\$ 972.02
Coscarella	Anthony	Staff Sergeant	\$ 142,975.04	\$ 1,085.37
Cosentino	Salvatore	Staff Sergeant	\$ 142,627.14	\$ 435.37
Cosgrove	Sean David	Sergeant	\$ 113,196.01	\$ 1,027.91
Costa Correia	Zenon Pio	Sergeant	\$ 156,683.86	\$ 1,037.79
Costabile	Gino	Police Constable	\$ 183,563.51	\$ 1,000.61
Costello	Patrick William	Police Constable	\$ 131,420.56	\$ 986.57
Cote	Kevin James	Detective	\$ 135,339.70	\$ 1,027.91
Cotton	Isabelle	Police Constable	\$ 105,005.15	\$ 990.14
Coughlan	Robert	Police Constable	\$ 110,859.77	\$ 981.89
Coulson	William	Staff Sergeant	\$ 129,298.46	\$ 1,085.37
Coulter	Shane Dustin	Sergeant	\$ 118,120.81	\$ 1,037.79
Coulthard	Jason Miles	Detective	\$ 135,369.45	\$ 387.79
Court	Robyn Dee	Plainclothes Police Constable	\$ 122,100.17	\$ 992.46
Couto	Diana Rodrigues	Detective	\$ 111,265.41	\$ 377.91
Couto	Hugo Jose	Police Constable	\$ 100,381.42	\$ 981.89
Coutts	Sean Gordon	Plainclothes Police Constable	\$ 123,448.13	\$ 987.88

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Coutts	Bradley George	Training Constable	\$ 106,811.95	\$ 1,002.04
Cowie	Katelyn Rose	Plainclothes Police Constable	\$ 115,462.07	\$ 981.78
Cowl	Taylor James	Police Constable	\$ 100,116.70	\$ 978.77
Cowley	Alison Louise	Plainclothes Police Constable	\$ 106,961.23	\$ 1,007.08
Cowling	Lisa Ann	Plainclothes Police Constable	\$ 105,681.57	\$ 360.30
Cox	Darren Andrew	Sergeant	\$ 132,100.25	\$ 1,047.28
Cox	David Andrew	Police Constable	\$ 102,085.60	\$ 971.62
Coxon	Shawna Michelle	Inspector	\$ 155,330.07	\$ 1,137.86
Coyne	Patrick Kevin	Detective	\$ 127,881.26	\$ 1,027.91
Cracknell	Alechia Cynthia	Police Constable	\$ 106,782.90	\$ 981.89
Craddock	Stephen	Sergeant	\$ 117,433.87	\$ 1,047.28
Craghill	David Jason	Senior Fingerprint Examiner	\$ 101,270.73	\$ 971.62
Craig	Kevin Daniel	Plainclothes Police Constable	\$ 112,474.86	\$ 886.33
Crampton	David Alan	Sergeant	\$ 125,661.57	\$ 1,020.83
Crane	Robert Jason	Sergeant	\$ 121,386.44	\$ 1,037.79
Crane	Gerald David	Police Constable	\$ 104,994.81	\$ 971.62
Crawford	Corey Lance	Detective	\$ 113,614.62	\$ 1,027.91
Crawford	Susan Patricia	Police Constable	\$ 112,903.49	\$ 981.89
Crawford	Jason Richard	Plainclothes Police Constable	\$ 109,150.53	\$ 999.48
Crawford	Anthony John	Police Constable	\$ 105,517.37	\$ 981.89
Crawford	Chad Uric	Police Constable	\$ 104,579.81	\$ 981.89
Creighton	Damion Stephen	Police Constable	\$ 119,698.31	\$ 904.66
Cretu	Andrei	Police Constable	\$ 140,788.65	\$ 909.62
Crews	Alexander T	Sergeant	\$ 150,784.23	\$ 1,047.28
Crews	William	Detective Sergeant	\$ 129,412.13	\$ 1,085.37
Crilly	John James	Detective	\$ 118,141.70	\$ 1,037.79
Crisanti	Cosimo	Police Constable	\$ 103,118.61	\$ 350.61
Crisp	Mathew	Police Constable	\$ 107,264.25	\$ 990.47
Cristiano	Guido	Police Constable	\$ 198,753.24	\$ 1,000.61
Cristofaro	Daniel Adam	Police Constable	\$ 101,955.81	\$ 975.62
Croll	Diana Elizabeth	Police Constable	\$ 108,917.34	\$ 956.74
Crone	Timothy	Inspector	\$ 180,642.62	\$ 678.59
Cronin	Michael Andrew	Police Constable	\$ 113,909.43	\$ 981.89
Crooker	Lisa Catherine	Detective Sergeant	\$ 142,664.74	\$ 1,076.14
Crosby	Daniel Patrick	Staff Sergeant	\$ 128,203.53	\$ 1,085.37
Crossley	Neil Kelso	Police Constable	\$ 106,997.39	\$ 971.62
Crowley	Janine	Detective Sergeant	\$ 133,730.34	\$ 1,085.37
Cruden	Marianne Elizabeth	Police Constable	\$ 103,683.01	\$ 981.89
Cruz	John Victor	Police Constable	\$ 128,527.00	\$ 981.89
Cruz	Antonio Ramon	Plainclothes Police Constable	\$ 117,168.22	\$ 1,002.04
Csibi	Ladislav Alexandru	Sergeant	\$ 119,233.65	\$ 1,027.91
Cullen	Neil Gregory	Police Constable	\$ 102,172.37	\$ 981.89
Cullingford	Peter Ashley	Police Constable	\$ 102,852.61	\$ 1,000.61
Cumberbatch	Colin Roger	Police Constable	\$ 103,204.01	\$ 350.61
Cummings	Kevin Christopher	Police Constable	\$ 100,494.58	\$ 990.47
Curtin	Helen Margaret	Manager of Information Technology Governance	\$ 165,851.15	\$ 1,180.68
Curtis	Teresa Phyllis	Plainclothes Police Constable	\$ 119,847.80	\$ 1,002.04
Curtis	Malcolm Kenneth	Police Constable	\$ 100,561.03	\$ 981.89
Cushing	Irka Katherine	Senior Analyst	\$ 113,536.74	\$ 379.60
Cutting	Micheal Andrew	Police Constable	\$ 105,711.93	\$ 971.62
Cwiek	Arkadiusz	Senior Technical Analyst	\$ 105,672.76	\$ 200.71
Czarnota	Michael Ronald	Police Constable	\$ 137,990.25	\$ 971.62
Czujko	Nicolas Orest	Police Constable	\$ 128,605.43	\$ 918.30
Da Costa	Antonio Norberto	Police Constable	\$ 132,523.41	\$ 1,000.61
Da Silva	Jose	Police Constable	\$ 147,170.31	\$ 1,000.61
Da Silva	Timothy Peter	Police Constable	\$ 108,082.48	\$ 971.62
Da Silva	Brian	Police Constable	\$ 108,082.03	\$ 972.02
Da Silva	Mark Paul	Police Constable	\$ 101,326.87	\$ 981.89
Da Silva Cristopulo	Jimmy Bernardo	Plainclothes Police Constable	\$ 131,129.96	\$ 1,002.04
D'Abreo	Oliver	Police Constable	\$ 110,460.50	\$ 975.62

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Dabu	Jose Paulino	Police Constable	\$ 109,677.08	\$ 981.89
Dafoe	Dale	Detective	\$ 116,845.85	\$ 1,047.28
Dagonas	Andrea Helen	Plainclothes Police Constable	\$ 118,843.78	\$ 996.95
Dahan	Valerie Ruth	Plainclothes Police Constable	\$ 103,569.56	\$ 352.04
Dal Grande	Mauro Angelo	Police Constable	\$ 103,060.87	\$ 1,000.61
Dale	Donald	Sergeant	\$ 123,023.13	\$ 1,047.28
Dales	Clayton Russell	Plainclothes Police Constable	\$ 122,848.78	\$ 1,002.04
D'Alessandro	Donald	Senior Programmer	\$ 109,991.27	\$ 304.52
Daley	Timothy William	Sergeant	\$ 139,066.08	\$ 1,041.79
Daley	Kevin	Police Constable	\$ 133,851.94	\$ 1,000.61
Dalgarno	Patsy	Police Constable	\$ 103,009.51	\$ 1,000.61
D'Alimonte	Steven	Police Constable	\$ 102,413.58	\$ 981.89
Dalton	Shawn Thomas	Police Constable	\$ 104,248.62	\$ 971.62
Daly	Roland Gary	Police Constable	\$ 111,504.86	\$ 976.42
Damani	Zahir	Project Leader	\$ 123,523.63	\$ 410.02
Damaso	Rodney	Detective	\$ 118,905.05	\$ 1,032.35
Dance	Ryan William	Plainclothes Police Constable	\$ 114,770.77	\$ 1,002.04
D'Angelica	Gemi	Police Constable	\$ 101,959.17	\$ 981.89
D'Angelo	Giuseppe	Plainclothes Police Constable	\$ 112,997.07	\$ 1,022.58
Daniel	Roger Glenroy	Police Constable	\$ 132,008.79	\$ 981.89
Daniels	Mark Charles	Detective	\$ 143,620.22	\$ 1,047.28
Daniels	Jeffery Clarence	Plainclothes Police Constable	\$ 125,908.64	\$ 1,002.04
Daniels	Robyn Lee	Communications Operations Supervisor	\$ 106,647.00	\$ 979.42
Daniels	Paul Edward	Senior Customer Service Representative	\$ 103,099.33	\$ 349.05
Danson	Stephanie Elizabeth	Plainclothes Police Constable	\$ 121,751.27	\$ 988.75
Danson	Akira Nathaniel	Plainclothes Police Constable	\$ 112,841.33	\$ 971.62
D'Antonio	Remo	Detective	\$ 121,633.99	\$ 1,037.79
Daoust	Michael-Lee Denis-Paul	Plainclothes Police Constable	\$ 112,051.27	\$ 1,002.04
Darbyshire	James Edward	Staff Sergeant	\$ 134,432.01	\$ 1,085.37
Darmitz	Andrew Joseph	Plainclothes Police Constable	\$ 114,880.06	\$ 1,002.04
Darnbrough	Daniel Robert	Detective	\$ 136,975.50	\$ 1,047.28
Darnley	Steven William	Plainclothes Police Constable	\$ 109,868.18	\$ 1,002.04
Darwish	Walid	Police Constable	\$ 106,603.88	\$ 995.88
Daryaram	Farshad	Police Constable	\$ 165,596.43	\$ 981.89
Das Gupta	Onil	Training Constable	\$ 122,806.74	\$ 1,022.58
D'Ascenzo	Michele Abele	Plainclothes Police Constable	\$ 103,583.07	\$ 352.04
Davey	Timothy	Detective Sergeant	\$ 129,012.93	\$ 435.37
Davey	Thomas	Sergeant	\$ 121,529.49	\$ 1,047.28
Davey	Sean Andrew	Plainclothes Police Constable	\$ 106,930.17	\$ 1,007.08
Davey	Amy Lee	Plainclothes Police Constable	\$ 105,282.73	\$ 352.04
Davey	Jill	Police Constable	\$ 104,388.91	\$ 1,000.61
Davey	John	Police Constable	\$ 103,841.19	\$ 1,000.61
David	Cosma	Police Constable	\$ 144,522.08	\$ 981.89
Davidson	Allan William	Police Constable	\$ 103,022.21	\$ 981.89
Davies	Robert Earle	Detective	\$ 124,253.36	\$ 1,027.91
Davies	Neil Charles	Police Constable	\$ 104,890.88	\$ 981.89
Davies	Richard Craig	Police Constable	\$ 101,521.89	\$ 981.89
Davis	Sharon A	Staff Sergeant	\$ 128,881.52	\$ 1,085.37
Davis	Jason Brian	Plainclothes Police Constable	\$ 121,392.05	\$ 1,002.04
Davis	Stacey Dee	Staff Sergeant	\$ 120,434.83	\$ 1,059.20
Davydova	Olga	Plainclothes Police Constable	\$ 115,299.70	\$ 988.75
Dawe	Renee	Police Constable	\$ 103,853.59	\$ 981.89
Dawn	Brian Gordon	Plainclothes Police Constable	\$ 120,509.76	\$ 1,002.04
Dawodu	Christopher Olufemi	Plainclothes Police Constable	\$ 104,239.02	\$ 1,002.04
Dawood	Amaan	Police Constable	\$ 129,939.89	\$ 981.89
Dawson	Shannon Inez	Detective	\$ 132,671.54	\$ 1,037.79
Dawson	George Joseph	Staff Sergeant	\$ 128,966.93	\$ 1,085.37
Dawson	Vicki	Sergeant	\$ 124,229.48	\$ 1,047.28
Day	Paul	Police Constable	\$ 118,451.86	\$ 1,000.61
Day	Joanne	Plainclothes Police Constable	\$ 108,738.41	\$ 1,002.04

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Day	Jonathan Nicholas	Police Constable	\$ 104,990.03	\$ 306.74
Day	Adam Douglas	Police Constable	\$ 103,079.88	\$ 884.82
Dayler	Nathan David	Plainclothes Police Constable	\$ 114,297.35	\$ 1,002.04
D'Cunha	Michael Edward	Plainclothes Police Constable	\$ 121,154.23	\$ 997.42
De Angelis	Mary-Gina	Police Constable	\$ 109,206.69	\$ 971.62
De Caire	Jeffrey Paul	Police Constable	\$ 132,052.72	\$ 981.11
De Coste	Lisa Germaine	Plainclothes Police Constable	\$ 103,563.81	\$ 1,002.04
De Graaf	Ryan Evert	Police Constable	\$ 103,792.95	\$ 981.89
De Guerra	Vijay John	Police Constable	\$ 110,197.47	\$ 971.62
De Guzman	Noel Enriquez	Police Constable	\$ 108,104.22	\$ 907.67
De Hartog	Callum Alexander	Training Constable	\$ 103,934.21	\$ 1,002.04
De Kloet	Caroline Jane	Police Constable	\$ 106,075.59	\$ 981.89
De Lima	Philip Antony	Police Constable	\$ 113,874.40	\$ 912.10
De Lima	David Noel	Police Constable	\$ 111,439.75	\$ 971.62
De Lio	Frank Paul	Sergeant	\$ 129,376.44	\$ 1,047.28
De Los Rios	Juan Carlos	Plainclothes Police Constable	\$ 117,865.91	\$ 1,022.58
De Lugt	Mark	Police Constable	\$ 109,552.46	\$ 1,000.61
De Medeiros	Sherry Maria	Plainclothes Police Constable	\$ 123,747.27	\$ 1,012.70
De Oliveira	Catherine	Police Constable	\$ 123,260.84	\$ 989.55
De Sousa	John Paul	Plainclothes Police Constable	\$ 129,246.30	\$ 1,002.04
De Zilva	Michael Brian	Detective	\$ 127,671.49	\$ 1,027.91
Deabreu	Gregory John	Police Constable	\$ 109,531.22	\$ 981.89
Deacon	Timothy William	Police Constable	\$ 117,922.29	\$ 971.62
Dean	Bertrand	Police Constable	\$ 179,936.29	\$ 976.42
Dean	Jesse Russell	Plainclothes Police Constable	\$ 119,461.99	\$ 1,002.04
Deane	Susan Louise	Senior Corporate Planning Analyst	\$ 103,908.89	\$ 349.05
Deane	Cedron Clayton	Police Constable	\$ 103,769.60	\$ 981.89
Dearborn	Robert Frederick	Police Constable	\$ 142,209.46	\$ 1,000.61
Dearden	Kevin Kenneth	Police Constable	\$ 101,144.69	\$ 990.47
Dekezel	Jennifer Crystal	Police Constable	\$ 103,786.21	\$ 978.77
Delcogliano	Glenna Maureen	Police Constable	\$ 103,152.74	\$ 350.61
Delgado Meneses	Juan Carlos	Police Constable	\$ 105,121.99	\$ 971.62
Delottinville	Steven John	Plainclothes Police Constable	\$ 131,245.52	\$ 1,012.70
Demelo	Carlos Manuel	Police Constable	\$ 100,540.63	\$ 990.47
Demian	Hiba Joseph	Parking Enforcement Officer	\$ 105,140.00	\$ 880.88
Demkiw	Myron Andrey	Superintendent	\$ 180,167.59	\$ 9,246.85
Dempster	Jonathan Nicholas	Plainclothes Police Constable	\$ 110,930.17	\$ 993.85
Dennis	Aaron	Detective	\$ 116,968.41	\$ 1,037.79
Desilva	Julius Theodore	Project Leader	\$ 134,732.14	\$ 410.02
Desjardins	Joseph Francois	Plainclothes Police Constable	\$ 123,989.19	\$ 1,002.04
Desloges	Thomas Armand	Police Constable	\$ 117,036.01	\$ 971.62
Desmarais	John Paul	Police Constable	\$ 108,001.93	\$ 981.89
Desrochers	Roger Henri	Detective	\$ 118,916.21	\$ 1,037.79
Desrochers	Jerome Jeremy	Police Constable	\$ 104,761.17	\$ 981.89
Desson	Jennifer Anne	Detective Sergeant	\$ 125,035.91	\$ 1,076.14
Devereux	Christopher Lee	Police Constable	\$ 122,719.93	\$ 990.47
Devries	Tanya Lisette	Police Constable	\$ 100,364.83	\$ 990.47
Dewland	William Ronald	Police Constable	\$ 117,245.14	\$ 331.89
Dewsnap	Jamie Duncan	Plainclothes Police Constable	\$ 120,655.57	\$ 1,002.04
Dewsnap	Stacey Lynn	Plainclothes Police Constable	\$ 103,563.81	\$ 1,002.04
Dey	Robin Hugh	Sergeant	\$ 150,828.28	\$ 1,047.28
Dhaliwal	Surinderjit	Senior Technical Analyst	\$ 130,213.18	\$ 379.60
Dhaliwal	Piara Singh	Police Constable	\$ 119,952.54	\$ 975.62
Dhatt	Rubinder	Sergeant	\$ 125,125.58	\$ 1,037.79
Dhillon	Ravneet Singh	Police Constable	\$ 116,121.40	\$ 972.02
Dhillon	Ranbir Singh	Detective	\$ 115,748.39	\$ 1,027.91
Dhillon	Jagjit Singh	Police Constable	\$ 107,414.74	\$ 981.89
Dhingra	Rajeev	Police Constable	\$ 111,370.58	\$ 981.89
Dhinsa	Parvinderjit Singh	Police Constable	\$ 153,415.14	\$ 972.02
Dhoum	Munish	Sergeant	\$ 120,168.90	\$ 1,019.06

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Dhruv	Glenn	Police Constable	\$ 104,544.72	\$ 990.47
Dhugha	Sarbjeet Kaur	Detective	\$ 115,019.06	\$ 1,033.50
Dhukai	Esmail Abdulkarim	Plainclothes Police Constable	\$ 113,451.37	\$ 348.21
Di Giacomo	Roberto	Sergeant	\$ 125,080.08	\$ 1,029.76
Di Nardo	Marco	Plainclothes Police Constable	\$ 128,074.09	\$ 1,002.04
Di Nino	Richard Donald	Plainclothes Police Constable	\$ 133,945.86	\$ 1,002.04
Di Passa	Domenico	Detective Sergeant	\$ 131,315.27	\$ 1,085.37
Di Passa	Julie	Detective	\$ 116,527.65	\$ 397.28
Di Poce	Julia Celeste	Plainclothes Police Constable	\$ 102,276.67	\$ 977.64
Di Tollo	Monica Franca	Senior Operations Supervisor	\$ 119,608.00	\$ 1,011.99
Di Tommaso	Mario	Staff Superintendent	\$ 194,943.21	\$ 14,372.55
Diaconu	Adrian	Police Constable	\$ 104,807.76	\$ 267.06
Diaz	Pedro Eduardo	Detective	\$ 121,931.62	\$ 1,047.28
Diaz	Angela Maria	Police Constable	\$ 104,475.08	\$ 981.89
Dicesare	Pietro	Parking Enforcement Officer	\$ 108,531.74	\$ 880.88
Dick	Michael David	Plainclothes Police Constable	\$ 118,368.52	\$ 1,002.04
Dickie	Craig William	Police Constable	\$ 132,287.61	\$ 1,003.42
Dickinson	David Thorpe	Detective	\$ 141,468.82	\$ 1,027.91
Dickson	Brett Gordon	Police Constable	\$ 101,867.34	\$ 981.89
Dicosola	Michele	Sergeant	\$ 149,914.09	\$ 1,047.28
Didanieli	Roberto	Detective Sergeant	\$ 131,453.08	\$ 1,085.37
Digiovanni	Giuseppe	Sergeant	\$ 126,176.82	\$ 1,047.28
Dilly	Andrew Earl	Plainclothes Police Constable	\$ 117,572.49	\$ 1,002.04
Dinc	Huseyin	Senior Programmer	\$ 103,611.07	\$ 349.05
Diodati	Richard	Police Constable	\$ 122,705.81	\$ 1,000.61
Dion	Daniel	Sergeant	\$ 124,777.67	\$ 1,047.28
Dipoce	Jeremy Michael	Police Constable	\$ 105,135.07	\$ 981.89
Direnzo	Raymond Martin	Sergeant	\$ 117,688.44	\$ 1,047.28
Disalvo	Sharon	Sergeant	\$ 118,209.65	\$ 1,047.28
Ditlof	Nicholas Christopher	Plainclothes Police Constable	\$ 119,049.45	\$ 996.95
Diviesti	Tony	Staff Sergeant	\$ 129,500.54	\$ 1,085.37
Dixon	Helen Bridie	Sergeant	\$ 115,585.14	\$ 1,027.91
Dixon	Aaron Scott	Police Constable	\$ 103,134.89	\$ 981.89
Dizon	Jose Benedicto	Detective	\$ 136,296.72	\$ 1,037.79
Dizon	Eduardo	Plainclothes Police Constable	\$ 114,821.73	\$ 1,012.70
Dlugopolski	Stanislaw	Police Constable	\$ 121,498.13	\$ 996.65
Dmytryshyn	Karen Sumie	Coordinator	\$ 101,283.95	\$ 992.16
Dobbs	Christian Daniel	Police Constable	\$ 104,330.84	\$ 995.88
Dobbs	Beverly Rose	Police Constable	\$ 101,830.22	\$ 972.02
Dobias	Robert Andrew	Training Constable	\$ 107,660.97	\$ 1,002.04
Dodds	Leslie Graham	Plainclothes Police Constable	\$ 129,017.62	\$ 1,002.04
Dodson	Randie	Training Constable	\$ 114,871.99	\$ 1,012.70
Doe	Lionel Douglas	Plainclothes Police Constable	\$ 105,531.14	\$ 1,002.04
Doherty	Braden Spencer	Police Constable	\$ 104,013.62	\$ 981.89
Dokurno	Richard Michael	Staff Sergeant	\$ 139,125.74	\$ 1,085.37
Dolenc	Brenda Lynn	Police Constable	\$ 110,334.90	\$ 971.62
Dolghii	Ivan	Plainclothes Police Constable	\$ 112,280.68	\$ 996.95
Domenchuk	Andrea Marie	Police Constable	\$ 106,398.11	\$ 971.62
Dominelli	Vittorio Salvatore	Police Constable	\$ 109,238.66	\$ 981.89
Dominey	Paul Laurie	Detective	\$ 152,646.09	\$ 1,037.79
Domingo	Jason Edward	Police Constable	\$ 122,861.18	\$ 985.85
Donais	Bradley James	Detective	\$ 137,023.42	\$ 1,027.91
Donaldson	David John	Police Constable	\$ 109,598.54	\$ 990.79
Donaldson	Christina Elena	Police Constable	\$ 102,193.67	\$ 984.65
Done	Julian	Police Constable	\$ 111,790.12	\$ 981.89
Donison	Kim L	Police Constable	\$ 193,989.99	\$ 1,000.61
Donnelly	Barry Christopher	Plainclothes Police Constable	\$ 109,195.18	\$ 1,002.04
D'Onofrio	Antonio	Plainclothes Police Constable	\$ 144,227.26	\$ 1,002.04
Dorazio	Nickolas Charles	Plainclothes Police Constable	\$ 125,036.70	\$ 1,002.04
Dorey	Joseph Thomas	Project Leader	\$ 138,917.71	\$ 410.02

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
D'Ornellas	Mark Christopher	Plainclothes Police Constable	\$ 109,000.36	\$ 1,012.70
Dorrington	Francis Justin	Police Constable	\$ 112,383.36	\$ 996.65
Dorrington	Laurie Donna	Police Constable	\$ 111,195.26	\$ 1,001.82
Dosanjh	Mandeep	Police Constable	\$ 122,421.63	\$ 971.62
Doughty	Kathy Muriel	Staff Sergeant	\$ 127,919.93	\$ 434.82
Douglas	Barbara Ann	Detective	\$ 123,028.75	\$ 1,047.28
Douglas	Jeffrey	Sergeant	\$ 119,253.06	\$ 1,047.28
Douglas	Stephen Michael	Plainclothes Police Constable	\$ 108,697.66	\$ 1,002.04
Douglas	Martin Kwame	Police Constable	\$ 106,600.06	\$ 985.85
Douglas	Fraser Gordon	Plainclothes Police Constable	\$ 103,561.01	\$ 352.04
Douglas	Robert David	Police Constable	\$ 100,020.28	\$ 990.47
Douglas-Cook	Allyson Karen	Police Constable	\$ 118,357.05	\$ 981.89
Doupe	Jeffery Jonathon	Plainclothes Police Constable	\$ 105,523.46	\$ 1,002.04
Douvis	Antonios	Police Constable	\$ 117,259.03	\$ 495.88
Dowding	Jeffrey Edward	Plainclothes Police Constable	\$ 123,614.00	\$ 993.85
Dowling	Christopher Thomas	Police Constable	\$ 106,632.81	\$ 971.62
Downie	Kelly	Police Constable	\$ 102,866.61	\$ 1,000.61
Downing	Thomas	Police Constable	\$ 109,452.26	\$ 1,000.61
Doyle	Christopher Patrick	Plainclothes Police Constable	\$ 137,081.41	\$ 1,002.04
Doyle	Daniel Maurice	Police Constable	\$ 123,057.64	\$ 981.89
Doyle	James Edward	Police Constable	\$ 116,363.18	\$ 971.62
Doyle	Andrew Mershon	Plainclothes Police Constable	\$ 108,220.21	\$ 1,002.04
Doyle	Centina Roxanne	Plainclothes Police Constable	\$ 103,548.53	\$ 352.04
Doyle	Dennis Charles	Police Constable	\$ 100,613.27	\$ 981.89
Doyle	Brian Philip	Police Constable	\$ 100,144.83	\$ 981.89
Draheim	Rodney Alfred-Werner	Police Constable	\$ 109,200.85	\$ 990.47
Drake	William	Sergeant	\$ 122,699.62	\$ 1,047.28
Drake	Kevin Christopher	Plainclothes Police Constable	\$ 121,391.74	\$ 987.28
Drapack	Ryan Joseph	Sergeant	\$ 113,692.71	\$ 1,027.91
Draper	Kirstan Giles	Sergeant	\$ 119,980.02	\$ 1,024.37
Draper	Che William	Police Constable	\$ 113,614.91	\$ 981.89
Drazic	Nikola	Police Constable	\$ 107,420.69	\$ 981.89
Dreglia	Alexander	Police Constable	\$ 116,402.28	\$ 971.62
Drennan	Craig	Detective Sergeant	\$ 136,777.30	\$ 1,085.37
Drews	Jason	Police Constable	\$ 102,780.45	\$ 981.89
Drivas	Athanasios	Plainclothes Police Constable	\$ 102,774.75	\$ 988.05
Dropuljic	Joseph	Police Constable	\$ 132,347.40	\$ 981.89
Drozdowski	Marek	Training Constable	\$ 116,997.37	\$ 1,002.04
Drummond	Wendy Elizabeth	Sergeant	\$ 113,693.58	\$ 387.79
Drummond	Craig William	Police Constable	\$ 108,578.02	\$ 990.47
Drummond	Kyle Robert	Police Constable	\$ 101,591.95	\$ 981.89
Drury	Paul	Detective	\$ 116,530.45	\$ 397.28
D'Silva	Allister	Detective	\$ 129,725.69	\$ 1,027.91
D'Souza	Philip	Police Constable	\$ 125,471.65	\$ 1,000.61
D'Souza	Tyron Ian	Police Constable	\$ 108,376.61	\$ 981.89
D'Souza	Ryan Ashley	Police Constable	\$ 107,645.12	\$ 331.89
D'Souza	Jason Donovan	Police Constable	\$ 106,096.57	\$ 917.06
Duarte	Joao Rodrigo	Plainclothes Police Constable	\$ 126,348.26	\$ 988.05
Duarte	Marco Filipe	Plainclothes Police Constable	\$ 117,732.46	\$ 996.95
Dube	David	Sergeant	\$ 128,782.11	\$ 1,047.28
Dubeau	Meri	Senior Staffing Advisor	\$ 106,441.29	\$ 948.61
Dubreuil	Jean	Sergeant	\$ 164,235.62	\$ 1,047.28
Ducie	Curtis Wayne	Sergeant	\$ 114,009.28	\$ 1,027.91
Ducusin	Michael Ryan	Training Constable	\$ 126,467.81	\$ 1,002.04
Dudarev	Vadim	Police Constable	\$ 128,680.63	\$ 981.89
Duerden	Patrick Peter	Police Constable	\$ 120,675.51	\$ 988.91
Duffus	Richard Hugh	Detective	\$ 147,481.45	\$ 1,047.28
Duffy	Marjorie Arleen	Sergeant	\$ 125,154.33	\$ 1,047.28
Dugan	Stephanie L	Police Constable	\$ 103,100.06	\$ 1,000.61
Duggan	Jennifer Joan	Plainclothes Police Constable	\$ 129,848.69	\$ 1,002.04

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Duke	Brian Douglas	Sergeant	\$ 116,524.85	\$ 1,047.28
Dulatas	Jose Job	Police Constable	\$ 110,655.24	\$ 986.57
Dulude	Lisa Arlene	Police Constable	\$ 133,912.93	\$ 971.62
Dunbar	Everett Clair	Police Constable	\$ 110,629.55	\$ 981.89
Duncan	Phillip Zvi	Training Constable	\$ 125,504.02	\$ 1,012.70
Duncan	Peter	Detective	\$ 120,177.80	\$ 1,047.28
Duncan	Robert Alexander	Safety Planner and Program Coordinator	\$ 115,219.53	\$ 504.85
Duncan	Melissa Joy	Plainclothes Police Constable	\$ 107,590.00	\$ 997.36
Dunk	Corey Everette	Plainclothes Police Constable	\$ 124,832.40	\$ 1,002.04
Dunker	Nigel Peter	Training Constable	\$ 118,079.67	\$ 1,002.04
Dunkley	Leslie	Detective	\$ 145,200.97	\$ 1,047.28
Dunlop	John Paul	Sergeant	\$ 123,864.15	\$ 1,047.28
Dunlop	James Michael	Police Constable	\$ 113,153.52	\$ 981.89
Dunne	James William	Police Constable	\$ 103,499.91	\$ 981.89
Dunning	Brian James	Police Constable	\$ 112,377.51	\$ 996.65
Dunning	Paul Douglas	Police Constable	\$ 103,040.68	\$ 981.89
Dunning	Lacey Melissa	Police Constable	\$ 101,818.93	\$ 979.54
Duran	Adrian Rogelio	Plainclothes Police Constable	\$ 128,064.59	\$ 1,002.04
Durham	Cameron Edward	Staff Sergeant	\$ 157,712.18	\$ 918.21
Durocher	David Leonard	Police Constable	\$ 107,044.90	\$ 981.89
Durran	Ned	Police Constable	\$ 172,324.02	\$ 981.89
Durst	Christopher David	Plainclothes Police Constable	\$ 122,721.97	\$ 987.28
Dury	Benjamin Michael	Detective	\$ 118,652.00	\$ 387.79
Duthie	Robert	Sergeant	\$ 127,403.84	\$ 1,047.28
Dvernechuk	Mark William	Police Constable	\$ 105,696.77	\$ 971.62
Dybowski	Michael Leonhard	Plainclothes Police Constable	\$ 107,630.96	\$ 1,002.04
Dyck	Henry Jacob	Sergeant	\$ 113,757.98	\$ 1,027.91
Dyer	Robert Bruce	Police Constable	\$ 101,897.85	\$ 981.89
Dyke	Geoffrey Thomas	Training Constable	\$ 113,841.59	\$ 1,002.04
Dyke	Adrian Warren	Police Constable	\$ 110,661.32	\$ 971.62
Dyke	Lene Dahl	Police Constable	\$ 102,898.29	\$ 933.18
Dymond	Jeffrey William	Police Constable	\$ 111,921.18	\$ 971.62
Dyrkawec	Jeffrey	Police Constable	\$ 101,167.61	\$ 981.89
Dzelajlija	George	Police Constable	\$ 107,519.48	\$ 981.89
Dzingala	Richard George	Police Constable	\$ 119,461.46	\$ 1,000.61
Eagleson	Dawn Michelle	Detective	\$ 114,403.13	\$ 1,037.79
Eagleson-Madden	Lisa Christine	Detective	\$ 114,654.04	\$ 1,037.79
Earl	Michael	Staff Inspector	\$ 165,804.39	\$ 18,659.61
Earl	Lisa Marie	Police Constable	\$ 103,290.62	\$ 837.95
East	Jeffrey Bruce	Police Constable	\$ 104,104.59	\$ 975.62
Easter	Peter	Police Constable	\$ 110,294.69	\$ 1,000.61
Eaton	Douglas Brian	Plainclothes Police Constable	\$ 153,265.64	\$ 1,002.04
Ebrahim	Riaz Ahmed	Police Constable	\$ 109,120.45	\$ 981.89
Ebrahimi	Pooya	Plainclothes Police Constable	\$ 134,610.04	\$ 1,002.04
Ecklund	Andrew Douglas	Staff Sergeant	\$ 132,568.94	\$ 1,076.14
Ecklund	David Grenville	Staff Sergeant	\$ 129,922.20	\$ 1,076.14
Edelhofer	Marie Caroline	Police Constable	\$ 104,072.93	\$ 981.89
Edgar	Leslie Adam	Plainclothes Police Constable	\$ 123,983.93	\$ 1,002.04
Edgerton	Kirsten Elizabeth	Parking Enforcement Officer	\$ 113,671.13	\$ 880.88
Edward	Glenn Raymond	Sergeant	\$ 111,279.19	\$ 1,027.91
Edwards Pierre	Charlene Kathleen	Police Constable	\$ 101,351.93	\$ 344.27
Edwicker	Alexis Grace	Detective	\$ 134,958.16	\$ 1,027.91
Egeli	Enis	Police Constable	\$ 112,798.76	\$ 959.22
Eichenberg	James Michael	Sergeant	\$ 130,893.54	\$ 1,032.30
El Sayegh	Raydan Imad	Police Constable	\$ 101,486.41	\$ 971.62
Elaschuk	Melissa Lee	Plainclothes Police Constable	\$ 123,575.69	\$ 1,007.08
Elaschuk	Christien Timothy	Police Constable	\$ 103,072.36	\$ 981.89
Eldridge	Reginald	Sergeant	\$ 122,404.01	\$ 1,047.28
Eley	Stuart	Inspector	\$ 156,604.97	\$ 1,139.45
Elgar	Karen Elizabeth	Plainclothes Police Constable	\$ 113,394.45	\$ 1,022.58

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Eliadis	Alexander	Training Constable	\$ 112,497.72	\$ 1,002.04
Elliot	Benjamin George	Plainclothes Police Constable	\$ 103,810.57	\$ 452.04
Elliott	Paul	Detective	\$ 139,183.22	\$ 1,047.28
Elliott	Christopher Paul	Detective	\$ 118,523.86	\$ 1,037.79
Elliott	Shawn William	Detective	\$ 117,311.38	\$ 1,047.28
Elliott	Adrian Godfrey	Police Constable	\$ 104,708.15	\$ 981.89
Elliott	Kathleen	Police Constable	\$ 103,221.58	\$ 1,000.61
Ellis	Aisha Binta	Police Constable	\$ 122,695.80	\$ 971.62
Ellis	Matthew Austin	Plainclothes Police Constable	\$ 111,957.59	\$ 983.65
Ellis	Geoffrey William	Sergeant	\$ 111,605.31	\$ 1,024.37
Elo	Douglas Allan	Police Constable	\$ 110,499.32	\$ 981.89
Elvy	Conroy Jonathan	Police Constable	\$ 123,439.66	\$ 971.62
Emerson	Terry Evan	Police Constable	\$ 103,271.50	\$ 981.89
Emms	Jeffrey Brian	Police Constable	\$ 105,257.89	\$ 981.89
Emond	Christian Rene	Plainclothes Police Constable	\$ 143,697.34	\$ 1,002.04
Emptage	Matthew James	Plainclothes Police Constable	\$ 125,918.48	\$ 996.65
Engel	Marten Brouwer	Police Constable	\$ 106,660.29	\$ 981.89
English	Douglas	Police Constable	\$ 103,191.06	\$ 1,000.61
Entwistle	Warren Clayton	Sergeant	\$ 142,063.81	\$ 1,027.91
Epperson	Natalia	Police Constable	\$ 149,182.58	\$ 971.62
Epperson	Erik Amadeus	Sergeant	\$ 113,532.31	\$ 1,027.91
Erdis	Ian Ross	Police Constable	\$ 146,490.15	\$ 981.89
Erickson	Kenneth	Police Constable	\$ 143,091.69	\$ 1,000.61
Erwick	Dale	Inspector	\$ 163,879.56	\$ 1,328.59
Escott	Jai	Plainclothes Police Constable	\$ 106,765.76	\$ 1,002.04
Espino	Nilo Anthony	Police Constable	\$ 110,172.55	\$ 981.89
Espinoza Parent	Victor Manuel	Police Constable	\$ 145,299.66	\$ 981.89
Essert	Justin Alexander	Plainclothes Police Constable	\$ 110,139.14	\$ 1,002.04
Esteves	Rui Manuel	Police Constable	\$ 122,194.11	\$ 981.89
Estwick	Eulalia	Sergeant	\$ 117,263.21	\$ 397.28
Ethier	Christopher Michael	Plainclothes Police Constable	\$ 121,863.27	\$ 988.88
Ethier	Isabel Anne	Police Constable	\$ 103,003.63	\$ 331.89
Eustace	David	Sergeant	\$ 118,695.55	\$ 1,047.28
Euteneier	Simon Quincey	Police Constable	\$ 134,795.16	\$ 972.02
Evans	Bryce	Superintendent	\$ 180,286.20	\$ 14,895.60
Evans	Julie Marie	Sergeant	\$ 116,217.27	\$ 1,027.91
Evans	Daymon Dave	Police Constable	\$ 107,422.39	\$ 924.50
Evans	Mark Anthony	Police Constable	\$ 105,930.75	\$ 981.89
Evelyn	Dion	Manager of Communications Services	\$ 166,214.53	\$ 1,385.38
Everest	John Alfred	Staff Sergeant	\$ 131,162.60	\$ 1,085.37
Eyden	Aimee Jamie	Police Constable	\$ 130,067.95	\$ 981.89
Ezekiel	Scott Carl	Police Constable	\$ 105,222.54	\$ 988.49
Fabiszewska	Agnes Anna	Police Constable	\$ 100,000.26	\$ 981.89
Facoetti	Michael Paul	Sergeant	\$ 134,565.36	\$ 1,047.28
Fadel	Mohamad	Police Constable	\$ 112,283.97	\$ 981.89
Fadi	Steven Paul	Plainclothes Police Constable	\$ 131,586.08	\$ 1,020.09
Faduck	Bryon William	Plainclothes Police Constable	\$ 101,026.20	\$ 978.50
Fagu	Avinaash Prithipaul	Police Constable	\$ 111,728.31	\$ 649.12
Fairclough	James Stephen	Sergeant	\$ 112,251.75	\$ 1,027.91
Fairclough	Werner	Police Constable	\$ 103,706.43	\$ 981.89
Faizi	Hassanain	Police Constable	\$ 147,492.03	\$ 971.62
Falconer	Gregory	Detective	\$ 128,950.18	\$ 1,047.28
Falkinson	Frank	Staff Sergeant	\$ 127,847.93	\$ 435.37
Fallis	Robert	Plainclothes Police Constable	\$ 109,431.48	\$ 1,022.58
Farahbakhsh	Jeanette Isabel	Director of Human Resources	\$ 193,308.29	\$ 3,021.09
Fardell	Ryan David	Plainclothes Police Constable	\$ 119,358.16	\$ 993.85
Fardell	Geoffrey Royston	Plainclothes Police Constable	\$ 118,422.82	\$ 1,002.04
Farewell	Daniel Harold	Plainclothes Police Constable	\$ 128,057.05	\$ 998.14
Farina	Antonella	Police Constable	\$ 101,890.52	\$ 987.35
Farmer	Kevin James	Senior Customer Service Representative	\$ 104,247.30	\$ 349.05

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Farrell	George	Staff Sergeant	\$ 143,101.53	\$ 1,085.37
Farrell	Christine Marie	Detective	\$ 136,971.16	\$ 1,047.28
Farrell	Douglas James	Training Constable	\$ 113,735.06	\$ 1,002.04
Fassbender	Susan Elisabeth	Police Constable	\$ 100,518.15	\$ 990.47
Fazeli	Alan Alireza	Detective	\$ 120,558.89	\$ 427.91
Feagan	Gregory David	Plainclothes Police Constable	\$ 120,384.13	\$ 987.28
Featherstonhaugh	Jennifer Patricia	Plainclothes Police Constable	\$ 112,336.76	\$ 1,002.04
Feaver	Cory Bert	Police Constable	\$ 105,339.51	\$ 1,000.61
Febbo	Oliver	Sergeant	\$ 140,337.65	\$ 1,047.28
Federico	Michael	Deputy Chief	\$ 249,524.75	\$ 13,991.46
Federico	Matthew Michael	Senior Technical Analyst	\$ 124,477.11	\$ 1,029.60
Fedory	Mykola	Police Constable	\$ 128,222.30	\$ 978.77
Fegan	Paul	Training Constable	\$ 113,688.16	\$ 1,022.58
Fegan	Brenda Elizabeth	Police Constable	\$ 100,017.48	\$ 990.47
Fehr	Douglas Alan	Training Constable	\$ 115,242.62	\$ 1,002.04
Feltmate	Marlowe Lucien	Plainclothes Police Constable	\$ 111,314.00	\$ 988.75
Fenech	Jeffrey	Police Constable	\$ 127,375.50	\$ 986.57
Fennell	Mark Anthony	Police Constable	\$ 100,153.48	\$ 981.89
Fenton	David	Superintendent	\$ 179,021.21	\$ 16,059.95
Fenton	Jason Robert	Plainclothes Police Constable	\$ 122,439.01	\$ 1,002.04
Fenwick	Matthew Michael	Plainclothes Police Constable	\$ 122,221.56	\$ 991.00
Feraday	Mark Daniel	Sergeant	\$ 116,524.85	\$ 1,047.28
Ferdinand	Patrick Wallace	Police Constable	\$ 108,842.60	\$ 1,000.61
Ferguson	Hugh	Superintendent	\$ 184,169.22	\$ 16,100.38
Ferguson	Scott Cavanagh	Detective	\$ 129,324.54	\$ 6,345.88
Ferguson	Jay Marie	Sergeant	\$ 121,881.37	\$ 1,047.28
Ferguson	Stephen	Detective	\$ 119,052.51	\$ 1,047.28
Ferguson	Saint Page	Police Constable	\$ 102,966.29	\$ 990.47
Ferguson	Laird Ogilvie	Police Constable	\$ 100,359.38	\$ 990.47
Ferko	Christopher Robin	Sergeant	\$ 141,475.54	\$ 1,037.79
Ferlisi	Onofrio Antonio	Police Constable	\$ 104,456.88	\$ 990.47
Fernandes	Selwyn John	Superintendent	\$ 179,021.21	\$ 11,499.67
Fernandes	Michael Freitas	Police Constable	\$ 131,689.24	\$ 981.89
Fernandes	Keri Ann	Detective	\$ 120,887.18	\$ 1,027.91
Fernandes	Basil Greg	Police Constable	\$ 116,114.43	\$ 981.89
Fernandes	Ross Savio	Detective	\$ 114,334.66	\$ 1,027.91
Fernandes	Dwayne Anthony	Sergeant	\$ 114,150.48	\$ 1,037.79
Fernandes	Michael	Plainclothes Police Constable	\$ 110,744.32	\$ 372.58
Fernandes	Joaq Angelo	Police Constable	\$ 107,044.16	\$ 971.62
Fernandes	Roland Andrea	Police Constable	\$ 105,305.55	\$ 1,000.61
Ferreira	Mark	Police Constable	\$ 148,312.85	\$ 1,000.61
Ferreira	Mickael	Police Constable	\$ 117,660.21	\$ 981.89
Ferreira	Jason Neto	Police Constable	\$ 116,304.11	\$ 971.62
Ferreira	Paulo Jorge	Police Constable	\$ 106,556.36	\$ 990.47
Ferris	Lisa	Sergeant	\$ 123,115.47	\$ 1,047.28
Ferris	Manie Therese	Police Constable	\$ 118,291.58	\$ 981.89
Ferris	Kevin	Sergeant	\$ 116,617.25	\$ 1,047.28
Ferry	Michael Bernard	Police Constable	\$ 129,803.13	\$ 1,043.62
Ferry	Jason Wayne	Sergeant	\$ 115,207.09	\$ 1,037.79
Fidler	Andrew Clarence	Police Constable	\$ 122,012.25	\$ 981.89
Fiedtkou	Neil Walter	Police Constable	\$ 107,442.78	\$ 971.62
Field	Cameron Douglas	Detective Sergeant	\$ 128,504.22	\$ 1,085.37
Fielding	Shawn Michael	Police Constable	\$ 146,430.39	\$ 981.89
Figlarz	Radoslaw	Police Constable	\$ 121,892.28	\$ 995.88
Filippin	Gianni Alan	Police Constable	\$ 136,618.39	\$ 981.89
Fillier	Sean Michael	Police Constable	\$ 100,835.77	\$ 833.87
Findlay	Ryan Mclean	Plainclothes Police Constable	\$ 117,342.24	\$ 1,002.04
Finlay	Timothy Andrew	Physical Fitness Coordinator	\$ 102,561.83	\$ 999.05
Finley-Kellough	Jillian Elizabeth	Police Constable	\$ 102,659.34	\$ 981.89
Finn	Tracy Faye	Coordinator Communications	\$ 101,125.21	\$ 992.16

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Finn	Bruce Rexford	Court Officer	\$ 100,219.54	\$ 915.72
Firth	Zachary Jonathon	Police Constable	\$ 103,686.98	\$ 972.02
Fischer	David Anthony	Plainclothes Police Constable	\$ 108,562.72	\$ 1,002.04
Fisher	Susan	Police Constable	\$ 129,463.81	\$ 1,000.61
Fisher	Bradley	Detective	\$ 125,341.82	\$ 1,047.28
Fisher	Jennifer Lyndsay	Plainclothes Police Constable	\$ 111,836.02	\$ 315.42
Fister	Miran	Police Constable	\$ 113,228.89	\$ 1,000.61
Fitzsimmons	Daniel James	Plainclothes Police Constable	\$ 109,765.90	\$ 987.28
Flanders	Todd Matthew	Staff Sergeant	\$ 133,282.21	\$ 1,068.60
Flannery	Michelle Louisa	Police Constable	\$ 102,022.88	\$ 990.47
Fleckeisen	Iris	Plainclothes Police Constable	\$ 109,225.04	\$ 1,022.58
Fleming	Christopher Paul	Police Constable	\$ 109,068.09	\$ 896.82
Fleming	James Stuart	Plainclothes Police Constable	\$ 108,677.95	\$ 352.04
Flett	James	Plainclothes Police Constable	\$ 114,665.54	\$ 372.58
Flis	Albert	Detective	\$ 148,211.25	\$ 1,047.28
Flis	Candice Lynn	Sergeant	\$ 118,845.23	\$ 1,047.28
Florence	Mark Duncan	Communications Operations Supervisor	\$ 106,002.90	\$ 979.42
Flores	Manuel Alejandro	Plainclothes Police Constable	\$ 118,512.70	\$ 1,001.26
Florez	Luis Guillermo	Police Constable	\$ 141,182.44	\$ 981.89
Floria	Ioan Florin	Police Constable	\$ 100,210.30	\$ 340.47
Flowers	Thomas Pryce	Training Constable	\$ 110,971.49	\$ 1,012.70
Flumian	Tracyangela	Police Constable	\$ 106,813.45	\$ 981.89
Fogg	Brett Gordon	Police Constable	\$ 105,884.41	\$ 650.61
Foley	Renee Cynthia	Detective	\$ 117,535.94	\$ 1,037.79
Folo	Dorian	Senior Human Resource Application Specialist	\$ 112,471.65	\$ 349.05
Fong	Nelson	Police Constable	\$ 162,393.02	\$ 971.62
Fong	Wai Shun	Police Constable	\$ 152,836.41	\$ 988.49
Fong	Michael Do	Police Constable	\$ 107,747.12	\$ 981.89
Fonseca	Michael Remalho	Training Constable	\$ 113,458.37	\$ 1,010.30
Forbes	David William	Plainclothes Police Constable	\$ 126,544.59	\$ 1,002.04
Forbes	Lisa Judith	Plainclothes Police Constable	\$ 108,265.98	\$ 915.36
Forchione	Antonio	Staff Sergeant	\$ 131,370.71	\$ 1,085.37
Ford	Harrison Marc	Police Constable	\$ 118,366.52	\$ 971.62
Ford	Christian William	Plainclothes Police Constable	\$ 114,282.04	\$ 978.50
Ford	Andrew Rion	Police Constable	\$ 102,579.44	\$ 973.21
Forde	Ryan	Detective	\$ 129,375.71	\$ 1,037.79
Forde	Roger Anthony	Sergeant	\$ 129,296.93	\$ 1,027.91
Forde	Nelvin	Police Constable	\$ 119,483.32	\$ 981.89
Forestall	Gregory	Detective	\$ 125,213.14	\$ 1,047.28
Forestell	Michael	Sergeant	\$ 132,299.10	\$ 1,047.28
Forrest	Grant Adam	Police Constable	\$ 140,864.31	\$ 331.89
Forrest	Wendy Anne	Plainclothes Police Constable	\$ 108,851.41	\$ 352.04
Forrest	Cameron James	Plainclothes Police Constable	\$ 106,808.61	\$ 1,002.04
Forsyth	Connie	Police Constable	\$ 111,414.08	\$ 983.87
Foster	Wayne Edward	Plainclothes Police Constable	\$ 138,655.89	\$ 1,002.04
Foster	Lorne David	Plainclothes Police Constable	\$ 125,846.30	\$ 983.03
Foster	Anthony Joseph	Police Constable	\$ 103,627.43	\$ 981.89
Fotopoulos	George	Sergeant	\$ 124,204.90	\$ 1,047.28
Fougere	Cory Trenton	Sergeant	\$ 121,676.38	\$ 1,027.91
Foulds	Laura Jane	Plainclothes Police Constable	\$ 119,057.76	\$ 1,002.04
Fournier	Marie-Josée	Police Constable	\$ 115,600.28	\$ 981.89
Fowlds	Scott Mackenzie	Sergeant	\$ 146,400.16	\$ 1,047.28
Fowlds	Gordon Bruce	Police Constable	\$ 118,758.04	\$ 1,000.61
Fowler	Wayne Leonard	Detective	\$ 119,499.46	\$ 1,047.28
Fox	James	Detective	\$ 122,777.37	\$ 1,047.28
Fox	Steven Andrew	Police Constable	\$ 116,001.30	\$ 981.89
Fox	Jennifer Anne	Police Constable	\$ 104,520.67	\$ 972.02
Francis	Jennifer Suzanne	Plainclothes Police Constable	\$ 140,821.53	\$ 993.85
Francis	Valerie Colmata	Police Constable	\$ 103,139.96	\$ 350.61
Franco	Christopher Robert	Police Constable	\$ 178,628.19	\$ 971.62

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Francois	Patrice Gaston	Plainclothes Police Constable	\$ 106,770.11	\$ 1,002.04
Frank	Marilyn Irene	Police Constable	\$ 105,584.99	\$ 990.47
Franke	Mark	Police Constable	\$ 147,028.89	\$ 971.62
Franken	Michael Daniel	Police Constable	\$ 111,689.99	\$ 971.62
Franklin	Richard	Plainclothes Police Constable	\$ 115,926.32	\$ 1,022.58
Fraracci	Gregory Robert	Police Constable	\$ 104,647.80	\$ 933.18
Fraser	Tracey	Sergeant	\$ 137,251.93	\$ 1,047.28
Fraser	Spencer Robert	Plainclothes Police Constable	\$ 132,250.35	\$ 1,002.04
Fraser	Rod David	Plainclothes Police Constable	\$ 105,010.01	\$ 1,002.04
Frederick	Antonio Rudolph	Sergeant	\$ 117,979.26	\$ 1,027.91
Freeman	Eric Michael	Police Constable	\$ 110,351.57	\$ 981.89
Freeman	Jeffrey Bryant	Police Constable	\$ 102,774.37	\$ 981.89
French	Christopher James	Detective	\$ 136,506.07	\$ 1,029.76
French	John	Staff Sergeant	\$ 133,250.86	\$ 1,085.37
French	Elizabeth Anne	Communications Operator	\$ 101,407.49	\$ 936.13
Frendo-Jones	Mark Edward	Plainclothes Police Constable	\$ 109,098.75	\$ 986.51
Frias	Paul George	Police Constable	\$ 104,468.09	\$ 981.89
Friebe	Danny	Police Constable	\$ 129,277.29	\$ 1,000.61
Friesen	Bethaney Nadine	Plainclothes Police Constable	\$ 106,471.46	\$ 997.36
Frigon	Robert	Plainclothes Police Constable	\$ 121,396.61	\$ 1,022.58
Frimeth	Kevin David	Detective	\$ 157,803.07	\$ 1,047.28
Fritz	Theodor	Detective	\$ 132,332.36	\$ 1,047.28
Frost	Gregory Charles	Police Constable	\$ 107,902.38	\$ 981.89
Fryer	Stephen Robert	Plainclothes Police Constable	\$ 128,474.92	\$ 1,002.04
Fujino	Alan	Police Constable	\$ 102,849.81	\$ 350.61
Funchion	Daniel Scott	Plainclothes Police Constable	\$ 125,625.35	\$ 1,002.04
Fung	Kenneth	Police Constable	\$ 107,840.07	\$ 971.62
Furanna	Ryan Andrew	Plainclothes Police Constable	\$ 119,623.80	\$ 1,002.04
Furfaro	Matthew Annunziato	Police Constable	\$ 100,120.10	\$ 892.26
Furness	Howard Wayne	Manager of Payroll and Benefits Administration	\$ 154,642.11	\$ 683.91
Furyk	Robert Paul	Plainclothes Police Constable	\$ 130,149.95	\$ 1,002.04
Furzecott	Mark Linton	Plainclothes Police Constable	\$ 104,654.90	\$ 1,002.04
Fydenchuk	Kay	Police Constable	\$ 105,564.71	\$ 1,000.61
Fyfe	John	Plainclothes Police Constable	\$ 115,987.63	\$ 1,022.58
Fynes	Bronagh Maria	Detective	\$ 124,351.75	\$ 1,037.79
Fyzul	Sheik Mohamed	Police Constable	\$ 101,495.48	\$ 912.10
Gabbidon	Travis Kenneth	Police Constable	\$ 134,996.05	\$ 852.18
Gabriel	Matthew Thomas	Police Constable	\$ 109,203.10	\$ 981.89
Gagliardi	Vito	Detective	\$ 153,485.04	\$ 1,037.79
Gagliardi	Deanna Lynn	Plainclothes Police Constable	\$ 106,879.09	\$ 1,012.70
Gajewski	Sarakina Madeline	Police Constable	\$ 113,997.01	\$ 345.88
Gajraj	Syed Sean	Plainclothes Police Constable	\$ 127,159.71	\$ 1,002.04
Galapon	Wendell Ian	Plainclothes Police Constable	\$ 123,440.98	\$ 1,002.04
Galazka	Tomasz Robert	Training Constable	\$ 130,987.64	\$ 1,012.70
Galdiks	Roland Gerhard	Police Constable	\$ 107,723.83	\$ 967.01
Gales	Wendy	Detective	\$ 111,384.11	\$ 412.50
Galiotos	Konstantinos	Plainclothes Police Constable	\$ 106,536.74	\$ 1,007.08
Gall	Alexandru	Police Constable	\$ 104,488.50	\$ 981.89
Gallagher	Ian James	Police Constable	\$ 132,513.33	\$ 981.89
Gallagher	John Ashley	Police Constable	\$ 107,210.91	\$ 981.89
Gallagher	Andrew George	Senior Customer Service Representative	\$ 103,571.24	\$ 349.05
Gallant	Timothy	Detective Sergeant	\$ 165,568.06	\$ 1,085.37
Gallant	Robert	Detective	\$ 136,272.90	\$ 1,047.28
Gallant	Stacy D	Detective Sergeant	\$ 129,279.41	\$ 1,085.37
Gallant	Kelly-Ann	Detective Sergeant	\$ 127,857.63	\$ 1,085.37
Gallant	Denise	Detective	\$ 118,250.14	\$ 397.28
Gallo	Daniel	Plainclothes Police Constable	\$ 115,537.16	\$ 1,171.72
Gandhi	Manmohan Singh	Police Constable	\$ 101,046.86	\$ 981.89
Ganeshalingam	Niruban	Police Constable	\$ 107,172.00	\$ 972.02
Ganj	Arran	Plainclothes Police Constable	\$ 105,284.39	\$ 1,002.04

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Garbas	Edward Arthur	Police Constable	\$ 134,789.59	\$ 1,000.61
Garbutt	Deborah Grace	Police Constable	\$ 120,767.13	\$ 990.47
Garbutt	Todd	Police Constable	\$ 109,501.73	\$ 1,000.61
Garceau	Michelle Charmaine	Police Constable	\$ 100,259.11	\$ 904.66
Garcia	Christopher	Plainclothes Police Constable	\$ 130,504.89	\$ 988.75
Garcia	Etelvino Manuel	Plainclothes Police Constable	\$ 120,751.92	\$ 996.95
Garcia	Nandino	Plainclothes Police Constable	\$ 109,423.43	\$ 993.85
Gardiner	Robert Scott	Detective	\$ 125,476.50	\$ 1,037.79
Gardner	Ronald Franklin	Sergeant	\$ 112,065.74	\$ 1,027.91
Garganis	Angelo	Police Constable	\$ 109,423.71	\$ 981.89
Garland	Marina Eduardovna	Detective	\$ 122,545.76	\$ 1,029.76
Garner	Anthony Alloy	Police Constable	\$ 115,573.38	\$ 990.47
Garrett	Richard Fredrick	Plainclothes Police Constable	\$ 131,280.73	\$ 1,002.04
Garrison	Heidi Elsie	Detective Sergeant	\$ 116,360.09	\$ 435.37
Garrison	Tracey Lee-Ann	Sergeant	\$ 103,538.98	\$ 988.78
Garrow	Patrick John	Sergeant	\$ 112,514.54	\$ 1,027.91
Garvey	Andrew Frederick	Plainclothes Police Constable	\$ 122,903.71	\$ 1,002.04
Gaudet	Derrick	Sergeant	\$ 130,930.98	\$ 1,047.28
Gaudet	David Richard	Sergeant	\$ 117,344.43	\$ 1,035.45
Gaudino	Alison	Police Constable	\$ 100,938.39	\$ 906.89
Gauthier	Paul Richard	Detective	\$ 117,643.25	\$ 1,035.45
Gauthier	Leo	Sergeant	\$ 116,963.63	\$ 397.28
Gavaller	Ilana Chana	Police Constable	\$ 120,956.99	\$ 971.62
Gayle	Phillip Preston	Plainclothes Police Constable	\$ 100,944.82	\$ 994.16
Gazey	Daryl	Plainclothes Police Constable	\$ 152,715.41	\$ 1,022.58
Ge	Hao	Police Constable	\$ 113,212.79	\$ 975.62
Geana	Sorin	Plainclothes Police Constable	\$ 129,442.18	\$ 1,002.04
Geborski	Piotr	Police Constable	\$ 130,414.72	\$ 965.42
Gee	William Edward	Plainclothes Police Constable	\$ 113,579.96	\$ 1,002.04
Gee	Kevin Wai	Police Constable	\$ 104,010.92	\$ 972.02
Gellel	Jennifer	Police Constable	\$ 107,751.77	\$ 971.62
Gelli	Mario	Police Constable	\$ 131,526.35	\$ 1,000.61
Gendi	Peter	Plainclothes Police Constable	\$ 114,987.70	\$ 997.78
Genovy	Shaun	Detective	\$ 119,274.96	\$ 1,047.28
George	Keith Joseph	Plainclothes Police Constable	\$ 114,129.97	\$ 992.68
Georgeff	Marcus William	Police Constable	\$ 115,822.35	\$ 995.41
Georgopoulos	Kevin	Plainclothes Police Constable	\$ 116,093.28	\$ 981.89
Germaine	Jennifer Anne	Police Constable	\$ 101,015.73	\$ 987.83
Gerrits	Kayla Jan	Police Constable	\$ 108,209.83	\$ 924.50
Gerry	Donald	Staff Sergeant	\$ 132,141.70	\$ 1,085.37
Gerry	Matthew James	Police Constable	\$ 114,160.86	\$ 981.89
Getty	Shawn	Detective Sergeant	\$ 133,824.04	\$ 1,085.37
Getty	Sean Peter	Plainclothes Police Constable	\$ 111,858.78	\$ 978.50
Ghazarian	Hamayak	Plainclothes Police Constable	\$ 157,507.23	\$ 988.05
Ghazarian	Antranik	Police Constable	\$ 151,380.28	\$ 918.30
Gheysar	Makda	Financial Planner	\$ 135,896.19	\$ 1,247.42
Ghotbi	Farzad	Police Constable	\$ 109,581.49	\$ 981.89
Ghuman	Avtar Singh	Police Constable	\$ 101,817.77	\$ 995.88
Gialousis	Emanuel	Police Constable	\$ 108,565.59	\$ 981.89
Giannini	Antonio	Police Constable	\$ 112,622.22	\$ 316.89
Giannotta	Celestino	Director of Information Technology	\$ 193,308.29	\$ 3,260.24
Gibb	Louis	Sergeant	\$ 118,555.30	\$ 1,047.28
Gibbons	Stephen Woodrow	Police Constable	\$ 106,838.31	\$ 990.47
Gibillini	Richard	Sergeant	\$ 120,904.46	\$ 1,047.28
Gibson	Graham	Detective Sergeant	\$ 138,005.22	\$ 585.37
Gibson	James	Staff Sergeant	\$ 128,377.04	\$ 1,085.37
Gibson	Roger	Sergeant	\$ 127,634.00	\$ 1,047.28
Gibson	Nathan Edward	Police Constable	\$ 115,111.37	\$ 977.99
Gibson	Daryl Thomas	Police Constable	\$ 112,280.94	\$ 986.57
Gibson	Christopher George	Police Constable	\$ 107,970.02	\$ 975.62

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Giczi	Jim Frank	Staff Sergeant	\$ 141,922.45	\$ 1,085.37
Gidari	Joseph	Police Constable	\$ 109,404.12	\$ 990.47
Giedroyc	Karol Zygmunt	Staff Sergeant	\$ 131,353.89	\$ 1,085.37
Giesche	Chad Allen	Plainclothes Police Constable	\$ 116,163.57	\$ 1,002.04
Gigante	Jennifer	Communications Operator	\$ 109,752.97	\$ 936.13
Gilbert	Scott	Superintendent	\$ 190,362.96	\$ 16,679.43
Gilbert	Donna Ellen	Information Security Officer	\$ 123,587.05	\$ 410.02
Gilbert	Shawn William	Detective	\$ 121,109.59	\$ 1,037.79
Gilchrist	Nolan William	Training Constable	\$ 111,062.25	\$ 1,002.04
Gilchrist	Laoigseac	Plainclothes Police Constable	\$ 109,219.44	\$ 372.58
Gilfoxy	Leah Dawn	Detective Sergeant	\$ 127,894.14	\$ 1,085.37
Gill	Birender Singh	Police Constable	\$ 149,390.42	\$ 988.49
Gill	Amanpreet Singh	Police Constable	\$ 120,331.04	\$ 981.89
Gill	Sukhjinder Singh	Police Constable	\$ 115,098.19	\$ 990.47
Gill	Sukhjot Singh	Police Constable	\$ 114,470.79	\$ 981.89
Gill	Dalbinder Singh	Police Constable	\$ 110,346.81	\$ 990.47
Gill	Shawn Aubrey	Police Constable	\$ 107,688.49	\$ 981.89
Gill	Jason Gowan	Police Constable	\$ 105,510.41	\$ 331.89
Gill	Arjindersingh	Police Constable	\$ 103,578.68	\$ 971.62
Gill	Harvinder Singh	Police Constable	\$ 103,475.17	\$ 981.89
Gill	Rupinder Singh	Police Constable	\$ 102,283.10	\$ 971.62
Gillan	Jeffrey John	Police Constable	\$ 113,677.16	\$ 981.89
Gillegean	Benjamin Louis	Police Constable	\$ 101,344.08	\$ 933.18
Gillespie	Michael Patrick	Plainclothes Police Constable	\$ 115,979.43	\$ 1,002.04
Gillespie	Wesley Wayne	Plainclothes Police Constable	\$ 113,424.20	\$ 1,002.04
Gillespie	Andrea	Police Constable	\$ 103,005.91	\$ 1,000.61
Gillham	Shane Robert	Plainclothes Police Constable	\$ 109,219.44	\$ 1,022.58
Gillis	David William	Staff Sergeant	\$ 136,363.08	\$ 1,085.37
Gilvesy	Adrienne Laura	Police Constable	\$ 111,200.57	\$ 971.62
Gini	Guillermo Steve	Police Constable	\$ 135,072.28	\$ 998.19
Girard	Martin Remi	Plainclothes Police Constable	\$ 118,952.34	\$ 999.48
Girardi	Nancy Lynne	Plainclothes Police Constable	\$ 109,129.60	\$ 1,010.30
Girgis	Mina Wadie	Police Constable	\$ 105,133.85	\$ 306.74
Girmeria	Francesco	Plainclothes Police Constable	\$ 105,652.87	\$ 1,008.70
Giroux	Gary	Detective Sergeant	\$ 171,926.86	\$ 435.37
Gittus	Ryan Christopher	Police Constable	\$ 118,209.20	\$ 981.89
Glancy	David	Police Constable	\$ 128,572.23	\$ 1,000.61
Glasgow	Justin Joseph	Sergeant	\$ 113,398.66	\$ 1,022.96
Glavin	Phillip	Sergeant	\$ 132,028.90	\$ 1,047.28
Glavin	Lydia Stephany	Staff Sergeant	\$ 127,847.93	\$ 1,085.37
Glen	Caroline	Detective	\$ 117,163.76	\$ 1,047.28
Glen	Stephen	Police Constable	\$ 106,939.53	\$ 1,000.61
Glendinning	Gregory David	Detective	\$ 141,451.25	\$ 1,047.28
Glennie	Evan Penner	Police Constable	\$ 110,453.56	\$ 904.66
Glowa	Jan Zbigniew	Police Constable	\$ 112,318.90	\$ 981.89
Goddard	Glenn Patrick	Police Constable	\$ 122,736.50	\$ 990.47
Goebell	Nad	Police Constable	\$ 210,274.98	\$ 1,000.61
Goguen	John Lewis	Police Constable	\$ 109,884.22	\$ 1,000.61
Goh	Andre Pierre	Manager of Diversity and Inclusion	\$ 151,971.19	\$ 517.65
Goldioust	Anatol	Police Constable	\$ 132,325.02	\$ 996.65
Goldsmith	Eric Charles	Sergeant	\$ 122,545.35	\$ 1,037.79
Gomes	Susan Elizabeth	Detective Sergeant	\$ 152,886.52	\$ 1,082.41
Gomes	Justin David	Police Constable	\$ 111,563.94	\$ 995.88
Gomez	Gary	Police Constable	\$ 106,251.05	\$ 1,000.61
Gomez	Ricardo	Police Constable	\$ 103,305.44	\$ 981.89
Gomez-Martinez	Hector Romeo	Technical Analyst	\$ 100,587.06	\$ 285.45
Gonsalves	Melwin Trevor	Police Constable	\$ 106,650.77	\$ 981.89
Gonzales	Angelo Enriquez	Police Constable	\$ 117,571.81	\$ 988.49
Goodenough	David Paul	Police Constable	\$ 108,753.57	\$ 990.47
Goodine	Andrew William	Police Constable	\$ 102,641.81	\$ 975.62

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Gooding	Joanne Michele	Senior Administrator	\$ 123,168.08	\$ 1,147.06
Goodwin	Ralph	Sergeant	\$ 121,157.61	\$ 1,047.28
Goodwin	Ella Riley	Police Constable	\$ 102,882.09	\$ 981.89
Gordon	Christopher	Sergeant	\$ 120,036.20	\$ 397.28
Gordon	William Shayne	Police Constable	\$ 114,558.60	\$ 981.89
Gordon	Noreen Anne	Plainclothes Police Constable	\$ 104,342.24	\$ 999.48
Gorny	Rychard Stefan	Police Constable	\$ 103,030.28	\$ 992.17
Gorski	Wojciech	Plainclothes Police Constable	\$ 119,408.71	\$ 993.85
Goss	Jason James	Plainclothes Police Constable	\$ 130,959.13	\$ 1,012.70
Gotell	James Elwood	Detective Sergeant	\$ 131,687.52	\$ 1,085.37
Gotha	Henry Charles	Plainclothes Police Constable	\$ 109,219.44	\$ 372.58
Gottschalk	Michael	Staff Sergeant	\$ 127,847.93	\$ 435.37
Gottschling	Ronald Edmund	Police Constable	\$ 108,120.03	\$ 985.85
Goudie	Robert Randall	Sergeant	\$ 116,524.85	\$ 397.28
Gough	Jeffrey Michael	Police Constable	\$ 113,016.64	\$ 321.62
Goulah	Anthony Leo	Plainclothes Police Constable	\$ 121,580.45	\$ 1,002.04
Gouthro	Craig Joseph	Detective	\$ 129,079.20	\$ 1,047.28
Gouveia	Dereck Francis	Plainclothes Police Constable	\$ 109,219.44	\$ 1,022.58
Gowan	Todd John	Detective	\$ 111,096.90	\$ 1,027.91
Gowanlock	Carol Lynn	Locational Administrator	\$ 127,545.25	\$ 529.42
Grace	Timothy	Police Constable	\$ 135,750.58	\$ 1,000.61
Graffmann	Gordon	Detective Sergeant	\$ 127,855.53	\$ 1,085.37
Graham	Lee Michael	Sergeant	\$ 122,554.50	\$ 1,047.28
Graham	Jeffrey Rae	Police Constable	\$ 120,717.06	\$ 995.88
Graham	Kevin Joseph	Police Constable	\$ 118,565.79	\$ 981.89
Graham	David Joseph	Police Constable	\$ 108,446.29	\$ 981.89
Graham	Candy Dawn	Police Constable	\$ 101,271.82	\$ 981.89
Grammatikos	Michael George	Police Constable	\$ 103,677.09	\$ 981.89
Granata	Salvatore Francesco	Sergeant	\$ 132,314.91	\$ 1,047.28
Granberg	Dino	Sergeant	\$ 120,100.22	\$ 1,047.28
Grande	Pietro	Plainclothes Police Constable	\$ 136,275.88	\$ 1,012.70
Grant	Cindylou Christina	Manager of Budget & Financial Analysis	\$ 146,460.03	\$ 1,698.19
Grant	Christopher Richard	Police Constable	\$ 127,700.13	\$ 981.89
Grant	Patricia Ann	Detective	\$ 122,737.01	\$ 1,037.79
Grant	Judy Josef	Sergeant	\$ 114,397.70	\$ 1,027.91
Grant	Kevin	Plainclothes Police Constable	\$ 111,171.28	\$ 1,022.58
Grant	Julia	Police Constable	\$ 105,366.04	\$ 981.89
Grantham	Ian Scott	Plainclothes Police Constable	\$ 112,121.04	\$ 998.84
Gravelijn	Robert-Theo	Police Constable	\$ 108,704.74	\$ 981.89
Gray	Pauline	Inspector	\$ 156,456.87	\$ 1,219.26
Gray	Glenn	Staff Sergeant	\$ 131,943.26	\$ 1,085.37
Gray	Meaghan Caroline	Corporate Communications Section Head	\$ 127,748.54	\$ 410.02
Gray	Robert	Sergeant	\$ 117,661.18	\$ 397.28
Gray	Norman	Police Constable	\$ 116,867.58	\$ 1,000.61
Gray	Jeremy Carmen	Plainclothes Police Constable	\$ 110,584.07	\$ 1,002.04
Gray	Mark Anthony	Police Constable	\$ 103,904.25	\$ 985.85
Greaves	Brandon Lloyd	Plainclothes Police Constable	\$ 132,269.85	\$ 1,002.04
Greavette	James	Plainclothes Police Constable	\$ 121,993.01	\$ 1,022.58
Greb	Jonathan	Police Constable	\$ 107,233.40	\$ 1,000.61
Green	David Adam	Police Constable	\$ 117,631.00	\$ 972.02
Greenaway	Colin	Inspector	\$ 154,390.83	\$ 1,133.12
Greenaway	Fiona	Detective	\$ 116,527.65	\$ 397.28
Greener	Kimberley Anne	Plainclothes Police Constable	\$ 111,862.06	\$ 1,022.11
Greenlaw	Cynthia	Police Constable	\$ 114,856.53	\$ 1,000.61
Greer	Thomas Robert	Detective	\$ 123,387.04	\$ 1,047.28
Greer	Kevin Hugo	Plainclothes Police Constable	\$ 105,862.16	\$ 1,002.04
Gregoris	Derek Anthony	Police Constable	\$ 100,223.78	\$ 990.47
Gregory	Robert K.	Staff Sergeant	\$ 135,727.06	\$ 1,085.37
Gregory	Trevor Pixley	Police Constable	\$ 133,429.99	\$ 981.89
Gregory	Robert R.	Detective	\$ 119,003.47	\$ 1,047.28

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Gregory	Sandra	Sergeant	\$ 117,508.58	\$ 1,047.28
Greif	Lisa Lorraine	Police Constable	\$ 103,466.16	\$ 981.89
Grekos	Michael	Sergeant	\$ 119,160.92	\$ 1,047.28
Grellette	Carl Anthony	Police Constable	\$ 109,262.24	\$ 981.89
Greto	Alessandro Giuseppe	Police Constable	\$ 111,249.16	\$ 1,000.49
Grewal	Narinderpal Singh	Police Constable	\$ 112,704.37	\$ 981.89
Grewal	Amanpreet Singh	Police Constable	\$ 109,397.51	\$ 981.89
Grewal	Dharmendra Singh	Plainclothes Police Constable	\$ 106,988.35	\$ 1,002.04
Grewal	Roby Singh	Police Constable	\$ 101,236.07	\$ 981.89
Grialdi	Thierry	Detective	\$ 125,236.00	\$ 1,047.28
Grier	Megan Lesley	Plainclothes Police Constable	\$ 111,981.83	\$ 1,002.04
Grierson	Michael	Detective	\$ 119,436.44	\$ 1,047.28
Grieve	Trevor Scott	Detective	\$ 128,557.14	\$ 1,027.91
Griffin	Lindsay Glenna	Plainclothes Police Constable	\$ 128,440.61	\$ 1,002.04
Griffin	Shain Michael	Detective	\$ 121,909.51	\$ 1,037.79
Griffin	Robert John	Police Constable	\$ 106,709.83	\$ 972.02
Griffiths	David	Detective	\$ 147,766.13	\$ 1,047.28
Griffiths	Sean Ronald	Sergeant	\$ 129,904.93	\$ 1,047.28
Griffiths	David Stewart	Police Constable	\$ 105,902.09	\$ 981.89
Grigat	Cornelia Grace	Police Constable	\$ 117,997.24	\$ 981.89
Gris	Robert Michael	Detective	\$ 131,078.94	\$ 1,027.91
Grisolia	Lisa	Detective	\$ 116,527.65	\$ 1,047.28
Grondin	Scott William	Plainclothes Police Constable	\$ 109,737.06	\$ 1,002.04
Groskopf	Aaron Ross	Police Constable	\$ 111,201.44	\$ 981.89
Gross	Kimberly	Detective Sergeant	\$ 129,101.16	\$ 1,085.37
Grover	Todd	Sergeant	\$ 121,298.83	\$ 1,047.28
Groves	Gregory	Staff Sergeant	\$ 127,866.13	\$ 860.37
Guadagnano	Susan Theresa	Plainclothes Police Constable	\$ 106,005.01	\$ 1,002.04
Guay	Sylvie	Police Constable	\$ 138,266.07	\$ 1,000.61
Gucbilmez	Mehmet	Police Constable	\$ 102,457.09	\$ 971.62
Guerreiro	Joseph Andrew	Training Constable	\$ 118,483.55	\$ 1,002.04
Guest	Dale	Sergeant	\$ 116,524.85	\$ 397.28
Gul	Akin	Police Constable	\$ 124,605.75	\$ 981.89
Gunasekara	Gangodavila	Police Constable	\$ 119,036.03	\$ 971.62
Gundert	Robert Andrew	Police Constable	\$ 107,425.27	\$ 971.62
Gurr	Jack Jacob	Staff Sergeant	\$ 137,732.84	\$ 674.10
Guthrie	Janice	Plainclothes Police Constable	\$ 109,466.68	\$ 372.58
Gutter	Cornelius Timothy	Plainclothes Police Constable	\$ 109,719.66	\$ 1,012.70
Guy	Darryl George	Plainclothes Police Constable	\$ 111,233.69	\$ 1,002.04
Haasen	Wendy Cathy	Police Constable	\$ 100,606.40	\$ 986.57
Habibullah	Jamshid	Police Constable	\$ 105,194.85	\$ 981.89
Hadden	Elizabeth Anne	Police Constable	\$ 123,072.75	\$ 1,000.61
Haffejee	Fazal Mohammed	Plainclothes Police Constable	\$ 126,361.75	\$ 1,002.04
Hafiz	Amin	Staff Sergeant	\$ 156,507.13	\$ 1,085.37
Haggett	Lori Lynn	Detective	\$ 117,555.26	\$ 397.28
Haghshenas	Ehsan	Plainclothes Police Constable	\$ 108,319.81	\$ 972.02
Hagopian	Gregory Krikor	Detective	\$ 116,890.60	\$ 1,037.79
Hain	David Joseph	Police Constable	\$ 132,373.14	\$ 981.89
Haines	Richard Paul	Plainclothes Police Constable	\$ 127,441.75	\$ 1,002.04
Haines	David Paul	Sergeant	\$ 115,935.04	\$ 1,037.79
Haitzer	Gary	Sergeant	\$ 117,353.21	\$ 1,047.28
Haji	Mohammad Abid	Police Constable	\$ 160,041.11	\$ 981.89
Halagian	Adam Ryan	Police Constable	\$ 113,365.59	\$ 981.89
Hale	Robert Bradford	Audio Visual Technician	\$ 100,185.63	\$ 321.62
Hales	Keith John	Police Constable	\$ 132,436.27	\$ 983.54
Haley	Rhonda Gayle	Plainclothes Police Constable	\$ 108,155.89	\$ 1,002.04
Haljaste	Mark Harivald	Police Constable	\$ 140,272.82	\$ 986.57
Hall	John	Police Constable	\$ 197,472.23	\$ 1,000.61
Hall	William Michael	Plainclothes Police Constable	\$ 141,621.95	\$ 1,002.04
Hall	Neil Harcourt	Sergeant	\$ 122,630.26	\$ 1,024.37

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Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Hall	Alvin Dalton	Sergeant	\$ 121,943.04	\$ 1,047.28
Hall	Rachel Louise	Police Constable	\$ 102,867.11	\$ 912.10
Halman	Darren	Staff Sergeant	\$ 127,847.93	\$ 1,085.37
Hambrook	Craig	Police Constable	\$ 102,629.67	\$ 981.89
Hameed	Mohamed Jordan	Plainclothes Police Constable	\$ 126,522.62	\$ 1,002.04
Hamilton	Kevin Stewart	Detective	\$ 137,954.60	\$ 1,027.91
Hamilton	Anthony	Police Constable	\$ 120,771.03	\$ 971.62
Hamilton	Marisa Anne	Plainclothes Police Constable	\$ 103,568.61	\$ 352.04
Hamilton-Greener	Michael	Staff Sergeant	\$ 135,586.17	\$ 1,085.37
Hamlet	Rowan Allen	Plainclothes Police Constable	\$ 108,063.84	\$ 1,002.04
Hammond	Andrew William	Plainclothes Police Constable	\$ 107,443.22	\$ 987.28
Hammond	Nora Lynne	Plainclothes Police Constable	\$ 106,945.70	\$ 1,000.48
Hampel	Scott	Police Constable	\$ 103,985.60	\$ 1,000.61
Hampson	Scott Andrew	Sergeant	\$ 155,641.89	\$ 1,019.06
Hamze	Hamid	Police Constable	\$ 102,775.30	\$ 904.66
Han	Daniel	Police Constable	\$ 112,770.48	\$ 981.89
Hancock	Kimberly	Sergeant	\$ 134,814.92	\$ 1,047.28
Hancock	Janine Rhona	Staff Sergeant	\$ 128,165.63	\$ 1,085.37
Handsor	Philip Allen	Detective	\$ 122,914.45	\$ 1,027.91
Handsor	Amy Christine	Sergeant	\$ 121,243.66	\$ 1,027.91
Handy	Christine	Plainclothes Police Constable	\$ 107,358.13	\$ 1,016.56
Hanks	Stephen Robert	Police Constable	\$ 101,791.41	\$ 972.02
Hanlon	Erin Valentine	Detective	\$ 139,944.10	\$ 1,027.91
Hannah	Ingrid Ellen	Police Constable	\$ 121,241.46	\$ 981.89
Hannah	Mark	Police Constable	\$ 111,520.38	\$ 1,000.61
Hans	Daljit	Sergeant	\$ 116,737.52	\$ 1,047.28
Hansen	Kathleen Ann	Police Constable	\$ 124,174.53	\$ 1,000.61
Hansen	Peter	Police Constable	\$ 123,741.89	\$ 990.47
Hanson	Jason Andrew	Police Constable	\$ 105,416.48	\$ 981.89
Hantzardis	Themistoklis	Police Constable	\$ 110,495.48	\$ 981.89
Harasymuk	Betty Marie	Coordinator Chief's Office	\$ 110,247.45	\$ 310.28
Harding	Jeffrey Anthony	Plainclothes Police Constable	\$ 124,076.29	\$ 1,002.04
Harding	Matthew Earl	Training Constable	\$ 103,975.77	\$ 1,002.04
Hardwick	Steven	Police Constable	\$ 102,849.81	\$ 1,000.61
Hardy	Russell	Police Constable	\$ 114,027.33	\$ 1,000.61
Harfman	Bradley John	Police Constable	\$ 119,302.02	\$ 971.62
Hargan	Robert	Sergeant	\$ 180,562.08	\$ 1,047.28
Hargreaves	Christopher	Police Constable	\$ 107,239.61	\$ 971.62
Harker	Adam Michael	Plainclothes Police Constable	\$ 107,851.18	\$ 1,002.04
Harley	Alexander Petrie	Training Constable	\$ 108,184.44	\$ 1,002.04
Harnett	Robert	Detective	\$ 145,504.94	\$ 1,047.28
Harnett	Elizabeth Ann	Police Constable	\$ 123,325.76	\$ 996.65
Haroon	Usman	Police Constable	\$ 119,898.73	\$ 981.89
Harpell	Matthew Gregory	Police Constable	\$ 107,688.58	\$ 981.89
Harras	John	Detective	\$ 129,937.84	\$ 1,047.28
Harris	Stephen Arthur	Staff Inspector	\$ 165,804.39	\$ 16,895.20
Harris	Robert Alan	Police Constable	\$ 134,131.07	\$ 975.62
Harris	Richard Victor	Detective	\$ 128,743.34	\$ 1,037.79
Harris	David	Sergeant	\$ 124,224.19	\$ 1,047.28
Harris	Craig Edward	Sergeant	\$ 121,105.13	\$ 1,047.28
Harris	Kimberley Ann	Detective	\$ 117,562.09	\$ 387.79
Harris	Leun Alexior	Plainclothes Police Constable	\$ 114,898.50	\$ 993.85
Harris	Michael Aaron	Police Constable	\$ 114,728.13	\$ 971.62
Harris	David Anthony	Senior Analyst	\$ 111,600.27	\$ 379.60
Harrison	Michael Anthony	Supervisor	\$ 110,316.62	\$ 933.40
Harrison	Brandon Neville	Police Constable	\$ 108,672.00	\$ 306.74
Harrison	Keith Issac	Police Constable	\$ 107,539.87	\$ 981.89
Harrison	Sean Michael	Police Constable	\$ 104,901.67	\$ 350.61
Hart	Douglas	Detective Sergeant	\$ 139,039.11	\$ 1,085.37
Hart	Christopher Allan	Police Constable	\$ 101,491.77	\$ 995.11

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Hart	Andre Thomas	Police Constable	\$ 100,480.73	\$ 981.89
Hartford	Deborah	Staff Sergeant	\$ 130,011.60	\$ 1,085.37
Harvey	Mark	Detective	\$ 158,087.74	\$ 1,047.28
Harvey	Horace Nathaniel	Plainclothes Police Constable	\$ 110,602.58	\$ 1,002.04
Harvey	Lesa	Police Constable	\$ 104,516.08	\$ 1,000.61
Harwood	Melanie Jean	Police Constable	\$ 101,921.81	\$ 981.89
Hasiuk	Melissa Anne	Police Constable	\$ 102,431.46	\$ 981.89
Hasnu	Iqbal Karim	Parking Enforcement Officer	\$ 113,664.29	\$ 880.88
Hassall	Andrew	Plainclothes Police Constable	\$ 101,653.82	\$ 983.21
Hassard	Lauren Catharine	Plainclothes Police Constable	\$ 122,805.63	\$ 1,002.04
Hatch	Diana Louise	Sergeant	\$ 120,587.64	\$ 1,047.28
Hawco	Bernard Thomas	Sergeant	\$ 117,392.40	\$ 1,047.28
Hawken	Michael Brownlee	Plainclothes Police Constable	\$ 119,827.20	\$ 1,002.04
Hawkins	Hilary Laurene	Plainclothes Police Constable	\$ 110,194.52	\$ 352.04
Hawkins	Robert Geoffrey	Police Constable	\$ 101,497.67	\$ 981.89
Hawley	Christopher Joseph	Police Constable	\$ 123,643.26	\$ 981.89
Hawley	Steven Benedict	Police Constable	\$ 108,823.03	\$ 971.62
Haworth	Andrew Michael	Police Constable	\$ 105,954.66	\$ 975.62
Hayes	Jeremy Matthew	Detective	\$ 133,289.98	\$ 1,027.91
Hayes	Shawn Earl	Police Constable	\$ 125,194.56	\$ 981.89
Hayes	Roy Edward	Plainclothes Police Constable	\$ 116,746.71	\$ 372.58
Hayes	Michael Joseph	Police Constable	\$ 101,376.75	\$ 971.62
Hayford	Marc Gordon	Plainclothes Police Constable	\$ 121,952.33	\$ 1,002.04
Hayles	Michael Bancroft	Detective	\$ 127,165.14	\$ 1,037.79
Haynes	Ernest David	Sergeant	\$ 113,552.41	\$ 1,027.91
Haynes	Andrew Edward	Plainclothes Police Constable	\$ 113,335.78	\$ 352.04
Haynes	Christopher Sean	Plainclothes Police Constable	\$ 111,631.21	\$ 1,022.58
Hayre	Harman Singh	Police Constable	\$ 109,700.81	\$ 981.89
Hayward	Mark	Sergeant	\$ 164,476.28	\$ 1,047.28
Hayward	Darrell Maurice	Police Constable	\$ 101,674.92	\$ 981.89
Haywood	Bradley John	Police Constable	\$ 108,121.03	\$ 981.89
Hazell	Sandra Dawn	Police Constable	\$ 103,196.65	\$ 981.89
Head	Steven Ross	Plainclothes Police Constable	\$ 124,363.18	\$ 1,002.04
Heaney	Gerald	Detective Sergeant	\$ 128,119.04	\$ 1,085.37
Heard	Christopher Shayne	Sergeant	\$ 119,921.07	\$ 1,047.28
Heard	Jason Mark	Police Constable	\$ 112,336.91	\$ 990.47
Hedgeman	Cory Michael	Plainclothes Police Constable	\$ 107,294.77	\$ 1,002.04
Hedger	Michael Leslie	Police Constable	\$ 104,432.73	\$ 990.47
Heffernan	Sean Patrick	Police Constable	\$ 111,508.02	\$ 971.62
Hegarty	Natalie Monique	Detective	\$ 120,771.10	\$ 397.28
Hegedus	Richard	Inspector	\$ 156,604.97	\$ 1,301.43
Heidgress	Heather Margaret	Plainclothes Police Constable	\$ 118,852.98	\$ 1,012.70
Heighton	Dawn Christine	Police Constable	\$ 102,591.75	\$ 972.02
Heineman	Joshua Alan	Police Constable	\$ 105,510.77	\$ 965.42
Heitzner	Robert Matthew	Detective	\$ 127,293.62	\$ 1,047.28
Helbert	Kenneth Paul	Police Constable	\$ 109,108.70	\$ 1,000.61
Helmer	Jance	Police Constable	\$ 138,862.20	\$ 306.74
Hembruff	Eric John	Sergeant	\$ 119,473.20	\$ 1,037.79
Hempfen	George Johannes	Plainclothes Police Constable	\$ 131,857.78	\$ 1,002.04
Henderson	Norman George	Administrator Fleet and Materials Management	\$ 185,049.86	\$ 1,445.65
Henderson	Geoffrey Paul	Police Constable	\$ 121,421.07	\$ 990.47
Hendriks	Bart	Police Constable	\$ 107,103.67	\$ 925.61
Hendry	Colin Robert	Police Constable	\$ 112,376.96	\$ 912.10
Henkel	Heinz	Detective	\$ 155,403.56	\$ 1,047.28
Henry	Ann-Marie Patricia	Manager of Employment	\$ 165,851.15	\$ 1,385.38
Henry	Peter	Staff Sergeant	\$ 128,198.08	\$ 1,085.37
Henry	Kim Kevin	Police Constable	\$ 117,959.83	\$ 981.89
Henry	Lesley-Anne	Police Constable	\$ 107,108.00	\$ 993.17
Henry	Michael Shawn	Police Constable	\$ 106,578.37	\$ 985.85
Henry	Drew Wesley	Police Constable	\$ 106,271.75	\$ 971.62

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Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Henschell	Christopher Keith	Police Constable	\$ 113,634.65	\$ 981.89
Herman	Marcus	Sergeant	\$ 135,748.01	\$ 1,047.28
Herman	Brian Joseph	Police Constable	\$ 108,454.28	\$ 996.65
Heroux	Stephane	Plainclothes Police Constable	\$ 103,806.76	\$ 1,002.04
Heslop	Michael Boyd	Police Constable	\$ 101,447.91	\$ 981.89
Heughan	Deborah	Police Constable	\$ 124,112.65	\$ 1,000.61
Heughan	Donald	Plainclothes Police Constable	\$ 110,964.04	\$ 1,022.58
Hewitt	Stephen Mark	Plainclothes Police Constable	\$ 139,508.33	\$ 1,007.08
Hewko	Tamari Lynn	Police Constable	\$ 106,607.70	\$ 981.89
Hewson	Brooke Leslie	Detective	\$ 128,619.16	\$ 1,037.79
Hibbeln	Philip Joseph	Sergeant	\$ 130,209.21	\$ 1,047.28
Hickey	Patrick	Police Constable	\$ 106,048.61	\$ 1,000.61
Hickmott	Marcie Lynn	Sergeant	\$ 123,246.37	\$ 637.79
Hicks	Stephen	Sergeant	\$ 122,271.33	\$ 1,047.28
Hicks	Joey Reuben	Training Constable	\$ 108,969.19	\$ 988.75
Higgins	Andrew Craig	Detective	\$ 132,419.11	\$ 1,027.91
Higgins	Paul	Police Constable	\$ 108,948.44	\$ 1,000.61
Higgins	Jason Leonard	Police Constable	\$ 103,072.78	\$ 975.62
Higgitt	Elisa	Sergeant	\$ 112,860.90	\$ 1,032.72
Higgitt	Robert Jason	Police Constable	\$ 100,151.43	\$ 990.47
Higgs	Leslie Anne	Police Constable	\$ 117,942.05	\$ 971.62
Higo	Todd Elliot	Detective	\$ 118,331.25	\$ 1,037.79
Higo	Jenelle Lynn	Police Constable	\$ 107,392.97	\$ 981.89
Hilborn	Lynda Dawn	Sergeant	\$ 117,880.74	\$ 1,047.28
Hildebrand	Shaun Christopher	Plainclothes Police Constable	\$ 125,518.73	\$ 1,002.04
Hildred	Lesley	Staff Sergeant	\$ 137,876.90	\$ 1,085.37
Hill	Shane	Detective	\$ 132,011.64	\$ 1,047.28
Hill	Kevin Brian	Police Constable	\$ 115,682.10	\$ 971.62
Hillhouse	Todd Garry	Sergeant	\$ 118,711.73	\$ 1,047.28
Hillier	Frederick Richard	Police Constable	\$ 115,296.40	\$ 1,019.62
Hillier	Jason Sabino	Sergeant	\$ 112,183.27	\$ 1,027.91
Hilton	Tyrone Christopher	Sergeant	\$ 131,405.00	\$ 1,037.79
Hilton	Tanya Monique	Plainclothes Police Constable	\$ 101,220.71	\$ 992.73
Hinchcliffe	David John	Police Constable	\$ 106,506.07	\$ 990.47
Hincks	Wendy Marie	Police Constable	\$ 104,198.44	\$ 988.82
Hines	Gordon Ian	Police Constable	\$ 201,874.24	\$ 981.89
Hiscox	Patrick James	Police Constable	\$ 118,794.19	\$ 981.89
Ho	Kenny Kong-Leung	Detective Sergeant	\$ 126,038.41	\$ 1,076.14
Ho	Oliver Nicholas	Plainclothes Police Constable	\$ 125,947.40	\$ 1,002.04
Ho	Matthew Wei-En	Police Constable	\$ 117,285.71	\$ 975.62
Ho	Joseph Choa	Police Constable	\$ 109,026.87	\$ 990.47
Ho	Alec Kai-Kwun	Parking Enforcement Officer	\$ 101,117.98	\$ 880.88
Hoang	Quang Minh	Plainclothes Police Constable	\$ 106,916.14	\$ 1,002.04
Hobbins	Alan Gary	Sergeant	\$ 116,133.85	\$ 1,037.79
Hockaday	Adam Roy	Plainclothes Police Constable	\$ 127,284.98	\$ 1,002.04
Hodgert	Douglas	Police Constable	\$ 112,273.30	\$ 1,000.61
Hodges	Mark Christopher	Plainclothes Police Constable	\$ 123,184.35	\$ 994.16
Hodgins	Mark Gregory	Police Constable	\$ 115,241.62	\$ 981.89
Hodgson	Scott Joseph	Police Constable	\$ 112,566.94	\$ 978.77
Hodgson	Frederick Alvin	Police Constable	\$ 110,092.76	\$ 981.89
Hodkin	Jason Joseph	Plainclothes Police Constable	\$ 130,282.68	\$ 1,002.04
Hoeller	Christopher Alexander	Plainclothes Police Constable	\$ 122,828.02	\$ 1,002.04
Hoffman	Gregory Rodney	Plainclothes Police Constable	\$ 116,452.16	\$ 1,002.04
Hoffman	Brian Geoffrey	Plainclothes Police Constable	\$ 112,275.58	\$ 994.16
Hoffmeyer	Russell Daniel	Detective	\$ 122,899.97	\$ 1,037.79
Hofland	Matthew Robert	Sergeant	\$ 119,603.64	\$ 1,037.79
Hogan	James	Staff Sergeant	\$ 133,352.37	\$ 435.37
Hogan	Timothy Merrick	Detective	\$ 112,322.77	\$ 1,027.91
Hogg	Stephen Walter	Police Constable	\$ 108,474.53	\$ 981.89
Holder	Brian Lamonte	Police Constable	\$ 140,612.23	\$ 990.47

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Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Holder	Paul	Plainclothes Police Constable	\$ 121,099.57	\$ 1,077.73
Holder	Adkin	Detective	\$ 119,209.05	\$ 397.28
Holland	Mark Lewis	Plainclothes Police Constable	\$ 110,553.07	\$ 1,002.04
Hollingshead	Richard Warren	Police Constable	\$ 110,224.52	\$ 1,000.61
Hollingshead	Danielle Lee	Plainclothes Police Constable	\$ 106,491.73	\$ 1,012.70
Hollywood	Neil	Plainclothes Police Constable	\$ 113,924.21	\$ 1,022.58
Holman	Ashley Lee-Ann	Plainclothes Police Constable	\$ 114,858.37	\$ 996.95
Holmes	Douglas Jason	Police Constable	\$ 120,730.24	\$ 972.02
Holmes	John	Sergeant	\$ 113,153.87	\$ 805.24
Holt	Glenn	Inspector	\$ 162,339.61	\$ 1,277.06
Holt	Jack William	Police Constable	\$ 104,427.34	\$ 981.89
Holubko	Pawel	Police Constable	\$ 103,198.27	\$ 981.89
Homiak	Mark John	Plainclothes Police Constable	\$ 119,067.38	\$ 971.62
Hominuk	Christopher Joseph	Plainclothes Police Constable	\$ 128,689.26	\$ 362.70
Hong	Andrew	Police Constable	\$ 128,740.99	\$ 981.89
Hood	Jacqueline Susanne	Plainclothes Police Constable	\$ 106,103.75	\$ 352.04
Hooper	Kevin Joseph	Detective	\$ 116,802.90	\$ 1,027.91
Hoover	Bradley	Detective	\$ 116,524.85	\$ 397.28
Hope	Heather Isobel	Police Constable	\$ 112,490.26	\$ 981.89
Hopkins	Jeffrey David	Detective	\$ 112,031.88	\$ 1,027.91
Hopkinson	David	Police Constable	\$ 118,932.02	\$ 1,000.61
Hopton	Richard Frederick	Police Constable	\$ 116,370.35	\$ 981.89
Hornby	Gregory Allen	Police Constable	\$ 103,259.66	\$ 1,000.61
Horner	Gavin	Detective Sergeant	\$ 140,734.62	\$ 3,743.63
Horton	Brian	Police Constable	\$ 149,766.74	\$ 1,000.61
Horton	Christopher Neil	Plainclothes Police Constable	\$ 118,294.83	\$ 1,002.04
Horwood	Ryan Knight	Police Constable	\$ 131,124.79	\$ 981.89
Hou	Michael	Police Constable	\$ 102,224.19	\$ 990.47
Hough	Debra Margaret	Police Constable	\$ 131,897.89	\$ 971.62
Houston	Debra	Staff Sergeant	\$ 128,631.05	\$ 1,085.37
Houston	Joel Michael	Training Constable	\$ 116,570.95	\$ 1,010.30
Hovey	Gwenyth	Sergeant	\$ 116,527.65	\$ 397.28
Howard	Eldon	Police Constable	\$ 128,944.22	\$ 1,000.61
Howard	Shawn	Police Constable	\$ 127,506.73	\$ 1,005.59
Howard	Trevor Joseph	Plainclothes Police Constable	\$ 103,929.53	\$ 993.85
Howell	Wayne Vincent	Plainclothes Police Constable	\$ 105,306.51	\$ 1,002.04
Howell	Courtney Erin	Police Constable	\$ 100,733.55	\$ 987.83
Howes	Christopher Paul	Training Constable	\$ 125,047.52	\$ 1,004.14
Howlett	Wayne	Plainclothes Police Constable	\$ 110,137.92	\$ 1,022.58
Hoy	Matthew Douglas	Police Constable	\$ 154,985.10	\$ 306.74
Hrebenak	Vladimir	Police Constable	\$ 128,999.76	\$ 981.89
Hrepic	Mario	Sergeant	\$ 117,917.18	\$ 1,047.28
Hristov	Victor	Police Constable	\$ 125,479.38	\$ 971.62
Hryhorsky	Michael Thomas	Plainclothes Police Constable	\$ 141,802.10	\$ 1,002.04
Hu	Yi	Police Constable	\$ 119,362.06	\$ 981.89
Huang	Acer Ti	Police Constable	\$ 102,201.03	\$ 971.62
Huang	David Zhi	Plainclothes Police Constable	\$ 100,542.22	\$ 988.05
Hubbard	Simon	Plainclothes Police Constable	\$ 136,979.34	\$ 1,022.58
Hubbard	John Alexander	Plainclothes Police Constable	\$ 115,180.65	\$ 997.36
Huber	Simone Gabrielle	Plainclothes Police Constable	\$ 110,130.95	\$ 362.70
Huber	Erwin Werner	Plainclothes Police Constable	\$ 108,392.51	\$ 1,010.30
Hudson	Noel Mcnair	Plainclothes Police Constable	\$ 131,346.49	\$ 983.05
Hudson	Ryan James	Police Constable	\$ 105,831.89	\$ 986.57
Hughes	Trudy	Detective	\$ 181,336.59	\$ 1,047.28
Hughes	Paul George	Plainclothes Police Constable	\$ 154,007.75	\$ 997.36
Hughes	Guy	Police Constable	\$ 115,993.36	\$ 1,000.61
Hughes	Shaun Michael	Police Constable	\$ 106,075.60	\$ 986.57
Hughson	Reginald Guy	Police Constable	\$ 111,172.89	\$ 1,000.61
Hugo	Tania	Police Constable	\$ 112,516.87	\$ 978.77
Huk	Paul Graham	Police Constable	\$ 101,529.72	\$ 971.62

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Hum	Jeffery Ron	Police Constable	\$ 100,147.25	\$ 971.62
Humeniuk	Justyn David	Plainclothes Police Constable	\$ 140,054.34	\$ 357.08
Humfrey	Robert	Police Constable	\$ 103,338.11	\$ 1,000.61
Hung	James	Staff Sergeant	\$ 151,106.26	\$ 1,085.37
Hung	Julia Anne	Plainclothes Police Constable	\$ 113,267.61	\$ 1,002.04
Hung	Leslie Fan	Police Constable	\$ 112,713.28	\$ 981.89
Hung	Allan Richard	Police Constable	\$ 112,185.39	\$ 971.62
Hung	Jeffrey	Plainclothes Police Constable	\$ 109,290.86	\$ 1,002.04
Hunt	Glen Stephen	Training Constable	\$ 169,299.23	\$ 1,009.21
Hunt	Christopher David	Plainclothes Police Constable	\$ 111,969.55	\$ 1,002.04
Hunte	Karen	Sergeant	\$ 121,755.51	\$ 1,047.28
Hunter	Jason Colin	Detective	\$ 114,710.34	\$ 1,027.91
Hurdowar	Darun Sing	Training Constable	\$ 106,848.48	\$ 1,002.04
Hurtado	Jorge Javier	Plainclothes Police Constable	\$ 121,019.63	\$ 993.85
Husain	Mohammed Saleem	Staff Sergeant	\$ 134,927.61	\$ 1,076.14
Hussar	Irene	Police Constable	\$ 102,859.61	\$ 1,000.61
Hussein	Riyaz	Inspector	\$ 156,604.97	\$ 1,272.11
Hutchings	Daniel William	Detective	\$ 142,537.32	\$ 1,032.35
Hutchings	Tracey Lynn	Police Constable	\$ 116,442.40	\$ 986.57
Hutchings	Christopher Maxwell	Police Constable	\$ 110,084.01	\$ 1,005.82
Hutzel	Jennifer Dawn	Police Constable	\$ 104,710.89	\$ 986.57
Hwang	Peter In-Kyu	Police Constable	\$ 125,522.21	\$ 971.62
Hwang	Thomas Yung-Yih	Police Constable	\$ 111,804.12	\$ 981.89
Hwang	Alexander Hyun	Police Constable	\$ 108,853.76	\$ 300.54
Hyatt	Adrian Agustas	Police Constable	\$ 124,686.85	\$ 917.06
Hyde	Eaton Paul	Locational Administrator	\$ 109,110.83	\$ 329.42
Hyland	Scott Andrew	Plainclothes Police Constable	\$ 106,647.03	\$ 1,002.04
Hynek	Jeffrey Charles	Police Constable	\$ 107,272.02	\$ 986.57
Iancu	Vladim Adrian	Police Constable	\$ 150,772.70	\$ 981.89
Iannone	John-Paul	Senior Customer Service Representative	\$ 114,538.97	\$ 999.05
Ibrahim	Ashraf	Police Constable	\$ 118,446.69	\$ 904.66
Idsinga	Hank	Detective Sergeant	\$ 157,478.47	\$ 435.37
Iglesias	Esteban Teodoro	Police Constable	\$ 102,078.82	\$ 981.89
Illson	Daniel James	Plainclothes Police Constable	\$ 133,591.71	\$ 1,002.04
Imai	Toshi Laird	Police Constable	\$ 104,408.92	\$ 971.62
Imrie	Thomas Allen	Detective	\$ 120,686.95	\$ 1,037.79
Imrie	Melanie April	Police Constable	\$ 105,040.55	\$ 990.47
Imrie	Sean Andrew	Plainclothes Police Constable	\$ 103,599.16	\$ 1,002.04
Inal	Burak	Plainclothes Police Constable	\$ 114,667.65	\$ 1,002.04
Indiran	Prashanan	Plainclothes Police Constable	\$ 125,242.39	\$ 993.85
Ing	Way Edward	Police Constable	\$ 172,141.10	\$ 981.89
Ing	James Ryan	Police Constable	\$ 114,189.49	\$ 981.89
Ingley	Paul Leo	Police Constable	\$ 117,048.20	\$ 981.89
Inglis	Craig Norman	Police Constable	\$ 117,665.00	\$ 981.89
Ingram	Jordan Douglas	Police Constable	\$ 142,974.92	\$ 904.66
Ingram	Keith	Police Constable	\$ 102,849.81	\$ 1,000.61
Inniss	Dennis Kevin	Police Constable	\$ 110,109.18	\$ 981.89
Ion	Dean Francis	Detective	\$ 118,873.96	\$ 1,047.28
Ionta	Alessandro	Detective	\$ 120,033.47	\$ 1,027.91
Iqbal	Safdar	Senior Communications Technician	\$ 126,329.33	\$ 304.72
Ireland	Morgan Harris	Police Constable	\$ 104,215.29	\$ 990.47
Irish	Peter C	Plainclothes Police Constable	\$ 117,189.28	\$ 1,022.58
Irvine	Gary Allison	Police Constable	\$ 119,950.39	\$ 1,000.61
Irvine	Zachary James	Plainclothes Police Constable	\$ 116,879.92	\$ 1,007.08
Irvine	Brent Marvin	Police Constable	\$ 104,075.49	\$ 981.89
Irving	Desmond Michael	Police Constable	\$ 105,477.56	\$ 981.89
Irwin	Stephen	Inspector	\$ 156,604.97	\$ 1,328.59
Irwin	Stephen Vincent	Police Constable	\$ 112,479.45	\$ 971.62
Irwin	Jessica Lee	Plainclothes Police Constable	\$ 107,505.31	\$ 1,002.04
Irwin	Kristopher Brahms	Police Constable	\$ 105,040.39	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Isaac	Aaron	Police Constable	\$ 148,792.22	\$ 531.89
Isabello	David Anthony	Police Constable	\$ 133,183.31	\$ 981.89
Isherwood	Richard Matthew	Police Constable	\$ 113,501.83	\$ 981.89
Isip	Williador	Plainclothes Police Constable	\$ 113,587.38	\$ 1,010.30
Ismail	Omar	Police Constable	\$ 104,826.82	\$ 631.74
Ismail	Ahmed Abdow	Plainclothes Police Constable	\$ 102,922.27	\$ 988.75
Ito	Christopher	Police Constable	\$ 126,751.89	\$ 981.89
Iwanska	Ola	Police Constable	\$ 106,487.63	\$ 972.02
Izdebski	Peter Antoni	Plainclothes Police Constable	\$ 124,729.84	\$ 997.36
Jackson	Laurie	Staff Sergeant	\$ 130,161.88	\$ 1,085.37
Jackson	Robert Michael	Plainclothes Police Constable	\$ 121,956.46	\$ 1,002.04
Jackson	Wayne Neil	Sergeant	\$ 119,250.70	\$ 1,037.79
Jackson	Paul Edward	Police Constable	\$ 115,157.81	\$ 1,000.61
Jackson	Wesley Donald	Police Constable	\$ 110,633.40	\$ 971.62
Jackson	Scott Bruce	Police Constable	\$ 108,072.85	\$ 981.89
Jackson	Davis Robert	Training Constable	\$ 107,416.91	\$ 1,012.70
Jacob	Timothy Alfred	Staff Sergeant	\$ 154,673.05	\$ 1,085.37
Jacobs	Sheldon Alexander	Plainclothes Police Constable	\$ 103,832.77	\$ 352.04
Jaksa	Joseph Andrew	Plainclothes Police Constable	\$ 114,110.54	\$ 997.36
James	Brian Steven	Police Constable	\$ 141,715.93	\$ 990.47
James	Brian Robert	Detective	\$ 116,200.46	\$ 1,037.79
James	Rita Anne	Police Constable	\$ 114,528.36	\$ 995.88
James	Allistair Winston	Sergeant	\$ 113,693.58	\$ 1,037.79
James	Sean Allan	Police Constable	\$ 111,792.51	\$ 996.65
James	Joshua Benedict	Police Constable	\$ 102,921.85	\$ 971.62
Jamieson	Jeffrey David	Police Constable	\$ 126,616.93	\$ 924.50
Jamison	James William	Police Constable	\$ 131,698.51	\$ 990.47
Jamshidi	Joshua Payam	Staff Sergeant	\$ 131,987.05	\$ 1,076.14
Janeczko	Daniel Marcin	Plainclothes Police Constable	\$ 129,153.59	\$ 999.48
Janes	Gary Ambrose	Police Constable	\$ 118,296.81	\$ 990.47
Janes	Jeffrey Harrison	Police Constable	\$ 105,845.82	\$ 981.89
Janjanin	Nenad	Police Constable	\$ 107,430.16	\$ 971.62
Janse	Michelle Carrie	Police Constable	\$ 104,083.09	\$ 1,000.61
Jansz	Gawain Mario	Sergeant	\$ 121,394.64	\$ 1,037.79
Jansz	Angelo Tyrell	Sergeant	\$ 116,700.81	\$ 1,037.79
Jardine	Nathan Francis	Police Constable	\$ 112,976.01	\$ 904.66
Jaresova	Pavlina	Police Constable	\$ 101,732.51	\$ 971.62
Jarosz	Russell	Detective Sergeant	\$ 129,757.28	\$ 1,085.37
Jarvis	Ian Paul	Training Constable	\$ 114,028.21	\$ 1,002.04
Jarvis	Elan	Plainclothes Police Constable	\$ 109,222.24	\$ 372.58
Jaswal	Monish Singh	Police Constable	\$ 112,214.52	\$ 981.89
Javed	Waseem	Police Constable	\$ 116,685.14	\$ 939.38
Javelosa	Jeffrey Roy	Police Constable	\$ 104,440.40	\$ 971.62
Jeeva	Asif Ali	Plainclothes Police Constable	\$ 113,108.27	\$ 996.95
Jeffrey	Michael John	Police Constable	\$ 103,011.90	\$ 981.89
Jenkins	Clinton Richard	Training Constable	\$ 146,028.84	\$ 1,002.04
Jenkins	Allen	Sergeant	\$ 120,993.70	\$ 397.28
Jennings	Stacey Joanne	Police Constable	\$ 100,259.10	\$ 981.89
Jheeta	Jasvinder Singh	Police Constable	\$ 111,293.63	\$ 981.89
Jimenez	Francisco Raul	Police Constable	\$ 104,062.90	\$ 981.89
Jiri	George	Police Constable	\$ 109,729.36	\$ 981.89
Jitta	Robert Lyndon	Plainclothes Police Constable	\$ 129,307.98	\$ 1,012.70
Jitta	Robin Lincoln	Detective	\$ 119,455.32	\$ 1,037.79
Jocko	Todd Joeseeph	Staff Sergeant	\$ 132,935.47	\$ 1,063.88
Jodoin	Christopher Gunstein	Plainclothes Police Constable	\$ 115,416.14	\$ 1,002.04
John	Gregory Gerrard	Plainclothes Police Constable	\$ 129,179.20	\$ 1,022.58
John	Jeanille Maria	Staff Sergeant	\$ 128,225.68	\$ 1,085.37
Johns	Mark Douglas	Plainclothes Police Constable	\$ 110,626.41	\$ 1,002.04
Johnson	Robert	Superintendent	\$ 191,957.84	\$ 11,684.82
Johnson	Andrew David	Police Constable	\$ 152,338.81	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Johnson	Martin Nathaniel	Plainclothes Police Constable	\$ 127,439.47	\$ 997.36
Johnson	David Edward	Detective	\$ 117,237.45	\$ 1,047.28
Johnson	Daniel Justin	Police Constable	\$ 106,053.87	\$ 990.47
Johnston	Andrew Kyle	Manager of Labour Relations	\$ 162,427.75	\$ 720.88
Johnston	John David	Plainclothes Police Constable	\$ 156,502.74	\$ 1,002.04
Johnston	Brian Hugh	Detective	\$ 138,003.10	\$ 1,047.28
Johnston	Charles	Sergeant	\$ 135,149.45	\$ 1,047.28
Johnston	Jeffrey	Plainclothes Police Constable	\$ 130,353.61	\$ 1,022.58
Johnston	Brent Andrew	Detective	\$ 123,718.41	\$ 1,027.91
Johnston	Tricia Marlene	Detective	\$ 118,853.78	\$ 1,037.79
Johnston	Andrew Michael	Plainclothes Police Constable	\$ 117,005.59	\$ 1,002.04
Johnston	Nancy Anne	Sergeant	\$ 114,023.91	\$ 1,027.91
Johnston	Wendy Elizabeth	Sergeant	\$ 111,349.10	\$ 427.91
Johnston	Jason Anthony	Police Constable	\$ 104,903.76	\$ 981.89
Johnstone	Andrew Paul	Detective Sergeant	\$ 136,598.55	\$ 1,080.22
Johnstone	Adrianne	Staff Sergeant	\$ 122,234.16	\$ 1,066.65
Jokiniemi	Pekka	Police Constable	\$ 106,220.07	\$ 1,000.61
Jones	Gordon	Superintendent	\$ 188,338.25	\$ 13,225.77
Jones	Corey Lee	Detective	\$ 130,073.62	\$ 1,027.91
Jones	Jason Neil	Police Constable	\$ 120,099.32	\$ 981.89
Jones	Thomas	Plainclothes Police Constable	\$ 117,332.10	\$ 372.58
Jones	Sandra Maureen	Sergeant	\$ 116,834.45	\$ 1,047.28
Jones	Leanne	Sergeant	\$ 116,829.14	\$ 1,047.28
Jones	Michael Craig	Police Constable	\$ 115,264.49	\$ 990.47
Jones	Cheryl Lindsay	Detective	\$ 114,780.52	\$ 1,027.91
Jones	Paul Christopher	Sergeant	\$ 114,393.16	\$ 1,037.79
Jones	Douglas Albert	Plainclothes Police Constable	\$ 113,201.64	\$ 1,022.58
Jones	Stephen Christopher	Training Constable	\$ 108,798.14	\$ 1,002.04
Jones	Gary Lloyd	Police Constable	\$ 104,206.07	\$ 971.62
Jones	Todd Michael	Police Constable	\$ 100,313.58	\$ 990.47
Joness	Diana	Police Constable	\$ 108,226.71	\$ 1,000.61
Jongdong	Lhawang Topgyal	Detective	\$ 154,189.27	\$ 1,027.91
Jonkman	Linda Cathrine	Plainclothes Police Constable	\$ 111,891.51	\$ 988.75
Joseph	Trevor John	Police Constable	\$ 172,426.40	\$ 985.85
Joseph	Marc Anthony	Plainclothes Police Constable	\$ 140,512.99	\$ 971.62
Joseph	John Robert	Plainclothes Police Constable	\$ 127,197.41	\$ 924.50
Joseph	Ronald Rajesh	Police Constable	\$ 109,125.71	\$ 975.62
Josephs	Adam Kirk	Police Constable	\$ 129,604.42	\$ 1,000.61
Joshi	Chaitanya	Plainclothes Police Constable	\$ 114,423.63	\$ 1,002.04
Josifovic	Mladen	Detective	\$ 127,495.00	\$ 1,047.28
Jovanovich	Deanna Sylvia	Police Constable	\$ 117,211.23	\$ 971.62
Judd	Richard Andrew	Plainclothes Police Constable	\$ 119,157.22	\$ 1,002.04
Jugpall	Hermail Singh	Police Constable	\$ 126,477.38	\$ 996.65
Juhasz	Alexander Gyozo	Police Constable	\$ 119,800.01	\$ 981.89
Juhasz	Jamie Christine	Police Constable	\$ 103,694.02	\$ 981.89
Juma	Michael Onyango	Police Constable	\$ 122,452.93	\$ 971.62
Jun	Danny	Police Constable	\$ 145,285.92	\$ 972.02
Jung	William Kee	Police Constable	\$ 147,159.15	\$ 312.94
Jung	Kevin Seok	Police Constable	\$ 104,308.05	\$ 981.89
Jupp	Bruce	Police Constable	\$ 126,770.73	\$ 1,000.61
Just	Michael Allan	Police Constable	\$ 132,425.07	\$ 315.42
Kachur	Damien John	Police Constable	\$ 113,543.83	\$ 981.89
Kadohama	Danny Hiroyuki	Plainclothes Police Constable	\$ 116,433.51	\$ 987.70
Kahlon	Amarjit Singh	Police Constable	\$ 131,208.93	\$ 978.77
Kahnt	Angela Christine	Police Constable	\$ 105,649.27	\$ 981.89
Kainz	Christopher John	Police Constable	\$ 103,157.11	\$ 350.61
Kaldis	George	Sergeant	\$ 125,588.79	\$ 805.24
Kalonka	Leonard	Police Constable	\$ 140,337.63	\$ 971.62
Kalteis	Marc Robert	Police Constable	\$ 185,849.31	\$ 990.47
Kalwies	David	Police Constable	\$ 108,327.28	\$ 516.56

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Kama	Guy	Plainclothes Police Constable	\$ 101,786.37	\$ 332.66
Kan	Fievel Yee	Police Constable	\$ 124,525.65	\$ 971.62
Kang	Gurjot Singh	Police Constable	\$ 123,666.54	\$ 981.89
Kangas	Scott Osbourne	Police Constable	\$ 118,931.93	\$ 992.99
Kapliouk	Ivan Aleksandrovich	Plainclothes Police Constable	\$ 116,356.30	\$ 886.33
Kapoor	Amritpal Singh	Police Constable	\$ 111,156.79	\$ 912.10
Kapoor	Harjot Singh	Police Constable	\$ 107,921.68	\$ 971.62
Kaposy	Kevin John	Sergeant	\$ 120,057.46	\$ 737.79
Karagan	Panayiotis Nickolas	Sergeant	\$ 158,153.07	\$ 1,037.79
Karakochuk	Gerald George	Police Constable	\$ 120,677.82	\$ 972.02
Karavadi	Hanumantha	Senior Analyst	\$ 113,622.90	\$ 379.60
Karges	Bradley Joseph	Police Constable	\$ 107,165.38	\$ 981.89
Karimloo	Shervin Peter	Police Constable	\$ 147,008.70	\$ 985.85
Karimzada	Abdullah	Plainclothes Police Constable	\$ 192,472.62	\$ 300.54
Karjalainen	Trevor Vincent	Plainclothes Police Constable	\$ 115,705.90	\$ 1,022.58
Karkoulas	Trevor Daniel	Plainclothes Police Constable	\$ 110,121.85	\$ 1,002.04
Karmali	Faizal Shiraz	Police Constable	\$ 123,643.30	\$ 981.89
Karpik	James	Police Constable	\$ 135,234.70	\$ 1,000.61
Karpinski	Krzysztof	Police Constable	\$ 108,818.93	\$ 982.73
Karpuc	Dawid Waldemar	Police Constable	\$ 102,913.35	\$ 975.62
Karr	Jocelyn	Detective	\$ 123,020.84	\$ 1,047.28
Karras	Stella Stauroula	Detective	\$ 115,993.01	\$ 1,037.79
Karstoff	Brandon Christopher	Plainclothes Police Constable	\$ 113,528.30	\$ 1,002.04
Kaszyca	Joseph Ludwik	Plainclothes Police Constable	\$ 144,546.70	\$ 1,012.70
Katafigiotis	Constantine	Plainclothes Police Constable	\$ 118,373.62	\$ 1,002.04
Katanic	Zeljko	Training Constable	\$ 107,895.08	\$ 1,002.04
Kathiravelu	Kajamuganathan	Police Constable	\$ 133,096.35	\$ 995.88
Katoch	Amar Singh	Plainclothes Police Constable	\$ 137,407.62	\$ 1,022.58
Katschilo	James Alan	Police Constable	\$ 110,122.03	\$ 971.62
Kawaya	Djo Hitshika	Police Constable	\$ 113,316.33	\$ 971.62
Kay	William Donald	Plainclothes Police Constable	\$ 161,417.10	\$ 1,012.70
Kay	Brian	Staff Sergeant	\$ 137,931.73	\$ 1,077.97
Kay	Colin	Detective Sergeant	\$ 131,329.29	\$ 1,085.37
Kay	Grant Michael	Plainclothes Police Constable	\$ 112,301.31	\$ 1,002.04
Kazzrouh	Rabie Hanna	Plainclothes Police Constable	\$ 115,962.55	\$ 1,002.04
Kealey	Devin	Detective Sergeant	\$ 138,678.47	\$ 435.37
Keane	Patrick	Detective Sergeant	\$ 128,117.65	\$ 435.37
Keefor	Jason Yvon	Police Constable	\$ 107,829.93	\$ 981.89
Keegan	Jason Michael	Police Constable	\$ 105,758.22	\$ 331.89
Keeler	Christopher Thomas	Plainclothes Police Constable	\$ 110,788.31	\$ 1,022.58
Kehler	Jason Wade	Police Constable	\$ 111,416.11	\$ 990.47
Kell	Jeffrey Stewart	Police Constable	\$ 147,862.87	\$ 981.89
Kellar	Brian Murray	Police Constable	\$ 110,369.97	\$ 981.89
Kellman	Karen Louise	Manager of Purchasing Services	\$ 153,695.78	\$ 679.63
Kelloway	Trevor Paul	Police Constable	\$ 102,654.03	\$ 972.02
Kelly	Brian Wayne	Detective Sergeant	\$ 145,527.29	\$ 1,085.37
Kelly	Terence Peter	Detective Sergeant	\$ 130,067.70	\$ 1,076.14
Kelly	Erin Melissa	Communications Operator	\$ 118,319.59	\$ 286.13
Kelly	Denise Eugenia	Police Constable	\$ 115,562.73	\$ 972.02
Kelly	Kimberly Ann	Police Constable	\$ 114,606.82	\$ 981.89
Kelly	Michael Rory	Police Constable	\$ 109,963.53	\$ 981.89
Kelly	Michael Patrick	Plainclothes Police Constable	\$ 106,940.92	\$ 352.04
Kelly	Diane Mary	Plainclothes Police Constable	\$ 106,392.33	\$ 362.70
Kelly	Craig Robert	Police Constable	\$ 103,405.75	\$ 306.74
Kelly	David Winston	Communications Operator	\$ 102,309.36	\$ 936.13
Kelly	Kimberley Ann	Police Constable	\$ 101,389.86	\$ 990.47
Kempster	Darryl Martin	Plainclothes Police Constable	\$ 120,084.08	\$ 352.04
Kennedy	Ian Daniel	Detective	\$ 118,496.90	\$ 377.91
Kennedy	Geoffrey	Sergeant	\$ 116,830.44	\$ 1,047.28
Kennedy	Dorna Tresia	Police Constable	\$ 110,944.68	\$ 981.89

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Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Kennedy	Mark David	Plainclothes Police Constable	\$ 109,070.79	\$ 987.28
Kennedy	Lee Edward	Police Constable	\$ 101,981.61	\$ 981.89
Kent	Gary	Police Constable	\$ 156,996.72	\$ 1,000.61
Kent	Dionne Earlene	Police Constable	\$ 114,212.96	\$ 985.85
Kent	Sharon Audrey	Plainclothes Police Constable	\$ 106,421.81	\$ 985.74
Keown	Andrew Brian	Police Constable	\$ 107,609.31	\$ 971.62
Kerr	Geoffrey	Police Constable	\$ 149,205.80	\$ 1,000.61
Kerr	Jason Matthew	Police Constable	\$ 131,859.11	\$ 988.49
Kerr	Samuel William	Police Constable	\$ 122,735.66	\$ 1,000.61
Kerr	Steven Harold	Detective	\$ 119,496.48	\$ 1,027.91
Kerr	Kyle	Detective	\$ 117,824.88	\$ 1,047.28
Kerr	Christopher George	Police Constable	\$ 117,229.52	\$ 971.62
Kerr	Michael William	Sergeant	\$ 104,504.19	\$ 1,027.91
Kerr	Jaime Lyn	Police Constable	\$ 102,005.27	\$ 981.89
Kesic	Zeljko	Police Constable	\$ 116,683.50	\$ 981.89
Keveza	Ryan Mathew	Plainclothes Police Constable	\$ 119,177.61	\$ 1,002.04
Keveza	Russell Daniel	Police Constable	\$ 109,209.58	\$ 975.62
Kha	Quocdung	Police Constable	\$ 143,061.49	\$ 976.82
Khan	Tariq Ijaz	Police Constable	\$ 157,480.41	\$ 971.62
Khan	Omar Ashraf	Detective	\$ 139,635.35	\$ 1,037.79
Khan	Garvin Imtiaz	Police Constable	\$ 137,866.26	\$ 990.47
Khan	Ronald Arlington	Staff Sergeant	\$ 132,736.16	\$ 1,085.37
Khan	Ahmar Ali	Plainclothes Police Constable	\$ 129,036.41	\$ 670.80
Khan	Mohammadullah	Police Constable	\$ 126,388.66	\$ 981.89
Khan	Wahid	Police Constable	\$ 113,751.77	\$ 981.89
Khan	Farhanullah	Plainclothes Police Constable	\$ 112,845.47	\$ 977.64
Khan	Bahroze Raza	Police Constable	\$ 105,052.94	\$ 971.62
Khan	Shameer	Police Constable	\$ 103,768.95	\$ 971.62
Khan	Humayun Rashid	Plainclothes Police Constable	\$ 103,616.31	\$ 352.04
Khan	Ammar	Police Constable	\$ 102,011.98	\$ 321.62
Kharbar	Manpreet	Police Constable	\$ 107,718.96	\$ 981.89
Khawaja	Arshad Sadiq	Training Constable	\$ 120,717.20	\$ 1,022.58
Khawaja	Suhail Rashid	Police Constable	\$ 111,011.72	\$ 981.89
Khera	Milpreet Singh	Police Constable	\$ 125,312.44	\$ 990.47
Khera	Sandeep Singh	Police Constable	\$ 120,558.25	\$ 981.89
Khimani	Zulfiqar Ali	Parking Enforcement Officer	\$ 117,054.29	\$ 880.88
Khoshboo	Ali Nader	Plainclothes Police Constable	\$ 144,963.61	\$ 1,002.04
Khoundu	Jatinder Kaur	Police Constable	\$ 110,642.86	\$ 975.62
Khow	Siewing	Counsel	\$ 153,695.78	\$ 490.49
Khurshid	Sheikh Ahmad	Police Constable	\$ 122,731.99	\$ 991.95
Kicksee	Cheryl Noreen	Administration Application Specialist	\$ 101,838.87	\$ 336.18
Kidd	James Jeffrey	Plainclothes Police Constable	\$ 115,683.27	\$ 1,012.70
Kiens	Astrid	Training Constable	\$ 113,667.44	\$ 1,022.58
Kijewski	Kristine Jean	Director of Corporate Services	\$ 193,308.29	\$ 3,260.24
Killy	Anton	Police Constable	\$ 113,109.98	\$ 1,000.61
Kim	Hyok Kyun	Plainclothes Police Constable	\$ 172,840.69	\$ 1,001.26
Kim	Sang-Rae Sam	Manager of Enterprise Architecture	\$ 170,936.14	\$ 2,826.47
Kim	Min Chul	Police Constable	\$ 146,670.44	\$ 981.89
Kim	Jung-Yul	Police Constable	\$ 142,012.00	\$ 909.62
Kim	Sang Hyup	Police Constable	\$ 140,189.49	\$ 981.89
Kim	Judy Mi-Yae	Plainclothes Police Constable	\$ 126,550.57	\$ 1,002.04
Kim	Jong Woo	Police Constable	\$ 126,205.25	\$ 988.49
Kim	Hoon (Richard)	Police Constable	\$ 125,399.67	\$ 981.89
Kim	Daniel	Police Constable	\$ 121,221.45	\$ 971.62
Kim	Samuel-Chong	Plainclothes Police Constable	\$ 116,134.38	\$ 987.28
Kim	Sin-Joong Sin	Detective	\$ 113,502.30	\$ 1,027.91
Kim	Jin(Joe)	Police Constable	\$ 105,418.51	\$ 981.89
Kim	So-Yeon	Police Constable	\$ 101,047.13	\$ 312.33
Kimmerer	David Russell	Police Constable	\$ 100,450.40	\$ 990.47
King	Stuart Macpherson	Staff Sergeant	\$ 135,978.75	\$ 1,082.41

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
King	Cheryl	Staff Sergeant	\$ 133,787.34	\$ 1,085.37
King	Dwayne Edward	Plainclothes Police Constable	\$ 104,241.65	\$ 300.73
King	Patrick James	Police Constable	\$ 101,383.52	\$ 988.49
Kingdon	Scott Anthony	Sergeant	\$ 128,156.58	\$ 1,035.45
Kinghorn	Shawn Ian	Plainclothes Police Constable	\$ 126,068.39	\$ 996.58
Kingra	Jaapal Singh	Police Constable	\$ 105,275.29	\$ 981.89
Kinnear	Kathryn	Staff Sergeant	\$ 129,924.25	\$ 1,085.37
Kiproff	Michael Peter	Plainclothes Police Constable	\$ 121,087.72	\$ 1,006.75
Kirchner	Darryl Lawrence	Police Constable	\$ 105,942.65	\$ 972.02
Kirinde	Ranjan Wickramasinghe	Police Constable	\$ 147,095.83	\$ 1,000.61
Kirkpatrick	Christopher John	Inspector	\$ 157,971.62	\$ 1,319.68
Kirkwood	Jennifer Lynn	Police Constable	\$ 109,772.10	\$ 981.89
Kis	Andrew	Sergeant	\$ 116,530.45	\$ 1,047.28
Kiss	Melanie	Police Constable	\$ 102,566.18	\$ 981.89
Kitchener	Andrew James	Sergeant	\$ 135,691.78	\$ 1,047.28
Klaas	Peter	Police Constable	\$ 119,089.18	\$ 981.89
Klaczka	Carol	Sergeant	\$ 116,208.61	\$ 1,045.57
Klein-Horsman	Brian	Police Constable	\$ 124,598.78	\$ 981.89
Klimtschuck	Joseph Christian	Plainclothes Police Constable	\$ 108,174.55	\$ 1,002.04
Kline	Stephen Robert	Plainclothes Police Constable	\$ 125,932.53	\$ 983.43
Klodt	Shawn Edward	Police Constable	\$ 114,675.90	\$ 993.13
Kluczewski	Kamil	Training Constable	\$ 110,351.50	\$ 1,000.48
Kluge	Christine Ruth	Training Constable	\$ 103,768.16	\$ 1,002.04
Klunder	Gerard William	Sergeant	\$ 121,528.46	\$ 1,037.79
Klutz	Christopher Joseph	Police Constable	\$ 146,367.49	\$ 981.89
Kmiecniak	John	Sergeant	\$ 130,368.19	\$ 1,047.28
Knapper	Robbert Nicolaas	Staff Sergeant	\$ 134,796.70	\$ 1,085.37
Knight	Christopher James	Police Constable	\$ 115,410.00	\$ 971.62
Knight	Julie	Plainclothes Police Constable	\$ 111,984.44	\$ 1,022.58
Knighton	Jason Richard	Police Constable	\$ 103,082.60	\$ 971.62
Knill	Graham Kenneth	Plainclothes Police Constable	\$ 138,569.00	\$ 1,010.30
Knill	Christine	Plainclothes Police Constable	\$ 112,677.60	\$ 352.04
Knoblauch	Keith Percy	Police Constable	\$ 129,333.52	\$ 1,000.61
Knott	Simon	Police Constable	\$ 129,410.92	\$ 1,000.61
Knowles	David	Detective	\$ 118,136.19	\$ 1,047.28
Knox	Jaime Louise	Police Constable	\$ 104,391.84	\$ 981.89
Ko	Terence Sing	Police Constable	\$ 101,346.21	\$ 971.62
Kocanovic	Aleksandar Sasha	Police Constable	\$ 108,785.27	\$ 990.47
Koech	Aggrey Kiplanga	Plainclothes Police Constable	\$ 117,448.20	\$ 997.36
Koh	David Sukjin	Police Constable	\$ 122,237.06	\$ 981.89
Kohl	Barbara Louise	Detective	\$ 129,659.99	\$ 1,047.28
Kohout	Steven William	Police Constable	\$ 100,274.03	\$ 990.47
Kolankowski	Michael Roman	Police Constable	\$ 108,161.94	\$ 971.62
Komada	Marcin	Police Constable	\$ 112,214.64	\$ 978.77
Komarnisky	Sandra	Plainclothes Police Constable	\$ 113,251.47	\$ 1,022.58
Konadu	Felix	Police Constable	\$ 124,490.53	\$ 978.77
Konashewych	Robert Paul	Police Constable	\$ 142,690.93	\$ 975.62
Kondo	Jason	Detective	\$ 129,592.45	\$ 1,047.28
Konecny	Daryl Terry	Police Constable	\$ 105,898.87	\$ 971.62
Konkel	Kazimierz	Staff Sergeant	\$ 174,204.00	\$ 1,085.37
Konkle	Christine Diane	Police Constable	\$ 106,892.15	\$ 990.47
Koptie	Jesse Alexander	Police Constable	\$ 102,003.05	\$ 996.65
Korac	Paul Louis	Sergeant	\$ 114,661.13	\$ 1,029.76
Korman-Moore	Adrian Jay	Police Constable	\$ 101,549.86	\$ 983.54
Korn	Diana	Police Constable	\$ 106,050.82	\$ 1,000.61
Korunic	Ana	Police Constable	\$ 107,937.02	\$ 917.06
Kostiuk	Michael	Police Constable	\$ 122,147.15	\$ 1,000.61
Kotas	Artur Jacek	Sergeant	\$ 128,707.64	\$ 1,037.79
Kotzer	Ryan Michael	Plainclothes Police Constable	\$ 138,143.40	\$ 993.85
Kouroudis	George	Police Constable	\$ 109,091.23	\$ 988.49

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Koushyar-Moghtader	Shahryar	Police Constable	\$ 121,131.45	\$ 971.62
Kovacevic	Martina	Police Constable	\$ 110,792.75	\$ 904.66
Kovacic	Joseph Mark	Police Constable	\$ 128,239.43	\$ 981.89
Kovic	Victor James	Plainclothes Police Constable	\$ 112,393.04	\$ 1,002.04
Kowalski	Grzegorz	Police Constable	\$ 127,931.42	\$ 917.06
Kozak	David William	Detective	\$ 120,347.09	\$ 1,027.91
Kozar	Frederick Joseph	Sergeant	\$ 121,790.21	\$ 1,037.79
Kraehling	Jason Daniel	Police Constable	\$ 102,792.67	\$ 971.62
Kraft	Jason	Sergeant	\$ 152,961.81	\$ 1,037.79
Krajaefski	Cory James	Police Constable	\$ 100,201.49	\$ 981.89
Kranenburg	Lori Patricia	Detective	\$ 119,801.60	\$ 1,027.91
Krangle	Charles Forbes	Police Constable	\$ 105,575.00	\$ 975.62
Kranjac	Joseph Anthony	Sergeant	\$ 115,013.33	\$ 1,027.91
Kraus	Jeremy James	Police Constable	\$ 121,399.03	\$ 306.74
Krawczyk	Richard	Police Constable	\$ 141,112.94	\$ 1,000.61
Krawczyk	Paul Thomas	Detective	\$ 123,975.52	\$ 387.79
Krawczyk	Michelle Marlaine	Training Constable	\$ 109,219.44	\$ 922.58
Krieger	Ariyeh Michael	Plainclothes Police Constable	\$ 107,189.15	\$ 1,002.04
Kroustallis	Michael James	Police Constable	\$ 106,611.60	\$ 975.62
Kruczek	Piotr Pawel	Sergeant	\$ 133,521.28	\$ 1,027.91
Kuck	Heinz	Superintendent	\$ 179,022.49	\$ 1,445.65
Kudrenski	Wesley	Police Constable	\$ 108,710.11	\$ 1,000.61
Kuhn	Rene Michael	Training Constable	\$ 121,251.88	\$ 1,002.04
Kuleczka	Wojciech Karol	Plainclothes Police Constable	\$ 168,145.77	\$ 1,001.26
Kulik	Melissa Heather	Police Constable	\$ 101,656.67	\$ 990.47
Kulina	Mario Mariusz	Police Constable	\$ 116,039.45	\$ 981.89
Kullar	Satbir Singh	Police Constable	\$ 104,793.33	\$ 306.74
Kulmatycki	Joel Patrick	Detective Sergeant	\$ 134,364.66	\$ 1,085.37
Kumar	Amit	Police Constable	\$ 137,166.34	\$ 856.89
Kumar	Dinesh	Police Constable	\$ 102,119.53	\$ 972.02
Kummer	Tania Charlene	Police Constable	\$ 106,998.13	\$ 981.89
Kung	Tommy Wing	Police Constable	\$ 187,727.19	\$ 981.89
Kuok	Gabriel	Police Constable	\$ 103,685.00	\$ 981.89
Kurts	Lisa Crystal	Staff Sergeant	\$ 125,423.56	\$ 1,076.14
Kurucz	Blaise	Police Constable	\$ 102,712.49	\$ 981.89
Kusenthiran	Srivarshini	Police Constable	\$ 101,441.93	\$ 971.62
Kuz	Mykola	Police Constable	\$ 138,024.44	\$ 917.06
Kuznetsov	Sergiy Anatolyovich	Police Constable	\$ 158,281.16	\$ 981.89
Kwok	Vincent Kar	Senior Customer Service Representative	\$ 109,585.51	\$ 349.05
Kwong	Victor Paul	Police Constable	\$ 102,529.30	\$ 781.89
La Borde	Regina	Police Constable	\$ 108,962.93	\$ 371.72
La Fosse	Jeffery Guy	Detective	\$ 134,751.23	\$ 1,029.76
La Penna	David Anthony	Police Constable	\$ 108,332.15	\$ 267.06
La Rush	Debra Renee	Senior Fingerprint Examiner	\$ 106,293.40	\$ 961.50
La Vella	Paolo Giuseppe	Plainclothes Police Constable	\$ 113,180.31	\$ 993.85
Lacuna	Marlon Joseph	Police Constable	\$ 107,822.36	\$ 971.62
Ladouceur	Jennifer Maureen	Police Constable	\$ 108,947.77	\$ 981.89
Ladurantaye	Brock Yves	Training Constable	\$ 126,628.54	\$ 1,002.04
Ladurantaye	Ryan Nicholas	Police Constable	\$ 115,093.87	\$ 971.62
Lagat	Rommelito Manuel	Parking Enforcement Officer	\$ 112,293.57	\$ 880.88
Lahey	Mary Regina	Sergeant	\$ 121,164.41	\$ 1,047.28
Lai	Victor Tze-Kau	Police Constable	\$ 135,741.52	\$ 981.89
Lai	David	Police Constable	\$ 101,972.01	\$ 981.89
Laing	Darren	Sergeant	\$ 129,194.07	\$ 1,047.28
Laing	Andrea Lynn	Police Constable	\$ 104,726.80	\$ 981.89
Laing	Richard Anthony	Police Constable	\$ 104,200.60	\$ 981.89
Lahey	Wayne	Sergeant	\$ 118,986.38	\$ 1,047.28
Lall	Lallman	Parking Enforcement Officer	\$ 144,849.89	\$ 880.88
Lalla	Lester Royson	Plainclothes Police Constable	\$ 121,345.29	\$ 1,002.04
Lalonde	Lisa Anne	Police Constable	\$ 100,951.96	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Lam	Ian Wayne	Police Constable	\$ 172,577.88	\$ 981.89
Lam	Ken Raymond	Police Constable	\$ 118,755.31	\$ 971.62
Lamanna	Anthony	Police Constable	\$ 134,183.91	\$ 1,000.61
Lamb	Michael Ambrose	Police Constable	\$ 110,550.96	\$ 971.62
Lambe	James	Police Constable	\$ 108,505.56	\$ 1,000.61
Lambie	Darryl Bradley	Police Constable	\$ 118,046.05	\$ 981.89
Lamond	Ian David	Staff Sergeant	\$ 130,690.72	\$ 1,085.37
Lamontagne	Joseph	Police Constable	\$ 103,407.42	\$ 1,000.61
Lampiris	Chris	Police Constable	\$ 134,267.49	\$ 990.47
Landry	Darryl James	Plainclothes Police Constable	\$ 116,448.39	\$ 1,002.04
Landry	Joel Christian	Plainclothes Police Constable	\$ 112,374.52	\$ 1,002.04
Landry	Roger Adam	Plainclothes Police Constable	\$ 106,803.17	\$ 1,002.04
Landry	Adam Joseph	Police Constable	\$ 106,527.24	\$ 981.89
Lane	Arthur	Plainclothes Police Constable	\$ 174,410.28	\$ 1,022.58
Lane	Micheal William	Plainclothes Police Constable	\$ 114,774.73	\$ 1,002.04
Langdon	Vincent	Police Constable	\$ 102,866.61	\$ 1,000.61
Langdon	Laura Anne	Police Constable	\$ 102,863.81	\$ 350.61
Langer	Brendon Kyle	Police Constable	\$ 150,377.02	\$ 918.30
Langford	James Douglas	Police Constable	\$ 124,887.05	\$ 981.89
Langford	Christain Trevor	Police Constable	\$ 114,403.46	\$ 981.89
Langille	Lynn	Detective	\$ 119,979.74	\$ 1,047.28
Langille	David Theodore	Supervisor	\$ 112,990.23	\$ 285.45
Langlois	Mark	Detective	\$ 169,881.45	\$ 1,047.28
Lanigan	Robin	Sergeant	\$ 120,607.81	\$ 1,047.28
Lantaigne	Melanie Helene	Police Constable	\$ 101,929.62	\$ 971.62
Lapensee	Sylvain Aurele	Sergeant	\$ 118,017.75	\$ 1,027.91
Laptiste	Marlon Simon	Plainclothes Police Constable	\$ 130,989.30	\$ 986.51
Laramy	Stephen William	Detective	\$ 155,094.89	\$ 1,037.79
Larmer	Jason Rae	Plainclothes Police Constable	\$ 110,317.03	\$ 1,011.85
Larmour	Brent James	Plainclothes Police Constable	\$ 117,561.24	\$ 993.85
Laroche	Winston	Sergeant	\$ 116,762.68	\$ 397.28
Lashley	Troy Noel	Police Constable	\$ 103,613.00	\$ 981.89
Latimer	Tracey Lynne	Police Constable	\$ 100,358.86	\$ 990.47
Latincic	Daniel	Police Constable	\$ 125,637.77	\$ 975.62
Latter	Jordan Christopher	Staff Sergeant	\$ 148,722.30	\$ 1,085.37
Lau	Wai	Police Constable	\$ 106,979.95	\$ 1,000.61
Lau	Alex Chi	Police Constable	\$ 100,560.95	\$ 990.47
Laurel	Don Louie	Police Constable	\$ 128,464.08	\$ 972.02
Laush	Christopher Allen	Sergeant	\$ 116,967.60	\$ 1,047.28
Lavers	Manfred James	Plainclothes Police Constable	\$ 121,160.46	\$ 989.06
Law	Chun-Wing William	Plainclothes Police Constable	\$ 110,366.84	\$ 1,002.04
Law	Richie Chun-Wai	Police Constable	\$ 108,334.65	\$ 981.89
Lawlor	William	Police Constable	\$ 110,610.10	\$ 1,000.61
Lawr	Gregory Edward	Detective	\$ 127,739.54	\$ 651.83
Lawrence	Shawn	Sergeant	\$ 166,968.50	\$ 1,047.28
Lawrence	Neville Donavon	Police Constable	\$ 115,036.88	\$ 981.89
Lawrence	Gavin Sylvester	Police Constable	\$ 109,910.40	\$ 971.62
Laws	Christopher Bradley	Police Constable	\$ 114,897.91	\$ 1,000.61
Lawson	Andrew Avery	Detective	\$ 127,733.18	\$ 1,037.79
Lawson	Anthony	Sergeant	\$ 124,998.98	\$ 1,047.28
Lawson	Nicholas William	Plainclothes Police Constable	\$ 118,012.78	\$ 999.48
Lawson	Samuel John	Police Constable	\$ 100,358.81	\$ 917.06
Lazar	Ramy	Plainclothes Police Constable	\$ 106,135.04	\$ 988.75
Lazarus	Terrence Anthony	Plainclothes Police Constable	\$ 125,295.17	\$ 1,002.04
Lazenby	Robin	Police Constable	\$ 103,094.47	\$ 1,000.61
Lazzaro	Frank Anthony	Detective	\$ 115,391.08	\$ 1,027.91
Le	Nam-Nhat	Police Constable	\$ 111,102.08	\$ 990.47
Leahy	Kevin John	Detective Sergeant	\$ 145,924.00	\$ 1,078.18
Leal	Jason David	Police Constable	\$ 104,961.76	\$ 981.89
Leano	Alexander Thomas	Police Constable	\$ 109,104.91	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Leary	Derek William	Training Constable	\$ 112,573.53	\$ 1,002.04
Leblanc	Adam Lionel	Plainclothes Police Constable	\$ 104,096.70	\$ 1,000.48
Leblanc	Dylan Raymond	Police Constable	\$ 103,179.73	\$ 981.89
Lecki	Pawel Lukasz	Police Constable	\$ 126,631.31	\$ 971.62
Leclair	Glenn Duncan	Senior Analyst	\$ 101,588.53	\$ 153.01
Leclerc	Daniel Christian	Police Constable	\$ 103,874.31	\$ 981.89
Ledat	Michael Geoffrey	Police Constable	\$ 100,676.57	\$ 971.62
Lee	Daniel	Sergeant	\$ 156,466.65	\$ 1,022.60
Lee	John	Plainclothes Police Constable	\$ 150,746.07	\$ 1,022.58
Lee	Kwang Jae	Police Constable	\$ 139,809.19	\$ 996.95
Lee	Eugene Seung	Plainclothes Police Constable	\$ 134,343.00	\$ 996.95
Lee	Karen	Sergeant	\$ 133,561.39	\$ 1,037.79
Lee	Justin Taegun	Plainclothes Police Constable	\$ 130,475.19	\$ 987.28
Lee	Nicole Denise	Staff Sergeant	\$ 129,588.69	\$ 1,085.37
Lee	Randall James	Sergeant	\$ 129,398.34	\$ 1,032.35
Lee	James Stanton	Plainclothes Police Constable	\$ 127,329.11	\$ 1,002.04
Lee	Derek Richard	Police Constable	\$ 125,143.79	\$ 1,000.61
Lee	Kyung Soo	Police Constable	\$ 123,558.28	\$ 981.89
Lee	Kenny	Sergeant	\$ 123,370.62	\$ 1,037.79
Lee	Jae-Wook	Detective	\$ 120,786.57	\$ 1,037.79
Lee	Philip Brian	Sergeant	\$ 120,350.77	\$ 1,037.79
Lee	Evelyn Sui	Communications Operations Supervisor	\$ 118,827.83	\$ 975.22
Lee	Elliott	Plainclothes Police Constable	\$ 117,358.51	\$ 993.85
Lee	Julia	Police Constable	\$ 116,764.00	\$ 322.02
Lee	Steven Mintek	Police Constable	\$ 114,980.87	\$ 981.89
Lee	David Brandon	Police Constable	\$ 114,218.77	\$ 971.62
Lee	James	Police Constable	\$ 111,208.24	\$ 971.62
Lee	Jason Michael	Police Constable	\$ 110,564.32	\$ 971.62
Lee	Jorge	Plainclothes Police Constable	\$ 107,295.77	\$ 988.05
Lee	Wayne	Police Constable	\$ 105,658.27	\$ 974.20
Lee	Kyu Il	Plainclothes Police Constable	\$ 101,970.88	\$ 340.36
Leece	Gordon William	Sergeant	\$ 111,791.93	\$ 1,027.91
Leermakers	William Anthony	Sergeant	\$ 128,911.73	\$ 1,032.35
Lefebvre	Marc	Police Constable	\$ 137,658.83	\$ 1,000.61
Lefort	Kenton William	Training Constable	\$ 109,483.93	\$ 1,002.04
Lei	Aaron	Senior Programmer	\$ 118,916.74	\$ 349.05
Leitch	Jason	Detective	\$ 133,964.58	\$ 1,047.28
Lemaitre	Robert James	Detective	\$ 139,355.56	\$ 1,037.79
Lembke	Kristin Nicole	Police Constable	\$ 117,068.82	\$ 981.89
Leney	Thomas Michael	Police Constable	\$ 107,116.60	\$ 981.89
Lenfesty	Sean	Detective Sergeant	\$ 133,946.98	\$ 1,066.65
Lennon	Kirk Demetrice	Police Constable	\$ 123,195.27	\$ 981.89
Lennox	Peter E	Superintendent	\$ 180,031.02	\$ 15,086.49
Lentsch	Paul Tony	Sergeant	\$ 148,042.87	\$ 1,037.79
Leonard	Douglas Clint	Police Constable	\$ 119,120.14	\$ 981.89
Leonard	Monika Joanna	Police Constable	\$ 111,985.41	\$ 971.62
Leone	Michiele Mario	Detective Sergeant	\$ 137,796.58	\$ 1,085.37
Lepcha	Swiba	Police Constable	\$ 103,196.14	\$ 350.61
Leslie	Hamil Theodore	Detective	\$ 128,786.25	\$ 1,027.91
Lester	James Anthony	Project Supervisor	\$ 100,978.32	\$ 344.43
Letsche	Douglas Reynolds	Training Constable	\$ 125,198.16	\$ 1,012.70
Leung	Simon	Plainclothes Police Constable	\$ 126,330.98	\$ 987.05
Leung	Sheung	Detective	\$ 119,961.55	\$ 1,047.28
Leung	Victor	Police Constable	\$ 113,256.94	\$ 881.10
Lever	Bryce Sterling	Police Constable	\$ 110,631.69	\$ 981.89
Levesque	Thomas Robert	Senior Project Coordinator	\$ 122,685.91	\$ 1,189.00
Levesque	Martin	Detective	\$ 120,397.66	\$ 1,027.91
Levesque	Jason Mathew	Police Constable	\$ 109,239.83	\$ 981.89
Levy	Garth	Police Constable	\$ 124,778.01	\$ 986.57
Lewis	Sandra Arlene	Supervisor	\$ 121,446.19	\$ 909.74

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Lewis	Marcel	Police Constable	\$ 110,179.00	\$ 981.89
Li	Phillip	Police Constable	\$ 130,732.02	\$ 981.89
Li	Boyd	Detective	\$ 119,509.57	\$ 1,027.91
Li	Raymond Leung-Tak	Police Constable	\$ 119,461.65	\$ 971.62
Li	Xiaobo	Police Constable	\$ 118,571.86	\$ 981.89
Li	Ming To	Police Constable	\$ 106,038.68	\$ 306.74
Li	Siu Lun	Police Constable	\$ 100,794.09	\$ 981.89
Liang	Jian Peng	Police Constable	\$ 102,102.60	\$ 971.62
Liburd	Blair Daren	Police Constable	\$ 114,767.26	\$ 975.62
Licop	Robert Joseph	Police Constable	\$ 125,314.51	\$ 1,000.61
Liddy	Andrew James	Police Constable	\$ 114,676.20	\$ 971.62
Liggio	Giovanni Celestino	Police Constable	\$ 102,370.89	\$ 981.89
Lillie	Shawn Gerald	Plainclothes Police Constable	\$ 124,324.54	\$ 1,002.04
Lim	Jason	Plainclothes Police Constable	\$ 120,457.89	\$ 987.28
Lim	Dongdave	Police Constable	\$ 110,540.49	\$ 986.57
Lim	Andrew	Police Constable	\$ 105,719.10	\$ 981.89
Lim Yook	Gilbert Patrick	Police Constable	\$ 140,749.44	\$ 981.89
Lima	Rodney James	Sergeant	\$ 121,719.97	\$ 1,037.79
Limsiaco	Michael	Plainclothes Police Constable	\$ 125,709.59	\$ 1,002.04
Lindale	Michael	Police Constable	\$ 112,485.06	\$ 1,000.61
Lindell	Kurtis Lawrence	Police Constable	\$ 107,275.97	\$ 986.57
Ling	Jonathan	Detective	\$ 120,424.38	\$ 1,047.28
Linley	Carolina Magdalena	Plainclothes Police Constable	\$ 107,737.21	\$ 1,002.04
Linney	John Thomas	Police Constable	\$ 108,090.84	\$ 981.89
Linquist	Darryl Andrew	Detective	\$ 125,221.04	\$ 1,037.79
Lionti	Calogero	Police Constable	\$ 118,662.20	\$ 985.85
Lioumanis	Metodios	Detective	\$ 152,550.46	\$ 1,037.79
Lipkus	Andrew Bradley	Detective	\$ 127,836.21	\$ 1,033.11
Lipsey	William Norman	Police Constable	\$ 108,371.73	\$ 981.89
Lisanin	Arnulfo	Police Constable	\$ 105,356.45	\$ 979.42
Liscoumb	Robert Edward	Plainclothes Police Constable	\$ 132,836.24	\$ 988.75
Liska	David Victor	Sergeant	\$ 136,606.05	\$ 1,037.79
Lisowski	Kevin Francis	Police Constable	\$ 100,897.26	\$ 981.89
Little	Arthur	Inspector	\$ 156,604.97	\$ 1,328.59
Little	David	Detective	\$ 142,633.45	\$ 1,047.28
Little	Terence Anthony	Detective	\$ 126,820.63	\$ 1,037.79
Little	Jonathan David	Police Constable	\$ 108,078.29	\$ 981.89
Little	James Joseph	Police Constable	\$ 103,932.34	\$ 1,000.61
Littler	Ian Stuart	Police Constable	\$ 103,628.80	\$ 981.89
Liu	Jun	Senior Telecom Engineer	\$ 135,871.77	\$ 1,081.29
Liu	Bruce Zhiyong	Police Constable	\$ 131,827.50	\$ 981.89
Liu	Shuxin Tony	Senior Analyst	\$ 112,835.39	\$ 379.60
Lloyd	Bradford	Sergeant	\$ 132,547.58	\$ 1,047.28
Lo Bianco	John Salvatore	Sergeant	\$ 112,027.90	\$ 1,027.91
Lobanets	Sergiy Yevgenov	Police Constable	\$ 135,012.43	\$ 981.89
Lobo	Kristophen	Police Constable	\$ 128,349.02	\$ 971.62
Lobsinger	Zachary Daniel	Police Constable	\$ 110,563.65	\$ 904.66
Locke	Donovan	Sergeant	\$ 129,617.18	\$ 1,027.91
Locke	Duane Henry	Police Constable	\$ 108,012.49	\$ 998.97
Locken	Alan	Sergeant	\$ 127,169.97	\$ 1,047.28
Lodhi	Mir Minhajuddin	Police Constable	\$ 110,715.76	\$ 990.47
Loiselle	Jeanlaurel	Police Constable	\$ 182,703.93	\$ 981.89
Lokaisingh	Devon Rishi	Police Constable	\$ 102,092.75	\$ 971.62
Lokenath	Ramdial Tiwarie	Police Constable	\$ 167,485.14	\$ 971.62
Lombardi	Lorenzo	Detective	\$ 127,294.48	\$ 1,047.28
Lombardo	Paolo Nicholas	Police Constable	\$ 102,861.45	\$ 981.89
Long	John Michael	Police Constable	\$ 150,333.46	\$ 1,000.61
Lopes	Jude Alexander	Detective	\$ 122,873.25	\$ 1,037.79
Lopez	Rowan Carl	Police Constable	\$ 114,908.07	\$ 981.89
Loria	Caterina	Plainclothes Police Constable	\$ 120,024.83	\$ 1,002.04

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Lorimer	Troy William	Police Constable	\$ 100,360.89	\$ 931.89
Lorrimer	Steven Cyril	Sergeant	\$ 122,319.74	\$ 1,037.79
Lortie	Marc Leonel	Plainclothes Police Constable	\$ 128,571.28	\$ 1,022.58
Lou	Bing Yu	Police Constable	\$ 104,899.70	\$ 986.18
Loucks	Corina Michelle	Detective	\$ 121,468.79	\$ 1,027.91
Louhikari	Renata	Detective	\$ 117,413.51	\$ 1,047.28
Louhikari	Tim	Police Constable	\$ 104,056.01	\$ 1,000.61
Louie	Alison Joyce	Police Constable	\$ 108,882.26	\$ 981.89
Louie	Gilbert Jun	Police Constable	\$ 105,197.97	\$ 981.89
Lourenco	Adam Colin	Police Constable	\$ 108,046.38	\$ 990.47
Love	Allen Robert	Staff Sergeant	\$ 132,790.10	\$ 576.14
Low	Julian Ferguson	Plainclothes Police Constable	\$ 121,824.18	\$ 1,012.70
Lowe	Thomas William	Police Constable	\$ 103,163.76	\$ 1,000.61
Lowe	Daniel Steven	Plainclothes Police Constable	\$ 103,101.29	\$ 997.36
Lowrey	Alan	Staff Sergeant	\$ 129,674.01	\$ 1,085.37
Luchetta	Mark	Police Constable	\$ 116,371.16	\$ 971.62
Luchian	Eduard	Plainclothes Police Constable	\$ 124,361.48	\$ 988.75
Lucifora	Jeffrey Salvatore	Police Constable	\$ 112,868.33	\$ 1,003.42
Lucyshyn	Tracey	Police Constable	\$ 104,736.08	\$ 1,000.61
Luczyk	Richard Alexander	Plainclothes Police Constable	\$ 121,901.14	\$ 1,002.04
Lue Sang	Larriston Gladstone	Police Constable	\$ 105,456.26	\$ 981.89
Luff	Daniel Peter	Police Constable	\$ 104,207.06	\$ 918.30
Lukas	Kelly Elizabeth	Plainclothes Police Constable	\$ 109,005.93	\$ 993.85
Lukings	Justin Andrew	Police Constable	\$ 109,371.59	\$ 1,001.27
Lukings	Aimee Elisabeth	Plainclothes Police Constable	\$ 103,577.81	\$ 1,002.04
Lum	Soon	Plainclothes Police Constable	\$ 200,793.29	\$ 372.58
Lum-Walker	Michael Tyler	Police Constable	\$ 111,046.33	\$ 904.66
Lupson	Christopher Brydon	Police Constable	\$ 116,237.09	\$ 996.65
Lusby	Gordon	Training Constable	\$ 113,268.16	\$ 1,022.58
Lussow	Christopher	Training Constable	\$ 121,406.28	\$ 1,022.58
Luu	Tan Sy	Senior Programmer	\$ 103,800.11	\$ 349.05
Ly	Hung	Police Constable	\$ 105,548.97	\$ 971.62
Lyden	Jessica Lee	Police Constable	\$ 108,051.70	\$ 904.66
Lymer	Daniel	Plainclothes Police Constable	\$ 114,052.43	\$ 991.85
Lyn	Leonard Patrick	Senior Customer Service Representative	\$ 103,918.45	\$ 349.05
Lynch	Kristal Frances	Police Constable	\$ 123,001.85	\$ 1,000.61
Lynch	Erinn Andrea	Sergeant	\$ 111,854.58	\$ 1,027.91
Lynch	Jamie Ralph	Police Constable	\$ 107,059.80	\$ 971.62
Lyon	Robert Kirk	Sergeant	\$ 127,907.74	\$ 1,047.28
Lyon	Richard Warwick	Sergeant	\$ 112,581.64	\$ 1,027.91
Lyon	Leithland Lloyd	Police Constable	\$ 103,801.74	\$ 1,000.61
Lys	Christianne Yvonne	Supervisor	\$ 103,562.72	\$ 1,000.87
Ma	Yu(Sydney)	Plainclothes Police Constable	\$ 127,772.86	\$ 1,002.04
Ma	Jeffrey Hong	Police Constable	\$ 123,008.11	\$ 981.89
Ma	Darren Tai-Yung	Training Constable	\$ 120,320.96	\$ 1,002.04
Ma	Seung Wook	Police Constable	\$ 120,144.00	\$ 331.89
Ma	Derek	Police Constable	\$ 109,210.05	\$ 975.62
Maadanian	Nazaret	Detective	\$ 143,773.66	\$ 1,037.79
Mac	Ovid Ruben	Police Constable	\$ 131,869.95	\$ 983.54
Mac Donald	Wayne Scott	Police Constable	\$ 145,868.95	\$ 971.62
Mac Lean	Joseph Donald	Police Constable	\$ 108,054.15	\$ 971.62
Mac Naughton	Mary Verna	Plainclothes Police Constable	\$ 109,778.96	\$ 993.85
Mac Neill	David Michael	Police Constable	\$ 105,530.82	\$ 972.02
Macaraeg	Juanita	Senior Advisor Quality Assurance	\$ 135,871.77	\$ 1,247.42
Macarthur	Jeffrey David	Police Constable	\$ 102,331.60	\$ 981.89
Maccheyne	Richard Douglas	Detective Sergeant	\$ 125,026.81	\$ 1,076.14
Macdonald	Ian Kenneth	Detective	\$ 140,618.67	\$ 1,037.79
Macdonald	Aaron Royce	Sergeant	\$ 135,913.44	\$ 1,047.28
Macdonald	Leo	Detective	\$ 129,487.31	\$ 1,047.28
Macdonald	John	Staff Sergeant	\$ 129,486.14	\$ 1,085.37

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Macdonald	Anne	Detective Sergeant	\$ 129,391.47	\$ 1,085.37
Macdonald	Hector Murdo	Police Constable	\$ 125,342.07	\$ 981.89
Macdonald	Bernard	Sergeant	\$ 123,420.06	\$ 1,047.28
Macdonald	Janice	Detective	\$ 116,951.65	\$ 1,047.28
Macdonald	Craig Calvin	Plainclothes Police Constable	\$ 106,071.77	\$ 1,002.04
Macdonald	Lori-Ann	Detective	\$ 104,448.72	\$ 397.28
Macdonald	Scott John	Plainclothes Police Constable	\$ 103,499.29	\$ 993.46
Macdonnell	Brian	Detective Sergeant	\$ 148,082.78	\$ 1,085.37
Macduff	Jeffery John	Sergeant	\$ 121,342.12	\$ 1,037.79
Macfarlane	Richard Eon	Training Constable	\$ 106,970.12	\$ 1,002.04
Macgillivray	Craig Anthony	Police Constable	\$ 139,790.58	\$ 981.89
Macgregor	Jason James	Sergeant	\$ 123,971.97	\$ 1,037.79
Macgregor	Gary William	Communications Operations Supervisor	\$ 110,329.29	\$ 979.42
Macgregor	Grant	Police Constable	\$ 103,018.44	\$ 1,000.61
Machacek	Erika Jessica	Police Constable	\$ 102,936.96	\$ 971.62
Machell	Gary Lawrence	Police Constable	\$ 119,404.05	\$ 975.62
Macias	Antonio Delgado	Sergeant	\$ 123,540.35	\$ 1,047.28
Maciek	John	Plainclothes Police Constable	\$ 163,719.31	\$ 1,022.58
Macinnis	Robert Francis	Sergeant	\$ 117,214.87	\$ 1,047.28
Macinnis	Julie So-Jung	Plainclothes Police Constable	\$ 113,891.25	\$ 1,002.04
Macintyre	Brian Paul	Inspector	\$ 171,455.03	\$ 1,319.68
Macisaac	James Alexander	Sergeant	\$ 116,262.63	\$ 1,037.79
Macisaac	Allister Edmund	Police Constable	\$ 104,095.21	\$ 988.49
Mackay	Shari Patricia	Sergeant	\$ 113,711.43	\$ 1,037.79
Mackay	Robert Duncan	Supervisor	\$ 106,504.62	\$ 933.40
Mackay	Craig William	Police Constable	\$ 103,990.37	\$ 1,000.61
Mackay	Ronald Ernest	Police Constable	\$ 103,290.53	\$ 993.20
Mackenzie	Thomas Blair	Training Constable	\$ 125,196.75	\$ 1,002.04
Mackenzie	Robert Dean	Plainclothes Police Constable	\$ 114,832.69	\$ 1,002.04
Mackenzie	Matthew Aaron	Plainclothes Police Constable	\$ 112,838.64	\$ 1,002.04
Mackey	Craig Travis	Police Constable	\$ 123,911.71	\$ 981.89
Mackinnon	Richard James	Detective	\$ 115,600.91	\$ 1,027.91
Mackinnon	Kelly Lee	Police Constable	\$ 106,003.64	\$ 1,000.61
Mackinnon	Randy Charles	Police Constable	\$ 102,773.06	\$ 981.89
Mackrell	James	Inspector	\$ 158,527.97	\$ 1,328.59
Mackrell	Paul	Detective	\$ 118,100.55	\$ 397.28
Mackrell	James Murray	Plainclothes Police Constable	\$ 115,769.05	\$ 991.85
Maclean	Roderick	Sergeant	\$ 120,097.97	\$ 1,047.28
Maclean	Thomas Christopher	Training Constable	\$ 119,027.62	\$ 1,002.04
Maclean	Bradley Warren	Parking Enforcement Officer	\$ 102,981.12	\$ 880.88
Macleod	Krystal Anne	Plainclothes Police Constable	\$ 112,068.06	\$ 1,002.04
Macleod	Ewan Lawria	Police Constable	\$ 109,527.94	\$ 981.89
Macleod	Roy	Police Constable	\$ 106,880.55	\$ 981.89
Macleod	John Norman	Police Constable	\$ 101,811.79	\$ 971.62
Macnab	Daniel William	Police Constable	\$ 108,861.20	\$ 990.47
Macneil	Steven James	Plainclothes Police Constable	\$ 118,430.43	\$ 1,002.04
Macphail	Andrew Douglas	Police Constable	\$ 101,736.06	\$ 990.47
Macpherson	Michael Zane	Plainclothes Police Constable	\$ 131,994.93	\$ 1,004.14
Macpherson	William Ross	Police Constable	\$ 100,818.88	\$ 990.47
Macstevan	Peter John	Police Constable	\$ 115,875.70	\$ 985.85
Madabhushini	Gopi Krishna	Parking Enforcement Officer	\$ 118,501.59	\$ 880.88
Madeley	John Austin	Police Constable	\$ 107,501.43	\$ 990.47
Madill	Allan Neil	Sergeant	\$ 125,033.66	\$ 1,047.28
Madramootoo	Marc Andrey	Police Constable	\$ 100,979.52	\$ 981.89
Maecker	Jonathan Lee	Police Constable	\$ 102,849.81	\$ 1,000.61
Magee	Bryan Gerald	Police Constable	\$ 110,676.32	\$ 985.01
Maharaj	Zalina	Supervisor	\$ 118,885.11	\$ 410.02
Maharaj	Bryan Sanjeev	Sergeant	\$ 112,877.90	\$ 1,027.91
Mahmodian	Mehrdad	Police Constable	\$ 125,835.42	\$ 975.62
Mahmood	Tayyab	Police Constable	\$ 102,970.91	\$ 975.62

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Mahoney	Shawn	Detective	\$ 164,081.82	\$ 1,047.28
Mahoney	Julie	Police Constable	\$ 104,769.03	\$ 1,000.61
Maicantis	Nikolaos	Police Constable	\$ 124,690.17	\$ 981.89
Mailer	Steven	Plainclothes Police Constable	\$ 114,652.18	\$ 1,012.70
Mailer	David	Police Constable	\$ 100,535.37	\$ 992.80
Main	Joel Nathan	Police Constable	\$ 130,264.56	\$ 971.62
Maisonneuve	Daniel	Detective	\$ 124,707.69	\$ 1,047.28
Mak	Ma Ying	Senior Corporate Planning Analyst	\$ 103,109.64	\$ 349.05
Makarenko	Thomas Micheal	Police Constable	\$ 116,596.09	\$ 971.62
Makhlouf	James Michael	Police Constable	\$ 103,173.50	\$ 981.89
Male	David Joseph	Detective	\$ 116,782.90	\$ 1,037.79
Malenfant	Andrew Derek	Police Constable	\$ 131,296.57	\$ 981.89
Malley	Shane Westley	Police Constable	\$ 107,401.45	\$ 988.49
Maloney	Jeffrey Jerome	Police Constable	\$ 101,803.82	\$ 981.89
Malyk	Thomas Ronald	Police Constable	\$ 103,711.05	\$ 975.62
Manafa	Saverio Mark	Plainclothes Police Constable	\$ 114,873.71	\$ 1,002.04
Mancuso	Francesco	Detective	\$ 127,298.99	\$ 1,027.91
Mangiardi	Gregorio	Police Constable	\$ 101,277.62	\$ 990.47
Mangilinan	Mark Edward	Police Constable	\$ 106,864.38	\$ 956.74
Manherz	Joel Nicholas	Plainclothes Police Constable	\$ 116,271.49	\$ 1,002.04
Maniatis	Gerassimos	Police Constable	\$ 130,333.45	\$ 981.89
Maningas	Isaac Jason	Plainclothes Police Constable	\$ 101,203.42	\$ 909.62
Maniquis	Alvin Keith	Plainclothes Police Constable	\$ 108,679.34	\$ 1,002.04
Mann	Mandeep Singh	Detective Sergeant	\$ 124,299.06	\$ 1,049.10
Mann	Upkar Singh	Plainclothes Police Constable	\$ 116,601.30	\$ 997.36
Mann	Kulvinder Kaur	Police Constable	\$ 106,497.77	\$ 971.62
Mann	Amarjit Singh	Police Constable	\$ 105,248.06	\$ 990.47
Manoharan	Ravi	Detective	\$ 135,912.45	\$ 1,027.91
Manota	Raman Romi	Police Constable	\$ 108,991.84	\$ 995.88
Manserra	David James	Plainclothes Police Constable	\$ 117,416.65	\$ 991.20
Manson-Hing	Stephen Michael	Police Constable	\$ 111,493.53	\$ 971.62
Mansour	Nabih Mohamad	Sergeant	\$ 127,464.19	\$ 1,019.06
Mansuri	Abuturab Abubak	Police Constable	\$ 117,964.22	\$ 981.89
Mantle	Bryan Larry	Plainclothes Police Constable	\$ 120,918.10	\$ 1,002.04
Mantle	Melinda Anne	Police Constable	\$ 108,474.97	\$ 981.89
Manuel	Gregory John	Police Constable	\$ 106,107.49	\$ 990.47
Manzke	Mike	Police Constable	\$ 109,400.71	\$ 981.89
Maranan	Kelvin Vallon	Police Constable	\$ 110,049.39	\$ 981.89
Marchack	Roger	Sergeant	\$ 190,906.75	\$ 1,047.28
Marchen	Michael	Plainclothes Police Constable	\$ 119,901.89	\$ 1,022.58
Marchen	Leanne	Police Constable	\$ 106,038.74	\$ 1,000.61
Marchese	Frank	Police Constable	\$ 102,885.16	\$ 1,000.61
Marchis	Serena Jane	Plainclothes Police Constable	\$ 127,536.07	\$ 995.80
Marcinkowski	Michael James	Police Constable	\$ 121,797.30	\$ 981.89
Margetson	John	Detective	\$ 157,224.89	\$ 1,047.28
Marji	Martha Butros	Plainclothes Police Constable	\$ 125,057.44	\$ 1,002.04
Marks	Stacey Michelle	Plainclothes Police Constable	\$ 116,166.42	\$ 974.20
Maro	Kjell Kristoffer	Police Constable	\$ 113,420.41	\$ 981.89
Marrelli	Giancarlo	Police Constable	\$ 106,760.09	\$ 981.89
Marsh	Stephen Martin	Plainclothes Police Constable	\$ 123,187.46	\$ 1,002.04
Marshall	Kirwin	Detective	\$ 138,945.13	\$ 1,047.28
Marshall	Shawn Tobin	Detective	\$ 114,704.40	\$ 1,027.91
Marshall	Kimball Segundo	Police Constable	\$ 108,836.30	\$ 971.62
Marshall	Kevin George	Police Constable	\$ 104,334.98	\$ 981.89
Marsman	Henri	Detective	\$ 117,548.45	\$ 1,047.28
Martell	Brian	Detective	\$ 120,249.26	\$ 1,047.28
Martelluzzi	Claudio	Sergeant	\$ 130,270.41	\$ 1,047.28
Martin	Kathryn	Staff Superintendent	\$ 194,119.21	\$ 14,739.40
Martin	Daniel Alexander	Staff Sergeant	\$ 139,051.50	\$ 1,076.14
Martin	Joseph Jean	Sergeant	\$ 131,229.86	\$ 1,047.28

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Martin	Ryan David	Plainclothes Police Constable	\$ 130,830.26	\$ 1,002.04
Martin	Derrick Frank	Police Constable	\$ 123,876.56	\$ 1,000.61
Martin	Rudolf	Detective	\$ 117,201.16	\$ 397.28
Martin	Anthony	Plainclothes Police Constable	\$ 112,981.04	\$ 1,022.58
Martin	Kelly	Police Constable	\$ 111,152.81	\$ 1,000.61
Martin	Henry Arne	Training Constable	\$ 108,942.28	\$ 1,002.04
Martin	James Steven	Police Constable	\$ 105,567.64	\$ 996.65
Martin	Paul George	Police Constable	\$ 103,251.31	\$ 990.47
Martin-Doto	Catherine Ann	Corporate Psychologist	\$ 193,308.29	\$ 1,510.18
Martinez	Michael Malabanan	Plainclothes Police Constable	\$ 102,140.43	\$ 981.89
Martsenyuk	Vadym	Police Constable	\$ 128,021.75	\$ 981.89
Marxer	Matthew Alois	Police Constable	\$ 101,569.15	\$ 981.89
Maslowski	Brian Werner	Staff Sergeant	\$ 138,310.47	\$ 1,071.72
Mason	Donald Edward	Training Constable	\$ 125,934.18	\$ 1,000.48
Mason	Andrew Scott	Police Constable	\$ 111,491.41	\$ 911.26
Massey	John David	Police Constable	\$ 108,860.35	\$ 992.77
Masterman	Kevin George	Communications Coordinator	\$ 111,708.01	\$ 379.60
Masters	Michelle	Sergeant	\$ 126,412.03	\$ 1,047.28
Mastorakos	Pantelis George	Police Constable	\$ 114,511.84	\$ 981.89
Mastracci	Paola	Police Constable	\$ 109,025.49	\$ 1,007.72
Mastrokostas	Magdalene Maggie	Sergeant	\$ 120,081.23	\$ 942.59
Mathers	Sean Andrew	Plainclothes Police Constable	\$ 124,287.47	\$ 1,002.04
Matheson	David	Plainclothes Police Constable	\$ 110,854.24	\$ 1,022.58
Matheson	Ellie Allyn	Police Constable	\$ 102,811.48	\$ 995.88
Mathews	Brant	Plainclothes Police Constable	\$ 111,422.86	\$ 1,012.70
Mathieu	Melanie Jane	Police Constable	\$ 116,786.82	\$ 988.49
Matthews	Stephen Michael	Detective	\$ 140,979.27	\$ 527.91
Matthews	Joseph Blake	Detective Sergeant	\$ 135,105.84	\$ 1,085.37
Matthews	Scott Andrew	Plainclothes Police Constable	\$ 124,525.33	\$ 999.48
Matthews	Gordon	Police Constable	\$ 104,497.98	\$ 1,000.61
Mattos	Mounty Joseph	Police Constable	\$ 137,668.95	\$ 981.89
Matys	Joseph Paul	Detective	\$ 133,037.75	\$ 1,027.91
Mau	Richard	Police Constable	\$ 101,504.06	\$ 981.89
Mauceri	Vince Victor	Police Constable	\$ 117,800.37	\$ 981.89
Maunder	Jason Edward	Police Constable	\$ 115,470.43	\$ 990.47
Mavrou	Danny	Plainclothes Police Constable	\$ 117,655.00	\$ 997.36
Maxwell	George Byron	Plainclothes Police Constable	\$ 113,354.73	\$ 1,004.14
Mayers	Roger	Sergeant	\$ 122,597.20	\$ 1,047.28
Mayo	Kenneth	Police Constable	\$ 103,055.09	\$ 1,000.61
Mazurek	Timothy	Police Constable	\$ 157,729.91	\$ 1,000.61
Mc Connell	Shawn Lawrence	Police Constable	\$ 158,058.15	\$ 972.02
Mc Donald	Stephanie Jean	Police Constable	\$ 103,840.26	\$ 981.89
Mc Garry	Daniel Robert	Police Constable	\$ 105,578.39	\$ 971.62
Mc Garry	Kenneth Adam	Plainclothes Police Constable	\$ 102,784.62	\$ 978.50
Mc Kenzie	Joshua Brandon	Plainclothes Police Constable	\$ 123,641.01	\$ 1,002.04
Mc Keown	Sean-Brendan	Plainclothes Police Constable	\$ 113,623.92	\$ 993.85
Mc Master	Christopherryan	Police Constable	\$ 111,157.50	\$ 971.62
Mc Sweeney	Josh Matthew	Police Constable	\$ 104,342.31	\$ 981.89
Mcallister	David William	Police Constable	\$ 131,564.77	\$ 990.47
Mcarthur	Paul Ian	Detective Sergeant	\$ 134,185.61	\$ 1,085.37
Mcarthur	James Patrick	Plainclothes Police Constable	\$ 109,172.41	\$ 993.85
Mcaskill	Melinda Jean	Sergeant	\$ 119,500.65	\$ 1,037.79
Mcbratney	Gary	Staff Sergeant	\$ 136,660.62	\$ 1,085.37
Mcbride	Raymond Douglas	Plainclothes Police Constable	\$ 118,300.06	\$ 1,002.04
Mcbride	Keith Robert	Plainclothes Police Constable	\$ 117,109.54	\$ 1,002.04
Mcbride	Glen William	Staff Sergeant	\$ 125,098.21	\$ 426.14
Mccabe	Anastasia Pauline	Plainclothes Police Constable	\$ 143,030.04	\$ 1,002.04
Mccabe	Mark Anthony	Police Constable	\$ 112,566.87	\$ 981.89
Mccabe	James Daniel	Police Constable	\$ 102,637.06	\$ 981.89
Mccahery	Shaun Michael	Police Constable	\$ 101,238.91	\$ 986.84

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Mccall	Andrew John	Detective	\$ 180,395.13	\$ 1,047.28
Mccall	Jayant John	Sergeant	\$ 113,740.13	\$ 1,037.79
Mccann	Gary Douglas	Sergeant	\$ 128,320.32	\$ 1,037.79
Mccann	Laurie Anne	Training Constable	\$ 106,805.58	\$ 1,012.70
Mccann	Madonna Marie	Police Constable	\$ 104,414.20	\$ 981.89
Mccarroll	Matthew James	Police Constable	\$ 108,525.11	\$ 906.26
Mccarthy	Kristopher Ryan	Sergeant	\$ 114,190.13	\$ 1,037.79
Mccarthy	Cheoliver Dax	Police Constable	\$ 108,696.33	\$ 981.89
Mccartney	Matthew Joseph	Plainclothes Police Constable	\$ 114,883.77	\$ 996.95
Mccausland	Yoshio Michael	Sergeant	\$ 144,427.96	\$ 1,029.76
Mccaw	Douglas Gordon	Police Constable	\$ 108,014.47	\$ 338.49
Mcclelland	Robert	Sergeant	\$ 132,618.43	\$ 1,047.28
Mcclorey	Sean Michael	Police Constable	\$ 112,589.58	\$ 1,000.61
Mconachie	Steven Leonard	Police Constable	\$ 110,603.25	\$ 981.89
Mconnach	Robert Bruce	Plainclothes Police Constable	\$ 121,995.20	\$ 372.58
Mconnell	Darren	Police Constable	\$ 128,989.79	\$ 1,000.61
Mconnell	Laura Anne	Plainclothes Police Constable	\$ 114,821.86	\$ 1,012.70
Mconnell	William	Police Constable	\$ 106,657.49	\$ 1,000.61
Mconnell	Susan	Police Constable	\$ 103,939.86	\$ 350.61
Mconnery	Kurtis William	Police Constable	\$ 108,072.69	\$ 956.74
Mccord	Tanya Lachlan	Sergeant	\$ 113,966.99	\$ 1,027.91
Mccormack	David	Superintendent	\$ 216,626.48	\$ 12,097.95
Mccormick	Derek Alan	Plainclothes Police Constable	\$ 112,546.08	\$ 1,012.70
Mccormick	Joey	Police Constable	\$ 100,537.85	\$ 981.89
Mccourt	Kevin	Plainclothes Police Constable	\$ 111,919.90	\$ 1,022.58
Mccready	William	Detective Sergeant	\$ 129,549.88	\$ 1,085.37
Mccreight	Kenneth	Police Constable	\$ 103,416.09	\$ 1,000.61
Mccue	Todd Douglas	Plainclothes Police Constable	\$ 110,453.58	\$ 997.36
Mcculloch	Michael	Detective	\$ 139,098.44	\$ 1,047.28
Mccullough	Kristal Kashmir	Plainclothes Police Constable	\$ 115,217.57	\$ 987.28
Mccullough	Alan	Police Constable	\$ 110,053.25	\$ 981.89
Mccullough	Christopher Aubrey	Police Constable	\$ 106,200.60	\$ 995.21
Mccutcheon	Douglas	Detective	\$ 121,701.81	\$ 397.28
Mccutcheon	Sean Cameron	Sergeant	\$ 118,858.91	\$ 1,037.79
Mcdermott	Daniel	Sergeant	\$ 125,523.70	\$ 1,047.28
Mcdermott	Euan	Police Constable	\$ 111,233.25	\$ 981.89
Mcdermott	Sabrina Alice	Plainclothes Police Constable	\$ 103,986.31	\$ 1,002.04
Mcdonald	James William	Sergeant	\$ 135,966.42	\$ 1,027.91
Mcdonald	Spencer Matthew	Detective	\$ 120,434.05	\$ 1,032.35
Mcdonald	Jesse Jonathon	Plainclothes Police Constable	\$ 116,097.08	\$ 988.75
Mcdonald	Matthew Peter	Plainclothes Police Constable	\$ 110,561.20	\$ 1,002.04
Mcdoom	Omar Sulaiman	Police Constable	\$ 103,521.65	\$ 975.62
Mcdougall	Robert Gordon	Sergeant	\$ 183,018.19	\$ 1,029.76
Mcdougall	Shannon	Police Constable	\$ 144,869.81	\$ 1,000.61
Mcdougall	Joseph Gerrard	Police Constable	\$ 120,603.03	\$ 990.47
Mcevoy	Clinton Wayne	Plainclothes Police Constable	\$ 121,842.66	\$ 1,002.04
Mcfadyen	Brian Dennis	Police Constable	\$ 126,645.27	\$ 981.89
Mcfadyen	Daniel Gordon	Detective	\$ 120,491.62	\$ 1,037.79
Mcfarquhar	Brett Harry	Staff Sergeant	\$ 122,197.26	\$ 416.65
Mcfarquhar	Craig James	Detective	\$ 111,125.47	\$ 1,027.91
Mcfatridge	Laura Lynn	Plainclothes Police Constable	\$ 113,198.95	\$ 1,002.04
Mcgahearn	John Anthony	Police Constable	\$ 106,290.51	\$ 1,000.61
Mcgarrrity	Ronald Kenneth	Police Constable	\$ 108,473.62	\$ 971.62
Mcgarrry	William Michael	Detective	\$ 120,891.27	\$ 1,047.28
Mcgarrry	John William	Plainclothes Police Constable	\$ 113,449.50	\$ 1,002.04
Mcgee	Michael	Sergeant	\$ 132,576.21	\$ 1,047.28
Mcgilp	Robin John	Police Constable	\$ 113,470.22	\$ 971.62
Mcginn	Michael Joseph	Detective	\$ 116,398.18	\$ 1,027.91
Mcgivern	Michael George	Sergeant	\$ 146,497.60	\$ 1,047.28
Mcgivern	Sean Barme	Police Constable	\$ 102,990.18	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
McGovern	Paul John	Sergeant	\$ 112,870.69	\$ 1,027.91
McGowan	Monica	Plainclothes Police Constable	\$ 110,921.20	\$ 1,022.58
McGran	Stephen Anthony	Sergeant	\$ 115,527.36	\$ 1,027.91
McGrath	Dustin Thomas	Police Constable	\$ 147,053.80	\$ 985.01
McGrath	Daniel George	Plainclothes Police Constable	\$ 107,956.57	\$ 993.85
McGuinness	Sean	Police Constable	\$ 116,305.62	\$ 1,000.61
McGuire	Jennifer Lynn	Police Constable	\$ 102,461.40	\$ 881.10
McIlwain	Steven George	Detective	\$ 134,322.96	\$ 1,047.28
McInnis	Jessica Michelle	Detective	\$ 150,673.25	\$ 1,037.79
McIntosh	Daniel	Detective	\$ 124,477.31	\$ 1,047.28
McIntosh	Allison Paula	Police Constable	\$ 100,153.38	\$ 971.62
McIntyre	Ryan Douglas	Plainclothes Police Constable	\$ 109,597.87	\$ 1,002.04
Mckay	Edward	Staff Sergeant	\$ 132,706.88	\$ 1,085.37
Mckay	Scott	Detective	\$ 120,486.76	\$ 1,047.28
Mckee	Kelly Marie	Detective	\$ 117,284.83	\$ 1,027.91
Mckenzie	Shawn Scott	Plainclothes Police Constable	\$ 132,841.15	\$ 1,012.70
Mckenzie	Peter Sheldon	Plainclothes Police Constable	\$ 115,979.77	\$ 545.08
Mckenzie	Robert Sean	Detective	\$ 113,237.68	\$ 1,032.35
Mckeen	Mark Joseph	Police Constable	\$ 103,044.06	\$ 1,000.61
Mckeown	Lisa Dawn	Plainclothes Police Constable	\$ 112,805.56	\$ 1,012.70
Mckeraghan	Dann Francis	Plainclothes Police Constable	\$ 113,376.09	\$ 1,012.70
Mckinnie	Amanda	Sergeant	\$ 121,174.16	\$ 1,047.28
Mckinnon	Darryl Lloyd	Police Constable	\$ 109,117.85	\$ 975.62
Mcknight	Cory	Police Constable	\$ 124,268.05	\$ 1,000.61
Mcknight	Adam Scott	Plainclothes Police Constable	\$ 121,492.85	\$ 993.85
McLane	Gregory	Staff Inspector	\$ 147,678.59	\$ 7,291.66
McLane	James Russell	Sergeant	\$ 135,047.89	\$ 1,047.28
McLane	Kristine Ann	Plainclothes Police Constable	\$ 107,181.87	\$ 1,002.04
McLaughlin	Ian	Sergeant	\$ 182,345.85	\$ 1,047.28
McLaughlin	Martin William	Training Constable	\$ 130,446.18	\$ 1,002.04
McLaughlin	Junior Sylvester	Police Constable	\$ 114,894.86	\$ 990.47
McLaughlin	Veronica Jennifer	Police Constable	\$ 108,596.43	\$ 331.89
McLaughlin	Colm	Police Constable	\$ 103,713.24	\$ 1,000.61
McLean	Barbara	Superintendent	\$ 177,126.09	\$ 14,744.80
McLean	Nancy Mary	Sergeant	\$ 129,802.72	\$ 1,047.28
McLeish	Patricia Louise	Senior Technical Analyst	\$ 119,561.01	\$ 379.60
McLeish	William Scott	Police Constable	\$ 100,076.48	\$ 990.47
McLellan	Curtis Johnny	Police Constable	\$ 111,922.74	\$ 981.89
McLeod	Matthew Alexander	Plainclothes Police Constable	\$ 126,015.85	\$ 1,002.04
McLeod	Patrick	Training Constable	\$ 117,194.42	\$ 1,022.58
McLeod	Shelley Christine	Plainclothes Police Constable	\$ 105,922.71	\$ 977.64
McMahon	Joseph	Police Constable	\$ 105,218.42	\$ 1,000.61
McMillen	Matthew Frank	Police Constable	\$ 108,091.64	\$ 981.89
McNabb	Edward Lynn	Police Constable	\$ 114,538.36	\$ 981.89
McNabb	Angela Helen	Police Constable	\$ 104,685.05	\$ 1,000.61
McNabb	Andrew Gordon	Police Constable	\$ 101,905.73	\$ 390.47
McNamara	Colleen	Plainclothes Police Constable	\$ 123,752.21	\$ 1,011.85
McNeil	Ronald	Sergeant	\$ 120,355.04	\$ 1,047.28
McNevin	Jeffrey Lee	Police Constable	\$ 102,919.18	\$ 971.62
McParland	Shannon Marie	Plainclothes Police Constable	\$ 111,499.45	\$ 1,002.04
McQueen	Sherry Lynn	Police Constable	\$ 113,241.24	\$ 981.89
McQuoid	Scott Chapman	Plainclothes Police Constable	\$ 108,701.26	\$ 1,002.04
McVeigh	Michael James	Sergeant	\$ 112,146.64	\$ 1,027.91
Mcvey	Lewis James	Police Constable	\$ 134,759.66	\$ 306.74
Meaney	Shawn	Detective	\$ 124,461.15	\$ 1,047.28
Medeiros	Andy	Plainclothes Police Constable	\$ 120,476.72	\$ 1,002.04
Medulun	Mark Geoffrey	Police Constable	\$ 102,915.85	\$ 971.62
Meech	Raymond John	Sergeant	\$ 150,418.27	\$ 1,047.28
Meehan	Patrick	Sergeant	\$ 136,722.11	\$ 1,047.28
Meehan	Anthony Paul	Police Constable	\$ 102,244.32	\$ 990.47

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Meik	Vivian	Detective	\$ 126,532.33	\$ 1,047.28
Melanson	James Allen	Senior Operations Supervisor	\$ 111,044.03	\$ 1,056.64
Melerowicz	Zachary Michael	Police Constable	\$ 119,493.79	\$ 306.74
Melerowicz	Michal	Police Constable	\$ 106,165.98	\$ 769.55
Meloche	Shawn Ronald	Staff Sergeant	\$ 136,719.38	\$ 1,085.37
Meloche	Robert Thomas	Police Constable	\$ 113,425.65	\$ 398.96
Menard	John Phillip	Detective	\$ 119,919.87	\$ 1,037.79
Mendez	Ancile Hugh	Police Constable	\$ 112,101.33	\$ 981.89
Mendoza	Philip Manilay	Sergeant	\$ 118,322.60	\$ 1,037.79
Mendoza	Erwin Gonzales	Police Constable	\$ 106,623.39	\$ 995.11
Mendoza	Bryan	Plainclothes Police Constable	\$ 106,465.98	\$ 1,012.70
Meredith	Craig Andrew	Plainclothes Police Constable	\$ 138,151.13	\$ 1,002.04
Merritt	Christopher Michael	Police Constable	\$ 115,205.70	\$ 981.89
Merritt	Chad Joseph	Plainclothes Police Constable	\$ 113,107.24	\$ 1,002.04
Mersereau	Michael	Sergeant	\$ 125,112.11	\$ 1,047.28
Merza	Trevor James	Police Constable	\$ 106,809.03	\$ 981.89
Methe	Christopher Robert	Police Constable	\$ 101,994.35	\$ 971.62
Metzger	Katimarie	Plainclothes Police Constable	\$ 117,893.80	\$ 1,002.04
Metzger	Jennifer Lynn	Plainclothes Police Constable	\$ 103,904.36	\$ 1,002.04
Meuleman	Christopher Bryan	Police Constable	\$ 114,144.76	\$ 981.89
Mi	Yaoming	Senior Technical Analyst	\$ 122,461.49	\$ 379.60
Mian	Farhaan Aftab	Police Constable	\$ 122,178.49	\$ 995.88
Micallef	Mark Anthony	Police Constable	\$ 111,442.00	\$ 971.62
Miceli	Stephanie Caroline	Police Constable	\$ 104,539.46	\$ 971.62
Michelucci	Marco Antony	Training Constable	\$ 103,561.01	\$ 352.04
Middleton	William Scott	Police Constable	\$ 104,215.35	\$ 990.47
Mieszkalski	Peter	Plainclothes Police Constable	\$ 111,722.66	\$ 1,022.58
Mignardi	Steven Anthony	Police Constable	\$ 107,848.99	\$ 981.89
Mignardi	Sonia Marisa	Police Constable	\$ 105,391.49	\$ 331.89
Mihailescu	Simona	Plainclothes Police Constable	\$ 103,561.01	\$ 352.04
Mijares	Rene Libre	Police Constable	\$ 132,746.52	\$ 975.62
Mikalachki	Larry	Police Constable	\$ 104,611.02	\$ 1,000.61
Mildenberger	Kaine Johann	Plainclothes Police Constable	\$ 130,219.67	\$ 352.04
Miles	Jeremy Oliver	Plainclothes Police Constable	\$ 122,931.34	\$ 1,002.04
Milic	Dany	Police Constable	\$ 111,002.53	\$ 1,000.61
Millar	Jason Andrew	Police Constable	\$ 107,646.96	\$ 981.89
Miller	Helen Diane	Superintendent	\$ 155,771.67	\$ 6,528.89
Miller	Duncan	Sergeant	\$ 126,731.77	\$ 1,047.28
Miller	Darren Leonard	Police Constable	\$ 124,031.01	\$ 254.66
Miller	Christopher John	Plainclothes Police Constable	\$ 123,142.02	\$ 993.85
Miller	Brian James	Police Constable	\$ 119,374.45	\$ 988.13
Miller	Prince Charles	Plainclothes Police Constable	\$ 118,544.19	\$ 988.05
Miller	Shane Christopher	Sergeant	\$ 115,835.85	\$ 1,027.91
Miller	Ian Mark	Plainclothes Police Constable	\$ 115,058.87	\$ 1,002.04
Miller	Ryan Keneth	Detective	\$ 112,983.54	\$ 1,027.91
Miller	William Peter	Supervisor	\$ 110,401.76	\$ 323.31
Miller	Caroline Nancy	Police Constable	\$ 105,881.44	\$ 972.02
Miller	Sharon Ann	Plainclothes Police Constable	\$ 104,457.49	\$ 1,002.04
Miller	James Anthony	Plainclothes Police Constable	\$ 103,588.77	\$ 1,002.04
Miller	Jill	Police Constable	\$ 102,849.81	\$ 1,000.61
Mills	Brad Jonathan	Police Constable	\$ 117,470.43	\$ 971.62
Mills	Paul Terrance	Plainclothes Police Constable	\$ 110,858.96	\$ 1,012.70
Mills	Patricia	Police Constable	\$ 105,207.47	\$ 1,000.61
Minami	Mark Nobuyuki	Police Constable	\$ 128,479.01	\$ 981.89
Minasvand	George	Sergeant	\$ 123,992.07	\$ 1,037.79
Mineyko	Krzysztof Eustachy	Senior Analyst	\$ 112,463.91	\$ 379.60
Minhas	Gurminder Singh	Plainclothes Police Constable	\$ 120,569.84	\$ 996.93
Minor	Douglas Allan	Sergeant	\$ 134,814.49	\$ 1,047.28
Minor	Trisha Lee	Plainclothes Police Constable	\$ 106,880.23	\$ 996.95
Miranda	Eduardo Candido	Sergeant	\$ 124,828.55	\$ 1,025.93

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Miranda	Cristian Andres	Plainclothes Police Constable	\$ 114,234.22	\$ 987.05
Miron	Bruno Joseph	Detective	\$ 142,650.53	\$ 1,037.79
Mirza	Shahrukh	Police Constable	\$ 137,384.76	\$ 972.02
Misiuda	Melissa Deanne	Plainclothes Police Constable	\$ 119,256.58	\$ 997.36
Misterowicz	Richard John	Sergeant	\$ 143,961.17	\$ 1,029.76
Mitakidis	Harals Steve	Training Constable	\$ 112,233.41	\$ 1,002.04
Mitchell	Charles	Sergeant	\$ 130,985.05	\$ 1,047.28
Mitchell	Jodi Lynn	Sergeant	\$ 121,374.59	\$ 1,037.79
Mitchell	Christopher Gordon	Plainclothes Police Constable	\$ 114,011.07	\$ 1,002.04
Mitchener	Robert Andrew	Police Constable	\$ 101,932.34	\$ 978.77
Mitskou	Christopher	Police Constable	\$ 104,611.56	\$ 971.62
Mnushkin	Sergey Afroyim	Police Constable	\$ 109,400.20	\$ 981.89
Moallemi	Kaveh	Technical Analyst	\$ 100,559.33	\$ 285.45
Mobbs	Christopher Andrew	Police Constable	\$ 120,857.78	\$ 981.89
Moed	Jeremy Clark	Sergeant	\$ 127,960.21	\$ 1,037.79
Moffat	Anthony	Police Constable	\$ 113,007.62	\$ 975.62
Mohamed	Rizwan	Plainclothes Police Constable	\$ 119,224.39	\$ 1,002.04
Mohammed	Riad Jinnah	Police Constable	\$ 112,685.54	\$ 972.02
Mohammed	Adil Farid	Plainclothes Police Constable	\$ 106,959.18	\$ 988.75
Mohammed	Colin Elliott	Police Constable	\$ 106,372.82	\$ 995.88
Mohr	Chad Francis	Police Constable	\$ 117,960.95	\$ 981.89
Moi	Natalie Bobo	Police Constable	\$ 113,880.37	\$ 981.89
Moisseev	Iouri	Senior Technical Analyst	\$ 111,757.02	\$ 379.60
Mojtahedi	Omid	Police Constable	\$ 100,002.96	\$ 983.54
Mokorich	Laura Elizabeth	Police Constable	\$ 105,447.76	\$ 971.62
Mole	Derek James	Plainclothes Police Constable	\$ 138,234.96	\$ 1,002.04
Molinaro	Antonio	Supervisor	\$ 159,029.98	\$ 933.40
Moloney	Patrick Michael	Police Constable	\$ 146,130.35	\$ 981.89
Molyneaux	Steven	Inspector	\$ 159,910.22	\$ 1,277.58
Molyneaux	Curtis Michael	Training Constable	\$ 110,025.88	\$ 1,007.50
Molyneaux	Doreen Evelyn	Plainclothes Police Constable	\$ 106,391.98	\$ 362.70
Momeni	Orang	Sergeant	\$ 175,099.42	\$ 1,038.59
Monaghan	Patrick James	Detective Sergeant	\$ 138,097.48	\$ 1,085.37
Monahar	Dion Rajesh	Detective	\$ 142,398.67	\$ 1,035.45
Mondelli	Roberto Joseph	Police Constable	\$ 103,652.13	\$ 981.89
Moniz	Brian Melo	Operations Supervisor	\$ 125,895.88	\$ 947.83
Moniz	Steven Correia	Police Constable	\$ 106,032.87	\$ 981.89
Monk	Christopher Dwaine	Plainclothes Police Constable	\$ 112,584.11	\$ 997.36
Monroe	Cameron Stewart	Plainclothes Police Constable	\$ 115,325.21	\$ 993.85
Montcalm	Alain Jean	Police Constable	\$ 103,769.60	\$ 981.89
Monteiro	Robert	Sergeant	\$ 165,753.40	\$ 1,035.84
Monteiro	David Jason	Police Constable	\$ 105,808.78	\$ 978.77
Montgomery	Elizabeth Helen	Detective	\$ 118,532.20	\$ 1,047.28
Montgomery	Aaron James	Police Constable	\$ 105,674.06	\$ 981.89
Montgomery	Vicki	Police Constable	\$ 103,071.36	\$ 1,000.61
Montis	Christine Cheryl	Plainclothes Police Constable	\$ 104,607.54	\$ 1,002.04
Montoya	Oscar Mauricio	Plainclothes Police Constable	\$ 107,625.36	\$ 988.05
Montrait	David William	Police Constable	\$ 121,925.18	\$ 975.62
Mooney	Joshua	Police Constable	\$ 104,997.65	\$ 971.62
Moorcroft	Christopher Robert	Police Constable	\$ 132,961.21	\$ 995.88
Moorcroft	Michael Brian	Police Constable	\$ 126,230.35	\$ 986.57
Moore	Steven	Sergeant	\$ 137,259.77	\$ 1,047.28
Moore	Brett Calvin	Sergeant	\$ 133,091.52	\$ 1,037.79
Moore	Michael Martin	Police Constable	\$ 129,930.61	\$ 981.89
Moore	Adam Benjamin	Training Constable	\$ 122,645.30	\$ 1,002.04
Moore	Jeremy Andrew	Police Constable	\$ 122,203.48	\$ 971.62
Moore	Scott William	Detective	\$ 116,850.32	\$ 1,037.79
Moore	Darcy	Sergeant	\$ 116,524.85	\$ 1,047.28
Moore	Kevin Robert	Police Constable	\$ 109,594.92	\$ 981.89
Moore	David Christopher	Police Constable	\$ 106,320.13	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Moore	Christine Margaret	Communications Operator	\$ 106,068.55	\$ 936.13
Moosvi	Syed	Police Constable	\$ 104,563.16	\$ 1,000.61
Mora	Ingrid Mirella	Patrol Supervisor	\$ 107,072.72	\$ 908.83
Moraes	Timothy	Plainclothes Police Constable	\$ 115,328.46	\$ 1,022.58
Moran	Ruth Marian	Detective	\$ 123,362.69	\$ 387.79
Moran	Erick Odyr	Police Constable	\$ 111,956.43	\$ 972.02
Morash	Deborah M	Plainclothes Police Constable	\$ 109,303.65	\$ 1,022.58
Morden	Todd Douglas	Plainclothes Police Constable	\$ 120,129.78	\$ 1,012.70
Moreau	Paul Robert	Detective	\$ 131,482.93	\$ 1,037.79
Morehouse	Rita	Sergeant	\$ 148,435.26	\$ 1,047.28
Moreira	Peter Michael	Inspector	\$ 153,697.00	\$ 1,319.68
Moreira	John	Detective	\$ 118,058.35	\$ 1,047.28
Morel	Daniel	Police Constable	\$ 110,123.65	\$ 971.62
Morell	Adam	Police Constable	\$ 121,999.65	\$ 1,000.61
Moretti	Mark	Police Constable	\$ 104,825.47	\$ 1,000.61
Morgan	Christopher	Police Constable	\$ 137,293.35	\$ 978.77
Morgan	Daniel Philip	Plainclothes Police Constable	\$ 135,763.59	\$ 1,002.04
Morgan	Susanne Frieda	Plainclothes Police Constable	\$ 115,929.33	\$ 1,002.04
Morley	Emma Jane	Plainclothes Police Constable	\$ 106,392.63	\$ 974.20
Morris	Jason Robert	Plainclothes Police Constable	\$ 226,344.03	\$ 1,002.04
Morris	Leslie	Detective	\$ 148,706.99	\$ 1,047.28
Morris	Nickolas Joseph	Police Constable	\$ 142,786.43	\$ 1,000.61
Morris	Mandy Dawn	Detective	\$ 134,631.86	\$ 1,037.79
Morris	Peter Neil	Sergeant	\$ 133,566.03	\$ 1,037.79
Morris	Mark Lavarous	Detective	\$ 125,666.74	\$ 1,037.79
Morris	Adam John	Police Constable	\$ 119,791.50	\$ 972.02
Morris	Harold	Sergeant	\$ 118,259.05	\$ 1,047.28
Morris	Brett Hamilton	Police Constable	\$ 100,089.09	\$ 981.89
Morrison	Michael Robert	Detective	\$ 120,604.58	\$ 1,037.79
Morrison	Michelle Yvette	Police Constable	\$ 116,549.08	\$ 1,000.61
Morrison	Melissa Mary	Plainclothes Police Constable	\$ 112,085.83	\$ 1,002.04
Morrison	Steven Christopher	Police Constable	\$ 111,206.82	\$ 981.89
Morse	Victoria Jane	Detective	\$ 130,668.55	\$ 1,027.91
Mosquite	Ruel	Plainclothes Police Constable	\$ 131,408.43	\$ 1,022.58
Mostowski	Marek	Plainclothes Police Constable	\$ 126,458.35	\$ 1,002.04
Mota	Danny Labao	Police Constable	\$ 109,344.95	\$ 981.89
Moureau	Julie Soline	Police Constable	\$ 111,653.81	\$ 981.89
Mowat	Peter Hugh	Labour Relations Analyst	\$ 104,335.95	\$ 340.04
Moxam	Darren Kenneth	Detective	\$ 154,141.67	\$ 1,027.91
Moxham	Sean Gary	Plainclothes Police Constable	\$ 122,120.89	\$ 1,002.04
Moyer	Matthew Ignatius	Staff Sergeant	\$ 136,677.28	\$ 1,085.37
Moynagh	Robert	Detective	\$ 138,043.24	\$ 1,047.28
Mozolev	Nikolay	Police Constable	\$ 103,684.21	\$ 981.89
Mrahar	Jasbir Singh	Police Constable	\$ 121,414.51	\$ 982.42
Mueller	Stefan	Police Constable	\$ 127,897.55	\$ 1,000.61
Mueller	Hans-Juergen	Police Constable	\$ 115,517.53	\$ 1,000.61
Mugford	Stephen Michael	Police Constable	\$ 112,375.01	\$ 987.83
Muir	Michael Adam	Police Constable	\$ 107,444.50	\$ 971.62
Muirhead	James Andrew	Police Constable	\$ 110,019.93	\$ 981.89
Mullally	Joseph Jennings	Police Constable	\$ 106,131.51	\$ 978.77
Mullen	Michael Jeffery	Detective	\$ 149,326.82	\$ 1,037.79
Mullin	George	Staff Sergeant	\$ 132,904.19	\$ 1,085.37
Mundy	Susan Ann	Police Constable	\$ 104,254.93	\$ 1,000.61
Mungal	Matthew	Detective	\$ 136,172.29	\$ 1,047.28
Munro	Ryan Christopher	Police Constable	\$ 109,074.49	\$ 972.02
Munroe	Kelly Bruce	Police Constable	\$ 153,829.54	\$ 1,000.61
Munroe	Neil Gerard	Detective	\$ 130,256.20	\$ 1,037.79
Murnane	Melissa Katherine	Plainclothes Police Constable	\$ 102,827.00	\$ 978.50
Murphy	Daniel Timothy	Police Constable	\$ 131,961.45	\$ 956.74
Murphy	Liam	Sergeant	\$ 121,092.09	\$ 1,047.28

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Murphy	Michael Patrick	Police Constable	\$ 107,235.90	\$ 981.89
Murphy	Shane Peter	Police Constable	\$ 106,136.25	\$ 971.62
Murphy	Todd Aaron	Police Constable	\$ 100,565.75	\$ 981.89
Murray	Sandy	Senior Advisor Policy	\$ 135,538.74	\$ 491.39
Murray	David	Staff Sergeant	\$ 129,357.53	\$ 1,085.37
Murray	Alicia Marie	Detective	\$ 127,063.84	\$ 1,027.91
Murray	Karen Patricia	Sergeant	\$ 112,018.31	\$ 1,027.91
Murray	Neal Allan	Police Constable	\$ 107,149.19	\$ 981.89
Murray	Scott Robert	Police Constable	\$ 106,769.91	\$ 981.89
Murray	David Gerard	Plainclothes Police Constable	\$ 104,725.90	\$ 1,002.04
Murray-Bates	Kerry-Anne	Senior Operations Supervisor	\$ 135,582.99	\$ 1,056.64
Murrell	Kevin Earl	Staff Sergeant	\$ 131,935.50	\$ 1,085.37
Musah	Ishmail	Staff Sergeant	\$ 155,318.23	\$ 1,071.33
Muscat-Drago	Daniel Robert	Plainclothes Police Constable	\$ 100,433.56	\$ 917.06
Musdow	Claude	Sergeant	\$ 119,113.40	\$ 1,047.28
Musial	Bartosz Pawel	Police Constable	\$ 111,109.77	\$ 981.89
Musso Duarte	Susana	Police Constable	\$ 139,879.75	\$ 990.47
Mutch	Emily Ruth	Senior Corporate Planning Analyst	\$ 100,509.96	\$ 991.13
Mutis	Dawn	Plainclothes Police Constable	\$ 110,680.09	\$ 1,022.58
Muto	Antonio	Police Constable	\$ 103,086.41	\$ 1,000.61
Myers	Sharon Elizabeth	Detective	\$ 117,860.97	\$ 1,037.79
Myers	Gregory	Sergeant	\$ 116,663.83	\$ 1,047.28
Mylvaganam	Ajanthan	Police Constable	\$ 104,800.42	\$ 291.86
Naccarato	Jose	Project Leader	\$ 126,966.30	\$ 1,060.02
Nacev	Steven Aleksander	Police Constable	\$ 104,721.37	\$ 904.66
Nadeem	Sohail	Plainclothes Police Constable	\$ 111,913.72	\$ 984.93
Nadler	Andre Michael	Police Constable	\$ 103,514.44	\$ 981.89
Nafis	Rashid	Police Constable	\$ 114,562.76	\$ 981.89
Naidoo	Graeme Clayton	Detective	\$ 123,864.42	\$ 1,037.79
Nair	Sajeev	Detective	\$ 129,328.30	\$ 1,027.91
Nakhuda	Mohmed Hanif	Police Constable	\$ 122,313.76	\$ 981.89
Nallaratanam	Roshan	Police Constable	\$ 119,942.61	\$ 971.62
Nalon	Tamara Darlene	Senior Operations Supervisor	\$ 109,014.21	\$ 1,011.99
Nanji	Zahir Mohamed	Police Constable	\$ 100,856.12	\$ 981.89
Nantais	Jennifer Lynn	Police Constable	\$ 101,676.34	\$ 981.89
Nanton	Jason Stanley	Police Constable	\$ 123,397.67	\$ 981.89
Nanton	Andrew Antonio	Police Constable	\$ 121,486.43	\$ 981.89
Narine	Shaun	Superintendent	\$ 179,418.25	\$ 1,445.65
Nasim	Faisal	Police Constable	\$ 127,690.93	\$ 981.89
Nasner	Stefan	Plainclothes Police Constable	\$ 167,730.02	\$ 1,022.58
Nasser	Aman	Sergeant	\$ 151,720.79	\$ 1,020.98
Nassis	Stephanie	Training Constable	\$ 101,804.71	\$ 488.82
Neadles	William	Superintendent	\$ 205,556.90	\$ 15,716.89
Neadles	William Andrew	Police Constable	\$ 110,535.36	\$ 971.62
Neadles	Kyle Stephen	Police Constable	\$ 103,663.16	\$ 924.50
Neal	Wesley John	Detective	\$ 140,076.70	\$ 1,047.28
Neal	Peter	Detective	\$ 115,089.90	\$ 397.28
Neale	Lindsay Melissa	Plainclothes Police Constable	\$ 126,081.78	\$ 1,002.04
Neath	Kevin Bradley	Plainclothes Police Constable	\$ 128,184.41	\$ 1,002.04
Nei	Nicholas Shang-Lin	Sergeant	\$ 119,619.31	\$ 1,027.91
Neill	Stuart	Police Constable	\$ 105,060.66	\$ 986.57
Nelson	Melissa Anne	Police Constable	\$ 109,247.17	\$ 981.89
Nelson	Matthew Henry	Police Constable	\$ 103,397.28	\$ 971.62
Nevin	David	Police Constable	\$ 164,427.04	\$ 1,000.61
Newell	Patricia	Police Constable	\$ 102,907.21	\$ 1,000.61
Newhook	Matthew Albert	Sergeant	\$ 118,682.14	\$ 1,047.28
Newman	Bruce	Staff Sergeant	\$ 135,854.46	\$ 1,085.37
Newmarch	Brett Ryan	Plainclothes Police Constable	\$ 120,147.10	\$ 1,002.04
Newton	Deedee	Detective	\$ 119,346.18	\$ 1,047.28
Newton	David	Police Constable	\$ 103,581.65	\$ 1,000.61

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Ng	Siu-Mia	Plainclothes Police Constable	\$ 145,035.85	\$ 360.30
Ng	William	Police Constable	\$ 134,237.59	\$ 981.89
Ng	Yuen	Sergeant	\$ 117,733.10	\$ 1,047.28
Ng	Chi Wai	Plainclothes Police Constable	\$ 114,462.01	\$ 1,022.58
Ng	Philip	Police Constable	\$ 112,373.31	\$ 971.62
Ngan	Edward Shing-Keung	Senior Advisor Quality Assurance	\$ 135,871.77	\$ 1,247.42
Nguyen	Daniel	Plainclothes Police Constable	\$ 112,318.15	\$ 978.50
Nguyen	Quoc Hoa-Khanh	Training Constable	\$ 110,023.39	\$ 1,002.04
Nichol	Ian Fraser	Detective Sergeant	\$ 128,538.15	\$ 435.37
Nichols	Heather Laury	Detective Sergeant	\$ 125,023.21	\$ 1,076.14
Nicholson	Leonard Bruce	Detective	\$ 119,834.78	\$ 1,037.79
Nickerson	Brandon Randal	Plainclothes Police Constable	\$ 122,934.07	\$ 994.16
Nickson	Michael James	Police Constable	\$ 110,121.53	\$ 986.57
Nicol	Brett Donald	Detective Sergeant	\$ 128,751.95	\$ 1,076.14
Nicol	Robert	Plainclothes Police Constable	\$ 115,269.88	\$ 1,638.18
Nicolle	Chad Edward	Sergeant	\$ 143,340.34	\$ 1,047.28
Nielsen	Christian Hinge	Manager of Shop Operations	\$ 153,695.78	\$ 1,167.65
Nijjar	Harjit Singh	Sergeant	\$ 115,665.58	\$ 1,037.79
Nimmo	Richard James	Detective	\$ 135,846.75	\$ 1,037.79
Niras	Nikolaos	Police Constable	\$ 142,010.70	\$ 1,000.61
Nisavic	Nick	Police Constable	\$ 107,317.53	\$ 1,000.61
Nishikawa	Brian Jonathan	Plainclothes Police Constable	\$ 123,440.63	\$ 994.16
Niziol	William James	Police Constable	\$ 141,909.37	\$ 971.62
Noble	Dale Lloyd	Police Constable	\$ 112,603.57	\$ 971.62
Nolan	Christopher	Staff Sergeant	\$ 131,184.28	\$ 1,085.37
Noll	Carl	Detective Sergeant	\$ 141,718.30	\$ 13,069.50
Noonan	Timothy John	Plainclothes Police Constable	\$ 112,822.25	\$ 1,022.58
Norman	William Michael	Police Constable	\$ 131,354.57	\$ 983.54
Norman	Darryl James	Plainclothes Police Constable	\$ 117,905.29	\$ 994.38
Norrie	Andrew	Inspector	\$ 177,554.40	\$ 1,139.45
Norrie	Hudson Fox	Police Constable	\$ 108,530.76	\$ 971.62
Norris	Robert	Police Constable	\$ 192,870.91	\$ 1,000.61
Norrmalm	Brenda Rosalie	Police Constable	\$ 100,290.49	\$ 990.47
Norski	Przemyslaw	Police Constable	\$ 125,457.79	\$ 981.89
North	Robert Lloyd	Detective	\$ 147,996.38	\$ 1,037.79
Northmore	Colleen	Detective	\$ 141,995.48	\$ 1,047.28
Northrup	Jeffrey John	Police Constable	\$ 132,725.44	\$ 1,000.61
Norton	David John	Detective	\$ 129,650.21	\$ 1,037.79
Notay	Jagmohan Singh	Parking Enforcement Officer	\$ 138,623.47	\$ 880.88
Noto	Diana	Plainclothes Police Constable	\$ 110,120.47	\$ 1,002.04
Nott	Jason Michael	Plainclothes Police Constable	\$ 103,561.01	\$ 1,002.04
Novinc	Branko	Sergeant	\$ 125,805.39	\$ 1,047.28
Nunes	Maria	Police Constable	\$ 128,240.46	\$ 1,000.61
Nuri	Abdullah	Detective	\$ 126,986.42	\$ 1,027.91
Nussbaum-Voina	Viorica Ioan	Senior Analyst	\$ 112,399.42	\$ 379.60
Nykorchuk	Pasqualina	Senior Corporate Planning Analyst	\$ 104,987.12	\$ 349.05
Oakes	James	Police Constable	\$ 122,621.03	\$ 1,000.61
Oakes	Joshua Robert	Police Constable	\$ 118,759.84	\$ 315.42
Oberfrank	Timothy	Detective	\$ 123,604.46	\$ 1,047.28
Obey	Jason David	Police Constable	\$ 106,398.04	\$ 971.62
Obornick	Howard	Police Constable	\$ 103,279.61	\$ 1,000.61
O'Brien	Sean	Sergeant	\$ 128,771.82	\$ 1,047.28
O'Brien	David	Training Constable	\$ 114,786.20	\$ 1,022.58
O'Brien	Colin Daniel	Police Constable	\$ 111,553.90	\$ 981.89
O'Connor	Brian	Inspector	\$ 156,604.97	\$ 1,139.45
O'Connor	Mike Stephen	Plainclothes Police Constable	\$ 115,695.98	\$ 1,002.04
O'Connor	Kellie Mae	Executive Assistant	\$ 101,394.44	\$ 967.90
Oddi	John-Paul Christopher	Police Constable	\$ 105,132.75	\$ 918.30
Odisho	Ashur	Police Constable	\$ 156,863.19	\$ 981.89
O'Donnell	Joseph Patrick	Police Constable	\$ 119,772.15	\$ 971.62

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
O'Donnell	Mark	Police Constable	\$ 100,874.86	\$ 981.89
O'Donohue	Derek Micheal	Sergeant	\$ 108,608.01	\$ 1,013.86
O'Donohue	Katie Elizabeth	Plainclothes Police Constable	\$ 104,883.87	\$ 993.85
Ogg	Sheila Elizabeth	Detective Sergeant	\$ 134,527.03	\$ 1,085.37
Ogg	Stuart Neil	Police Constable	\$ 100,088.59	\$ 921.65
O'Grady	Lawrence Joseph	Supervisor	\$ 103,197.93	\$ 999.05
Oh	Hyuk Jo	Police Constable	\$ 109,014.03	\$ 971.62
Oh	Saehyung	Police Constable	\$ 108,634.03	\$ 981.89
O'Hearn	James William	Police Constable	\$ 123,994.67	\$ 971.62
O'Kane	Gerald David	Detective	\$ 123,192.28	\$ 1,037.79
O'Keefe	David Michael	Plainclothes Police Constable	\$ 106,085.26	\$ 1,002.04
Okutin	Alexandr	Police Constable	\$ 114,115.18	\$ 918.30
O'Leary	Edmund Joseph	Police Constable	\$ 115,837.26	\$ 981.89
Oliveira	Gilberto Vieira	Police Constable	\$ 110,931.76	\$ 924.50
Oliveira	Dora Cristina	Police Constable	\$ 109,447.96	\$ 988.13
Oliveira	Linda	Plainclothes Police Constable	\$ 104,610.59	\$ 356.24
Oliver	Matthew Tyler	Plainclothes Police Constable	\$ 136,429.46	\$ 1,007.08
Oliver	Paul	Detective Sergeant	\$ 130,035.13	\$ 1,075.01
Oliver	Steven Ronald	Detective	\$ 120,859.22	\$ 1,027.91
Ollos	Sandor Ernest	Police Constable	\$ 120,256.33	\$ 981.89
Olsen	Frank	Detective	\$ 125,464.71	\$ 1,047.28
Olsen	Shaun	Sergeant	\$ 121,039.07	\$ 1,047.28
Olson	Gary Aldred	Sergeant	\$ 116,846.90	\$ 1,047.28
Olshewski	Michelle Lynne	Detective	\$ 139,771.87	\$ 1,042.59
Olukoya	Olufemi	Police Constable	\$ 164,812.72	\$ 1,000.61
Olver	Robert Bond	Police Constable	\$ 104,720.46	\$ 1,000.61
Omelko	Steven John	Police Constable	\$ 115,845.19	\$ 904.66
Onami	Jason Morito	Plainclothes Police Constable	\$ 107,098.98	\$ 352.04
O'Neill	Barry John	Sergeant	\$ 126,238.05	\$ 1,029.76
O'Neill	Brian Donald	Plainclothes Police Constable	\$ 115,623.82	\$ 1,002.04
O'Neill	Sandra Louise	Plainclothes Police Constable	\$ 106,902.37	\$ 365.61
O'Neill	Sean Keith	Police Constable	\$ 106,817.24	\$ 981.89
O'Neill	Erik Rodney	Police Constable	\$ 104,610.57	\$ 981.89
Ong	Rhoel Villegas	Sergeant	\$ 149,229.69	\$ 1,037.79
Onyszkiewicz	Andrew	Detective Sergeant	\$ 138,518.33	\$ 1,085.37
Onzuka	Edward Yuji	Plainclothes Police Constable	\$ 114,779.49	\$ 4,005.09
Oosterhof	Carole Jane	Police Constable	\$ 102,849.81	\$ 350.61
Oostwood	Michael Gerard	Police Constable	\$ 100,017.48	\$ 990.47
Orchard	Ian Duncan	Plainclothes Police Constable	\$ 109,219.44	\$ 372.58
O'Riordan	Wayne James	Detective	\$ 112,172.20	\$ 1,027.91
Oroz	Slavko	Police Constable	\$ 165,146.93	\$ 971.62
Ortega Gonzalez	Mario Enrique	Senior Programmer	\$ 105,966.64	\$ 349.05
Osagie	Bassey	Sergeant	\$ 140,653.35	\$ 1,037.79
Osborn	Robert Daniel	Police Constable	\$ 120,739.81	\$ 981.89
Osborne	Keith Thomas	Plainclothes Police Constable	\$ 121,334.36	\$ 1,002.04
Osborne	Brian Otto	Police Constable	\$ 114,045.82	\$ 981.89
O'Shea	Stephen James	Training Constable	\$ 118,991.49	\$ 1,002.04
Osman	Walid Ahmed	Plainclothes Police Constable	\$ 107,087.05	\$ 1,002.04
Osmanaj	Ardit	Police Constable	\$ 138,389.52	\$ 981.89
Osoba	Olusesan Osokoya	Plainclothes Police Constable	\$ 118,307.02	\$ 1,002.04
Ostrom-Peake	Deirdre Ann	Labour Relations Analyst	\$ 118,286.85	\$ 1,167.81
O'Toole	Kimberley Anne	Staff Sergeant	\$ 138,911.93	\$ 1,076.14
O'Toole	Edward Francis	Police Constable	\$ 108,915.76	\$ 981.89
Otten	Edward Marcel	Police Constable	\$ 111,346.21	\$ 981.89
Ouellet	Andrew	Police Constable	\$ 131,773.94	\$ 990.47
Ouellette	David Mark	Detective	\$ 116,716.34	\$ 1,037.79
Ouellette	Robert Bruce	Plainclothes Police Constable	\$ 115,068.34	\$ 1,012.70
Ozkan	Nedim	Senior Analyst	\$ 121,941.50	\$ 379.60
Ozols	John	Plainclothes Police Constable	\$ 122,007.91	\$ 1,022.58
Ozretic	Nicole Michelle	Plainclothes Police Constable	\$ 113,325.95	\$ 1,002.04

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Pabla	Sukhvinderpal Singh	Detective	\$ 145,399.96	\$ 1,037.79
Pablo	Glen Patrick	Police Constable	\$ 121,581.86	\$ 981.89
Pacheco	Walter De	Sergeant	\$ 113,914.93	\$ 1,035.45
Page	Derek William	Police Constable	\$ 128,619.59	\$ 1,001.60
Paglia	Giancarlo	Plainclothes Police Constable	\$ 109,806.01	\$ 1,002.04
Pagnello	Michele	Plainclothes Police Constable	\$ 117,085.58	\$ 1,002.04
Pais	Glenn Edwin	Police Constable	\$ 125,935.01	\$ 981.89
Pais	Scharnil Valerian	Police Constable	\$ 107,680.62	\$ 981.89
Pak	Andrew Jin-Ho	Police Constable	\$ 111,421.25	\$ 981.89
Pakravan	Glavol Gloria	Manager of Performance Management	\$ 155,412.10	\$ 3,090.43
Pala	Rasih San	Plainclothes Police Constable	\$ 135,854.28	\$ 1,002.04
Palermo	Michael Angelo	Detective	\$ 197,606.03	\$ 1,037.79
Palermo	Loredana	Plainclothes Police Constable	\$ 130,716.80	\$ 997.36
Palic	Igor	Police Constable	\$ 119,631.21	\$ 981.89
Palm	Petra Juliane	Plainclothes Police Constable	\$ 105,289.76	\$ 349.93
Palmer	Roger Anthony	Police Constable	\$ 107,934.39	\$ 971.62
Panayotov	Lubomir Ivanov	Plainclothes Police Constable	\$ 116,088.57	\$ 997.36
Pandolfi	Alessandro Anthony	Plainclothes Police Constable	\$ 126,514.98	\$ 1,012.70
Panesar	Sarabhjeet Singh	Plainclothes Police Constable	\$ 115,572.08	\$ 1,002.04
Pangos	Edward Anthony	Police Constable	\$ 103,046.01	\$ 981.89
Panton	Sarah Marie	Police Constable	\$ 105,678.23	\$ 352.04
Paoletta	Anthony	Staff Sergeant	\$ 127,030.96	\$ 1,066.06
Papadopoulos	Kyriakos	Police Constable	\$ 162,235.41	\$ 981.89
Papamanolis	Dimitrios	Police Constable	\$ 117,912.35	\$ 306.74
Papatheodorou	George	Police Constable	\$ 130,436.88	\$ 981.89
Pape	Derek Anthony	Plainclothes Police Constable	\$ 106,894.44	\$ 1,002.04
Papizewski	Leeann	Staff Sergeant	\$ 135,446.91	\$ 1,085.37
Paraskevopoulos	Stephanie Erica	Detective	\$ 111,575.63	\$ 1,027.91
Parasram	Lawrence	Plainclothes Police Constable	\$ 106,191.49	\$ 1,002.04
Pardy	Jamie Richard	Police Constable	\$ 130,201.07	\$ 971.62
Pareja	Carlos Adrian	Police Constable	\$ 135,834.35	\$ 972.02
Pargetter	Kevin James	Police Constable	\$ 111,970.68	\$ 981.89
Park	Josef	Police Constable	\$ 124,842.83	\$ 990.47
Park	Sung Jin	Police Constable	\$ 121,904.86	\$ 981.89
Park	Sang Jun	Police Constable	\$ 117,329.50	\$ 990.47
Park	Sung Min	Police Constable	\$ 117,302.00	\$ 971.62
Park	John David	Plainclothes Police Constable	\$ 116,934.88	\$ 993.85
Park	Ryan Lee	Police Constable	\$ 106,465.81	\$ 971.62
Park	Jae Woo	Police Constable	\$ 103,503.46	\$ 321.62
Park	Seung Joon	Plainclothes Police Constable	\$ 100,997.45	\$ 306.74
Parker	Todd William	Police Constable	\$ 150,864.87	\$ 988.49
Parker	Fitzroy	Police Constable	\$ 131,111.74	\$ 981.89
Parker	Ian Christopher	Police Constable	\$ 111,508.78	\$ 986.57
Parkin	Andrew Wilfred	Police Constable	\$ 146,185.61	\$ 981.89
Parks li	Edward Lee	Police Constable	\$ 108,780.10	\$ 978.77
Parliament	Gregory James	Police Constable	\$ 106,505.92	\$ 981.89
Parmar	Mandeep Singh	Plainclothes Police Constable	\$ 130,621.80	\$ 1,002.04
Parney	Christopher George	Police Constable	\$ 106,974.98	\$ 983.54
Paroussoudi	Lemonia Alexandra	Police Constable	\$ 125,957.61	\$ 972.02
Parrish	Scott	Plainclothes Police Constable	\$ 109,223.64	\$ 1,022.58
Parrott	Michael Eric	Detective	\$ 154,760.65	\$ 1,027.91
Parsons	Stuart Magruder	Plainclothes Police Constable	\$ 145,612.91	\$ 1,022.58
Parsram	Ramesh Brian	Sergeant	\$ 123,173.57	\$ 1,047.28
Partridge	Frank	Staff Sergeant	\$ 141,440.83	\$ 1,085.37
Partridge	David William	Police Constable	\$ 133,636.41	\$ 975.62
Parvin	Armand Sydney	Training Constable	\$ 103,561.01	\$ 1,002.04
Pascaris	Matthew Ryan	Police Constable	\$ 107,922.25	\$ 917.06
Passerino	Curtis Paul	Police Constable	\$ 108,039.03	\$ 983.54
Patchett	Cheryl	Police Constable	\$ 158,789.95	\$ 1,000.61
Patching	Andrea	Plainclothes Police Constable	\$ 109,636.14	\$ 1,022.58

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Pate	Andrew William	Plainclothes Police Constable	\$ 110,932.87	\$ 993.85
Patel	Juneid Ahmed	Police Constable	\$ 131,094.06	\$ 972.02
Patel	Rajeshkumar	Detective	\$ 119,516.16	\$ 1,027.91
Paterson	Kyle Scott	Plainclothes Police Constable	\$ 114,346.08	\$ 1,002.04
Pathak	Davinder Kumar	Police Constable	\$ 194,704.23	\$ 981.89
Pathak	Rajinder Kumar	Police Constable	\$ 138,115.63	\$ 981.89
Pathak	Samip	Plainclothes Police Constable	\$ 130,988.47	\$ 1,002.04
Patil	Sameer	Police Constable	\$ 100,446.60	\$ 981.89
Patrick	Colin William	Police Constable	\$ 112,309.38	\$ 971.62
Patterson	Michael James	Detective Sergeant	\$ 138,789.54	\$ 1,076.14
Patterson	Shona-Lynn Debra	Plainclothes Police Constable	\$ 122,460.31	\$ 1,002.04
Patterson	Robert	Detective	\$ 119,708.33	\$ 1,047.28
Patterson	Stephen Brent	Police Constable	\$ 116,959.71	\$ 981.89
Pattison	Steven	Staff Sergeant	\$ 142,093.25	\$ 1,085.37
Paul	Candace D	Sergeant	\$ 116,530.45	\$ 397.28
Paul	Mohit	Police Constable	\$ 113,497.73	\$ 981.89
Pavlidis	Theodora	Sergeant	\$ 120,446.13	\$ 1,047.28
Payne	Gregory James	Detective Sergeant	\$ 140,828.93	\$ 435.37
Payne	Bradley James	Plainclothes Police Constable	\$ 127,580.32	\$ 996.95
Payne	Karl Scott	Detective	\$ 121,235.88	\$ 1,047.28
Payton	Howard Lewis	Sergeant	\$ 122,292.82	\$ 1,047.28
Peacock	Jason Alexander	Plainclothes Police Constable	\$ 147,571.62	\$ 1,012.70
Pearce	Ryan William	Police Constable	\$ 100,896.96	\$ 924.50
Pearson	Jeffrey	Detective Sergeant	\$ 131,941.96	\$ 1,085.37
Pearst	Dwayne Omar	Police Constable	\$ 124,280.80	\$ 981.89
Peavoy	Courtney Diane	Police Constable	\$ 116,448.97	\$ 971.62
Pece	Anthony Michael	Plainclothes Police Constable	\$ 117,193.73	\$ 992.15
Peck	Jennifer Louise	Plainclothes Police Constable	\$ 103,066.17	\$ 982.04
Pednaud	Andre Brett	Police Constable	\$ 106,676.06	\$ 981.89
Pelech	Danylo Ilyia	Police Constable	\$ 115,572.83	\$ 971.62
Pelow	Patrick Peter	Police Constable	\$ 103,487.07	\$ 981.89
Pena	Nelson Das	Police Constable	\$ 115,852.79	\$ 972.02
Pengelly	Rosemary	Plainclothes Police Constable	\$ 114,128.50	\$ 372.58
Penner	Adam Christopher	Police Constable	\$ 135,201.02	\$ 971.62
Penney	Patrick	Police Constable	\$ 105,834.80	\$ 350.61
Penny	Lisa Rita	Police Constable	\$ 108,323.08	\$ 981.89
Penton	Shane Stephen	Sergeant	\$ 119,873.61	\$ 1,037.79
Peplinski	Eugene Silas	Police Constable	\$ 111,087.94	\$ 971.62
Pera	Enrico	Manager of Facilities Management	\$ 153,788.89	\$ 3,079.69
Percival	Kimberly Jane	Sergeant	\$ 119,299.81	\$ 1,037.79
Perdon	Vera Lyn	Police Constable	\$ 103,942.77	\$ 972.02
Perelli	Lee Marvin	Police Constable	\$ 107,179.15	\$ 971.62
Perem	Erik Artur	Police Constable	\$ 116,660.18	\$ 981.89
Perez	Ali Antonio	Police Constable	\$ 144,544.58	\$ 971.62
Perez	Jose Antonio	Police Constable	\$ 108,156.67	\$ 892.26
Perilli	Joseph Lee	Plainclothes Police Constable	\$ 111,372.35	\$ 988.75
Perino	Kenneth Vincent	Police Constable	\$ 121,395.63	\$ 975.62
Perks	Trevor Aaron	Police Constable	\$ 102,689.18	\$ 772.02
Permaul	Gavin	Police Constable	\$ 117,399.32	\$ 971.62
Perreault	Sean Michael	Staff Sergeant	\$ 138,640.21	\$ 1,085.37
Perry	Trevor Quentin	Police Constable	\$ 117,661.19	\$ 981.89
Perry	Kevin	Police Constable	\$ 106,146.15	\$ 1,000.61
Persaud	Rajendra	Plainclothes Police Constable	\$ 128,566.49	\$ 997.36
Persaud	Ramace	Police Constable	\$ 113,617.86	\$ 975.62
Persaud	Chaitram	Police Constable	\$ 107,989.96	\$ 971.62
Pershin	Andrei Valeri	Plainclothes Police Constable	\$ 112,910.35	\$ 1,002.04
Persichetti	Donato	Police Constable	\$ 129,942.54	\$ 985.01
Persram	Ranjit	Police Constable	\$ 102,849.81	\$ 350.61
Peschier	Christopher Victor	Police Constable	\$ 117,499.96	\$ 971.62
Peters	Lionel Sean	Police Constable	\$ 138,118.95	\$ 949.52

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Peters	Cornelius	Police Constable	\$ 132,588.37	\$ 981.89
Peters	Scott Murray	Plainclothes Police Constable	\$ 106,391.98	\$ 1,012.70
Petersen	Kristan Mathew	Police Constable	\$ 101,547.85	\$ 981.89
Petersen	Kathleen Erin	Police Constable	\$ 100,311.86	\$ 981.89
Peterson	Clifford William	Plainclothes Police Constable	\$ 128,145.04	\$ 1,002.04
Petkovic	Boris	Plainclothes Police Constable	\$ 130,785.80	\$ 1,002.04
Petrakis	Stavros	Police Constable	\$ 127,341.85	\$ 981.89
Petrakis	Michael	Police Constable	\$ 110,370.38	\$ 981.89
Petrakis	Kyriakos	Plainclothes Police Constable	\$ 109,451.55	\$ 988.75
Petrasek	Michael Julian	Police Constable	\$ 103,100.06	\$ 1,000.61
Petrie	Richard	Detective	\$ 142,103.35	\$ 1,047.28
Petrie	Kyle Johnathon	Sergeant	\$ 105,091.71	\$ 1,027.91
Petticrew	Amanda Aaron	Training Constable	\$ 105,033.10	\$ 350.48
Phair	Mark Gordon	Sergeant	\$ 130,760.20	\$ 1,047.28
Philipson	Graeme	Detective	\$ 127,212.89	\$ 1,047.28
Phillips	Adam Marshall	Police Constable	\$ 119,529.75	\$ 975.62
Phillips	Daniel Martin	Police Constable	\$ 102,217.23	\$ 990.47
Phillips	Fiona Theresa	Plainclothes Police Constable	\$ 100,875.25	\$ 978.50
Phoon	Newton Chun	System Administrator	\$ 115,058.21	\$ 1,029.60
Phuong	James Jason	Plainclothes Police Constable	\$ 105,238.49	\$ 990.99
Piccolo	Adrian Michael	Police Constable	\$ 102,615.18	\$ 981.89
Piche	Paula	Police Constable	\$ 110,245.71	\$ 1,005.59
Pickering	Stephen	Plainclothes Police Constable	\$ 110,376.08	\$ 1,022.58
Pickett	Travis Grayson	Police Constable	\$ 107,398.09	\$ 981.89
Pickrell	Neil	Police Constable	\$ 123,002.96	\$ 1,000.61
Pieper	Donna	Sergeant	\$ 116,524.85	\$ 447.28
Pierre	Christopher Sean	Police Constable	\$ 120,676.49	\$ 971.62
Pignatelli	Tony	Police Constable	\$ 164,011.94	\$ 1,000.61
Pigram	Andrew John	Police Constable	\$ 101,756.43	\$ 971.62
Pikula	Kamil Stanislaw	Plainclothes Police Constable	\$ 152,769.27	\$ 972.02
Pileggi	Adriano Domenico	Plainclothes Police Constable	\$ 107,723.84	\$ 994.16
Pillach	Adrian Jozef	Police Constable	\$ 108,423.70	\$ 981.89
Pilon	Jay Patrick	Plainclothes Police Constable	\$ 105,801.05	\$ 978.81
Pinchak	Wasył	Project Leader	\$ 120,672.84	\$ 410.02
Pinchin	Brian	Plainclothes Police Constable	\$ 129,563.15	\$ 1,022.58
Pinfold	Matthew George	Plainclothes Police Constable	\$ 115,037.48	\$ 1,002.04
Pinizzotto	Marc Anthony	Training Constable	\$ 124,233.96	\$ 999.48
Pinnock	Donovan	Police Constable	\$ 103,100.94	\$ 350.61
Pinto	Suzanne Marie	Staff Sergeant	\$ 128,275.94	\$ 1,085.37
Pinto	Silvino Ricardo	Police Constable	\$ 127,028.61	\$ 917.06
Pipe	Stephen	Staff Sergeant	\$ 131,928.55	\$ 1,085.37
Piraisoody	Balakumaran	Police Constable	\$ 109,456.26	\$ 972.02
Pisani	Paul Lee	Plainclothes Police Constable	\$ 123,680.15	\$ 1,002.04
Pisano	Joseph Francesco	Plainclothes Police Constable	\$ 116,247.02	\$ 1,002.04
Pischedda	Mark Stephen	Plainclothes Police Constable	\$ 128,506.90	\$ 1,002.04
Pitcher	David Charles	Plainclothes Police Constable	\$ 111,321.87	\$ 1,007.60
Pitcher	Sean Murray	Police Constable	\$ 107,979.81	\$ 972.02
Pitre	Danny Christopher	Plainclothes Police Constable	\$ 122,433.23	\$ 993.85
Pitters	Glenn Michael	Police Constable	\$ 120,554.76	\$ 990.47
Platte	Patrick Frank	Police Constable	\$ 111,881.19	\$ 971.62
Platte	Charlene Gina	Police Constable	\$ 111,155.71	\$ 972.02
Pleshe	Daryl William	Plainclothes Police Constable	\$ 116,504.58	\$ 1,002.04
Plunkett	Patrick John	Detective	\$ 115,797.10	\$ 1,027.91
Plunkett	Sheri Lynn	Plainclothes Police Constable	\$ 105,199.59	\$ 1,004.14
Poczak	Lisa	Detective	\$ 119,781.51	\$ 1,047.28
Poge	Eric Ronald	Police Constable	\$ 119,787.60	\$ 971.62
Pogue	Lauren	Detective Sergeant	\$ 136,071.86	\$ 1,085.37
Poh	Raymon Oei	Police Constable	\$ 111,970.86	\$ 972.02
Poirier	Sean Michael	Police Constable	\$ 115,842.80	\$ 904.66
Poirier	Alexandre	Police Constable	\$ 102,455.30	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Polak	Brandon Victor	Police Constable	\$ 112,262.78	\$ 981.89
Poliak	Mark John	Plainclothes Police Constable	\$ 120,097.78	\$ 1,012.70
Policelli	Tanya	Plainclothes Police Constable	\$ 110,491.16	\$ 1,022.58
Pollard	Kristine Rian	Plainclothes Police Constable	\$ 111,283.51	\$ 1,002.04
Pollard	James Evan	Police Constable	\$ 108,021.44	\$ 981.89
Pollock	Tige Samuel	Detective	\$ 140,707.36	\$ 1,027.91
Polychronis	George	Police Constable	\$ 120,116.21	\$ 971.62
Poole	Richard Andrew	Police Constable	\$ 114,502.76	\$ 1,022.58
Poole	Candice Jennifer	Plainclothes Police Constable	\$ 109,653.89	\$ 1,002.04
Pop	Ian	Plainclothes Police Constable	\$ 116,568.37	\$ 1,022.58
Popalzai	Mustafa	Police Constable	\$ 124,949.80	\$ 909.62
Popov	Alexander Igorevich	Plainclothes Police Constable	\$ 116,398.22	\$ 988.05
Poranganel	Mark Varkey	Plainclothes Police Constable	\$ 112,029.23	\$ 1,012.70
Porter	Bryan Andrew	Police Constable	\$ 140,834.00	\$ 904.66
Porter	Dainian Alloy	Plainclothes Police Constable	\$ 135,338.85	\$ 1,002.04
Porter	John Laurine	Police Constable	\$ 100,649.27	\$ 981.89
Posluszny	Andrew Zbigniew	Police Constable	\$ 141,744.28	\$ 981.89
Potter	Vivienne Sanja	Police Constable	\$ 170,884.04	\$ 986.57
Potts	Mark Jonathan	Training Constable	\$ 114,760.55	\$ 1,002.04
Poulimenos	William Demetre	Police Constable	\$ 119,005.28	\$ 983.45
Poulin	Martin Fabian	Sergeant	\$ 117,372.42	\$ 1,037.79
Pourghazi	Aydin	Police Constable	\$ 111,047.52	\$ 972.02
Powell	Daniel James	Detective	\$ 132,177.90	\$ 1,047.28
Powell	Michelle Elizabeth	Plainclothes Police Constable	\$ 127,305.43	\$ 1,012.70
Powis	Jennifer Ann	Sergeant	\$ 126,289.43	\$ 1,037.79
Powrie	John Erwin	Police Constable	\$ 105,781.63	\$ 978.77
Poynter	Christopher Rex	Police Constable	\$ 126,992.63	\$ 981.89
Pozzan	Andrew Valerio	Plainclothes Police Constable	\$ 117,144.80	\$ 1,002.04
Pravica	Dusan Dan	Sergeant	\$ 157,267.31	\$ 1,037.79
Prechtoko	Lisa Terra	Police Constable	\$ 107,341.23	\$ 981.89
Prentice	Stefan Patrick	Staff Sergeant	\$ 144,591.86	\$ 1,076.14
Press	Michael Allen	Senior Firearms Officer	\$ 115,038.66	\$ 1,029.60
Preston	Brian	Inspector	\$ 206,740.92	\$ 1,328.59
Preston	Debra	Superintendent	\$ 179,021.21	\$ 14,053.39
Preuthun	Adam Alexander	Police Constable	\$ 111,688.58	\$ 981.89
Prevost	Terry Joseph	Plainclothes Police Constable	\$ 125,323.81	\$ 352.04
Prevost	Jayne Thomas	Police Constable	\$ 121,504.54	\$ 331.89
Price	Brandon Lee	Detective	\$ 139,573.76	\$ 1,027.91
Price	Mary	Staff Sergeant	\$ 128,925.83	\$ 1,085.37
Price	David Raymond	Plainclothes Police Constable	\$ 121,900.89	\$ 1,002.04
Price	Timothy John	Police Constable	\$ 115,659.72	\$ 981.89
Price	Ryan Andrew	Police Constable	\$ 105,718.34	\$ 329.42
Price	Robert Arthur	Police Constable	\$ 105,125.55	\$ 975.62
Priem	Michelle Simone	Plainclothes Police Constable	\$ 103,561.01	\$ 352.04
Pritchard	Brian James	Detective	\$ 113,696.38	\$ 387.79
Pritchard	Denis Blair	Police Constable	\$ 102,369.05	\$ 981.89
Pritchard	Grant Donlee	Police Constable	\$ 100,362.93	\$ 972.02
Proctor	Norman Edward	Detective Sergeant	\$ 129,677.81	\$ 1,085.37
Proctor	Richard	Detective	\$ 120,677.30	\$ 1,047.28
Proctor	Kelly Sean	Police Constable	\$ 111,409.47	\$ 981.89
Prodanos	Alexi	Police Constable	\$ 100,561.55	\$ 985.85
Prodeus	Derek Michael	Police Constable	\$ 128,121.17	\$ 971.62
Proger	Sergey Ilyich	Training Constable	\$ 103,860.48	\$ 1,002.04
Prosavich	Paula Anne	Sergeant	\$ 117,670.46	\$ 477.91
Prosper	Mark Anthony	Police Constable	\$ 123,959.41	\$ 975.62
Proulx	Kevin Edward	Police Constable	\$ 112,112.65	\$ 981.89
Provender	Stephanie Lin	Police Constable	\$ 106,214.27	\$ 971.62
Pugash	Mark	Director of Corporate Communications	\$ 193,308.29	\$ 11,748.71
Pulkki	Irene	Detective	\$ 140,598.94	\$ 1,047.28
Pulla	Jeremy James	Plainclothes Police Constable	\$ 134,534.21	\$ 1,001.26

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Pulumbait	Ryan Carjutan	Plainclothes Police Constable	\$ 135,425.68	\$ 988.05
Purchas	Christopher Dale	Plainclothes Police Constable	\$ 127,378.13	\$ 637.70
Purves	Scott Robert	Detective	\$ 119,262.70	\$ 1,037.79
Purvis	Andrew James	Plainclothes Police Constable	\$ 105,112.72	\$ 988.75
Puterbaugh	David Frederick	Plainclothes Police Constable	\$ 126,699.13	\$ 999.48
Putman	Michael Francis	Sergeant	\$ 117,367.25	\$ 397.28
Putnam	Aaron Matthew	Plainclothes Police Constable	\$ 113,734.25	\$ 1,002.04
Qiu	Kimberley Joan	Senior Advisor Quality Assurance	\$ 135,871.77	\$ 597.42
Quaiattini	Ming Wei	Senior Communications Technician	\$ 104,377.23	\$ 304.72
Quann	Susan	Staff Sergeant	\$ 127,976.38	\$ 435.37
Queen	Dillon Joseph	Police Constable	\$ 113,016.70	\$ 972.02
Quesnelle	Graham	Staff Sergeant	\$ 142,690.34	\$ 1,085.37
Quigley	Curtis Leonard	Police Constable	\$ 105,963.08	\$ 995.11
Quijada-Mancia	Kimberley	Police Constable	\$ 103,508.70	\$ 1,000.61
Quinlan	Juan Carlos	Sergeant	\$ 123,820.61	\$ 1,027.91
Quinn	Jerome Justin	Plainclothes Police Constable	\$ 105,968.48	\$ 987.90
Quinn	Michael Marc	Sergeant	\$ 137,898.50	\$ 1,037.79
Quinn	Sean Lee	Plainclothes Police Constable	\$ 118,366.31	\$ 1,002.04
Quinn	Conal George	Training Constable	\$ 114,595.46	\$ 1,002.04
Quinn	Anabento	Police Constable	\$ 113,706.34	\$ 981.89
Quinn	Sarah Christine	Police Constable	\$ 105,395.47	\$ 976.72
Qureshi	Ajwaiz Niaz	Detective Sergeant	\$ 128,383.33	\$ 1,066.65
Rabbito	Corrado	Plainclothes Police Constable	\$ 118,016.20	\$ 1,012.70
Racette	Allan Roger	Plainclothes Police Constable	\$ 120,923.55	\$ 1,002.04
Racicot	Christine Rose	Police Constable	\$ 105,486.12	\$ 981.89
Radford	Barry	Detective	\$ 146,239.26	\$ 1,047.28
Radford	Christopher Keith	Plainclothes Police Constable	\$ 104,363.74	\$ 997.36
Radix	Brenda Rebecca	Manager of Property and Evidence	\$ 165,851.15	\$ 1,385.38
Rae	Jennifer	Plainclothes Police Constable	\$ 104,428.01	\$ 999.48
Rafferty	Susan Tracy	Police Constable	\$ 102,942.51	\$ 981.89
Ragell	Thomas Michael	Sergeant	\$ 124,266.24	\$ 1,047.28
Rahaman	Imeel Syed	Plainclothes Police Constable	\$ 107,161.07	\$ 324.12
Rahim	Kamal Sean	Police Constable	\$ 107,752.63	\$ 982.67
Rallis	Peter	Sergeant	\$ 120,460.68	\$ 1,037.79
Ralph	Timothy	Staff Sergeant	\$ 135,642.68	\$ 1,085.37
Rambharack	Neil	Detective	\$ 116,075.81	\$ 377.91
Ramer	Donald	Deputy Chief	\$ 236,905.60	\$ 14,683.10
Ramirez	Marion Genevieve	Senior Analyst Information Technology	\$ 112,207.02	\$ 379.60
Ramjattan	Ramnarine	Detective	\$ 125,409.53	\$ 397.28
Ramji	Aly Raza	Detective	\$ 122,557.28	\$ 1,047.28
Ramos	Lerny	Manager of Accounting Services	\$ 156,194.51	\$ 3,090.43
Ramos	John Fitzgerald	Police Constable	\$ 127,426.56	\$ 981.89
Ramos	Daniel Leonardo	Police Constable	\$ 115,635.29	\$ 975.62
Rampat	Sunil	Training Constable	\$ 106,905.96	\$ 1,002.04
Rampersad	Steven	Police Constable	\$ 102,127.75	\$ 981.89
Rampersaud	David	Senior Analyst Information Technology	\$ 112,351.02	\$ 379.60
Rampersaud	Darren Rabindra	Senior Programmer	\$ 101,854.90	\$ 304.52
Ramphal	Vedanand Sudesh	Police Constable	\$ 108,202.05	\$ 981.89
Ramprashad	Dwarkh	Police Constable	\$ 146,440.26	\$ 1,000.61
Ramsay	Michael Todd	Police Constable	\$ 110,478.20	\$ 981.89
Ramsay	Jason Andrew	Police Constable	\$ 107,263.08	\$ 981.89
Ramsay	Chad Everett	Police Constable	\$ 100,789.16	\$ 981.89
Ramsbottom	Christopher William	Police Constable	\$ 129,126.21	\$ 981.89
Rand	Richard Theodore	Plainclothes Police Constable	\$ 112,127.96	\$ 1,002.40
Randall	Nicholas William	Plainclothes Police Constable	\$ 119,624.14	\$ 993.85
Randhawa	Mandeep Singh	Police Constable	\$ 133,568.61	\$ 971.62
Randhawa	Palvinder Singh	Police Constable	\$ 118,501.53	\$ 990.79
Randle	Krista Elizabeth	Job Evaluation Analyst	\$ 101,394.44	\$ 1,090.38
Raney	Andrew	Sergeant	\$ 118,671.63	\$ 1,047.28
Rangi	Sunjeet	Police Constable	\$ 101,084.63	\$ 879.66

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Rantisi	Adam Micheal	Police Constable	\$ 106,331.25	\$ 322.02
Rasmussen	Kevin William	Plainclothes Police Constable	\$ 123,247.05	\$ 1,002.04
Raspberry	Jason William	Police Constable	\$ 133,718.15	\$ 998.19
Rathbone	Melanie Lynn	Police Constable	\$ 104,989.86	\$ 981.89
Rauh-Wasmund	Preston Ronald	Police Constable	\$ 107,471.03	\$ 904.66
Raveendran	Arjuna	Police Constable	\$ 126,532.48	\$ 933.18
Rawji	Feisal	Police Constable	\$ 126,099.69	\$ 990.47
Rawluk	Roy	Plainclothes Police Constable	\$ 112,956.38	\$ 1,022.58
Ray	Kenneth Denis	Plainclothes Police Constable	\$ 143,307.98	\$ 996.95
Rea	Philip Earl	Police Constable	\$ 102,504.65	\$ 981.89
Rebellato	Larry	Detective	\$ 143,985.81	\$ 1,047.28
Rebello	Mark Andrew	Sergeant	\$ 112,541.00	\$ 1,027.91
Rebelo	Joseph Francesco	Locational Administrator	\$ 104,896.60	\$ 979.42
Rector	Jason Anthony	Detective	\$ 125,689.93	\$ 1,027.91
Redden	Jeffrey	Sergeant	\$ 170,726.71	\$ 1,047.28
Reddin	Kirby Albert	Detective	\$ 136,034.76	\$ 1,027.91
Redfern	David Ian	Police Constable	\$ 138,205.43	\$ 981.89
Redick	Amanda Brooke	Police Constable	\$ 103,835.47	\$ 982.67
Redigonda	Richard	Sergeant	\$ 116,527.65	\$ 1,047.28
Redillas	Ulysses Gonzales	Police Constable	\$ 140,146.22	\$ 981.89
Redman	Suzanne	Staff Sergeant	\$ 131,604.61	\$ 1,085.37
Reed-Pyefinch	Jennifer Christine	Plainclothes Police Constable	\$ 122,641.24	\$ 997.36
Reeve	Brandon Alexander	Plainclothes Police Constable	\$ 109,301.45	\$ 1,002.04
Reeves	Sean Dennis	Plainclothes Police Constable	\$ 104,974.50	\$ 987.28
Regan	Douglas Fredrick	Detective Sergeant	\$ 129,312.44	\$ 1,085.37
Regan	Paul Francis	Police Constable	\$ 128,815.97	\$ 981.89
Regan	Gail	Detective	\$ 117,921.38	\$ 397.28
Regnier	Paul Stephen	Plainclothes Police Constable	\$ 111,502.12	\$ 977.64
Rego	Joaquim	Police Constable	\$ 125,410.18	\$ 981.89
Reid	Kyle Thomas	Sergeant	\$ 127,021.03	\$ 1,027.91
Reid	Chad Scott	Sergeant	\$ 123,983.68	\$ 1,027.91
Reid	Robert Charles	Plainclothes Police Constable	\$ 122,159.00	\$ 977.64
Reid	Jonathan Patrick	Police Constable	\$ 121,044.78	\$ 981.89
Reid	Gregor John	Plainclothes Police Constable	\$ 118,151.74	\$ 995.04
Reid	Waverley Elaine	Detective	\$ 116,527.65	\$ 1,047.28
Reid	John	Training Constable	\$ 113,513.30	\$ 1,022.58
Reid	Gordon Brian	Police Constable	\$ 110,254.49	\$ 1,000.61
Reid	Rhonda Margaret	Plainclothes Police Constable	\$ 106,419.46	\$ 1,002.04
Reid	Stephen	Police Constable	\$ 105,750.94	\$ 1,000.61
Reimer	Kenneth Brian	Staff Sergeant	\$ 130,637.38	\$ 1,085.37
Reimer	Thomas Arthur	Sergeant	\$ 129,202.57	\$ 1,027.91
Reimer	Eric Richard	Training Constable	\$ 113,964.61	\$ 1,012.70
Reinartas	Michael Arthur	Police Constable	\$ 137,543.61	\$ 981.89
Reinhart	Michelle Elizabeth	Police Constable	\$ 106,767.74	\$ 981.89
Reise	Ronald Gordon	Plainclothes Police Constable	\$ 114,047.06	\$ 997.36
Reitsma	Dana Elizabeth	Police Constable	\$ 124,950.45	\$ 978.42
Rekhi	Jasdeep	Police Constable	\$ 108,668.96	\$ 981.89
Reloza	Ralph Christopher	Police Constable	\$ 107,168.23	\$ 917.06
Relph	Bradley George	Sergeant	\$ 115,609.79	\$ 1,037.79
Relph	Mackenzie Claire	Plainclothes Police Constable	\$ 106,121.70	\$ 352.04
Remy	Smedley Anthony	Detective	\$ 129,517.98	\$ 1,047.28
Rendon	Brian	Police Constable	\$ 139,373.98	\$ 981.89
Rennie	Brian Anthony	Training Constable	\$ 135,071.96	\$ 1,012.70
Rennie	Alexander	Detective	\$ 121,273.52	\$ 2,540.09
Rennie	Jason Douglas	Police Constable	\$ 116,254.22	\$ 944.09
Repa	Mark Anthony	Sergeant	\$ 119,510.24	\$ 1,029.76
Rescigno	Claudio	Police Constable	\$ 100,404.46	\$ 971.62
Retsinas	Panagiota	Police Constable	\$ 108,563.54	\$ 1,000.61
Reynolds	Jason David	Plainclothes Police Constable	\$ 114,615.12	\$ 1,000.48
Reynolds	Trevor Curtis	Plainclothes Police Constable	\$ 105,921.37	\$ 988.75

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Rezvani	Seyed Ali	Plainclothes Police Constable	\$ 126,289.40	\$ 984.93
Rhone	Richard Stacey	Plainclothes Police Constable	\$ 117,097.09	\$ 1,002.04
Ribeiro	Reuben Francis	Police Constable	\$ 107,527.29	\$ 981.89
Ricci	Charles Michael	Detective	\$ 139,723.85	\$ 1,037.79
Ricciardi	Marco	Police Constable	\$ 103,562.50	\$ 981.89
Rice	Julie Lynn	Police Constable	\$ 103,943.92	\$ 981.89
Richards	Sarah Ann	Police Constable	\$ 111,828.61	\$ 971.62
Richardson	Andrew	Staff Sergeant	\$ 133,043.62	\$ 1,085.37
Richardson	Sheila Ann	Sergeant	\$ 121,047.89	\$ 397.28
Riche	Scott Leslie	Plainclothes Police Constable	\$ 113,886.17	\$ 1,002.04
Richmond	Michael Kenneth	Detective Sergeant	\$ 127,853.53	\$ 1,085.37
Riddell	Lindsay Diana	Plainclothes Police Constable	\$ 113,468.31	\$ 1,002.04
Ridgeley	Nigel Edward	Police Constable	\$ 134,620.71	\$ 315.42
Riegert	Christopher Andrew	Training Constable	\$ 113,666.84	\$ 994.16
Riel	Jeffery James	Police Constable	\$ 119,501.72	\$ 981.89
Rigby	Ryan Ronald	Police Constable	\$ 104,213.88	\$ 971.62
Riggs	Brian Christopher	Plainclothes Police Constable	\$ 122,263.16	\$ 1,012.70
Rim	Chris	Plainclothes Police Constable	\$ 111,137.21	\$ 1,002.04
Rinaldo	Michael	Police Constable	\$ 102,849.81	\$ 1,000.61
Rinkoff	Paul Barry	Detective Sergeant	\$ 125,484.50	\$ 416.65
Rinkoff	Lee Adam	Police Constable	\$ 111,009.08	\$ 981.89
Riolo	Salvatore Tony	Police Constable	\$ 104,903.88	\$ 983.54
Rivers	Brett Lewis	Police Constable	\$ 121,522.47	\$ 981.89
Riviere	Anthony Francis	Superintendent	\$ 179,018.70	\$ 16,097.24
Rizzi	Roberto Daniele	Patrol Supervisor	\$ 103,457.47	\$ 908.83
Roach	Bonnie Hilda	Police Constable	\$ 100,551.28	\$ 971.62
Robb	Paul George	Plainclothes Police Constable	\$ 104,994.86	\$ 1,002.04
Robbins	Kevin Shaun	Police Constable	\$ 114,189.42	\$ 981.89
Robert	Christopher Paul	Police Constable	\$ 107,637.40	\$ 981.89
Roberts	David	Sergeant	\$ 136,079.74	\$ 1,047.28
Roberts	Deighton Arthur	Police Constable	\$ 128,420.59	\$ 995.88
Roberts	Peter Leslie	Police Constable	\$ 120,513.90	\$ 971.62
Roberts	Angela Patricia	Detective	\$ 112,661.94	\$ 1,027.91
Roberts	Natasha Cecilia	Police Constable	\$ 109,135.33	\$ 971.62
Roberts	Joel Victor	Police Constable	\$ 107,500.62	\$ 975.62
Roberts	Jason John	Police Constable	\$ 105,197.28	\$ 984.65
Roberts	Ronald Harry	Police Constable	\$ 104,271.17	\$ 981.89
Roberts	Miguel Recardo	Police Constable	\$ 101,573.80	\$ 990.47
Robertson	Sarah Bethany	Police Constable	\$ 111,282.74	\$ 900.94
Robertson	Michael Henry	Police Constable	\$ 106,626.36	\$ 980.72
Robertson	Lynne	Police Constable	\$ 105,284.66	\$ 1,000.61
Robertson	Rodger Kent	Police Constable	\$ 103,302.71	\$ 1,000.61
Robertson	Leisha Andrea	Police Constable	\$ 103,297.35	\$ 981.89
Robinson	Morgan	Detective Sergeant	\$ 130,313.21	\$ 435.37
Robinson	Daniel	Sergeant	\$ 127,577.62	\$ 1,047.28
Robinson	Andrew Charles	Police Constable	\$ 107,946.26	\$ 986.57
Robinson	Brandon Michael	Plainclothes Police Constable	\$ 107,058.25	\$ 981.89
Robinson	Cole Thomas	Police Constable	\$ 106,540.36	\$ 981.89
Robinson	Neil Beresford	Police Constable	\$ 101,524.09	\$ 981.89
Robinson	Christopher Allen	Police Constable	\$ 100,717.65	\$ 990.47
Robitaille	Patrick Antoine	Detective	\$ 118,217.49	\$ 1,027.91
Rocha	Ulrick	Plainclothes Police Constable	\$ 125,375.32	\$ 993.85
Rochon	Becky	Police Constable	\$ 106,991.06	\$ 981.89
Rock	Carol	Detective	\$ 116,527.65	\$ 422.28
Rodeghiero	Robert James	Detective	\$ 117,350.09	\$ 1,029.76
Rodgers	Angela Dawn	Police Constable	\$ 110,498.03	\$ 981.89
Rodney	Dean Lloyd	Sergeant	\$ 123,991.34	\$ 1,027.91
Rodrigues	Julius Anthony	Police Constable	\$ 126,700.61	\$ 981.89
Rodriguez	Robert David	Police Constable	\$ 164,115.70	\$ 1,000.61
Rodriguez	Jeremiah Eric	Police Constable	\$ 110,017.21	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Rofaiei	Roshdy Fakhry	Senior Communications Technician	\$ 100,406.85	\$ 304.72
Rogers	Connor Matthew	Police Constable	\$ 114,001.26	\$ 971.62
Rogers	Michael Lee	Detective	\$ 111,092.47	\$ 1,029.02
Rogucki	Roman Thomas	Police Constable	\$ 116,418.41	\$ 981.89
Rohde	Danny William	Training Constable	\$ 118,272.39	\$ 1,012.70
Rolland	Shane Joseph	Police Constable	\$ 111,131.26	\$ 981.89
Romain	Jean-Bernard	Staff Sergeant	\$ 129,478.33	\$ 1,085.37
Romain	Phillip Roland	Police Constable	\$ 104,074.33	\$ 668.25
Roman	Katalin	Communications Operations Supervisor	\$ 103,215.53	\$ 975.22
Romano	Robert Nicholas	Plainclothes Police Constable	\$ 126,827.86	\$ 1,002.04
Romano	Anthony Stefano	Police Constable	\$ 103,859.93	\$ 981.89
Romeral	Matt Ian	Police Constable	\$ 110,867.77	\$ 972.02
Romita	Victor	Training Constable	\$ 124,078.94	\$ 995.02
Romito	Marino	Police Constable	\$ 105,640.12	\$ 981.89
Romyn	Jason	Plainclothes Police Constable	\$ 102,986.47	\$ 990.47
Rooney	Nigel Patrick	Plainclothes Police Constable	\$ 122,709.13	\$ 1,012.70
Rooney	Trevor Michael	Sergeant	\$ 115,242.22	\$ 1,037.79
Roopnarine	Rickey	Police Constable	\$ 104,953.82	\$ 981.89
Roopnarine	Angela	Police Constable	\$ 101,116.82	\$ 981.89
Rosbrook	Andrew Michael	Police Constable	\$ 107,992.55	\$ 981.89
Rose	Douglas Grant	Sergeant	\$ 127,202.63	\$ 1,047.28
Rose	Jonathan David	Sergeant	\$ 127,035.83	\$ 1,037.79
Rose	Dawn	Sergeant	\$ 116,533.25	\$ 397.28
Rose	Nimrod	Police Constable	\$ 105,627.38	\$ 971.62
Rose	Sally	Police Constable	\$ 103,280.36	\$ 1,000.61
Rosenberg	Howard	Police Constable	\$ 155,112.66	\$ 1,000.61
Rosete	Lester Edward	Detective	\$ 145,655.06	\$ 1,037.79
Rosina	Michael Drew	Sergeant	\$ 126,424.36	\$ 397.28
Ross	Jeffrey Alan	Detective	\$ 135,288.82	\$ 1,032.35
Ross	Scott Jeremy	Plainclothes Police Constable	\$ 123,488.31	\$ 1,012.70
Ross	Darlene	Sergeant	\$ 117,553.26	\$ 1,047.28
Ross	Keith	Plainclothes Police Constable	\$ 115,256.96	\$ 1,022.58
Ross	Cameron Stephen	Police Constable	\$ 113,156.95	\$ 981.89
Ross	Matthew Douglas	Systems Specialist	\$ 113,030.01	\$ 1,002.04
Ross	William	Police Constable	\$ 109,444.46	\$ 1,000.61
Ross	Kim Nicole	Benefit Analyst	\$ 106,946.57	\$ -
Rossano	John Benito	Sergeant	\$ 123,520.58	\$ 1,047.28
Rossi	Marcelo Osvaldo	Police Constable	\$ 123,028.79	\$ 981.89
Roth	Michael William	Plainclothes Police Constable	\$ 118,668.92	\$ 993.85
Rouette	Joseph Michel	Staff Sergeant	\$ 131,568.26	\$ 1,085.37
Rourke	Emerald Kelly	Plainclothes Police Constable	\$ 115,431.04	\$ 996.58
Rousseau	Aimee	Police Constable	\$ 103,007.97	\$ 971.62
Rousselle	Denis	Police Constable	\$ 100,554.75	\$ 990.47
Routh	Matthew Aaron	Detective	\$ 118,362.78	\$ 1,035.45
Rowe	Antoinette Margaret	Police Constable	\$ 124,691.86	\$ 981.89
Rowe	James Leonard	Plainclothes Police Constable	\$ 117,163.81	\$ 1,002.04
Rowlands	Eric Michael	Plainclothes Police Constable	\$ 118,951.02	\$ 997.88
Rowsome	Richard David	Sergeant	\$ 123,458.21	\$ 1,027.91
Roy	Shaun Douglas	Police Constable	\$ 119,821.99	\$ 981.89
Rozario	Conrad George	Plainclothes Police Constable	\$ 119,913.63	\$ 1,199.36
Rozich	Samantha Mildred	Sergeant	\$ 121,336.65	\$ 1,047.28
Rozman	Dennis Josip	Police Constable	\$ 102,162.01	\$ 972.02
Rudnick	Joanne Linda	Detective Sergeant	\$ 129,309.85	\$ 1,085.37
Rudzitis	Scott Andrew	Police Constable	\$ 105,805.56	\$ 988.49
Rughoo	David Ravindra	Plainclothes Police Constable	\$ 118,882.60	\$ 1,002.04
Ruhl	Christopher Keith	Detective	\$ 125,879.79	\$ 1,027.91
Ruiz	Richard	Police Constable	\$ 105,389.48	\$ 971.62
Rumney	Traci Gwendolyn	Police Constable	\$ 103,093.94	\$ 985.85
Rumolo	Antonio	Police Constable	\$ 107,303.75	\$ 981.89
Ruocco	Gissa Lissa	Training Constable	\$ 108,744.55	\$ 1,012.70

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Rupnarine	Leonard Sase	Police Constable	\$ 115,457.69	\$ 981.89
Russell	Thomas	Staff Superintendent	\$ 182,279.80	\$ 8,783.21
Russell	Robert Glenn	Detective	\$ 117,892.27	\$ 1,037.79
Russell	Alexander	Police Constable	\$ 113,294.11	\$ 1,000.61
Russell	David Michael	Police Constable	\$ 101,887.85	\$ 981.89
Russo	Jason Matthew	Plainclothes Police Constable	\$ 123,996.09	\$ 978.77
Rutherford	Anthony James	Sergeant	\$ 115,010.64	\$ 1,037.79
Rutkowski	Jacek	Police Constable	\$ 113,616.73	\$ 978.77
Ruttimann	Paul Eugen	Police Constable	\$ 103,974.26	\$ 971.62
Ruttner	Alexander	Police Constable	\$ 183,022.90	\$ 1,000.61
Ryan	Stephen Charles	Detective Sergeant	\$ 149,729.48	\$ 1,085.37
Ryan	Jennifer	Detective	\$ 129,514.81	\$ 1,047.28
Ryan	Richard	Detective	\$ 123,502.97	\$ 1,047.28
Ryan	Clinton Derek	Training Constable	\$ 120,470.79	\$ 1,002.04
Ryan	Barbara	Sergeant	\$ 116,524.85	\$ 1,047.28
Ryan	Lyndsey Michelle	Plainclothes Police Constable	\$ 110,151.96	\$ 977.64
Ryan	Kathleen Erin	Police Constable	\$ 108,611.20	\$ 981.89
Ryan	Jo-Anne	Police Constable	\$ 103,024.82	\$ 350.61
Ryckman	Kenneth Wayne	Plainclothes Police Constable	\$ 108,976.42	\$ 1,002.04
Rydzik	David Brian	Inspector	\$ 158,651.74	\$ 1,133.12
Rymsha	Michael Eugene	Plainclothes Police Constable	\$ 138,358.79	\$ 1,012.70
Ryzek	Wendy	Manager of Occupational Health and Safety	\$ 166,062.46	\$ 3,135.44
Sabadics	Daniel	Detective Sergeant	\$ 130,503.93	\$ 1,085.37
Sabadics	Kimberly Joan	Police Constable	\$ 115,917.09	\$ 1,000.61
Sabadin	Michael Alexander	Detective	\$ 120,652.15	\$ 1,027.91
Sabino	Jason Marques	Police Constable	\$ 115,494.09	\$ 881.10
Saccoccia	Paolo Vincenzo	Plainclothes Police Constable	\$ 123,632.71	\$ 1,002.04
Sadeghi	Azadeh	Sergeant	\$ 119,978.07	\$ 1,017.29
Sadler	Stephen	Sergeant	\$ 134,280.80	\$ 1,047.28
Sadrzadeh	Mir Siamak	Plainclothes Police Constable	\$ 169,931.68	\$ 1,002.04
Saeed	Kamran Mansoor	Sergeant	\$ 123,249.89	\$ 1,019.06
Safari	Mustafa	Police Constable	\$ 122,971.30	\$ 981.89
Saffioti	Antonio	Police Constable	\$ 107,775.32	\$ 972.02
Sager	Lawrence	Sergeant	\$ 120,596.42	\$ 1,047.28
Saggi	Sharnjit Singh	Police Constable	\$ 134,521.27	\$ 981.89
Saib	Rachid	Police Constable	\$ 106,529.52	\$ 975.62
Saini	Prekshat	Police Constable	\$ 110,547.92	\$ 981.89
Saini	Sushil Kumar	Plainclothes Police Constable	\$ 105,969.46	\$ 1,002.04
Sakhanina	Natalia	Police Constable	\$ 131,117.27	\$ 981.89
Salamon	Mariusz Robert	Police Constable	\$ 104,276.44	\$ 981.89
Saleh	Daniel	Police Constable	\$ 112,830.42	\$ 988.49
Salermo Paneque	Javier	Training Constable	\$ 113,908.00	\$ 1,002.04
Saliba	Rachel Catherine	Police Constable	\$ 125,987.71	\$ 981.89
Salihi	Kastriot	Plainclothes Police Constable	\$ 125,198.12	\$ 993.85
Salines	Ciro	Plainclothes Police Constable	\$ 117,547.99	\$ 997.36
Salowski	Gayle Winnifred	Labour Relations Analyst	\$ 118,222.71	\$ 1,167.81
Saltmarsh	Sean Ryan	Police Constable	\$ 121,405.00	\$ 981.89
Samaras	Nick	Police Constable	\$ 112,109.49	\$ 981.89
Samm	Samuel Junior	Sergeant	\$ 131,129.87	\$ 1,047.28
Sammut	David	Sergeant	\$ 152,792.96	\$ 1,047.28
Samson	Jeremy Calvin	Police Constable	\$ 135,463.00	\$ 981.89
Samson	Meghann Florence	Plainclothes Police Constable	\$ 109,598.11	\$ 993.85
Samuels	Robert	Sergeant	\$ 116,530.45	\$ 397.28
Sandberg	Rise Anne	Senior Operations Supervisor	\$ 109,118.82	\$ 361.99
Sanders	Neil Gregory	Police Constable	\$ 167,093.52	\$ 990.47
Sandford	Robert	Sergeant	\$ 131,673.21	\$ 1,047.28
Sandhu	Amrinder Singh	Police Constable	\$ 141,998.97	\$ 972.02
Sandhu	Balraj	Plainclothes Police Constable	\$ 106,595.66	\$ 1,002.04
Sangha	Harjit Singh	Plainclothes Police Constable	\$ 119,577.90	\$ 1,022.58
Sanguinetti	Michael Joseph	Police Constable	\$ 109,763.49	\$ 975.62

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Santana	Hugo	Police Constable	\$ 103,538.95	\$ 924.50
Santarelli	John Enrico	Police Constable	\$ 122,175.17	\$ 981.89
Santeramo	Anthony	Police Constable	\$ 106,145.24	\$ 981.89
Santiago	Francisco Dizon	Police Constable	\$ 123,974.78	\$ 996.65
Santizo Orantes	Nelson Alfredo	Police Constable	\$ 114,644.70	\$ 981.89
Santos	Eliana	Plainclothes Police Constable	\$ 123,532.22	\$ 1,002.04
Santos Vicentino	Richard	Police Constable	\$ 108,317.69	\$ 1,000.61
Sapsford	Ian Douglas	Police Constable	\$ 115,678.76	\$ 990.47
Sarasua	Joshua Junior	Plainclothes Police Constable	\$ 113,350.34	\$ 1,002.04
Sardella	Glenn Donato	Detective	\$ 139,946.79	\$ 1,037.79
Sargent	Christopher Sean	Sergeant	\$ 120,538.78	\$ 1,047.28
Saris	Matthew Theodore	Police Constable	\$ 111,257.50	\$ 917.06
Sarjoo	Kevin Ramroop	Plainclothes Police Constable	\$ 118,921.88	\$ 1,002.04
Sartori	Pasquale Claudio	Plainclothes Police Constable	\$ 116,189.94	\$ 993.85
Sarudi	Viktor	Plainclothes Police Constable	\$ 114,544.60	\$ 1,002.04
Sarvanandan	Baheerathan	Sergeant	\$ 113,780.55	\$ 1,027.91
Sattler	Francis Matthew	Plainclothes Police Constable	\$ 110,219.77	\$ 1,002.04
Saul	John Wesley	Police Constable	\$ 115,714.47	\$ 306.74
Saulnier	Nicole Denise	Communications Operator	\$ 100,192.24	\$ 936.13
Saunders	Mark	Chief of Police	\$ 332,511.59	\$ 2,677.12
Saunders	David	Inspector	\$ 130,717.18	\$ 607.29
Savary	Neil Thomas	Police Constable	\$ 114,850.85	\$ 981.89
Savoia	Giovanni	Police Constable	\$ 104,392.21	\$ 1,000.61
Sawyer	Andrew Leslie	Staff Sergeant	\$ 128,238.16	\$ 1,085.37
Sawyer	David Allan	Police Constable	\$ 117,976.46	\$ 981.89
Sayedzadeh	Mehrdad	Police Constable	\$ 134,512.59	\$ 971.62
Scanlan	Kimberly Lyn	Staff Sergeant	\$ 130,604.87	\$ 1,085.37
Scanzano	Shawn Joseph	Police Constable	\$ 128,721.04	\$ 972.02
Scavone	Gabriele	Police Constable	\$ 161,092.28	\$ 1,000.61
Scearce	Martin Kendal	Police Constable	\$ 117,662.73	\$ 981.89
Schafhauser	Hans Peter	Police Constable	\$ 101,047.96	\$ 981.89
Schenk	Philip	Police Constable	\$ 126,692.53	\$ 1,000.61
Scherbey	Ronnie Mikeal	Plainclothes Police Constable	\$ 112,613.41	\$ 1,012.70
Scherk	Christopher	Detective	\$ 124,222.39	\$ 1,047.28
Schertzer	Joyce	Detective Sergeant	\$ 160,739.96	\$ 1,085.37
Schettini	Anthony	Detective	\$ 119,218.51	\$ 1,047.28
Schiavo	Ryan Denis	Police Constable	\$ 112,372.65	\$ 859.42
Schippke	Daniel Jan	Plainclothes Police Constable	\$ 118,879.85	\$ 1,002.04
Schneider	Andrew	Staff Sergeant	\$ 132,918.97	\$ 1,085.37
Schneider	Benjamin Joseph	Police Constable	\$ 108,114.48	\$ 981.89
Schoch	Richard Augustin	Detective	\$ 148,482.45	\$ 1,037.79
Schofield	Glenn	Detective	\$ 122,030.16	\$ 1,047.28
Schofield	Gregory John	Drafting Technician	\$ 104,022.66	\$ 999.05
Scholl	Leslie	Police Constable	\$ 102,849.81	\$ 350.61
Schoon	Philip Richard	Police Constable	\$ 107,723.75	\$ 306.74
Schoonberg	Bobbi Anne	Police Constable	\$ 125,320.60	\$ 981.89
Schueder	Mark	Detective	\$ 100,918.03	\$ 643.88
Schulte	Kathryn Ruth	Plainclothes Police Constable	\$ 103,565.21	\$ 1,002.04
Schulze	Scott Curtis	Police Constable	\$ 120,569.31	\$ 981.89
Schulze	Frank Thomas	Police Constable	\$ 112,200.10	\$ 1,000.61
Schumacher	Jonathan Michael	Plainclothes Police Constable	\$ 108,694.68	\$ 1,012.70
Schwartz	Michael	Police Constable	\$ 103,233.71	\$ 981.89
Sconza	Fernando Giovanni	Police Constable	\$ 112,155.98	\$ 1,000.61
Scott	Gordon	Detective	\$ 144,796.78	\$ 1,047.28
Scott	Dwayne	Plainclothes Police Constable	\$ 111,113.49	\$ 1,022.58
Scott	Michael Andrew	Police Constable	\$ 105,200.99	\$ 981.89
Scudds	Paul	Staff Sergeant	\$ 128,260.63	\$ 1,085.37
Seaban	Michael George	Police Constable	\$ 123,626.91	\$ 995.88
Searles	Ian Brian	Detective	\$ 151,569.73	\$ 1,029.76
Searles	Trevor	Sergeant	\$ 143,181.81	\$ 397.28

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Sears	Sean Stephen	Police Constable	\$ 103,777.40	\$ 981.89
Seberry	William	Police Constable	\$ 103,225.36	\$ 350.61
Sedore	Kevin Arthur	Detective	\$ 119,695.75	\$ 1,037.79
Seguin	Dominic Stephane	Police Constable	\$ 140,395.19	\$ 981.89
Seguin	Christian Armand	Plainclothes Police Constable	\$ 119,027.04	\$ 1,002.04
Sehdev	Nitin	Plainclothes Police Constable	\$ 131,551.99	\$ 1,001.27
Selby	Shona Dumain	Police Constable	\$ 103,317.89	\$ 1,001.27
Self	Matthew Christopher	Police Constable	\$ 106,697.37	\$ 971.62
Selver	Terry William	Police Constable	\$ 101,425.53	\$ 984.20
Sen	Tapan Kumar	Project Leader	\$ 122,342.98	\$ 410.02
Senyk	Janna Louise	Plainclothes Police Constable	\$ 129,015.28	\$ 999.70
Serban	Ion Veronel	Project Leader	\$ 124,585.45	\$ 410.02
Serban	Petruta	Senior Programmer	\$ 103,439.96	\$ 349.05
Seremetkovski	Kathlin	Detective	\$ 115,082.39	\$ 1,027.91
Serrano	Matthew Antonio	Plainclothes Police Constable	\$ 131,621.68	\$ 1,002.04
Service	Quado	Police Constable	\$ 107,402.39	\$ 971.62
Service	Guy Peter	Police Constable	\$ 103,319.16	\$ 1,000.61
Seto	Benny Hoy	Plainclothes Police Constable	\$ 115,125.57	\$ 1,002.04
Seymour	Geoffrey Franklin	Sergeant	\$ 120,124.30	\$ 1,037.79
Sgroi	Steven Richard	Plainclothes Police Constable	\$ 123,463.65	\$ 994.16
Shafiq	Amad	Police Constable	\$ 105,642.23	\$ 981.89
Shahmaleki	Shaho	Police Constable	\$ 155,680.18	\$ 904.66
Shaikh	Asif Anis	Police Constable	\$ 119,905.26	\$ 990.47
Sham	Jonathan Ian	Plainclothes Police Constable	\$ 111,456.94	\$ 1,002.04
Shanahan	Michael	Detective	\$ 116,527.65	\$ 397.28
Shand	Joseph Edward	Police Constable	\$ 131,280.91	\$ 981.89
Shangi	Joseph Ralph	Sergeant	\$ 122,676.50	\$ 1,027.91
Shank	Richard	Detective Sergeant	\$ 152,004.40	\$ 1,085.37
Shankaran	Jason Rajesh	Detective	\$ 141,058.79	\$ 1,037.79
Shanly	Paul Timothy	Plainclothes Police Constable	\$ 120,170.11	\$ 993.85
Shannon	Stephen Jordan	Police Constable	\$ 102,654.56	\$ 981.89
Shantz	Steven Patrick	Police Constable	\$ 125,015.84	\$ 971.62
Shapiro	Sean Brent	Police Constable	\$ 112,403.22	\$ 965.42
Sharma	Atul	Police Constable	\$ 123,209.81	\$ 978.77
Sharma	Sanjay Kumar	Detective	\$ 116,808.79	\$ 1,037.79
Sharma	Nishant	Police Constable	\$ 108,135.18	\$ 306.74
Sharma	Sandeep	Police Constable	\$ 103,493.36	\$ 956.74
Sharpe	Michael Conrad	Sergeant	\$ 114,189.60	\$ 1,027.91
Shaw	Andrew Douglas	Detective	\$ 135,010.90	\$ 1,047.28
Shaw	Richard James	Sergeant	\$ 134,973.99	\$ 1,024.37
Shaw	Kathleen	Detective Sergeant	\$ 128,825.12	\$ 1,085.37
Shaw	David John	Detective	\$ 125,988.61	\$ 1,047.28
Shaw	Carl	Plainclothes Police Constable	\$ 122,813.46	\$ 893.84
Shaw	Kempton Bernard	Police Constable	\$ 105,188.82	\$ 981.89
Shepherd	Scott Alejandro	Police Constable	\$ 104,386.87	\$ 981.89
Shepherd	Jaime	Police Constable	\$ 108,605.53	\$ 700.61
Shepherdly	Gordon Walter	Police Constable	\$ 103,327.76	\$ 1,000.61
Shetty	Vijay Ramesh	Sergeant	\$ 115,121.05	\$ 1,037.79
Shewchenko	Tamara Mae	Police Constable	\$ 112,176.78	\$ 995.88
Shi	Lei	Police Constable	\$ 118,812.13	\$ 981.89
Shields	Gail Patricia	Police Constable	\$ 112,668.84	\$ 1,000.61
Shikatani	William Goro	Police Constable	\$ 108,902.32	\$ 981.89
Shin	Harold	Police Constable	\$ 132,245.72	\$ 981.89
Shin	Jay Ho	Police Constable	\$ 106,904.32	\$ 983.54
Shortt	Daniel Ronald	Police Constable	\$ 106,711.50	\$ 971.62
Shreeram	Amar	Plainclothes Police Constable	\$ 114,058.31	\$ 1,007.50
Shufman	Aviv	Plainclothes Police Constable	\$ 122,501.61	\$ 993.85
Shulga	John	Police Constable	\$ 125,935.64	\$ 1,000.61
Shutt	Scott David	Sergeant	\$ 118,425.73	\$ 1,027.91
Shymchonak	Andrei	Police Constable	\$ 137,389.11	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Sianos	John	Police Constable	\$ 104,330.32	\$ 875.43
Siddiqui	Haroon Ahmed	Police Constable	\$ 127,409.33	\$ 981.89
Siddiqui	Mohammed Shakeel	Police Constable	\$ 109,396.11	\$ 956.74
Sidhu	Ajeet Singh	Plainclothes Police Constable	\$ 122,605.96	\$ 977.64
Sidhu	Husandeep Singh	Police Constable	\$ 119,016.67	\$ 971.62
Sidhu	Sukhvinder Singh	Sergeant	\$ 117,208.92	\$ 1,037.79
Sidhu	Gorpall Singh	Sergeant	\$ 116,524.85	\$ 1,047.28
Sidhu	Ajay Singh	Sergeant	\$ 116,351.78	\$ 1,027.91
Sidhu	Vijay Singh	Police Constable	\$ 112,443.53	\$ 986.57
Sidhu	Jenifferjit	Police Constable	\$ 108,743.07	\$ 990.47
Sidhu	Arvind Prakash	Police Constable	\$ 106,874.68	\$ 986.57
Sievers	John	Sergeant	\$ 117,190.90	\$ 1,047.28
Sikorski	Peter	Police Constable	\$ 110,338.70	\$ 917.06
Silliker	Garry	Staff Sergeant	\$ 138,504.00	\$ 1,085.37
Silva	Eloi Brum	Police Constable	\$ 115,284.84	\$ 981.89
Silva	Marcio Joel	Police Constable	\$ 113,135.02	\$ 981.89
Silva	Goncalo Nuno	Police Constable	\$ 110,586.04	\$ 981.89
Simakov	Alexander David	Police Constable	\$ 127,471.63	\$ 981.89
Simas	Sergio	Plainclothes Police Constable	\$ 116,941.80	\$ 1,002.04
Simois	Rui	Police Constable	\$ 103,838.36	\$ 981.89
Simon	Duane	Police Constable	\$ 114,570.37	\$ 1,000.61
Simpkins	David	Staff Sergeant	\$ 128,640.72	\$ 1,085.37
Simpson	Oliver Stafford	Plainclothes Police Constable	\$ 115,499.13	\$ 997.36
Sims	Andrew Michael	Plainclothes Police Constable	\$ 126,009.77	\$ 1,001.26
Sinclair	Phillip Noel	Sergeant	\$ 120,630.07	\$ 1,027.91
Sinclair	Ian Thomas	Plainclothes Police Constable	\$ 114,647.43	\$ 1,022.58
Sinclair	Douglas Carl	Plainclothes Police Constable	\$ 101,592.79	\$ 991.90
Singer	Aman Shawn	Plainclothes Police Constable	\$ 114,009.59	\$ 999.48
Singer	Ingrid Betty	Plainclothes Police Constable	\$ 107,799.99	\$ 993.85
Singh	Angadvir	Detective	\$ 166,117.88	\$ 1,027.91
Singh	Amritpal	Project Leader	\$ 157,492.46	\$ 410.02
Singh	Ramindarjit Singh	Police Constable	\$ 157,406.20	\$ 981.89
Singh	Nari Rohanish	Police Constable	\$ 138,939.81	\$ 1,000.61
Singh	Harjit	Police Constable	\$ 128,708.97	\$ 971.62
Singh	Daveanand	Police Constable	\$ 123,644.38	\$ 971.62
Singh	Amarjit Purba	Sergeant	\$ 116,923.22	\$ 1,047.28
Singh	Ramandeep	Police Constable	\$ 104,566.87	\$ 291.86
Singh	Rajendra	Police Constable	\$ 103,261.16	\$ 1,000.61
Sinopoli	Domenic	Inspector	\$ 157,437.33	\$ 1,234.06
Sipos	Bogdan	Senior Programmer	\$ 102,702.96	\$ 349.05
Sirbos	Tommy	Police Constable	\$ 117,394.39	\$ 981.89
Sirbos	Chris	Police Constable	\$ 107,221.53	\$ 981.89
Sirbu	Petrica Cristian	Police Constable	\$ 126,704.06	\$ 989.95
Sirizzotti	Jamie Michael	Police Constable	\$ 107,221.51	\$ 981.89
Sirois	Monique	Police Constable	\$ 103,231.81	\$ 1,000.61
Sirpal	John	Plainclothes Police Constable	\$ 103,028.81	\$ 971.62
Sisk	Darren	Sergeant	\$ 119,282.02	\$ 1,047.28
Sisk	Rebecca Nicole	Plainclothes Police Constable	\$ 108,330.55	\$ 1,002.04
Sit	Aaron Kar-Lun	Police Constable	\$ 104,073.30	\$ 971.62
Sivachandran	Sivapragasam	Police Constable	\$ 101,079.51	\$ 981.89
Sivadasan	Surendran	Plainclothes Police Constable	\$ 114,041.59	\$ 1,002.04
Skeete	Junior	Sergeant	\$ 117,467.46	\$ 397.28
Skelhome	Michael Wayne	Police Constable	\$ 100,636.07	\$ 981.89
Skinner	Robert	Staff Sergeant	\$ 138,944.44	\$ 1,085.37
Skinner	Kelly Simone	Detective	\$ 118,191.05	\$ 1,037.79
Skinner	Scott Samuel	Police Constable	\$ 106,670.77	\$ 981.89
Sklar	Nickolas	Plainclothes Police Constable	\$ 109,224.69	\$ 1,022.58
Skolly	Barbara Ann	Police Constable	\$ 101,972.48	\$ 981.89
Skrepnek	Eric	Police Constable	\$ 149,557.35	\$ 978.77
Skvortsov	Mykola	Plainclothes Police Constable	\$ 122,424.86	\$ 999.48

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Slater	Richard Scott	Police Constable	\$ 106,993.51	\$ 986.57
Sljivo	Sasa	Police Constable	\$ 124,975.34	\$ 981.89
Sloan	Christopher Stuart	Detective	\$ 124,510.35	\$ 1,027.91
Slugg	Kenneth George	Police Constable	\$ 121,927.18	\$ 985.49
Small	Bryan George	Training Constable	\$ 122,616.40	\$ 1,002.04
Small	Christopher Douglas	Police Constable	\$ 117,894.15	\$ 981.89
Small	Gregory David	Plainclothes Police Constable	\$ 116,535.24	\$ 1,002.04
Smissen	John Michael	Plainclothes Police Constable	\$ 121,195.41	\$ 1,012.70
Smit	Brian John	Sergeant	\$ 144,964.71	\$ 1,047.28
Smith	Michael Wayne	Manager of Equipment and Supply	\$ 153,695.78	\$ 1,329.63
Smith	Rohan Alexander	Police Constable	\$ 143,287.04	\$ 981.89
Smith	Hunter Wellington	Staff Sergeant	\$ 138,643.47	\$ 1,076.14
Smith	Lawrence Oliver	Staff Sergeant	\$ 133,420.21	\$ 1,085.37
Smith	Keith	Staff Sergeant	\$ 127,850.73	\$ 435.37
Smith	Steven	Detective Sergeant	\$ 127,567.52	\$ 11,564.03
Smith	Brian	Sergeant	\$ 126,109.19	\$ 1,047.28
Smith	Stephen Patrick	Detective	\$ 123,352.66	\$ 1,037.79
Smith	Rolf Brandon	Police Constable	\$ 123,186.06	\$ 985.85
Smith	Jason Sean	Plainclothes Police Constable	\$ 122,632.70	\$ 1,002.04
Smith	Kristy Jane	Detective	\$ 120,511.21	\$ 1,035.06
Smith	William James	Police Constable	\$ 118,915.44	\$ 1,000.61
Smith	Raymond Ernest	Project Leader	\$ 118,147.52	\$ 410.02
Smith	John Gray	Plainclothes Police Constable	\$ 118,136.31	\$ 996.58
Smith	Jean-Paul	Police Constable	\$ 115,835.39	\$ 1,000.61
Smith	Dean Lareny	Plainclothes Police Constable	\$ 115,050.76	\$ 1,022.58
Smith	Chantel Jennifer	Plainclothes Police Constable	\$ 114,775.39	\$ 1,002.04
Smith	Ryan Isaac	Plainclothes Police Constable	\$ 114,273.72	\$ 1,002.04
Smith	Shannon Elizabeth	Training Constable	\$ 113,640.38	\$ 1,002.04
Smith	Antoinette Charlene	Plainclothes Police Constable	\$ 112,898.94	\$ 1,012.70
Smith	Bryan Michael	Police Constable	\$ 110,975.61	\$ 995.11
Smith	Nicholas Steven	Plainclothes Police Constable	\$ 110,713.30	\$ 977.64
Smith	Aaron Andrew	Plainclothes Police Constable	\$ 109,228.13	\$ 1,002.04
Smith	Stephen Aaron	Training Constable	\$ 108,844.26	\$ 1,002.04
Smith	Daniel Mladenovic	Police Constable	\$ 107,096.75	\$ 941.86
Smith	Brian Phillip	Police Constable	\$ 105,811.15	\$ 971.62
Smith	Robert David	Police Constable	\$ 104,835.43	\$ 981.89
Smith	Jason Alexander	Training Constable	\$ 104,736.66	\$ 1,002.04
Smith	Hugh	Police Constable	\$ 103,161.22	\$ 900.61
Smith	Amber Leigh	Police Constable	\$ 102,016.32	\$ 981.89
Smith	Brian Gordon	Police Constable	\$ 101,106.14	\$ 756.89
Smith-Stubbs	Donna	Police Constable	\$ 104,402.40	\$ 1,000.61
Smyth	Craig Charles	Supervisor Video Services	\$ 137,540.61	\$ 433.55
Smythe	Karen Grace	Staff Sergeant	\$ 127,850.73	\$ 435.37
Smythe	Kent	Detective	\$ 126,734.06	\$ 1,047.28
Snedden	Tracy Lee	Police Constable	\$ 119,233.44	\$ 981.89
Sneddon	Gordon	Superintendent	\$ 177,556.71	\$ 16,169.08
Sneep	Todd James	Police Constable	\$ 104,158.53	\$ 981.89
Snider	Kirk Edward	Police Constable	\$ 106,022.96	\$ 971.62
Snow	Royan Jeffery	Police Constable	\$ 108,562.61	\$ 981.89
Snyckers	Nicolas Hugo	Police Constable	\$ 103,331.42	\$ 981.89
So	Ying Ho	Plainclothes Police Constable	\$ 125,167.71	\$ 1,002.04
So	Christopher Stuart	Plainclothes Police Constable	\$ 110,281.75	\$ 1,012.70
So	Michael	Police Constable	\$ 103,131.48	\$ 971.62
So	Alan Ying	Police Constable	\$ 101,763.42	\$ 933.18
Soffe	Derek Jason	Police Constable	\$ 110,276.95	\$ 981.89
Sohal	Raj	Police Constable	\$ 111,930.30	\$ 981.89
Somers	Craig Allan	Sergeant	\$ 129,727.48	\$ 1,037.79
Sommer	Thomas Anton	Police Constable	\$ 111,235.75	\$ 981.89
Somwaru	Kristopher Yoganand	Police Constable	\$ 120,281.52	\$ 981.89
Sondhi	Sanjay	Sergeant	\$ 142,102.89	\$ 1,027.91

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Sone	Glen	Communications Operations Supervisor	\$ 120,597.53	\$ 979.42
Sonemanivong	Saengphachanh	Police Constable	\$ 100,751.49	\$ 986.97
Sonier	Wanda Darlene	Police Constable	\$ 104,780.62	\$ 1,000.61
Sonsini	Gino	Police Constable	\$ 102,849.81	\$ 350.61
Sorgo	Roy	Detective	\$ 117,759.99	\$ 1,047.28
Sotelo	Troy Alvin	Police Constable	\$ 115,676.75	\$ 980.72
Soucy	Paul	Plainclothes Police Constable	\$ 111,507.20	\$ 1,002.04
Souhleris	Nicolas	Police Constable	\$ 108,855.87	\$ 971.62
Soukatchev	Konstantin	Training Constable	\$ 118,245.51	\$ 1,002.04
Sousa	Paul Alexandre	Plainclothes Police Constable	\$ 128,585.25	\$ 997.36
Sousa	Ricardo	Booking Officer	\$ 100,838.74	\$ 915.72
Sousa-Guthrie	Joni	Staff Sergeant	\$ 130,312.61	\$ 435.37
Souvandy	Chanthima	Police Constable	\$ 115,764.86	\$ 999.73
Sova	Deborah	Staff Sergeant	\$ 128,326.73	\$ 1,085.37
Sova	Daniel	Sergeant	\$ 123,448.24	\$ 1,047.28
Spackman	Joanne	Police Constable	\$ 102,855.06	\$ 1,000.61
Spanton	John	Staff Sergeant	\$ 129,089.85	\$ 1,085.37
Spaulding	David	Police Constable	\$ 103,497.96	\$ 1,000.61
Speakman	Robert Paul	Plainclothes Police Constable	\$ 102,129.67	\$ 997.36
Spelman	Brendan James	Police Constable	\$ 106,348.43	\$ 1,000.61
Spence	Kenneth George	Police Constable	\$ 152,665.02	\$ 981.89
Spence	Michael John	Police Constable	\$ 111,060.99	\$ 981.89
Spence	Paul Benjamin	Police Constable	\$ 100,915.68	\$ 990.47
Spencer	Ennis Stewart	Sergeant	\$ 218,094.05	\$ 1,027.91
Spencer	Laura Elizabeth	Police Constable	\$ 133,649.35	\$ 996.65
Spencer	Jason Allan	Plainclothes Police Constable	\$ 110,285.32	\$ 1,002.04
Spencer	Jill	Police Constable	\$ 107,621.21	\$ 1,000.61
Spencer-Anderson	Corey Andrew	Police Constable	\$ 125,865.58	\$ 971.62
Spicer	Scott Owen	Plainclothes Police Constable	\$ 119,572.49	\$ 1,022.58
Spitzig	Gerard	Plainclothes Police Constable	\$ 113,029.03	\$ 1,022.58
Spivak	Shari	Police Constable	\$ 103,067.05	\$ 1,000.61
Spratt	Scott Edward	Detective Sergeant	\$ 135,650.94	\$ 1,085.37
Spratt	Alan	Detective	\$ 129,943.20	\$ 397.28
Spriggs	Brett Harold	Plainclothes Police Constable	\$ 122,716.98	\$ 1,012.70
Spyropoulos	Niki	Plainclothes Police Constable	\$ 114,842.58	\$ 1,002.04
St Croix	Paula	Police Constable	\$ 112,206.48	\$ 1,000.61
St George	Stephane Marc	Sergeant	\$ 122,431.65	\$ 1,027.91
St Jean	Duane Marvin	Sergeant	\$ 132,595.34	\$ 1,027.91
Stacey	Brian	Plainclothes Police Constable	\$ 116,181.93	\$ 1,022.58
Stagg	Joseph	Police Constable	\$ 106,080.05	\$ 1,000.61
Stalk	Joji Kawakami	Police Constable	\$ 101,038.48	\$ 981.89
Stamplecoskie	Dwayne	Plainclothes Police Constable	\$ 106,895.42	\$ 997.36
Stanley	William	Detective Sergeant	\$ 127,847.93	\$ 1,085.37
Stanley	William Robert	Sergeant	\$ 114,736.91	\$ 1,037.79
Stapleton	Bradley Thomas	Sergeant	\$ 115,564.72	\$ 1,027.91
Stassen	Stephen Mark	Police Constable	\$ 119,741.42	\$ 972.02
Stather	Janet Anne	Police Constable	\$ 100,395.23	\$ 988.49
Staunton	Ira Patrick	Police Constable	\$ 131,573.63	\$ 981.89
Stavrakis	Jimmy	Training Constable	\$ 113,053.79	\$ 1,012.70
Stavrakis	Michael	Training Constable	\$ 109,565.02	\$ 1,012.70
Stea	Carlo Junior	Police Constable	\$ 188,982.05	\$ 990.47
Steel	Tyler Franklin	Police Constable	\$ 110,100.78	\$ 996.18
Steele	Matthew James	Police Constable	\$ 111,817.79	\$ 971.62
Steeves	Thomas Warren	Detective	\$ 115,701.46	\$ 1,027.91
Stefani	William	Police Constable	\$ 103,205.21	\$ 1,000.61
Steffler	Rodney Morris	Detective	\$ 136,732.29	\$ 1,027.91
Stehlik	Michael Josef	Plainclothes Police Constable	\$ 104,846.50	\$ 997.36
Stein	Warren Mark	Sergeant	\$ 113,618.08	\$ 1,027.91
Steinwall	Andrew Trevor	Detective	\$ 129,085.09	\$ 1,037.79
Stepanenko	Elena	Plainclothes Police Constable	\$ 126,039.72	\$ 997.36

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Stephens	Michael	Police Constable	\$ 103,159.91	\$ 1,000.61
Stephenson	Katherine Lynn	Detective	\$ 116,991.09	\$ 1,027.91
Stern	Charles Andrew	Sergeant	\$ 129,966.33	\$ 1,047.28
Stevens	John	Sergeant	\$ 117,464.43	\$ 1,047.28
Stevenson	Shane	Staff Sergeant	\$ 152,226.05	\$ 1,085.37
Stevenson	Kevin Glenn	Police Constable	\$ 125,254.62	\$ 981.89
Stevenson	Brendan Leigh	Training Constable	\$ 118,457.26	\$ 1,002.04
Stewart	Colin Alexander	Detective	\$ 132,683.08	\$ 1,037.79
Stewart	Robert	Detective Sergeant	\$ 130,631.08	\$ 435.37
Stewart	Patrick Alexander	Police Constable	\$ 112,096.90	\$ 981.89
Stewart	Tina Marie	Detective	\$ 108,611.66	\$ 1,006.94
Stibbe	Robert Lee	Plainclothes Police Constable	\$ 135,530.66	\$ 988.88
Stibbe	Clinton Rodney	Police Constable	\$ 121,676.68	\$ 985.85
Stinson	Andrew Gordon	Staff Sergeant	\$ 144,493.69	\$ 1,076.14
Stockfish	John Richardson	Staff Sergeant	\$ 125,455.76	\$ 1,076.14
Stockwell	Sean Paul	Plainclothes Police Constable	\$ 115,968.79	\$ 1,012.70
Stoica	Tiberiu Niculii	Police Constable	\$ 156,372.50	\$ 978.77
Stojic	Nenad	Plainclothes Police Constable	\$ 146,478.31	\$ 992.68
Stojkov	Slobodan Bob	Police Constable	\$ 107,558.03	\$ 981.89
Stoker	Michael Blake	Police Constable	\$ 108,909.57	\$ 1,000.61
Stoff	Robert Guido	Detective	\$ 139,463.41	\$ 1,037.79
Stone	Christopher George	Plainclothes Police Constable	\$ 127,075.76	\$ 999.80
Stone	Terence	Training Constable	\$ 115,974.01	\$ 1,022.58
Stone	Christopher	Training Constable	\$ 112,167.23	\$ 1,022.58
Stone	Carolyn Ruth	Police Constable	\$ 107,557.48	\$ 981.89
Storey	Todd Melvyn	Sergeant	\$ 134,289.13	\$ 1,037.79
Storey	Justin Wayne	Police Constable	\$ 133,110.30	\$ 981.89
Stowell	Jordan Michael	Plainclothes Police Constable	\$ 108,208.58	\$ 978.50
Stoyko	Sandra Louise	Police Constable	\$ 114,684.20	\$ 981.89
Strachan	James Alexander	Sergeant	\$ 116,533.40	\$ 1,037.79
Strachan	Kerry Frances	Training Constable	\$ 109,871.27	\$ 1,002.04
Stradza	Krystian	Police Constable	\$ 113,474.27	\$ 981.89
Strain	Garvan Augustine	Plainclothes Police Constable	\$ 112,193.03	\$ 1,002.04
Strangways	Paul Robert	Sergeant	\$ 135,321.84	\$ 1,047.28
Stratford	Ian	Inspector	\$ 156,604.97	\$ 1,139.45
Stratton	Kenneth David	Police Constable	\$ 111,406.92	\$ 981.89
Stratton	Donald Clyde	Police Constable	\$ 102,276.92	\$ 981.89
Straver	Lawrence	Sergeant	\$ 150,363.44	\$ 1,047.28
Streit	Jeffrey James	Police Constable	\$ 143,399.80	\$ 981.89
Streng	Michael Anthony	Detective	\$ 110,866.47	\$ 377.91
Strilec	Kirk Wayne	Police Constable	\$ 116,820.07	\$ 986.57
Strilec	Shawn Ryan	Police Constable	\$ 108,761.31	\$ 981.89
Stroble	Reuben	Inspector	\$ 174,142.13	\$ 9,139.28
Stuart	Matthew James	Training Constable	\$ 123,045.56	\$ 1,002.04
Stubblings	Richard	Staff Superintendent	\$ 209,117.80	\$ 11,958.59
Stubbs	David	Training Constable	\$ 114,639.69	\$ 1,022.58
Styra	Dana Terese	Manager of Quality Assurance	\$ 165,851.15	\$ 3,135.44
Sudmals	Erik Evalds	Police Constable	\$ 122,222.44	\$ 956.74
Sukhdeo	Christopher Harry	Police Constable	\$ 122,343.54	\$ 971.62
Sukhinenko	Dmytro	Police Constable	\$ 115,137.85	\$ 971.62
Sukhram	Brian	Plainclothes Police Constable	\$ 111,371.19	\$ 974.20
Sukman	Ido	Plainclothes Police Constable	\$ 126,221.89	\$ 1,002.04
Sukumaran	Rajeev	Detective	\$ 148,422.50	\$ 1,047.28
Sulejmani	Judmir	Plainclothes Police Constable	\$ 132,035.76	\$ 994.16
Sullivan	Derek Anthony	Plainclothes Police Constable	\$ 112,173.62	\$ 1,007.08
Sullivan	Steven	Police Constable	\$ 103,182.31	\$ 1,000.61
Sullivan	Sean James	Police Constable	\$ 102,645.61	\$ 981.89
Sumaisar	Tom Nilan	Sergeant	\$ 119,430.90	\$ 1,026.81
Sun	Sam Shuo	Police Constable	\$ 114,595.29	\$ 986.57
Sunega	Brittany Ann	Police Constable	\$ 108,935.90	\$ 892.26

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Sunghing	Daniel Richard	Plainclothes Police Constable	\$ 127,596.27	\$ 1,002.04
Sunghing	Kelly Marie	Plainclothes Police Constable	\$ 103,723.24	\$ 1,000.48
Suongas	Chris	Sergeant	\$ 143,554.01	\$ 1,047.28
Surcon	Scott Andrew	Plainclothes Police Constable	\$ 111,428.85	\$ 1,002.04
Surita	Alfred	Police Constable	\$ 137,231.87	\$ 981.89
Surphlis	Douglas	Sergeant	\$ 126,834.63	\$ 1,047.28
Surridge	Scott Woodrow	Police Constable	\$ 118,231.90	\$ 971.62
Sutcliffe	Darrin Herbert	Sergeant	\$ 119,102.55	\$ 1,047.28
Sutcliffe	Colin David	Police Constable	\$ 117,377.20	\$ 994.86
Sutherland	Brian Arthur	Police Constable	\$ 121,842.79	\$ 981.89
Sutherland	Grant Anthony	Plainclothes Police Constable	\$ 107,695.37	\$ 1,002.04
Sutton	Sean Matthew	Police Constable	\$ 105,120.06	\$ 981.89
Sutton	Robyn Lynn	Police Constable	\$ 101,014.10	\$ 1,019.62
Svendsen	Adam Hillier	Plainclothes Police Constable	\$ 113,616.45	\$ 777.04
Svitak	Peter	Training Constable	\$ 116,046.54	\$ 1,022.58
Svitlychnyi	Volodymyr Volod	Police Constable	\$ 122,065.35	\$ 971.62
Swackhamer	Brent	Staff Sergeant	\$ 128,203.56	\$ 1,085.37
Swain	Trevor James	Police Constable	\$ 104,072.45	\$ 981.89
Swaine	Aaron Douglas	Plainclothes Police Constable	\$ 128,612.53	\$ 992.99
Swaluk	Richard John	Police Constable	\$ 123,370.05	\$ 338.49
Swan	David William	Plainclothes Police Constable	\$ 107,665.40	\$ 1,002.04
Swart	Roger John	Plainclothes Police Constable	\$ 131,094.59	\$ 1,012.70
Sweenie	Paul Martin	Sergeant	\$ 119,448.24	\$ 1,037.79
Sweenie	Carolyn	Sergeant	\$ 116,527.65	\$ 1,047.28
Swider	Sylvia Aneta	Plainclothes Police Constable	\$ 105,646.81	\$ 991.85
Swift	Gregory Scott	Police Constable	\$ 109,989.61	\$ 981.89
Swift	Dale Glen-De-Vere	Police Constable	\$ 108,817.35	\$ 971.62
Sword	Nicholas Jonathon	Plainclothes Police Constable	\$ 112,597.33	\$ 1,002.04
Syed	Hassan Raza	Police Constable	\$ 104,840.43	\$ 975.62
Sylva	Joselito	Plainclothes Police Constable	\$ 118,864.49	\$ 988.75
Symss	Shane Robert	Police Constable	\$ 109,556.62	\$ 340.47
Syrmboos	Tom Anastasios	Sergeant	\$ 119,984.03	\$ 1,027.91
Szajkowski	Sofie	Plainclothes Police Constable	\$ 105,564.86	\$ 977.04
Szarzec	Peter	Police Constable	\$ 113,546.01	\$ 1,000.61
Szewczyk	Grzegorz	Police Constable	\$ 150,176.48	\$ 971.62
Szkotak	Mariusz	Police Constable	\$ 128,810.83	\$ 981.89
Szulc	Sebastian	Police Constable	\$ 125,931.74	\$ 981.89
Szwedo	Tomasz	Training Constable	\$ 103,561.01	\$ 1,002.04
Szyszkowska	Sylvia Bernadetta	Parking Enforcement Officer	\$ 106,107.62	\$ 880.88
Taaffe	William Arthur	Detective	\$ 111,605.22	\$ 1,027.91
Taborowski	Robert Joseph	Police Constable	\$ 120,225.09	\$ 981.89
Taborski	Jennifer Nicole	Police Constable	\$ 116,035.59	\$ 971.62
Taborski	Angela Kelly	Plainclothes Police Constable	\$ 114,309.10	\$ 995.80
Tahiraj	Ali Shukri	Plainclothes Police Constable	\$ 118,539.25	\$ 1,002.04
Tait	Paul Leonard	Police Constable	\$ 137,311.19	\$ 331.89
Tait	Scott John	Plainclothes Police Constable	\$ 135,702.59	\$ 1,002.04
Tait	Keith Hamilton	Police Constable	\$ 123,724.48	\$ 1,000.61
Tait	Judith Maureen	Sergeant	\$ 116,849.76	\$ 1,037.79
Tait	Adrian William	Police Constable	\$ 112,312.53	\$ 981.89
Tait	Ronald Eugene	Police Constable	\$ 101,055.13	\$ 990.47
Tajti	Robert Mark	Plainclothes Police Constable	\$ 123,643.75	\$ 1,015.94
Takeda	Robert	Detective	\$ 117,383.77	\$ 1,047.28
Talbot	Darryl Thomas	Staff Sergeant	\$ 133,562.13	\$ 1,085.37
Talesnik	Nicolas Richard	Police Constable	\$ 100,553.42	\$ 981.89
Tam	Wing	Police Constable	\$ 204,086.73	\$ 1,000.61
Tam	Chi - Tak	Police Constable	\$ 120,916.64	\$ 967.42
Tamas	Edit	Plainclothes Police Constable	\$ 133,560.15	\$ 999.48
Tamber	Moe	Police Constable	\$ 106,113.67	\$ 981.89
Tamse	Edward Ted	Police Constable	\$ 106,352.25	\$ 990.47
Tan	Mark Anthony	Plainclothes Police Constable	\$ 132,665.57	\$ 1,002.04

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Tanabe	Shingo Oliver	Sergeant	\$ 130,231.66	\$ 1,022.96
Tanel	Christopher Mathew	Plainclothes Police Constable	\$ 117,855.31	\$ 994.16
Tang	Henry	Police Constable	\$ 111,705.50	\$ 971.62
Tang	Lijing	Senior Programmer	\$ 102,730.86	\$ 349.05
Tang	Eric Chung	Police Constable	\$ 100,399.88	\$ 924.50
Tanguay	Michael Richard	Police Constable	\$ 112,467.73	\$ 971.62
Tanham	Jason	Police Constable	\$ 125,232.75	\$ 981.89
Tannahill	Darla	Staff Sergeant	\$ 131,963.20	\$ 1,085.37
Tanner	John Alexander	Police Constable	\$ 126,955.50	\$ 995.88
Tanner	Clayton James	Police Constable	\$ 109,784.12	\$ 986.57
Tanouye	Johnny	Superintendent	\$ 168,856.46	\$ 15,293.66
Tanouye	Jason Thomas	Police Constable	\$ 127,437.75	\$ 993.57
Tanouye	Stevan Tosh	Police Constable	\$ 110,771.73	\$ 981.89
Tapp	Dean	Detective	\$ 116,699.47	\$ 1,047.28
Tasse	Mary Elizabeth	Police Constable	\$ 113,059.94	\$ 971.62
Tattersall	Michael Eastwood	Police Constable	\$ 117,402.43	\$ 981.89
Tauro	Keith Gerard	Police Constable	\$ 138,247.67	\$ 981.89
Tavares	Jeffery Da	Detective	\$ 142,451.00	\$ 377.91
Taverner	Ronald Edward	Superintendent	\$ 179,021.21	\$ 15,211.19
Tawton	Joanne	Police Constable	\$ 118,186.23	\$ 1,000.61
Tayabali	Azhar Abbas	Police Constable	\$ 119,691.93	\$ 986.57
Tayara	Omar	Plainclothes Police Constable	\$ 102,489.35	\$ 997.36
Taylor	Kenneth	Inspector	\$ 156,604.97	\$ 3,596.55
Taylor	Robert Allister	Plainclothes Police Constable	\$ 132,633.49	\$ 1,002.04
Taylor	Jason Peter	Sergeant	\$ 132,267.35	\$ 1,027.91
Taylor	Jeffrey	Staff Sergeant	\$ 128,254.03	\$ 1,085.37
Taylor	Andrew James	Detective	\$ 127,610.67	\$ 1,027.91
Taylor	Scott David	Plainclothes Police Constable	\$ 126,895.89	\$ 1,012.70
Taylor	Christopher Paul	Police Constable	\$ 115,969.40	\$ 1,000.61
Taylor	Robert Edward	Plainclothes Police Constable	\$ 115,145.90	\$ 994.16
Taylor	Kevin Dwight	Police Constable	\$ 112,552.65	\$ 981.89
Taylor	Michael Kenneth	Plainclothes Police Constable	\$ 109,148.68	\$ 1,002.04
Taylor	Waveney Patsy	Police Constable	\$ 108,115.26	\$ 981.89
Taylor	Edward Wainwright	Police Constable	\$ 107,313.21	\$ 990.47
Taylor	Andrew Brian	Police Constable	\$ 104,600.59	\$ 990.47
Taylor	David John	Police Constable	\$ 102,577.87	\$ 981.89
Taylor	Ryan John	Police Constable	\$ 101,303.16	\$ 978.77
Taylor	Cheryl Lynn	Plainclothes Police Constable	\$ 100,030.79	\$ 981.89
Teatero	Frederick Leslie	Police Constable	\$ 137,331.49	\$ 981.89
Tedford	Steven Thomas	Sergeant	\$ 124,973.63	\$ 1,047.28
Teft	Nadine Alice	Plainclothes Police Constable	\$ 109,533.86	\$ 1,022.58
Teixeira	Andrew Pereira	Sergeant	\$ 179,517.51	\$ 1,037.79
Teixeira	Mario Jorge	Staff Sergeant	\$ 128,243.53	\$ 1,085.37
Tenn	Solomon Richard	Police Constable	\$ 109,502.18	\$ 971.62
Terrelonge	Antoine Pierre	Police Constable	\$ 105,542.53	\$ 912.10
Terzopoulos	Chris	Police Constable	\$ 118,391.28	\$ 981.89
Thai	Thanh	Police Constable	\$ 114,892.46	\$ 967.42
Thangaveloo	Gunasekaran	Police Constable	\$ 108,092.08	\$ 988.49
Thawer	Shafraz Fatehali	Plainclothes Police Constable	\$ 124,353.82	\$ 996.58
Thayalan	Sarath	Police Constable	\$ 121,800.81	\$ 981.89
Theriault	Angela	Detective	\$ 180,488.56	\$ 1,047.28
Theriault	Donald	Sergeant	\$ 126,701.02	\$ 1,047.28
Theriault	John	Detective	\$ 123,127.11	\$ 1,047.28
Theriault	Paul	Police Constable	\$ 108,477.64	\$ 350.61
Theriault	Michael James	Police Constable	\$ 102,771.72	\$ 918.30
Therrien	Allan	Police Constable	\$ 134,063.83	\$ 1,000.61
Thibodeau	John Robert	Sergeant	\$ 116,524.85	\$ 1,047.28
Thomas	Sonia	Inspector	\$ 157,989.53	\$ 1,328.59
Thomas	Claudine Anne-Marie	Detective Sergeant	\$ 138,896.38	\$ 1,085.37
Thomas	Sydney	Staff Sergeant	\$ 133,118.31	\$ 1,085.37

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Thomas	Rhonda Lee	Detective	\$ 130,661.82	\$ 1,027.91
Thomas	Robert	Detective	\$ 122,868.53	\$ 1,047.28
Thomas	Bryan Keith	Police Constable	\$ 109,680.56	\$ 981.89
Thomas	Kristin Marie	Plainclothes Police Constable	\$ 105,622.00	\$ 1,007.08
Thomas	Nigel Dexter	Police Constable	\$ 103,939.59	\$ 990.47
Thomas	Micheal-Murray	Police Constable	\$ 102,601.42	\$ 981.89
Thompson	Paul Anthony	Police Constable	\$ 161,517.31	\$ 990.47
Thompson	Michael	Police Constable	\$ 153,212.99	\$ 1,000.61
Thompson	Paul Junior	Police Constable	\$ 144,693.86	\$ 981.89
Thompson	Michael Allister	Plainclothes Police Constable	\$ 130,250.03	\$ 1,002.04
Thompson	Marland Finlay	Police Constable	\$ 125,162.82	\$ 981.89
Thompson	Elsie Tina	Supervisor	\$ 121,298.48	\$ 410.02
Thompson	James Duncan	Plainclothes Police Constable	\$ 118,169.41	\$ 1,002.04
Thompson	Peter	Police Constable	\$ 110,830.93	\$ 971.62
Thompson	Patrick Benjamin	Police Constable	\$ 108,873.12	\$ 981.89
Thompson	Jennifer	Plainclothes Police Constable	\$ 106,549.31	\$ 1,012.70
Thompson	Wesley Peter	Police Constable	\$ 104,833.98	\$ 900.94
Thoms	Heather Bernadette	Assistant Manager of Computer Operations	\$ 135,871.77	\$ 1,247.42
Thomson	Allan John	Sergeant	\$ 128,918.46	\$ 1,047.28
Thomson	Richard Laoreal	Police Constable	\$ 102,415.46	\$ 981.89
Thorne	Timothy Peter	Sergeant	\$ 121,867.20	\$ 1,037.79
Thorning	Shirley	Staff Sergeant	\$ 128,298.03	\$ 1,085.37
Thornton	Amanda Doris	Detective	\$ 116,061.63	\$ 1,027.91
Thornton	Neil James	Sergeant	\$ 108,867.82	\$ 1,019.06
Thornton	Richard Michael	Police Constable	\$ 108,834.63	\$ 990.47
Thorpe	Gregory Joseph	Staff Sergeant	\$ 166,872.92	\$ 1,085.37
Thrush	Sean Peter	Sergeant	\$ 111,844.76	\$ 1,027.91
Tierman	Darius	Police Constable	\$ 236,885.76	\$ 364.07
Tierney	John	Police Constable	\$ 104,039.46	\$ 1,000.61
Till	Mitchell Charles	Police Constable	\$ 107,639.84	\$ 981.89
Tiller	Jacqueline Errinn	Communications Operator	\$ 110,847.17	\$ 936.13
Tillsley	John	Sergeant	\$ 150,568.63	\$ 1,047.28
Timbers	Kim	Staff Sergeant	\$ 133,095.54	\$ 1,085.37
Tindall	Derek James	Police Constable	\$ 119,031.90	\$ 981.89
Tinney	Harlen	Sergeant	\$ 122,157.51	\$ 1,037.79
Tint	Julie Christine	Sergeant	\$ 117,280.99	\$ 1,047.28
Tissawak	Elias	Police Constable	\$ 112,767.00	\$ 980.72
Tobin	Robert	Staff Sergeant	\$ 129,380.47	\$ 1,085.37
Tobin	Jacqueline Madeline	Police Constable	\$ 111,479.99	\$ 981.89
Tohm	Darik Gordon	Police Constable	\$ 200,722.21	\$ 1,000.61
Toledo-Castro	Marco Fernando	Plainclothes Police Constable	\$ 137,142.35	\$ 1,002.04
Tomaszewski	Marcin Robert	Police Constable	\$ 120,320.51	\$ 981.89
Tomei	Anthony Michael	Police Constable	\$ 111,566.23	\$ 978.77
Tomicic	Jorge Antonio	Police Constable	\$ 104,000.58	\$ 981.89
Tomlinson	Jason Allan	Training Constable	\$ 147,677.28	\$ 1,002.04
Tomlinson-Thompson	Cheryl Pamela	Police Constable	\$ 124,938.52	\$ 981.89
Tompras	Theodore	Training Constable	\$ 127,695.95	\$ 1,012.70
Toms	Frederic Halley	Police Constable	\$ 104,855.71	\$ 975.62
Tonna	Paul Anthony	Police Constable	\$ 119,810.58	\$ 981.89
Topping	Michael Anthony	Police Constable	\$ 105,656.63	\$ 981.89
Torrance	Steven James	Police Constable	\$ 126,191.24	\$ 981.89
Tourangeau	Craig Ronald	Police Constable	\$ 121,433.23	\$ 990.47
Tout	Jeffrey Shawn	Police Constable	\$ 101,174.37	\$ 315.47
Townley	Darren	Sergeant	\$ 119,021.85	\$ 1,047.28
Townley	Philip Alexander	Sergeant	\$ 117,129.09	\$ 1,035.45
Townshend	Christopher Andrew	Police Constable	\$ 109,426.37	\$ 986.57
Toyne	Simon Andrew	Police Constable	\$ 117,418.78	\$ 981.89
Tracey	Mark Robert	Sergeant	\$ 134,679.54	\$ 1,047.28
Tracey	Christopher James-Albert	Detective	\$ 134,073.39	\$ 1,027.91
Tracy	Steven	Detective Sergeant	\$ 146,278.40	\$ 1,085.37

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Trainor	James	Police Constable	\$ 103,219.76	\$ 1,000.61
Tramontozzi	Nunziato	Detective Sergeant	\$ 131,381.62	\$ 1,085.37
Tran	Dinh Minh	Plainclothes Police Constable	\$ 111,527.62	\$ 352.04
Traynor	Alison Dawn	Police Constable	\$ 113,756.41	\$ 981.89
Traynor	Robert	Police Constable	\$ 105,801.62	\$ 1,000.61
Tremblay	Andrew Justin	Police Constable	\$ 119,055.17	\$ 981.89
Tremblay	Christopher Joseph	Police Constable	\$ 101,285.41	\$ 971.62
Trenouth	Bradley Robert	Plainclothes Police Constable	\$ 122,849.31	\$ 1,002.04
Trenton	Rebecca	Patrol Supervisor	\$ 113,953.73	\$ 908.83
Tretter	Madelaine	Detective Sergeant	\$ 134,607.30	\$ 1,085.37
Treusch	Jeffrey Edward	Sergeant	\$ 127,888.86	\$ 1,040.59
Trias	Ethelwald Diosa	Police Constable	\$ 119,309.30	\$ 981.89
Trimble	Peter John	Staff Sergeant	\$ 136,278.15	\$ 1,085.37
Trimble	Jacqueline Louise	Police Constable	\$ 100,567.08	\$ 990.47
Tristao	Andrea Silveira	Police Constable	\$ 109,507.05	\$ 981.89
Troke	Derreck	Communications Operations Supervisor	\$ 104,447.28	\$ 975.22
Trotman	Drew Alexander	Police Constable	\$ 104,765.99	\$ 981.89
Trotman	Bryant Richard	Police Constable	\$ 100,955.95	\$ 924.50
Trotter	Christine Jane	Police Constable	\$ 116,536.09	\$ 1,001.27
Trotter	Timothy Wallace	Plainclothes Police Constable	\$ 107,877.68	\$ 1,010.30
Troup	Peter	Staff Sergeant	\$ 139,214.42	\$ 1,085.37
Trovato	Luigi Mose	Police Constable	\$ 112,055.26	\$ 990.47
Trubecki	Robert	Detective	\$ 133,032.73	\$ 1,047.28
Trueman	Maureen Ann	Detective	\$ 120,783.32	\$ 1,047.28
Truong	Tri Can	Police Constable	\$ 110,145.92	\$ 975.62
Tsang	Jason Paul	Police Constable	\$ 116,694.28	\$ 971.62
Tsaturyan	Vladyslav Rafikovych	Plainclothes Police Constable	\$ 112,890.23	\$ 993.85
Tsering	Tenzin Chodon	Detective	\$ 126,864.24	\$ 827.91
Tsianos	Dimitrios	Detective	\$ 134,001.07	\$ 1,027.91
Tso	Wing-lp	Sergeant	\$ 126,186.93	\$ 1,047.28
Tsoi	Wylie Yin	Police Constable	\$ 121,018.06	\$ 971.62
Tu	Binh Tu	Plainclothes Police Constable	\$ 121,617.89	\$ 987.28
Tucker	Adriana Patricia	Plainclothes Police Constable	\$ 111,780.15	\$ 1,002.04
Tuckwell	Timothy Edward	Police Constable	\$ 107,774.24	\$ 990.47
Tughan	Michael Patrick	Plainclothes Police Constable	\$ 124,968.82	\$ 1,002.04
Tulipano	Rosario	Staff Sergeant	\$ 149,829.27	\$ 1,085.37
Tulli	Kevin William	Plainclothes Police Constable	\$ 110,474.08	\$ 1,002.04
Tulloch	Alson Lloyd	Plainclothes Police Constable	\$ 130,262.48	\$ 993.85
Tumanskiy	Mykola	Police Constable	\$ 148,159.51	\$ 981.89
Tupling	Ann-Marie	Detective	\$ 116,533.25	\$ 1,047.28
Turgeon	Joseph Ernest	Police Constable	\$ 105,238.22	\$ 981.89
Turkot	Mariusz Maciej	Police Constable	\$ 201,021.37	\$ 971.62
Turnbull	Michael	Detective	\$ 131,834.83	\$ 1,047.28
Turnbull	Ronald James	Systems Integration Specialist	\$ 120,749.48	\$ 410.02
Turnbull	James Nicholas	Police Constable	\$ 112,191.12	\$ 331.89
Tutka	Peter	Plainclothes Police Constable	\$ 108,237.03	\$ 990.42
Tveit	Evan Kristien	Senior Customer Service Representative	\$ 102,540.86	\$ 348.39
Tweddle	Stephen	Sergeant	\$ 126,581.85	\$ 1,027.91
Tynkaluk	Dean Allan	Sergeant	\$ 119,054.96	\$ 1,047.28
Tzikas	Athanasios	Plainclothes Police Constable	\$ 116,081.88	\$ 975.92
Uchman	Gerald Robert	Plainclothes Police Constable	\$ 135,167.80	\$ 982.80
Uddin	Mohammed Shoeb	Police Constable	\$ 103,944.11	\$ 971.62
Udegbumam	Christian	Police Constable	\$ 103,360.46	\$ 1,000.61
Ueberholz	Thomas Friedrich	Police Constable	\$ 100,538.35	\$ 340.47
Uher	Jason William	Police Constable	\$ 102,433.50	\$ 981.89
Uhrich	Allan Joseph	Sergeant	\$ 117,648.05	\$ 397.28
Ulfat	Ahsan Ullah	Police Constable	\$ 109,782.25	\$ 986.57
Umbrello	Franco	Sergeant	\$ 117,557.56	\$ 1,019.06
Uppal	Vishal	Police Constable	\$ 118,597.29	\$ 988.49
Upton	Peter Alexander	Plainclothes Police Constable	\$ 111,010.05	\$ 998.92

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Urban	Jon	Plainclothes Police Constable	\$ 113,464.39	\$ 1,022.58
Urbaniak	Thomas	Sergeant	\$ 156,834.71	\$ 1,047.28
Ure	James Andrew	Police Constable	\$ 107,093.64	\$ 1,000.61
Urkosky	Brian William	Detective	\$ 119,545.68	\$ 1,027.91
Urquhart	Brian David	Police Constable	\$ 100,018.83	\$ 981.89
Urwin	Christine	Police Constable	\$ 103,090.96	\$ 350.61
Vadivelu	Krishnamoorthy	Plainclothes Police Constable	\$ 111,063.79	\$ 1,002.04
Valdez	Renato Fernandez	Sergeant	\$ 130,574.00	\$ 1,027.91
Valencia	Juan Carlos	Police Constable	\$ 100,441.61	\$ 975.62
Valentini	Antonina	Plainclothes Police Constable	\$ 102,961.62	\$ 993.85
Valentini	Enzo-Loreto	Police Constable	\$ 100,869.28	\$ 990.47
Valerio	John	Sergeant	\$ 119,892.79	\$ 1,047.28
Valledor	Alvin	Training Constable	\$ 125,958.25	\$ 1,002.04
Valles	Shehara	Detective	\$ 123,618.74	\$ 397.28
Van Andel	Phillip George	Staff Sergeant	\$ 134,488.08	\$ 1,085.37
Van Der Krabben	Steven John	Police Constable	\$ 109,481.28	\$ 986.57
Van Nest	Ryan Kingsley	Detective	\$ 119,533.80	\$ 1,027.91
Van Nest	Jesse Clarkson	Sergeant	\$ 113,360.65	\$ 1,032.35
Van Ruyven	Marc Gerard	Police Constable	\$ 117,964.81	\$ 971.62
Van Schubert	Kevin John	Sergeant	\$ 133,642.63	\$ 1,047.28
Van Seters	Paul	Police Constable	\$ 176,547.39	\$ 1,000.61
Vandall	Martin Philip	Sergeant	\$ 116,926.75	\$ 1,047.28
Vandekerckhove	Gregory Paul	Plainclothes Police Constable	\$ 127,272.86	\$ 993.85
Vandekerckhove	Darrell Andrew	Sergeant	\$ 114,743.87	\$ 1,024.37
Vandenberg	Carolyn	Sergeant	\$ 120,411.04	\$ 1,047.28
Vander Heyden	Justin William	Staff Sergeant	\$ 125,829.01	\$ 1,076.14
Vander Meer	Elena Nicole	Police Constable	\$ 106,712.54	\$ 981.89
Vanderburgh	Andrew Norman	Police Constable	\$ 130,054.35	\$ 972.02
Vandervoort	Michael Alexander	Police Constable	\$ 130,147.96	\$ 965.42
Vandervoort	Belinda	Plainclothes Police Constable	\$ 119,823.72	\$ 352.04
Vanderwal	Colin Richard	Police Constable	\$ 105,468.24	\$ 981.89
Vanscherrenburg	Adele	Police Constable	\$ 104,744.43	\$ 1,000.61
Vanspall	Gregory Patrick	Police Constable	\$ 102,403.31	\$ 975.62
Vanwart	Daniel Robinson	Police Constable	\$ 108,433.17	\$ 990.47
Vargas	Juan Enrique	Police Constable	\$ 108,198.71	\$ 985.85
Vayani	Shafiq Abdul	Plainclothes Police Constable	\$ 123,921.74	\$ 1,002.04
Vega	Daniel	Sergeant	\$ 114,711.25	\$ 1,035.45
Veit	Oswald	Sergeant	\$ 130,561.20	\$ 1,047.28
Velautham	Karthigesan	Sergeant	\$ 134,712.42	\$ 1,047.28
Vella	Tonyo	Police Constable	\$ 105,328.32	\$ 990.47
Vellend Taylor	Katharine	Sergeant	\$ 123,813.45	\$ 1,047.28
Vendramini	Luigi	Sergeant	\$ 118,494.95	\$ 1,047.28
Veneziano	Tony	Chief Administrative Officer	\$ 261,989.44	\$ 18,366.60
Venn	Joanne Michele	Sergeant	\$ 128,029.34	\$ 1,047.28
Ventura	Joseph	Locational Administrator	\$ 117,136.80	\$ 629.42
Vercholuk	Allan George	Police Constable	\$ 118,795.25	\$ 981.89
Verdoold	Lance Scott	Police Constable	\$ 121,053.15	\$ 1,000.61
Verma	Jasvir Kaur	Plainclothes Police Constable	\$ 107,892.20	\$ 1,002.04
Verruno	Frank Domenico	Police Constable	\$ 120,627.11	\$ 998.19
Verspeeten	Bradley Dennis	Plainclothes Police Constable	\$ 117,525.45	\$ 1,002.04
Vickers	David	Inspector	\$ 156,604.97	\$ 1,328.59
Vidinha	Pedro Henrique	Police Constable	\$ 111,982.05	\$ 971.62
Vidot	Russell Norbert	Plainclothes Police Constable	\$ 109,441.15	\$ 998.92
Vigna	Rita Elsa	Assistant Manager of Records Operations	\$ 135,871.77	\$ 1,247.42
Vigna	Diana Christine	Police Constable	\$ 107,332.20	\$ 965.75
Vijayanarayanan	Devikumar	Plainclothes Police Constable	\$ 103,561.01	\$ 352.04
Villers	Scott Charles	Sergeant	\$ 132,527.60	\$ 1,027.91
Vilvanathan	Piratheepan	Police Constable	\$ 113,488.52	\$ 978.77
Vincent	Matthew Edward	Project Leader	\$ 120,668.15	\$ 410.02
Vincent	Jason Ernest	Police Constable	\$ 105,270.39	\$ 981.89

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Vine	Jason Dexter	Police Constable	\$ 101,625.79	\$ 981.89
Violot	Andrew	Sergeant	\$ 124,686.00	\$ 1,047.28
Vipari	Carol Marie	Corporate Psychologist	\$ 193,308.29	\$ 1,510.18
Virani	Abdulhameed	Police Constable	\$ 243,098.87	\$ 1,000.61
Virdi	Ravinder Singh	Police Constable	\$ 123,688.99	\$ 981.89
Virk	Maheep Kaur	Police Constable	\$ 108,316.48	\$ 981.89
Visser	Ashley Christina	Plainclothes Police Constable	\$ 104,711.69	\$ 993.85
Vitale	Daniel Alexander	Police Constable	\$ 111,993.91	\$ 981.89
Vlach	Eric	Training Constable	\$ 109,717.51	\$ 1,022.58
Vo	Thao Ba	Plainclothes Police Constable	\$ 142,978.74	\$ 1,002.04
Vollmar	William Cameron	Police Constable	\$ 107,295.27	\$ 981.89
Von Kaldkreuth	Mark Warren	Plainclothes Police Constable	\$ 115,481.74	\$ 1,007.08
Vruna	Maria	Sergeant	\$ 143,852.36	\$ 1,047.28
Vukovic	Matthew Marko	Police Constable	\$ 121,693.51	\$ 981.89
Vuong	Kent	Police Constable	\$ 135,395.74	\$ 990.47
Vuong	Tommy	Plainclothes Police Constable	\$ 113,864.89	\$ 1,002.04
Wacker	Daniel Paul	Police Constable	\$ 108,439.77	\$ 981.89
Waddell	Mark Grant	Detective	\$ 114,108.30	\$ 1,037.79
Waddell	Lancelot Albert	Police Constable	\$ 110,014.74	\$ 981.89
Walker	Jerome	Manager of Systems Operations	\$ 165,851.15	\$ 1,180.68
Walker	Scott James	Police Constable	\$ 145,157.47	\$ 981.89
Walker	James	Staff Sergeant	\$ 133,142.71	\$ 1,085.37
Walker	John	Sergeant	\$ 128,377.82	\$ 1,047.28
Walker	Mark Doyle	Police Constable	\$ 123,596.04	\$ 998.19
Walker	Paul Steven	Police Constable	\$ 114,129.52	\$ 971.62
Walker	Julie-Anne Nicole	Plainclothes Police Constable	\$ 107,857.18	\$ 995.02
Walker	Michael Nathan	Police Constable	\$ 106,487.69	\$ 941.86
Walker	Neil	Police Constable	\$ 100,706.73	\$ 769.55
Walker-Knapper	Susan Colette	Manager of Court Services	\$ 153,695.78	\$ 679.63
Wallace	James	Police Constable	\$ 186,945.22	\$ 350.61
Wallace	John David	Sergeant	\$ 148,727.69	\$ 1,027.91
Wallace	Robert Boyd	Detective	\$ 133,608.67	\$ 1,027.91
Wallace	Peter	Detective	\$ 130,677.86	\$ 1,027.91
Wallace	Alexander Matthew	Police Constable	\$ 126,397.00	\$ 998.19
Wallace	Jason Ralph	Police Constable	\$ 122,501.27	\$ 971.62
Wallace	Scott Edmund	Senior Application Specialist	\$ 103,709.39	\$ 349.05
Walli	Alykhan Amir	Police Constable	\$ 191,990.66	\$ 981.89
Walls	Christopher George	Police Constable	\$ 155,018.02	\$ 990.47
Walsh	Suzanne Marie	Inspector	\$ 164,838.58	\$ 1,328.59
Walsh	Derek Andrew	Police Constable	\$ 112,755.57	\$ 981.89
Walters	Gregory	Sergeant	\$ 123,429.20	\$ 1,047.28
Walther	Timothy John	Detective	\$ 136,065.57	\$ 1,027.91
Wang	Xian-Peng	Police Constable	\$ 132,887.51	\$ 981.89
Wang	Chuan	Plainclothes Police Constable	\$ 118,552.21	\$ 981.78
Wang	Tiam Yee	Plainclothes Police Constable	\$ 108,613.71	\$ 999.48
Wang	Benyu	Senior Radio and Electronics Technician	\$ 104,879.36	\$ 954.72
Wang	Jordan Guanbao	Police Constable	\$ 104,180.66	\$ 971.62
Warcop	Shannon Amelia	Sergeant	\$ 112,307.91	\$ 1,027.91
Ward	Paul	Detective	\$ 164,418.31	\$ 1,047.28
Ward	Kevin Walter	Police Constable	\$ 135,156.68	\$ 981.89
Ward	Vanessa	Detective	\$ 118,403.83	\$ 1,047.28
Wardle	Roland	Sergeant	\$ 118,592.53	\$ 397.28
Warman	Richard Edgar	Police Constable	\$ 119,987.88	\$ 990.47
Warner	Ruth	Sergeant	\$ 133,815.43	\$ 1,047.28
Warner	Elisabetta	Police Constable	\$ 112,342.28	\$ 1,000.61
Warner	Christine	Plainclothes Police Constable	\$ 110,613.31	\$ 1,022.58
Warner	Jordan Robert	Police Constable	\$ 104,963.20	\$ 981.89
Warnock	Martin	Police Constable	\$ 105,235.30	\$ 981.89
Warr	Richard John	Training Constable	\$ 107,313.22	\$ 1,012.70
Warren	Tristan Alexander	Police Constable	\$ 103,882.57	\$ 315.42

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Warrener	Robert Joseph	Police Constable	\$ 119,726.41	\$ 990.47
Warrington	Bryan Edward	Police Constable	\$ 109,856.78	\$ 971.62
Warwar	Michael	Plainclothes Police Constable	\$ 107,071.48	\$ 1,002.04
Washington	Katharine Ann	Detective	\$ 118,174.25	\$ 1,047.28
Wasilishin	Steven Michael	Police Constable	\$ 116,463.73	\$ 987.37
Waters	Jason Roy	Sergeant	\$ 123,499.12	\$ 387.79
Watkins	Kerry	Detective	\$ 116,527.65	\$ 1,047.28
Watkinson	Douglas Charles	Plainclothes Police Constable	\$ 134,015.87	\$ 1,001.08
Watson	Christopher	Sergeant	\$ 129,633.98	\$ 1,027.91
Watson	O'Neil Constant	Plainclothes Police Constable	\$ 122,682.73	\$ 978.50
Watson	Joslyn Nicole	Sergeant	\$ 116,551.98	\$ 1,037.79
Watson	Ian Andrew	Police Constable	\$ 109,423.89	\$ 981.89
Watson	Errol John	Training Constable	\$ 107,557.02	\$ 1,002.04
Watson	Adam Michael	Police Constable	\$ 104,409.46	\$ 981.89
Watt	Jermaine Antonio	Police Constable	\$ 120,198.05	\$ 981.89
Watton	Anita Victoria	Police Constable	\$ 110,031.07	\$ 981.89
Watts	Steven Mark	Detective Sergeant	\$ 140,625.27	\$ 1,085.37
Watts	Gregory Miles	Staff Sergeant	\$ 126,630.14	\$ 1,071.33
Watts	Kathryn Louise	Assistant Manager of Records Information Access	\$ 122,947.95	\$ 1,039.03
Watts	Robert Andrew	Police Constable	\$ 105,624.54	\$ 981.89
Wauchope	Liam	Detective	\$ 135,969.07	\$ 1,027.91
Waugh	Rapheal Fexton	Police Constable	\$ 115,891.68	\$ 981.89
Weatherbee	Jeffrey Michael	Plainclothes Police Constable	\$ 107,850.26	\$ 1,002.04
Webb	Kelli Denise	Police Constable	\$ 111,657.77	\$ 971.62
Webb	Neil Anthony	Police Constable	\$ 110,863.76	\$ 917.06
Webb	Vanessa Miriam	Plainclothes Police Constable	\$ 107,911.71	\$ 1,002.04
Webb	Kerry William	Police Constable	\$ 106,417.90	\$ 971.62
Webster	David Gregory	Detective	\$ 123,497.29	\$ 1,047.28
Wecker	Michael Robert	Police Constable	\$ 104,878.92	\$ 971.62
Weckworth	Richard Grant	Police Constable	\$ 134,179.67	\$ 971.62
Weddell	Glenn Francis	Police Constable	\$ 107,079.92	\$ 981.89
Weeks	Jesse David	Sergeant	\$ 118,526.17	\$ 990.52
Weeks	Allen Ancel	Police Constable	\$ 100,702.82	\$ 971.62
Wehby	Peter Michael	Detective	\$ 146,666.48	\$ 1,027.91
Weidmark	Arthur	Superintendent	\$ 179,021.21	\$ 19,357.50
Weist	Stephen	Police Constable	\$ 103,236.66	\$ 1,000.61
Weller	Richard Anthony	Detective	\$ 130,366.25	\$ 1,047.28
Wells	David Archer	Police Constable	\$ 110,836.12	\$ 981.89
Welsh	Jonathan Clayton	Plainclothes Police Constable	\$ 121,257.57	\$ 1,002.04
Wenzel	Derek Michael	Police Constable	\$ 113,039.05	\$ 981.89
Wesley	Jeffrey	Police Constable	\$ 109,730.40	\$ 981.89
West	Michael Adam	Plainclothes Police Constable	\$ 122,789.47	\$ 1,002.04
West	Lee Ann	Detective	\$ 121,321.99	\$ 1,037.79
Westell	Clinton Jon	Police Constable	\$ 100,917.62	\$ 981.89
Wester	Benjamin John	Police Constable	\$ 110,457.40	\$ 986.57
Wester	Erica Beth	Plainclothes Police Constable	\$ 105,569.25	\$ 991.85
Westerhoff	David James	Plainclothes Police Constable	\$ 118,528.41	\$ 1,002.04
Westervelt	Vicki Ann	Detective	\$ 135,526.11	\$ 1,035.45
Whalen	Robert	Detective	\$ 138,273.98	\$ 1,047.28
Whalen	Christopher Andrew	Plainclothes Police Constable	\$ 115,959.50	\$ 1,002.04
Whalley	Tara Yvonne	Police Constable	\$ 107,728.88	\$ 986.57
Whealy	Gordon	Staff Sergeant	\$ 163,434.41	\$ 1,085.37
Wheeler	Christopher	Police Constable	\$ 143,607.78	\$ 1,000.61
Wheler	Katherine Anne	Plainclothes Police Constable	\$ 106,599.63	\$ 1,002.04
White	Deidra Denise	Manager of Customer Service	\$ 165,851.15	\$ 3,135.44
White	Michael John	Plainclothes Police Constable	\$ 140,174.84	\$ 978.50
White	John	Staff Sergeant	\$ 130,986.57	\$ 1,085.37
White	Kevin Joseph	Detective	\$ 128,731.59	\$ 1,027.91
White	Catherine Marlene	Staff Sergeant	\$ 126,625.16	\$ 700.01
White	Anthony	Police Constable	\$ 122,717.01	\$ 1,000.61

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
White	William	Sergeant	\$ 122,115.40	\$ 1,047.28
White	Donald Gerald	Detective	\$ 117,911.40	\$ 1,037.79
White	Barry	Sergeant	\$ 116,819.69	\$ 522.28
White	Ryan Austin	Plainclothes Police Constable	\$ 116,649.26	\$ 1,002.04
White	Clayton Thomas	Plainclothes Police Constable	\$ 112,685.26	\$ 1,012.70
White	Daniel Campbell	Police Constable	\$ 103,723.72	\$ 975.62
White	Richard Burton	Police Constable	\$ 103,408.19	\$ 981.89
Whitefield	Ross Alasdair	Police Constable	\$ 108,423.25	\$ 981.89
Whitfield	Louis Francis	Plainclothes Police Constable	\$ 119,518.68	\$ 1,002.04
Whitla	Ronald	Detective	\$ 132,025.15	\$ 1,047.28
Whitley	Paul William	Plainclothes Police Constable	\$ 110,093.20	\$ 1,002.04
Whittaker	Lance Charles	Police Constable	\$ 100,021.68	\$ 990.47
Whittall	Shawn Michael	Plainclothes Police Constable	\$ 106,462.91	\$ 994.16
Whittemore	Scott	Detective	\$ 125,835.52	\$ 1,047.28
Whittle	Timothy Maurice	Police Constable	\$ 102,719.87	\$ 981.89
Whitworth	Ernest	Detective Sergeant	\$ 127,853.53	\$ 1,085.37
Whitworth	Michael Bruce	Training Constable	\$ 119,818.03	\$ 1,022.58
Whynot	Carrol Anne	Senior Corporate Planner	\$ 153,695.78	\$ 490.49
Whyte	Adam Terrance	Police Constable	\$ 101,229.73	\$ 971.62
Wiggermann	Sven	Police Constable	\$ 122,365.56	\$ 981.89
Wighton	Matthew Stewart	Detective	\$ 143,770.39	\$ 1,037.79
Wilkins	Dustin Daniel	Police Constable	\$ 106,403.87	\$ 971.62
Wilkinson	Stephanie Dawn	Police Constable	\$ 100,338.20	\$ 971.62
Willers	Ronald	Training Constable	\$ 115,058.82	\$ 1,022.58
Willett	Andrew John	Police Constable	\$ 129,736.49	\$ 995.88
Williams	Ian	Manager of Business Intelligence and Analytics	\$ 165,937.44	\$ 609.48
Williams	Anthony	Detective	\$ 145,082.03	\$ 1,047.28
Williams	Gherardt	Detective	\$ 137,438.92	\$ 1,047.28
Williams	Clayton	Sergeant	\$ 131,784.85	\$ 1,047.28
Williams	Michael James	Detective	\$ 119,387.49	\$ 1,032.35
Williams	Deirdre Elizabeth	Board Administrator	\$ 118,547.59	\$ 374.38
Williams	Steven Thomas	Plainclothes Police Constable	\$ 108,656.66	\$ 1,002.04
Williams	Matthew George	Police Constable	\$ 105,052.93	\$ 972.02
Williams	Kevin Christopher	Plainclothes Police Constable	\$ 104,649.01	\$ 352.04
Williams	Scott Douglas	Senior Administrative Application Specialist	\$ 102,698.18	\$ 349.05
Wilmot	Sharon Christine	Counsel	\$ 138,417.89	\$ 447.91
Wilson	Warren	Staff Sergeant	\$ 141,705.23	\$ 1,085.37
Wilson	Jeffrey Paul	Police Constable	\$ 134,942.60	\$ 990.47
Wilson	Matthew Edmund	Plainclothes Police Constable	\$ 128,043.41	\$ 983.65
Wilson	Christopher David	Plainclothes Police Constable	\$ 123,981.83	\$ 994.16
Wilson	Anton Lawrence	Police Constable	\$ 116,874.80	\$ 350.61
Wilson	Timothy	Sergeant	\$ 116,831.38	\$ 1,047.28
Wilson	Derek Scott	Detective	\$ 116,528.00	\$ 397.28
Wilson	Shane Stewart	Police Constable	\$ 115,785.87	\$ 981.89
Wilson	Sherry Elizabeth	Detective	\$ 114,303.29	\$ 1,037.79
Wilson	Julie Therese	Sergeant	\$ 111,696.38	\$ 1,027.91
Wilson	David James	Police Constable	\$ 108,363.93	\$ 990.47
Wilson	Adam Patrick	Police Constable	\$ 105,160.52	\$ 971.62
Wilson	Michael Paul	Plainclothes Police Constable	\$ 104,001.74	\$ 1,002.04
Wilson	Suzanne	Police Constable	\$ 103,136.29	\$ 350.61
Wilson	Bradley Michael	Police Constable	\$ 100,815.45	\$ 981.89
Wiltshire	David	Police Constable	\$ 144,810.10	\$ 315.42
Windle	Tracy Georgina	Police Constable	\$ 100,295.56	\$ 981.89
Windmoller	Theodore John	Sergeant	\$ 119,279.77	\$ 1,047.28
Windsor	David Lee	Sergeant	\$ 123,197.18	\$ 1,027.91
Windsor	Carol Mary	Police Constable	\$ 107,646.75	\$ 983.21
Winfield	Richard	Plainclothes Police Constable	\$ 109,670.47	\$ 372.58
Winter	Jeffrey Matthew	Plainclothes Police Constable	\$ 127,544.40	\$ 1,002.04
Wiseman	Trent Pleaman	Police Constable	\$ 110,445.58	\$ 981.89
Wiseman	Michael Douglas	Plainclothes Police Constable	\$ 110,056.04	\$ 1,002.04

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Withrow	Jennifer Autumn	Plainclothes Police Constable	\$ 113,652.03	\$ 1,002.04
Witt	Katarzyna Maria	Police Constable	\$ 109,229.08	\$ 971.62
Wojdylo	Henryk	Sergeant	\$ 117,672.01	\$ 1,047.28
Wojtkiewicz	Victor Brunislaw	Training Constable	\$ 117,202.45	\$ 1,002.04
Wojtkowicz	Dorothy Zofia	Plainclothes Police Constable	\$ 104,910.26	\$ 993.05
Wolf	Raymond	Detective	\$ 124,043.76	\$ 1,067.56
Wolfe	Stephen Micheal	Police Constable	\$ 118,236.19	\$ 988.49
Wong	Chung Man	Sergeant	\$ 207,569.32	\$ 1,047.28
Wong	Wan-Hoi	Plainclothes Police Constable	\$ 134,052.58	\$ 1,022.58
Wong	Conrad Emery	Plainclothes Police Constable	\$ 133,227.11	\$ 1,002.04
Wong	Vincent Alexander	Police Constable	\$ 118,750.97	\$ 981.89
Wong	Philip Jin-Yu	Plainclothes Police Constable	\$ 113,222.88	\$ 994.16
Wong	Eric Wae	Plainclothes Police Constable	\$ 106,922.90	\$ 978.50
Wong	Matthew Dee	Police Constable	\$ 104,797.31	\$ 981.89
Wong	Aaron	Police Constable	\$ 103,640.77	\$ 300.54
Wong	Chun Man	Police Constable	\$ 103,091.22	\$ 338.49
Wong	Carmen Alexis	Police Constable	\$ 102,064.17	\$ 981.89
Wong	Gordon Chung-Hoi	Plainclothes Police Constable	\$ 101,006.64	\$ 982.66
Woo	Mark Joseph	Police Constable	\$ 146,641.81	\$ 1,000.61
Woo	Chi Shing	Senior Programmer	\$ 114,295.64	\$ 349.05
Woo	Gilbert	Senior Customer Service Representative	\$ 105,192.63	\$ 349.05
Wood	John Alan	Police Constable	\$ 119,255.45	\$ 981.89
Wood	Darcy Ryan	Training Constable	\$ 118,350.09	\$ 1,002.04
Wood	Kimberly Ann	Senior Supervisor of Support Services	\$ 113,748.07	\$ 1,029.60
Woodhouse	Stephen	Sergeant	\$ 121,212.56	\$ 1,047.28
Woods	Gary	Sergeant	\$ 135,691.78	\$ 1,027.91
Woods	Douglas Stephen	Plainclothes Police Constable	\$ 103,762.93	\$ 1,002.04
Woodyer	Kyle Edward	Police Constable	\$ 100,713.81	\$ 987.37
Wookey	Charles	Detective	\$ 142,890.24	\$ 1,047.28
Woollenden	Diane Emily	Police Constable	\$ 117,356.59	\$ 981.89
Wootton	Ryan Peter	Plainclothes Police Constable	\$ 111,502.12	\$ 1,002.04
Worden	Paul Hamilton	Detective	\$ 138,072.00	\$ 1,047.28
Woronchak	Janice Lynn	Plainclothes Police Constable	\$ 124,127.33	\$ 1,002.04
Worrell	Philip	Sergeant	\$ 126,751.38	\$ 1,047.28
Worsdale	Shayne William	Police Constable	\$ 117,475.60	\$ 981.89
Worth	Darren	Detective	\$ 146,184.85	\$ 1,037.79
Worth	Kane Wilson	Sergeant	\$ 136,481.39	\$ 1,047.28
Worts	Robert Michael	Police Constable	\$ 107,533.51	\$ 971.62
Woudenberg	Hetty Johana	Police Constable	\$ 111,213.47	\$ 981.89
Wray	Terrence	Detective	\$ 115,813.87	\$ 885.92
Wright	Marianne Millicent	Lead Counsel	\$ 193,308.29	\$ 3,226.03
Wright	Adam Edward	Police Constable	\$ 110,644.52	\$ 971.62
Wright	Gary	Plainclothes Police Constable	\$ 109,225.74	\$ 1,022.58
Wright	Joanna Lindley	Police Constable	\$ 103,246.36	\$ 350.61
Wronng	Jason Christopher	Police Constable	\$ 108,932.95	\$ 1,000.61
Wu	Xu	Plainclothes Police Constable	\$ 139,655.70	\$ 1,002.04
Wu	Hai Zhong	Senior Technical Analyst	\$ 111,607.02	\$ 379.60
Wulff	Eduardo Ignacio	Staff Sergeant	\$ 133,470.02	\$ 1,085.37
Wyard	Leslie Ann	Plainclothes Police Constable	\$ 126,057.51	\$ 1,002.04
Wylie	Christopher David	Plainclothes Police Constable	\$ 112,951.97	\$ 1,010.30
Wynia	Randall	Detective	\$ 122,207.91	\$ 1,047.28
Wynne	Travers	Sergeant	\$ 124,665.76	\$ 1,047.28
Xinos	Evangelos	Training Constable	\$ 116,265.70	\$ 1,002.04
Xiouris	John	Plainclothes Police Constable	\$ 119,725.05	\$ 996.95
Yam	Calvin	Police Constable	\$ 124,359.20	\$ 966.89
Yan	Alan Michael	Plainclothes Police Constable	\$ 114,348.83	\$ 993.85
Yan	Peter Samuel	Plainclothes Police Constable	\$ 108,527.60	\$ 1,002.04
Yan	Gregory Albert	Plainclothes Police Constable	\$ 104,212.71	\$ 971.62
Yang	Yanjiao	Enterprise Data Architect	\$ 135,871.77	\$ 597.42
Yang	Jennifer Li-Ping	Senior Analyst	\$ 114,697.44	\$ 379.60

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Yang	Qianliang	Police Constable	\$ 105,376.09	\$ 981.89
Yap	Meiyin	Police Constable	\$ 103,122.11	\$ 1,000.61
Yarde	Ryan Anton	Police Constable	\$ 112,707.27	\$ 981.89
Yarlett	Kristen Leigh	Police Constable	\$ 100,876.10	\$ 981.89
Yarmoluk	David George	Detective	\$ 130,264.67	\$ 1,047.28
Yeandle	Kimberley	Superintendent	\$ 188,229.13	\$ 14,132.12
Yeandle	Mark	Sergeant	\$ 121,200.21	\$ 1,047.28
Yee	Ian	Training Constable	\$ 112,930.84	\$ 995.02
Yelle	Justin Joseph	Police Constable	\$ 119,420.27	\$ 986.57
Yeo	Darren Roy	Detective	\$ 138,241.36	\$ 1,027.91
Yeung	Patrick Min-Seng	Sergeant	\$ 158,066.41	\$ 1,027.91
Yiannakakos	Christos	Plainclothes Police Constable	\$ 122,866.60	\$ 996.95
Yim	Dennis Yiu-Kam	Plainclothes Police Constable	\$ 124,427.43	\$ 995.80
Yin	Jie	Information Security Architect	\$ 120,374.48	\$ 410.02
Yin	Ya-Wen	Police Constable	\$ 110,069.87	\$ 981.89
Yong	Brian Paul	Police Constable	\$ 147,956.76	\$ 990.47
Young	Blain	Sergeant	\$ 213,437.60	\$ 1,047.28
Young	Craig	Staff Sergeant	\$ 140,671.09	\$ 1,085.37
Young	Warren	Staff Sergeant	\$ 128,666.03	\$ 1,085.37
Young	Paul Eliot	Police Constable	\$ 111,321.21	\$ 981.89
Young	Jennifer Marie	Plainclothes Police Constable	\$ 108,070.18	\$ 998.14
Young	Jamie George	Police Constable	\$ 107,601.10	\$ 972.02
Younger	Chad Andrew	Plainclothes Police Constable	\$ 109,778.42	\$ 1,002.04
Yourkin	Courtney Anne	Plainclothes Police Constable	\$ 116,892.64	\$ 1,002.04
Youroukos	Jonathan Nicholas	Police Constable	\$ 129,796.02	\$ 663.13
Yousufi	Abdullah	Drafting Technician	\$ 114,447.52	\$ 999.05
Yu	Clifford	Police Constable	\$ 165,535.53	\$ 1,000.61
Yu	Kaeric	Police Constable	\$ 147,410.22	\$ 975.62
Yuanidis	Alexander	Police Constable	\$ 102,613.35	\$ 986.57
Yuen	Peter	Staff Superintendent	\$ 197,552.99	\$ 14,651.73
Yule	Brian Alexander	Police Constable	\$ 103,501.34	\$ 994.72
Yule	Robert Christopher	Training Constable	\$ 136,997.54	\$ 1,022.58
Yung	Stephen Kienmun	Training Constable	\$ 110,193.68	\$ 1,000.48
Yung	Francis Yuan-Tung	Police Constable	\$ 101,760.55	\$ 331.89
Yurkiw	Adam Lorne	Plainclothes Police Constable	\$ 121,164.22	\$ 1,002.04
Zaffino	Franco Antonio	Plainclothes Police Constable	\$ 122,666.19	\$ 996.58
Zafiriadis	Ifigenia	Communications Operations Supervisor	\$ 110,242.03	\$ 329.42
Zaheed	Ikram	Police Constable	\$ 114,646.77	\$ 971.62
Zajac	David	Detective	\$ 169,311.53	\$ 1,047.28
Zajac	Julie	Staff Sergeant	\$ 128,415.55	\$ 1,085.37
Zambri	Carmelo	Sergeant	\$ 138,589.25	\$ 1,047.28
Zammit	Jeffrey	Sergeant	\$ 173,092.35	\$ 1,047.28
Zamparo	Daniel Valentino	Police Constable	\$ 128,244.31	\$ 982.67
Zanati	Balazs Karoly	Police Constable	\$ 122,694.59	\$ 971.62
Zandkarimi	Ali	Police Constable	\$ 126,420.50	\$ 971.62
Zarabi-Majd	Firouzeh	Police Constable	\$ 147,350.31	\$ 972.02
Zare Seysan	Roya	Police Constable	\$ 122,807.95	\$ 971.62
Zawadskiy	Mikhaylo	Police Constable	\$ 101,360.38	\$ 327.82
Zawerbny	Michael Anthony	Police Constable	\$ 100,350.18	\$ 990.47
Zayack	Darlene	Police Constable	\$ 102,849.81	\$ 1,000.61
Zebeski	David Michael	Staff Sergeant	\$ 125,599.21	\$ 1,071.72
Zebrowski	Tomasz	Police Constable	\$ 122,379.75	\$ 981.89
Zekeres	Charles	Sergeant	\$ 123,796.14	\$ 1,037.79
Zeleny	John Daryn	Detective	\$ 133,234.20	\$ 1,047.28
Zeljkovic	Edin	Police Constable	\$ 109,435.00	\$ 981.89
Zeppieri	Justin Peter	Plainclothes Police Constable	\$ 125,934.51	\$ 993.85
Zerucelli	Christian George	Police Constable	\$ 142,169.34	\$ 986.57
Zettler	Mark Paul	Police Constable	\$ 138,827.64	\$ 981.89
Zettler	Steven Carl	Police Constable	\$ 103,582.24	\$ 1,000.61
Zhang	Lu	Senior Technical Analyst	\$ 118,753.89	\$ 377.44

Appendix A

Record of Employees' 2016 Salaries and Benefits - By Last Name

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Zhang	Jian	Plainclothes Police Constable	\$ 112,007.14	\$ 1,002.04
Zhang	Qing	Senior Programmer	\$ 105,360.35	\$ 349.05
Zheng	Feishu	Police Constable	\$ 104,294.76	\$ 971.62
Zhou	Ye	Infrastructure Architect	\$ 120,599.48	\$ 410.02
Zhou	Hongfei	Police Constable	\$ 104,021.42	\$ 981.89
Zimmer	Lesley Anne	Detective	\$ 111,325.38	\$ 1,027.91
Zimmerman	Lawrence	Sergeant	\$ 108,959.45	\$ 1,006.94
Zimmermann	Eric	Plainclothes Police Constable	\$ 110,565.03	\$ 291.86
Zinati	Jacques	Police Constable	\$ 119,706.03	\$ 340.47
Ziola	Kirk	Benefit Analyst	\$ 102,334.60	\$ -
Zisis	Mary Lynn	Senior Corporate Planning Analyst	\$ 103,698.65	\$ 349.05
Zlobicki	Aleksandra	Plainclothes Police Constable	\$ 141,698.45	\$ 981.02
Zold	John	Police Constable	\$ 121,336.41	\$ 1,000.61
Zubair	Mohammad	Police Constable	\$ 102,592.00	\$ 981.89
Zubek	Joseph	Staff Sergeant	\$ 105,111.25	\$ 301.05
Zver	Natasha Ann	Police Constable	\$ 106,964.56	\$ 981.89
Zvezd 'Onkin	Volodymyr	Police Constable	\$ 112,314.90	\$ 971.62
Zych	Stefan	Police Constable	\$ 110,015.98	\$ 1,000.61

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Saunders	Mark	Chief of Police	\$ 332,511.59	\$ 2,677.12
Veneziano	Tony	Chief Administrative Officer	\$ 261,989.44	\$ 18,366.60
Federico	Michael	Deputy Chief	\$ 249,524.75	\$ 13,991.46
Virani	Abdulhameed	Police Constable	\$ 243,098.87	\$ 1,000.61
Ramer	Donald	Deputy Chief	\$ 236,905.60	\$ 14,683.10
Tierman	Darius	Police Constable	\$ 236,885.76	\$ 364.07
Morris	Jason Robert	Plainclothes Police Constable	\$ 226,344.03	\$ 1,002.04
Spencer	Ennis Stewart	Sergeant	\$ 218,094.05	\$ 1,027.91
Mccormack	David	Superintendent	\$ 216,626.48	\$ 12,097.95
Young	Blain	Sergeant	\$ 213,437.60	\$ 1,047.28
Goebell	Nad	Police Constable	\$ 210,274.98	\$ 1,000.61
Bates	Barry Michael	Police Constable	\$ 209,412.64	\$ 1,000.61
Stubbings	Richard	Staff Superintendent	\$ 209,117.80	\$ 11,958.59
Wong	Chung Man	Sergeant	\$ 207,569.32	\$ 1,047.28
Preston	Brian	Inspector	\$ 206,740.92	\$ 1,328.59
Neadles	William	Superintendent	\$ 205,556.90	\$ 15,716.89
Tam	Wing	Police Constable	\$ 204,086.73	\$ 1,000.61
Hines	Gordon Ian	Police Constable	\$ 201,874.24	\$ 981.89
Turkot	Mariusz Maciej	Police Constable	\$ 201,021.37	\$ 971.62
Lum	Soon	Plainclothes Police Constable	\$ 200,793.29	\$ 372.58
Tohm	Darik Gordon	Police Constable	\$ 200,722.21	\$ 1,000.61
Cristiano	Guido	Police Constable	\$ 198,753.24	\$ 1,000.61
Palermo	Michael Angelo	Detective	\$ 197,606.03	\$ 1,037.79
Yuen	Peter	Staff Superintendent	\$ 197,552.99	\$ 14,651.73
Hall	John	Police Constable	\$ 197,472.23	\$ 1,000.61
Barnes	Kirk-Neil Anthony	Police Constable	\$ 195,909.15	\$ 981.89
Di Tommaso	Mario	Staff Superintendent	\$ 194,943.21	\$ 14,372.55
Pathak	Davinder Kumar	Police Constable	\$ 194,704.23	\$ 981.89
Martin	Kathryn	Staff Superintendent	\$ 194,119.21	\$ 14,739.40
Donison	Kim L	Police Constable	\$ 193,989.99	\$ 1,000.61
Farahbakhsh	Jeanette Isabel	Director of Human Resources	\$ 193,308.29	\$ 3,021.09
Giannotta	Celestino	Director of Information Technology	\$ 193,308.29	\$ 3,260.24
Kijewski	Kristine Jean	Director of Corporate Services	\$ 193,308.29	\$ 3,260.24
Martin-Doto	Catherine Ann	Corporate Psychologist	\$ 193,308.29	\$ 1,510.18
Pugash	Mark	Director of Corporate Communications	\$ 193,308.29	\$ 11,748.71
Vipari	Carol Marie	Corporate Psychologist	\$ 193,308.29	\$ 1,510.18
Wright	Marianne Millicent	Lead Counsel	\$ 193,308.29	\$ 3,226.03
Califaretti	Sandra Angela	Director of Finance	\$ 193,291.10	\$ 3,021.09
Norris	Robert	Police Constable	\$ 192,870.91	\$ 1,000.61
Karimzada	Abdullah	Plainclothes Police Constable	\$ 192,472.62	\$ 300.54
Walli	Alykhan Amir	Police Constable	\$ 191,990.66	\$ 981.89
Johnson	Robert	Superintendent	\$ 191,957.84	\$ 11,684.82
Marchack	Roger	Sergeant	\$ 190,906.75	\$ 1,047.28
Corrigan	Neil David	Superintendent	\$ 190,754.53	\$ 18,722.14
Gilbert	Scott	Superintendent	\$ 190,362.96	\$ 16,679.43
Stea	Carlo Junior	Police Constable	\$ 188,982.05	\$ 990.47
Jones	Gordon	Superintendent	\$ 188,338.25	\$ 13,225.77
Yeandle	Kimberley	Superintendent	\$ 188,229.13	\$ 14,132.12
Carbone	Mike	Detective Sergeant	\$ 187,893.03	\$ 1,085.37
Kung	Tommy Wing	Police Constable	\$ 187,727.19	\$ 981.89
Wallace	James	Police Constable	\$ 186,945.22	\$ 350.61
Bobbis	Richard Robert	Detective	\$ 185,878.95	\$ 1,037.79
Kalteis	Marc Robert	Police Constable	\$ 185,849.31	\$ 990.47
Atkinson	James Jonathan	Police Constable	\$ 185,638.51	\$ 1,000.61
Baptist	Robert Scott	Superintendent	\$ 185,571.34	\$ 16,512.69
Campbell	Donald Alexander	Superintendent	\$ 185,238.71	\$ 19,571.03
Henderson	Norman George	Administrator Fleet and Materials Management	\$ 185,049.86	\$ 1,445.65
Ferguson	Hugh	Superintendent	\$ 184,169.22	\$ 16,100.38
Costabile	Gino	Police Constable	\$ 183,563.51	\$ 1,000.61
Ruttner	Alexander	Police Constable	\$ 183,022.90	\$ 1,000.61

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Mcdougall	Robert Gordon	Sergeant	\$ 183,018.19	\$ 1,029.76
Loiselle	Jeanlaurel	Police Constable	\$ 182,703.93	\$ 981.89
McLaughlin	Ian	Sergeant	\$ 182,345.85	\$ 1,047.28
Russell	Thomas	Staff Superintendent	\$ 182,279.80	\$ 8,783.21
Campbell	Joanne Elizabeth	Executive Director	\$ 182,178.71	\$ 2,974.44
Chang	Chu Thao	Sergeant	\$ 182,169.62	\$ 1,029.76
Hughes	Trudy	Detective	\$ 181,336.59	\$ 1,047.28
Crone	Timothy	Inspector	\$ 180,642.62	\$ 678.59
Hargan	Robert	Sergeant	\$ 180,562.08	\$ 1,047.28
Therault	Angela	Detective	\$ 180,488.56	\$ 1,047.28
Mccall	Andrew John	Detective	\$ 180,395.13	\$ 1,047.28
Evans	Bryce	Superintendent	\$ 180,286.20	\$ 14,895.60
Demkiw	Myron Andrey	Superintendent	\$ 180,167.59	\$ 9,246.85
Lennox	Peter E	Superintendent	\$ 180,031.02	\$ 15,086.49
Dean	Bertrand	Police Constable	\$ 179,936.29	\$ 976.42
Teixeira	Andrew Pereira	Sergeant	\$ 179,517.51	\$ 1,037.79
Narine	Shaun	Superintendent	\$ 179,418.25	\$ 1,445.65
Carter	Randolph	Superintendent	\$ 179,182.72	\$ 15,879.40
Kuck	Heinz	Superintendent	\$ 179,022.49	\$ 1,445.65
Bergen	Francis	Superintendent	\$ 179,021.21	\$ 11,744.57
Byrnes	Elizabeth	Superintendent	\$ 179,021.21	\$ 19,990.28
Fenton	David	Superintendent	\$ 179,021.21	\$ 16,059.95
Fernandes	Selwyn John	Superintendent	\$ 179,021.21	\$ 11,499.67
Preston	Debra	Superintendent	\$ 179,021.21	\$ 14,053.39
Taverner	Ronald Edward	Superintendent	\$ 179,021.21	\$ 15,211.19
Weidmark	Arthur	Superintendent	\$ 179,021.21	\$ 19,357.50
Riviere	Anthony Francis	Superintendent	\$ 179,018.70	\$ 16,097.24
Bevers	Donald	Manager of Records Management	\$ 179,012.34	\$ 3,195.71
Franco	Christopher Robert	Police Constable	\$ 178,628.19	\$ 971.62
Sneddon	Gordon	Superintendent	\$ 177,556.71	\$ 16,169.08
Norrie	Andrew	Inspector	\$ 177,554.40	\$ 1,139.45
Barkley	Mark Edwin	Superintendent	\$ 177,374.46	\$ 15,903.22
McLean	Barbara	Superintendent	\$ 177,126.09	\$ 14,744.80
Borsboom	Marcelinus Hendrikus	Plainclothes Police Constable	\$ 176,739.58	\$ 1,007.08
Van Seters	Paul	Police Constable	\$ 176,647.39	\$ 1,000.61
Momeni	Orang	Sergeant	\$ 175,099.42	\$ 1,038.59
Lane	Arthur	Plainclothes Police Constable	\$ 174,410.28	\$ 1,022.58
Konkel	Kazimierz	Staff Sergeant	\$ 174,204.00	\$ 1,085.37
Stroble	Reuben	Inspector	\$ 174,142.13	\$ 9,139.28
Barredo	Francisco Javier	Inspector	\$ 173,430.35	\$ 1,328.59
Zammit	Jeffrey	Sergeant	\$ 173,092.35	\$ 1,047.28
Cole	Gregory	Inspector	\$ 173,031.46	\$ 1,328.59
Kim	Hyok Kyun	Plainclothes Police Constable	\$ 172,840.69	\$ 1,001.26
Lam	Ian Wayne	Police Constable	\$ 172,577.88	\$ 981.89
Joseph	Trevor John	Police Constable	\$ 172,426.40	\$ 985.85
Durran	Ned	Police Constable	\$ 172,324.02	\$ 981.89
Ing	Way Edward	Police Constable	\$ 172,141.10	\$ 981.89
Code	Peter	Inspector	\$ 171,992.90	\$ 1,139.45
Giroux	Gary	Detective Sergeant	\$ 171,926.86	\$ 435.37
Macintyre	Brian Paul	Inspector	\$ 171,455.03	\$ 1,319.68
Kim	Sang-Rae Sam	Manager of Enterprise Architecture	\$ 170,936.14	\$ 2,826.47
Potter	Vivienne Sanja	Police Constable	\$ 170,884.04	\$ 986.57
Redden	Jeffrey	Sergeant	\$ 170,726.71	\$ 1,047.28
Sadrzadeh	Mir Siamak	Plainclothes Police Constable	\$ 169,931.68	\$ 1,002.04
Langlois	Mark	Detective	\$ 169,881.45	\$ 1,047.28
Zajac	David	Detective	\$ 169,311.53	\$ 1,047.28
Hunt	Glen Stephen	Training Constable	\$ 169,299.23	\$ 1,009.21
Tanouye	Johnny	Superintendent	\$ 168,856.46	\$ 15,293.66
Clarke	Paul Egerton	Police Constable	\$ 168,339.97	\$ 1,000.61
Callaghan	Peter Edward	Inspector	\$ 168,283.40	\$ 1,328.59

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Kuleczka	Wojciech Karol	Plainclothes Police Constable	\$ 168,145.77	\$ 1,001.26
Nasner	Stefan	Plainclothes Police Constable	\$ 167,730.02	\$ 1,022.58
Chhabra	Ajay	Plainclothes Police Constable	\$ 167,582.24	\$ 1,002.04
Antonelli	Gianpiero	Police Constable	\$ 167,558.79	\$ 1,000.61
Lokenath	Ramdial Tiwarie	Police Constable	\$ 167,485.14	\$ 971.62
Aroda	Sanjee	Detective	\$ 167,126.03	\$ 1,037.79
Sanders	Neil Gregory	Police Constable	\$ 167,093.52	\$ 990.47
Lawrence	Shawn	Sergeant	\$ 166,968.50	\$ 1,047.28
Thorpe	Gregory Joseph	Staff Sergeant	\$ 166,872.92	\$ 1,085.37
Barsky	Michael Steven	Inspector	\$ 166,722.65	\$ 1,319.68
Evelyn	Dion	Manager of Communications Services	\$ 166,214.53	\$ 1,385.38
Singh	Angadvir	Detective	\$ 166,117.88	\$ 1,027.91
Ryzek	Wendy	Manager of Occupational Health and Safety	\$ 166,062.46	\$ 3,135.44
Williams	Ian	Manager of Business Intelligence and Analytics	\$ 165,937.44	\$ 609.48
Beers	Clay Albert	Manager of Radio and Electronics	\$ 165,851.15	\$ 1,180.68
Curtin	Helen Margaret	Manager of Information Technology Governance	\$ 165,851.15	\$ 1,180.68
Henry	Ann-Marie Patricia	Manager of Employment	\$ 165,851.15	\$ 1,385.38
Radix	Brenda Rebecca	Manager of Property and Evidence	\$ 165,851.15	\$ 1,385.38
Styra	Dana Terese	Manager of Quality Assurance	\$ 165,851.15	\$ 3,135.44
Walker	Jerome	Manager of Systems Operations	\$ 165,851.15	\$ 1,180.68
White	Deidra Denise	Manager of Customer Service	\$ 165,851.15	\$ 3,135.44
Beaven-Desjardins	Joanna Ruth	Inspector	\$ 165,836.74	\$ 1,328.59
Earl	Michael	Staff Inspector	\$ 165,804.39	\$ 18,659.61
Harris	Stephen Arthur	Staff Inspector	\$ 165,804.39	\$ 16,895.20
Bevilacqua	Filippo	Detective	\$ 165,763.65	\$ 1,037.79
Monteiro	Robert	Sergeant	\$ 165,753.40	\$ 1,035.84
Daryaram	Farshad	Police Constable	\$ 165,596.43	\$ 981.89
Gallant	Timothy	Detective Sergeant	\$ 165,568.06	\$ 1,085.37
Yu	Clifford	Police Constable	\$ 165,535.53	\$ 1,000.61
Oroz	Slavko	Police Constable	\$ 165,146.93	\$ 971.62
Walsh	Suzanne Marie	Inspector	\$ 164,838.58	\$ 1,328.59
Olukoya	Olufemi	Police Constable	\$ 164,812.72	\$ 1,000.61
Hayward	Mark	Sergeant	\$ 164,476.28	\$ 1,047.28
Nevin	David	Police Constable	\$ 164,427.04	\$ 1,000.61
Ward	Paul	Detective	\$ 164,418.31	\$ 1,047.28
Dubreuil	Jean	Sergeant	\$ 164,235.62	\$ 1,047.28
Boddy	Christopher Edward	Inspector	\$ 164,151.57	\$ 758.12
Rodriguez	Robert David	Police Constable	\$ 164,115.70	\$ 1,000.61
Mahoney	Shawn	Detective	\$ 164,081.82	\$ 1,047.28
Pignatelli	Tony	Police Constable	\$ 164,011.94	\$ 1,000.61
Audette	David Francis	Police Constable	\$ 163,935.25	\$ 1,000.61
Erwick	Dale	Inspector	\$ 163,879.56	\$ 1,328.59
Maciek	John	Plainclothes Police Constable	\$ 163,719.31	\$ 1,022.58
Whealy	Gordon	Staff Sergeant	\$ 163,434.41	\$ 1,085.37
Johnston	Andrew Kyle	Manager of Labour Relations	\$ 162,427.75	\$ 720.88
Fong	Nelson	Police Constable	\$ 162,393.02	\$ 971.62
Holt	Glenn	Inspector	\$ 162,339.61	\$ 1,277.06
Papadopoulos	Kyriakos	Police Constable	\$ 162,235.41	\$ 981.89
Thompson	Paul Anthony	Police Constable	\$ 161,517.31	\$ 990.47
Kay	William Donald	Plainclothes Police Constable	\$ 161,417.10	\$ 1,012.70
Scavone	Gabriele	Police Constable	\$ 161,092.28	\$ 1,000.61
Andersen	Carl Henrik	Plainclothes Police Constable	\$ 160,843.64	\$ 1,022.58
Clifford	Hugh Anthony	Police Constable	\$ 160,768.60	\$ 981.89
Schertzer	Joyce	Detective Sergeant	\$ 160,739.96	\$ 1,085.37
Haji	Mohammad Abid	Police Constable	\$ 160,041.11	\$ 981.89
Molyneaux	Steven	Inspector	\$ 159,910.22	\$ 1,277.58
Bellion	Laurent Hugues	Police Constable	\$ 159,611.32	\$ 991.95
Carter	Hugh Junior	Police Constable	\$ 159,276.95	\$ 981.89
Molinaro	Antonio	Supervisor	\$ 159,029.98	\$ 933.40
Angus	Darren Ronald	Police Constable	\$ 159,022.20	\$ 975.62

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Coovadia	Abdul-Khalik Yahya	Police Constable	\$ 158,970.31	\$ 1,000.61
Patchett	Cheryl	Police Constable	\$ 158,789.95	\$ 1,000.61
Rydzik	David Brian	Inspector	\$ 158,651.74	\$ 1,133.12
Bhathal	Harjeet Singh	Plainclothes Police Constable	\$ 158,581.77	\$ 1,002.04
Mackrell	James	Inspector	\$ 158,527.97	\$ 1,328.59
Chaudhry	Maghfoor Ahmad	Planner	\$ 158,517.80	\$ 960.96
Bruzzese	Domenico	Sergeant	\$ 158,400.12	\$ 1,047.28
Kuznetsov	Sergiy Anatolyovich	Police Constable	\$ 158,281.16	\$ 981.89
Karagan	Panayiotis Nickolas	Sergeant	\$ 158,153.07	\$ 1,037.79
Chow	Harold	Sergeant	\$ 158,131.56	\$ 1,047.28
Harvey	Mark	Detective	\$ 158,087.74	\$ 1,047.28
Yeung	Patrick Min-Seng	Sergeant	\$ 158,066.41	\$ 1,027.91
Mc Connell	Shawn Lawrence	Police Constable	\$ 158,058.15	\$ 972.02
Thomas	Sonia	Inspector	\$ 157,989.53	\$ 1,328.59
Kirkpatrick	Christopher John	Inspector	\$ 157,971.62	\$ 1,319.68
Frimeth	Kevin David	Detective	\$ 157,803.07	\$ 1,047.28
Catenaccio	Mario	Sergeant	\$ 157,789.19	\$ 1,020.83
Mazurek	Timothy	Police Constable	\$ 157,729.91	\$ 1,000.61
Durham	Cameron Edward	Staff Sergeant	\$ 157,712.18	\$ 918.21
Ghazarian	Hamayak	Plainclothes Police Constable	\$ 157,507.23	\$ 988.05
Singh	Amritpal	Project Leader	\$ 157,492.46	\$ 410.02
Khan	Tariq Ijaz	Police Constable	\$ 157,480.41	\$ 971.62
Idsinga	Hank	Detective Sergeant	\$ 157,478.47	\$ 435.37
Sinopoli	Domenic	Inspector	\$ 157,437.33	\$ 1,234.06
Singh	Ramindarjit Singh	Police Constable	\$ 157,406.20	\$ 981.89
Pravica	Dusan Dan	Sergeant	\$ 157,267.31	\$ 1,037.79
Margetson	John	Detective	\$ 157,224.89	\$ 1,047.28
Kent	Gary	Police Constable	\$ 156,996.72	\$ 1,000.61
Odisho	Ashur	Police Constable	\$ 156,863.19	\$ 981.89
Urbaniak	Thomas	Sergeant	\$ 156,834.71	\$ 1,047.28
Boyd	Edward	Inspector	\$ 156,778.66	\$ 1,328.59
Aguiar	Steven Cabral	Police Constable	\$ 156,698.10	\$ 991.95
Costa Correia	Zenon Pio	Sergeant	\$ 156,683.86	\$ 1,037.79
Bott	Bryan	Inspector	\$ 156,604.97	\$ 1,139.45
Eley	Stuart	Inspector	\$ 156,604.97	\$ 1,139.45
Hegedus	Richard	Inspector	\$ 156,604.97	\$ 1,301.43
Hussein	Riyaz	Inspector	\$ 156,604.97	\$ 1,272.11
Irwin	Stephen	Inspector	\$ 156,604.97	\$ 1,328.59
Little	Arthur	Inspector	\$ 156,604.97	\$ 1,328.59
O'Connor	Brian	Inspector	\$ 156,604.97	\$ 1,139.45
Stratford	Ian	Inspector	\$ 156,604.97	\$ 1,139.45
Taylor	Kenneth	Inspector	\$ 156,604.97	\$ 3,596.55
Vickers	David	Inspector	\$ 156,604.97	\$ 1,328.59
Hafiz	Amin	Staff Sergeant	\$ 156,507.13	\$ 1,085.37
Johnston	John David	Plainclothes Police Constable	\$ 156,502.74	\$ 1,002.04
Lee	Daniel	Sergeant	\$ 156,466.65	\$ 1,022.60
Gray	Pauline	Inspector	\$ 156,456.87	\$ 1,219.26
Stoica	Tiberiu Niculii	Police Constable	\$ 156,372.50	\$ 978.77
Ramos	Lermy	Manager of Accounting Services	\$ 156,194.51	\$ 3,090.43
Miller	Helen Diane	Superintendent	\$ 155,771.67	\$ 6,528.89
Shahmaleki	Shaho	Police Constable	\$ 155,680.18	\$ 904.66
Cioffi	Marc Angelo	Detective	\$ 155,652.91	\$ 1,035.45
Hampson	Scott Andrew	Sergeant	\$ 155,641.89	\$ 1,019.06
Allawneh	Wayel Munson	Police Constable	\$ 155,529.72	\$ 900.94
Pakravan	Glárol Gloria	Manager of Performance Management	\$ 155,412.10	\$ 3,090.43
Henkel	Heinz	Detective	\$ 155,403.56	\$ 1,047.28
Coxon	Shawna Michelle	Inspector	\$ 155,330.07	\$ 1,137.86
Musah	Ishmail	Staff Sergeant	\$ 155,318.23	\$ 1,071.33
Brar	Shane Gursharan	Detective Sergeant	\$ 155,288.63	\$ 1,085.37
Brookes	Leverne Mccourcey	Police Constable	\$ 155,272.36	\$ 1,000.61

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Rosenberg	Howard	Police Constable	\$ 155,112.66	\$ 1,000.61
Laramy	Stephen William	Detective	\$ 155,094.89	\$ 1,037.79
Walls	Christopher George	Police Constable	\$ 155,018.02	\$ 990.47
Hoy	Matthew Douglas	Police Constable	\$ 154,985.10	\$ 306.74
Parrott	Michael Eric	Detective	\$ 154,760.65	\$ 1,027.91
Choe	Robert	Detective	\$ 154,719.28	\$ 1,035.45
Jacob	Timothy Alfred	Staff Sergeant	\$ 154,673.05	\$ 1,085.37
Furness	Howard Wayne	Manager of Payroll and Benefits	\$ 154,642.11	\$ 683.91
Greenaway	Colin	Inspector	\$ 154,390.83	\$ 1,133.12
Jongdong	Lhawang Topgyal	Detective	\$ 154,189.27	\$ 1,027.91
Moxam	Darren Kenneth	Detective	\$ 154,141.67	\$ 1,027.91
Chen	Dennis Yau	Plainclothes Police Constable	\$ 154,087.70	\$ 997.36
Hughes	Paul George	Plainclothes Police Constable	\$ 154,007.75	\$ 997.36
Browne	Terrence	Detective Sergeant	\$ 153,938.05	\$ 1,085.37
Alberga	Pasquale	Detective	\$ 153,832.60	\$ 1,027.91
Munroe	Kelly Bruce	Police Constable	\$ 153,829.54	\$ 1,000.61
Pera	Enrico	Manager of Facilities Management	\$ 153,788.89	\$ 3,079.69
Moreira	Peter Michael	Inspector	\$ 153,697.00	\$ 1,319.68
Kellman	Karen Louise	Manager of Purchasing Services	\$ 153,695.78	\$ 679.63
Khaw	Siewing	Counsel	\$ 153,695.78	\$ 490.49
Nielsen	Christian Hinge	Manager of Shop Operations	\$ 153,695.78	\$ 1,167.65
Smith	Michael Wayne	Manager of Equipment and Supply	\$ 153,695.78	\$ 1,329.63
Walker-Knapper	Susan Colette	Manager of Court Services	\$ 153,695.78	\$ 679.63
Whynot	Carrol Anne	Senior Corporate Planner	\$ 153,695.78	\$ 490.49
Bernardo	Israel Faria	Staff Sergeant	\$ 153,561.19	\$ 1,068.94
Gagliardi	Vito	Detective	\$ 153,485.04	\$ 1,037.79
Dhinsa	Parvinderjit Singh	Police Constable	\$ 153,415.14	\$ 972.02
Eaton	Douglas Brian	Plainclothes Police Constable	\$ 153,265.64	\$ 1,002.04
Thompson	Michael	Police Constable	\$ 153,212.99	\$ 1,000.61
Kraft	Jason	Sergeant	\$ 152,961.81	\$ 1,037.79
Gomes	Susan Elizabeth	Detective Sergeant	\$ 152,886.52	\$ 1,082.41
Fong	Wai Shun	Police Constable	\$ 152,836.41	\$ 988.49
Sammut	David	Sergeant	\$ 152,792.96	\$ 1,047.28
Pikula	Kamil Stanislaw	Plainclothes Police Constable	\$ 152,769.27	\$ 972.02
Gazey	Daryl	Plainclothes Police Constable	\$ 152,715.41	\$ 1,022.58
Spence	Kenneth George	Police Constable	\$ 152,665.02	\$ 981.89
Acorn	Christopher Allan	Police Constable	\$ 152,646.44	\$ 981.89
Dominey	Paul Laurie	Detective	\$ 152,646.09	\$ 1,037.79
Lioumanis	Metodios	Detective	\$ 152,550.46	\$ 1,037.79
Johnson	Andrew David	Police Constable	\$ 152,338.81	\$ 981.89
Stevenson	Shane	Staff Sergeant	\$ 152,226.05	\$ 1,085.37
Shank	Richard	Detective Sergeant	\$ 152,004.40	\$ 1,085.37
Goh	Andre Pierre	Manager of Diversity and Inclusion	\$ 151,971.19	\$ 517.65
Nasser	Aman	Sergeant	\$ 151,720.79	\$ 1,020.98
Searles	Ian Brian	Detective	\$ 151,569.73	\$ 1,029.76
Ghazarian	Antranik	Police Constable	\$ 151,380.28	\$ 918.30
Hung	James	Staff Sergeant	\$ 151,106.26	\$ 1,085.37
Boucher	Robert Daniel	Detective	\$ 150,974.88	\$ 1,047.28
Bellon	Corinne	Staff Sergeant	\$ 150,928.53	\$ 560.37
Parker	Todd William	Police Constable	\$ 150,864.87	\$ 988.49
Dey	Robin Hugh	Sergeant	\$ 150,828.28	\$ 1,047.28
Crews	Alexander T	Sergeant	\$ 150,784.23	\$ 1,047.28
Iancu	Vladim Adrian	Police Constable	\$ 150,772.70	\$ 981.89
Lee	John	Plainclothes Police Constable	\$ 150,746.07	\$ 1,022.58
Mcinnis	Jessica Michelle	Detective	\$ 150,673.25	\$ 1,037.79
Tillsley	John	Sergeant	\$ 150,568.63	\$ 1,047.28
Meech	Raymond John	Sergeant	\$ 150,418.27	\$ 1,047.28
Langer	Brendon Kyle	Police Constable	\$ 150,377.02	\$ 918.30
Straver	Lawrence	Sergeant	\$ 150,363.44	\$ 1,047.28
Long	John Michael	Police Constable	\$ 150,333.46	\$ 1,000.61

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Szewczyk	Grzegorz	Police Constable	\$ 150,176.48	\$ 971.62
Dicosola	Michele	Sergeant	\$ 149,914.09	\$ 1,047.28
Tulipano	Rosario	Staff Sergeant	\$ 149,829.27	\$ 1,085.37
Horton	Brian	Police Constable	\$ 149,766.74	\$ 1,000.61
Ryan	Stephen Charles	Detective Sergeant	\$ 149,729.48	\$ 1,085.37
Skrepnek	Eric	Police Constable	\$ 149,557.35	\$ 978.77
Barretto	Bertrand Stanley	Plainclothes Police Constable	\$ 149,456.35	\$ 1,012.70
Gill	Birender Singh	Police Constable	\$ 149,390.42	\$ 988.49
Mullen	Michael Jeffery	Detective	\$ 149,326.82	\$ 1,037.79
Ong	Rhoel Villegas	Sergeant	\$ 149,229.69	\$ 1,037.79
Kerr	Geoffrey	Police Constable	\$ 149,205.80	\$ 1,000.61
Epperson	Natalia	Police Constable	\$ 149,182.58	\$ 971.62
Brammall	Michael	Detective	\$ 149,176.96	\$ 1,047.28
Churkoo	Doodnath Deodath	Sergeant	\$ 149,045.88	\$ 1,037.79
Isaac	Aaron	Police Constable	\$ 148,792.22	\$ 531.89
Wallace	John David	Sergeant	\$ 148,727.69	\$ 1,027.91
Latter	Jordan Christopher	Staff Sergeant	\$ 148,722.30	\$ 1,085.37
Morris	Leslie	Detective	\$ 148,706.99	\$ 1,047.28
Schoch	Richard Augustin	Detective	\$ 148,482.45	\$ 1,037.79
Charles	Anthony	Staff Sergeant	\$ 148,449.69	\$ 1,085.37
Morehouse	Rita	Sergeant	\$ 148,435.26	\$ 1,047.28
Sukumaran	Rajeev	Detective	\$ 148,422.50	\$ 1,047.28
Ferreira	Mark	Police Constable	\$ 148,312.85	\$ 1,000.61
Flis	Albert	Detective	\$ 148,211.25	\$ 1,047.28
Tumanskiy	Mykola	Police Constable	\$ 148,159.51	\$ 981.89
Macdonnell	Brian	Detective Sergeant	\$ 148,082.78	\$ 1,085.37
Blair	Jeffrey Kelvin	Police Constable	\$ 148,047.83	\$ 983.54
Lentsch	Paul Tony	Sergeant	\$ 148,042.87	\$ 1,037.79
Correia	Bryan Medeiros	Plainclothes Police Constable	\$ 148,017.96	\$ 1,002.04
North	Robert Lloyd	Detective	\$ 147,996.38	\$ 1,037.79
Yong	Brian Paul	Police Constable	\$ 147,956.76	\$ 990.47
Kell	Jeffrey Stewart	Police Constable	\$ 147,862.87	\$ 981.89
Griffiths	David	Detective	\$ 147,766.13	\$ 1,047.28
McLane	Gregory	Staff Inspector	\$ 147,678.59	\$ 7,291.66
Tomlinson	Jason Allan	Training Constable	\$ 147,677.28	\$ 1,002.04
Peacock	Jason Alexander	Plainclothes Police Constable	\$ 147,571.62	\$ 1,012.70
Faizi	Hassanain	Police Constable	\$ 147,492.03	\$ 971.62
Duffus	Richard Hugh	Detective	\$ 147,481.45	\$ 1,047.28
Yu	Kaeric	Police Constable	\$ 147,410.22	\$ 975.62
Zarabi-Majd	Firouzeh	Police Constable	\$ 147,350.31	\$ 972.02
Bui	Tam Thach	Staff Sergeant	\$ 147,306.78	\$ 1,059.20
Baratto	Michelle Teresa	Detective	\$ 147,275.59	\$ 1,047.28
Da Silva	Jose	Police Constable	\$ 147,170.31	\$ 1,000.61
Bopara	Gurwinder	Detective	\$ 147,161.69	\$ 1,047.28
Jung	William Kee	Police Constable	\$ 147,159.15	\$ 312.94
Kirinde	Ranjan Wickramasinghe	Police Constable	\$ 147,095.83	\$ 1,000.61
Mcgrath	Dustin Thomas	Police Constable	\$ 147,053.80	\$ 985.01
Franke	Mark	Police Constable	\$ 147,028.89	\$ 971.62
Karimloo	Shervin Peter	Police Constable	\$ 147,008.70	\$ 985.85
Kim	Min Chul	Police Constable	\$ 146,670.44	\$ 981.89
Wehby	Peter Michael	Detective	\$ 146,666.48	\$ 1,027.91
Woo	Mark Joseph	Police Constable	\$ 146,641.81	\$ 1,000.61
McGivern	Michael George	Sergeant	\$ 146,497.60	\$ 1,047.28
Erdi	Ian Ross	Police Constable	\$ 146,490.15	\$ 981.89
Stojic	Nenad	Plainclothes Police Constable	\$ 146,478.31	\$ 992.68
Grant	Cindy Lou Christina	Manager of Budget and Financial Analysis	\$ 146,460.03	\$ 1,698.19
Ramprashad	Dwarkh	Police Constable	\$ 146,440.26	\$ 1,000.61
Fielding	Shawn Michael	Police Constable	\$ 146,430.39	\$ 981.89
Fowlds	Scott Mackenzie	Sergeant	\$ 146,400.16	\$ 1,047.28
Klutz	Christopher Joseph	Police Constable	\$ 146,367.49	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Tracy	Steven	Detective Sergeant	\$ 146,278.40	\$ 1,085.37
Radford	Barry	Detective	\$ 146,239.26	\$ 1,047.28
Parkin	Andrew Wilfred	Police Constable	\$ 146,185.61	\$ 981.89
Worth	Darren	Detective	\$ 146,184.85	\$ 1,037.79
Moloney	Patrick Michael	Police Constable	\$ 146,130.35	\$ 981.89
Jenkins	Clinton Richard	Training Constable	\$ 146,028.84	\$ 1,002.04
Bustos	Harry Santiago	Police Constable	\$ 145,924.25	\$ 981.89
Leahy	Kevin John	Detective Sergeant	\$ 145,924.00	\$ 1,078.18
Mac Donald	Wayne Scott	Police Constable	\$ 145,868.95	\$ 971.62
Bhogal	Rajan-Singh	Plainclothes Police Constable	\$ 145,791.09	\$ 1,002.04
Cohen	Alan Lawrence	Sergeant	\$ 145,660.46	\$ 1,027.91
Rosete	Lester Edward	Detective	\$ 145,655.06	\$ 1,037.79
Parsons	Stuart Magruder	Plainclothes Police Constable	\$ 145,612.91	\$ 1,022.58
Alldrit	Darren Lee	Detective Sergeant	\$ 145,575.77	\$ 1,085.37
Kelly	Brian Wayne	Detective Sergeant	\$ 145,527.29	\$ 1,085.37
Harnett	Robert	Detective	\$ 145,504.94	\$ 1,047.28
Pabla	Sukhvinderpal Singh	Detective	\$ 145,399.96	\$ 1,037.79
Espinoza Parent	Victor Manuel	Police Constable	\$ 145,299.66	\$ 981.89
Jun	Danny	Police Constable	\$ 145,285.92	\$ 972.02
Dunkley	Leslie	Detective	\$ 145,200.97	\$ 1,047.28
Walker	Scott James	Police Constable	\$ 145,157.47	\$ 981.89
Williams	Anthony	Detective	\$ 145,082.03	\$ 1,047.28
Ng	Siu-Mia	Plainclothes Police Constable	\$ 145,035.85	\$ 360.30
Smit	Brian John	Sergeant	\$ 144,964.71	\$ 1,047.28
Khoshbooi	Ali Nader	Plainclothes Police Constable	\$ 144,963.61	\$ 1,002.04
Chilvers	Christopher Clifford	Detective	\$ 144,903.96	\$ 1,037.79
Mcdougall	Shannon	Police Constable	\$ 144,869.81	\$ 1,000.61
Lall	Lallman	Parking Enforcement Officer	\$ 144,849.89	\$ 880.88
Wiltshire	David	Police Constable	\$ 144,810.10	\$ 315.42
Scott	Gordon	Detective	\$ 144,796.78	\$ 1,047.28
Thompson	Paul Junior	Police Constable	\$ 144,693.86	\$ 981.89
Prentice	Stefan Patrick	Staff Sergeant	\$ 144,591.86	\$ 1,076.14
Kaszyca	Joseph Ludwik	Plainclothes Police Constable	\$ 144,546.70	\$ 1,012.70
Perez	Ali Antonio	Police Constable	\$ 144,544.58	\$ 971.62
David	Cosma	Police Constable	\$ 144,522.08	\$ 981.89
Stinson	Andrew Gordon	Staff Sergeant	\$ 144,493.69	\$ 1,076.14
Carvalho	Avelino Mota	Sergeant	\$ 144,478.93	\$ 1,047.28
Mccausland	Yoshio Michael	Sergeant	\$ 144,427.96	\$ 1,029.76
Capone	David Joseph	Police Constable	\$ 144,332.14	\$ 1,000.61
D'Onofrio	Antonio	Plainclothes Police Constable	\$ 144,227.26	\$ 1,002.04
Allington	Jeffrey Scott	Detective	\$ 144,220.08	\$ 1,037.79
Carmichael	Stephen Francis	Sergeant	\$ 144,097.68	\$ 1,037.79
Babiar	John James	Detective Sergeant	\$ 144,059.82	\$ 1,085.37
Rebellato	Larry	Detective	\$ 143,985.81	\$ 1,047.28
Misterowicz	Richard John	Sergeant	\$ 143,961.17	\$ 1,029.76
Chiasson	Yvette Marie	Police Constable	\$ 143,917.26	\$ 981.89
Vruna	Maria	Sergeant	\$ 143,852.36	\$ 1,047.28
Beaudoin	Shane Reginald	Police Constable	\$ 143,789.49	\$ 981.89
Maadanian	Nazaret	Detective	\$ 143,773.66	\$ 1,037.79
Wighton	Matthew Stewart	Detective	\$ 143,770.39	\$ 1,037.79
Emond	Christian Rene	Plainclothes Police Constable	\$ 143,697.34	\$ 1,002.04
Barreira	Nelson	Sergeant	\$ 143,666.30	\$ 1,027.91
Daniels	Mark Charles	Detective	\$ 143,620.22	\$ 1,047.28
Wheeler	Christopher	Police Constable	\$ 143,607.78	\$ 1,000.61
Suongas	Chris	Sergeant	\$ 143,554.01	\$ 1,047.28
Azarraga	Jose Matias	Detective	\$ 143,426.71	\$ 1,047.28
Streit	Jeffrey James	Police Constable	\$ 143,399.80	\$ 981.89
Nicolle	Chad Edward	Sergeant	\$ 143,340.34	\$ 1,047.28
Ray	Kenneth Denis	Plainclothes Police Constable	\$ 143,307.98	\$ 996.95
Smith	Rohan Alexander	Police Constable	\$ 143,287.04	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Searles	Trevor	Sergeant	\$ 143,181.81	\$ 397.28
Farrell	George	Staff Sergeant	\$ 143,101.53	\$ 1,085.37
Erickson	Kenneth	Police Constable	\$ 143,091.69	\$ 1,000.61
Kha	Quocdung	Police Constable	\$ 143,061.49	\$ 976.82
Mccabe	Anastasia Pauline	Plainclothes Police Constable	\$ 143,030.04	\$ 1,002.04
Balint	Michael Andrew	Detective	\$ 143,019.52	\$ 1,037.79
Vo	Thao Ba	Plainclothes Police Constable	\$ 142,978.74	\$ 1,002.04
Coscarella	Anthony	Staff Sergeant	\$ 142,975.04	\$ 1,085.37
Ingram	Jordan Douglas	Police Constable	\$ 142,974.92	\$ 904.66
Wookey	Charles	Detective	\$ 142,890.24	\$ 1,047.28
Morris	Nickolas Joseph	Police Constable	\$ 142,786.43	\$ 1,000.61
Chambers	Courtney	Staff Sergeant	\$ 142,729.15	\$ 1,085.37
Konashewych	Robert Paul	Police Constable	\$ 142,690.93	\$ 975.62
Queen	Graham	Staff Sergeant	\$ 142,690.34	\$ 1,085.37
Crooker	Lisa Catherine	Detective Sergeant	\$ 142,664.74	\$ 1,076.14
Miron	Bruno Joseph	Detective	\$ 142,650.53	\$ 1,037.79
Little	David	Detective	\$ 142,633.45	\$ 1,047.28
Cosentino	Salvatore	Staff Sergeant	\$ 142,627.14	\$ 435.37
Branton	Shane	Staff Sergeant	\$ 142,598.59	\$ 835.37
Boyce	Ronald	Staff Sergeant	\$ 142,547.86	\$ 1,085.37
Hutchings	Daniel William	Detective	\$ 142,537.32	\$ 1,032.35
Tavares	Jeffery Da	Detective	\$ 142,451.00	\$ 377.91
Monahar	Dion Rajesh	Detective	\$ 142,398.67	\$ 1,035.45
Dearborn	Robert Frederick	Police Constable	\$ 142,209.46	\$ 1,000.61
Zerucelli	Christian George	Police Constable	\$ 142,169.34	\$ 986.57
Bond	Marlin	Detective	\$ 142,134.15	\$ 1,047.28
Petrie	Richard	Detective	\$ 142,103.35	\$ 1,047.28
Sondhi	Sanjay	Sergeant	\$ 142,102.89	\$ 1,027.91
Pattison	Steven	Staff Sergeant	\$ 142,093.25	\$ 1,085.37
Cherry	Daryl Steven	Police Constable	\$ 142,064.25	\$ 981.89
Entwistle	Warren Clayton	Sergeant	\$ 142,063.81	\$ 1,027.91
Kim	Jung-Yul	Police Constable	\$ 142,012.00	\$ 909.62
Niras	Nikolaos	Police Constable	\$ 142,010.70	\$ 1,000.61
Sandhu	Amrinder Singh	Police Constable	\$ 141,998.97	\$ 972.02
Northmore	Colleen	Detective	\$ 141,995.48	\$ 1,047.28
Chung	Ryan Anthony	Detective	\$ 141,926.62	\$ 1,027.91
Giczi	Jim Frank	Staff Sergeant	\$ 141,922.45	\$ 1,085.37
Niziol	William James	Police Constable	\$ 141,909.37	\$ 971.62
Boyle	Kenneth	Staff Sergeant	\$ 141,908.85	\$ 1,085.37
Chudzinski	Robert Adam	Plainclothes Police Constable	\$ 141,900.71	\$ 991.85
Hryhorsky	Michael Thomas	Plainclothes Police Constable	\$ 141,802.10	\$ 1,002.04
Posluszny	Andrew Zbigniew	Police Constable	\$ 141,744.28	\$ 981.89
Noll	Carl	Detective Sergeant	\$ 141,718.30	\$ 13,069.50
James	Brian Steven	Police Constable	\$ 141,715.93	\$ 990.47
Barnes	Murray Winstanley	Detective	\$ 141,711.27	\$ 1,037.79
Wilson	Warren	Staff Sergeant	\$ 141,705.23	\$ 1,085.37
Zlobicki	Aleksandra	Plainclothes Police Constable	\$ 141,698.45	\$ 981.02
Hall	William Michael	Plainclothes Police Constable	\$ 141,621.95	\$ 1,002.04
Ferko	Christopher Robin	Sergeant	\$ 141,475.54	\$ 1,037.79
Dickinson	David Thorpe	Detective	\$ 141,468.82	\$ 1,027.91
Glendinning	Gregory David	Detective	\$ 141,451.25	\$ 1,047.28
Partridge	Frank	Staff Sergeant	\$ 141,440.83	\$ 1,085.37
Florez	Luis Guillermo	Police Constable	\$ 141,182.44	\$ 981.89
Apostolidis	John	Detective	\$ 141,153.61	\$ 1,037.79
Krawczyk	Richard	Police Constable	\$ 141,112.94	\$ 1,000.61
Adams	Clayton Edward	Detective	\$ 141,069.85	\$ 1,037.79
Shankaran	Jason Rajesh	Detective	\$ 141,058.79	\$ 1,037.79
Matthews	Stephen Michael	Detective	\$ 140,979.27	\$ 527.91
Forrest	Grant Adam	Police Constable	\$ 140,864.31	\$ 331.89
Al-Nass	Walid	Police Constable	\$ 140,846.75	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Porter	Bryan Andrew	Police Constable	\$ 140,834.00	\$ 904.66
Payne	Gregory James	Detective Sergeant	\$ 140,828.93	\$ 435.37
Francis	Jennifer Suzanne	Plainclothes Police Constable	\$ 140,821.53	\$ 993.85
Cretu	Andrei	Police Constable	\$ 140,788.65	\$ 909.62
Chen	Wei Pin	Plainclothes Police Constable	\$ 140,777.76	\$ 352.04
Collymore	Brian Matthew	Police Constable	\$ 140,775.67	\$ 981.89
Lim Yook	Gilbert Patrick	Police Constable	\$ 140,749.44	\$ 981.89
Horner	Gavin	Detective Sergeant	\$ 140,734.62	\$ 3,743.63
Bishop	David	Detective Sergeant	\$ 140,732.70	\$ 1,085.37
Pollock	Tige Samuel	Detective	\$ 140,707.36	\$ 1,027.91
Young	Craig	Staff Sergeant	\$ 140,671.09	\$ 1,085.37
Osagie	Bassey	Sergeant	\$ 140,653.35	\$ 1,037.79
Aiello	Antonio	Police Constable	\$ 140,646.13	\$ 990.47
Watts	Steven Mark	Detective Sergeant	\$ 140,625.27	\$ 1,085.37
Macdonald	Ian Kenneth	Detective	\$ 140,618.67	\$ 1,037.79
Holder	Brian Lamonte	Police Constable	\$ 140,612.23	\$ 990.47
Pulkki	Irene	Detective	\$ 140,598.94	\$ 1,047.28
Amos	Sean David	Police Constable	\$ 140,597.33	\$ 1,000.61
Joseph	Marc Anthony	Plainclothes Police Constable	\$ 140,512.99	\$ 971.62
Seguin	Dominic Stephane	Police Constable	\$ 140,395.19	\$ 981.89
Febbo	Oliver	Sergeant	\$ 140,337.65	\$ 1,047.28
Kalonka	Leonard	Police Constable	\$ 140,337.63	\$ 971.62
Haljaste	Mark Harivald	Police Constable	\$ 140,272.82	\$ 986.57
Cassidy	Sean Andrew	Sergeant	\$ 140,242.03	\$ 1,017.29
Backus	Leslie Douglas	Detective	\$ 140,225.29	\$ 1,047.28
Kim	Sang Hyup	Police Constable	\$ 140,189.49	\$ 981.89
Alderdice	Jeffery Paul	Sergeant	\$ 140,177.21	\$ 1,037.79
White	Michael John	Plainclothes Police Constable	\$ 140,174.84	\$ 978.50
Redillas	Ulysses Gonzales	Police Constable	\$ 140,146.22	\$ 981.89
Cheung	Christopher Kwok	Plainclothes Police Constable	\$ 140,091.99	\$ 993.85
Adam	Barbara Anne	Staff Sergeant	\$ 140,088.41	\$ 1,085.37
Neal	Wesley John	Detective	\$ 140,076.70	\$ 1,047.28
Humeniuk	Justyn David	Plainclothes Police Constable	\$ 140,054.34	\$ 357.08
Andrici	Iulian	Police Constable	\$ 139,987.50	\$ 981.89
Sardella	Glenn Donato	Detective	\$ 139,946.79	\$ 1,037.79
Hanlon	Erin Valentine	Detective	\$ 139,944.10	\$ 1,027.91
Cannella	Angelo Giuseppe	Police Constable	\$ 139,917.65	\$ 981.89
Musso Duarte	Susana	Police Constable	\$ 139,879.75	\$ 990.47
Censoni	Lorenzino Michael	Plainclothes Police Constable	\$ 139,809.77	\$ 1,002.04
Lee	Kwang Jae	Police Constable	\$ 139,809.19	\$ 996.95
Macgillivray	Craig Anthony	Police Constable	\$ 139,790.58	\$ 981.89
Olszevski	Michelle Lynne	Detective	\$ 139,771.87	\$ 1,042.59
Ricci	Charles Michael	Detective	\$ 139,723.85	\$ 1,037.79
Wu	Xu	Plainclothes Police Constable	\$ 139,655.70	\$ 1,002.04
Khan	Omar Ashraf	Detective	\$ 139,635.35	\$ 1,037.79
Price	Brandon Lee	Detective	\$ 139,573.76	\$ 1,027.91
Hewitt	Stephen Mark	Plainclothes Police Constable	\$ 139,508.33	\$ 1,007.08
Stolf	Robert Guido	Detective	\$ 139,463.41	\$ 1,037.79
Rendon	Brian	Police Constable	\$ 139,373.98	\$ 981.89
Bhatti	Harmandeep	Police Constable	\$ 139,360.32	\$ 971.62
Lemaitre	Robert James	Detective	\$ 139,355.56	\$ 1,037.79
Troup	Peter	Staff Sergeant	\$ 139,214.42	\$ 1,085.37
Elliott	Paul	Detective	\$ 139,183.22	\$ 1,047.28
Dokurno	Richard Michael	Staff Sergeant	\$ 139,125.74	\$ 1,085.37
Bopara	Gurmokh	Sergeant	\$ 139,098.90	\$ 1,037.79
Mcculloch	Michael	Detective	\$ 139,098.44	\$ 1,047.28
Allan	Scott Douglas	Sergeant	\$ 139,081.84	\$ 1,037.79
Correia	Jeffery	Sergeant	\$ 139,081.32	\$ 1,027.91
Daley	Timothy William	Sergeant	\$ 139,066.08	\$ 1,041.79
Martin	Daniel Alexander	Staff Sergeant	\$ 139,051.50	\$ 1,076.14

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Hart	Douglas	Detective Sergeant	\$ 139,039.11	\$ 1,085.37
Marshall	Kirwin	Detective	\$ 138,945.13	\$ 1,047.28
Skinner	Robert	Staff Sergeant	\$ 138,944.44	\$ 1,085.37
Singh	Nari Rohanish	Police Constable	\$ 138,939.81	\$ 1,000.61
Campoli	Steven Robert	Detective	\$ 138,936.85	\$ 1,027.91
Dorey	Joseph Thomas	Project Leader	\$ 138,917.71	\$ 410.02
O'Toole	Kimberley Anne	Staff Sergeant	\$ 138,911.93	\$ 1,076.14
Thomas	Claudine Anne-Marie	Detective Sergeant	\$ 138,896.38	\$ 1,085.37
Helmer	Jance	Police Constable	\$ 138,862.20	\$ 306.74
Zettler	Mark Paul	Police Constable	\$ 138,827.64	\$ 981.89
Clarke	Jerry Ryan	Plainclothes Police Constable	\$ 138,820.76	\$ 993.85
Patterson	Michael James	Detective Sergeant	\$ 138,789.54	\$ 1,076.14
Kealey	Devin	Detective Sergeant	\$ 138,678.47	\$ 435.37
Foster	Wayne Edward	Plainclothes Police Constable	\$ 138,655.89	\$ 1,002.04
Smith	Hunter Wellington	Staff Sergeant	\$ 138,643.47	\$ 1,076.14
Perreault	Sean Michael	Staff Sergeant	\$ 138,640.21	\$ 1,085.37
Notay	Jagmohan Singh	Parking Enforcement Officer	\$ 138,623.47	\$ 880.88
Zambri	Carmelo	Sergeant	\$ 138,589.25	\$ 1,047.28
Knill	Graham Kenneth	Plainclothes Police Constable	\$ 138,569.00	\$ 1,010.30
Onyszkiewicz	Andrew	Detective Sergeant	\$ 138,518.33	\$ 1,085.37
Silliker	Garry	Staff Sergeant	\$ 138,504.00	\$ 1,085.37
Wilmut	Sharon Christine	Counsel	\$ 138,417.89	\$ 447.91
Osmanaj	Ardit	Police Constable	\$ 138,389.52	\$ 981.89
Rymsha	Michael Eugene	Plainclothes Police Constable	\$ 138,358.79	\$ 1,012.70
Maslowski	Brian Werner	Staff Sergeant	\$ 138,310.47	\$ 1,071.72
Whalen	Robert	Detective	\$ 138,273.98	\$ 1,047.28
Guay	Sylvie	Police Constable	\$ 138,266.07	\$ 1,000.61
Tauro	Keith Gerard	Police Constable	\$ 138,247.67	\$ 981.89
Yeo	Darren Roy	Detective	\$ 138,241.36	\$ 1,027.91
Mole	Derek James	Plainclothes Police Constable	\$ 138,234.96	\$ 1,002.04
Redfern	David Ian	Police Constable	\$ 138,205.43	\$ 981.89
Meredith	Craig Andrew	Plainclothes Police Constable	\$ 138,151.13	\$ 1,002.04
Kotzer	Ryan Michael	Plainclothes Police Constable	\$ 138,143.40	\$ 993.85
Asselin	Glenn Andre	Sergeant	\$ 138,141.11	\$ 1,047.28
Peters	Lionel Sean	Police Constable	\$ 138,118.95	\$ 949.52
Pathak	Rajinder Kumar	Police Constable	\$ 138,115.63	\$ 981.89
Monaghan	Patrick James	Detective Sergeant	\$ 138,097.48	\$ 1,085.37
Worden	Paul Hamilton	Detective	\$ 138,072.00	\$ 1,047.28
Moynagh	Robert	Detective	\$ 138,043.24	\$ 1,047.28
Kuz	Mykola	Police Constable	\$ 138,024.44	\$ 917.06
Bajwa	Rajwant Singh	Detective	\$ 138,016.18	\$ 1,047.28
Gibson	Graham	Detective Sergeant	\$ 138,005.22	\$ 585.37
Johnston	Brian Hugh	Detective	\$ 138,003.10	\$ 1,047.28
Abbasi	Sophia Seher	Plainclothes Police Constable	\$ 137,998.86	\$ 1,002.04
Czarnota	Michael Ronald	Police Constable	\$ 137,990.25	\$ 971.62
Hamilton	Kevin Stewart	Detective	\$ 137,954.60	\$ 1,027.91
Kay	Brian	Staff Sergeant	\$ 137,931.73	\$ 1,077.97
Quinn	Michael Marc	Sergeant	\$ 137,898.50	\$ 1,037.79
Hildred	Lesley	Staff Sergeant	\$ 137,876.90	\$ 1,085.37
Byers	Michael	Police Constable	\$ 137,872.73	\$ 1,000.61
Khan	Garvin Imtiaz	Police Constable	\$ 137,866.26	\$ 990.47
Leone	Michiele Mario	Detective Sergeant	\$ 137,796.58	\$ 1,085.37
Gurr	Jack Jacob	Staff Sergeant	\$ 137,732.84	\$ 674.10
Mattos	Mounty Joseph	Police Constable	\$ 137,668.95	\$ 981.89
Lefebvre	Marc	Police Constable	\$ 137,658.83	\$ 1,000.61
Correa	David Rodriguez	Detective	\$ 137,595.80	\$ 1,037.79
Atkins	Cherry Maxine	Police Constable	\$ 137,590.32	\$ 990.47
Reinartas	Michael Arthur	Police Constable	\$ 137,543.61	\$ 981.89
Smyth	Craig Charles	Supervisor Video Services	\$ 137,540.61	\$ 433.55
Williams	Gherardt	Detective	\$ 137,438.92	\$ 1,047.28

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Katoch	Amar Singh	Plainclothes Police Constable	\$ 137,407.62	\$ 1,022.58
Shymchonak	Andrei	Police Constable	\$ 137,389.11	\$ 981.89
Mirza	Shahrukh	Police Constable	\$ 137,384.76	\$ 972.02
Teatero	Frederick Leslie	Police Constable	\$ 137,331.49	\$ 981.89
Tait	Paul Leonard	Police Constable	\$ 137,311.19	\$ 331.89
Morgan	Christopher	Police Constable	\$ 137,293.35	\$ 978.77
Moore	Steven	Sergeant	\$ 137,259.77	\$ 1,047.28
Fraser	Tracey	Sergeant	\$ 137,251.93	\$ 1,047.28
Surita	Alfred	Police Constable	\$ 137,231.87	\$ 981.89
Ashley	Mark Nicholas	Detective	\$ 137,185.44	\$ 1,047.28
Kumar	Amit	Police Constable	\$ 137,166.34	\$ 856.89
Toledo-Castro	Marco Fernando	Plainclothes Police Constable	\$ 137,142.35	\$ 1,002.04
Cho	Hyung Eun	Police Constable	\$ 137,140.64	\$ 975.62
Doyle	Christopher Patrick	Plainclothes Police Constable	\$ 137,081.41	\$ 1,002.04
Donais	Bradley James	Detective	\$ 137,023.42	\$ 1,027.91
Yule	Robert Christopher	Training Constable	\$ 136,997.54	\$ 1,022.58
Hubbard	Simon	Plainclothes Police Constable	\$ 136,979.34	\$ 1,022.58
Darnbrough	Daniel Robert	Detective	\$ 136,975.50	\$ 1,047.28
Farrell	Christine Marie	Detective	\$ 136,971.16	\$ 1,047.28
Drennan	Craig	Detective Sergeant	\$ 136,777.30	\$ 1,085.37
Steffler	Rodney Morris	Detective	\$ 136,732.29	\$ 1,027.91
Meehan	Patrick	Sergeant	\$ 136,722.11	\$ 1,047.28
Meloche	Shawn Ronald	Staff Sergeant	\$ 136,719.38	\$ 1,085.37
Moyer	Matthew Ignatius	Staff Sergeant	\$ 136,677.28	\$ 1,085.37
Mcbratney	Gary	Staff Sergeant	\$ 136,660.62	\$ 1,085.37
Filippin	Gianni Alan	Police Constable	\$ 136,618.39	\$ 981.89
Liska	David Victor	Sergeant	\$ 136,606.05	\$ 1,037.79
Johnstone	Andrew Paul	Detective Sergeant	\$ 136,598.55	\$ 1,080.22
Browne	Jimmy	Sergeant	\$ 136,578.13	\$ 1,047.28
French	Christopher James	Detective	\$ 136,506.07	\$ 1,029.76
Worth	Kane Wilson	Sergeant	\$ 136,481.39	\$ 1,047.28
Oliver	Matthew Tyler	Plainclothes Police Constable	\$ 136,429.46	\$ 1,007.08
Cargill	Paul Scott	Detective	\$ 136,368.14	\$ 1,047.28
Gillis	David William	Staff Sergeant	\$ 136,363.08	\$ 1,085.37
Awad	Ashraf Samir	Detective	\$ 136,324.83	\$ 1,027.91
Dizon	Jose Benedicto	Detective	\$ 136,296.72	\$ 1,037.79
Trimble	Peter John	Staff Sergeant	\$ 136,278.15	\$ 1,085.37
Grande	Pietro	Plainclothes Police Constable	\$ 136,275.88	\$ 1,012.70
Gallant	Robert	Detective	\$ 136,272.90	\$ 1,047.28
Clayton	Ricardo	Police Constable	\$ 136,235.46	\$ 1,000.61
Mungal	Matthew	Detective	\$ 136,172.29	\$ 1,047.28
Belza	Todd Michael	Plainclothes Police Constable	\$ 136,126.72	\$ 993.85
Roberts	David	Sergeant	\$ 136,079.74	\$ 1,047.28
Pogue	Lauren	Detective Sergeant	\$ 136,071.86	\$ 1,085.37
Walther	Timothy John	Detective	\$ 136,065.57	\$ 1,027.91
Reddin	Kirby Albert	Detective	\$ 136,034.76	\$ 1,027.91
King	Stuart Macpherson	Staff Sergeant	\$ 135,978.75	\$ 1,082.41
Wauchope	Liam	Detective	\$ 135,969.07	\$ 1,027.91
Mcdonald	James William	Sergeant	\$ 135,966.42	\$ 1,027.91
Cernowski	Andrew John	Financial Planner	\$ 135,929.76	\$ 1,247.42
Macdonald	Aaron Royce	Sergeant	\$ 135,913.44	\$ 1,047.28
Manoharan	Ravi	Detective	\$ 135,912.45	\$ 1,027.91
Gheysar	Makda	Financial Planner	\$ 135,896.19	\$ 1,247.42
Liu	Jun	Senior Telecom Engineer	\$ 135,871.77	\$ 1,081.29
Macaraeg	Juanita	Senior Advisor Quality Assurance	\$ 135,871.77	\$ 1,247.42
Ngan	Edward Shing-Keung	Senior Advisor Quality Assurance	\$ 135,871.77	\$ 1,247.42
Putnam	Kimberley Joan	Senior Advisor Quality Assurance	\$ 135,871.77	\$ 597.42
Thoms	Heather Bernadette	Assistant Manager of Computer Operations	\$ 135,871.77	\$ 1,247.42
Vigna	Rita Elsa	Assistant Manager of Records Operations	\$ 135,871.77	\$ 1,247.42
Yang	Yanjiao	Enterprise Data Architect	\$ 135,871.77	\$ 597.42

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Newman	Bruce	Staff Sergeant	\$ 135,854.46	\$ 1,085.37
Pala	Rasih San	Plainclothes Police Constable	\$ 135,854.28	\$ 1,002.04
Nimmo	Richard James	Detective	\$ 135,846.75	\$ 1,037.79
Cash	Jennifer Anne	Detective	\$ 135,835.55	\$ 1,027.91
Pareja	Carlos Adrian	Police Constable	\$ 135,834.35	\$ 972.02
Alvarez	Jorge David	Police Constable	\$ 135,830.59	\$ 988.49
Azzopardi	Denis Andre	Police Constable	\$ 135,786.43	\$ 981.89
Morgan	Daniel Philip	Plainclothes Police Constable	\$ 135,763.59	\$ 1,002.04
Grace	Timothy	Police Constable	\$ 135,750.58	\$ 1,000.61
Herman	Marcus	Sergeant	\$ 135,748.01	\$ 1,047.28
Lai	Victor Tze-Kau	Police Constable	\$ 135,741.52	\$ 981.89
Brown	Jacqueline	Plainclothes Police Constable	\$ 135,737.55	\$ 1,012.70
Gregory	Robert K.	Staff Sergeant	\$ 135,727.06	\$ 1,085.37
Tait	Scott John	Plainclothes Police Constable	\$ 135,702.59	\$ 1,002.04
Kitchener	Andrew James	Sergeant	\$ 135,691.78	\$ 1,047.28
Woods	Gary	Sergeant	\$ 135,691.78	\$ 1,027.91
Spratt	Scott Edward	Detective Sergeant	\$ 135,650.94	\$ 1,085.37
Ralph	Timothy	Staff Sergeant	\$ 135,642.68	\$ 1,085.37
Hamilton-Greener	Michael	Staff Sergeant	\$ 135,586.17	\$ 1,085.37
Murray-Bates	Kerry-Anne	Senior Operations Supervisor	\$ 135,582.99	\$ 1,056.64
Beausoleil	Marc	Detective	\$ 135,557.51	\$ 1,047.28
Murray	Sandy	Senior Advisor Policy	\$ 135,538.74	\$ 491.39
Stibbe	Robert Lee	Plainclothes Police Constable	\$ 135,530.66	\$ 988.88
Westervelt	Vicki Ann	Detective	\$ 135,526.11	\$ 1,035.45
Samson	Jeremy Calvin	Police Constable	\$ 135,463.00	\$ 981.89
Papizewski	Leeann	Staff Sergeant	\$ 135,446.91	\$ 1,085.37
Alexa	Brendan James	Plainclothes Police Constable	\$ 135,430.41	\$ 1,002.04
Pulumbait	Ryan Carjutan	Plainclothes Police Constable	\$ 135,425.68	\$ 988.05
Bullock	Neil	Staff Sergeant	\$ 135,420.18	\$ 1,085.37
Vuong	Kent	Police Constable	\$ 135,395.74	\$ 990.47
Coulthard	Jason Miles	Detective	\$ 135,369.45	\$ 387.79
Cote	Kevin James	Detective	\$ 135,339.70	\$ 1,027.91
Porter	Dainian Alloy	Plainclothes Police Constable	\$ 135,338.85	\$ 1,002.04
Strangways	Paul Robert	Sergeant	\$ 135,321.84	\$ 1,047.28
Ross	Jeffrey Alan	Detective	\$ 135,288.82	\$ 1,032.35
Karpik	James	Police Constable	\$ 135,234.70	\$ 1,000.61
Penner	Adam Christopher	Police Constable	\$ 135,201.02	\$ 971.62
Uchman	Gerald Robert	Plainclothes Police Constable	\$ 135,167.80	\$ 982.80
Ward	Kevin Walter	Police Constable	\$ 135,156.68	\$ 981.89
Johnston	Charles	Sergeant	\$ 135,149.45	\$ 1,047.28
Matthews	Joseph Blake	Detective Sergeant	\$ 135,105.84	\$ 1,085.37
Gini	Guillermo Steve	Police Constable	\$ 135,072.28	\$ 998.19
Rennie	Brian Anthony	Training Constable	\$ 135,071.96	\$ 1,012.70
Clarke	Matthew Francis	Plainclothes Police Constable	\$ 135,053.14	\$ 1,002.04
McLane	James Russell	Sergeant	\$ 135,047.89	\$ 1,047.28
Lobanets	Sergiy Yevgenov	Police Constable	\$ 135,012.43	\$ 981.89
Shaw	Andrew Douglas	Detective	\$ 135,010.90	\$ 1,047.28
Gabidon	Travis Kenneth	Police Constable	\$ 134,996.05	\$ 852.18
Shaw	Richard James	Sergeant	\$ 134,973.99	\$ 1,024.37
Edwick	Alexis Grace	Detective	\$ 134,958.16	\$ 1,027.91
Wilson	Jeffrey Paul	Police Constable	\$ 134,942.60	\$ 990.47
Husain	Mohammed Saleem	Staff Sergeant	\$ 134,927.61	\$ 1,076.14
Hancock	Kimberly	Sergeant	\$ 134,814.92	\$ 1,047.28
Minor	Douglas Allan	Sergeant	\$ 134,814.49	\$ 1,047.28
Borissov	Boris Iliev	Plainclothes Police Constable	\$ 134,798.32	\$ 997.36
Knapper	Robbert Nicolaas	Staff Sergeant	\$ 134,796.70	\$ 1,085.37
Euteneier	Simon Quincey	Police Constable	\$ 134,795.16	\$ 972.02
Garbas	Edward Arthur	Police Constable	\$ 134,789.59	\$ 1,000.61
Mcvey	Lewis James	Police Constable	\$ 134,759.66	\$ 306.74
La Fosse	Jeffery Guy	Detective	\$ 134,751.23	\$ 1,029.76

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Desilva	Julius Theodore	Project Leader	\$ 134,732.14	\$ 410.02
Velaautham	Karthigesan	Sergeant	\$ 134,712.42	\$ 1,047.28
Andrew	William Jason	Training Constable	\$ 134,696.31	\$ 1,002.04
Tracey	Mark Robert	Sergeant	\$ 134,679.54	\$ 1,047.28
Morris	Mandy Dawn	Detective	\$ 134,631.86	\$ 1,037.79
Ridgeley	Nigel Edward	Police Constable	\$ 134,620.71	\$ 315.42
Ebrahimi	Pooya	Plainclothes Police Constable	\$ 134,610.04	\$ 1,002.04
Tretter	Madelaine	Detective Sergeant	\$ 134,607.30	\$ 1,085.37
Facoetti	Michael Paul	Sergeant	\$ 134,565.36	\$ 1,047.28
Pulla	Jeremy James	Plainclothes Police Constable	\$ 134,534.21	\$ 1,001.26
Ogg	Sheila Elizabeth	Detective Sergeant	\$ 134,527.03	\$ 1,085.37
Saggi	Sharnjit Singh	Police Constable	\$ 134,521.27	\$ 981.89
Sayedzadeh	Mehrdad	Police Constable	\$ 134,512.59	\$ 971.62
Van Andel	Phillip George	Staff Sergeant	\$ 134,488.08	\$ 1,085.37
Darbyshire	James Edward	Staff Sergeant	\$ 134,432.01	\$ 1,085.37
Kulmatycki	Joel Patrick	Detective Sergeant	\$ 134,364.66	\$ 1,085.37
Lee	Eugene Seung	Plainclothes Police Constable	\$ 134,343.00	\$ 996.95
McIlwain	Steven George	Detective	\$ 134,322.96	\$ 1,047.28
Storey	Todd Melvyn	Sergeant	\$ 134,289.13	\$ 1,037.79
Sadler	Stephen	Sergeant	\$ 134,280.80	\$ 1,047.28
Abate	Glen Michael	Police Constable	\$ 134,276.36	\$ 1,000.61
Lampiris	Chris	Police Constable	\$ 134,267.49	\$ 990.47
Ng	William	Police Constable	\$ 134,237.59	\$ 981.89
Mcarthur	Paul Ian	Detective Sergeant	\$ 134,185.61	\$ 1,085.37
Lamanna	Anthony	Police Constable	\$ 134,183.91	\$ 1,000.61
Weckworth	Richard Grant	Police Constable	\$ 134,179.67	\$ 971.62
Chase	William Oliver	Plainclothes Police Constable	\$ 134,171.42	\$ 1,002.04
Harris	Robert Alan	Police Constable	\$ 134,131.07	\$ 975.62
Tracey	Christopher James-Albert	Detective	\$ 134,073.39	\$ 1,027.91
Therrien	Allan	Police Constable	\$ 134,063.83	\$ 1,000.61
Wong	Wan-Hoi	Plainclothes Police Constable	\$ 134,052.58	\$ 1,022.58
Conlan	Darren Patrick	Police Constable	\$ 134,045.88	\$ 971.62
Watkinson	Douglas Charles	Plainclothes Police Constable	\$ 134,015.87	\$ 1,001.08
Tsianos	Dimitrios	Detective	\$ 134,001.07	\$ 1,027.91
Leitch	Jason	Detective	\$ 133,964.58	\$ 1,047.28
Lenfesty	Sean	Detective Sergeant	\$ 133,946.98	\$ 1,066.65
Di Nino	Richard Donald	Plainclothes Police Constable	\$ 133,945.86	\$ 1,002.04
Dulude	Lisa Arlene	Police Constable	\$ 133,912.93	\$ 971.62
Albrecht	Irvin John	Plainclothes Police Constable	\$ 133,863.90	\$ 1,012.70
Clarke	Stacyann Maria	Staff Sergeant	\$ 133,852.08	\$ 1,068.94
Daley	Kevin	Police Constable	\$ 133,851.94	\$ 1,000.61
Getty	Shawn	Detective Sergeant	\$ 133,824.04	\$ 1,085.37
Warner	Ruth	Sergeant	\$ 133,815.43	\$ 1,047.28
King	Cheryl	Staff Sergeant	\$ 133,787.34	\$ 1,085.37
Crowley	Janine	Detective Sergeant	\$ 133,730.34	\$ 1,085.37
Biring	Sachbinder Singh	Sergeant	\$ 133,728.14	\$ 387.79
Raspberry	Jason William	Police Constable	\$ 133,718.15	\$ 998.19
Spencer	Laura Elizabeth	Police Constable	\$ 133,649.35	\$ 996.65
Van Schubert	Kevin John	Sergeant	\$ 133,642.63	\$ 1,047.28
Partridge	David William	Police Constable	\$ 133,636.41	\$ 975.62
Wallace	Robert Boyd	Detective	\$ 133,608.67	\$ 1,027.91
Ison	Daniel James	Plainclothes Police Constable	\$ 133,591.71	\$ 1,002.04
Randhawa	Mandeep Singh	Police Constable	\$ 133,568.61	\$ 971.62
Morris	Peter Neil	Sergeant	\$ 133,566.03	\$ 1,037.79
Burks	Charles Dean	Detective Sergeant	\$ 133,563.24	\$ 1,085.37
Talbot	Darryl Thomas	Staff Sergeant	\$ 133,562.13	\$ 1,085.37
Lee	Karen	Sergeant	\$ 133,561.39	\$ 1,037.79
Tamas	Edit	Plainclothes Police Constable	\$ 133,560.15	\$ 999.48
Kruczek	Piotr Pawel	Sergeant	\$ 133,521.28	\$ 1,027.91
Wulff	Eduardo Ignacio	Staff Sergeant	\$ 133,470.02	\$ 1,085.37

Appendix B				
Record of Employees' 2016 Salaries and Benefits - By Salary Paid				
Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Gregory	Trevor Pixley	Police Constable	\$ 133,429.99	\$ 981.89
Smith	Lawrence Oliver	Staff Sergeant	\$ 133,420.21	\$ 1,085.37
Hogan	James	Staff Sergeant	\$ 133,352.37	\$ 435.37
Hayes	Jeremy Matthew	Detective	\$ 133,289.98	\$ 1,027.91
Flanders	Todd Matthew	Staff Sergeant	\$ 133,282.21	\$ 1,068.60
Allen	Michael David	Detective	\$ 133,256.43	\$ 1,037.79
French	John	Staff Sergeant	\$ 133,250.86	\$ 1,085.37
Zeleny	John Daryn	Detective	\$ 133,234.20	\$ 1,047.28
Wong	Conrad Emery	Plainclothes Police Constable	\$ 133,227.11	\$ 1,002.04
Isabello	David Anthony	Police Constable	\$ 133,183.31	\$ 981.89
Burritt	Stephanie	Sergeant	\$ 133,172.43	\$ 1,037.79
Walker	James	Staff Sergeant	\$ 133,142.71	\$ 1,085.37
Thomas	Sydney	Staff Sergeant	\$ 133,118.31	\$ 1,085.37
Storey	Justin Wayne	Police Constable	\$ 133,110.30	\$ 981.89
Kathiravelu	Kajamuganathan	Police Constable	\$ 133,096.35	\$ 995.88
Timbers	Kim	Staff Sergeant	\$ 133,095.54	\$ 1,085.37
Moore	Brett Calvin	Sergeant	\$ 133,091.52	\$ 1,037.79
Richardson	Andrew	Staff Sergeant	\$ 133,043.62	\$ 1,085.37
Matys	Joseph Paul	Detective	\$ 133,037.75	\$ 1,027.91
Trubecki	Robert	Detective	\$ 133,032.73	\$ 1,047.28
Moorcroft	Christopher Robert	Police Constable	\$ 132,961.21	\$ 995.88
Jocko	Todd Joseph	Staff Sergeant	\$ 132,935.47	\$ 1,063.88
Schneider	Andrew	Staff Sergeant	\$ 132,918.97	\$ 1,085.37
Mullin	George	Staff Sergeant	\$ 132,904.19	\$ 1,085.37
Wang	Xian-Peng	Police Constable	\$ 132,887.51	\$ 981.89
Banks	Wayne Michael	Detective Sergeant	\$ 132,857.40	\$ 1,085.37
Mckenzie	Shawn Scott	Plainclothes Police Constable	\$ 132,841.15	\$ 1,012.70
Liscomb	Robert Edward	Plainclothes Police Constable	\$ 132,836.24	\$ 988.75
Love	Allen Robert	Staff Sergeant	\$ 132,790.10	\$ 576.14
Mijares	Rene Libre	Police Constable	\$ 132,746.52	\$ 975.62
Khan	Ronald Arlington	Staff Sergeant	\$ 132,736.16	\$ 1,085.37
Northrup	Jeffrey John	Police Constable	\$ 132,725.44	\$ 1,000.61
Mckay	Edward	Staff Sergeant	\$ 132,706.88	\$ 1,085.37
Cooke	Lee Scott	Police Constable	\$ 132,702.62	\$ 981.89
Armstrong	David Lawrence	Supervisor	\$ 132,695.77	\$ 917.80
Stewart	Colin Alexander	Detective	\$ 132,683.08	\$ 1,037.79
Dawson	Shannon Inez	Detective	\$ 132,671.54	\$ 1,037.79
Tan	Mark Anthony	Plainclothes Police Constable	\$ 132,665.57	\$ 1,002.04
Taylor	Robert Allister	Plainclothes Police Constable	\$ 132,633.49	\$ 1,002.04
Mcclelland	Robert	Sergeant	\$ 132,618.43	\$ 1,047.28
St Jean	Duane Marvin	Sergeant	\$ 132,595.34	\$ 1,027.91
Chiovitti	Vera Anna	Assistant Manager of Employment	\$ 132,591.42	\$ 421.07
Peters	Cornelius	Police Constable	\$ 132,588.37	\$ 981.89
Mcghee	Michael	Sergeant	\$ 132,576.21	\$ 1,047.28
Ecklund	Andrew Douglas	Staff Sergeant	\$ 132,568.94	\$ 1,076.14
Lloyd	Bradford	Sergeant	\$ 132,547.58	\$ 1,047.28
Villers	Scott Charles	Sergeant	\$ 132,527.60	\$ 1,027.91
Da Costa	Antonio Norberto	Police Constable	\$ 132,523.41	\$ 1,000.61
Gallagher	Ian James	Police Constable	\$ 132,513.33	\$ 981.89
Campbell	Marcia	Sergeant	\$ 132,464.85	\$ 1,047.28
Hales	Keith John	Police Constable	\$ 132,436.27	\$ 983.54
Just	Michael Allan	Police Constable	\$ 132,425.07	\$ 315.42
Higgins	Andrew Craig	Detective	\$ 132,419.11	\$ 1,027.91
Hain	David Joseph	Police Constable	\$ 132,373.14	\$ 981.89
Blunk	Andrew Freddy	Police Constable	\$ 132,350.39	\$ 990.47
Dropuljic	Joseph	Police Constable	\$ 132,347.40	\$ 981.89
Fritz	Theodor	Detective	\$ 132,332.36	\$ 1,047.28
Goldlioust	Anatol	Police Constable	\$ 132,325.02	\$ 996.65
Granata	Salvatore Francesco	Sergeant	\$ 132,314.91	\$ 1,047.28
Forestell	Michael	Sergeant	\$ 132,299.10	\$ 1,047.28

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Dickie	Craig William	Police Constable	\$ 132,287.61	\$ 1,003.42
Greaves	Brandon Lloyd	Plainclothes Police Constable	\$ 132,269.85	\$ 1,002.04
Taylor	Jason Peter	Sergeant	\$ 132,267.35	\$ 1,027.91
Fraser	Spencer Robert	Plainclothes Police Constable	\$ 132,250.35	\$ 1,002.04
Shin	Harold	Police Constable	\$ 132,245.72	\$ 981.89
Powell	Daniel James	Detective	\$ 132,177.90	\$ 1,047.28
Gerry	Donald	Staff Sergeant	\$ 132,141.70	\$ 1,085.37
Cox	Darren Andrew	Sergeant	\$ 132,100.25	\$ 1,047.28
De Caire	Jeffrey Paul	Police Constable	\$ 132,052.72	\$ 981.11
Sulejmani	Judmir	Plainclothes Police Constable	\$ 132,035.76	\$ 994.16
Glavin	Phillip	Sergeant	\$ 132,028.90	\$ 1,047.28
Whitla	Ronald	Detective	\$ 132,025.15	\$ 1,047.28
Hill	Shane	Detective	\$ 132,011.64	\$ 1,047.28
Daniel	Roger Glenroy	Police Constable	\$ 132,008.79	\$ 981.89
Macpherson	Michael Zane	Plainclothes Police Constable	\$ 131,994.93	\$ 1,004.14
Jamshidi	Joshua Payam	Staff Sergeant	\$ 131,987.05	\$ 1,076.14
Bennett	Brian Robert	Sergeant	\$ 131,963.89	\$ 1,027.91
Tannahill	Darla	Staff Sergeant	\$ 131,963.20	\$ 1,085.37
Murphy	Daniel Timothy	Police Constable	\$ 131,961.45	\$ 956.74
Gray	Glenn	Staff Sergeant	\$ 131,943.26	\$ 1,085.37
Pearson	Jeffrey	Detective Sergeant	\$ 131,941.96	\$ 1,085.37
Murrell	Kevin Earl	Staff Sergeant	\$ 131,935.50	\$ 1,085.37
Pipe	Stephen	Staff Sergeant	\$ 131,928.55	\$ 1,085.37
Hough	Debra Margaret	Police Constable	\$ 131,897.89	\$ 971.62
Mac	Ovid Ruben	Police Constable	\$ 131,869.95	\$ 983.54
Kerr	Jason Matthew	Police Constable	\$ 131,859.11	\$ 988.49
Hempen	George Johannes	Plainclothes Police Constable	\$ 131,857.78	\$ 1,002.04
Ceresoli	Maurizio	Plainclothes Police Constable	\$ 131,857.57	\$ 1,004.14
Antal	Bojan Ben	Police Constable	\$ 131,852.90	\$ 924.50
Turnbull	Michael	Detective	\$ 131,834.83	\$ 1,047.28
Liu	Bruce Zhiyong	Police Constable	\$ 131,827.50	\$ 981.89
Williams	Clayton	Sergeant	\$ 131,784.85	\$ 1,047.28
Barnes	John Colin	Plainclothes Police Constable	\$ 131,779.37	\$ 1,002.04
Ouellet	Andrew	Police Constable	\$ 131,773.94	\$ 990.47
Jamison	James William	Police Constable	\$ 131,698.51	\$ 990.47
Benallick	Mark Daniel	Detective Sergeant	\$ 131,691.52	\$ 1,085.37
Fernandes	Michael Freitas	Police Constable	\$ 131,689.24	\$ 981.89
Gotell	James Elwood	Detective Sergeant	\$ 131,687.52	\$ 1,085.37
Byers	Derek Jonathan	Sergeant	\$ 131,682.84	\$ 1,037.79
Sandford	Robert	Sergeant	\$ 131,673.21	\$ 1,047.28
Corbie	Wesley Marcus	Police Constable	\$ 131,672.35	\$ 981.89
Serrano	Matthew Antonio	Plainclothes Police Constable	\$ 131,621.68	\$ 1,002.04
Redman	Suzanne	Staff Sergeant	\$ 131,604.61	\$ 1,085.37
Fadi	Steven Paul	Plainclothes Police Constable	\$ 131,586.08	\$ 1,020.09
Staunton	Ira Patrick	Police Constable	\$ 131,573.63	\$ 981.89
Rouette	Joseph Michel	Staff Sergeant	\$ 131,568.26	\$ 1,085.37
Mcallister	David William	Police Constable	\$ 131,564.77	\$ 990.47
Sehdev	Nitin	Plainclothes Police Constable	\$ 131,551.99	\$ 1,001.27
Gelli	Mario	Police Constable	\$ 131,526.35	\$ 1,000.61
Moreau	Paul Robert	Detective	\$ 131,482.93	\$ 1,037.79
Didanieli	Roberto	Detective Sergeant	\$ 131,453.08	\$ 1,085.37
Costello	Patrick William	Police Constable	\$ 131,420.56	\$ 986.57
Mosquite	Ruel	Plainclothes Police Constable	\$ 131,408.43	\$ 1,022.58
Hilton	Tyrone Christopher	Sergeant	\$ 131,405.00	\$ 1,037.79
Tramontozzi	Nunziato	Detective Sergeant	\$ 131,381.62	\$ 1,085.37
Forchione	Antonio	Staff Sergeant	\$ 131,370.71	\$ 1,085.37
Brown	Robert	Staff Sergeant	\$ 131,369.78	\$ 1,085.37
Norman	William Michael	Police Constable	\$ 131,354.57	\$ 983.54
Giedroyc	Karol Zygmunt	Staff Sergeant	\$ 131,353.89	\$ 1,085.37
Hudson	Noel Mcnair	Plainclothes Police Constable	\$ 131,346.49	\$ 983.05

Appendix B				
Record of Employees' 2016 Salaries and Benefits - By Salary Paid				
Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Kay	Colin	Detective Sergeant	\$ 131,329.29	\$ 1,085.37
Di Passa	Domenico	Detective Sergeant	\$ 131,315.27	\$ 1,085.37
Berezowski	John	Detective	\$ 131,308.43	\$ 1,047.28
Malenfant	Andrew Derek	Police Constable	\$ 131,296.57	\$ 981.89
Shand	Joseph Edward	Police Constable	\$ 131,280.91	\$ 981.89
Garrett	Richard Fredrick	Plainclothes Police Constable	\$ 131,280.73	\$ 1,002.04
Delottinville	Steven John	Plainclothes Police Constable	\$ 131,245.52	\$ 1,012.70
Benoit	Lisabet Jane	Detective Sergeant	\$ 131,244.61	\$ 1,085.37
Martin	Joseph Jean	Sergeant	\$ 131,229.86	\$ 1,047.28
Kahlon	Amarjit Singh	Police Constable	\$ 131,208.93	\$ 978.77
Nolan	Christopher	Staff Sergeant	\$ 131,184.28	\$ 1,085.37
Everest	John Alfred	Staff Sergeant	\$ 131,162.60	\$ 1,085.37
Bennett	Winston Anthony	Staff Sergeant	\$ 131,147.98	\$ 1,085.37
Da Silva Cristopulo	Jimmy Bernardo	Plainclothes Police Constable	\$ 131,129.96	\$ 1,002.04
Samm	Samuel Junior	Sergeant	\$ 131,129.87	\$ 1,047.28
Horwood	Ryan Knight	Police Constable	\$ 131,124.79	\$ 981.89
Sakhanina	Natalia	Police Constable	\$ 131,117.27	\$ 981.89
Parker	Fitzroy	Police Constable	\$ 131,111.74	\$ 981.89
Caccavale	Erasmus	Sergeant	\$ 131,099.20	\$ 1,047.28
Swart	Roger John	Plainclothes Police Constable	\$ 131,094.59	\$ 1,012.70
Patel	Juneid Ahmed	Police Constable	\$ 131,094.06	\$ 972.02
Gris	Robert Michael	Detective	\$ 131,078.94	\$ 1,027.91
Bishop	Stephen	Detective	\$ 131,026.91	\$ 1,047.28
Laptiste	Marlon Simon	Plainclothes Police Constable	\$ 130,989.30	\$ 986.51
Pathak	Samip	Plainclothes Police Constable	\$ 130,988.47	\$ 1,002.04
Galazka	Tomasz Robert	Training Constable	\$ 130,987.64	\$ 1,012.70
White	John	Staff Sergeant	\$ 130,986.57	\$ 1,085.37
Mitchell	Charles	Sergeant	\$ 130,985.05	\$ 1,047.28
Goss	Jason James	Plainclothes Police Constable	\$ 130,959.13	\$ 1,012.70
Gaudet	Derrick	Sergeant	\$ 130,930.98	\$ 1,047.28
Eichenberg	James Michael	Sergeant	\$ 130,893.54	\$ 1,032.30
Martin	Ryan David	Plainclothes Police Constable	\$ 130,830.26	\$ 1,002.04
Cordeiro	Elizabeth Maria	Detective Sergeant	\$ 130,818.50	\$ 435.37
Petkovic	Boris	Plainclothes Police Constable	\$ 130,785.80	\$ 1,002.04
Beson	Mark William	Detective	\$ 130,780.97	\$ 1,037.79
Christou	George	Plainclothes Police Constable	\$ 130,764.28	\$ 984.20
Phair	Mark Gordon	Sergeant	\$ 130,760.20	\$ 1,047.28
Li	Phillip	Police Constable	\$ 130,732.02	\$ 981.89
Saunders	David	Inspector	\$ 130,717.18	\$ 607.29
Palermo	Loredana	Plainclothes Police Constable	\$ 130,716.80	\$ 997.36
Lamond	Ian David	Staff Sergeant	\$ 130,690.72	\$ 1,085.37
Wallace	Peter	Detective	\$ 130,677.86	\$ 1,027.91
Morse	Victoria Jane	Detective	\$ 130,668.55	\$ 1,027.91
Thomas	Rhonda Lee	Detective	\$ 130,661.82	\$ 1,027.91
Reimer	Kenneth Brian	Staff Sergeant	\$ 130,637.38	\$ 1,085.37
Stewart	Robert	Detective Sergeant	\$ 130,631.08	\$ 435.37
Parmar	Mandeep Singh	Plainclothes Police Constable	\$ 130,621.80	\$ 1,002.04
Bragg	James Robert	Police Constable	\$ 130,606.35	\$ 975.61
Scanlan	Kimberly Lyn	Staff Sergeant	\$ 130,604.87	\$ 1,085.37
Bates	Kimberley Michele	Detective	\$ 130,591.65	\$ 1,047.28
Valdez	Renato Fernandez	Sergeant	\$ 130,574.00	\$ 1,027.91
Veit	Oswald	Sergeant	\$ 130,561.20	\$ 1,047.28
Childs	Cynthia M	Detective Sergeant	\$ 130,535.84	\$ 1,085.37
Garcia	Christopher	Plainclothes Police Constable	\$ 130,504.89	\$ 988.75
Sabadics	Daniel	Detective Sergeant	\$ 130,503.93	\$ 1,085.37
Lee	Justin Taegun	Plainclothes Police Constable	\$ 130,475.19	\$ 987.28
Clendinning	Mark William	Detective	\$ 130,474.65	\$ 8,119.49
Campbell	Bryan Edward	Staff Sergeant	\$ 130,461.97	\$ 1,076.14
McLaughlin	Martin William	Training Constable	\$ 130,446.18	\$ 1,002.04
Papatheodorou	George	Police Constable	\$ 130,436.88	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Geborski	Piotr	Police Constable	\$ 130,414.72	\$ 965.42
Kmiecik	John	Sergeant	\$ 130,368.19	\$ 1,047.28
Weller	Richard Anthony	Detective	\$ 130,366.25	\$ 1,047.28
Johnston	Jeffrey	Plainclothes Police Constable	\$ 130,353.61	\$ 1,022.58
Maniatis	Gerassimos	Police Constable	\$ 130,333.45	\$ 981.89
Robinson	Morgan	Detective Sergeant	\$ 130,313.21	\$ 435.37
Sousa-Guthrie	Joni	Staff Sergeant	\$ 130,312.61	\$ 435.37
Hodkin	Jason Joseph	Plainclothes Police Constable	\$ 130,282.68	\$ 1,002.04
Martelluzzi	Claudio	Sergeant	\$ 130,270.41	\$ 1,047.28
Yarmoluk	David George	Detective	\$ 130,264.67	\$ 1,047.28
Main	Joel Nathan	Police Constable	\$ 130,264.56	\$ 971.62
Tulloch	Alson Lloyd	Plainclothes Police Constable	\$ 130,262.48	\$ 993.85
Munroe	Neil Gerard	Detective	\$ 130,256.20	\$ 1,037.79
Thompson	Michael Allister	Plainclothes Police Constable	\$ 130,250.03	\$ 1,002.04
Tanabe	Shingo Oliver	Sergeant	\$ 130,231.66	\$ 1,022.96
Babineau	Jared Michael	Sergeant	\$ 130,228.68	\$ 1,037.79
Mildenberger	Kaine Johann	Plainclothes Police Constable	\$ 130,219.67	\$ 352.04
Dhaliwal	Surinderjit	Senior Technical Analyst	\$ 130,213.18	\$ 379.60
Hibbeln	Philip Joseph	Sergeant	\$ 130,209.21	\$ 1,047.28
Pardy	Jamie Richard	Police Constable	\$ 130,201.07	\$ 971.62
Jackson	Laurie	Staff Sergeant	\$ 130,161.88	\$ 1,085.37
Chornook	Stephen	Police Constable	\$ 130,149.98	\$ 1,000.61
Furyk	Robert Paul	Plainclothes Police Constable	\$ 130,149.95	\$ 1,002.04
Vandervoort	Michael Alexander	Police Constable	\$ 130,147.96	\$ 965.42
Carswell	Brian Patrick	Plainclothes Police Constable	\$ 130,102.79	\$ 1,002.04
Brett	Bryan Donald	Police Constable	\$ 130,078.80	\$ 981.89
Jones	Corey Lee	Detective	\$ 130,073.62	\$ 1,027.91
Eyden	Aimee Jamie	Police Constable	\$ 130,067.95	\$ 981.89
Kelly	Terence Peter	Detective Sergeant	\$ 130,067.70	\$ 1,076.14
Vanderburgh	Andrew Norman	Police Constable	\$ 130,054.35	\$ 972.02
Oliver	Paul	Detective Sergeant	\$ 130,035.13	\$ 1,075.01
Hartford	Deborah	Staff Sergeant	\$ 130,011.60	\$ 1,085.37
Stern	Charles Andrew	Sergeant	\$ 129,966.33	\$ 1,047.28
Baird	Mark Andrew	Police Constable	\$ 129,966.18	\$ 972.02
Spratt	Alan	Detective	\$ 129,943.20	\$ 397.28
Persichetti	Donato	Police Constable	\$ 129,942.54	\$ 985.01
Dawood	Amaan	Police Constable	\$ 129,939.89	\$ 981.89
Harras	John	Detective	\$ 129,937.84	\$ 1,047.28
Moore	Michael Martin	Police Constable	\$ 129,930.61	\$ 981.89
Kinnear	Kathryn	Staff Sergeant	\$ 129,924.25	\$ 1,085.37
Ecklund	David Grenville	Staff Sergeant	\$ 129,922.20	\$ 1,076.14
Griffiths	Sean Ronald	Sergeant	\$ 129,904.93	\$ 1,047.28
Duggan	Jennifer Joan	Plainclothes Police Constable	\$ 129,848.69	\$ 1,002.04
Ferry	Michael Bernard	Police Constable	\$ 129,803.13	\$ 1,043.62
McLean	Nancy Mary	Sergeant	\$ 129,802.72	\$ 1,047.28
Youroukos	Jonathan Nicholas	Police Constable	\$ 129,796.02	\$ 663.13
Brosnan	Sean	Detective Sergeant	\$ 129,770.97	\$ 1,085.37
Jaros	Russell	Detective Sergeant	\$ 129,757.28	\$ 1,085.37
Willett	Andrew John	Police Constable	\$ 129,736.49	\$ 995.88
Somers	Craig Allan	Sergeant	\$ 129,727.48	\$ 1,037.79
D'Silva	Allister	Detective	\$ 129,725.69	\$ 1,027.91
Cohen	Melissa Kelly	Police Constable	\$ 129,712.22	\$ 988.13
Proctor	Norman Edward	Detective Sergeant	\$ 129,677.81	\$ 1,085.37
Lowrey	Alan	Staff Sergeant	\$ 129,674.01	\$ 1,085.37
Kohl	Barbara Louise	Detective	\$ 129,659.99	\$ 1,047.28
Norton	David John	Detective	\$ 129,650.21	\$ 1,037.79
Watson	Christopher	Sergeant	\$ 129,633.98	\$ 1,027.91
Locke	Donovan	Sergeant	\$ 129,617.18	\$ 1,027.91
Josephs	Adam Kirk	Police Constable	\$ 129,604.42	\$ 1,000.61
Kondo	Jason	Detective	\$ 129,592.45	\$ 1,047.28

Appendix B				
Record of Employees' 2016 Salaries and Benefits - By Salary Paid				
Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Lee	Nicole Denise	Staff Sergeant	\$ 129,588.69	\$ 1,085.37
Burningham	Grant Neil	Staff Sergeant	\$ 129,565.68	\$ 435.37
Pinchin	Brian	Plainclothes Police Constable	\$ 129,563.15	\$ 1,022.58
McCreedy	William	Detective Sergeant	\$ 129,549.88	\$ 1,085.37
Bayes	John Arthur	Police Constable	\$ 129,548.34	\$ 985.85
Bartz	Hannah Fay	Detective	\$ 129,522.37	\$ 1,027.91
Remy	Smedley Anthony	Detective	\$ 129,517.98	\$ 1,047.28
Ryan	Jennifer	Detective	\$ 129,514.81	\$ 1,047.28
Diviesti	Tony	Staff Sergeant	\$ 129,500.54	\$ 1,085.37
Attenborough	Jeffrey Bruce	Staff Sergeant	\$ 129,496.71	\$ 1,085.37
Macdonald	Leo	Detective	\$ 129,487.31	\$ 1,047.28
Macdonald	John	Staff Sergeant	\$ 129,486.14	\$ 1,085.37
Romain	Jean-Bernard	Staff Sergeant	\$ 129,478.33	\$ 1,085.37
Fisher	Susan	Police Constable	\$ 129,463.81	\$ 1,000.61
Geana	Sorin	Plainclothes Police Constable	\$ 129,442.18	\$ 1,002.04
Crews	William	Detective Sergeant	\$ 129,412.13	\$ 1,085.37
Knott	Simon	Police Constable	\$ 129,410.92	\$ 1,000.61
Chant	James Elliot	Plainclothes Police Constable	\$ 129,406.46	\$ 1,007.08
Lee	Randall James	Sergeant	\$ 129,398.34	\$ 1,032.35
Macdonald	Anne	Detective Sergeant	\$ 129,391.47	\$ 1,085.37
Tobin	Robert	Staff Sergeant	\$ 129,380.47	\$ 1,085.37
De Lio	Frank Paul	Sergeant	\$ 129,376.44	\$ 1,047.28
Forde	Ryan	Detective	\$ 129,375.71	\$ 1,037.79
Murray	David	Staff Sergeant	\$ 129,357.53	\$ 1,085.37
Knoblauch	Keith Percy	Police Constable	\$ 129,333.52	\$ 1,000.61
Nair	Sajeev	Detective	\$ 129,328.30	\$ 1,027.91
Ferguson	Scott Cavanagh	Detective	\$ 129,324.54	\$ 6,345.88
Regan	Douglas Fredrick	Detective Sergeant	\$ 129,312.44	\$ 1,085.37
Clarke	Jeffery Howard	Training Constable	\$ 129,311.57	\$ 988.05
Rudnick	Joanne Linda	Detective Sergeant	\$ 129,309.85	\$ 1,085.37
Jitta	Robert Lyndon	Plainclothes Police Constable	\$ 129,307.98	\$ 1,012.70
Coulson	William	Staff Sergeant	\$ 129,298.46	\$ 1,085.37
Forde	Roger Anthony	Sergeant	\$ 129,296.93	\$ 1,027.91
Gallant	Stacy D	Detective Sergeant	\$ 129,279.41	\$ 1,085.37
Friebe	Danny	Police Constable	\$ 129,277.29	\$ 1,000.61
De Sousa	John Paul	Plainclothes Police Constable	\$ 129,246.30	\$ 1,002.04
Reimer	Thomas Arthur	Sergeant	\$ 129,202.57	\$ 1,027.91
Laing	Darren	Sergeant	\$ 129,194.07	\$ 1,047.28
John	Gregory Gerrard	Plainclothes Police Constable	\$ 129,179.20	\$ 1,022.58
Janeczko	Daniel Marcin	Plainclothes Police Constable	\$ 129,153.59	\$ 999.48
Ramsbottom	Christopher William	Police Constable	\$ 129,126.21	\$ 981.89
Gross	Kimberly	Detective Sergeant	\$ 129,101.16	\$ 1,085.37
Spanton	John	Staff Sergeant	\$ 129,089.85	\$ 1,085.37
Steinwall	Andrew Trevor	Detective	\$ 129,085.09	\$ 1,037.79
Gouthro	Craig Joseph	Detective	\$ 129,079.20	\$ 1,047.28
Khan	Ahmar Ali	Plainclothes Police Constable	\$ 129,036.41	\$ 670.80
Dodds	Leslie Graham	Plainclothes Police Constable	\$ 129,017.62	\$ 1,002.04
Senyk	Janna Louise	Plainclothes Police Constable	\$ 129,015.28	\$ 999.70
Davey	Timothy	Detective Sergeant	\$ 129,012.93	\$ 435.37
Hrebenak	Vladimir	Police Constable	\$ 128,999.76	\$ 981.89
McConnell	Darren	Police Constable	\$ 128,989.79	\$ 1,000.61
Bell	Daniel	Detective Sergeant	\$ 128,982.57	\$ 435.37
Bates	Wayne Edward	Detective	\$ 128,977.31	\$ 1,047.28
Dawson	George Joseph	Staff Sergeant	\$ 128,966.93	\$ 1,085.37
Falconer	Gregory	Detective	\$ 128,950.18	\$ 1,047.28
Howard	Eldon	Police Constable	\$ 128,944.22	\$ 1,000.61
Price	Mary	Staff Sergeant	\$ 128,925.83	\$ 1,085.37
Thomson	Allan John	Sergeant	\$ 128,918.46	\$ 1,047.28
Leermakers	William Anthony	Sergeant	\$ 128,911.73	\$ 1,032.35
Davis	Sharon A	Staff Sergeant	\$ 128,881.52	\$ 1,085.37

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Shaw	Kathleen	Detective Sergeant	\$ 128,825.12	\$ 1,085.37
Cecile	Glen	Detective	\$ 128,821.47	\$ 1,047.28
Regan	Paul Francis	Police Constable	\$ 128,815.97	\$ 981.89
Szkotak	Mariusz	Police Constable	\$ 128,810.83	\$ 981.89
Castell	Tiffany Alicia	Detective	\$ 128,797.37	\$ 1,027.91
Leslie	Hamil Theodore	Detective	\$ 128,786.25	\$ 1,027.91
Dube	David	Sergeant	\$ 128,782.11	\$ 1,047.28
Coghlin	James Garfield	Detective Sergeant	\$ 128,777.79	\$ 435.37
O'Brien	Sean	Sergeant	\$ 128,771.82	\$ 1,047.28
Nicol	Brett Donald	Detective Sergeant	\$ 128,751.95	\$ 1,076.14
Burke	Gary Edwin	Detective	\$ 128,743.81	\$ 1,037.79
Harris	Richard Victor	Detective	\$ 128,743.34	\$ 1,037.79
Hong	Andrew	Police Constable	\$ 128,740.99	\$ 981.89
White	Kevin Joseph	Detective	\$ 128,731.59	\$ 1,027.91
Scanzano	Shawn Joseph	Police Constable	\$ 128,721.04	\$ 972.02
Singh	Harjit	Police Constable	\$ 128,708.97	\$ 971.62
Kotas	Artur Jacek	Sergeant	\$ 128,707.64	\$ 1,037.79
Hominuk	Christopher Joseph	Plainclothes Police Constable	\$ 128,689.26	\$ 362.70
Dudarev	Vadim	Police Constable	\$ 128,680.63	\$ 981.89
Young	Warren	Staff Sergeant	\$ 128,666.03	\$ 1,085.37
Simpkins	David	Staff Sergeant	\$ 128,640.72	\$ 1,085.37
Houston	Debra	Staff Sergeant	\$ 128,631.05	\$ 1,085.37
Page	Derek William	Police Constable	\$ 128,619.59	\$ 1,001.60
Hewson	Brooke Leslie	Detective	\$ 128,619.16	\$ 1,037.79
Swaine	Aaron Douglas	Plainclothes Police Constable	\$ 128,612.53	\$ 992.99
Czujko	Nicolas Orest	Police Constable	\$ 128,605.43	\$ 918.30
Sousa	Paul Alexandre	Plainclothes Police Constable	\$ 128,585.25	\$ 997.36
Connor	Bruce Alexander	Detective	\$ 128,584.56	\$ 1,027.91
Glancy	David	Police Constable	\$ 128,572.23	\$ 1,000.61
Lortie	Marc Leonel	Plainclothes Police Constable	\$ 128,571.28	\$ 1,022.58
Persaud	Rajendra	Plainclothes Police Constable	\$ 128,566.49	\$ 997.36
Armstrong	Richard David	Staff Sergeant	\$ 128,559.17	\$ 1,085.37
Grieve	Trevor Scott	Detective	\$ 128,557.14	\$ 1,027.91
Nichol	Ian Fraser	Detective Sergeant	\$ 128,538.15	\$ 435.37
Cruz	John Victor	Police Constable	\$ 128,527.00	\$ 981.89
Pischedda	Mark Stephen	Plainclothes Police Constable	\$ 128,506.90	\$ 1,002.04
Field	Cameron Douglas	Detective Sergeant	\$ 128,504.22	\$ 1,085.37
Clark	Travis Daymond	Detective	\$ 128,496.72	\$ 1,037.79
Minami	Mark Nobuyuki	Police Constable	\$ 128,479.01	\$ 981.89
Fryer	Stephen Robert	Plainclothes Police Constable	\$ 128,474.92	\$ 1,002.04
Laurel	Don Louie	Police Constable	\$ 128,464.08	\$ 972.02
Griffin	Lindsay Glenna	Plainclothes Police Constable	\$ 128,440.61	\$ 1,002.04
Roberts	Deighton Arthur	Police Constable	\$ 128,420.59	\$ 995.88
Zajac	Julie	Staff Sergeant	\$ 128,415.55	\$ 1,085.37
Qureshi	Ajwaid Niaz	Detective Sergeant	\$ 128,383.33	\$ 1,066.65
Walker	John	Sergeant	\$ 128,377.82	\$ 1,047.28
Gibson	James	Staff Sergeant	\$ 128,377.04	\$ 1,085.37
Lobo	Kristophen	Police Constable	\$ 128,349.02	\$ 971.62
Sova	Deborah	Staff Sergeant	\$ 128,326.73	\$ 1,085.37
Mccann	Gary Douglas	Sergeant	\$ 128,320.32	\$ 1,037.79
Cheung	Ching Tin	Sergeant	\$ 128,318.95	\$ 1,029.76
Thorning	Shirley	Staff Sergeant	\$ 128,298.03	\$ 1,085.37
Pinto	Suzanne Marie	Staff Sergeant	\$ 128,275.94	\$ 1,085.37
Bishop	Anne-Marie	Detective Sergeant	\$ 128,272.38	\$ 1,085.37
Cole	Donald M	Staff Sergeant	\$ 128,270.38	\$ 1,085.37
Scudds	Paul	Staff Sergeant	\$ 128,260.63	\$ 1,085.37
Taylor	Jeffrey	Staff Sergeant	\$ 128,254.03	\$ 1,085.37
Zamparo	Daniel Valentino	Police Constable	\$ 128,244.31	\$ 982.67
Teixeira	Mario Jorge	Staff Sergeant	\$ 128,243.53	\$ 1,085.37
Nunes	Maria	Police Constable	\$ 128,240.46	\$ 1,000.61

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Kovacic	Joseph Mark	Police Constable	\$ 128,239.43	\$ 981.89
Sawyer	Andrew Leslie	Staff Sergeant	\$ 128,238.16	\$ 1,085.37
Brinn	Norman	Staff Sergeant	\$ 128,230.53	\$ 1,085.37
John	Jeanille Maria	Staff Sergeant	\$ 128,225.68	\$ 1,085.37
Fedory	Mykola	Police Constable	\$ 128,222.30	\$ 978.77
Barnes	Wallace Crispin	Plainclothes Police Constable	\$ 128,219.64	\$ 987.28
Swackhamer	Brent	Staff Sergeant	\$ 128,203.56	\$ 1,085.37
Crosby	Daniel Patrick	Staff Sergeant	\$ 128,203.53	\$ 1,085.37
Henry	Peter	Staff Sergeant	\$ 128,198.08	\$ 1,085.37
Neath	Kevin Bradley	Plainclothes Police Constable	\$ 128,184.41	\$ 1,002.04
Hancock	Janine Rhona	Staff Sergeant	\$ 128,165.63	\$ 1,085.37
Kingdon	Scott Anthony	Sergeant	\$ 128,156.58	\$ 1,035.45
Peterson	Clifford William	Plainclothes Police Constable	\$ 128,145.04	\$ 1,002.04
Carpino	Roberto Carmelo	Police Constable	\$ 128,128.89	\$ 1,000.61
Prodeus	Derek Michael	Police Constable	\$ 128,121.17	\$ 971.62
Heaney	Gerald	Detective Sergeant	\$ 128,119.04	\$ 1,085.37
Keane	Patrick	Detective Sergeant	\$ 128,117.65	\$ 435.37
Brown	James William	Police Constable	\$ 128,077.81	\$ 1,000.61
Di Nardo	Marco	Plainclothes Police Constable	\$ 128,074.09	\$ 1,002.04
Duran	Adrian Rogelio	Plainclothes Police Constable	\$ 128,064.59	\$ 1,002.04
Farewell	Daniel Harold	Plainclothes Police Constable	\$ 128,057.05	\$ 998.14
Wilson	Matthew Edmund	Plainclothes Police Constable	\$ 128,043.41	\$ 983.65
Bates	Sandy	Detective Sergeant	\$ 128,034.75	\$ 435.37
Venn	Joanne Michele	Sergeant	\$ 128,029.34	\$ 1,047.28
Martsenyuk	Vadym	Police Constable	\$ 128,021.75	\$ 981.89
Quaiattini	Susan	Staff Sergeant	\$ 127,976.38	\$ 435.37
Moed	Jeremy Clark	Sergeant	\$ 127,960.21	\$ 1,037.79
Alias	Gavin Raymond	Plainclothes Police Constable	\$ 127,937.09	\$ 994.16
Kowalski	Grzegorz	Police Constable	\$ 127,931.42	\$ 917.06
Doughty	Kathy Muriel	Staff Sergeant	\$ 127,919.93	\$ 434.82
Lyon	Robert Kirk	Sergeant	\$ 127,907.74	\$ 1,047.28
Mueller	Stefan	Police Constable	\$ 127,897.55	\$ 1,000.61
Gilfoy	Leah Dawn	Detective Sergeant	\$ 127,894.14	\$ 1,085.37
Treusch	Jeffrey Edward	Sergeant	\$ 127,888.86	\$ 1,040.59
Ahmad	Mansoor	Detective	\$ 127,885.05	\$ 1,027.91
Coyne	Patrick Kevin	Detective	\$ 127,881.26	\$ 1,027.91
Groves	Gregory	Staff Sergeant	\$ 127,866.13	\$ 860.37
Gallant	Kelly-Ann	Detective Sergeant	\$ 127,857.63	\$ 1,085.37
Graffmann	Gordon	Detective Sergeant	\$ 127,855.53	\$ 1,085.37
Richmond	Michael Kenneth	Detective Sergeant	\$ 127,853.53	\$ 1,085.37
Whitworth	Ernest	Detective Sergeant	\$ 127,853.53	\$ 1,085.37
Smith	Keith	Staff Sergeant	\$ 127,850.73	\$ 435.37
Smythe	Karen Grace	Staff Sergeant	\$ 127,850.73	\$ 435.37
Bosward	William	Detective Sergeant	\$ 127,847.93	\$ 1,085.37
Falkinson	Frank	Staff Sergeant	\$ 127,847.93	\$ 435.37
Glavin	Lydia Stephany	Staff Sergeant	\$ 127,847.93	\$ 1,085.37
Gottschalk	Michael	Staff Sergeant	\$ 127,847.93	\$ 435.37
Halman	Darren	Staff Sergeant	\$ 127,847.93	\$ 1,085.37
Stanley	William	Detective Sergeant	\$ 127,847.93	\$ 1,085.37
Armstrong	Robert Paul	Plainclothes Police Constable	\$ 127,839.94	\$ 1,012.70
Lipkus	Andrew Bradley	Detective	\$ 127,836.21	\$ 1,033.11
Bowker	Colleen Lisa	Sergeant	\$ 127,821.92	\$ 1,037.79
Ma	Yu(Sydney)	Plainclothes Police Constable	\$ 127,772.86	\$ 1,002.04
Gray	Meaghan Caroline	Corporate Communications Section Head	\$ 127,748.54	\$ 410.02
Lawr	Gregory Edward	Detective	\$ 127,739.54	\$ 651.83
Lawson	Andrew Avery	Detective	\$ 127,733.18	\$ 1,037.79
Consack	Kristian	Plainclothes Police Constable	\$ 127,727.50	\$ 978.50
Grant	Christopher Richard	Police Constable	\$ 127,700.13	\$ 981.89
Tompras	Theodore	Training Constable	\$ 127,695.95	\$ 1,012.70
Nasim	Faisal	Police Constable	\$ 127,690.93	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
De Silva	Michael Brian	Detective	\$ 127,671.49	\$ 1,027.91
Gibson	Roger	Sergeant	\$ 127,634.00	\$ 1,047.28
Taylor	Andrew James	Detective	\$ 127,610.67	\$ 1,027.91
Sunghing	Daniel Richard	Plainclothes Police Constable	\$ 127,596.27	\$ 1,002.04
Payne	Bradley James	Plainclothes Police Constable	\$ 127,580.32	\$ 996.95
Robinson	Daniel	Sergeant	\$ 127,577.62	\$ 1,047.28
Brayman	Geoffrey Robert	Police Constable	\$ 127,575.54	\$ 986.57
Smith	Steven	Detective Sergeant	\$ 127,567.52	\$ 11,564.03
Gowanlock	Carol Lynn	Locational Administrator	\$ 127,545.25	\$ 529.42
Winter	Jeffrey Matthew	Plainclothes Police Constable	\$ 127,544.40	\$ 1,002.04
Marchis	Serena Jane	Plainclothes Police Constable	\$ 127,536.07	\$ 995.80
Howard	Shawn	Police Constable	\$ 127,506.73	\$ 1,005.59
Josifovic	Mladen	Detective	\$ 127,495.00	\$ 1,047.28
Simakov	Alexander David	Police Constable	\$ 127,471.63	\$ 981.89
Mansour	Nabih Mohamad	Sergeant	\$ 127,464.19	\$ 1,019.06
Charette	Melissa Anne	Police Constable	\$ 127,456.88	\$ 981.89
Haines	Richard Paul	Plainclothes Police Constable	\$ 127,441.75	\$ 1,002.04
Johnson	Martin Nathaniel	Plainclothes Police Constable	\$ 127,439.47	\$ 997.36
Tanouye	Jason Thomas	Police Constable	\$ 127,437.75	\$ 993.57
Burns	Stephen George	Sergeant	\$ 127,431.92	\$ 1,047.28
Ramos	John Fitzgerald	Police Constable	\$ 127,426.56	\$ 981.89
Siddiqui	Haroon Ahmed	Police Constable	\$ 127,409.33	\$ 981.89
Duthie	Robert	Sergeant	\$ 127,403.84	\$ 1,047.28
Purchas	Christopher Dale	Plainclothes Police Constable	\$ 127,378.13	\$ 637.70
Fenech	Jeffrey	Police Constable	\$ 127,375.50	\$ 986.57
Petrakis	Stavros	Police Constable	\$ 127,341.85	\$ 981.89
Lee	James Stanton	Plainclothes Police Constable	\$ 127,329.11	\$ 1,002.04
Powell	Michelle Elizabeth	Plainclothes Police Constable	\$ 127,305.43	\$ 1,012.70
Mancuso	Francesco	Detective	\$ 127,298.99	\$ 1,027.91
Barbero	Trisha	Plainclothes Police Constable	\$ 127,294.57	\$ 977.95
Lombardi	Lorenzo	Detective	\$ 127,294.48	\$ 1,047.28
Heitzner	Robert Matthew	Detective	\$ 127,293.62	\$ 1,047.28
Hockaday	Adam Roy	Plainclothes Police Constable	\$ 127,284.98	\$ 1,002.04
Vandekerckhove	Gregory Paul	Plainclothes Police Constable	\$ 127,272.86	\$ 993.85
Clarke	John	Sergeant	\$ 127,236.99	\$ 1,047.28
Philipson	Graeme	Detective	\$ 127,212.89	\$ 1,047.28
Rose	Douglas Grant	Sergeant	\$ 127,202.63	\$ 1,047.28
Joseph	John Robert	Plainclothes Police Constable	\$ 127,197.41	\$ 924.50
Locken	Alan	Sergeant	\$ 127,169.97	\$ 1,047.28
Gajraj	Syed Sean	Plainclothes Police Constable	\$ 127,169.71	\$ 1,002.04
Hayles	Michael Bancroft	Detective	\$ 127,165.14	\$ 1,037.79
Stone	Christopher George	Plainclothes Police Constable	\$ 127,075.76	\$ 999.80
Bresse	Jean	Police Constable	\$ 127,068.81	\$ 981.89
Murray	Alicia Marie	Detective	\$ 127,063.84	\$ 1,027.91
Rose	Jonathan David	Sergeant	\$ 127,035.83	\$ 1,037.79
Paoletta	Anthony	Staff Sergeant	\$ 127,030.96	\$ 1,066.06
Pinto	Silvino Ricardo	Police Constable	\$ 127,028.61	\$ 917.06
Reid	Kyle Thomas	Sergeant	\$ 127,021.03	\$ 1,027.91
Poynter	Christopher Rex	Police Constable	\$ 126,992.63	\$ 981.89
Bulet	Ajay Nischal	Police Constable	\$ 126,992.36	\$ 306.74
Nuri	Abdullah	Detective	\$ 126,986.42	\$ 1,027.91
Naccarato	Jose	Project Leader	\$ 126,966.30	\$ 1,060.02
Tanner	John Alexander	Police Constable	\$ 126,955.50	\$ 995.88
Baus	Jacqueline Sandra	Sergeant	\$ 126,925.01	\$ 1,037.79
Butler	Philip Michael	Plainclothes Police Constable	\$ 126,896.12	\$ 1,002.04
Taylor	Scott David	Plainclothes Police Constable	\$ 126,895.89	\$ 1,012.70
Tsering	Tenzin Chodon	Detective	\$ 126,864.24	\$ 827.91
Surphlis	Douglas	Sergeant	\$ 126,834.63	\$ 1,047.28
Romano	Robert Nicholas	Plainclothes Police Constable	\$ 126,827.86	\$ 1,002.04
Little	Terence Anthony	Detective	\$ 126,820.63	\$ 1,037.79

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Aquilina	Marcel	Police Constable	\$ 126,812.79	\$ 990.47
Jupp	Bruce	Police Constable	\$ 126,770.73	\$ 1,000.61
Ito	Christopher	Police Constable	\$ 126,751.89	\$ 981.89
Worrell	Philip	Sergeant	\$ 126,751.38	\$ 1,047.28
Chan	Justin	Police Constable	\$ 126,744.21	\$ 956.74
Smythe	Kent	Detective	\$ 126,734.06	\$ 1,047.28
Miller	Duncan	Sergeant	\$ 126,731.77	\$ 1,047.28
Burnside	Sean Kelly	Police Constable	\$ 126,713.44	\$ 981.89
Bassingthwaite	Steven Jeffrey	Sergeant	\$ 126,707.73	\$ 1,037.79
Sirbu	Petrica Cristian	Police Constable	\$ 126,704.06	\$ 989.95
Therault	Donald	Sergeant	\$ 126,701.02	\$ 1,047.28
Rodrigues	Julius Anthony	Police Constable	\$ 126,700.61	\$ 981.89
Purvis	David Frederick	Plainclothes Police Constable	\$ 126,699.13	\$ 999.48
Schenk	Philip	Police Constable	\$ 126,692.53	\$ 1,000.61
Mcfadyen	Brian Dennis	Police Constable	\$ 126,645.27	\$ 981.89
Benevides	Richard Ferreira	Plainclothes Police Constable	\$ 126,638.55	\$ 1,002.04
Lecki	Pawel Lukasz	Police Constable	\$ 126,631.31	\$ 971.62
Barcenas Pineda	Isnardo	Police Constable	\$ 126,630.46	\$ 971.62
Watts	Gregory Miles	Staff Sergeant	\$ 126,630.14	\$ 1,071.33
Ladurantaye	Brock Yves	Training Constable	\$ 126,628.54	\$ 1,002.04
White	Catherine Marlene	Staff Sergeant	\$ 126,625.16	\$ 700.01
Jamieson	Jeffrey David	Police Constable	\$ 126,616.93	\$ 924.50
Belanger	Daniel Joseph	Sergeant	\$ 126,604.87	\$ 1,047.28
Tweddle	Stephen	Sergeant	\$ 126,581.85	\$ 1,027.91
Kim	Judy Mi-Yae	Plainclothes Police Constable	\$ 126,550.57	\$ 1,002.04
Forbes	David William	Plainclothes Police Constable	\$ 126,544.59	\$ 1,002.04
Raveendran	Arjuna	Police Constable	\$ 126,532.48	\$ 933.18
Meik	Vivian	Detective	\$ 126,532.33	\$ 1,047.28
Hameed	Mohamed Jordan	Plainclothes Police Constable	\$ 126,522.62	\$ 1,002.04
Pandolfi	Alessandro Anthony	Plainclothes Police Constable	\$ 126,514.98	\$ 1,012.70
Jugpall	Hermail Singh	Police Constable	\$ 126,477.38	\$ 996.65
Ducusin	Michael Ryan	Training Constable	\$ 126,467.81	\$ 1,002.04
Mostowski	Marek	Plainclothes Police Constable	\$ 126,458.35	\$ 1,002.04
Rosina	Michael Drew	Sergeant	\$ 126,424.36	\$ 397.28
Zandkarimi	Ali	Police Constable	\$ 126,420.50	\$ 971.62
Masters	Michelle	Sergeant	\$ 126,412.03	\$ 1,047.28
Wallace	Alexander Matthew	Police Constable	\$ 126,397.00	\$ 998.19
Khan	Mohammadullah	Police Constable	\$ 126,388.66	\$ 981.89
Chung	Yong Sul	Police Constable	\$ 126,367.95	\$ 981.89
Hafjee	Fazal Mohammed	Plainclothes Police Constable	\$ 126,361.75	\$ 1,002.04
Bechervaise	Cory Francis	Police Constable	\$ 126,354.40	\$ 1,000.61
Duarte	Joao Rodrigo	Plainclothes Police Constable	\$ 126,348.26	\$ 988.05
Leung	Simon	Plainclothes Police Constable	\$ 126,330.98	\$ 987.05
Iqbal	Safdar	Senior Communications Technician	\$ 126,329.33	\$ 304.72
Asner	Robert Edward	Plainclothes Police Constable	\$ 126,316.20	\$ 1,002.04
Brons	James	Sergeant	\$ 126,289.74	\$ 1,047.28
Powis	Jennifer Ann	Sergeant	\$ 126,289.43	\$ 1,037.79
Rezvani	Seyed Ali	Plainclothes Police Constable	\$ 126,289.40	\$ 984.93
Bradbury	Scott Gordon	Detective	\$ 126,261.92	\$ 1,037.79
O'Neill	Barry John	Sergeant	\$ 126,238.05	\$ 1,029.76
Bentley	Christopher John	Plainclothes Police Constable	\$ 126,236.65	\$ 1,002.04
Moorcroft	Michael Brian	Police Constable	\$ 126,230.35	\$ 986.57
Sukman	Ido	Plainclothes Police Constable	\$ 126,221.89	\$ 1,002.04
Kim	Jong Woo	Police Constable	\$ 126,205.25	\$ 988.49
Torrance	Steven James	Police Constable	\$ 126,191.24	\$ 981.89
Tso	Wing-lp	Sergeant	\$ 126,186.93	\$ 1,047.28
Brown	Shawn Hugh	Police Constable	\$ 126,180.94	\$ 917.06
Digiovanni	Giuseppe	Sergeant	\$ 126,176.82	\$ 1,047.28
Smith	Brian	Sergeant	\$ 126,109.19	\$ 1,047.28
Rawji	Feisal	Police Constable	\$ 126,099.69	\$ 990.47

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Neale	Lindsay Melissa	Plainclothes Police Constable	\$ 126,081.78	\$ 1,002.04
Kinghorn	Shawn Ian	Plainclothes Police Constable	\$ 126,068.39	\$ 996.58
Wyard	Leslie Ann	Plainclothes Police Constable	\$ 126,057.51	\$ 1,002.04
Stepanenko	Elena	Plainclothes Police Constable	\$ 126,039.72	\$ 997.36
Ho	Kenny Kong-Leung	Detective Sergeant	\$ 126,038.41	\$ 1,076.14
McLeod	Matthew Alexander	Plainclothes Police Constable	\$ 126,015.85	\$ 1,002.04
Sims	Andrew Michael	Plainclothes Police Constable	\$ 126,009.77	\$ 1,001.26
Shaw	David John	Detective	\$ 125,988.61	\$ 1,047.28
Saliba	Rachel Catherine	Police Constable	\$ 125,987.71	\$ 981.89
Valledor	Alvin	Training Constable	\$ 125,958.25	\$ 1,002.04
Paroussoudi	Lemonia Alexandra	Police Constable	\$ 125,957.61	\$ 972.02
Ho	Oliver Nicholas	Plainclothes Police Constable	\$ 125,947.40	\$ 1,002.04
Annetts	Amanda Elizabeth	Plainclothes Police Constable	\$ 125,946.89	\$ 1,002.04
Shulga	John	Police Constable	\$ 125,935.64	\$ 1,000.61
Pais	Glenn Edwin	Police Constable	\$ 125,935.01	\$ 981.89
Zeppieri	Justin Peter	Plainclothes Police Constable	\$ 125,934.51	\$ 993.85
Mason	Donald Edward	Training Constable	\$ 125,934.18	\$ 1,000.48
Kline	Stephen Robert	Plainclothes Police Constable	\$ 125,932.53	\$ 983.43
Szulc	Sebastian	Police Constable	\$ 125,931.74	\$ 981.89
Emptage	Matthew James	Plainclothes Police Constable	\$ 125,918.48	\$ 996.65
Daniels	Jeffery Clarence	Plainclothes Police Constable	\$ 125,908.64	\$ 1,002.04
Moniz	Brian Melo	Operations Supervisor	\$ 125,895.88	\$ 947.83
Bois	Paul Robert	Staff Sergeant	\$ 125,895.58	\$ 1,066.65
Ruhl	Christopher Keith	Detective	\$ 125,879.79	\$ 1,027.91
Spencer-Anderson	Corey Andrew	Police Constable	\$ 125,865.58	\$ 971.62
Foster	Lorne David	Plainclothes Police Constable	\$ 125,846.30	\$ 983.03
Whittemore	Scott	Detective	\$ 125,835.52	\$ 1,047.28
Mahmodian	Mehrdad	Police Constable	\$ 125,835.42	\$ 975.62
Vander Heyden	Justin William	Staff Sergeant	\$ 125,829.01	\$ 1,076.14
Novinc	Branko	Sergeant	\$ 125,805.39	\$ 1,047.28
Limsiacco	Michael	Plainclothes Police Constable	\$ 125,709.59	\$ 1,002.04
Rector	Jason Anthony	Detective	\$ 125,689.93	\$ 1,027.91
Morris	Mark Lavarous	Detective	\$ 125,666.74	\$ 1,037.79
Crampton	David Alan	Sergeant	\$ 125,661.57	\$ 1,020.83
Latincic	Daniel	Police Constable	\$ 125,637.77	\$ 975.62
Funchion	Daniel Scott	Plainclothes Police Constable	\$ 125,625.35	\$ 1,002.04
Zebeski	David Michael	Staff Sergeant	\$ 125,599.21	\$ 1,071.72
Kaldis	George	Sergeant	\$ 125,588.79	\$ 805.24
Mcdermott	Daniel	Sergeant	\$ 125,523.70	\$ 1,047.28
Hwang	Peter In-Kyu	Police Constable	\$ 125,522.21	\$ 971.62
Hildebrand	Shaun Christopher	Plainclothes Police Constable	\$ 125,518.73	\$ 1,002.04
Alaguras	Vijeyakumar	Parking Enforcement Officer	\$ 125,516.85	\$ 880.88
Duncan	Phillip Zvi	Training Constable	\$ 125,504.02	\$ 1,012.70
Rinkoff	Paul Barry	Detective Sergeant	\$ 125,484.50	\$ 416.65
Hristov	Victor	Police Constable	\$ 125,479.38	\$ 971.62
Gardiner	Robert Scott	Detective	\$ 125,476.50	\$ 1,037.79
D'Souza	Philip	Police Constable	\$ 125,471.65	\$ 1,000.61
Olsen	Frank	Detective	\$ 125,464.71	\$ 1,047.28
Norski	Przemyslaw	Police Constable	\$ 125,457.79	\$ 981.89
Stockfish	John Richardson	Staff Sergeant	\$ 125,455.76	\$ 1,076.14
Bangild	Jeffrey	Detective	\$ 125,436.70	\$ 387.79
Kurts	Lisa Crystal	Staff Sergeant	\$ 125,423.56	\$ 1,076.14
Rego	Joaquim	Police Constable	\$ 125,410.18	\$ 981.89
Ramjattan	Rammarine	Detective	\$ 125,409.53	\$ 397.28
Kim	Hoon (Richard)	Police Constable	\$ 125,399.67	\$ 981.89
Rocha	Ulrick	Plainclothes Police Constable	\$ 125,375.32	\$ 993.85
Cheung	Gadman Daniel	Plainclothes Police Constable	\$ 125,348.82	\$ 1,002.04
Macdonald	Hector Murdo	Police Constable	\$ 125,342.07	\$ 981.89
Fisher	Bradley	Detective	\$ 125,341.82	\$ 1,047.28
Prevost	Terry Joseph	Plainclothes Police Constable	\$ 125,323.81	\$ 352.04

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Schoonberg	Bobbi Anne	Police Constable	\$ 125,320.60	\$ 981.89
Licop	Robert Joseph	Police Constable	\$ 125,314.51	\$ 1,000.61
Khera	Milpreet Singh	Police Constable	\$ 125,312.44	\$ 990.47
Beauparlant	Paul Joseph	Detective	\$ 125,302.52	\$ 1,047.28
Lazarus	Terrence Anthony	Plainclothes Police Constable	\$ 125,295.17	\$ 1,002.04
Belanger	Donald Rene	Detective Sergeant	\$ 125,286.74	\$ 1,076.14
Bennett	Joanne	Detective	\$ 125,275.77	\$ 397.28
Stevenson	Kevin Glenn	Police Constable	\$ 125,254.62	\$ 981.89
Indiran	Prashanan	Plainclothes Police Constable	\$ 125,242.39	\$ 993.85
Berry	Stephen Roger	Detective	\$ 125,241.36	\$ 1,027.91
Grialdi	Thierry	Detective	\$ 125,236.00	\$ 1,047.28
Tanham	Jason	Police Constable	\$ 125,232.75	\$ 981.89
Bird-Dawson	Jeremy Roy	Plainclothes Police Constable	\$ 125,232.18	\$ 1,002.04
Linguist	Darryl Andrew	Detective	\$ 125,221.04	\$ 1,037.79
Forestall	Gregory	Detective	\$ 125,213.14	\$ 1,047.28
Letsche	Douglas Reynolds	Training Constable	\$ 125,198.16	\$ 1,012.70
Salihu	Kastriot	Plainclothes Police Constable	\$ 125,198.12	\$ 993.85
Mackenzie	Thomas Blair	Training Constable	\$ 125,196.75	\$ 1,002.04
Hayes	Shawn Earl	Police Constable	\$ 125,194.56	\$ 981.89
So	Ying Ho	Plainclothes Police Constable	\$ 125,167.71	\$ 1,002.04
Thompson	Marland Finlay	Police Constable	\$ 125,162.82	\$ 981.89
Duffy	Marjorie Arleen	Sergeant	\$ 125,154.33	\$ 1,047.28
Camacho	Jose	Sergeant	\$ 125,148.03	\$ 1,047.28
Lee	Derek Richard	Police Constable	\$ 125,143.79	\$ 1,000.61
Bannister	Jason Mark	Police Constable	\$ 125,137.63	\$ 981.89
Dhatt	Rubinder	Sergeant	\$ 125,125.58	\$ 1,037.79
Mersereau	Michael	Sergeant	\$ 125,112.11	\$ 1,047.28
Carter	Marva Marie	Project Leader	\$ 125,098.42	\$ 410.02
Mcbryde	Glen William	Staff Sergeant	\$ 125,098.21	\$ 426.14
Di Giacomo	Roberto	Sergeant	\$ 125,080.08	\$ 1,029.76
Marji	Martha Butros	Plainclothes Police Constable	\$ 125,057.44	\$ 1,002.04
Howes	Christopher Paul	Training Constable	\$ 125,047.52	\$ 1,004.14
Dorazio	Nickolas Charles	Plainclothes Police Constable	\$ 125,036.70	\$ 1,002.04
Desson	Jennifer Anne	Detective Sergeant	\$ 125,035.91	\$ 1,076.14
Madill	Allan Neil	Sergeant	\$ 125,033.66	\$ 1,047.28
Maccheyne	Richard Douglas	Detective Sergeant	\$ 125,026.81	\$ 1,076.14
Nichols	Heather Laury	Detective Sergeant	\$ 125,023.21	\$ 1,076.14
Shantz	Steven Patrick	Police Constable	\$ 125,015.84	\$ 971.62
Astapkovich	Andrei	Police Constable	\$ 125,006.45	\$ 981.89
Lawson	Anthony	Sergeant	\$ 124,998.98	\$ 1,047.28
Sljivo	Sasa	Police Constable	\$ 124,975.34	\$ 981.89
Tedford	Steven Thomas	Sergeant	\$ 124,973.63	\$ 1,047.28
Tughan	Michael Patrick	Plainclothes Police Constable	\$ 124,968.82	\$ 1,002.04
Reitsma	Dana Elizabeth	Police Constable	\$ 124,950.45	\$ 978.42
Bagnall	Kenrick Patrice	Plainclothes Police Constable	\$ 124,950.22	\$ 1,002.04
Popalzai	Mustafa	Police Constable	\$ 124,949.80	\$ 909.62
Tomlinson-Thompson	Cheryl Pamela	Police Constable	\$ 124,938.52	\$ 981.89
Langford	James Douglas	Police Constable	\$ 124,887.05	\$ 981.89
Chu	Sheila Xiaotang	Project Leader	\$ 124,848.84	\$ 1,060.02
Park	Josef	Police Constable	\$ 124,842.83	\$ 990.47
Dunk	Corey Everette	Plainclothes Police Constable	\$ 124,832.40	\$ 1,002.04
Miranda	Eduardo Candido	Sergeant	\$ 124,828.55	\$ 1,025.93
Castellucci	Anthony	Sergeant	\$ 124,789.97	\$ 1,047.28
Alexander	Charles Bolton	Detective	\$ 124,779.80	\$ 1,047.28
Levy	Garth	Police Constable	\$ 124,778.01	\$ 986.57
Dion	Daniel	Sergeant	\$ 124,777.67	\$ 1,047.28
Cipro	Michelle Pauline	Detective Sergeant	\$ 124,743.57	\$ 1,073.08
Izdebski	Peter Antoni	Plainclothes Police Constable	\$ 124,729.84	\$ 997.36
Maisonneuve	Daniel	Detective	\$ 124,707.69	\$ 1,047.28
Rowe	Antoinette Margaret	Police Constable	\$ 124,691.86	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Maicantis	Nikolaos	Police Constable	\$ 124,690.17	\$ 981.89
Hyatt	Adrian Agustas	Police Constable	\$ 124,686.85	\$ 917.06
Violot	Andrew	Sergeant	\$ 124,686.00	\$ 1,047.28
Wynne	Travers	Sergeant	\$ 124,665.76	\$ 1,047.28
Chudoba	Myron	Detective	\$ 124,649.92	\$ 1,047.28
Gul	Akin	Police Constable	\$ 124,605.75	\$ 981.89
Brister	John William	Police Constable	\$ 124,599.30	\$ 985.85
Klein-Horsman	Brian	Police Constable	\$ 124,598.78	\$ 981.89
Clark	Preston Michael	Detective	\$ 124,597.56	\$ 1,027.91
Serban	Ion Veronel	Project Leader	\$ 124,585.45	\$ 410.02
Bartlett	Jason Mitchell	Detective	\$ 124,542.42	\$ 1,027.91
Kan	Fievel Yee	Police Constable	\$ 124,525.65	\$ 971.62
Matthews	Scott Andrew	Plainclothes Police Constable	\$ 124,525.33	\$ 999.48
Sloan	Christopher Stuart	Detective	\$ 124,510.35	\$ 1,027.91
Konadu	Felix	Police Constable	\$ 124,490.53	\$ 978.77
Mcintosh	Daniel	Detective	\$ 124,477.31	\$ 1,047.28
Federico	Matthew Michael	Senior Technical Analyst	\$ 124,477.11	\$ 1,029.60
Meaney	Shawn	Detective	\$ 124,461.15	\$ 1,047.28
Yim	Dennis Yiu-Kam	Plainclothes Police Constable	\$ 124,427.43	\$ 995.80
Head	Steven Ross	Plainclothes Police Constable	\$ 124,363.18	\$ 1,002.04
Luchian	Eduard	Plainclothes Police Constable	\$ 124,361.48	\$ 988.75
Yam	Calvin	Police Constable	\$ 124,359.20	\$ 966.89
Thawer	Shafraz Fatehali	Plainclothes Police Constable	\$ 124,353.82	\$ 996.58
Fynes	Bronagh Maria	Detective	\$ 124,351.75	\$ 1,037.79
Lillie	Shawn Gerald	Plainclothes Police Constable	\$ 124,324.54	\$ 1,002.04
Balet	Andrew Sebastian	Plainclothes Police Constable	\$ 124,304.41	\$ 1,002.04
Benson	Ian Christopher	Police Constable	\$ 124,302.42	\$ 998.19
Mann	Mandeep Singh	Detective Sergeant	\$ 124,299.06	\$ 1,049.10
Mathers	Sean Andrew	Plainclothes Police Constable	\$ 124,287.47	\$ 1,002.04
Pearl	Dwayne Omar	Police Constable	\$ 124,280.80	\$ 981.89
Mcknight	Cory	Police Constable	\$ 124,268.05	\$ 1,000.61
Ragell	Thomas Michael	Sergeant	\$ 124,266.24	\$ 1,047.28
Berg	Michael Andrew	Sergeant	\$ 124,258.89	\$ 1,027.91
Davies	Robert Earle	Detective	\$ 124,253.36	\$ 1,027.91
Pinizzotto	Marc Anthony	Training Constable	\$ 124,233.96	\$ 999.48
Dawson	Vicki	Sergeant	\$ 124,229.48	\$ 1,047.28
Harris	David	Sergeant	\$ 124,224.19	\$ 1,047.28
Scherk	Christopher	Detective	\$ 124,222.39	\$ 1,047.28
Fotopoulos	George	Sergeant	\$ 124,204.90	\$ 1,047.28
Hansen	Kathleen Ann	Police Constable	\$ 124,174.53	\$ 1,000.61
Campbell	Douglas	Sergeant	\$ 124,174.37	\$ 1,047.28
Woronchak	Janice Lynn	Plainclothes Police Constable	\$ 124,127.33	\$ 1,002.04
Abdulla	Al Rahim	Senior Technical Analyst	\$ 124,124.68	\$ 379.60
Heughan	Deborah	Police Constable	\$ 124,112.65	\$ 1,000.61
Romita	Victor	Training Constable	\$ 124,078.94	\$ 995.02
Harding	Jeffrey Anthony	Plainclothes Police Constable	\$ 124,076.29	\$ 1,002.04
Wolf	Raymond	Detective	\$ 124,043.76	\$ 1,067.56
Miller	Darren Leonard	Police Constable	\$ 124,031.01	\$ 254.66
Russo	Jason Matthew	Plainclothes Police Constable	\$ 123,996.09	\$ 978.77
O'Hearn	James William	Police Constable	\$ 123,994.67	\$ 971.62
Minasvand	George	Sergeant	\$ 123,992.07	\$ 1,037.79
Rodney	Dean Lloyd	Sergeant	\$ 123,991.34	\$ 1,027.91
Desjardins	Joseph Francois	Plainclothes Police Constable	\$ 123,989.19	\$ 1,002.04
Edgar	Leslie Adam	Plainclothes Police Constable	\$ 123,983.93	\$ 1,002.04
Reid	Chad Scott	Sergeant	\$ 123,983.68	\$ 1,027.91
Wilson	Christopher David	Plainclothes Police Constable	\$ 123,981.83	\$ 994.16
Krawczyk	Paul Thomas	Detective	\$ 123,975.52	\$ 387.79
Santiago	Francisco Dizon	Police Constable	\$ 123,974.78	\$ 996.65
Macgregor	Jason James	Sergeant	\$ 123,971.97	\$ 1,037.79
Prosper	Mark Anthony	Police Constable	\$ 123,959.41	\$ 975.62

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Vayani	Shafiq Abdul	Plainclothes Police Constable	\$ 123,921.74	\$ 1,002.04
Mackey	Craig Travis	Police Constable	\$ 123,911.71	\$ 981.89
Bezley	Jonathan Thomas	Police Constable	\$ 123,906.20	\$ 971.62
Martin	Derrick Frank	Police Constable	\$ 123,876.56	\$ 1,000.61
Naidoo	Graeme Clayton	Detective	\$ 123,864.42	\$ 1,037.79
Dunlop	John Paul	Sergeant	\$ 123,864.15	\$ 1,047.28
Amancio	Michelle	Senior Project Coordinator	\$ 123,855.92	\$ 968.01
Quijada-Mancia	Juan Carlos	Sergeant	\$ 123,820.61	\$ 1,027.91
Vellend Taylor	Katharine	Sergeant	\$ 123,813.45	\$ 1,047.28
Bilby	David Andrew	Plainclothes Police Constable	\$ 123,806.95	\$ 1,000.48
Zekeres	Charles	Sergeant	\$ 123,796.14	\$ 1,037.79
Mcnamara	Colleen	Plainclothes Police Constable	\$ 123,752.21	\$ 1,011.85
De Medeiros	Sherry Maria	Plainclothes Police Constable	\$ 123,747.27	\$ 1,012.70
Hansen	Peter	Police Constable	\$ 123,741.89	\$ 990.47
Tait	Keith Hamilton	Police Constable	\$ 123,724.48	\$ 1,000.61
Johnston	Brent Andrew	Detective	\$ 123,718.41	\$ 1,027.91
Virdi	Ravinder Singh	Police Constable	\$ 123,688.99	\$ 981.89
Pisani	Paul Lee	Plainclothes Police Constable	\$ 123,680.15	\$ 1,002.04
Kang	Gurjot Singh	Police Constable	\$ 123,666.54	\$ 981.89
Bishop	Allan Scott	Plainclothes Police Constable	\$ 123,653.77	\$ 1,006.24
Singh	Daveanand	Police Constable	\$ 123,644.38	\$ 971.62
Tajti	Robert Mark	Plainclothes Police Constable	\$ 123,643.75	\$ 1,015.94
Karmali	Faizal Shiraz	Police Constable	\$ 123,643.30	\$ 981.89
Hawley	Christopher Joseph	Police Constable	\$ 123,643.26	\$ 981.89
Mc Kenzie	Joshua Brandon	Plainclothes Police Constable	\$ 123,641.01	\$ 1,002.04
Saccoccia	Paolo Vincenzo	Plainclothes Police Constable	\$ 123,632.71	\$ 1,002.04
Seaban	Michael George	Police Constable	\$ 123,626.91	\$ 995.88
Valles	Shehara	Detective	\$ 123,618.74	\$ 397.28
Dowding	Jeffrey Edward	Plainclothes Police Constable	\$ 123,614.00	\$ 993.85
Oberfrank	Timothy	Detective	\$ 123,604.46	\$ 1,047.28
Walker	Mark Doyle	Police Constable	\$ 123,596.04	\$ 998.19
Gilbert	Donna Ellen	Information Security Officer	\$ 123,587.05	\$ 410.02
Elaschuk	Melissa Lee	Plainclothes Police Constable	\$ 123,575.69	\$ 1,007.08
Lee	Kyung Soo	Police Constable	\$ 123,558.28	\$ 981.89
Campbell	Michelle Diane	Sergeant	\$ 123,543.31	\$ 1,027.91
Macias	Antonio Delgado	Sergeant	\$ 123,540.35	\$ 1,047.28
Santos	Eliana	Plainclothes Police Constable	\$ 123,532.22	\$ 1,002.04
Damani	Zahir	Project Leader	\$ 123,523.63	\$ 410.02
Rossano	John Benito	Sergeant	\$ 123,520.58	\$ 1,047.28
Barragan	Luis Fernando	Police Constable	\$ 123,510.50	\$ 971.62
Ryan	Richard	Detective	\$ 123,502.97	\$ 1,047.28
Waters	Jason Roy	Sergeant	\$ 123,499.12	\$ 387.79
Webster	David Gregory	Detective	\$ 123,497.29	\$ 1,047.28
Ross	Scott Jeremy	Plainclothes Police Constable	\$ 123,488.31	\$ 1,012.70
Sgroi	Steven Richard	Plainclothes Police Constable	\$ 123,463.65	\$ 994.16
Rowsome	Richard David	Sergeant	\$ 123,458.21	\$ 1,027.91
Sova	Daniel	Sergeant	\$ 123,448.24	\$ 1,047.28
Coutts	Sean Gordon	Plainclothes Police Constable	\$ 123,448.13	\$ 987.88
Galapon	Wendell Ian	Plainclothes Police Constable	\$ 123,440.98	\$ 1,002.04
Nishikawa	Brian Jonathan	Plainclothes Police Constable	\$ 123,440.63	\$ 994.16
Elvy	Conroy Jonathan	Police Constable	\$ 123,439.66	\$ 971.62
Walters	Gregory	Sergeant	\$ 123,429.20	\$ 1,047.28
Macdonald	Bernard	Sergeant	\$ 123,420.06	\$ 1,047.28
Nanton	Jason Stanley	Police Constable	\$ 123,397.67	\$ 981.89
Alexander	Wayne Matthew	Police Constable	\$ 123,388.54	\$ 981.89
Greer	Thomas Robert	Detective	\$ 123,387.04	\$ 1,047.28
Lee	Kenny	Sergeant	\$ 123,370.62	\$ 1,037.79
Swaluk	Richard John	Police Constable	\$ 123,370.05	\$ 338.49
Moran	Ruth Marian	Detective	\$ 123,362.69	\$ 387.79
Smith	Stephen Patrick	Detective	\$ 123,352.66	\$ 1,037.79

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Harnett	Elizabeth Ann	Police Constable	\$ 123,325.76	\$ 996.65
Armstrong	Mark Richard	Sergeant	\$ 123,309.08	\$ 724.56
De Oliveira	Catherine	Police Constable	\$ 123,260.84	\$ 989.55
Saeed	Kamran Mansoor	Sergeant	\$ 123,249.89	\$ 1,019.06
Rasmussen	Kevin William	Plainclothes Police Constable	\$ 123,247.05	\$ 1,002.04
Hickmott	Marcie Lynn	Sergeant	\$ 123,246.37	\$ 637.79
Sharma	Atul	Police Constable	\$ 123,209.81	\$ 978.77
Windsor	David Lee	Sergeant	\$ 123,197.18	\$ 1,027.91
Lennon	Kirk Demetrice	Police Constable	\$ 123,195.27	\$ 981.89
O'Kane	Gerald David	Detective	\$ 123,192.28	\$ 1,037.79
Marsh	Stephen Martin	Plainclothes Police Constable	\$ 123,187.46	\$ 1,002.04
Smith	Rolf Brandon	Police Constable	\$ 123,186.06	\$ 985.85
Hodges	Mark Christopher	Plainclothes Police Constable	\$ 123,184.35	\$ 994.16
Parsram	Ramesh Brian	Sergeant	\$ 123,173.57	\$ 1,047.28
Gooding	Joanne Michele	Senior Administrator	\$ 123,168.08	\$ 1,147.06
Miller	Christopher John	Plainclothes Police Constable	\$ 123,142.02	\$ 993.85
Therhault	John	Detective	\$ 123,127.11	\$ 1,047.28
Ferris	Lisa	Sergeant	\$ 123,115.47	\$ 1,047.28
Hadden	Elizabeth Anne	Police Constable	\$ 123,072.75	\$ 1,000.61
Doyle	Daniel Maurice	Police Constable	\$ 123,057.64	\$ 981.89
Stuart	Matthew James	Training Constable	\$ 123,045.56	\$ 1,002.04
Rossi	Marcelo Osvaldo	Police Constable	\$ 123,028.79	\$ 981.89
Douglas	Barbara Ann	Detective	\$ 123,028.75	\$ 1,047.28
Dale	Donald	Sergeant	\$ 123,023.13	\$ 1,047.28
Karr	Jocelyn	Detective	\$ 123,020.84	\$ 1,047.28
Ma	Jeffrey Hong	Police Constable	\$ 123,008.11	\$ 981.89
Pickrell	Neil	Police Constable	\$ 123,002.96	\$ 1,000.61
Lynch	Kristal Frances	Police Constable	\$ 123,001.85	\$ 1,000.61
Akeson	Aaron Joseph	Detective	\$ 122,973.35	\$ 1,027.91
Safari	Mustafa	Police Constable	\$ 122,971.30	\$ 981.89
Watts	Kathryn Louise	Assistant Manager of Records Information Access	\$ 122,947.95	\$ 1,039.03
Nickerson	Brandon Randal	Plainclothes Police Constable	\$ 122,934.07	\$ 994.16
Miles	Jeremy Oliver	Plainclothes Police Constable	\$ 122,931.34	\$ 1,002.04
Abdel-Malik	Maher	Detective	\$ 122,921.52	\$ 1,032.35
Handsor	Philip Allen	Detective	\$ 122,914.45	\$ 1,027.91
Chiu	Sin-Yi	Sergeant	\$ 122,908.90	\$ 1,047.28
Garvey	Andrew Frederick	Plainclothes Police Constable	\$ 122,903.71	\$ 1,002.04
Hoffmeyer	Russell Daniel	Detective	\$ 122,899.97	\$ 1,037.79
Lopes	Jude Alexander	Detective	\$ 122,873.25	\$ 1,037.79
Thomas	Robert	Detective	\$ 122,868.53	\$ 1,047.28
Yiannakakos	Christos	Plainclothes Police Constable	\$ 122,866.60	\$ 996.95
Domingo	Jason Edward	Police Constable	\$ 122,861.18	\$ 985.85
Trenouth	Bradley Robert	Plainclothes Police Constable	\$ 122,849.31	\$ 1,002.04
Dales	Clayton Russell	Plainclothes Police Constable	\$ 122,848.78	\$ 1,002.04
Hoeller	Christopher Alexander	Plainclothes Police Constable	\$ 122,828.02	\$ 1,002.04
Shaw	Carl	Plainclothes Police Constable	\$ 122,813.46	\$ 893.84
Zare Seysan	Roya	Police Constable	\$ 122,807.95	\$ 971.62
Das Gupta	Onil	Training Constable	\$ 122,806.74	\$ 1,022.58
Hassard	Lauren Catharine	Plainclothes Police Constable	\$ 122,805.63	\$ 1,002.04
West	Michael Adam	Plainclothes Police Constable	\$ 122,789.47	\$ 1,002.04
Fox	James	Detective	\$ 122,777.37	\$ 1,047.28
Campbell	Steven James	Detective	\$ 122,746.95	\$ 1,027.91
Grant	Patricia Ann	Detective	\$ 122,737.01	\$ 1,037.79
Goddard	Glenn Patrick	Police Constable	\$ 122,736.50	\$ 990.47
Kerr	Samuel William	Police Constable	\$ 122,735.66	\$ 1,000.61
Khurshid	Sheikh Ahmad	Police Constable	\$ 122,731.99	\$ 991.95
Durst	Christopher David	Plainclothes Police Constable	\$ 122,721.97	\$ 987.28
Devereux	Christopher Lee	Police Constable	\$ 122,719.93	\$ 990.47
White	Anthony	Police Constable	\$ 122,717.01	\$ 1,000.61
Spriggs	Brett Harold	Plainclothes Police Constable	\$ 122,716.98	\$ 1,012.70

Appendix B				
Record of Employees' 2016 Salaries and Benefits - By Salary Paid				
Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Rooney	Nigel Patrick	Plainclothes Police Constable	\$ 122,709.13	\$ 1,012.70
Diodati	Richard	Police Constable	\$ 122,705.81	\$ 1,000.61
Drake	William	Sergeant	\$ 122,699.62	\$ 1,047.28
Ellis	Aisha Binta	Police Constable	\$ 122,695.80	\$ 971.62
Zanati	Balazs Karoly	Police Constable	\$ 122,694.59	\$ 971.62
Burgin	Michael Brian	Plainclothes Police Constable	\$ 122,689.56	\$ 993.85
Levesque	Thomas Robert	Senior Project Coordinator	\$ 122,685.91	\$ 1,189.00
Watson	O'Neil Constant	Plainclothes Police Constable	\$ 122,682.73	\$ 978.50
Shangi	Joseph Ralph	Sergeant	\$ 122,676.50	\$ 1,027.91
Zaffino	Franco Antonio	Plainclothes Police Constable	\$ 122,666.19	\$ 996.58
Campbell	Clayton Douglas	Staff Sergeant	\$ 122,654.81	\$ 1,066.65
Moore	Adam Benjamin	Training Constable	\$ 122,645.30	\$ 1,002.04
Reed-Pyefinch	Jennifer Christine	Plainclothes Police Constable	\$ 122,641.24	\$ 997.36
Chouryguine	Dmitry	Plainclothes Police Constable	\$ 122,634.87	\$ 1,002.04
Smith	Jason Sean	Plainclothes Police Constable	\$ 122,632.70	\$ 1,002.04
Hall	Neil Harcourt	Sergeant	\$ 122,630.26	\$ 1,024.37
Oakes	James	Police Constable	\$ 122,621.03	\$ 1,000.61
Small	Bryan George	Training Constable	\$ 122,616.40	\$ 1,002.04
Sidhu	Ajeet Singh	Plainclothes Police Constable	\$ 122,605.96	\$ 977.64
Mayers	Roger	Sergeant	\$ 122,597.20	\$ 1,047.28
Ramji	Aly Raza	Detective	\$ 122,557.28	\$ 1,047.28
Graham	Lee Michael	Sergeant	\$ 122,554.50	\$ 1,047.28
Garland	Marina Eduardovna	Detective	\$ 122,545.76	\$ 1,029.76
Goldsmith	Eric Charles	Sergeant	\$ 122,545.35	\$ 1,037.79
Shufman	Aviv	Plainclothes Police Constable	\$ 122,501.61	\$ 993.85
Wallace	Jason Ralph	Police Constable	\$ 122,501.27	\$ 971.62
Mi	Yaoming	Senior Technical Analyst	\$ 122,461.49	\$ 379.60
Patterson	Shona-Lynn Debra	Plainclothes Police Constable	\$ 122,460.31	\$ 1,002.04
Juma	Michael Onyango	Police Constable	\$ 122,452.93	\$ 971.62
Fenton	Jason Robert	Plainclothes Police Constable	\$ 122,439.01	\$ 1,002.04
Pitre	Danny Christopher	Plainclothes Police Constable	\$ 122,433.23	\$ 993.85
St George	Stephane Marc	Sergeant	\$ 122,431.65	\$ 1,027.91
Skvortsov	Mykola	Plainclothes Police Constable	\$ 122,424.86	\$ 999.48
Dosanjh	Mandeep	Police Constable	\$ 122,421.63	\$ 971.62
Abraham	Stanley Samuel	Plainclothes Police Constable	\$ 122,407.64	\$ 993.85
Eldridge	Reginald	Sergeant	\$ 122,404.01	\$ 1,047.28
Cooper	Christopher Robert	Police Constable	\$ 122,392.08	\$ 981.89
Zebrowski	Tomasz	Police Constable	\$ 122,379.75	\$ 981.89
Wigermann	Sven	Police Constable	\$ 122,365.56	\$ 981.89
Sukhdeo	Christopher Harry	Police Constable	\$ 122,343.54	\$ 971.62
Sen	Tapan Kumar	Project Leader	\$ 122,342.98	\$ 410.02
Lorriman	Steven Cyril	Sergeant	\$ 122,319.74	\$ 1,037.79
Nakhuda	Mohmed Hanif	Police Constable	\$ 122,313.76	\$ 981.89
Bacon	Andrew Martin	Training Constable	\$ 122,312.07	\$ 1,002.04
Payton	Howard Lewis	Sergeant	\$ 122,292.82	\$ 1,047.28
Hicks	Stephen	Sergeant	\$ 122,271.33	\$ 1,047.28
Riggs	Brian Christopher	Plainclothes Police Constable	\$ 122,263.16	\$ 1,012.70
Koh	David Sukjin	Police Constable	\$ 122,237.06	\$ 981.89
Johnstone	Adrianne	Staff Sergeant	\$ 122,234.16	\$ 1,066.65
Banton	Robin Horatio	Sergeant	\$ 122,231.15	\$ 1,047.28
Chan	Alpha Hawk-Bung	Detective	\$ 122,223.27	\$ 1,042.59
Sudmalls	Erik Evalds	Police Constable	\$ 122,222.44	\$ 956.74
Fenwick	Matthew Michael	Plainclothes Police Constable	\$ 122,221.56	\$ 991.00
Cole	Jason Arthur	Sergeant	\$ 122,210.57	\$ 1,047.28
Wynia	Randall	Detective	\$ 122,207.91	\$ 1,047.28
Moore	Jeremy Andrew	Police Constable	\$ 122,203.48	\$ 971.62
Mcfarquhar	Brett Harry	Staff Sergeant	\$ 122,197.26	\$ 416.65
Esteves	Rui Manuel	Police Constable	\$ 122,194.11	\$ 981.89
Mian	Farhaan Aftab	Police Constable	\$ 122,178.49	\$ 995.88
Santarelli	John Enrico	Police Constable	\$ 122,175.17	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Reid	Robert Charles	Plainclothes Police Constable	\$ 122,159.00	\$ 977.64
Tinney	Harlen	Sergeant	\$ 122,157.51	\$ 1,037.79
Kostiuk	Michael	Police Constable	\$ 122,147.15	\$ 1,000.61
Moxham	Sean Gary	Plainclothes Police Constable	\$ 122,120.89	\$ 1,002.04
White	William	Sergeant	\$ 122,115.40	\$ 1,047.28
Court	Robyn Dee	Plainclothes Police Constable	\$ 122,100.17	\$ 992.46
Switlychnyi	Volodymyr Volod	Police Constable	\$ 122,065.35	\$ 971.62
Schofield	Glenn	Detective	\$ 122,030.16	\$ 1,047.28
Fidler	Andrew Clarence	Police Constable	\$ 122,012.25	\$ 981.89
Armstrong	Kimberly Dawn	Manager of Parking Enforcement	\$ 122,008.49	\$ 954.33
Ozols	John	Plainclothes Police Constable	\$ 122,007.91	\$ 1,022.58
Morell	Adam	Police Constable	\$ 121,999.65	\$ 1,000.61
Mconnach	Robert Bruce	Plainclothes Police Constable	\$ 121,995.20	\$ 372.58
Greavette	James	Plainclothes Police Constable	\$ 121,993.01	\$ 1,022.58
Jackson	Robert Michael	Plainclothes Police Constable	\$ 121,956.46	\$ 1,002.04
Hayford	Marc Gordon	Plainclothes Police Constable	\$ 121,952.33	\$ 1,002.04
Hall	Alvin Dalton	Sergeant	\$ 121,943.04	\$ 1,047.28
Ozkan	Nedim	Senior Analyst	\$ 121,941.50	\$ 379.60
Diaz	Pedro Eduardo	Detective	\$ 121,931.62	\$ 1,047.28
Slugg	Kenneth George	Police Constable	\$ 121,927.18	\$ 985.49
Montrait	David William	Police Constable	\$ 121,925.18	\$ 975.62
Griffin	Shain Michael	Detective	\$ 121,909.51	\$ 1,037.79
Park	Sung Jin	Police Constable	\$ 121,904.86	\$ 981.89
Luczyk	Richard Alexander	Plainclothes Police Constable	\$ 121,901.14	\$ 1,002.04
Price	David Raymond	Plainclothes Police Constable	\$ 121,900.89	\$ 1,002.04
Figlarz	Radoslaw	Police Constable	\$ 121,892.28	\$ 995.88
Ferguson	Jay Marie	Sergeant	\$ 121,881.37	\$ 1,047.28
Thorne	Timothy Peter	Sergeant	\$ 121,867.20	\$ 1,037.79
Colacci	Carlo Roberto	Plainclothes Police Constable	\$ 121,863.27	\$ 1,002.04
Ethier	Christopher Michael	Plainclothes Police Constable	\$ 121,863.27	\$ 988.88
Sutherland	Brian Arthur	Police Constable	\$ 121,842.79	\$ 981.89
Mcevoy	Clinton Wayne	Plainclothes Police Constable	\$ 121,842.66	\$ 1,002.04
Low	Julian Ferguson	Plainclothes Police Constable	\$ 121,824.18	\$ 1,012.70
Ahmad	Syed Omar	Plainclothes Police Constable	\$ 121,813.42	\$ 1,002.04
Thayalan	Sarath	Police Constable	\$ 121,800.81	\$ 981.89
Marcinkowski	Michael James	Police Constable	\$ 121,797.30	\$ 981.89
Kozar	Frederick Joseph	Sergeant	\$ 121,790.21	\$ 1,037.79
Hunte	Karen	Sergeant	\$ 121,755.51	\$ 1,047.28
Danson	Stephanie Elizabeth	Plainclothes Police Constable	\$ 121,751.27	\$ 988.75
Lima	Rodney James	Sergeant	\$ 121,719.97	\$ 1,037.79
Clark	Corinne	Sergeant	\$ 121,712.20	\$ 622.28
Carl	George William	Training Constable	\$ 121,703.65	\$ 1,022.58
Mccutcheon	Douglas	Detective	\$ 121,701.81	\$ 397.28
Vukovic	Matthew Marko	Police Constable	\$ 121,693.51	\$ 981.89
Stibbe	Clinton Rodney	Police Constable	\$ 121,676.68	\$ 985.85
Fougere	Cory Trenton	Sergeant	\$ 121,676.38	\$ 1,027.91
D'Antonio	Remo	Detective	\$ 121,633.99	\$ 1,037.79
Tu	Binh Tu	Plainclothes Police Constable	\$ 121,617.89	\$ 987.28
Chahal	Jaskanwal Singh	Police Constable	\$ 121,595.97	\$ 989.55
Pablo	Glen Patrick	Police Constable	\$ 121,581.86	\$ 981.89
Goulah	Anthony Leo	Plainclothes Police Constable	\$ 121,580.45	\$ 1,002.04
Backer	Mark Francis	Plainclothes Police Constable	\$ 121,570.38	\$ 993.85
Campbell	Phillip Scott	Plainclothes Police Constable	\$ 121,559.89	\$ 988.05
Davey	Thomas	Sergeant	\$ 121,529.49	\$ 1,047.28
Klunder	Gerard William	Sergeant	\$ 121,528.46	\$ 1,037.79
Capizzo	Giuseppe Dino	Detective	\$ 121,526.72	\$ 1,047.28
Rivers	Brett Lewis	Police Constable	\$ 121,522.47	\$ 981.89
Anand	Anil	Inspector	\$ 121,515.60	\$ 774.67
Prevost	Jayne Thomas	Police Constable	\$ 121,504.54	\$ 331.89
Dlugopolski	Stanislaw	Police Constable	\$ 121,498.13	\$ 996.65

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Mcknight	Adam Scott	Plainclothes Police Constable	\$ 121,492.85	\$ 993.85
Nanton	Andrew Antonio	Police Constable	\$ 121,486.43	\$ 981.89
Loucks	Corina Michelle	Detective	\$ 121,468.79	\$ 1,027.91
Brown	Mark Charles	Police Constable	\$ 121,463.83	\$ 981.89
Lewis	Sandra Arlene	Supervisor	\$ 121,446.19	\$ 909.74
Tourangeau	Craig Ronald	Police Constable	\$ 121,433.23	\$ 990.47
Henderson	Geoffrey Paul	Police Constable	\$ 121,421.07	\$ 990.47
Mrahar	Jasbir Singh	Police Constable	\$ 121,414.51	\$ 982.42
Lussow	Christopher	Training Constable	\$ 121,406.28	\$ 1,022.58
Saltmarsh	Sean Ryan	Police Constable	\$ 121,405.00	\$ 981.89
Kraus	Jeremy James	Police Constable	\$ 121,399.03	\$ 306.74
Frigon	Robert	Plainclothes Police Constable	\$ 121,396.61	\$ 1,022.58
Perino	Kenneth Vincent	Police Constable	\$ 121,395.63	\$ 975.62
Jansz	Gawain Mario	Sergeant	\$ 121,394.64	\$ 1,037.79
Davis	Jason Brian	Plainclothes Police Constable	\$ 121,392.05	\$ 1,002.04
Drake	Kevin Christopher	Plainclothes Police Constable	\$ 121,391.74	\$ 987.28
Crane	Robert Jason	Sergeant	\$ 121,386.44	\$ 1,037.79
Mitchell	Jodi Lynn	Sergeant	\$ 121,374.59	\$ 1,037.79
Lalla	Lester Royson	Plainclothes Police Constable	\$ 121,345.29	\$ 1,002.04
Macduff	Jeffery John	Sergeant	\$ 121,342.12	\$ 1,037.79
Rozich	Samantha Mildred	Sergeant	\$ 121,336.65	\$ 1,047.28
Zold	John	Police Constable	\$ 121,336.41	\$ 1,000.61
Osborne	Keith Thomas	Plainclothes Police Constable	\$ 121,334.36	\$ 1,002.04
West	Lee Ann	Detective	\$ 121,321.99	\$ 1,037.79
Benyi	Alexandru	Police Constable	\$ 121,306.44	\$ 971.62
Grover	Todd	Sergeant	\$ 121,298.83	\$ 1,047.28
Thompson	Elsie Tina	Supervisor	\$ 121,298.48	\$ 410.02
Briscoe	Omari Kamau	Plainclothes Police Constable	\$ 121,296.04	\$ 1,002.04
Rennie	Alexander	Detective	\$ 121,273.52	\$ 2,540.09
Ahmed	Jameel	Police Constable	\$ 121,264.40	\$ 990.47
Welsh	Jonathan Clayton	Plainclothes Police Constable	\$ 121,257.57	\$ 1,002.04
Kuhn	Rene Michael	Training Constable	\$ 121,251.88	\$ 1,002.04
Handsor	Amy Christine	Sergeant	\$ 121,243.66	\$ 1,027.91
Hannah	Ingrid Ellen	Police Constable	\$ 121,241.46	\$ 981.89
Payne	Karl Scott	Detective	\$ 121,235.88	\$ 1,047.28
Kim	Daniel	Police Constable	\$ 121,221.45	\$ 971.62
Chan	Christopher	Plainclothes Police Constable	\$ 121,214.43	\$ 993.85
Woodhouse	Stephen	Sergeant	\$ 121,212.56	\$ 1,047.28
Yeandle	Mark	Sergeant	\$ 121,200.21	\$ 1,047.28
Smissen	John Michael	Plainclothes Police Constable	\$ 121,195.41	\$ 1,012.70
Mckinnie	Amanda	Sergeant	\$ 121,174.16	\$ 1,047.28
Lahey	Mary Regina	Sergeant	\$ 121,164.41	\$ 1,047.28
Yurkiw	Adam Lorne	Plainclothes Police Constable	\$ 121,164.22	\$ 1,002.04
Lavers	Manfred James	Plainclothes Police Constable	\$ 121,160.46	\$ 989.06
Goodwin	Ralph	Sergeant	\$ 121,157.61	\$ 1,047.28
D'Cunha	Michael Edward	Plainclothes Police Constable	\$ 121,154.23	\$ 997.42
Koushyar-Moghtader	Shahryar	Police Constable	\$ 121,131.45	\$ 971.62
Gilbert	Shawn William	Detective	\$ 121,109.59	\$ 1,037.79
Harris	Craig Edward	Sergeant	\$ 121,105.13	\$ 1,047.28
Holder	Paul	Plainclothes Police Constable	\$ 121,099.57	\$ 1,077.73
Murphy	Liam	Sergeant	\$ 121,092.09	\$ 1,047.28
Kiproff	Michael Peter	Plainclothes Police Constable	\$ 121,087.72	\$ 1,006.75
Verdoold	Lance Scott	Police Constable	\$ 121,053.15	\$ 1,000.61
Richardson	Sheila Ann	Sergeant	\$ 121,047.89	\$ 397.28
Bissonnette	Paul Marcel	Sergeant	\$ 121,045.48	\$ 1,027.91
Reid	Jonathan Patrick	Police Constable	\$ 121,044.78	\$ 981.89
Olsen	Shaun	Sergeant	\$ 121,039.07	\$ 1,047.28
Hurtado	Jorge Javier	Plainclothes Police Constable	\$ 121,019.63	\$ 993.85
Tsoi	Wylie Yin	Police Constable	\$ 121,018.06	\$ 971.62
Canning	Paul Bret	Plainclothes Police Constable	\$ 121,015.12	\$ 997.36

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Jenkins	Allen	Sergeant	\$ 120,993.70	\$ 397.28
Cieslik	Jaroslav	Police Constable	\$ 120,984.83	\$ 1,000.61
Cordova	Roberto	Police Constable	\$ 120,959.25	\$ 971.62
Gavaller	Ilana Chana	Police Constable	\$ 120,956.99	\$ 971.62
Racette	Allan Roger	Plainclothes Police Constable	\$ 120,923.55	\$ 1,002.04
Mantle	Bryan Larry	Plainclothes Police Constable	\$ 120,918.10	\$ 1,002.04
Tam	Chi - Tak	Police Constable	\$ 120,916.64	\$ 967.42
Armstrong	Karen	Police Constable	\$ 120,906.91	\$ 981.89
Gibillini	Richard	Sergeant	\$ 120,904.46	\$ 1,047.28
Mcgarry	William Michael	Detective	\$ 120,891.27	\$ 1,047.28
Fernandes	Keri Ann	Detective	\$ 120,887.18	\$ 1,027.91
Oliver	Steven Ronald	Detective	\$ 120,859.22	\$ 1,027.91
Mobbs	Christopher Andrew	Police Constable	\$ 120,857.78	\$ 981.89
Artinian	Peglar	Plainclothes Police Constable	\$ 120,840.65	\$ 1,001.26
Atwood	Christopher Lionel	Police Constable	\$ 120,829.18	\$ 981.89
Coffey	David Thomas	Detective	\$ 120,801.14	\$ 1,032.35
Lee	Jae-Wook	Detective	\$ 120,786.57	\$ 1,037.79
Trueman	Maureen Ann	Detective	\$ 120,783.32	\$ 1,047.28
Hegarty	Natalie Monique	Detective	\$ 120,771.10	\$ 397.28
Hamilton	Anthony	Police Constable	\$ 120,771.03	\$ 971.62
Garbutt	Deborah Grace	Police Constable	\$ 120,767.13	\$ 990.47
Garcia	Etelvino Manuel	Plainclothes Police Constable	\$ 120,751.92	\$ 996.95
Braida	Sandi Laurel	Police Constable	\$ 120,751.59	\$ 972.02
Turnbull	Ronald James	Systems Integration Specialist	\$ 120,749.48	\$ 410.02
Osborn	Robert Daniel	Police Constable	\$ 120,739.81	\$ 981.89
Holmes	Douglas Jason	Police Constable	\$ 120,730.24	\$ 972.02
Khawaja	Arshad Sadiq	Training Constable	\$ 120,717.20	\$ 1,022.58
Graham	Jeffrey Rae	Police Constable	\$ 120,717.06	\$ 995.88
Anderson	Robert	Police Constable	\$ 120,688.37	\$ 995.88
Imrie	Thomas Allen	Detective	\$ 120,686.95	\$ 1,037.79
Karakochuk	Gerald George	Police Constable	\$ 120,677.82	\$ 972.02
Proctor	Richard	Detective	\$ 120,677.30	\$ 1,047.28
Pierre	Christopher Sean	Police Constable	\$ 120,676.49	\$ 971.62
Duerden	Patrick Peter	Police Constable	\$ 120,675.51	\$ 988.91
Pinchak	Wasył	Project Leader	\$ 120,672.84	\$ 410.02
Andrews	Brian Paul	Training Constable	\$ 120,670.40	\$ 1,012.70
Vincent	Matthew Edward	Project Leader	\$ 120,668.15	\$ 410.02
Dewsnap	Jamie Duncan	Plainclothes Police Constable	\$ 120,655.57	\$ 1,002.04
Sabadin	Michael Alexander	Detective	\$ 120,652.15	\$ 1,027.91
Sinclair	Phillip Noel	Sergeant	\$ 120,630.07	\$ 1,027.91
Verruno	Frank Domenico	Police Constable	\$ 120,627.11	\$ 998.19
Castillo Delgado	Eduin Rodrigo	Communications Operations Supervisor	\$ 120,622.81	\$ 979.42
Lanigan	Robin	Sergeant	\$ 120,607.81	\$ 1,047.28
Morrison	Michael Robert	Detective	\$ 120,604.58	\$ 1,037.79
Mcdougall	Joseph Gerrard	Police Constable	\$ 120,603.03	\$ 990.47
Zhou	Ye	Infrastructure Architect	\$ 120,599.48	\$ 410.02
Sone	Glen	Communications Operations Supervisor	\$ 120,597.53	\$ 979.42
Sager	Lawrence	Sergeant	\$ 120,596.42	\$ 1,047.28
Hatch	Diana Louise	Sergeant	\$ 120,587.64	\$ 1,047.28
Brown	Robert Arthur	Sergeant	\$ 120,581.44	\$ 1,027.91
Minhas	Gurminder Singh	Plainclothes Police Constable	\$ 120,569.84	\$ 996.93
Schulze	Scott Curtis	Police Constable	\$ 120,569.31	\$ 981.89
Fazeli	Alan Alireza	Detective	\$ 120,558.89	\$ 427.91
Khera	Sandeep Singh	Police Constable	\$ 120,558.25	\$ 981.89
Pitters	Glenn Michael	Police Constable	\$ 120,554.76	\$ 990.47
Sargent	Christopher Sean	Sergeant	\$ 120,538.78	\$ 1,047.28
Roberts	Peter Leslie	Police Constable	\$ 120,513.90	\$ 971.62
Smith	Kristy Jane	Detective	\$ 120,511.21	\$ 1,035.06
Dawn	Brian Gordon	Plainclothes Police Constable	\$ 120,509.76	\$ 1,002.04
Mcfadyen	Daniel Gordon	Detective	\$ 120,491.62	\$ 1,037.79

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Mckay	Scott	Detective	\$ 120,486.76	\$ 1,047.28
Medeiros	Andy	Plainclothes Police Constable	\$ 120,476.72	\$ 1,002.04
Ryan	Clinton Derek	Training Constable	\$ 120,470.79	\$ 1,002.04
Cilia	John Robert	Plainclothes Police Constable	\$ 120,467.19	\$ 1,002.04
Rallis	Peter	Sergeant	\$ 120,460.68	\$ 1,037.79
Lim	Jason	Plainclothes Police Constable	\$ 120,457.89	\$ 987.28
Pavlidis	Theodora	Sergeant	\$ 120,446.13	\$ 1,047.28
Davis	Stacey Dee	Staff Sergeant	\$ 120,434.83	\$ 1,059.20
Mcdonald	Spencer Matthew	Detective	\$ 120,434.05	\$ 1,032.35
Ling	Jonathan	Detective	\$ 120,424.38	\$ 1,047.28
Bourgeois	Jean Philip	Police Constable	\$ 120,423.57	\$ 981.89
Vandenberg	Carolyn	Sergeant	\$ 120,411.04	\$ 1,047.28
Levesque	Martin	Detective	\$ 120,397.66	\$ 1,027.91
Feagan	Gregory David	Plainclothes Police Constable	\$ 120,384.13	\$ 987.28
Yin	Jie	Information Security Architect	\$ 120,374.48	\$ 410.02
Mcneil	Ronald	Sergeant	\$ 120,355.04	\$ 1,047.28
Lee	Philip Brian	Sergeant	\$ 120,350.77	\$ 1,037.79
Kozak	David William	Detective	\$ 120,347.09	\$ 1,027.91
Choe	Michael Lim	Plainclothes Police Constable	\$ 120,345.49	\$ 997.36
Gill	Amanpreet Singh	Police Constable	\$ 120,331.04	\$ 981.89
Ma	Darren Tai-Yung	Training Constable	\$ 120,320.96	\$ 1,002.04
Tomaszewski	Marcin Robert	Police Constable	\$ 120,320.51	\$ 981.89
Somwaru	Kristopher Yoganand	Police Constable	\$ 120,281.52	\$ 981.89
Cain	James Michael	Police Constable	\$ 120,277.96	\$ 981.89
Coleman	Keith Samuel	Training Constable	\$ 120,262.46	\$ 1,012.70
Ollos	Sandor Ernest	Police Constable	\$ 120,256.33	\$ 981.89
Martell	Brian	Detective	\$ 120,249.26	\$ 1,047.28
Taborowski	Robert Joseph	Police Constable	\$ 120,225.09	\$ 981.89
Watt	Jermaine Antonio	Police Constable	\$ 120,198.05	\$ 981.89
Duncan	Peter	Detective	\$ 120,177.80	\$ 1,047.28
Shanly	Paul Timothy	Plainclothes Police Constable	\$ 120,170.11	\$ 993.85
Dhoum	Munish	Sergeant	\$ 120,168.90	\$ 1,019.06
Correa	Irwin	Police Constable	\$ 120,154.09	\$ 1,000.61
Newmarch	Brett Ryan	Plainclothes Police Constable	\$ 120,147.10	\$ 1,002.04
Ma	Seung Wook	Police Constable	\$ 120,144.00	\$ 331.89
Morden	Todd Douglas	Plainclothes Police Constable	\$ 120,129.78	\$ 1,012.70
Seymour	Geoffrey Franklin	Sergeant	\$ 120,124.30	\$ 1,037.79
Polychronis	George	Police Constable	\$ 120,116.21	\$ 971.62
Granberg	Dino	Sergeant	\$ 120,100.22	\$ 1,047.28
Jones	Jason Neil	Police Constable	\$ 120,099.32	\$ 981.89
Maclean	Roderick	Sergeant	\$ 120,097.97	\$ 1,047.28
Poliak	Mark John	Plainclothes Police Constable	\$ 120,097.78	\$ 1,012.70
Kempster	Darryl Martin	Plainclothes Police Constable	\$ 120,084.08	\$ 352.04
Mastrokostas	Magdalene Maggie	Sergeant	\$ 120,081.23	\$ 942.59
Kaposy	Kevin John	Sergeant	\$ 120,057.46	\$ 737.79
Gordon	Christopher	Sergeant	\$ 120,036.20	\$ 397.28
Ionta	Alessandro	Detective	\$ 120,033.47	\$ 1,027.91
Corba	Erik	Plainclothes Police Constable	\$ 120,033.02	\$ 988.75
Amah	Malik Ariel	Police Constable	\$ 120,029.99	\$ 981.89
Loria	Caterina	Plainclothes Police Constable	\$ 120,024.83	\$ 1,002.04
Bevan	Gordon	Training Constable	\$ 119,998.56	\$ 1,022.58
Warman	Richard Edgar	Police Constable	\$ 119,987.88	\$ 990.47
Syrmpos	Tom Anastasios	Sergeant	\$ 119,984.03	\$ 1,027.91
Draper	Kirstan Giles	Sergeant	\$ 119,980.02	\$ 1,024.37
Langille	Lynn	Detective	\$ 119,979.74	\$ 1,047.28
Sadeghi	Azadeh	Sergeant	\$ 119,978.07	\$ 1,017.29
Leung	Sheung	Detective	\$ 119,961.55	\$ 1,047.28
Bell	Brian Andrew	Plainclothes Police Constable	\$ 119,961.41	\$ 997.36
Dhaliwal	Piara Singh	Police Constable	\$ 119,952.54	\$ 975.62
Irvine	Gary Allison	Police Constable	\$ 119,950.39	\$ 1,000.61

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Channer	Neville	Sergeant	\$ 119,946.68	\$ 1,047.28
Nallaratnam	Roshan	Police Constable	\$ 119,942.61	\$ 971.62
Heard	Christopher Shayne	Sergeant	\$ 119,921.07	\$ 1,047.28
Menard	John Phillip	Detective	\$ 119,919.87	\$ 1,037.79
Rozario	Conrad George	Plainclothes Police Constable	\$ 119,913.63	\$ 1,199.36
Shaikh	Asif Anis	Police Constable	\$ 119,905.26	\$ 990.47
Marchen	Michael	Plainclothes Police Constable	\$ 119,901.89	\$ 1,022.58
Haroon	Usman	Police Constable	\$ 119,898.73	\$ 981.89
Valerio	John	Sergeant	\$ 119,892.79	\$ 1,047.28
Christian	Philip Bruce	Plainclothes Police Constable	\$ 119,888.14	\$ 996.58
Coroghly	Khalid Mohammed	Plainclothes Police Constable	\$ 119,877.15	\$ 1,002.04
Penton	Shane Stephen	Sergeant	\$ 119,873.61	\$ 1,037.79
Argiris	Kimberly Anne	Police Constable	\$ 119,865.59	\$ 990.47
Bryce	Robert Francis	Sergeant	\$ 119,852.83	\$ 1,047.28
Curtis	Teresa Phyllis	Plainclothes Police Constable	\$ 119,847.80	\$ 1,002.04
Nicholson	Leonard Bruce	Detective	\$ 119,834.78	\$ 1,037.79
Clark	Dana John	Police Constable	\$ 119,834.29	\$ 981.89
Copat	Luigi	Plainclothes Police Constable	\$ 119,830.91	\$ 1,022.58
Hawken	Michael Brownlee	Plainclothes Police Constable	\$ 119,827.20	\$ 1,002.04
Cormack	Brian James	Detective	\$ 119,825.31	\$ 1,035.45
Vandervoort	Belinda	Plainclothes Police Constable	\$ 119,823.72	\$ 352.04
Roy	Shaun Douglas	Police Constable	\$ 119,821.99	\$ 981.89
Whitworth	Michael Bruce	Training Constable	\$ 119,818.03	\$ 1,022.58
Tonna	Paul Anthony	Police Constable	\$ 119,810.58	\$ 981.89
Kranenburg	Lori Patricia	Detective	\$ 119,801.60	\$ 1,027.91
Juhasz	Alexander Gyozo	Police Constable	\$ 119,800.01	\$ 981.89
Altobello	Domenic Joesph	Plainclothes Police Constable	\$ 119,799.37	\$ 1,002.04
Brautigam	Jazen Lorne	Sergeant	\$ 119,795.51	\$ 1,027.91
Morris	Adam John	Police Constable	\$ 119,791.50	\$ 972.02
Poge	Eric Ronald	Police Constable	\$ 119,787.60	\$ 971.62
Poczak	Lisa	Detective	\$ 119,781.51	\$ 1,047.28
Brown	Paul Andrew	Police Constable	\$ 119,772.18	\$ 990.47
O'Donnell	Joseph Patrick	Police Constable	\$ 119,772.15	\$ 971.62
Stassen	Stephen Mark	Police Constable	\$ 119,741.42	\$ 972.02
Warrener	Robert Joseph	Police Constable	\$ 119,726.41	\$ 990.47
Xiouris	John	Plainclothes Police Constable	\$ 119,725.05	\$ 996.95
Angus	John Douglas	Plainclothes Police Constable	\$ 119,722.52	\$ 1,012.70
Patterson	Robert	Detective	\$ 119,708.33	\$ 1,047.28
Zinati	Jacques	Police Constable	\$ 119,706.03	\$ 340.47
Ahluwalia	Amit	Police Constable	\$ 119,699.16	\$ 971.62
Creighton	Damion Stephen	Police Constable	\$ 119,698.31	\$ 904.66
Sedore	Kevin Arthur	Detective	\$ 119,695.75	\$ 1,037.79
Tayabali	Azhar Abbas	Police Constable	\$ 119,691.93	\$ 986.57
Christodoulou	Yiorgo Richard	Police Constable	\$ 119,650.99	\$ 993.85
Chen	Jinn-Huei Jimmy	Plainclothes Police Constable	\$ 119,647.73	\$ 1,002.04
Palic	Igor	Police Constable	\$ 119,631.21	\$ 981.89
Randall	Nicholas William	Plainclothes Police Constable	\$ 119,624.14	\$ 993.85
Furanna	Ryan Andrew	Plainclothes Police Constable	\$ 119,623.80	\$ 1,002.04
Nei	Nicholas Shang-Lin	Sergeant	\$ 119,619.31	\$ 1,027.91
Di Tollo	Monica Franca	Senior Operations Supervisor	\$ 119,608.00	\$ 1,011.99
Hofland	Matthew Robert	Sergeant	\$ 119,603.64	\$ 1,037.79
Sangha	Harjit Singh	Plainclothes Police Constable	\$ 119,577.90	\$ 1,022.58
Spicer	Scott Owen	Plainclothes Police Constable	\$ 119,572.49	\$ 1,022.58
Mcleish	Patricia Louise	Senior Technical Analyst	\$ 119,561.01	\$ 379.60
Adams	Todd Robert	Police Constable	\$ 119,546.85	\$ 981.89
Urkosky	Brian William	Detective	\$ 119,545.68	\$ 1,027.91
Van Nest	Ryan Kingsley	Detective	\$ 119,533.80	\$ 1,027.91
Phillips	Adam Marshall	Police Constable	\$ 119,529.75	\$ 975.62
Butt	Michael Clayton	Sergeant	\$ 119,520.88	\$ 1,037.79
Whitfield	Louis Francis	Plainclothes Police Constable	\$ 119,518.68	\$ 1,002.04

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Patel	Rajeshkumar	Detective	\$ 119,516.16	\$ 1,027.91
Repa	Mark Anthony	Sergeant	\$ 119,510.24	\$ 1,029.76
Li	Boyd	Detective	\$ 119,509.57	\$ 1,027.91
Riel	Jeffery James	Police Constable	\$ 119,501.72	\$ 981.89
Mcaskill	Melinda Jean	Sergeant	\$ 119,500.65	\$ 1,037.79
Fowler	Wayne Leonard	Detective	\$ 119,499.46	\$ 1,047.28
Kerr	Steven Harold	Detective	\$ 119,496.48	\$ 1,027.91
Melerowicz	Zachary Michael	Police Constable	\$ 119,493.79	\$ 306.74
Forde	Nelvin	Police Constable	\$ 119,483.32	\$ 981.89
Bates	Timothy Brian	Detective	\$ 119,483.25	\$ 1,047.28
Hembruff	Eric John	Sergeant	\$ 119,473.20	\$ 1,037.79
Alexiou	Demitrios	Plainclothes Police Constable	\$ 119,465.34	\$ 1,022.58
Dean	Jesse Russell	Plainclothes Police Constable	\$ 119,461.99	\$ 1,002.04
Li	Raymond Leung-Tak	Police Constable	\$ 119,461.65	\$ 971.62
Dzingala	Richard George	Police Constable	\$ 119,461.46	\$ 1,000.61
Bowers	Sean Edward	Police Constable	\$ 119,458.44	\$ 981.89
Jitta	Robin Lincoln	Detective	\$ 119,455.32	\$ 1,037.79
Sweenie	Paul Martin	Sergeant	\$ 119,448.24	\$ 1,037.79
Grierson	Michael	Detective	\$ 119,436.44	\$ 1,047.28
Sumaisar	Tom Nilan	Sergeant	\$ 119,430.90	\$ 1,026.81
Yelle	Justin Joseph	Police Constable	\$ 119,420.27	\$ 986.57
Gorski	Wojciech	Plainclothes Police Constable	\$ 119,408.71	\$ 993.85
Machell	Gary Lawrence	Police Constable	\$ 119,404.05	\$ 975.62
Williams	Michael James	Detective	\$ 119,387.49	\$ 1,032.35
Miller	Brian James	Police Constable	\$ 119,374.45	\$ 988.13
Hu	Yi	Police Constable	\$ 119,362.06	\$ 981.89
Fardell	Ryan David	Plainclothes Police Constable	\$ 119,358.16	\$ 993.85
Beatty	Ryan Alexander	Plainclothes Police Constable	\$ 119,350.85	\$ 1,002.04
Arsenault	Richard Paul	Sergeant	\$ 119,350.57	\$ 1,037.79
Newton	Deedee	Detective	\$ 119,346.18	\$ 1,047.28
Boulet	Scott	Detective	\$ 119,328.94	\$ 1,047.28
Trias	Ethelwald Diosa	Police Constable	\$ 119,309.30	\$ 981.89
Harfman	Bradley John	Police Constable	\$ 119,302.02	\$ 971.62
Percival	Kimberly Jane	Sergeant	\$ 119,299.81	\$ 1,037.79
Sisk	Darren	Sergeant	\$ 119,282.02	\$ 1,047.28
Windmoller	Theodore John	Sergeant	\$ 119,279.77	\$ 1,047.28
Genovy	Shaun	Detective	\$ 119,274.96	\$ 1,047.28
Purches	Scott Robert	Detective	\$ 119,262.70	\$ 1,037.79
Misiuda	Melissa Deanne	Plainclothes Police Constable	\$ 119,256.58	\$ 997.36
Wood	John Alan	Police Constable	\$ 119,255.45	\$ 981.89
Douglas	Jeffrey	Sergeant	\$ 119,253.06	\$ 1,047.28
Jackson	Wayne Neil	Sergeant	\$ 119,250.70	\$ 1,037.79
Csibi	Ladislav Alexandru	Sergeant	\$ 119,233.65	\$ 1,027.91
Snedden	Tracy Lee	Police Constable	\$ 119,233.44	\$ 981.89
Mohamed	Rizwan	Plainclothes Police Constable	\$ 119,224.39	\$ 1,002.04
Schettini	Anthony	Detective	\$ 119,218.51	\$ 1,047.28
Holder	Adkin	Detective	\$ 119,209.05	\$ 397.28
Keveza	Ryan Mathew	Plainclothes Police Constable	\$ 119,177.61	\$ 1,002.04
Brady	Jason Robert	Plainclothes Police Constable	\$ 119,166.40	\$ 1,002.04
Grekos	Michael	Sergeant	\$ 119,160.92	\$ 1,047.28
Judd	Richard Andrew	Plainclothes Police Constable	\$ 119,157.22	\$ 1,002.04
Leonard	Douglas Clint	Police Constable	\$ 119,120.14	\$ 981.89
Muscrow	Claude	Sergeant	\$ 119,113.40	\$ 1,047.28
Sutcliffe	Darrin Herbert	Sergeant	\$ 119,102.55	\$ 1,047.28
Klaas	Peter	Police Constable	\$ 119,089.18	\$ 981.89
Blake	Kirk Douglas	Plainclothes Police Constable	\$ 119,080.07	\$ 1,002.04
Cicchirillo	Giuseppe	Police Constable	\$ 119,078.80	\$ 981.89
Homiak	Mark John	Plainclothes Police Constable	\$ 119,067.38	\$ 971.62
Foulds	Laura Jane	Plainclothes Police Constable	\$ 119,057.76	\$ 1,002.04
Tremblay	Andrew Justin	Police Constable	\$ 119,055.17	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Tynkaluk	Dean Allan	Sergeant	\$ 119,054.96	\$ 1,047.28
Ferguson	Stephen	Detective	\$ 119,052.51	\$ 1,047.28
Dittlof	Nicholas Christopher	Plainclothes Police Constable	\$ 119,049.45	\$ 996.95
Butt	Fasih Uz	Police Constable	\$ 119,048.02	\$ 972.02
Gunasekara	Gangodavila	Police Constable	\$ 119,036.03	\$ 971.62
Tindall	Derek James	Police Constable	\$ 119,031.90	\$ 981.89
Maclean	Thomas Christopher	Training Constable	\$ 119,027.62	\$ 1,002.04
Seguin	Christian Armand	Plainclothes Police Constable	\$ 119,027.04	\$ 1,002.04
Townley	Darren	Sergeant	\$ 119,021.85	\$ 1,047.28
Sidhu	Husandeep Singh	Police Constable	\$ 119,016.67	\$ 971.62
Connolly	John Paul	Police Constable	\$ 119,008.93	\$ 990.47
Poulimenos	William Demetre	Police Constable	\$ 119,005.28	\$ 983.45
Gregory	Robert R.	Detective	\$ 119,003.47	\$ 1,047.28
Coombs	Albert George	Plainclothes Police Constable	\$ 119,000.41	\$ 1,331.92
O'Shea	Stephen James	Training Constable	\$ 118,991.49	\$ 1,002.04
Lahey	Wayne	Sergeant	\$ 118,986.38	\$ 1,047.28
Girard	Martin Remi	Plainclothes Police Constable	\$ 118,952.34	\$ 999.48
Rowlands	Eric Michael	Plainclothes Police Constable	\$ 118,951.02	\$ 997.88
Cheng	Alan Lap	Plainclothes Police Constable	\$ 118,947.60	\$ 988.50
Bond	Michele Louise	Police Constable	\$ 118,943.56	\$ 983.45
Hopkinson	David	Police Constable	\$ 118,932.02	\$ 1,000.61
Kangas	Scott Osbourne	Police Constable	\$ 118,931.93	\$ 992.99
Sarjoo	Kevin Ramroop	Plainclothes Police Constable	\$ 118,921.88	\$ 1,002.04
Lei	Aaron	Senior Programmer	\$ 118,916.74	\$ 349.05
Desrochers	Roger Henri	Detective	\$ 118,916.21	\$ 1,037.79
Smith	William James	Police Constable	\$ 118,915.44	\$ 1,000.61
Damaso	Rodney	Detective	\$ 118,905.05	\$ 1,032.35
Maharaj	Zalina	Supervisor	\$ 118,885.11	\$ 410.02
Rughoo	David Ravindra	Plainclothes Police Constable	\$ 118,882.60	\$ 1,002.04
Schippke	Daniel Jan	Plainclothes Police Constable	\$ 118,879.85	\$ 1,002.04
Ion	Dean Francis	Detective	\$ 118,873.96	\$ 1,047.28
Sylva	Joselito	Plainclothes Police Constable	\$ 118,864.49	\$ 988.75
Chung	Philip	Detective	\$ 118,859.80	\$ 397.28
Mccutcheon	Sean Cameron	Sergeant	\$ 118,858.91	\$ 1,037.79
Johnston	Tricia Marlene	Detective	\$ 118,853.78	\$ 1,037.79
Heidgress	Heather Margaret	Plainclothes Police Constable	\$ 118,852.98	\$ 1,012.70
Flis	Candice Lynn	Sergeant	\$ 118,845.23	\$ 1,047.28
Dagonas	Andrea Helen	Plainclothes Police Constable	\$ 118,843.78	\$ 996.95
Lee	Evelyn Sui	Communications Operations Supervisor	\$ 118,827.83	\$ 975.22
Shi	Lei	Police Constable	\$ 118,812.13	\$ 981.89
Ahluwalia	Mandeep Singh	Police Constable	\$ 118,802.37	\$ 979.62
Vercholak	Allan George	Police Constable	\$ 118,795.25	\$ 981.89
Bai	Don Xin	Plainclothes Police Constable	\$ 118,794.87	\$ 1,002.04
Hiscox	Patrick James	Police Constable	\$ 118,794.19	\$ 981.89
Oakes	Joshua Robert	Police Constable	\$ 118,759.84	\$ 315.42
Fowlds	Gordon Bruce	Police Constable	\$ 118,758.04	\$ 1,000.61
Lam	Ken Raymond	Police Constable	\$ 118,755.31	\$ 971.62
Zhang	Lu	Senior Technical Analyst	\$ 118,753.89	\$ 377.44
Wong	Vincent Alexander	Police Constable	\$ 118,750.97	\$ 981.89
Albanese	Jason John	Detective	\$ 118,733.69	\$ 1,027.91
Hillhouse	Todd Garry	Sergeant	\$ 118,711.73	\$ 1,047.28
Clark	David James	Plainclothes Police Constable	\$ 118,701.15	\$ 1,012.70
Eustace	David	Sergeant	\$ 118,695.55	\$ 1,047.28
Newhook	Matthew Albert	Sergeant	\$ 118,682.14	\$ 1,047.28
Raney	Andrew	Sergeant	\$ 118,671.63	\$ 1,047.28
Roth	Michael William	Plainclothes Police Constable	\$ 118,668.92	\$ 993.85
Lionti	Calogero	Police Constable	\$ 118,662.20	\$ 985.85
Bevan	William	Detective	\$ 118,658.88	\$ 1,047.28
Dury	Benjamin Michael	Detective	\$ 118,652.00	\$ 387.79
Uppal	Vishal	Police Constable	\$ 118,597.29	\$ 988.49

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Wardle	Roland	Sergeant	\$ 118,592.53	\$ 397.28
Cheechoo	Nelson Thomas	Sergeant	\$ 118,590.47	\$ 1,029.76
Li	Xiaobo	Police Constable	\$ 118,571.86	\$ 981.89
Graham	Kevin Joseph	Police Constable	\$ 118,565.79	\$ 981.89
Gibb	Louis	Sergeant	\$ 118,555.30	\$ 1,047.28
Wang	Chuan	Plainclothes Police Constable	\$ 118,552.21	\$ 981.78
Williams	Deirdre Elizabeth	Board Administrator	\$ 118,547.59	\$ 374.38
Miller	Prince Charles	Plainclothes Police Constable	\$ 118,544.19	\$ 988.05
Tahiraj	Ali Shukri	Plainclothes Police Constable	\$ 118,539.25	\$ 1,002.04
Montgomery	Elizabeth Helen	Detective	\$ 118,532.20	\$ 1,047.28
Westerhoff	David James	Plainclothes Police Constable	\$ 118,528.41	\$ 1,002.04
Weeks	Jesse David	Sergeant	\$ 118,526.17	\$ 990.52
Elliott	Christopher Paul	Detective	\$ 118,523.86	\$ 1,037.79
Adach	Edward Hieronim	Detective	\$ 118,513.45	\$ 1,047.28
Flores	Manuel Alejandro	Plainclothes Police Constable	\$ 118,512.70	\$ 1,001.26
Madabhushini	Gopi Krishna	Parking Enforcement Officer	\$ 118,501.59	\$ 880.88
Randhawa	Palvinder Singh	Police Constable	\$ 118,501.53	\$ 990.79
Clements	Howard	Police Constable	\$ 118,498.25	\$ 1,000.61
Kennedy	Ian Daniel	Detective	\$ 118,496.90	\$ 377.91
Vendramini	Luigi	Sergeant	\$ 118,494.95	\$ 1,047.28
Bradfield	Kevin Barry	Sergeant	\$ 118,484.38	\$ 1,027.91
Guerreiro	Joseph Andrew	Training Constable	\$ 118,483.55	\$ 1,002.04
Stevenson	Brendan Leigh	Training Constable	\$ 118,457.26	\$ 1,002.04
Day	Paul	Police Constable	\$ 118,451.86	\$ 1,000.61
Ibrahim	Ashraf	Police Constable	\$ 118,446.69	\$ 904.66
Macneil	Steven James	Plainclothes Police Constable	\$ 118,430.43	\$ 1,002.04
Shutt	Scott David	Sergeant	\$ 118,425.73	\$ 1,027.91
Comeau	Joseph Thomas	Police Constable	\$ 118,423.19	\$ 983.45
Fardell	Geoffrey Royston	Plainclothes Police Constable	\$ 118,422.82	\$ 1,002.04
Ward	Vanessa	Detective	\$ 118,403.83	\$ 1,047.28
Terzopoulos	Chris	Police Constable	\$ 118,391.28	\$ 981.89
Braganza	Ryan Francis	Plainclothes Police Constable	\$ 118,387.78	\$ 993.85
Carefoot	Todd	Detective	\$ 118,381.08	\$ 1,006.94
Katafigiotis	Constantine	Plainclothes Police Constable	\$ 118,373.62	\$ 1,002.04
Dick	Michael David	Plainclothes Police Constable	\$ 118,368.52	\$ 1,002.04
Ford	Harrison Marc	Police Constable	\$ 118,366.52	\$ 971.62
Quinn	Sean Lee	Plainclothes Police Constable	\$ 118,366.31	\$ 1,002.04
Routh	Matthew Aaron	Detective	\$ 118,362.78	\$ 1,035.45
Douglas-Cook	Allyson Karen	Police Constable	\$ 118,357.05	\$ 981.89
Chapman	Mark	Detective	\$ 118,351.75	\$ 1,047.28
Wood	Darcy Ryan	Training Constable	\$ 118,350.09	\$ 1,002.04
Higo	Todd Elliot	Detective	\$ 118,331.25	\$ 1,037.79
Mendoza	Philip Manilay	Sergeant	\$ 118,322.60	\$ 1,037.79
Kelly	Erin Melissa	Communications Operator	\$ 118,319.59	\$ 286.13
Chahal	Jeffrey Alvin	Plainclothes Police Constable	\$ 118,314.98	\$ 999.48
Osoba	Olusesan Osokoya	Plainclothes Police Constable	\$ 118,307.02	\$ 1,002.04
Mcbride	Raymond Douglas	Plainclothes Police Constable	\$ 118,300.06	\$ 1,002.04
Janes	Gary Ambrose	Police Constable	\$ 118,296.81	\$ 990.47
Horton	Christopher Neil	Plainclothes Police Constable	\$ 118,294.83	\$ 1,002.04
Ferris	Manie Therese	Police Constable	\$ 118,291.58	\$ 981.89
Ostrom-Peake	Deirdre Ann	Labour Relations Analyst	\$ 118,286.85	\$ 1,167.81
Rohde	Danny William	Training Constable	\$ 118,272.39	\$ 1,012.70
Morris	Harold	Sergeant	\$ 118,259.05	\$ 1,047.28
Gallant	Denise	Detective	\$ 118,250.14	\$ 397.28
Soukatchev	Konstantin	Training Constable	\$ 118,245.51	\$ 1,002.04
Wolfe	Stephen Micheal	Police Constable	\$ 118,236.19	\$ 988.49
Surridge	Scott Woodrow	Police Constable	\$ 118,231.90	\$ 971.62
Salowski	Gayle Winnifred	Labour Relations Analyst	\$ 118,222.71	\$ 1,167.81
Beadman	Brian George	Sergeant	\$ 118,217.55	\$ 1,047.28
Robitaille	Patrick Antoine	Detective	\$ 118,217.49	\$ 1,027.91

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Disalvo	Sharon	Sergeant	\$ 118,209.65	\$ 1,047.28
Gittus	Ryan Christopher	Police Constable	\$ 118,209.20	\$ 981.89
Skinner	Kelly Simone	Detective	\$ 118,191.05	\$ 1,037.79
Tawton	Joanne	Police Constable	\$ 118,186.23	\$ 1,000.61
Washington	Katharine Ann	Detective	\$ 118,174.25	\$ 1,047.28
Thompson	James Duncan	Plainclothes Police Constable	\$ 118,169.41	\$ 1,002.04
Reid	Gregor John	Plainclothes Police Constable	\$ 118,151.74	\$ 995.04
Smith	Raymond Ernest	Project Leader	\$ 118,147.52	\$ 410.02
Crilly	John James	Detective	\$ 118,141.70	\$ 1,037.79
Smith	John Gray	Plainclothes Police Constable	\$ 118,136.31	\$ 996.58
Knowles	David	Detective	\$ 118,136.19	\$ 1,047.28
Coulter	Shane Dustin	Sergeant	\$ 118,120.81	\$ 1,037.79
Bowmaster	Michael Glen	Detective	\$ 118,103.65	\$ 1,037.79
Mackrell	Paul	Detective	\$ 118,100.55	\$ 397.28
Burke	Susan Joyce	Detective	\$ 118,099.07	\$ 1,047.28
Dunker	Nigel Peter	Training Constable	\$ 118,079.67	\$ 1,002.04
Moreira	John	Detective	\$ 118,058.35	\$ 1,047.28
Bernier	Jami Joseph	Plainclothes Police Constable	\$ 118,056.67	\$ 987.28
Lambie	Darryl Bradley	Police Constable	\$ 118,046.05	\$ 981.89
Lapensee	Sylvain Aurele	Sergeant	\$ 118,017.75	\$ 1,027.91
Rabbito	Corrado	Plainclothes Police Constable	\$ 118,016.20	\$ 1,012.70
Lawson	Nicholas William	Plainclothes Police Constable	\$ 118,012.78	\$ 999.48
Grigat	Cornelia Grace	Police Constable	\$ 117,997.24	\$ 981.89
Frederick	Antonio Rudolph	Sergeant	\$ 117,979.26	\$ 1,027.91
Sawyer	David Allan	Police Constable	\$ 117,976.46	\$ 981.89
Van Ruyven	Marc Gerard	Police Constable	\$ 117,964.81	\$ 971.62
Mansuri	Abuturab Abubak	Police Constable	\$ 117,964.22	\$ 981.89
Mohr	Chad Francis	Police Constable	\$ 117,960.95	\$ 981.89
Henry	Kim Kevin	Police Constable	\$ 117,959.83	\$ 981.89
Higgs	Leslie Anne	Police Constable	\$ 117,942.05	\$ 971.62
Deacon	Timothy William	Police Constable	\$ 117,922.29	\$ 971.62
Regan	Gail	Detective	\$ 117,921.38	\$ 397.28
Hrepic	Mario	Sergeant	\$ 117,917.18	\$ 1,047.28
Papamanolis	Dimitrios	Police Constable	\$ 117,912.35	\$ 306.74
White	Donald Gerald	Detective	\$ 117,911.40	\$ 1,037.79
Norman	Darryl James	Plainclothes Police Constable	\$ 117,905.29	\$ 994.38
Small	Christopher Douglas	Police Constable	\$ 117,894.15	\$ 981.89
Metzger	Katimarie	Plainclothes Police Constable	\$ 117,893.80	\$ 1,002.04
Chow	Wing Yem	Police Constable	\$ 117,892.84	\$ 981.89
Russell	Robert Glenn	Detective	\$ 117,892.27	\$ 1,037.79
Hilborn	Lynda Dawn	Sergeant	\$ 117,880.74	\$ 1,047.28
Burke	Christopher John	Detective	\$ 117,880.39	\$ 397.28
De Los Rios	Juan Carlos	Plainclothes Police Constable	\$ 117,865.91	\$ 1,022.58
Browne	Gregory Stuart	Plainclothes Police Constable	\$ 117,864.36	\$ 993.85
Myers	Sharon Elizabeth	Detective	\$ 117,860.97	\$ 1,037.79
Tanel	Christopher Mathew	Plainclothes Police Constable	\$ 117,855.31	\$ 994.16
Kerr	Kyle	Detective	\$ 117,824.88	\$ 1,047.28
Mauceri	Vince Victor	Police Constable	\$ 117,800.37	\$ 981.89
Sorgo	Roy	Detective	\$ 117,759.99	\$ 1,047.28
Cid	Claudia Irene	Police Constable	\$ 117,740.80	\$ 981.89
Ng	Yuen	Sergeant	\$ 117,733.10	\$ 1,047.28
Duarte	Marco Filipe	Plainclothes Police Constable	\$ 117,732.46	\$ 996.95
Canning	Mark	Training Constable	\$ 117,702.74	\$ 1,022.58
Arshad	Sheraz	Plainclothes Police Constable	\$ 117,697.31	\$ 987.28
Direnzo	Raymond Martin	Sergeant	\$ 117,688.44	\$ 1,047.28
Butt	Celeste Barbara	Detective	\$ 117,676.39	\$ 1,037.79
Wojdylo	Henryk	Sergeant	\$ 117,672.01	\$ 1,047.28
Prosavich	Paula Anne	Sergeant	\$ 117,670.46	\$ 477.91
Brown	Matthew James	Plainclothes Police Constable	\$ 117,670.09	\$ 1,002.04
Inglis	Craig Norman	Police Constable	\$ 117,665.00	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Searce	Martin Kendal	Police Constable	\$ 117,662.73	\$ 981.89
Perry	Trevor Quentin	Police Constable	\$ 117,661.19	\$ 981.89
Gray	Robert	Sergeant	\$ 117,661.18	\$ 397.28
Ferreira	Mickael	Police Constable	\$ 117,660.21	\$ 981.89
Mavrou	Danny	Plainclothes Police Constable	\$ 117,655.00	\$ 997.36
Uhrich	Allan Joseph	Sergeant	\$ 117,648.05	\$ 397.28
Gauthier	Paul Richard	Detective	\$ 117,643.25	\$ 1,035.45
Bhimji	Karim Tajdin	Police Constable	\$ 117,640.50	\$ 981.89
Green	David Adam	Police Constable	\$ 117,631.00	\$ 972.02
Campbell	Murray Smeaton	Sergeant	\$ 117,597.72	\$ 1,037.79
Akromah Adjei	Alfred	Police Constable	\$ 117,578.33	\$ 904.66
Dilly	Andrew Earl	Plainclothes Police Constable	\$ 117,572.49	\$ 1,002.04
Gonzales	Angelo Enriquez	Police Constable	\$ 117,571.81	\$ 988.49
Harris	Kimberley Ann	Detective	\$ 117,562.09	\$ 387.79
Larmour	Brent James	Plainclothes Police Constable	\$ 117,561.24	\$ 993.85
Umbrello	Franco	Sergeant	\$ 117,557.56	\$ 1,019.06
Haggett	Lori Lynn	Detective	\$ 117,555.26	\$ 397.28
Ross	Darlene	Sergeant	\$ 117,553.26	\$ 1,047.28
Marsman	Henri	Detective	\$ 117,548.45	\$ 1,047.28
Salines	Ciro	Plainclothes Police Constable	\$ 117,547.99	\$ 997.36
Foley	Renee Cynthia	Detective	\$ 117,535.94	\$ 1,037.79
Verspeeten	Bradley Dennis	Plainclothes Police Constable	\$ 117,525.45	\$ 1,002.04
Corra	Dale	Sergeant	\$ 117,511.54	\$ 947.28
Gregory	Sandra	Sergeant	\$ 117,508.58	\$ 1,047.28
Balaga	Artur	Sergeant	\$ 117,508.42	\$ 1,024.37
Boncardo	Peter John	Plainclothes Police Constable	\$ 117,502.88	\$ 1,002.04
Peschier	Christopher Victor	Police Constable	\$ 117,499.96	\$ 971.62
Worsdale	Shayne William	Police Constable	\$ 117,475.60	\$ 981.89
Mills	Brad Jonathan	Police Constable	\$ 117,470.43	\$ 971.62
Skeete	Junior	Sergeant	\$ 117,467.46	\$ 397.28
Stevens	John	Sergeant	\$ 117,464.43	\$ 1,047.28
Koeh	Aggrey Kiplanga	Plainclothes Police Constable	\$ 117,448.20	\$ 997.36
Craddock	Stephen	Sergeant	\$ 117,433.87	\$ 1,047.28
Toyne	Simon Andrew	Police Constable	\$ 117,418.78	\$ 981.89
Manserra	David James	Plainclothes Police Constable	\$ 117,416.65	\$ 991.20
Louhikari	Renata	Detective	\$ 117,413.51	\$ 1,047.28
Broadfoot	Alexander	Sergeant	\$ 117,413.15	\$ 1,047.28
Boddaert	Warren Peter	Training Constable	\$ 117,405.25	\$ 1,012.70
Tattersall	Michael Eastwood	Police Constable	\$ 117,402.43	\$ 981.89
Permaul	Gavin	Police Constable	\$ 117,399.32	\$ 971.62
Sirbos	Tommy	Police Constable	\$ 117,394.39	\$ 981.89
Hawco	Bernard Thomas	Sergeant	\$ 117,392.40	\$ 1,047.28
Takeda	Robert	Detective	\$ 117,383.77	\$ 1,047.28
Sutcliffe	Colin David	Police Constable	\$ 117,377.20	\$ 994.86
Poulin	Martin Fabian	Sergeant	\$ 117,372.42	\$ 1,037.79
Puterbaugh	Michael Francis	Sergeant	\$ 117,367.25	\$ 397.28
Bator	Andrew Istvan	Sergeant	\$ 117,366.41	\$ 1,047.28
Lee	Elliott	Plainclothes Police Constable	\$ 117,358.51	\$ 993.85
Woolfenden	Diane Emily	Police Constable	\$ 117,356.59	\$ 981.89
Haitzer	Gary	Sergeant	\$ 117,353.21	\$ 1,047.28
Rodeghiero	Robert James	Detective	\$ 117,350.09	\$ 1,029.76
Gaudet	David Richard	Sergeant	\$ 117,344.43	\$ 1,035.45
Findlay	Ryan Mclean	Plainclothes Police Constable	\$ 117,342.24	\$ 1,002.04
Jones	Thomas	Plainclothes Police Constable	\$ 117,332.10	\$ 372.58
Park	Sang Jun	Police Constable	\$ 117,329.50	\$ 990.47
Elliott	Shawn William	Detective	\$ 117,311.38	\$ 1,047.28
Blacker	Frederick	Detective	\$ 117,311.06	\$ 1,047.28
Park	Sung Min	Police Constable	\$ 117,302.00	\$ 971.62
Benney	Peter	Plainclothes Police Constable	\$ 117,294.30	\$ 1,022.58
Ho	Matthew Wei-En	Police Constable	\$ 117,285.71	\$ 975.62

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Mckee	Kelly Marie	Detective	\$ 117,284.83	\$ 1,027.91
Burgess	Troy	Sergeant	\$ 117,283.32	\$ 1,047.28
Tint	Julie Christine	Sergeant	\$ 117,280.99	\$ 1,047.28
Estwick	Eulialia	Sergeant	\$ 117,263.21	\$ 397.28
Douvis	Antonios	Police Constable	\$ 117,259.03	\$ 495.88
Dewland	William Ronald	Police Constable	\$ 117,245.14	\$ 331.89
Johnson	David Edward	Detective	\$ 117,237.45	\$ 1,047.28
Kerr	Christopher George	Police Constable	\$ 117,229.52	\$ 971.62
Macinnis	Robert Francis	Sergeant	\$ 117,214.87	\$ 1,047.28
Jovanovich	Deanna Sylvia	Police Constable	\$ 117,211.23	\$ 971.62
Sidhu	Sukhvinder Singh	Sergeant	\$ 117,208.92	\$ 1,037.79
Wojtkiewicz	Victor Brunislaw	Training Constable	\$ 117,202.45	\$ 1,002.04
Martin	Rudolf	Detective	\$ 117,201.16	\$ 397.28
Clemens	Jeffrey	Sergeant	\$ 117,197.26	\$ 1,047.28
McLeod	Patrick	Training Constable	\$ 117,194.42	\$ 1,022.58
Pece	Anthony Michael	Plainclothes Police Constable	\$ 117,193.73	\$ 992.15
Sievers	John	Sergeant	\$ 117,190.90	\$ 1,047.28
Boyce	Andrew Ryan	Training Constable	\$ 117,190.73	\$ 1,002.04
Irish	Peter C	Plainclothes Police Constable	\$ 117,189.28	\$ 1,022.58
Cruz	Antonio Ramon	Plainclothes Police Constable	\$ 117,168.22	\$ 1,002.04
Rowe	James Leonard	Plainclothes Police Constable	\$ 117,163.81	\$ 1,002.04
Glen	Caroline	Detective	\$ 117,163.76	\$ 1,047.28
Pozzan	Andrew Valerio	Plainclothes Police Constable	\$ 117,144.80	\$ 1,002.04
Ventura	Joseph	Locational Administrator	\$ 117,136.80	\$ 629.42
Townley	Philip Alexander	Sergeant	\$ 117,129.09	\$ 1,035.45
Mcbride	Keith Robert	Plainclothes Police Constable	\$ 117,109.54	\$ 1,002.04
Burkholder	Herbert	Sergeant	\$ 117,108.78	\$ 1,047.28
Rhone	Richard Stacey	Plainclothes Police Constable	\$ 117,097.09	\$ 1,002.04
Casey	James Austin	Plainclothes Police Constable	\$ 117,093.46	\$ 977.04
Pagnello	Michele	Plainclothes Police Constable	\$ 117,085.58	\$ 1,002.04
Lembke	Kristin Nicole	Police Constable	\$ 117,068.82	\$ 981.89
Khimani	Zulfikar Ali	Parking Enforcement Officer	\$ 117,054.29	\$ 880.88
Ingle	Paul Leo	Police Constable	\$ 117,048.20	\$ 981.89
Desloges	Thomas Armand	Police Constable	\$ 117,036.01	\$ 971.62
Cawthorne	Jason Paul	Training Constable	\$ 117,019.60	\$ 1,002.04
Chaudhary	Nicholas	Plainclothes Police Constable	\$ 117,009.14	\$ 1,002.04
Johnston	Andrew Michael	Plainclothes Police Constable	\$ 117,005.59	\$ 1,002.04
Drozdowski	Marek	Training Constable	\$ 116,997.37	\$ 1,002.04
Stephenson	Katherine Lynn	Detective	\$ 116,991.09	\$ 1,027.91
Balachorek	Daniel Alan	Police Constable	\$ 116,988.20	\$ 990.47
Dennis	Aaron	Detective	\$ 116,968.41	\$ 1,037.79
Laush	Christopher Allen	Sergeant	\$ 116,967.60	\$ 1,047.28
Gauthier	Leo	Sergeant	\$ 116,963.63	\$ 397.28
Patterson	Stephen Brent	Police Constable	\$ 116,959.71	\$ 981.89
Connell	Dale	Sergeant	\$ 116,957.04	\$ 1,047.28
Macdonald	Janice	Detective	\$ 116,951.65	\$ 1,047.28
Allison	Elaine Hunter	Sergeant	\$ 116,948.85	\$ 1,047.28
Simas	Sergio	Plainclothes Police Constable	\$ 116,941.80	\$ 1,002.04
Carter	Dale	Sergeant	\$ 116,936.60	\$ 1,047.28
Park	John David	Plainclothes Police Constable	\$ 116,934.88	\$ 993.85
Vandall	Martin Philip	Sergeant	\$ 116,926.75	\$ 1,047.28
Singh	Amarjit Purba	Sergeant	\$ 116,923.22	\$ 1,047.28
Yourkin	Courtney Anne	Plainclothes Police Constable	\$ 116,892.64	\$ 1,002.04
Hagopian	Gregory Krikor	Detective	\$ 116,890.60	\$ 1,037.79
Irvine	Zachary James	Plainclothes Police Constable	\$ 116,879.92	\$ 1,007.08
Wilson	Anton Lawrence	Police Constable	\$ 116,874.80	\$ 350.61
Gray	Norman	Police Constable	\$ 116,867.58	\$ 1,000.61
Chu	Benny Wing	Police Constable	\$ 116,853.56	\$ 978.77
Moore	Scott William	Detective	\$ 116,850.32	\$ 1,037.79
Tait	Judith Maureen	Sergeant	\$ 116,849.76	\$ 1,037.79

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Anderson	Luke Jonathan	Police Constable	\$ 116,848.36	\$ 990.47
Olson	Gary Aldred	Sergeant	\$ 116,846.90	\$ 1,047.28
Dafoe	Dale	Detective	\$ 116,845.85	\$ 1,047.28
Jones	Sandra Maureen	Sergeant	\$ 116,834.45	\$ 1,047.28
Bennett	Trevor	Sergeant	\$ 116,832.52	\$ 397.28
Wilson	Timothy	Sergeant	\$ 116,831.38	\$ 1,047.28
Kennedy	Geoffrey	Sergeant	\$ 116,830.44	\$ 1,047.28
Jones	Leanne	Sergeant	\$ 116,829.14	\$ 1,047.28
Brown	Sven Pierre	Police Constable	\$ 116,827.86	\$ 904.66
Bernobic	Kevin	Police Constable	\$ 116,827.71	\$ 981.89
Strilec	Kirk Wayne	Police Constable	\$ 116,820.07	\$ 986.57
White	Barry	Sergeant	\$ 116,819.69	\$ 522.28
Sharma	Sanjay Kumar	Detective	\$ 116,808.79	\$ 1,037.79
Hooper	Kevin Joseph	Detective	\$ 116,802.90	\$ 1,027.91
Mathieu	Melanie Jane	Police Constable	\$ 116,786.82	\$ 988.49
Male	David Joseph	Detective	\$ 116,782.90	\$ 1,037.79
Chow	Lawrence Chi	Detective	\$ 116,779.24	\$ 397.28
Lee	Julia	Police Constable	\$ 116,764.00	\$ 322.02
Laroche	Winston	Sergeant	\$ 116,762.68	\$ 397.28
Hayes	Roy Edward	Plainclothes Police Constable	\$ 116,746.71	\$ 372.58
Beveridge	Kathryn Anne	Detective	\$ 116,740.11	\$ 1,047.28
Hans	Daljit	Sergeant	\$ 116,737.52	\$ 1,047.28
Ansari	Ali Akbar	Detective	\$ 116,721.41	\$ 972.28
Ouellette	David Mark	Detective	\$ 116,716.34	\$ 1,037.79
Jansz	Angelo Tyrell	Sergeant	\$ 116,700.81	\$ 1,037.79
Tapp	Dean	Detective	\$ 116,699.47	\$ 1,047.28
Tsang	Jason Paul	Police Constable	\$ 116,694.28	\$ 971.62
Javed	Waseem	Police Constable	\$ 116,685.14	\$ 939.38
Kesic	Zeljko	Police Constable	\$ 116,683.50	\$ 981.89
Bower	Marc Alan	Police Constable	\$ 116,675.44	\$ 981.89
Chiasson	Marcel Andre	Detective	\$ 116,671.16	\$ 1,047.28
Myers	Gregory	Sergeant	\$ 116,663.83	\$ 1,047.28
Perem	Erik Artur	Police Constable	\$ 116,660.18	\$ 981.89
White	Ryan Austin	Plainclothes Police Constable	\$ 116,649.26	\$ 1,002.04
Bishop	Leona	Detective	\$ 116,639.15	\$ 1,047.28
Ferris	Kevin	Sergeant	\$ 116,617.25	\$ 1,047.28
Mann	Upkar Singh	Plainclothes Police Constable	\$ 116,601.30	\$ 997.36
Makarenko	Thomas Micheal	Police Constable	\$ 116,596.09	\$ 971.62
Houston	Joel Michael	Training Constable	\$ 116,570.95	\$ 1,010.30
Pop	Ian	Plainclothes Police Constable	\$ 116,568.37	\$ 1,022.58
Watson	Joslyn Nicole	Sergeant	\$ 116,551.98	\$ 1,037.79
Morrison	Michelle Yvette	Police Constable	\$ 116,549.08	\$ 1,000.61
Trotter	Christine Jane	Police Constable	\$ 116,536.09	\$ 1,001.27
Small	Gregory David	Plainclothes Police Constable	\$ 116,535.24	\$ 1,002.04
Strachan	James Alexander	Sergeant	\$ 116,533.40	\$ 1,037.79
Rose	Dawn	Sergeant	\$ 116,533.25	\$ 397.28
Tupling	Ann-Marie	Detective	\$ 116,533.25	\$ 1,047.28
Drury	Paul	Detective	\$ 116,530.45	\$ 397.28
Kis	Andrew	Sergeant	\$ 116,530.45	\$ 1,047.28
Paul	Candace D	Sergeant	\$ 116,530.45	\$ 397.28
Samuels	Robert	Sergeant	\$ 116,530.45	\$ 397.28
Wilson	Derek Scott	Detective	\$ 116,528.00	\$ 397.28
Banks	Donna	Detective	\$ 116,527.65	\$ 1,047.28
Di Passa	Julie	Detective	\$ 116,527.65	\$ 397.28
Greenaway	Fiona	Detective	\$ 116,527.65	\$ 397.28
Grisolia	Lisa	Detective	\$ 116,527.65	\$ 1,047.28
Hovey	Gwenyth	Sergeant	\$ 116,527.65	\$ 397.28
Redigonda	Richard	Sergeant	\$ 116,527.65	\$ 1,047.28
Reid	Waverley Elaine	Detective	\$ 116,527.65	\$ 1,047.28
Rock	Carol	Detective	\$ 116,527.65	\$ 422.28

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Shanahan	Michael	Detective	\$ 116,527.65	\$ 397.28
Sweenie	Carolyn	Sergeant	\$ 116,527.65	\$ 1,047.28
Watkins	Kerry	Detective	\$ 116,527.65	\$ 1,047.28
Duke	Brian Douglas	Sergeant	\$ 116,524.85	\$ 1,047.28
Feraday	Mark Daniel	Sergeant	\$ 116,524.85	\$ 1,047.28
Goudie	Robert Randall	Sergeant	\$ 116,524.85	\$ 397.28
Guest	Dale	Sergeant	\$ 116,524.85	\$ 397.28
Hoover	Bradley	Detective	\$ 116,524.85	\$ 397.28
Moore	Darcy	Sergeant	\$ 116,524.85	\$ 1,047.28
Pieper	Donna	Sergeant	\$ 116,524.85	\$ 447.28
Ryan	Barbara	Sergeant	\$ 116,524.85	\$ 1,047.28
Sidhu	Gorpall Singh	Sergeant	\$ 116,524.85	\$ 1,047.28
Thibodeau	John Robert	Sergeant	\$ 116,524.85	\$ 1,047.28
Belanger	Lisa Gabrielle	Sergeant	\$ 116,506.19	\$ 1,023.95
Pleshe	Daryl William	Plainclothes Police Constable	\$ 116,504.58	\$ 1,002.04
Wasilishin	Steven Michael	Police Constable	\$ 116,463.73	\$ 987.37
Hoffman	Gregory Rodney	Plainclothes Police Constable	\$ 116,452.16	\$ 1,002.04
Peavoy	Courtney Diane	Police Constable	\$ 116,448.97	\$ 971.62
Landry	Darryl James	Plainclothes Police Constable	\$ 116,448.39	\$ 1,002.04
Hutchings	Tracey Lynn	Police Constable	\$ 116,442.40	\$ 986.57
Kadohama	Danny Hiroyuki	Plainclothes Police Constable	\$ 116,433.51	\$ 987.70
Rogucki	Roman Thomas	Police Constable	\$ 116,418.41	\$ 981.89
Dreglia	Alexander	Police Constable	\$ 116,402.28	\$ 971.62
Popov	Alexander Igorevich	Plainclothes Police Constable	\$ 116,398.22	\$ 988.05
McGinn	Michael Joseph	Detective	\$ 116,398.18	\$ 1,027.91
Caracciolo	Roger Dominic	Detective	\$ 116,388.62	\$ 1,027.91
Luchetta	Mark	Police Constable	\$ 116,371.16	\$ 971.62
Hopton	Richard Frederick	Police Constable	\$ 116,370.35	\$ 981.89
Al-Khatib	Shady	Plainclothes Police Constable	\$ 116,366.14	\$ 1,002.04
Doyle	James Edward	Police Constable	\$ 116,363.18	\$ 971.62
Garrison	Heidi Elsie	Detective Sergeant	\$ 116,360.09	\$ 435.37
Kapliouk	Ivan Aleksandrovich	Plainclothes Police Constable	\$ 116,356.30	\$ 886.33
Sidhu	Ajay Singh	Sergeant	\$ 116,351.78	\$ 1,027.91
Ardiles	Benjamin Gonzalo	Police Constable	\$ 116,317.34	\$ 981.89
McGuinness	Sean	Police Constable	\$ 116,305.62	\$ 1,000.61
Ferreira	Jason Neto	Police Constable	\$ 116,304.11	\$ 971.62
Brewer	Matthew Joseph	Police Constable	\$ 116,296.78	\$ 981.89
Manherz	Joel Nicholas	Plainclothes Police Constable	\$ 116,271.49	\$ 1,002.04
Xinos	Evangelos	Training Constable	\$ 116,265.70	\$ 1,002.04
Macisaac	James Alexander	Sergeant	\$ 116,262.63	\$ 1,037.79
Rennie	Jason Douglas	Police Constable	\$ 116,254.22	\$ 944.09
Cannata	David	Plainclothes Police Constable	\$ 116,249.67	\$ 1,022.58
Pisano	Joseph Francesco	Plainclothes Police Constable	\$ 116,247.02	\$ 1,002.04
Chambers	Wilfred Ignatius	Police Constable	\$ 116,241.54	\$ 971.62
Lupson	Christopher Brydon	Police Constable	\$ 116,237.09	\$ 996.65
Evans	Julie Marie	Sergeant	\$ 116,217.27	\$ 1,027.91
Klaczka	Carol	Sergeant	\$ 116,208.61	\$ 1,045.57
James	Brian Robert	Detective	\$ 116,200.46	\$ 1,037.79
Sartori	Pasquale Claudio	Plainclothes Police Constable	\$ 116,189.94	\$ 993.85
Stacey	Brian	Plainclothes Police Constable	\$ 116,181.93	\$ 1,022.58
Marks	Stacey Michelle	Plainclothes Police Constable	\$ 116,166.42	\$ 974.20
Giesche	Chad Allen	Plainclothes Police Constable	\$ 116,163.57	\$ 1,002.04
Asselstine	Shaun David	Police Constable	\$ 116,157.41	\$ 981.89
Kim	Samuel-Chong	Plainclothes Police Constable	\$ 116,134.38	\$ 987.28
Hobbins	Alan Gary	Sergeant	\$ 116,133.85	\$ 1,037.79
Dhillon	Ravneet Singh	Police Constable	\$ 116,121.40	\$ 972.02
Fernandes	Basil Greg	Police Constable	\$ 116,114.43	\$ 981.89
McDonald	Jesse Jonathon	Plainclothes Police Constable	\$ 116,097.08	\$ 988.75
Georgopoulos	Kevin	Plainclothes Police Constable	\$ 116,093.28	\$ 981.89
Panayotov	Lubomir Ivanov	Plainclothes Police Constable	\$ 116,088.57	\$ 997.36

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Blair	Johnathon William	Plainclothes Police Constable	\$ 116,082.47	\$ 997.36
Tzikas	Athanasios	Plainclothes Police Constable	\$ 116,081.88	\$ 975.92
Rambharack	Neil	Detective	\$ 116,075.81	\$ 377.91
Thornton	Amanda Doris	Detective	\$ 116,061.63	\$ 1,027.91
Svitak	Peter	Training Constable	\$ 116,046.54	\$ 1,022.58
Kulina	Mario Mariusz	Police Constable	\$ 116,039.45	\$ 981.89
Taborski	Jennifer Nicole	Police Constable	\$ 116,035.59	\$ 971.62
Cameron	Alan	Police Constable	\$ 116,007.35	\$ 1,000.61
Fox	Steven Andrew	Police Constable	\$ 116,001.30	\$ 981.89
Hughes	Guy	Police Constable	\$ 115,993.36	\$ 1,000.61
Bowman	Derek Angus	Police Constable	\$ 115,993.09	\$ 981.89
Karras	Stella Stauroula	Detective	\$ 115,993.01	\$ 1,037.79
Fyfe	John	Plainclothes Police Constable	\$ 115,987.63	\$ 1,022.58
Mckenzie	Peter Sheldon	Plainclothes Police Constable	\$ 115,979.77	\$ 545.08
Gillespie	Michael Patrick	Plainclothes Police Constable	\$ 115,979.43	\$ 1,002.04
Stone	Terence	Training Constable	\$ 115,974.01	\$ 1,022.58
Taylor	Christopher Paul	Police Constable	\$ 115,969.40	\$ 1,000.61
Stockwell	Sean Paul	Plainclothes Police Constable	\$ 115,968.79	\$ 1,012.70
Kazzouh	Rabie Hanna	Plainclothes Police Constable	\$ 115,962.55	\$ 1,002.04
Whalen	Christopher Andrew	Plainclothes Police Constable	\$ 115,959.50	\$ 1,002.04
Arulanandam	Gerrard Nimalan	Plainclothes Police Constable	\$ 115,937.88	\$ 1,009.45
Haines	David Paul	Sergeant	\$ 115,935.04	\$ 1,037.79
Morgan	Susanne Frieda	Plainclothes Police Constable	\$ 115,929.33	\$ 1,002.04
Franklin	Richard	Plainclothes Police Constable	\$ 115,926.32	\$ 1,022.58
Sabadics	Kimberly Joan	Police Constable	\$ 115,917.09	\$ 1,000.61
Waugh	Rapheal Fexton	Police Constable	\$ 115,891.68	\$ 981.89
Bullock	Ryan Matthew	Police Constable	\$ 115,883.25	\$ 971.62
Macsteven	Peter John	Police Constable	\$ 115,875.70	\$ 985.85
Bouwmeester	Stephen Douglas	Plainclothes Police Constable	\$ 115,874.68	\$ 1,002.04
Collins	Christopher Patrick	Police Constable	\$ 115,871.15	\$ 981.89
Askin	Paul Alexander	Plainclothes Police Constable	\$ 115,858.96	\$ 1,002.04
Pena	Nelson Das	Police Constable	\$ 115,852.79	\$ 972.02
Omelko	Steven John	Police Constable	\$ 115,845.19	\$ 904.66
Poirier	Sean Michael	Police Constable	\$ 115,842.80	\$ 904.66
O'Leary	Edmund Joseph	Police Constable	\$ 115,837.26	\$ 981.89
Miller	Shane Christopher	Sergeant	\$ 115,835.85	\$ 1,027.91
Smith	Jean-Paul	Police Constable	\$ 115,835.39	\$ 1,000.61
Beaudry	Ghislain Martin	Police Constable	\$ 115,834.37	\$ 306.74
Caramanico	Nicholas Aldo	Plainclothes Police Constable	\$ 115,826.81	\$ 993.85
Georgeff	Marcus William	Police Constable	\$ 115,822.35	\$ 995.41
Wray	Terrence	Detective	\$ 115,813.87	\$ 885.92
Plunkett	Patrick John	Detective	\$ 115,797.10	\$ 1,027.91
Wilson	Shane Stewart	Police Constable	\$ 115,785.87	\$ 981.89
Mackrell	James Murray	Plainclothes Police Constable	\$ 115,769.05	\$ 991.85
Souvandy	Chanthima	Police Constable	\$ 115,764.86	\$ 999.73
Dhillon	Ranbir Singh	Detective	\$ 115,748.39	\$ 1,027.91
Saul	John Wesley	Police Constable	\$ 115,714.47	\$ 306.74
Balice	Victoria Natalie	Plainclothes Police Constable	\$ 115,710.80	\$ 1,002.04
Karjalainen	Trevor Vincent	Plainclothes Police Constable	\$ 115,705.90	\$ 1,022.58
Steeves	Thomas Warren	Detective	\$ 115,701.46	\$ 1,027.91
O'Connor	Mike Stephen	Plainclothes Police Constable	\$ 115,695.98	\$ 1,002.04
Kidd	James Jeffrey	Plainclothes Police Constable	\$ 115,683.27	\$ 1,012.70
Hill	Kevin Brian	Police Constable	\$ 115,682.10	\$ 971.62
Sapsford	Ian Douglas	Police Constable	\$ 115,678.76	\$ 990.47
Sotelo	Troy Alvin	Police Constable	\$ 115,676.75	\$ 980.72
Nijjar	Harjit Singh	Sergeant	\$ 115,665.58	\$ 1,037.79
Price	Timothy John	Police Constable	\$ 115,659.72	\$ 981.89
Ramos	Daniel Leonardo	Police Constable	\$ 115,635.29	\$ 975.62
O'Neill	Brian Donald	Plainclothes Police Constable	\$ 115,623.82	\$ 1,002.04
Cashmore	Richard Charles	Training Constable	\$ 115,611.44	\$ 1,022.58

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Relph	Bradley George	Sergeant	\$ 115,609.79	\$ 1,037.79
Mackinnon	Richard James	Detective	\$ 115,600.91	\$ 1,027.91
Fournier	Marie-Josée	Police Constable	\$ 115,600.28	\$ 981.89
Beattie	Christopher Dennis	Sergeant	\$ 115,590.41	\$ 1,032.35
Dixon	Helen Bridie	Sergeant	\$ 115,585.14	\$ 1,027.91
Garner	Anthony Alloy	Police Constable	\$ 115,573.38	\$ 990.47
Pelech	Danylo Iliya	Police Constable	\$ 115,572.83	\$ 971.62
Panesar	Sarabhjeet Singh	Plainclothes Police Constable	\$ 115,572.08	\$ 1,002.04
Stapleton	Bradley Thomas	Sergeant	\$ 115,564.72	\$ 1,027.91
Kelly	Denise Eugenia	Police Constable	\$ 115,562.73	\$ 972.02
Gallo	Daniel	Plainclothes Police Constable	\$ 115,537.16	\$ 1,171.72
Mcgran	Stephen Anthony	Sergeant	\$ 115,527.36	\$ 1,027.91
Mueller	Hans-Juergen	Police Constable	\$ 115,517.53	\$ 1,000.61
Boyko	Jeremy Jeffrey	Detective	\$ 115,504.90	\$ 1,027.91
Simpson	Oliver Stafford	Plainclothes Police Constable	\$ 115,499.13	\$ 997.36
Sabino	Jason Marques	Police Constable	\$ 115,494.09	\$ 881.10
Von Kalkreuth	Mark Warren	Plainclothes Police Constable	\$ 115,481.74	\$ 1,007.08
Maunder	Jason Edward	Police Constable	\$ 115,470.43	\$ 990.47
Bland	Debbie Elizabeth	Training Constable	\$ 115,465.94	\$ 1,002.04
Cowie	Katelyn Rose	Plainclothes Police Constable	\$ 115,462.07	\$ 981.78
Rupnarine	Leonard Sase	Police Constable	\$ 115,457.69	\$ 981.89
Rourke	Emerald Kelly	Plainclothes Police Constable	\$ 115,431.04	\$ 996.58
Jodoin	Christopher Gunstein	Plainclothes Police Constable	\$ 115,416.14	\$ 1,002.04
Knight	Christopher James	Police Constable	\$ 115,410.00	\$ 971.62
Cates	Steven Richard	Sergeant	\$ 115,399.83	\$ 1,027.91
Bertin	Geoffrey Alexander	Police Constable	\$ 115,393.15	\$ 971.62
Lazzaro	Frank Anthony	Detective	\$ 115,391.08	\$ 1,027.91
Cieslik	Susan Helena	Plainclothes Police Constable	\$ 115,352.60	\$ 1,022.58
Moraes	Timothy	Plainclothes Police Constable	\$ 115,328.46	\$ 1,022.58
Monroe	Cameron Stewart	Plainclothes Police Constable	\$ 115,325.21	\$ 993.85
Davydova	Olga	Plainclothes Police Constable	\$ 115,299.70	\$ 988.75
Hillier	Frederick Richard	Police Constable	\$ 115,296.40	\$ 1,019.62
Silva	Eloi Brum	Police Constable	\$ 115,284.84	\$ 981.89
Beckwith	Christopher	Police Constable	\$ 115,283.40	\$ 981.89
Nicol	Robert	Plainclothes Police Constable	\$ 115,269.88	\$ 1,638.18
Jones	Michael Craig	Police Constable	\$ 115,264.49	\$ 990.47
Ross	Keith	Plainclothes Police Constable	\$ 115,256.96	\$ 1,022.58
Blower	Stuart William	Sergeant	\$ 115,254.95	\$ 1,027.91
Fehr	Douglas Alan	Training Constable	\$ 115,242.62	\$ 1,002.04
Rooney	Trevor Michael	Sergeant	\$ 115,242.22	\$ 1,037.79
Hodgins	Mark Gregory	Police Constable	\$ 115,241.62	\$ 981.89
Chan	Keith Kar-Shing	Plainclothes Police Constable	\$ 115,232.10	\$ 993.85
Duncan	Robert Alexander	Safety Planner and Program Coordinator	\$ 115,219.53	\$ 504.85
Mccullough	Kristal Kashmir	Plainclothes Police Constable	\$ 115,217.57	\$ 987.28
Ferry	Jason Wayne	Sergeant	\$ 115,207.09	\$ 1,037.79
Merritt	Christopher Michael	Police Constable	\$ 115,205.70	\$ 981.89
Hubbard	John Alexander	Plainclothes Police Constable	\$ 115,180.65	\$ 997.36
Chadwick	Timothy	Plainclothes Police Constable	\$ 115,167.21	\$ 917.06
Jackson	Paul Edward	Police Constable	\$ 115,157.81	\$ 1,000.61
Burke	Ricardo Omar	Police Constable	\$ 115,153.95	\$ 971.62
Alamag	Adelio Perada	Police Constable	\$ 115,147.26	\$ 1,000.61
Taylor	Robert Edward	Plainclothes Police Constable	\$ 115,145.90	\$ 994.16
Sukhinenko	Dmytro	Police Constable	\$ 115,137.85	\$ 971.62
Black	Robert Richard	Plainclothes Police Constable	\$ 115,133.84	\$ 1,002.04
Seto	Benny Hoy	Plainclothes Police Constable	\$ 115,125.57	\$ 1,002.04
Shetty	Vijay Ramesh	Sergeant	\$ 115,121.05	\$ 1,037.79
Gibson	Nathan Edward	Police Constable	\$ 115,111.37	\$ 977.99
Chapman	Karen	Detective	\$ 115,101.36	\$ 1,037.79
Gill	Sukhjinder Singh	Police Constable	\$ 115,098.19	\$ 990.47
Ladurantaye	Ryan Nicholas	Police Constable	\$ 115,093.87	\$ 971.62

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Neal	Peter	Detective	\$ 115,089.90	\$ 397.28
Seremetkovski	Kathlin	Detective	\$ 115,082.39	\$ 1,027.91
Ouellette	Robert Bruce	Plainclothes Police Constable	\$ 115,068.34	\$ 1,012.70
Miller	Ian Mark	Plainclothes Police Constable	\$ 115,058.87	\$ 1,002.04
Willers	Ronald	Training Constable	\$ 115,058.82	\$ 1,022.58
Phoon	Newton Chun	System Administrator	\$ 115,058.21	\$ 1,029.60
Smith	Dean Lareny	Plainclothes Police Constable	\$ 115,050.76	\$ 1,022.58
Press	Michael Allen	Senior Firearms Officer	\$ 115,038.66	\$ 1,029.60
Pinfold	Matthew George	Plainclothes Police Constable	\$ 115,037.48	\$ 1,002.04
Lawrence	Neville Donavon	Police Constable	\$ 115,036.88	\$ 981.89
Dhugha	Sarbjeet Kaur	Detective	\$ 115,019.06	\$ 1,033.50
Kranjac	Joseph Anthony	Sergeant	\$ 115,013.33	\$ 1,027.91
Rutherford	Anthony James	Sergeant	\$ 115,010.64	\$ 1,037.79
Chang	Wendy Michelle	Police Constable	\$ 115,001.94	\$ 971.62
Gendi	Peter	Plainclothes Police Constable	\$ 114,987.70	\$ 997.78
Lee	Steven Mintek	Police Constable	\$ 114,980.87	\$ 981.89
Antoine	Kevin Francis	Police Constable	\$ 114,932.77	\$ 996.65
Lopez	Rowan Carl	Police Constable	\$ 114,908.07	\$ 981.89
Harris	Leun Alexior	Plainclothes Police Constable	\$ 114,898.50	\$ 993.85
Benoit	Horst Albert	Police Constable	\$ 114,898.34	\$ 990.47
Laws	Christopher Bradley	Police Constable	\$ 114,897.91	\$ 1,000.61
McLaughlin	Junior Sylvester	Police Constable	\$ 114,894.86	\$ 990.47
Thai	Thanh	Police Constable	\$ 114,892.46	\$ 967.42
McCartney	Matthew Joseph	Plainclothes Police Constable	\$ 114,883.77	\$ 996.95
Darmitz	Andrew Joseph	Plainclothes Police Constable	\$ 114,880.06	\$ 1,002.04
Manafa	Saverio Mark	Plainclothes Police Constable	\$ 114,873.71	\$ 1,002.04
Dodson	Randie	Training Constable	\$ 114,871.99	\$ 1,012.70
Holman	Ashley Lee-Ann	Plainclothes Police Constable	\$ 114,858.37	\$ 996.95
Greenlaw	Cynthia	Police Constable	\$ 114,856.53	\$ 1,000.61
Savary	Neil Thomas	Police Constable	\$ 114,850.85	\$ 981.89
Carleton	Stephen James	Sergeant	\$ 114,848.81	\$ 1,027.91
Spyropoulos	Niki	Plainclothes Police Constable	\$ 114,842.58	\$ 1,002.04
Mackenzie	Robert Dean	Plainclothes Police Constable	\$ 114,832.69	\$ 1,002.04
McConnell	Laura Anne	Plainclothes Police Constable	\$ 114,821.86	\$ 1,012.70
Dizon	Eduardo	Plainclothes Police Constable	\$ 114,821.73	\$ 1,012.70
O'Brien	David	Training Constable	\$ 114,786.20	\$ 1,022.58
Branton	Stacie Jean	Detective	\$ 114,786.03	\$ 1,037.79
Jones	Cheryl Lindsay	Detective	\$ 114,780.52	\$ 1,027.91
Onzuka	Edward Yuji	Plainclothes Police Constable	\$ 114,779.49	\$ 4,005.09
Smith	Chantel Jennifer	Plainclothes Police Constable	\$ 114,775.39	\$ 1,002.04
Lane	Micheal William	Plainclothes Police Constable	\$ 114,774.73	\$ 1,002.04
Dance	Ryan William	Plainclothes Police Constable	\$ 114,770.77	\$ 1,002.04
Burry	Shawn Cecil	Detective	\$ 114,770.11	\$ 1,037.79
Liburd	Blair Daren	Police Constable	\$ 114,767.26	\$ 975.62
Potts	Mark Jonathan	Training Constable	\$ 114,760.55	\$ 1,002.04
Vandekerckhove	Darrell Andrew	Sergeant	\$ 114,743.87	\$ 1,024.37
Stanley	William Robert	Sergeant	\$ 114,736.91	\$ 1,037.79
Harris	Michael Aaron	Police Constable	\$ 114,728.13	\$ 971.62
Vega	Daniel	Sergeant	\$ 114,711.25	\$ 1,035.45
Hunter	Jason Colin	Detective	\$ 114,710.34	\$ 1,027.91
Marshall	Shawn Tobin	Detective	\$ 114,704.40	\$ 1,027.91
Chhinzer	Randeep	Police Constable	\$ 114,701.88	\$ 992.03
Yang	Jennifer Li-Ping	Senior Analyst	\$ 114,697.44	\$ 379.60
Stoyko	Sandra Louise	Police Constable	\$ 114,684.20	\$ 981.89
Liddy	Andrew James	Police Constable	\$ 114,676.20	\$ 971.62
Klodt	Shawn Edward	Police Constable	\$ 114,675.90	\$ 993.13
Inal	Burak	Plainclothes Police Constable	\$ 114,667.65	\$ 1,002.04
Flett	James	Plainclothes Police Constable	\$ 114,665.54	\$ 372.58
Korac	Paul Louis	Sergeant	\$ 114,661.13	\$ 1,029.76
Eagleson-Madden	Lisa Christine	Detective	\$ 114,654.04	\$ 1,037.79

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Mailer	Steven	Plainclothes Police Constable	\$ 114,652.18	\$ 1,012.70
Sinclair	Ian Thomas	Plainclothes Police Constable	\$ 114,647.43	\$ 1,022.58
Zaheed	Ikram	Police Constable	\$ 114,646.77	\$ 971.62
Santizo Orantes	Nelson Alfredo	Police Constable	\$ 114,644.70	\$ 981.89
Chan	Chun Kwong	Plainclothes Police Constable	\$ 114,644.07	\$ 1,022.58
Stubbs	David	Training Constable	\$ 114,639.69	\$ 1,022.58
Arp	James Andrew	Plainclothes Police Constable	\$ 114,618.47	\$ 1,002.04
Reynolds	Jason David	Plainclothes Police Constable	\$ 114,615.12	\$ 1,000.48
Kelly	Kimberly Ann	Police Constable	\$ 114,606.82	\$ 981.89
Quinn	Conal George	Training Constable	\$ 114,595.46	\$ 1,002.04
Sun	Sam Shuo	Police Constable	\$ 114,595.29	\$ 986.57
Brito	Sergio Agostinho	Plainclothes Police Constable	\$ 114,573.89	\$ 1,002.04
Simon	Duane	Police Constable	\$ 114,570.37	\$ 1,000.61
Nafis	Rashid	Police Constable	\$ 114,562.76	\$ 981.89
Blackadar	Janelle Ruth	Plainclothes Police Constable	\$ 114,559.70	\$ 1,012.70
Gordon	William Shayne	Police Constable	\$ 114,558.60	\$ 981.89
Sarudi	Viktor	Plainclothes Police Constable	\$ 114,544.60	\$ 1,002.04
Iannone	John-Paul	Senior Customer Service Representative	\$ 114,538.97	\$ 999.05
McNabb	Edward Lynn	Police Constable	\$ 114,538.36	\$ 981.89
James	Rita Anne	Police Constable	\$ 114,528.36	\$ 995.88
Amantea	Anthony Francesco	Police Constable	\$ 114,526.60	\$ 972.02
Mastorakos	Pantelis George	Police Constable	\$ 114,511.84	\$ 981.89
Poole	Richard Andrew	Police Constable	\$ 114,502.76	\$ 1,022.58
Gill	Sukhjot Singh	Police Constable	\$ 114,470.79	\$ 981.89
Ng	Chi Wai	Plainclothes Police Constable	\$ 114,462.01	\$ 1,022.58
Bahula	James Simon	Police Constable	\$ 114,455.85	\$ 971.62
Yousufi	Abdullah	Drafting Technician	\$ 114,447.52	\$ 999.05
Joshi	Chaitanya	Plainclothes Police Constable	\$ 114,423.63	\$ 1,002.04
Barnett	Robyn Mark	Detective	\$ 114,415.35	\$ 1,027.91
Langford	Christain Trevor	Police Constable	\$ 114,403.46	\$ 981.89
Eagleson	Dawn Michelle	Detective	\$ 114,403.13	\$ 1,037.79
Grant	Judy Josef	Sergeant	\$ 114,397.70	\$ 1,027.91
Jones	Paul Christopher	Sergeant	\$ 114,393.16	\$ 1,037.79
Burnett	Anson Richard	Plainclothes Police Constable	\$ 114,375.15	\$ 1,002.04
Yan	Alan Michael	Plainclothes Police Constable	\$ 114,348.83	\$ 993.85
Paterson	Kyle Scott	Plainclothes Police Constable	\$ 114,346.08	\$ 1,002.04
Ashman	Craig Jason	Training Constable	\$ 114,345.78	\$ 1,012.70
Fernandes	Ross Savio	Detective	\$ 114,334.66	\$ 1,027.91
Agamata	Julius Laconsay	Police Constable	\$ 114,334.36	\$ 892.26
Benoit	Jason Regis	Sergeant	\$ 114,328.61	\$ 1,037.79
Taborski	Angela Kelly	Plainclothes Police Constable	\$ 114,309.10	\$ 995.80
Wilson	Sherry Elizabeth	Detective	\$ 114,303.29	\$ 1,037.79
Dayler	Nathan David	Plainclothes Police Constable	\$ 114,297.35	\$ 1,002.04
Woo	Chi Shing	Senior Programmer	\$ 114,295.64	\$ 349.05
Chakal	Sarbjit Singh	Plainclothes Police Constable	\$ 114,291.70	\$ 1,002.04
Brind'Amour	Michel Philippe	Sergeant	\$ 114,283.37	\$ 1,027.91
Ford	Christian William	Plainclothes Police Constable	\$ 114,282.04	\$ 978.50
Catania	Giovanna	Supervisor	\$ 114,278.19	\$ 960.96
Smith	Ryan Isaac	Plainclothes Police Constable	\$ 114,273.72	\$ 1,002.04
Miranda	Cristian Andres	Plainclothes Police Constable	\$ 114,234.22	\$ 987.05
Lee	David Brandon	Police Constable	\$ 114,218.77	\$ 971.62
Kent	Dionne Earlene	Police Constable	\$ 114,212.96	\$ 985.85
Mccarthy	Kristopher Ryan	Sergeant	\$ 114,190.13	\$ 1,037.79
Sharpe	Michael Conrad	Sergeant	\$ 114,189.60	\$ 1,027.91
Ing	James Ryan	Police Constable	\$ 114,189.49	\$ 981.89
Robbins	Kevin Shaun	Police Constable	\$ 114,189.42	\$ 981.89
Gerry	Matthew James	Police Constable	\$ 114,160.86	\$ 981.89
Fernandes	Dwayne Anthony	Sergeant	\$ 114,150.48	\$ 1,037.79
Meuleman	Christopher Bryan	Police Constable	\$ 114,144.76	\$ 981.89
George	Keith Joseph	Plainclothes Police Constable	\$ 114,129.97	\$ 992.68

Appendix B				
Record of Employees' 2016 Salaries and Benefits - By Salary Paid				
Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Walker	Paul Steven	Police Constable	\$ 114,129.52	\$ 971.62
Pengelly	Rosemary	Plainclothes Police Constable	\$ 114,128.50	\$ 372.58
Okutin	Alexandr	Police Constable	\$ 114,115.18	\$ 918.30
Clark	Jamie Anderson	Sergeant	\$ 114,112.58	\$ 1,037.79
Jaksa	Joseph Andrew	Plainclothes Police Constable	\$ 114,110.54	\$ 997.36
Waddell	Mark Grant	Detective	\$ 114,108.30	\$ 1,037.79
Shreeram	Amar	Plainclothes Police Constable	\$ 114,058.31	\$ 1,007.50
Lymer	Daniel	Plainclothes Police Constable	\$ 114,052.43	\$ 991.85
Reise	Ronald Gordon	Plainclothes Police Constable	\$ 114,047.06	\$ 997.36
Osborne	Brian Otto	Police Constable	\$ 114,045.82	\$ 981.89
Sivadasan	Surendran	Plainclothes Police Constable	\$ 114,041.59	\$ 1,002.04
Jarvis	Ian Paul	Training Constable	\$ 114,028.21	\$ 1,002.04
Hardy	Russell	Police Constable	\$ 114,027.33	\$ 1,000.61
Johnston	Nancy Anne	Sergeant	\$ 114,023.91	\$ 1,027.91
Mitchell	Christopher Gordon	Plainclothes Police Constable	\$ 114,011.07	\$ 1,002.04
Singer	Aman Shawn	Plainclothes Police Constable	\$ 114,009.59	\$ 999.48
Ducie	Curtis Wayne	Sergeant	\$ 114,009.28	\$ 1,027.91
Rogers	Connor Matthew	Police Constable	\$ 114,001.26	\$ 971.62
Gajewski	Sarakina Madeline	Police Constable	\$ 113,997.01	\$ 345.88
Mccord	Tanya Lachlan	Sergeant	\$ 113,966.99	\$ 1,027.91
Reimer	Eric Richard	Training Constable	\$ 113,964.61	\$ 1,012.70
Trenton	Rebecca	Patrol Supervisor	\$ 113,953.73	\$ 908.83
Bianchi	Daniela	Plainclothes Police Constable	\$ 113,941.69	\$ 1,012.70
Hollywood	Neil	Plainclothes Police Constable	\$ 113,924.21	\$ 1,022.58
Pacheco	Walter De	Sergeant	\$ 113,914.93	\$ 1,035.45
Cronin	Michael Andrew	Police Constable	\$ 113,909.43	\$ 981.89
Salermo Paneque	Javier	Training Constable	\$ 113,908.00	\$ 1,002.04
Macinnis	Julie So-Jung	Plainclothes Police Constable	\$ 113,891.25	\$ 1,002.04
Riche	Scott Leslie	Plainclothes Police Constable	\$ 113,886.17	\$ 1,002.04
Moi	Natalie Bobo	Police Constable	\$ 113,880.37	\$ 981.89
De Lima	Philip Antony	Police Constable	\$ 113,874.40	\$ 912.10
Vuong	Tommy	Plainclothes Police Constable	\$ 113,864.89	\$ 1,002.04
Biga	Mircea Dan	Police Constable	\$ 113,861.05	\$ 981.89
Dyke	Geoffrey Thomas	Training Constable	\$ 113,841.59	\$ 1,002.04
Claudio	Donald	Police Constable	\$ 113,815.33	\$ 981.89
Sarvanandan	Baheerathan	Sergeant	\$ 113,780.55	\$ 1,027.91
Dyck	Henry Jacob	Sergeant	\$ 113,757.98	\$ 1,027.91
Traynor	Alison Dawn	Police Constable	\$ 113,756.41	\$ 981.89
Khan	Wahid	Police Constable	\$ 113,751.77	\$ 981.89
Chung	Sinderela Sun-Mi	Plainclothes Police Constable	\$ 113,749.88	\$ 988.82
Wood	Kimberly Ann	Senior Supervisor of Support Services	\$ 113,748.07	\$ 1,029.60
Mccall	Jayant John	Sergeant	\$ 113,740.13	\$ 1,037.79
Farrell	Douglas James	Training Constable	\$ 113,735.06	\$ 1,002.04
Putman	Aaron Matthew	Plainclothes Police Constable	\$ 113,734.25	\$ 1,002.04
Breault	Amy Ruth	Detective	\$ 113,713.18	\$ 1,037.79
Mackay	Shari Patricia	Sergeant	\$ 113,711.43	\$ 1,037.79
Alvey	Robert James	Police Constable	\$ 113,711.00	\$ 995.88
Quinn	Anabento	Police Constable	\$ 113,706.34	\$ 981.89
Pritchard	Brian James	Detective	\$ 113,696.38	\$ 387.79
Drummond	Wendy Elizabeth	Sergeant	\$ 113,693.58	\$ 387.79
James	Alistair Winston	Sergeant	\$ 113,693.58	\$ 1,037.79
Drapack	Ryan Joseph	Sergeant	\$ 113,692.71	\$ 1,027.91
Fegan	Paul	Training Constable	\$ 113,688.16	\$ 1,022.58
Blair	Alistair Karston	Police Constable	\$ 113,685.46	\$ 892.26
Gillan	Jeffrey John	Police Constable	\$ 113,677.16	\$ 981.89
Edgerton	Kirsten Elizabeth	Parking Enforcement Officer	\$ 113,671.13	\$ 880.88
Kiens	Astrid	Training Constable	\$ 113,667.44	\$ 1,022.58
Riegert	Christopher Andrew	Training Constable	\$ 113,666.84	\$ 994.16
Hasnu	Iqbal Karim	Parking Enforcement Officer	\$ 113,664.29	\$ 880.88
Withrow	Jennifer Autumn	Plainclothes Police Constable	\$ 113,652.03	\$ 1,002.04

Appendix B				
Record of Employees' 2016 Salaries and Benefits - By Salary Paid				
Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Smith	Shannon Elizabeth	Training Constable	\$ 113,640.38	\$ 1,002.04
Henschell	Christopher Keith	Police Constable	\$ 113,634.65	\$ 981.89
Mc Keown	Sean-Brendan	Plainclothes Police Constable	\$ 113,623.92	\$ 993.85
Karavadi	Hanumantha	Senior Analyst	\$ 113,622.90	\$ 379.60
Stein	Warren Mark	Sergeant	\$ 113,618.08	\$ 1,027.91
Persaud	Ramace	Police Constable	\$ 113,617.86	\$ 975.62
Rutkowski	Jacek	Police Constable	\$ 113,616.73	\$ 978.77
Svendsen	Adam Hillier	Plainclothes Police Constable	\$ 113,616.45	\$ 777.04
Carbray	William Paul	Police Constable	\$ 113,615.86	\$ 981.89
Draper	Che William	Police Constable	\$ 113,614.91	\$ 981.89
Crawford	Corey Lance	Detective	\$ 113,614.62	\$ 1,027.91
Boyer	Denis	Plainclothes Police Constable	\$ 113,609.91	\$ 1,022.58
Camara	Tommy	Police Constable	\$ 113,605.47	\$ 981.89
Akunyili	Richard Dean	Police Constable	\$ 113,595.49	\$ 981.89
Isip	Williador	Plainclothes Police Constable	\$ 113,587.38	\$ 1,010.30
Gee	William Edward	Plainclothes Police Constable	\$ 113,579.96	\$ 1,002.04
Benoit	Erin Melissa	Detective	\$ 113,561.28	\$ 1,035.45
Haynes	Ernest David	Sergeant	\$ 113,552.41	\$ 1,027.91
Cook	Anthony Douglas	Police Constable	\$ 113,550.96	\$ 1,002.04
Szarzec	Peter	Police Constable	\$ 113,546.01	\$ 1,000.61
Kachur	Damien John	Police Constable	\$ 113,543.83	\$ 981.89
Cushing	Irka Katherine	Senior Analyst	\$ 113,536.74	\$ 379.60
Epperson	Erik Amadeus	Sergeant	\$ 113,532.31	\$ 1,027.91
Karstoff	Brandon Christopher	Plainclothes Police Constable	\$ 113,528.30	\$ 1,002.04
Adam	Michael Jason	Detective	\$ 113,526.34	\$ 1,032.35
Reid	John	Training Constable	\$ 113,513.30	\$ 1,022.58
Aikman	Scott Douglas	Police Constable	\$ 113,503.60	\$ 1,000.61
Kim	Sin-Joong Sin	Detective	\$ 113,502.30	\$ 1,027.91
Isherwood	Richard Matthew	Police Constable	\$ 113,501.83	\$ 981.89
Paul	Mohit	Police Constable	\$ 113,497.73	\$ 981.89
Vilvanathan	Piratheepan	Police Constable	\$ 113,488.52	\$ 978.77
Stradza	Krystian	Police Constable	\$ 113,474.27	\$ 981.89
Bennett	Robert	Sergeant	\$ 113,471.43	\$ 1,027.91
Mcgilp	Robin John	Police Constable	\$ 113,470.22	\$ 971.62
Riddell	Lindsay Diana	Plainclothes Police Constable	\$ 113,468.31	\$ 1,002.04
Urban	Jon	Plainclothes Police Constable	\$ 113,464.39	\$ 1,022.58
Clark	Karah Dawn	Police Constable	\$ 113,459.11	\$ 331.89
Fonseca	Michael Remalho	Training Constable	\$ 113,458.37	\$ 1,010.30
Dhukai	Esmail Abdulkarim	Plainclothes Police Constable	\$ 113,451.37	\$ 348.21
Mcgarra	John William	Plainclothes Police Constable	\$ 113,449.50	\$ 1,002.04
Meloche	Robert Thomas	Police Constable	\$ 113,425.65	\$ 398.96
Gillespie	Wesley Wayne	Plainclothes Police Constable	\$ 113,424.20	\$ 1,002.04
Maro	Kjell Kristoffer	Police Constable	\$ 113,420.41	\$ 981.89
Glasgow	Justin Joseph	Sergeant	\$ 113,398.66	\$ 1,022.96
Elgar	Karen Elizabeth	Plainclothes Police Constable	\$ 113,394.45	\$ 1,022.58
McKeraghan	Dann Francis	Plainclothes Police Constable	\$ 113,376.09	\$ 1,012.70
Collin	Jonathan David	Sergeant	\$ 113,366.36	\$ 1,027.91
Halagian	Adam Ryan	Police Constable	\$ 113,365.59	\$ 981.89
Van Nest	Jesse Clarkson	Sergeant	\$ 113,360.65	\$ 1,032.35
Maxwell	George Byron	Plainclothes Police Constable	\$ 113,354.73	\$ 1,004.14
Sarasua	Joshua Junior	Plainclothes Police Constable	\$ 113,350.34	\$ 1,002.04
Haynes	Andrew Edward	Plainclothes Police Constable	\$ 113,335.78	\$ 352.04
Ozretic	Nicole Michelle	Plainclothes Police Constable	\$ 113,325.95	\$ 1,002.04
Kaway	Djo Hitshika	Police Constable	\$ 113,316.33	\$ 971.62
Russell	Alexander	Police Constable	\$ 113,294.11	\$ 1,000.61
Lusby	Gordon	Training Constable	\$ 113,268.16	\$ 1,022.58
Hung	Julia Anne	Plainclothes Police Constable	\$ 113,267.61	\$ 1,002.04
Leung	Victor	Police Constable	\$ 113,256.94	\$ 881.10
Komarnisky	Sandra	Plainclothes Police Constable	\$ 113,251.47	\$ 1,022.58
Mcqueen	Sherry Lynn	Police Constable	\$ 113,241.24	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Mckenzie	Robert Sean	Detective	\$ 113,237.68	\$ 1,032.35
Fister	Miran	Police Constable	\$ 113,228.89	\$ 1,000.61
Wong	Philip Jin-Yu	Plainclothes Police Constable	\$ 113,222.88	\$ 994.16
Ge	Hao	Police Constable	\$ 113,212.79	\$ 975.62
Jones	Douglas Albert	Plainclothes Police Constable	\$ 113,201.64	\$ 1,022.58
Mcfatridge	Laura Lynn	Plainclothes Police Constable	\$ 113,198.95	\$ 1,002.04
Cosgrove	Sean David	Sergeant	\$ 113,196.01	\$ 1,027.91
La Vella	Paolo Giuseppe	Plainclothes Police Constable	\$ 113,180.31	\$ 993.85
Ross	Cameron Stephen	Police Constable	\$ 113,156.95	\$ 981.89
Holmes	John	Sergeant	\$ 113,153.87	\$ 805.24
Dunlop	James Michael	Police Constable	\$ 113,153.52	\$ 981.89
Silva	Marcio Joel	Police Constable	\$ 113,135.02	\$ 981.89
Killy	Anton	Police Constable	\$ 113,109.98	\$ 1,000.61
Jeeva	Asif Ali	Plainclothes Police Constable	\$ 113,108.27	\$ 996.95
Merritt	Chad Joseph	Plainclothes Police Constable	\$ 113,107.24	\$ 1,002.04
Tasse	Mary Elizabeth	Police Constable	\$ 113,059.94	\$ 971.62
Stavrakis	Jimmy	Training Constable	\$ 113,053.79	\$ 1,012.70
Wenzel	Derek Michael	Police Constable	\$ 113,039.05	\$ 981.89
Ross	Matthew Douglas	Systems Specialist	\$ 113,030.01	\$ 1,002.04
Spitzig	Gerard	Plainclothes Police Constable	\$ 113,029.03	\$ 1,022.58
Quann	Dillon Joseph	Police Constable	\$ 113,016.70	\$ 972.02
Gough	Jeffrey Michael	Police Constable	\$ 113,016.64	\$ 321.62
Moffat	Anthony	Police Constable	\$ 113,007.62	\$ 975.62
Contant	Jason Arthur	Police Constable	\$ 112,999.00	\$ 981.89
D'Angelo	Giuseppe	Plainclothes Police Constable	\$ 112,997.07	\$ 1,022.58
Langille	David Theodore	Supervisor	\$ 112,990.23	\$ 285.45
Miller	Ryan Keneth	Detective	\$ 112,983.54	\$ 1,027.91
Martin	Anthony	Plainclothes Police Constable	\$ 112,981.04	\$ 1,022.58
Jardine	Nathan Francis	Police Constable	\$ 112,976.01	\$ 904.66
Brar	Gursharnjit Singh	Police Constable	\$ 112,974.66	\$ 981.89
Agnew	Robert	Senior Technical Analyst	\$ 112,964.41	\$ 379.60
Rawluk	Roy	Plainclothes Police Constable	\$ 112,956.38	\$ 1,022.58
Wylie	Christopher David	Plainclothes Police Constable	\$ 112,951.97	\$ 1,010.30
Antonaros	John	Plainclothes Police Constable	\$ 112,950.33	\$ 997.36
Balasubramaniam	Kowsihan	Plainclothes Police Constable	\$ 112,935.90	\$ 1,002.04
Yee	Ian	Training Constable	\$ 112,930.84	\$ 995.02
Pershin	Andrei Valeri	Plainclothes Police Constable	\$ 112,910.35	\$ 1,002.04
Crawford	Susan Patricia	Police Constable	\$ 112,903.49	\$ 981.89
Smith	Antoinette Charlene	Plainclothes Police Constable	\$ 112,898.94	\$ 1,012.70
Bachly	Christopher David	Detective	\$ 112,898.37	\$ 1,027.91
Tsaturyan	Vladyslav Rafikovych	Plainclothes Police Constable	\$ 112,890.23	\$ 993.85
Brennan	Andrew Michael	Police Constable	\$ 112,886.24	\$ 924.50
Maharaj	Bryan Sanjeev	Sergeant	\$ 112,877.90	\$ 1,027.91
McGovern	Paul John	Sergeant	\$ 112,870.69	\$ 1,027.91
Lucifora	Jeffrey Salvatore	Police Constable	\$ 112,868.33	\$ 1,003.42
Higgitt	Elisa	Sergeant	\$ 112,860.90	\$ 1,032.72
Khan	Farhanullah	Plainclothes Police Constable	\$ 112,845.47	\$ 977.64
Danson	Akira Nathaniel	Plainclothes Police Constable	\$ 112,841.33	\$ 971.62
Mackenzie	Matthew Aaron	Plainclothes Police Constable	\$ 112,838.64	\$ 1,002.04
Liu	Shuxin Tony	Senior Analyst	\$ 112,835.39	\$ 379.60
Saleh	Daniel	Police Constable	\$ 112,830.42	\$ 988.49
Noonan	Timothy John	Plainclothes Police Constable	\$ 112,822.25	\$ 1,022.58
McKeown	Lisa Dawn	Plainclothes Police Constable	\$ 112,805.56	\$ 1,012.70
Egeli	Enis	Police Constable	\$ 112,798.76	\$ 959.22
Han	Daniel	Police Constable	\$ 112,770.48	\$ 981.89
Tissawak	Elias	Police Constable	\$ 112,767.00	\$ 980.72
Walsh	Derek Andrew	Police Constable	\$ 112,755.57	\$ 981.89
Armstrong	Frederick Shane	Police Constable	\$ 112,752.06	\$ 982.67
Hung	Leslie Fan	Police Constable	\$ 112,713.28	\$ 981.89
Yarde	Ryan Anton	Police Constable	\$ 112,707.27	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Grewal	Narinderpal Singh	Police Constable	\$ 112,704.37	\$ 981.89
Bell	Daryl Edward	Plainclothes Police Constable	\$ 112,692.88	\$ 1,012.70
Berry	Joshua Michael	Plainclothes Police Constable	\$ 112,685.54	\$ 347.36
Mohammed	Riad Jinnah	Police Constable	\$ 112,685.54	\$ 972.02
White	Clayton Thomas	Plainclothes Police Constable	\$ 112,685.26	\$ 1,012.70
Knill	Christine	Plainclothes Police Constable	\$ 112,677.60	\$ 352.04
Bassett	Kurt Andrew	Police Constable	\$ 112,677.53	\$ 981.89
Shields	Gail Patricia	Police Constable	\$ 112,668.84	\$ 1,000.61
Roberts	Angela Patricia	Detective	\$ 112,661.94	\$ 1,027.91
Giannini	Antonio	Police Constable	\$ 112,622.22	\$ 316.89
Scherbey	Ronnie Mikeal	Plainclothes Police Constable	\$ 112,613.41	\$ 1,012.70
Noble	Dale Lloyd	Police Constable	\$ 112,603.57	\$ 971.62
Sword	Nicholas Jonathon	Plainclothes Police Constable	\$ 112,597.33	\$ 1,002.04
McCloyey	Sean Michael	Police Constable	\$ 112,589.58	\$ 1,000.61
Monk	Christopher Dwaine	Plainclothes Police Constable	\$ 112,584.11	\$ 997.36
Lyon	Richard Warwick	Sergeant	\$ 112,581.64	\$ 1,027.91
Chevalier	Robert John	Plainclothes Police Constable	\$ 112,578.41	\$ 1,000.48
Leary	Derek William	Training Constable	\$ 112,573.53	\$ 1,002.04
Hodgson	Scott Joseph	Police Constable	\$ 112,566.94	\$ 978.77
Mccabe	Mark Anthony	Police Constable	\$ 112,566.87	\$ 981.89
Bolton	Robert	Police Constable	\$ 112,560.70	\$ 315.42
Taylor	Kevin Dwight	Police Constable	\$ 112,552.65	\$ 981.89
Mccormick	Derek Alan	Plainclothes Police Constable	\$ 112,546.08	\$ 1,012.70
Rebello	Mark Andrew	Sergeant	\$ 112,541.00	\$ 1,027.91
Coffey	Charles James	Police Constable	\$ 112,529.35	\$ 981.89
Hugo	Tania	Police Constable	\$ 112,516.87	\$ 978.77
Garrow	Patrick John	Sergeant	\$ 112,514.54	\$ 1,027.91
Eliadis	Alexander	Training Constable	\$ 112,497.72	\$ 1,002.04
Hope	Heather Isobel	Police Constable	\$ 112,490.26	\$ 981.89
Lindale	Michael	Police Constable	\$ 112,485.06	\$ 1,000.61
Irwin	Stephen Vincent	Police Constable	\$ 112,479.45	\$ 971.62
Craig	Kevin Daniel	Plainclothes Police Constable	\$ 112,474.86	\$ 886.33
Folo	Dorian	Senior Human Resource Application Specialist	\$ 112,471.65	\$ 349.05
Tanguay	Michael Richard	Police Constable	\$ 112,467.73	\$ 971.62
Mineyko	Krzysztof Eustachy	Senior Analyst	\$ 112,463.91	\$ 379.60
Cornford	Christopher J	Training Constable	\$ 112,462.06	\$ 1,022.58
Sidhu	Vijay Singh	Police Constable	\$ 112,443.53	\$ 986.57
Shapiro	Sean Brent	Police Constable	\$ 112,403.22	\$ 965.42
Nussbaum-Voina	Viorica Ioan	Senior Analyst	\$ 112,399.42	\$ 379.60
Kovic	Victor James	Plainclothes Police Constable	\$ 112,393.04	\$ 1,002.04
Dorrington	Francis Justin	Police Constable	\$ 112,383.36	\$ 996.65
Ali	Asif Iftikhar	Sergeant	\$ 112,379.51	\$ 1,033.11
Dunning	Brian James	Police Constable	\$ 112,377.51	\$ 996.65
Hendry	Colin Robert	Police Constable	\$ 112,376.96	\$ 912.10
Mugford	Stephen Michael	Police Constable	\$ 112,375.01	\$ 987.83
Landry	Joel Christian	Plainclothes Police Constable	\$ 112,374.52	\$ 1,002.04
Ng	Philip	Police Constable	\$ 112,373.31	\$ 971.62
Schiavo	Ryan Denis	Police Constable	\$ 112,372.65	\$ 859.42
Rampersaud	David	Senior Analyst Information Technology	\$ 112,351.02	\$ 379.60
Warner	Elisabetta	Police Constable	\$ 112,342.28	\$ 1,000.61
Heard	Jason Mark	Police Constable	\$ 112,336.91	\$ 990.47
Featherstonhaugh	Jennifer Patricia	Plainclothes Police Constable	\$ 112,336.76	\$ 1,002.04
Bamji	Zubin Xerxes	Plainclothes Police Constable	\$ 112,328.39	\$ 1,002.04
Hogan	Timothy Merrick	Detective	\$ 112,322.77	\$ 1,027.91
Glowa	Jan Zbigniew	Police Constable	\$ 112,318.90	\$ 981.89
Nguyen	Daniel	Plainclothes Police Constable	\$ 112,318.15	\$ 978.50
Zvezd 'Onkin	Volodymyr	Police Constable	\$ 112,314.90	\$ 971.62
Tait	Adrian William	Police Constable	\$ 112,312.53	\$ 981.89
Boyd	Dale Peter	Plainclothes Police Constable	\$ 112,310.56	\$ 1,002.04
Boniface	Barkley George	Detective	\$ 112,310.42	\$ 1,027.91

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Patrick	Colin William	Police Constable	\$ 112,309.38	\$ 971.62
Warcop	Shannon Amella	Sergeant	\$ 112,307.91	\$ 1,027.91
Kay	Grant Michael	Plainclothes Police Constable	\$ 112,301.31	\$ 1,002.04
Lagat	Rommelito Manuel	Parking Enforcement Officer	\$ 112,293.57	\$ 880.88
Fadel	Mohamad	Police Constable	\$ 112,283.97	\$ 981.89
Gibson	Daryl Thomas	Police Constable	\$ 112,280.94	\$ 986.57
Dolghii	Ivan	Plainclothes Police Constable	\$ 112,280.68	\$ 996.95
Hoffman	Brian Geoffrey	Plainclothes Police Constable	\$ 112,275.58	\$ 994.16
Hodgert	Douglas	Police Constable	\$ 112,273.30	\$ 1,000.61
Polak	Brandon Victor	Police Constable	\$ 112,262.78	\$ 981.89
Fairclough	James Stephen	Sergeant	\$ 112,251.75	\$ 1,027.91
Mitakidis	Harals Steve	Training Constable	\$ 112,233.41	\$ 1,002.04
Komada	Marcin	Police Constable	\$ 112,214.64	\$ 978.77
Jaswal	Monish Singh	Police Constable	\$ 112,214.52	\$ 981.89
Bolco	Martha Ann	Senior Analyst	\$ 112,207.02	\$ 379.60
Ramirez	Marion Genevieve	Senior Analyst Information Technology	\$ 112,207.02	\$ 379.60
St Croix	Paula	Police Constable	\$ 112,206.48	\$ 1,000.61
Schulze	Frank Thomas	Police Constable	\$ 112,200.10	\$ 1,000.61
Strain	Garvan Augustine	Plainclothes Police Constable	\$ 112,193.03	\$ 1,002.04
Turnbull	James Nicholas	Police Constable	\$ 112,191.12	\$ 331.89
Hung	Allan Richard	Police Constable	\$ 112,185.39	\$ 971.62
Hillier	Jason Sabino	Sergeant	\$ 112,183.27	\$ 1,027.91
Shewchenko	Tamara Mae	Police Constable	\$ 112,176.78	\$ 995.88
Sullivan	Derek Anthony	Plainclothes Police Constable	\$ 112,173.62	\$ 1,007.08
O'Riordan	Wayne James	Detective	\$ 112,172.20	\$ 1,027.91
Apostolopoulos	Dimitrios	Police Constable	\$ 112,170.32	\$ 995.88
Stone	Christopher	Training Constable	\$ 112,167.23	\$ 1,022.58
Sconza	Fernando Giovanni	Police Constable	\$ 112,155.98	\$ 1,000.61
Mcveigh	Michael James	Sergeant	\$ 112,146.64	\$ 1,027.91
Rand	Richard Theodore	Plainclothes Police Constable	\$ 112,127.96	\$ 1,002.40
Grantham	Ian Scott	Plainclothes Police Constable	\$ 112,121.04	\$ 998.84
Achaibar	Richard Anthony	Plainclothes Police Constable	\$ 112,114.07	\$ 997.35
Proulx	Kevin Edward	Police Constable	\$ 112,112.65	\$ 981.89
Samaras	Nick	Police Constable	\$ 112,109.49	\$ 981.89
Aheer	Jagjit Kumar	Plainclothes Police Constable	\$ 112,108.52	\$ 975.92
Mendez	Ancile Hugh	Police Constable	\$ 112,101.33	\$ 981.89
Stewart	Patrick Alexander	Police Constable	\$ 112,096.90	\$ 981.89
Morrison	Melissa Mary	Plainclothes Police Constable	\$ 112,085.83	\$ 1,002.04
Macleod	Krystal Anne	Plainclothes Police Constable	\$ 112,068.06	\$ 1,002.04
Abkarian	Hovig	Police Constable	\$ 112,067.11	\$ 975.62
Gardner	Ronald Franklin	Sergeant	\$ 112,065.74	\$ 1,027.91
Burley	David Joseph	Plainclothes Police Constable	\$ 112,064.03	\$ 1,012.70
Trovato	Luigi Mose	Police Constable	\$ 112,055.26	\$ 990.47
Daoust	Michael-Lee Denis-Paul	Plainclothes Police Constable	\$ 112,051.27	\$ 1,002.04
Adams	Khary Azande	Plainclothes Police Constable	\$ 112,037.26	\$ 1,002.04
Hopkins	Jeffrey David	Detective	\$ 112,031.88	\$ 1,027.91
Poranganel	Mark Varkey	Plainclothes Police Constable	\$ 112,029.23	\$ 1,012.70
Lo Bianco	John Salvatore	Sergeant	\$ 112,027.90	\$ 1,027.91
Murray	Karen Patricia	Sergeant	\$ 112,018.31	\$ 1,027.91
Belligero	Giulia	Plainclothes Police Constable	\$ 112,016.77	\$ 993.85
Zhang	Jian	Plainclothes Police Constable	\$ 112,007.14	\$ 1,002.04
Vitale	Daniel Alexander	Police Constable	\$ 111,993.91	\$ 981.89
Leonard	Monika Joanna	Police Constable	\$ 111,985.41	\$ 971.62
Campoli	Adam Daniel	Police Constable	\$ 111,985.36	\$ 975.62
Knight	Julie	Plainclothes Police Constable	\$ 111,984.44	\$ 1,022.58
Vidinha	Pedro Henrique	Police Constable	\$ 111,982.05	\$ 971.62
Grier	Megan Lesley	Plainclothes Police Constable	\$ 111,981.83	\$ 1,002.04
Poh	Raymon Oei	Police Constable	\$ 111,970.86	\$ 972.02
Pargetter	Kevin James	Police Constable	\$ 111,970.68	\$ 981.89
Hunt	Christopher David	Plainclothes Police Constable	\$ 111,969.55	\$ 1,002.04

Appendix B				
Record of Employees' 2016 Salaries and Benefits - By Salary Paid				
Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Bernardo	Eduardo Madeiros	Training Constable	\$ 111,959.93	\$ 1,002.04
Ellis	Matthew Austin	Plainclothes Police Constable	\$ 111,957.59	\$ 983.65
Moran	Erick Odyr	Police Constable	\$ 111,956.43	\$ 972.02
Bogles	Louie Mark	Police Constable	\$ 111,935.58	\$ 981.89
Sohal	Raj	Police Constable	\$ 111,930.30	\$ 981.89
McLellan	Curtis Johnny	Police Constable	\$ 111,922.74	\$ 981.89
Dymond	Jeffrey William	Police Constable	\$ 111,921.18	\$ 971.62
Mccourt	Kevin	Plainclothes Police Constable	\$ 111,919.90	\$ 1,022.58
Nadeem	Sohail	Plainclothes Police Constable	\$ 111,913.72	\$ 984.93
Jonkman	Linda Cathrine	Plainclothes Police Constable	\$ 111,891.51	\$ 988.75
Platte	Patrick Frank	Police Constable	\$ 111,881.19	\$ 971.62
Greener	Kimberley Anne	Plainclothes Police Constable	\$ 111,862.06	\$ 1,022.11
Caron	Mary Helene	Plainclothes Police Constable	\$ 111,860.64	\$ 1,002.04
Getty	Sean Peter	Plainclothes Police Constable	\$ 111,858.78	\$ 978.50
Lynch	Erinn Andrea	Sergeant	\$ 111,854.58	\$ 1,027.91
Thrush	Sean Peter	Sergeant	\$ 111,844.76	\$ 1,027.91
Fisher	Jennifer Lyndsay	Plainclothes Police Constable	\$ 111,836.02	\$ 315.42
Richards	Sarah Ann	Police Constable	\$ 111,828.61	\$ 971.62
Steele	Matthew James	Police Constable	\$ 111,817.79	\$ 971.62
Chin	Mark Anthony	Plainclothes Police Constable	\$ 111,806.03	\$ 352.04
Hwang	Thomas Yung-Yih	Police Constable	\$ 111,804.12	\$ 981.89
James	Sean Allan	Police Constable	\$ 111,792.51	\$ 996.65
Leece	Gordon William	Sergeant	\$ 111,791.93	\$ 1,027.91
Done	Iulian	Police Constable	\$ 111,790.12	\$ 981.89
Tucker	Adriana Patricia	Plainclothes Police Constable	\$ 111,780.15	\$ 1,002.04
Moisseev	Iouri	Senior Technical Analyst	\$ 111,757.02	\$ 379.60
Bird	Paul Stewart	Police Constable	\$ 111,738.72	\$ 1,000.61
Fagu	Avinaash Prithipaul	Police Constable	\$ 111,728.31	\$ 649.12
Mieszkalski	Peter	Plainclothes Police Constable	\$ 111,722.66	\$ 1,022.58
Cheung	Nicky Tin-Fu	Plainclothes Police Constable	\$ 111,713.17	\$ 997.36
Masterman	Kevin George	Communications Coordinator	\$ 111,708.01	\$ 379.60
Tang	Henry	Police Constable	\$ 111,705.50	\$ 971.62
Wilson	Julie Therese	Sergeant	\$ 111,696.38	\$ 1,027.91
Franken	Michael Daniel	Police Constable	\$ 111,689.99	\$ 971.62
Preuthun	Adam Alexander	Police Constable	\$ 111,688.58	\$ 981.89
Webb	Kelli Denise	Police Constable	\$ 111,657.77	\$ 971.62
Moureau	Julie Soline	Police Constable	\$ 111,653.81	\$ 981.89
Ali	Farhan Imtiaz	Police Constable	\$ 111,653.46	\$ 975.62
Haynes	Christopher Sean	Plainclothes Police Constable	\$ 111,631.21	\$ 1,022.58
Wu	Hai Zhong	Senior Technical Analyst	\$ 111,607.02	\$ 379.60
Ellis	Geoffrey William	Sergeant	\$ 111,605.31	\$ 1,024.37
Taafe	William Arthur	Detective	\$ 111,605.22	\$ 1,027.91
Harris	David Anthony	Senior Analyst	\$ 111,600.27	\$ 379.60
Bergeron	Brian Roland	Sergeant	\$ 111,599.01	\$ 1,027.91
Bazilsky	Kenneth Peter	Training Constable	\$ 111,590.86	\$ 1,002.04
Paraskevopoulos	Stephanie Erica	Detective	\$ 111,575.63	\$ 1,027.91
Tomei	Anthony Michael	Police Constable	\$ 111,566.23	\$ 978.77
Gomes	Justin David	Police Constable	\$ 111,563.94	\$ 995.88
O'Brien	Colin Daniel	Police Constable	\$ 111,553.90	\$ 981.89
Alexakis	Christos	Police Constable	\$ 111,533.39	\$ 975.62
Tran	Dinh Minh	Plainclothes Police Constable	\$ 111,527.62	\$ 352.04
Hannah	Mark	Police Constable	\$ 111,520.38	\$ 1,000.61
Parker	Ian Christopher	Police Constable	\$ 111,508.78	\$ 986.57
Benson	Rodney Wellon	Plainclothes Police Constable	\$ 111,508.33	\$ 1,004.14
Heffernan	Sean Patrick	Police Constable	\$ 111,508.02	\$ 971.62
Soucy	Paul	Plainclothes Police Constable	\$ 111,507.20	\$ 1,002.04
Daly	Roland Gary	Police Constable	\$ 111,504.86	\$ 976.42
Regnier	Paul Stephen	Plainclothes Police Constable	\$ 111,502.12	\$ 977.64
Wootton	Ryan Peter	Plainclothes Police Constable	\$ 111,502.12	\$ 1,002.04
Mcparland	Shannon Marie	Plainclothes Police Constable	\$ 111,499.45	\$ 1,002.04

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Manson-Hing	Stephen Michael	Police Constable	\$ 111,493.53	\$ 971.62
Mason	Andrew Scott	Police Constable	\$ 111,491.41	\$ 911.26
Tobin	Jacqueline Madeline	Police Constable	\$ 111,479.99	\$ 981.89
Sham	Jonathan Ian	Plainclothes Police Constable	\$ 111,456.94	\$ 1,002.04
Brooks	Jordan	Police Constable	\$ 111,444.69	\$ 809.62
Micallef	Mark Anthony	Police Constable	\$ 111,442.00	\$ 971.62
De Lima	David Noel	Police Constable	\$ 111,439.75	\$ 971.62
Surcon	Scott Andrew	Plainclothes Police Constable	\$ 111,428.85	\$ 1,002.04
Barrett	Laurence George	Police Constable	\$ 111,426.70	\$ 1,000.61
Mathews	Brant	Plainclothes Police Constable	\$ 111,422.86	\$ 1,012.70
Pak	Andrew Jin-Ho	Police Constable	\$ 111,421.25	\$ 981.89
Kehler	Jason Wade	Police Constable	\$ 111,416.11	\$ 990.47
Forsyth	Connie	Police Constable	\$ 111,414.08	\$ 983.87
Proctor	Kelly Sean	Police Constable	\$ 111,409.47	\$ 981.89
Stratton	Kenneth David	Police Constable	\$ 111,406.92	\$ 981.89
Gales	Wendy	Detective	\$ 111,384.11	\$ 412.50
Perilli	Joseph Lee	Plainclothes Police Constable	\$ 111,372.35	\$ 988.75
Sukhram	Brian	Plainclothes Police Constable	\$ 111,371.19	\$ 974.20
Dhingra	Rajeev	Police Constable	\$ 111,370.58	\$ 981.89
Anderson	Gareth Alperre	Police Constable	\$ 111,360.71	\$ 978.77
Johnston	Wendy Elizabeth	Sergeant	\$ 111,349.10	\$ 427.91
Otten	Edward Marcel	Police Constable	\$ 111,346.21	\$ 981.89
Zimmer	Lesley Anne	Detective	\$ 111,325.38	\$ 1,027.91
Pitcher	David Charles	Plainclothes Police Constable	\$ 111,321.87	\$ 1,007.60
Young	Paul Eliot	Police Constable	\$ 111,321.21	\$ 981.89
Braund	James Raymond	Plainclothes Police Constable	\$ 111,318.22	\$ 1,002.04
Feltmate	Marlowe Lucien	Plainclothes Police Constable	\$ 111,314.00	\$ 988.75
Ashton	Michael Edward	Police Constable	\$ 111,309.64	\$ 995.88
Banyaem	Santi	Police Constable	\$ 111,303.96	\$ 981.89
Jheeta	Jasvinder Singh	Police Constable	\$ 111,293.63	\$ 981.89
Pollard	Kristine Rian	Plainclothes Police Constable	\$ 111,283.51	\$ 1,002.04
Robertson	Sarah Bethany	Police Constable	\$ 111,282.74	\$ 900.94
Edward	Glenn Raymond	Sergeant	\$ 111,279.19	\$ 1,027.91
Couto	Diana Rodrigues	Detective	\$ 111,265.41	\$ 377.91
Saris	Matthew Theodore	Police Constable	\$ 111,257.50	\$ 917.06
Greto	Alessandro Giuseppe	Police Constable	\$ 111,249.16	\$ 1,000.49
Sommer	Thomas Anton	Police Constable	\$ 111,235.75	\$ 981.89
Guy	Darryl George	Plainclothes Police Constable	\$ 111,233.69	\$ 1,002.04
Mcdermott	Euan	Police Constable	\$ 111,233.25	\$ 981.89
Cameron	Neil Robert	Training Constable	\$ 111,220.61	\$ 1,002.04
Woudenberg	Hetty Johana	Police Constable	\$ 111,213.47	\$ 981.89
Lee	James	Police Constable	\$ 111,208.24	\$ 971.62
Morrison	Steven Christopher	Police Constable	\$ 111,206.82	\$ 981.89
Groskopf	Aaron Ross	Police Constable	\$ 111,201.44	\$ 981.89
Gilvesy	Adrienne Laura	Police Constable	\$ 111,200.57	\$ 971.62
Dorrington	Laurie Donna	Police Constable	\$ 111,195.26	\$ 1,001.82
Hughson	Reginald Guy	Police Constable	\$ 111,172.89	\$ 1,000.61
Grant	Kevin	Plainclothes Police Constable	\$ 111,171.28	\$ 1,022.58
Mc Master	Christopherryan	Police Constable	\$ 111,157.50	\$ 971.62
Kapoor	Amritpal Singh	Police Constable	\$ 111,156.79	\$ 912.10
Platte	Charlene Gina	Police Constable	\$ 111,155.71	\$ 972.02
Martin	Kelly	Police Constable	\$ 111,152.81	\$ 1,000.61
Rim	Chris	Plainclothes Police Constable	\$ 111,137.21	\$ 1,002.04
Rolland	Shane Joseph	Police Constable	\$ 111,131.26	\$ 981.89
McFarquhar	Craig James	Detective	\$ 111,125.47	\$ 1,027.91
Scott	Dwayne	Plainclothes Police Constable	\$ 111,113.49	\$ 1,022.58
Musial	Bartosz Pawel	Police Constable	\$ 111,109.77	\$ 981.89
Le	Nam-Nhat	Police Constable	\$ 111,102.08	\$ 990.47
Gowan	Todd John	Detective	\$ 111,096.90	\$ 1,027.91
Rogers	Michael Lee	Detective	\$ 111,092.47	\$ 1,029.02

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Bedard	Nicole Paulette	Police Constable	\$ 111,090.67	\$ 990.47
Peplinski	Eugene Silas	Police Constable	\$ 111,087.94	\$ 971.62
Vadivelu	Krishnamoorthy	Plainclothes Police Constable	\$ 111,063.79	\$ 1,002.04
Gilchrist	Nolan William	Training Constable	\$ 111,062.25	\$ 1,002.04
Spence	Michael John	Police Constable	\$ 111,060.99	\$ 981.89
Aiken	John David	Police Constable	\$ 111,056.14	\$ 990.47
Pourghazi	Aydin	Police Constable	\$ 111,047.52	\$ 972.02
Lum-Walker	Michael Tyler	Police Constable	\$ 111,046.33	\$ 904.66
Melanson	James Allen	Senior Operations Supervisor	\$ 111,044.03	\$ 1,056.64
Beard	Benjamin James	Plainclothes Police Constable	\$ 111,031.92	\$ 1,002.04
Khawaja	Suhail Rashid	Police Constable	\$ 111,011.72	\$ 981.89
Upton	Peter Alexander	Plainclothes Police Constable	\$ 111,010.05	\$ 998.92
Rinkoff	Lee Adam	Police Constable	\$ 111,009.08	\$ 981.89
Milic	Dany	Police Constable	\$ 111,002.53	\$ 1,000.61
Cavanagh	David Jeffrey	Plainclothes Police Constable	\$ 110,991.39	\$ 1,012.70
Smith	Bryan Michael	Police Constable	\$ 110,975.61	\$ 995.11
Birrell	John Thomas	Plainclothes Police Constable	\$ 110,974.44	\$ 1,022.58
Flowers	Thomas Pryce	Training Constable	\$ 110,971.49	\$ 1,012.70
Heughan	Donald	Plainclothes Police Constable	\$ 110,964.04	\$ 1,022.58
Baker	Richard James	Detective	\$ 110,947.53	\$ 377.91
Ahn	Hyo Joon	Police Constable	\$ 110,946.30	\$ 975.62
Kennedy	Dorna Tresia	Police Constable	\$ 110,944.68	\$ 981.89
Pate	Andrew William	Plainclothes Police Constable	\$ 110,932.87	\$ 993.85
Oliveira	Gilberto Vieira	Police Constable	\$ 110,931.76	\$ 924.50
Dempster	Jonathan Nicholas	Plainclothes Police Constable	\$ 110,930.17	\$ 993.85
Ajazi	Sofakli	Police Constable	\$ 110,928.76	\$ 981.89
Mcgowan	Monica	Plainclothes Police Constable	\$ 110,921.20	\$ 1,022.58
Andrews	Sarah Lynn	Detective	\$ 110,895.17	\$ 1,027.91
Chung	Rodcliff Rodger	Sergeant	\$ 110,874.52	\$ 377.91
Romeral	Matt Ian	Police Constable	\$ 110,867.77	\$ 972.02
Streng	Michael Anthony	Detective	\$ 110,866.47	\$ 377.91
Webb	Neil Anthony	Police Constable	\$ 110,863.76	\$ 917.06
Coughlan	Robert	Police Constable	\$ 110,859.77	\$ 981.89
Mills	Paul Terrance	Plainclothes Police Constable	\$ 110,858.96	\$ 1,012.70
Matheson	David	Plainclothes Police Constable	\$ 110,854.24	\$ 1,022.58
Tiller	Jacqueline Errinn	Communications Operator	\$ 110,847.17	\$ 936.13
Wells	David Archer	Police Constable	\$ 110,836.12	\$ 981.89
Thompson	Peter	Police Constable	\$ 110,830.93	\$ 971.62
Bellec	Francois Marie	Police Constable	\$ 110,822.71	\$ 981.89
Caunter	Benjaminthomas	Police Constable	\$ 110,812.66	\$ 981.89
Kovacevic	Martina	Police Constable	\$ 110,792.75	\$ 904.66
Keeler	Christopher Thomas	Plainclothes Police Constable	\$ 110,788.31	\$ 1,022.58
Tanouye	Stevan Tosh	Police Constable	\$ 110,771.73	\$ 981.89
Fernandes	Michael	Plainclothes Police Constable	\$ 110,744.32	\$ 372.58
Lodhi	Mir Minhajuddin	Police Constable	\$ 110,715.76	\$ 990.47
Smith	Nicholas Steven	Plainclothes Police Constable	\$ 110,713.30	\$ 977.64
Mutis	Dawn	Plainclothes Police Constable	\$ 110,680.09	\$ 1,022.58
Magee	Bryan Gerald	Police Constable	\$ 110,676.32	\$ 985.01
Dyke	Adrian Warren	Police Constable	\$ 110,661.32	\$ 971.62
Dulatas	Jose Job	Police Constable	\$ 110,655.24	\$ 986.57
Wright	Adam Edward	Police Constable	\$ 110,644.52	\$ 971.62
Khoundu	Jatinder Kaur	Police Constable	\$ 110,642.86	\$ 975.62
Jackson	Wesley Donald	Police Constable	\$ 110,633.40	\$ 971.62
Lever	Bryce Sterling	Police Constable	\$ 110,631.69	\$ 981.89
Dunbar	Everett Clair	Police Constable	\$ 110,629.55	\$ 981.89
Johns	Mark Douglas	Plainclothes Police Constable	\$ 110,626.41	\$ 1,002.04
Warner	Christine	Plainclothes Police Constable	\$ 110,613.31	\$ 1,022.58
Lawlor	William	Police Constable	\$ 110,610.10	\$ 1,000.61
Mcconachie	Steven Leonard	Police Constable	\$ 110,603.25	\$ 981.89
Harvey	Horace Nathaniel	Plainclothes Police Constable	\$ 110,602.58	\$ 1,002.04

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Silva	Goncalo Nuno	Police Constable	\$ 110,586.04	\$ 981.89
Gray	Jeremy Carmen	Plainclothes Police Constable	\$ 110,584.07	\$ 1,002.04
Zimmermann	Eric	Plainclothes Police Constable	\$ 110,565.03	\$ 291.86
Lee	Jason Michael	Police Constable	\$ 110,564.32	\$ 971.62
Lobsinger	Zachary Daniel	Police Constable	\$ 110,563.65	\$ 904.66
Mcdonald	Matthew Peter	Plainclothes Police Constable	\$ 110,561.20	\$ 1,002.04
Holland	Mark Lewis	Plainclothes Police Constable	\$ 110,553.07	\$ 1,002.04
Lamb	Michael Ambrose	Police Constable	\$ 110,550.96	\$ 971.62
Saini	Prekshat	Police Constable	\$ 110,547.92	\$ 981.89
Lim	Dongdave	Police Constable	\$ 110,540.49	\$ 986.57
Neadles	William Andrew	Police Constable	\$ 110,535.36	\$ 971.62
Cave	Randal Delbert	Police Constable	\$ 110,515.73	\$ 1,000.61
Chin	Adrian Carey	Plainclothes Police Constable	\$ 110,505.40	\$ 1,002.04
Elo	Douglas Allan	Police Constable	\$ 110,499.32	\$ 981.89
Boyd	Phillip Kelsey	Plainclothes Police Constable	\$ 110,498.38	\$ 1,002.04
Rodgers	Angela Dawn	Police Constable	\$ 110,498.03	\$ 981.89
Hantzaridis	Themistoklis	Police Constable	\$ 110,495.48	\$ 981.89
Policelli	Tanya	Plainclothes Police Constable	\$ 110,491.16	\$ 1,022.58
Bremner	James	Training Constable	\$ 110,481.00	\$ 1,022.58
Ramsay	Michael Todd	Police Constable	\$ 110,478.20	\$ 981.89
Tulli	Kevin William	Plainclothes Police Constable	\$ 110,474.08	\$ 1,002.04
Atkinson	Graham Stephen	Plainclothes Police Constable	\$ 110,472.38	\$ 1,012.70
D'Abreo	Oliver	Police Constable	\$ 110,460.50	\$ 975.62
Wester	Benjamin John	Police Constable	\$ 110,457.40	\$ 986.57
Mccue	Todd Douglas	Plainclothes Police Constable	\$ 110,453.58	\$ 997.36
Glennie	Evan Penner	Police Constable	\$ 110,453.56	\$ 904.66
Wiseman	Trent Pleaman	Police Constable	\$ 110,445.58	\$ 981.89
Alley	Nicholas David	Police Constable	\$ 110,436.16	\$ 991.25
Miller	William Peter	Supervisor	\$ 110,401.76	\$ 323.31
Pickering	Stephen	Plainclothes Police Constable	\$ 110,376.08	\$ 1,022.58
Petrakis	Michael	Police Constable	\$ 110,370.38	\$ 981.89
Kellar	Brian Murray	Police Constable	\$ 110,369.97	\$ 981.89
Law	Chun-Wing William	Plainclothes Police Constable	\$ 110,366.84	\$ 1,002.04
Freeman	Eric Michael	Police Constable	\$ 110,351.57	\$ 981.89
Kluczewski	Kamil	Training Constable	\$ 110,351.50	\$ 1,000.48
Gill	Dalbinder Singh	Police Constable	\$ 110,346.81	\$ 990.47
Sikorski	Peter	Police Constable	\$ 110,338.70	\$ 917.06
Dolenc	Brenda Lynn	Police Constable	\$ 110,334.90	\$ 971.62
Brideau	Rene Alyre	Plainclothes Police Constable	\$ 110,330.63	\$ 1,002.04
Macgregor	Gary William	Communications Operations Supervisor	\$ 110,329.29	\$ 979.42
Larmer	Jason Rae	Plainclothes Police Constable	\$ 110,317.03	\$ 1,011.85
Harrison	Michael Anthony	Supervisor	\$ 110,316.62	\$ 933.40
Easter	Peter	Police Constable	\$ 110,294.69	\$ 1,000.61
Spencer	Jason Allan	Plainclothes Police Constable	\$ 110,285.32	\$ 1,002.04
So	Christopher Stuart	Plainclothes Police Constable	\$ 110,281.75	\$ 1,012.70
Soffe	Derek Jason	Police Constable	\$ 110,276.95	\$ 981.89
Reid	Gordon Brian	Police Constable	\$ 110,254.49	\$ 1,000.61
Harasymuk	Betty Marie	Coordinator Chief's Office	\$ 110,247.45	\$ 310.28
Piche	Paula	Police Constable	\$ 110,245.71	\$ 1,005.59
Zafiriadis	Ifigenia	Communications Operations Supervisor	\$ 110,242.03	\$ 329.42
Campbell	Mark Alexander	Police Constable	\$ 110,235.21	\$ 631.89
Hollingshead	Richard Warren	Police Constable	\$ 110,224.52	\$ 1,000.61
Sattler	Francis Matthew	Plainclothes Police Constable	\$ 110,219.77	\$ 1,002.04
Brown	Jeremy Eric	Plainclothes Police Constable	\$ 110,200.07	\$ 502.04
De Guerra	Vijay John	Police Constable	\$ 110,197.47	\$ 971.62
Hawkins	Hilary Laurene	Plainclothes Police Constable	\$ 110,194.52	\$ 352.04
Yung	Stephen Kienmun	Training Constable	\$ 110,193.68	\$ 1,000.48
Lewis	Marcel	Police Constable	\$ 110,179.00	\$ 981.89
Bockus	Cory	Superintendent	\$ 110,175.69	\$ 3,397.28
Espino	Nilo Anthony	Police Constable	\$ 110,172.55	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Ryan	Lyndsey Michelle	Plainclothes Police Constable	\$ 110,151.96	\$ 977.64
Truong	Tri Can	Police Constable	\$ 110,145.92	\$ 975.62
Essert	Justin Alexander	Plainclothes Police Constable	\$ 110,139.14	\$ 1,002.04
Howlett	Wayne	Plainclothes Police Constable	\$ 110,137.92	\$ 1,022.58
Huber	Simone Gabrielle	Plainclothes Police Constable	\$ 110,130.95	\$ 362.70
Morel	Daniel	Police Constable	\$ 110,123.65	\$ 971.62
Katschilo	James Alan	Police Constable	\$ 110,122.03	\$ 971.62
Karkoulas	Trevor Daniel	Plainclothes Police Constable	\$ 110,121.85	\$ 1,002.04
Nickson	Michael James	Police Constable	\$ 110,121.53	\$ 986.57
Noto	Diana	Plainclothes Police Constable	\$ 110,120.47	\$ 1,002.04
Inniss	Dennis Kevin	Police Constable	\$ 110,109.18	\$ 981.89
Steel	Tyler Franklin	Police Constable	\$ 110,100.78	\$ 996.18
Campese	Michelle Angela	Police Constable	\$ 110,098.38	\$ 981.89
Whitley	Paul William	Plainclothes Police Constable	\$ 110,093.20	\$ 1,002.04
Hodgson	Frederick Alvin	Police Constable	\$ 110,092.76	\$ 981.89
Hutchings	Christopher Maxwell	Police Constable	\$ 110,084.01	\$ 1,005.82
Yin	Ya-Wen	Police Constable	\$ 110,069.87	\$ 981.89
Wiseman	Michael Douglas	Plainclothes Police Constable	\$ 110,056.04	\$ 1,002.04
Mccullough	Alan	Police Constable	\$ 110,053.25	\$ 981.89
Maranan	Kelvin Vallon	Police Constable	\$ 110,049.39	\$ 981.89
Watton	Anita Victoria	Police Constable	\$ 110,031.07	\$ 981.89
Molyneaux	Curtis Michael	Training Constable	\$ 110,025.88	\$ 1,007.50
Nguyen	Quoc Hoa-Khanh	Training Constable	\$ 110,023.39	\$ 1,002.04
Muirhead	James Andrew	Police Constable	\$ 110,019.93	\$ 981.89
Rodriguez	Jeremiah Eric	Police Constable	\$ 110,017.21	\$ 981.89
Zych	Stefan	Police Constable	\$ 110,015.98	\$ 1,000.61
Waddell	Lancelot Albert	Police Constable	\$ 110,014.74	\$ 981.89
D'Alessandro	Donald	Senior Programmer	\$ 109,991.27	\$ 304.52
Swift	Gregory Scott	Police Constable	\$ 109,989.61	\$ 981.89
Appleby	David James	Armourer	\$ 109,973.60	\$ 971.62
Kelly	Michael Rory	Police Constable	\$ 109,963.53	\$ 981.89
Bryan	Charlotte Ann	Plainclothes Police Constable	\$ 109,962.69	\$ 1,002.04
Babin	Scott Jason	Police Constable	\$ 109,962.01	\$ 352.04
Lawrence	Gavin Sylvester	Police Constable	\$ 109,910.40	\$ 971.62
Brooker	Elisa Jane	Plainclothes Police Constable	\$ 109,903.75	\$ 372.58
Goguen	John Lewis	Police Constable	\$ 109,884.22	\$ 1,000.61
Strachan	Kerry Frances	Training Constable	\$ 109,871.27	\$ 1,002.04
Darnley	Steven William	Plainclothes Police Constable	\$ 109,868.18	\$ 1,002.04
Warrington	Bryan Edward	Police Constable	\$ 109,856.78	\$ 971.62
Paglia	Giancarlo	Plainclothes Police Constable	\$ 109,806.01	\$ 1,002.04
Tanner	Clayton James	Police Constable	\$ 109,784.12	\$ 986.57
Ulfat	Ahsan Ullah	Police Constable	\$ 109,782.25	\$ 986.57
Mac Naughton	Mary Verna	Plainclothes Police Constable	\$ 109,778.96	\$ 993.85
Younger	Chad Andrew	Plainclothes Police Constable	\$ 109,778.42	\$ 1,002.04
Kirkwood	Jennifer Lynn	Police Constable	\$ 109,772.10	\$ 981.89
Fitzsimmons	Daniel James	Plainclothes Police Constable	\$ 109,765.90	\$ 987.28
Sanguinetti	Michael Joseph	Police Constable	\$ 109,763.49	\$ 975.62
Gigante	Jennifer	Communications Operator	\$ 109,752.97	\$ 936.13
Grondin	Scott William	Plainclothes Police Constable	\$ 109,737.06	\$ 1,002.04
Brunato	Riccardo	Police Constable	\$ 109,736.24	\$ 1,022.58
Wesley	Jeffrey	Police Constable	\$ 109,730.40	\$ 981.89
Jiri	George	Police Constable	\$ 109,729.36	\$ 981.89
Gutter	Cornelius Timothy	Plainclothes Police Constable	\$ 109,719.66	\$ 1,012.70
Vlach	Eric	Training Constable	\$ 109,717.51	\$ 1,022.58
Hayre	Harman Singh	Police Constable	\$ 109,700.81	\$ 981.89
Thomas	Bryan Keith	Police Constable	\$ 109,680.56	\$ 981.89
Dabu	Jose Paulino	Police Constable	\$ 109,677.08	\$ 981.89
Winfield	Richard	Plainclothes Police Constable	\$ 109,670.47	\$ 372.58
Poole	Candice Jennifer	Plainclothes Police Constable	\$ 109,653.89	\$ 1,002.04
Arbus	Paul William	Plainclothes Police Constable	\$ 109,642.39	\$ 352.04

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Patching	Andrea	Plainclothes Police Constable	\$ 109,636.14	\$ 1,022.58
Cooper	Richard	Police Constable	\$ 109,632.68	\$ 990.47
Bhardwaj	Ella Elizabeth	Plainclothes Police Constable	\$ 109,618.61	\$ 1,002.04
Donaldson	David John	Police Constable	\$ 109,598.54	\$ 990.79
Samson	Meghann Florence	Plainclothes Police Constable	\$ 109,598.11	\$ 993.85
Mcintyre	Ryan Douglas	Plainclothes Police Constable	\$ 109,597.87	\$ 1,002.04
Moore	Kevin Robert	Police Constable	\$ 109,594.92	\$ 981.89
Kwok	Vincent Kar	Senior Customer Service Representative	\$ 109,585.51	\$ 349.05
Ghotbi	Farzad	Police Constable	\$ 109,581.49	\$ 981.89
Stavrakis	Micheal	Training Constable	\$ 109,565.02	\$ 1,012.70
Symss	Shane Robert	Police Constable	\$ 109,556.62	\$ 340.47
De Lugt	Mark	Police Constable	\$ 109,552.46	\$ 1,000.61
Teeft	Nadine Alice	Plainclothes Police Constable	\$ 109,533.86	\$ 1,022.58
Deabreu	Gregory John	Police Constable	\$ 109,531.22	\$ 981.89
Macleod	Ewan Lawria	Police Constable	\$ 109,527.94	\$ 981.89
Tristao	Andrea Silveira	Police Constable	\$ 109,507.05	\$ 981.89
Tenn	Solomon Richard	Police Constable	\$ 109,502.18	\$ 971.62
Garbutt	Todd	Police Constable	\$ 109,501.73	\$ 1,000.61
Lefort	Kenton William	Training Constable	\$ 109,483.93	\$ 1,002.04
Van Der Krabben	Steven John	Police Constable	\$ 109,481.28	\$ 986.57
Bhogal	Jagdeep Singh	Police Constable	\$ 109,467.42	\$ 975.62
Guthrie	Janice	Plainclothes Police Constable	\$ 109,466.68	\$ 372.58
Piraisoody	Balakumaran	Police Constable	\$ 109,456.26	\$ 972.02
Almeida	Antonio Jose	Police Constable	\$ 109,453.40	\$ 981.89
Downing	Thomas	Police Constable	\$ 109,452.26	\$ 1,000.61
Petrakis	Kyriakos	Plainclothes Police Constable	\$ 109,451.55	\$ 988.75
Oliveira	Dora Cristina	Police Constable	\$ 109,447.96	\$ 988.13
Ross	William	Police Constable	\$ 109,444.46	\$ 1,000.61
Vidot	Russell Norbert	Plainclothes Police Constable	\$ 109,441.15	\$ 998.92
Zeljko	Edin	Police Constable	\$ 109,435.00	\$ 981.89
Fallis	Robert	Plainclothes Police Constable	\$ 109,431.48	\$ 1,022.58
Araujo	Percy	Police Constable	\$ 109,429.85	\$ 981.89
Townshend	Christopher Andrew	Police Constable	\$ 109,426.37	\$ 986.57
Watson	Ian Andrew	Police Constable	\$ 109,423.89	\$ 981.89
Garganis	Angelo	Police Constable	\$ 109,423.71	\$ 981.89
Garcia	Nandino	Plainclothes Police Constable	\$ 109,423.43	\$ 993.85
Arcand	Brian Christopher	Plainclothes Police Constable	\$ 109,413.55	\$ 686.64
Gidari	Joseph	Police Constable	\$ 109,404.12	\$ 990.47
Manzke	Mike	Police Constable	\$ 109,400.71	\$ 981.89
Mnushkin	Sergey Afroyim	Police Constable	\$ 109,400.20	\$ 981.89
Grewal	Amanpreet Singh	Police Constable	\$ 109,397.51	\$ 981.89
Siddiqui	Mohammed Shakeel	Police Constable	\$ 109,396.11	\$ 956.74
Lukings	Justin Andrew	Police Constable	\$ 109,371.59	\$ 1,001.27
Mota	Danny Labao	Police Constable	\$ 109,344.95	\$ 981.89
Morash	Deborah M	Plainclothes Police Constable	\$ 109,303.65	\$ 1,022.58
Reeve	Brandon Alexander	Plainclothes Police Constable	\$ 109,301.45	\$ 1,002.04
Hung	Jeffrey	Plainclothes Police Constable	\$ 109,290.86	\$ 1,002.04
Chilvers	Amanda Danielle	Plainclothes Police Constable	\$ 109,265.99	\$ 1,002.04
Grellette	Carl Anthony	Police Constable	\$ 109,262.24	\$ 981.89
Nelson	Melissa Anne	Police Constable	\$ 109,247.17	\$ 981.89
Levesque	Jason Mathew	Police Constable	\$ 109,239.83	\$ 981.89
Dominelli	Vittorio Salvatore	Police Constable	\$ 109,238.66	\$ 981.89
Witt	Katarzyna Maria	Police Constable	\$ 109,229.08	\$ 971.62
Smith	Aaron Andrew	Plainclothes Police Constable	\$ 109,228.13	\$ 1,002.04
Wright	Gary	Plainclothes Police Constable	\$ 109,225.74	\$ 1,022.58
Fleckeisen	Iris	Plainclothes Police Constable	\$ 109,225.04	\$ 1,022.58
Sklar	Nickolas	Plainclothes Police Constable	\$ 109,224.69	\$ 1,022.58
Bruce	Pamela	Training Constable	\$ 109,224.24	\$ 1,022.58
Parrish	Scott	Plainclothes Police Constable	\$ 109,223.64	\$ 1,022.58
Bulmer	Warren James	Plainclothes Police Constable	\$ 109,222.59	\$ 372.58

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Berezowsky	Robert Nestor	Plainclothes Police Constable	\$ 109,222.24	\$ 1,022.58
Bertucca	Kimberly	Plainclothes Police Constable	\$ 109,222.24	\$ 1,022.58
Jarvis	Elan	Plainclothes Police Constable	\$ 109,222.24	\$ 372.58
Bohn	Eric James	Training Constable	\$ 109,219.44	\$ 1,022.58
Gilchrist	Laoigseac	Plainclothes Police Constable	\$ 109,219.44	\$ 372.58
Gillham	Shane Robert	Plainclothes Police Constable	\$ 109,219.44	\$ 1,022.58
Gotha	Henry Charles	Plainclothes Police Constable	\$ 109,219.44	\$ 372.58
Gouveia	Dereck Francis	Plainclothes Police Constable	\$ 109,219.44	\$ 1,022.58
Krawczyk	Michelle Marlaine	Training Constable	\$ 109,219.44	\$ 922.58
Orchard	Ian Duncan	Plainclothes Police Constable	\$ 109,219.44	\$ 372.58
Ma	Derek	Police Constable	\$ 109,210.05	\$ 975.62
Keveza	Russell Daniel	Police Constable	\$ 109,209.58	\$ 975.62
Birtles	Stephen	Police Constable	\$ 109,208.62	\$ 1,000.61
De Angelis	Mary-Gina	Police Constable	\$ 109,206.69	\$ 971.62
Gabriel	Matthew Thomas	Police Constable	\$ 109,203.10	\$ 981.89
Draheim	Rodney Alfred-Werner	Police Constable	\$ 109,200.85	\$ 990.47
Donnelly	Barry Christopher	Plainclothes Police Constable	\$ 109,195.18	\$ 1,002.04
Allread	Suzanne Lorraine	Police Constable	\$ 109,182.88	\$ 990.47
Mcarthur	James Patrick	Plainclothes Police Constable	\$ 109,172.41	\$ 993.85
Cassidy	Christopher Ryan	Police Constable	\$ 109,164.01	\$ 971.62
Crawford	Jason Richard	Plainclothes Police Constable	\$ 109,150.53	\$ 999.48
Taylor	Michael Kenneth	Plainclothes Police Constable	\$ 109,148.68	\$ 1,002.04
Carter	Shawn Christopher	Police Constable	\$ 109,148.62	\$ 971.62
Bozzer	Andrew Dennis	Training Constable	\$ 109,144.79	\$ 1,002.04
Roberts	Natasha Cecilia	Police Constable	\$ 109,135.33	\$ 971.62
Girardi	Nancy Lynne	Plainclothes Police Constable	\$ 109,129.60	\$ 1,010.30
Joseph	Ronald Rajesh	Police Constable	\$ 109,125.71	\$ 975.62
Ebrahim	Riaz Ahmed	Police Constable	\$ 109,120.45	\$ 981.89
Sandberg	Rise Anne	Senior Operations Supervisor	\$ 109,118.82	\$ 361.99
Mckinnon	Darryl Lloyd	Police Constable	\$ 109,117.85	\$ 975.62
Hyde	Eaton Paul	Locational Administrator	\$ 109,110.83	\$ 329.42
Helbert	Kenneth Paul	Police Constable	\$ 109,108.70	\$ 1,000.61
Leano	Alexander Thomas	Police Constable	\$ 109,104.91	\$ 981.89
Frendo-Jones	Mark Edward	Plainclothes Police Constable	\$ 109,098.75	\$ 986.51
Kouroudis	George	Police Constable	\$ 109,091.23	\$ 988.49
Munro	Ryan Christopher	Police Constable	\$ 109,074.49	\$ 972.02
Kennedy	Mark David	Plainclothes Police Constable	\$ 109,070.79	\$ 987.28
Fleming	Christopher Paul	Police Constable	\$ 109,068.09	\$ 896.82
Baker	Richard Timothy	Police Constable	\$ 109,028.23	\$ 1,000.61
Ho	Joseph Choa	Police Constable	\$ 109,026.87	\$ 990.47
Broadhagen	Timothy Walter	Plainclothes Police Constable	\$ 109,025.92	\$ 1,002.04
Mastracci	Paola	Police Constable	\$ 109,025.49	\$ 1,007.72
Buccieri	Felice	Police Constable	\$ 109,017.98	\$ 973.22
Nalon	Tamara Darlene	Senior Operations Supervisor	\$ 109,014.21	\$ 1,011.99
Oh	Hyuk Jo	Police Constable	\$ 109,014.03	\$ 971.62
Lukas	Kelly Elizabeth	Plainclothes Police Constable	\$ 109,005.93	\$ 993.85
D'Ornellas	Mark Christopher	Plainclothes Police Constable	\$ 109,000.36	\$ 1,012.70
Manota	Raman Romi	Police Constable	\$ 108,991.84	\$ 995.88
Begin	Marcel Armand	Plainclothes Police Constable	\$ 108,979.67	\$ 1,021.54
Ryckman	Kenneth Wayne	Plainclothes Police Constable	\$ 108,976.42	\$ 1,002.04
Hicks	Joey Reuben	Training Constable	\$ 108,969.19	\$ 988.75
La Borde	Regina	Police Constable	\$ 108,962.93	\$ 371.72
Zimmerman	Lawrence	Sergeant	\$ 108,959.45	\$ 1,006.94
Higgins	Paul	Police Constable	\$ 108,948.44	\$ 1,000.61
Ladouceur	Jennifer Maureen	Police Constable	\$ 108,947.77	\$ 981.89
Martin	Henry Arne	Training Constable	\$ 108,942.28	\$ 1,002.04
Sunega	Brittany Ann	Police Constable	\$ 108,935.90	\$ 892.26
Wrong	Jason Christopher	Police Constable	\$ 108,932.95	\$ 1,000.61
Croll	Diana Elizabeth	Police Constable	\$ 108,917.34	\$ 956.74
O'Toole	Edward Francis	Police Constable	\$ 108,915.76	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Stoker	Michael Blake	Police Constable	\$ 108,909.57	\$ 1,000.61
Borg	Susanne Josephene	Plainclothes Police Constable	\$ 108,903.12	\$ 1,012.70
Shikatani	William Goro	Police Constable	\$ 108,902.32	\$ 981.89
Louie	Alison Joyce	Police Constable	\$ 108,882.26	\$ 981.89
Thompson	Patrick Benjamin	Police Constable	\$ 108,873.12	\$ 981.89
Thornton	Neil James	Sergeant	\$ 108,867.82	\$ 1,019.06
Macnab	Daniel William	Police Constable	\$ 108,861.20	\$ 990.47
Massey	John David	Police Constable	\$ 108,860.35	\$ 992.77
Souhleris	Nicolas	Police Constable	\$ 108,855.87	\$ 971.62
Broad	Aaron Nathaniel	Police Constable	\$ 108,854.63	\$ 315.42
Hwang	Alexander Hyun	Police Constable	\$ 108,853.76	\$ 300.54
Forrest	Wendy Anne	Plainclothes Police Constable	\$ 108,851.41	\$ 352.04
Smith	Stephen Aaron	Training Constable	\$ 108,844.26	\$ 1,002.04
Ferdinand	Patrick Wallace	Police Constable	\$ 108,842.60	\$ 1,000.61
Marshall	Kimball Segundo	Police Constable	\$ 108,836.30	\$ 971.62
Thornton	Richard Michael	Police Constable	\$ 108,834.63	\$ 990.47
Hawley	Steven Benedict	Police Constable	\$ 108,823.03	\$ 971.62
Karpinski	Krzysztof	Police Constable	\$ 108,818.93	\$ 982.73
Swift	Dale Glen-De-Vere	Police Constable	\$ 108,817.35	\$ 971.62
Bobbili	Johnny Rathan	Police Constable	\$ 108,816.58	\$ 981.89
Charbonneau	Jeffrey Patrick	Police Constable	\$ 108,801.94	\$ 981.89
Jones	Stephen Christopher	Training Constable	\$ 108,798.14	\$ 1,002.04
Kocanovic	Aleksandar Sasha	Police Constable	\$ 108,785.27	\$ 990.47
Parks II	Edward Lee	Police Constable	\$ 108,780.10	\$ 978.77
Correa	Antonio A	Police Constable	\$ 108,767.07	\$ 981.89
Strilec	Shawn Ryan	Police Constable	\$ 108,761.31	\$ 981.89
Goodenough	David Paul	Police Constable	\$ 108,753.57	\$ 990.47
Ruocco	Gissa Lissa	Training Constable	\$ 108,744.55	\$ 1,012.70
Sidhu	Jenifferjit	Police Constable	\$ 108,743.07	\$ 990.47
Day	Joanne	Plainclothes Police Constable	\$ 108,738.41	\$ 1,002.04
Archer	Kirk Anthony	Police Constable	\$ 108,723.23	\$ 981.89
Kudrenski	Wesley	Police Constable	\$ 108,710.11	\$ 1,000.61
Gravelijn	Robert-Theo	Police Constable	\$ 108,704.74	\$ 981.89
Mcquoid	Scott Chapman	Plainclothes Police Constable	\$ 108,701.26	\$ 1,002.04
Douglas	Stephen Michael	Plainclothes Police Constable	\$ 108,697.66	\$ 1,002.04
Mccarthy	Cheoliver Dax	Police Constable	\$ 108,696.33	\$ 981.89
Schumacher	Jonathan Michael	Plainclothes Police Constable	\$ 108,694.68	\$ 1,012.70
Maniquis	Alvin Keith	Plainclothes Police Constable	\$ 108,679.34	\$ 1,002.04
Fleming	James Stuart	Plainclothes Police Constable	\$ 108,677.95	\$ 352.04
Arzaga	Michael Wayne	Plainclothes Police Constable	\$ 108,674.44	\$ 981.89
Harrison	Brandon Neville	Police Constable	\$ 108,672.00	\$ 306.74
Rekhi	Jasdeep	Police Constable	\$ 108,668.96	\$ 981.89
Williams	Steven Thomas	Plainclothes Police Constable	\$ 108,656.66	\$ 1,002.04
Oh	Saehyung	Police Constable	\$ 108,634.03	\$ 981.89
Wang	Tiam Yee	Plainclothes Police Constable	\$ 108,613.71	\$ 999.48
Stewart	Tina Marie	Detective	\$ 108,611.66	\$ 1,006.94
Ryan	Kathleen Erin	Police Constable	\$ 108,611.20	\$ 981.89
O'Donohue	Derek Micheal	Sergeant	\$ 108,608.01	\$ 1,013.86
Shepherd	Jaime	Police Constable	\$ 108,605.53	\$ 700.61
McLaughlin	Veronica Jennifer	Police Constable	\$ 108,596.43	\$ 331.89
Bradford	Michael Charles	Police Constable	\$ 108,584.56	\$ 1,000.61
Drummond	Craig William	Police Constable	\$ 108,578.02	\$ 990.47
Gialousis	Emanuel	Police Constable	\$ 108,565.59	\$ 981.89
Angco	Antonio James	Police Constable	\$ 108,565.00	\$ 981.89
Retsinas	Panagiota	Police Constable	\$ 108,563.54	\$ 1,000.61
Fischer	David Anthony	Plainclothes Police Constable	\$ 108,562.72	\$ 1,002.04
Snow	Royan Jeffery	Police Constable	\$ 108,562.61	\$ 981.89
Andalib-Goortani	Babak	Police Constable	\$ 108,558.64	\$ 981.89
Dicesare	Pietro	Parking Enforcement Officer	\$ 108,531.74	\$ 880.88
Norrie	Hudson Fox	Police Constable	\$ 108,530.76	\$ 971.62

Appendix B				
Record of Employees' 2016 Salaries and Benefits - By Salary Paid				
Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Baiati	Tash Amir	Police Constable	\$ 108,527.98	\$ 971.62
Yan	Peter Samuel	Plainclothes Police Constable	\$ 108,527.60	\$ 1,002.04
Mccarroll	Matthew James	Police Constable	\$ 108,525.11	\$ 906.26
Lambe	James	Police Constable	\$ 108,505.56	\$ 1,000.61
Burns	Roy Brian	Police Constable	\$ 108,504.89	\$ 972.02
Therault	Paul	Police Constable	\$ 108,477.64	\$ 350.61
Mantle	Melinda Anne	Police Constable	\$ 108,474.97	\$ 981.89
Hogg	Stephen Walter	Police Constable	\$ 108,474.53	\$ 981.89
Mcgarrity	Ronald Kenneth	Police Constable	\$ 108,473.62	\$ 971.62
Herman	Brian Joseph	Police Constable	\$ 108,454.28	\$ 996.65
Graham	David Joseph	Police Constable	\$ 108,446.29	\$ 981.89
Wacker	Daniel Paul	Police Constable	\$ 108,439.77	\$ 981.89
Vanwart	Daniel Robinson	Police Constable	\$ 108,433.17	\$ 990.47
Pillach	Adrian Jozef	Police Constable	\$ 108,423.70	\$ 981.89
Whitefield	Ross Alasdair	Police Constable	\$ 108,423.25	\$ 981.89
Bucek	Lucie	Police Constable	\$ 108,403.82	\$ 978.77
Huber	Erwin Werner	Plainclothes Police Constable	\$ 108,392.51	\$ 1,010.30
Baksh	Faizal Anthony	Police Constable	\$ 108,380.94	\$ 981.89
D'Souza	Tyron Ian	Police Constable	\$ 108,376.61	\$ 981.89
Lipsey	William Norman	Police Constable	\$ 108,371.73	\$ 981.89
Wilson	David James	Police Constable	\$ 108,363.93	\$ 990.47
Bianchi	Kayla Marie	Plainclothes Police Constable	\$ 108,360.80	\$ 988.75
Law	Richie Chun-Wai	Police Constable	\$ 108,334.65	\$ 981.89
La Penna	David Anthony	Police Constable	\$ 108,332.15	\$ 267.06
Sisk	Rebecca Nicole	Plainclothes Police Constable	\$ 108,330.55	\$ 1,002.04
Cohen	Jonatan Henri	Police Constable	\$ 108,327.55	\$ 971.62
Kalwies	David	Police Constable	\$ 108,327.28	\$ 516.56
Penny	Lisa Rita	Police Constable	\$ 108,323.08	\$ 981.89
Haghshenas	Ehsan	Plainclothes Police Constable	\$ 108,319.81	\$ 972.02
Santos Vicentino	Richard	Police Constable	\$ 108,317.69	\$ 1,000.61
Virk	Maheep Kaur	Police Constable	\$ 108,316.48	\$ 981.89
Forbes	Lisa Judith	Plainclothes Police Constable	\$ 108,265.98	\$ 915.36
Choo-Wing	Dexter Michael	Plainclothes Police Constable	\$ 108,246.69	\$ 1,002.04
Tutka	Peter	Plainclothes Police Constable	\$ 108,237.03	\$ 990.42
Joness	Diana	Police Constable	\$ 108,226.71	\$ 1,000.61
Doyle	Andrew Mershon	Plainclothes Police Constable	\$ 108,220.21	\$ 1,002.04
Gerrits	Kayla Jan	Police Constable	\$ 108,209.83	\$ 924.50
Stowell	Jordan Michael	Plainclothes Police Constable	\$ 108,208.58	\$ 978.50
Ramphal	Vedanand Sudesh	Police Constable	\$ 108,202.05	\$ 981.89
Barnhardt	Timothy Michael	Police Constable	\$ 108,200.69	\$ 981.89
Vargas	Juan Enrique	Police Constable	\$ 108,198.71	\$ 985.85
Campbell	Andrew James	Plainclothes Police Constable	\$ 108,195.50	\$ 1,002.04
Harley	Alexander Petrie	Training Constable	\$ 108,184.44	\$ 1,002.04
Klimtschuck	Joseph Christian	Plainclothes Police Constable	\$ 108,174.55	\$ 1,002.04
Kolankowski	Michael Roman	Police Constable	\$ 108,161.94	\$ 971.62
Perez	Jose Antonio	Police Constable	\$ 108,156.67	\$ 892.26
Haley	Rhonda Gayle	Plainclothes Police Constable	\$ 108,155.89	\$ 1,002.04
Aldread	Gordon Scott	Police Constable	\$ 108,142.73	\$ 1,000.61
Sharma	Nishant	Police Constable	\$ 108,135.18	\$ 306.74
Haywood	Bradley John	Police Constable	\$ 108,121.03	\$ 981.89
Gottschling	Ronald Edmund	Police Constable	\$ 108,120.03	\$ 985.85
Bruno	Donald	Training Constable	\$ 108,116.65	\$ 1,008.70
Taylor	Waveney Patsy	Police Constable	\$ 108,115.26	\$ 981.89
Schneider	Benjamin Joseph	Police Constable	\$ 108,114.48	\$ 981.89
De Guzman	Noel Enriquez	Police Constable	\$ 108,104.22	\$ 907.67
Thangaveloo	Gunasekaran	Police Constable	\$ 108,092.08	\$ 988.49
Mcmillen	Matthew Frank	Police Constable	\$ 108,091.64	\$ 981.89
Linney	John Thomas	Police Constable	\$ 108,090.84	\$ 981.89
Da Silva	Timothy Peter	Police Constable	\$ 108,082.48	\$ 971.62
Da Silva	Brian	Police Constable	\$ 108,082.03	\$ 972.02

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Little	Jonathan David	Police Constable	\$ 108,078.29	\$ 981.89
Callanan	Gordon	Police Constable	\$ 108,074.54	\$ 1,000.61
Jackson	Scott Bruce	Police Constable	\$ 108,072.85	\$ 981.89
Mcconnery	Kurtis William	Police Constable	\$ 108,072.69	\$ 956.74
Young	Jennifer Marie	Plainclothes Police Constable	\$ 108,070.18	\$ 998.14
Hamlet	Rowan Allen	Plainclothes Police Constable	\$ 108,063.84	\$ 1,002.04
Corcoran	Jay Brian	Police Constable	\$ 108,058.45	\$ 990.47
Mac Lean	Joseph Donald	Police Constable	\$ 108,054.15	\$ 971.62
Lyden	Jessica Lee	Police Constable	\$ 108,051.70	\$ 904.66
Chiasson	Dany	Police Constable	\$ 108,048.57	\$ 981.89
Lourenco	Adam Colin	Police Constable	\$ 108,046.38	\$ 990.47
Passerino	Curtis Paul	Police Constable	\$ 108,039.03	\$ 983.54
Bialecka	Marta Eva	Police Constable	\$ 108,023.19	\$ 971.62
Barr	Janet Andrea	Police Constable	\$ 108,023.02	\$ 981.89
Pollard	James Evan	Police Constable	\$ 108,021.44	\$ 981.89
Mccaw	Douglas Gordon	Police Constable	\$ 108,014.47	\$ 338.49
Locke	Duane Henry	Police Constable	\$ 108,012.49	\$ 998.97
Desmarais	John Paul	Police Constable	\$ 108,001.93	\$ 981.89
Rosbrook	Andrew Michael	Police Constable	\$ 107,992.55	\$ 981.89
Persaud	Chaitram	Police Constable	\$ 107,989.96	\$ 971.62
Pitcher	Sean Murray	Police Constable	\$ 107,979.81	\$ 972.02
Gibson	Christopher George	Police Constable	\$ 107,970.02	\$ 975.62
Begbie	Blair Robert	Police Constable	\$ 107,967.05	\$ 981.89
Brunelle	Glen Winston	Police Constable	\$ 107,958.00	\$ 981.89
Mcgrath	Daniel George	Plainclothes Police Constable	\$ 107,956.57	\$ 993.85
Robinson	Andrew Charles	Police Constable	\$ 107,946.26	\$ 986.57
Korunic	Ana	Police Constable	\$ 107,937.02	\$ 917.06
Palmer	Roger Anthony	Police Constable	\$ 107,934.39	\$ 971.62
Pascaris	Matthew Ryan	Police Constable	\$ 107,922.25	\$ 917.06
Kapoor	Harjot Singh	Police Constable	\$ 107,921.68	\$ 971.62
Bennoch	Christopher John	Police Constable	\$ 107,918.15	\$ 995.88
Webb	Vanessa Miriam	Plainclothes Police Constable	\$ 107,911.71	\$ 1,002.04
Frost	Gregory Charles	Police Constable	\$ 107,902.38	\$ 981.89
Katanic	Zeljko	Training Constable	\$ 107,895.08	\$ 1,002.04
Verma	Jasvir Kaur	Plainclothes Police Constable	\$ 107,892.20	\$ 1,002.04
Trotter	Timothy Wallace	Plainclothes Police Constable	\$ 107,877.68	\$ 1,010.30
Walker	Julie-Anne Nicole	Plainclothes Police Constable	\$ 107,857.18	\$ 995.02
Harker	Adam Michael	Plainclothes Police Constable	\$ 107,851.18	\$ 1,002.04
Weatherbee	Jeffrey Michael	Plainclothes Police Constable	\$ 107,850.26	\$ 1,002.04
Mignardi	Steven Anthony	Police Constable	\$ 107,848.99	\$ 981.89
Fung	Kenneth	Police Constable	\$ 107,840.07	\$ 971.62
Keefer	Jason Yvon	Police Constable	\$ 107,829.93	\$ 981.89
Lacuna	Marlon Joseph	Police Constable	\$ 107,822.36	\$ 971.62
Buchholz	John Andrew	Police Constable	\$ 107,820.97	\$ 981.89
Belland	Neil Gregory	Training Constable	\$ 107,808.12	\$ 1,002.04
Singer	Ingrid Betty	Plainclothes Police Constable	\$ 107,799.99	\$ 993.85
Saffioti	Antonio	Police Constable	\$ 107,775.32	\$ 972.02
Tuckwell	Timothy Edward	Police Constable	\$ 107,774.24	\$ 990.47
Rahim	Kamal Sean	Police Constable	\$ 107,752.63	\$ 982.67
Gelle	Jennifer	Police Constable	\$ 107,751.77	\$ 971.62
Fong	Michael Do	Police Constable	\$ 107,747.12	\$ 981.89
Linley	Carolina Magdalena	Plainclothes Police Constable	\$ 107,737.21	\$ 1,002.04
Whalley	Tara Yvonne	Police Constable	\$ 107,728.88	\$ 986.57
Benallick	Dianna	Police Constable	\$ 107,726.12	\$ 1,000.61
Pileggi	Adriano Domenico	Plainclothes Police Constable	\$ 107,723.84	\$ 994.16
Galdiks	Roland Gerhard	Police Constable	\$ 107,723.83	\$ 967.01
Schoon	Philip Richard	Police Constable	\$ 107,723.75	\$ 306.74
Kharbar	Manpreet	Police Constable	\$ 107,718.96	\$ 981.89
Sutherland	Grant Anthony	Plainclothes Police Constable	\$ 107,695.37	\$ 1,002.04
Harpell	Matthew Gregory	Police Constable	\$ 107,688.58	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Gill	Shawn Aubrey	Police Constable	\$ 107,688.49	\$ 981.89
Pais	Scharnil Valerian	Police Constable	\$ 107,680.62	\$ 981.89
Caton	Matthew Michael	Plainclothes Police Constable	\$ 107,678.03	\$ 1,002.04
Swan	David William	Plainclothes Police Constable	\$ 107,665.40	\$ 1,002.04
Dobias	Robert Andrew	Training Constable	\$ 107,660.97	\$ 1,002.04
Millar	Jason Andrew	Police Constable	\$ 107,646.96	\$ 981.89
Windsor	Carol Mary	Police Constable	\$ 107,646.75	\$ 983.21
D'Souza	Ryan Ashley	Police Constable	\$ 107,645.12	\$ 331.89
Till	Mitchell Charles	Police Constable	\$ 107,639.84	\$ 981.89
Robert	Christopher Paul	Police Constable	\$ 107,637.40	\$ 981.89
Bowman	Martyn	Police Constable	\$ 107,637.06	\$ 350.61
Dybowski	Michael Leonhard	Plainclothes Police Constable	\$ 107,630.96	\$ 1,002.04
Montoya	Oscar Mauricio	Plainclothes Police Constable	\$ 107,625.36	\$ 988.05
Burns	Jonathon Paul	Police Constable	\$ 107,624.01	\$ 971.62
Spencer	Jill	Police Constable	\$ 107,621.21	\$ 1,000.61
Cerqueira	George Manuel	Plainclothes Police Constable	\$ 107,614.50	\$ 997.36
Keown	Andrew Brian	Police Constable	\$ 107,609.31	\$ 971.62
Young	Jamie George	Police Constable	\$ 107,601.10	\$ 972.02
Duncan	Melissa Joy	Plainclothes Police Constable	\$ 107,590.00	\$ 997.36
Als	Anthony Christopher	Police Constable	\$ 107,589.37	\$ 990.47
Beaulac	Joseph Andre	Police Constable	\$ 107,584.95	\$ 981.89
Cioffi	Adamira Maria	Training Constable	\$ 107,573.21	\$ 1,002.04
Stojkov	Slobodan Bob	Police Constable	\$ 107,558.03	\$ 981.89
Stone	Carolyn Ruth	Police Constable	\$ 107,557.48	\$ 981.89
Watson	Errol John	Training Constable	\$ 107,557.02	\$ 1,002.04
Cannon	Marlene	Police Constable	\$ 107,554.88	\$ 1,016.56
Harrison	Keith Issac	Police Constable	\$ 107,539.87	\$ 981.89
Worts	Robert Michael	Police Constable	\$ 107,533.51	\$ 971.62
Ribeiro	Reuben Francis	Police Constable	\$ 107,527.29	\$ 981.89
Dzelajlija	George	Police Constable	\$ 107,519.48	\$ 981.89
Irwin	Jessica Lee	Plainclothes Police Constable	\$ 107,505.31	\$ 1,002.04
Madeley	John Austin	Police Constable	\$ 107,501.43	\$ 990.47
Roberts	Joel Victor	Police Constable	\$ 107,500.62	\$ 975.62
Bartholomew	Darryl Colin	Police Constable	\$ 107,485.35	\$ 981.89
Rauh-Wasmund	Preston Ronald	Police Constable	\$ 107,471.03	\$ 904.66
Boyd	Andrew	Police Constable	\$ 107,449.57	\$ 981.89
Muir	Michael Adam	Police Constable	\$ 107,444.50	\$ 971.62
Hammond	Andrew William	Plainclothes Police Constable	\$ 107,443.22	\$ 987.28
Fiedtkou	Neil Walter	Police Constable	\$ 107,442.78	\$ 971.62
Janjanin	Nenad	Police Constable	\$ 107,430.16	\$ 971.62
Gundert	Robert Andrew	Police Constable	\$ 107,425.27	\$ 971.62
Beaudry	Paula Loreto	Police Constable	\$ 107,423.98	\$ 981.89
Evans	Daymon Dave	Police Constable	\$ 107,422.39	\$ 924.50
Drazic	Nikola	Police Constable	\$ 107,420.69	\$ 981.89
Jackson	Davis Robert	Training Constable	\$ 107,416.91	\$ 1,012.70
Dhillon	Jagjit Singh	Police Constable	\$ 107,414.74	\$ 981.89
Service	Quado	Police Constable	\$ 107,402.39	\$ 971.62
Malley	Shane Westley	Police Constable	\$ 107,401.45	\$ 988.49
Brady	Peter Gordon	Police Constable	\$ 107,399.99	\$ 978.77
Pickett	Travis Grayson	Police Constable	\$ 107,398.09	\$ 981.89
Higo	Jenelle Lynn	Police Constable	\$ 107,392.97	\$ 981.89
Handy	Christine	Plainclothes Police Constable	\$ 107,358.13	\$ 1,016.56
Prechotko	Lisa Terra	Police Constable	\$ 107,341.23	\$ 981.89
Vigna	Diana Christine	Police Constable	\$ 107,332.20	\$ 965.75
Nisavic	Nick	Police Constable	\$ 107,317.53	\$ 1,000.61
Butt	Amir	Police Constable	\$ 107,317.26	\$ 981.89
Warr	Richard John	Training Constable	\$ 107,313.22	\$ 1,012.70
Taylor	Edward Wainwright	Police Constable	\$ 107,313.21	\$ 990.47
Rumolo	Antonio	Police Constable	\$ 107,303.75	\$ 981.89
Lee	Jorge	Plainclothes Police Constable	\$ 107,295.77	\$ 988.05

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Vollmar	William Cameron	Police Constable	\$ 107,295.27	\$ 981.89
Hedgeman	Cory Michael	Plainclothes Police Constable	\$ 107,294.77	\$ 1,002.04
Lindell	Kurtis Lawrence	Police Constable	\$ 107,275.97	\$ 986.57
Hynek	Jeffrey Charles	Police Constable	\$ 107,272.02	\$ 986.57
Crisp	Mathew	Police Constable	\$ 107,264.25	\$ 990.47
Ramsay	Jason Andrew	Police Constable	\$ 107,263.08	\$ 981.89
Hargreaves	Christopher	Police Constable	\$ 107,239.61	\$ 971.62
Murphy	Michael Patrick	Police Constable	\$ 107,235.90	\$ 981.89
Greb	Jonathan	Police Constable	\$ 107,233.40	\$ 1,000.61
Sirbos	Chris	Police Constable	\$ 107,221.53	\$ 981.89
Sirizzotti	Jamie Michael	Police Constable	\$ 107,221.51	\$ 981.89
Gallagher	John Ashley	Police Constable	\$ 107,210.91	\$ 981.89
Andrade	Rearden Galt	Police Constable	\$ 107,203.87	\$ 990.47
Krieger	Ariyeh Michael	Plainclothes Police Constable	\$ 107,189.15	\$ 1,002.04
McLane	Kristine Ann	Plainclothes Police Constable	\$ 107,181.87	\$ 1,002.04
Perelli	Lee Marvin	Police Constable	\$ 107,179.15	\$ 971.62
Ganeshalingam	Niruban	Police Constable	\$ 107,172.00	\$ 972.02
Reloza	Ralph Christopher	Police Constable	\$ 107,168.23	\$ 917.06
Karges	Bradley Joseph	Police Constable	\$ 107,165.38	\$ 981.89
Rahaman	Imeel Syed	Plainclothes Police Constable	\$ 107,161.07	\$ 324.12
Bortoluss	Jo-Anne Ellen	Plainclothes Police Constable	\$ 107,158.82	\$ 338.05
Murray	Neal Allan	Police Constable	\$ 107,149.19	\$ 981.89
Charles	Simbert	Police Constable	\$ 107,140.06	\$ 981.89
Leney	Thomas Michael	Police Constable	\$ 107,116.60	\$ 981.89
Henry	Lesley-Anne	Police Constable	\$ 107,108.00	\$ 993.17
Hendriks	Bart	Police Constable	\$ 107,103.67	\$ 925.61
Onami	Jason Morito	Plainclothes Police Constable	\$ 107,098.98	\$ 352.04
Smith	Daniel Mladenovic	Police Constable	\$ 107,096.75	\$ 941.86
Ure	James Andrew	Police Constable	\$ 107,093.64	\$ 1,000.61
Osman	Walid Ahmed	Plainclothes Police Constable	\$ 107,087.05	\$ 1,002.04
Weddell	Glenn Francis	Police Constable	\$ 107,079.92	\$ 981.89
Mora	Ingrid Mirella	Patrol Supervisor	\$ 107,072.72	\$ 908.83
Warwar	Michael	Plainclothes Police Constable	\$ 107,071.48	\$ 1,002.04
Lynch	Jamie Ralph	Police Constable	\$ 107,059.80	\$ 971.62
Robinson	Brandon Michael	Plainclothes Police Constable	\$ 107,058.25	\$ 981.89
Durocher	David Leonard	Police Constable	\$ 107,044.90	\$ 981.89
Fernandes	Joao Angelo	Police Constable	\$ 107,044.16	\$ 971.62
Collyer	Adam Stephen	Police Constable	\$ 107,020.38	\$ 981.89
Blonde	Karri-Lynn	Police Constable	\$ 107,019.17	\$ 981.89
Kummer	Tania Charlene	Police Constable	\$ 106,998.13	\$ 981.89
Crossley	Neil Kelso	Police Constable	\$ 106,997.39	\$ 971.62
Slater	Richard Scott	Police Constable	\$ 106,993.51	\$ 986.57
Rochon	Becky	Police Constable	\$ 106,991.06	\$ 981.89
Grewal	Dharmendra Singh	Plainclothes Police Constable	\$ 106,988.35	\$ 1,002.04
Lau	Wai	Police Constable	\$ 106,979.95	\$ 1,000.61
Parney	Christopher George	Police Constable	\$ 106,974.98	\$ 983.54
Macfarlane	Richard Eon	Training Constable	\$ 106,970.12	\$ 1,002.04
Zver	Natasha Ann	Police Constable	\$ 106,964.56	\$ 981.89
Cowley	Alison Louise	Plainclothes Police Constable	\$ 106,961.23	\$ 1,007.08
Mohammed	Adil Farid	Plainclothes Police Constable	\$ 106,959.18	\$ 988.75
Ross	Kim Nicole	Benefit Analyst	\$ 106,946.57	\$ -
Hammond	Nora Lynne	Plainclothes Police Constable	\$ 106,945.70	\$ 1,000.48
Kelly	Michael Patrick	Plainclothes Police Constable	\$ 106,940.92	\$ 352.04
Glen	Stephen	Police Constable	\$ 106,939.53	\$ 1,000.61
Davey	Sean Andrew	Plainclothes Police Constable	\$ 106,930.17	\$ 1,007.08
Wong	Eric Wae	Plainclothes Police Constable	\$ 106,922.90	\$ 978.50
Hoang	Quang Minh	Plainclothes Police Constable	\$ 106,916.14	\$ 1,002.04
Rampat	Sunil	Training Constable	\$ 106,905.96	\$ 1,002.04
Shin	Jay Ho	Police Constable	\$ 106,904.32	\$ 983.54
O'Neill	Sandra Louise	Plainclothes Police Constable	\$ 106,902.37	\$ 365.61

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Stamplecoskie	Dwayne	Plainclothes Police Constable	\$ 106,895.42	\$ 997.36
Pape	Derek Anthony	Plainclothes Police Constable	\$ 106,894.44	\$ 1,002.04
Konkle	Christine Diane	Police Constable	\$ 106,892.15	\$ 990.47
Macleod	Roy	Police Constable	\$ 106,880.55	\$ 981.89
Minor	Trisha Lee	Plainclothes Police Constable	\$ 106,880.23	\$ 996.95
Gagliardi	Deanna Lynn	Plainclothes Police Constable	\$ 106,879.09	\$ 1,012.70
Sidhu	Arvind Prakash	Police Constable	\$ 106,874.68	\$ 986.57
Mangilinan	Mark Edward	Police Constable	\$ 106,864.38	\$ 956.74
Hurdowar	Darun Sing	Training Constable	\$ 106,848.48	\$ 1,002.04
Butt	Stephen Miller	Police Constable	\$ 106,838.76	\$ 981.89
Gibbons	Stephen Woodrow	Police Constable	\$ 106,838.31	\$ 990.47
Balice	Steven	Police Constable	\$ 106,828.67	\$ 981.89
O'Neill	Sean Keith	Police Constable	\$ 106,817.24	\$ 981.89
Berger	Mark Andrew	Police Constable	\$ 106,816.27	\$ 1,000.61
Flumian	Tracyangela	Police Constable	\$ 106,813.45	\$ 981.89
Coutts	Bradley George	Training Constable	\$ 106,811.95	\$ 1,002.04
Merza	Trevor James	Police Constable	\$ 106,809.03	\$ 981.89
Forrest	Cameron James	Plainclothes Police Constable	\$ 106,808.61	\$ 1,002.04
Mccann	Laurie Anne	Training Constable	\$ 106,805.58	\$ 1,012.70
Landry	Roger Adam	Plainclothes Police Constable	\$ 106,803.17	\$ 1,002.04
Alberga	Sante	Police Constable	\$ 106,784.21	\$ 1,000.61
Cracknell	Alechia Cynthia	Police Constable	\$ 106,782.90	\$ 981.89
Francois	Patrice Gaston	Plainclothes Police Constable	\$ 106,770.11	\$ 1,002.04
Murray	Scott Robert	Police Constable	\$ 106,769.91	\$ 981.89
Reinhart	Michelle Elizabeth	Police Constable	\$ 106,767.74	\$ 981.89
Escott	Jai	Plainclothes Police Constable	\$ 106,765.76	\$ 1,002.04
Marrelli	Giancarlo	Police Constable	\$ 106,760.09	\$ 981.89
Correia	Snezana	Police Constable	\$ 106,742.34	\$ 1,000.61
Bagnall	Albert Hugh	Police Constable	\$ 106,724.22	\$ 1,000.61
Vander Meer	Elena Nicole	Police Constable	\$ 106,712.54	\$ 981.89
Shortt	Daniel Ronald	Police Constable	\$ 106,711.50	\$ 971.62
Griffin	Robert John	Police Constable	\$ 106,709.83	\$ 972.02
Bryan	Andrew John	Police Constable	\$ 106,703.06	\$ 934.76
Boyko	Dayna Kathleen	Plainclothes Police Constable	\$ 106,698.22	\$ 1,002.04
Self	Matthew Christopher	Police Constable	\$ 106,697.37	\$ 971.62
Pednaud	Andre Brett	Police Constable	\$ 106,676.06	\$ 981.89
Skinner	Scott Samuel	Police Constable	\$ 106,670.77	\$ 981.89
Armorer	Patrice Nicole	Police Constable	\$ 106,665.75	\$ 981.89
Engel	Marten Brouwer	Police Constable	\$ 106,660.29	\$ 981.89
Mcconnell	William	Police Constable	\$ 106,657.49	\$ 1,000.61
Gonsalves	Melwin Trevor	Police Constable	\$ 106,650.77	\$ 981.89
Hyland	Scott Andrew	Plainclothes Police Constable	\$ 106,647.03	\$ 1,002.04
Daniels	Robyn Lee	Communications Operations Supervisor	\$ 106,647.00	\$ 979.42
Dowling	Christopher Thomas	Police Constable	\$ 106,632.81	\$ 971.62
Robertson	Michael Henry	Police Constable	\$ 106,626.36	\$ 980.72
Mendoza	Erwin Gonzales	Police Constable	\$ 106,623.39	\$ 995.11
Kroustallis	Michael James	Police Constable	\$ 106,611.60	\$ 975.62
Hewko	Tamari Lynn	Police Constable	\$ 106,607.70	\$ 981.89
Darwish	Walid	Police Constable	\$ 106,603.88	\$ 995.88
Douglas	Martin Kwame	Police Constable	\$ 106,600.06	\$ 985.85
Wheler	Katherine Anne	Plainclothes Police Constable	\$ 106,599.63	\$ 1,002.04
Sandhu	Balraj	Plainclothes Police Constable	\$ 106,595.66	\$ 1,002.04
Henry	Michael Shawn	Police Constable	\$ 106,578.37	\$ 985.85
Ferreira	Paulo Jorge	Police Constable	\$ 106,556.36	\$ 990.47
Thompson	Jennifer	Plainclothes Police Constable	\$ 106,549.31	\$ 1,012.70
Bartlett	Daniel Alberto	Plainclothes Police Constable	\$ 106,543.61	\$ 987.28
Robinson	Cole Thomas	Police Constable	\$ 106,540.36	\$ 981.89
Galiotos	Konstantinos	Plainclothes Police Constable	\$ 106,536.74	\$ 1,007.08
Saib	Rachid	Police Constable	\$ 106,529.52	\$ 975.62
Landry	Adam Joseph	Police Constable	\$ 106,527.24	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Buchanan	Gregory Michael	Plainclothes Police Constable	\$ 106,525.01	\$ 1,012.70
Akie	Joseph Anthony	Police Constable	\$ 106,524.82	\$ 971.62
Hinchcliffe	David John	Police Constable	\$ 106,506.07	\$ 990.47
Parliament	Gregory James	Police Constable	\$ 106,505.92	\$ 981.89
Mackay	Robert Duncan	Supervisor	\$ 106,504.62	\$ 933.40
Mann	Kulvinder Kaur	Police Constable	\$ 106,497.77	\$ 971.62
Hollingshead	Danielle Lee	Plainclothes Police Constable	\$ 106,491.73	\$ 1,012.70
Walker	Michael Nathan	Police Constable	\$ 106,487.69	\$ 941.86
Iwanska	Ola	Police Constable	\$ 106,487.63	\$ 972.02
Black	Christopher Marcello	Police Constable	\$ 106,478.06	\$ 981.89
Friesen	Bethaney Nadine	Plainclothes Police Constable	\$ 106,471.46	\$ 997.36
Mendoza	Bryan	Plainclothes Police Constable	\$ 106,465.98	\$ 1,012.70
Park	Ryan Lee	Police Constable	\$ 106,465.81	\$ 971.62
Whittall	Shawn Michael	Plainclothes Police Constable	\$ 106,462.91	\$ 994.16
Dubeau	Meri	Senior Staffing Advisor	\$ 106,441.29	\$ 948.61
Kent	Sharon Audrey	Plainclothes Police Constable	\$ 106,421.81	\$ 985.74
Reid	Rhonda Margaret	Plainclothes Police Constable	\$ 106,419.46	\$ 1,002.04
Webb	Kerry William	Police Constable	\$ 106,417.90	\$ 971.62
Borun	Stephanie Elizabeth	Plainclothes Police Constable	\$ 106,406.19	\$ 987.28
Wilkins	Dustin Daniel	Police Constable	\$ 106,403.87	\$ 971.62
Cartwright	Carl James	Plainclothes Police Constable	\$ 106,400.73	\$ 362.70
Domenchuk	Andrea Marie	Police Constable	\$ 106,398.11	\$ 971.62
Obey	Jason David	Police Constable	\$ 106,398.04	\$ 971.62
Morley	Emma Jane	Plainclothes Police Constable	\$ 106,392.63	\$ 974.20
Kelly	Diane Mary	Plainclothes Police Constable	\$ 106,392.33	\$ 362.70
Molyneaux	Doreen Evelyn	Plainclothes Police Constable	\$ 106,391.98	\$ 362.70
Peters	Scott Murray	Plainclothes Police Constable	\$ 106,391.98	\$ 1,012.70
Mohammed	Colin Elliott	Police Constable	\$ 106,372.82	\$ 995.88
Brown	Julia Elaine	Plainclothes Police Constable	\$ 106,355.46	\$ 993.85
Tamse	Edward Ted	Police Constable	\$ 106,352.25	\$ 990.47
Spelman	Brendan James	Police Constable	\$ 106,348.43	\$ 1,000.61
Ahier	Brian Norman	Police Constable	\$ 106,338.31	\$ 917.06
Bonomo	August	Police Constable	\$ 106,331.53	\$ 971.62
Rantisi	Adam Micheal	Police Constable	\$ 106,331.25	\$ 322.02
Moore	David Christopher	Police Constable	\$ 106,320.13	\$ 981.89
Carter-Thuet	Erin Leigh	Police Constable	\$ 106,299.11	\$ 990.47
La Rush	Debra Renee	Senior Fingerprint Examiner	\$ 106,293.40	\$ 961.50
McGahern	John Anthony	Police Constable	\$ 106,290.51	\$ 1,000.61
Henry	Drew Wesley	Police Constable	\$ 106,271.75	\$ 971.62
Aleksandrowicz	Lukasz	Police Constable	\$ 106,259.52	\$ 981.89
Gomez	Gary	Police Constable	\$ 106,251.05	\$ 1,000.61
Bonazza	Vincenzo	Police Constable	\$ 106,237.65	\$ 990.47
Caldwell	Tamara Eileen	Communications Operations Supervisor	\$ 106,233.28	\$ 975.22
Jokiniemi	Pekka	Police Constable	\$ 106,220.07	\$ 1,000.61
Provender	Stephanie Lin	Police Constable	\$ 106,214.27	\$ 971.62
Clark	Nancy Patricia	Communications Operator	\$ 106,209.20	\$ 936.13
Mccullough	Christopher Aubrey	Police Constable	\$ 106,200.60	\$ 995.21
Parasram	Lawrence	Plainclothes Police Constable	\$ 106,191.49	\$ 1,002.04
Melerowicz	Michal	Police Constable	\$ 106,165.98	\$ 769.55
Andrews	John Paul	Police Constable	\$ 106,154.46	\$ 1,000.61
Perry	Kevin	Police Constable	\$ 106,146.15	\$ 1,000.61
Santeramo	Anthony	Police Constable	\$ 106,145.24	\$ 981.89
Murphy	Shane Peter	Police Constable	\$ 106,136.25	\$ 971.62
Lazar	Ramy	Plainclothes Police Constable	\$ 106,135.04	\$ 988.75
Chmela	Michael Otto	Plainclothes Police Constable	\$ 106,134.67	\$ 1,002.04
Bolduc	Kevin Victor	Police Constable	\$ 106,134.27	\$ 981.89
Mullally	Joseph Jennings	Police Constable	\$ 106,131.51	\$ 978.77
Relph	Mackenzie Claire	Plainclothes Police Constable	\$ 106,121.70	\$ 352.04
Aciu	Sebastian	Plainclothes Police Constable	\$ 106,118.92	\$ 993.85
Angus	Ryan Alan	Police Constable	\$ 106,114.80	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Tamber	Moe	Police Constable	\$ 106,113.67	\$ 981.89
Szyszkowska	Sylvia Bernadetta	Parking Enforcement Officer	\$ 106,107.62	\$ 880.88
Manuel	Gregory John	Police Constable	\$ 106,107.49	\$ 990.47
Hood	Jacqueline Susanne	Plainclothes Police Constable	\$ 106,103.75	\$ 352.04
D'Souza	Jason Donovan	Police Constable	\$ 106,096.57	\$ 917.06
O'Keefe	David Michael	Plainclothes Police Constable	\$ 106,085.26	\$ 1,002.04
Stagg	Joseph	Police Constable	\$ 106,080.05	\$ 1,000.61
Hughes	Shaun Michael	Police Constable	\$ 106,075.60	\$ 986.57
De Kloet	Caroline Jane	Police Constable	\$ 106,075.59	\$ 981.89
Macdonald	Craig Calvin	Plainclothes Police Constable	\$ 106,071.77	\$ 1,002.04
Moore	Christine Margaret	Communications Operator	\$ 106,068.55	\$ 936.13
Johnson	Daniel Justin	Police Constable	\$ 106,053.87	\$ 990.47
Korn	Diana	Police Constable	\$ 106,050.82	\$ 1,000.61
Hickey	Patrick	Police Constable	\$ 106,048.61	\$ 1,000.61
Marchen	Leanne	Police Constable	\$ 106,038.74	\$ 1,000.61
Li	Ming To	Police Constable	\$ 106,038.68	\$ 306.74
Moniz	Steven Correia	Police Constable	\$ 106,032.87	\$ 981.89
Snider	Kirk Edward	Police Constable	\$ 106,022.96	\$ 971.62
Guadagnano	Susan Theresa	Plainclothes Police Constable	\$ 106,005.01	\$ 1,002.04
Mackinnon	Kelly Lee	Police Constable	\$ 106,003.64	\$ 1,000.61
Florence	Mark Duncan	Communications Operations Supervisor	\$ 106,002.90	\$ 979.42
Saini	Sushil Kumar	Plainclothes Police Constable	\$ 105,969.46	\$ 1,002.04
Quinlan	Jereme Justin	Plainclothes Police Constable	\$ 105,968.48	\$ 987.90
Ortega Gonzalez	Mario Enrique	Senior Programmer	\$ 105,966.64	\$ 349.05
Quesnelle	Curtis Leonard	Police Constable	\$ 105,963.08	\$ 995.11
Haworth	Andrew Michael	Police Constable	\$ 105,954.66	\$ 975.62
Kirchner	Darryl Lawrence	Police Constable	\$ 105,942.65	\$ 972.02
Evans	Mark Anthony	Police Constable	\$ 105,930.75	\$ 981.89
McLeod	Shelley Christine	Plainclothes Police Constable	\$ 105,922.71	\$ 977.64
Reynolds	Trevor Curtis	Plainclothes Police Constable	\$ 105,921.37	\$ 988.75
Griffiths	David Stewart	Police Constable	\$ 105,902.09	\$ 981.89
Konecny	Daryl Terry	Police Constable	\$ 105,898.87	\$ 971.62
Alekseeva	Marina	Police Constable	\$ 105,895.91	\$ 972.02
Comission	Christopher Paul	Plainclothes Police Constable	\$ 105,887.69	\$ 1,002.04
Fogg	Brett Gordon	Police Constable	\$ 105,884.41	\$ 650.61
Miller	Caroline Nancy	Police Constable	\$ 105,881.44	\$ 972.02
Budd	Michael Anthony	Police Constable	\$ 105,868.17	\$ 981.89
Greer	Kevin Hugo	Plainclothes Police Constable	\$ 105,862.16	\$ 1,002.04
Janes	Jeffrey Harrison	Police Constable	\$ 105,845.82	\$ 981.89
Benincasa	Mariano Joseph	Training Constable	\$ 105,844.46	\$ 1,002.04
Penney	Patrick	Police Constable	\$ 105,834.80	\$ 350.61
Hudson	Ryan James	Police Constable	\$ 105,831.89	\$ 986.57
Chin	Kirk Sean	Police Constable	\$ 105,819.64	\$ 990.47
Smith	Brian Phillip	Police Constable	\$ 105,811.15	\$ 971.62
Borch	Matthew Paul	Police Constable	\$ 105,809.63	\$ 972.02
Monteiro	David Jason	Police Constable	\$ 105,808.78	\$ 978.77
Rudzitis	Scott Andrew	Police Constable	\$ 105,805.56	\$ 988.49
Traynor	Robert	Police Constable	\$ 105,801.62	\$ 1,000.61
Pilon	Jay Patrick	Plainclothes Police Constable	\$ 105,801.05	\$ 978.81
Chong	Wilson Chee	Police Constable	\$ 105,794.81	\$ 986.97
Powrie	John Erwin	Police Constable	\$ 105,781.63	\$ 978.77
Keegan	Jason Michael	Police Constable	\$ 105,758.22	\$ 331.89
Reid	Stephen	Police Constable	\$ 105,750.94	\$ 1,000.61
Lim	Andrew	Police Constable	\$ 105,719.10	\$ 981.89
Price	Ryan Andrew	Police Constable	\$ 105,718.34	\$ 329.42
Cutting	Micheal Andrew	Police Constable	\$ 105,711.93	\$ 971.62
Chalmers	Andrea	Police Constable	\$ 105,704.68	\$ 981.89
Agostinho	Roy Michael	Police Constable	\$ 105,700.81	\$ 971.62
Clarke	Andrew William	Police Constable	\$ 105,697.74	\$ 971.62
Dvernechuk	Mark William	Police Constable	\$ 105,696.77	\$ 971.62

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Cowling	Lisa Ann	Plainclothes Police Constable	\$ 105,681.57	\$ 360.30
Panton	Sarah Marie	Police Constable	\$ 105,678.23	\$ 352.04
Montgomery	Aaron James	Police Constable	\$ 105,674.06	\$ 981.89
Cwiek	Arkadiusz	Senior Technical Analyst	\$ 105,672.76	\$ 200.71
Lee	Wayne	Police Constable	\$ 105,658.27	\$ 974.20
Arias	Jose Manuel	Police Constable	\$ 105,657.29	\$ 966.89
Topping	Michael Anthony	Police Constable	\$ 105,656.63	\$ 981.89
Girmeria	Francesco	Plainclothes Police Constable	\$ 105,652.87	\$ 1,008.70
Blake	Martin Edward	Audio Visual Technician	\$ 105,652.07	\$ 321.62
Kahnt	Angela Christine	Police Constable	\$ 105,649.27	\$ 981.89
Swider	Sylvia Aneta	Plainclothes Police Constable	\$ 105,646.81	\$ 991.85
Shafiq	Amad	Police Constable	\$ 105,642.23	\$ 981.89
Romito	Marino	Police Constable	\$ 105,640.12	\$ 981.89
Rose	Nimrod	Police Constable	\$ 105,627.38	\$ 971.62
Watts	Robert Andrew	Police Constable	\$ 105,624.54	\$ 981.89
Baker	Jason Robert	Police Constable	\$ 105,622.11	\$ 981.89
Thomas	Kristin Marie	Plainclothes Police Constable	\$ 105,622.00	\$ 1,007.08
Bassett	Kerrie Margaret	Police Constable	\$ 105,612.25	\$ 346.65
Frank	Marilyn Irene	Police Constable	\$ 105,584.99	\$ 990.47
Mc Garry	Daniel Robert	Police Constable	\$ 105,578.39	\$ 971.62
Krangle	Charles Forbes	Police Constable	\$ 105,575.00	\$ 975.62
Wester	Erica Beth	Plainclothes Police Constable	\$ 105,569.25	\$ 991.85
Martin	James Steven	Police Constable	\$ 105,567.64	\$ 996.65
Szajkowski	Sofie	Plainclothes Police Constable	\$ 105,564.86	\$ 977.04
Fydenchuk	Kay	Police Constable	\$ 105,564.71	\$ 1,000.61
Ly	Hung	Police Constable	\$ 105,548.97	\$ 971.62
Terrelonge	Antoine Pierre	Police Constable	\$ 105,542.53	\$ 912.10
Doe	Lionel Douglas	Plainclothes Police Constable	\$ 105,531.14	\$ 1,002.04
Mac Neill	David Michael	Police Constable	\$ 105,530.82	\$ 972.02
Doupe	Jeffery Jonathon	Plainclothes Police Constable	\$ 105,523.46	\$ 1,002.04
Crawford	Anthony John	Police Constable	\$ 105,517.37	\$ 981.89
Chancey	Daniel William	Plainclothes Police Constable	\$ 105,512.71	\$ 933.18
Heineman	Joshua Alan	Police Constable	\$ 105,510.77	\$ 965.42
Gill	Jason Gowan	Police Constable	\$ 105,510.41	\$ 331.89
Bartley	Ryan Charles	Police Constable	\$ 105,496.56	\$ 971.62
Racicot	Christine Rose	Police Constable	\$ 105,486.12	\$ 981.89
Irving	Desmond Michael	Police Constable	\$ 105,477.56	\$ 981.89
Chaumont	Adam Felix	Police Constable	\$ 105,470.82	\$ 981.89
Vanderwal	Colin Richard	Police Constable	\$ 105,468.24	\$ 981.89
Chan	Gregory	Police Constable	\$ 105,456.41	\$ 1,000.61
Lue Sang	Larriston Gladstone	Police Constable	\$ 105,456.26	\$ 981.89
Mokorich	Laura Elizabeth	Police Constable	\$ 105,447.76	\$ 971.62
Kim	Jin(Joe)	Police Constable	\$ 105,418.51	\$ 981.89
Binns	Michael Douglas	Police Constable	\$ 105,417.26	\$ 1,005.82
Hanson	Jason Andrew	Police Constable	\$ 105,416.48	\$ 981.89
Quinn	Sarah Christine	Police Constable	\$ 105,395.47	\$ 976.72
Mignardi	Sonia Marisa	Police Constable	\$ 105,391.49	\$ 331.89
Ruiz	Richard	Police Constable	\$ 105,389.48	\$ 971.62
Yang	Qianliang	Police Constable	\$ 105,376.09	\$ 981.89
Baird	Karen Ann	Police Constable	\$ 105,369.52	\$ 1,000.61
Grant	Julia	Police Constable	\$ 105,366.04	\$ 981.89
Zhang	Qing	Senior Programmer	\$ 105,360.35	\$ 349.05
Lisanin	Arnulfo	Police Constable	\$ 105,356.45	\$ 979.42
Feaver	Cory Bert	Police Constable	\$ 105,339.51	\$ 1,000.61
Clark	Hazel Ann	Police Constable	\$ 105,338.21	\$ 990.47
Brown	Scott Derek	Plainclothes Police Constable	\$ 105,332.76	\$ 886.33
Vella	Tonyo	Police Constable	\$ 105,328.32	\$ 990.47
Clapp	Catherine Ann	Police Constable	\$ 105,319.45	\$ 981.89
Howell	Wayne Vincent	Plainclothes Police Constable	\$ 105,306.51	\$ 1,002.04
Fernandes	Roland Andrea	Police Constable	\$ 105,305.55	\$ 1,000.61

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Chernobay	Andrew	Senior Technical Analyst	\$ 105,303.28	\$ 360.22
Palm	Petra Juliane	Plainclothes Police Constable	\$ 105,289.76	\$ 349.93
Robertson	Lynne	Police Constable	\$ 105,284.66	\$ 1,000.61
Ganj	Arran	Plainclothes Police Constable	\$ 105,284.39	\$ 1,002.04
Davey	Amy Lee	Plainclothes Police Constable	\$ 105,282.73	\$ 352.04
Kingra	Jaanpal Singh	Police Constable	\$ 105,275.29	\$ 981.89
Vincent	Jason Ernest	Police Constable	\$ 105,270.39	\$ 981.89
Emms	Jeffrey Brian	Police Constable	\$ 105,257.89	\$ 981.89
Mann	Amarjit Singh	Police Constable	\$ 105,248.06	\$ 990.47
Phuong	James Jason	Plainclothes Police Constable	\$ 105,238.49	\$ 990.99
Turgeon	Joseph Ernest	Police Constable	\$ 105,238.22	\$ 981.89
Warnock	Martin	Police Constable	\$ 105,235.30	\$ 981.89
Belille	Winford Sheldon	Police Constable	\$ 105,224.16	\$ 981.89
Ezekiel	Scott Carl	Police Constable	\$ 105,222.54	\$ 988.49
Mcmahon	Joseph	Police Constable	\$ 105,218.42	\$ 1,000.61
Mills	Patricia	Police Constable	\$ 105,207.47	\$ 1,000.61
Scott	Michael Andrew	Police Constable	\$ 105,200.99	\$ 981.89
Plunkett	Sheri Lynn	Plainclothes Police Constable	\$ 105,199.59	\$ 1,004.14
Cassidy	Michael	Police Constable	\$ 105,198.14	\$ 1,000.61
Louie	Gilbert Jun	Police Constable	\$ 105,197.97	\$ 981.89
Roberts	Jason John	Police Constable	\$ 105,197.28	\$ 984.65
Habibullah	Jamshid	Police Constable	\$ 105,194.85	\$ 981.89
Woo	Gilbert	Senior Customer Service Representative	\$ 105,192.63	\$ 349.05
Shaw	Kempton Bernard	Police Constable	\$ 105,188.82	\$ 981.89
Corrie	Andrew Benjamin	Plainclothes Police Constable	\$ 105,178.17	\$ 1,002.04
Wilson	Adam Patrick	Police Constable	\$ 105,160.52	\$ 971.62
Demian	Hiba Joseph	Parking Enforcement Officer	\$ 105,140.00	\$ 880.88
Dipoce	Jeremy Michael	Police Constable	\$ 105,135.07	\$ 981.89
Girgis	Mina Wadie	Police Constable	\$ 105,133.85	\$ 306.74
Oddi	John-Paul Christopher	Police Constable	\$ 105,132.75	\$ 918.30
Price	Robert Arthur	Police Constable	\$ 105,125.55	\$ 975.62
Delgado Meneses	Juan Carlos	Police Constable	\$ 105,121.99	\$ 971.62
Sutton	Sean Matthew	Police Constable	\$ 105,120.06	\$ 981.89
Purves	Andrew James	Plainclothes Police Constable	\$ 105,112.72	\$ 988.75
Zubek	Joseph	Staff Sergeant	\$ 105,111.25	\$ 301.05
Petrie	Kyle Johnathon	Sergeant	\$ 105,091.71	\$ 1,027.91
Boyle	Jason Edward	Police Constable	\$ 105,074.67	\$ 986.57
Neill	Stuart	Police Constable	\$ 105,060.66	\$ 986.57
Bradley	Christopher	Police Constable	\$ 105,055.47	\$ 1,000.61
Khan	Bahroze Raza	Police Constable	\$ 105,052.94	\$ 971.62
Williams	Matthew George	Police Constable	\$ 105,052.93	\$ 972.02
Chase	Matthew Joseph	Training Constable	\$ 105,043.27	\$ 978.50
Imrie	Melanie April	Police Constable	\$ 105,040.55	\$ 990.47
Irwin	Kristopher Brahms	Police Constable	\$ 105,040.39	\$ 981.89
Petticrew	Amanda Aaron	Training Constable	\$ 105,033.10	\$ 350.48
Burns	Alison Marion	Police Constable	\$ 105,032.68	\$ 981.89
Blake	Courtney Anthony	Police Constable	\$ 105,027.96	\$ 981.89
Fraser	Rod David	Plainclothes Police Constable	\$ 105,010.01	\$ 1,002.04
Cotton	Isabelle	Police Constable	\$ 105,005.15	\$ 990.14
Baker	David Roland	Police Constable	\$ 105,000.45	\$ 990.47
Mooney	Joshua	Police Constable	\$ 104,997.65	\$ 971.62
Robb	Paul George	Plainclothes Police Constable	\$ 104,994.86	\$ 1,002.04
Crane	Gerald David	Police Constable	\$ 104,994.81	\$ 971.62
Day	Jonathan Nicholas	Police Constable	\$ 104,990.03	\$ 306.74
Rathbone	Melanie Lynn	Police Constable	\$ 104,989.86	\$ 981.89
Nykorchuk	Pasqualina	Senior Corporate Planning Analyst	\$ 104,987.12	\$ 349.05
Reeves	Sean Dennis	Plainclothes Police Constable	\$ 104,974.50	\$ 987.28
Anderson	Jennifer Elizabeth	Plainclothes Police Constable	\$ 104,971.86	\$ 986.51
Cheung	Karen Wai	Senior Programmer	\$ 104,970.47	\$ 349.05
Warner	Jordan Robert	Police Constable	\$ 104,963.20	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Leal	Jason David	Police Constable	\$ 104,961.76	\$ 981.89
Roopnarine	Rickey	Police Constable	\$ 104,953.82	\$ 981.89
Belanger	Nicole Adele	Police Constable	\$ 104,917.76	\$ 978.77
Wojtkowicz	Dorothy Zofia	Plainclothes Police Constable	\$ 104,910.26	\$ 993.05
Riolo	Salvatore Tony	Police Constable	\$ 104,903.88	\$ 983.54
Johnston	Jason Anthony	Police Constable	\$ 104,903.76	\$ 981.89
Harrison	Sean Michael	Police Constable	\$ 104,901.67	\$ 350.61
Lou	Bing Yu	Police Constable	\$ 104,899.70	\$ 986.18
Amyotte	Daniel Richard	Police Constable	\$ 104,898.21	\$ 981.89
Rebello	Joseph Francesco	Locational Administrator	\$ 104,896.60	\$ 979.42
Davies	Neil Charles	Police Constable	\$ 104,890.88	\$ 981.89
O'Donohue	Katie Elizabeth	Plainclothes Police Constable	\$ 104,883.87	\$ 993.85
Wang	Benyu	Senior Radio and Electronics Technician	\$ 104,879.36	\$ 954.72
Wecker	Michael Robert	Police Constable	\$ 104,878.92	\$ 971.62
Bellamy	Jason Robert	Police Constable	\$ 104,863.15	\$ 971.62
Chen	Stephen Ning	Police Constable	\$ 104,861.80	\$ 1,000.61
Burns	Michael Roy	Police Constable	\$ 104,861.28	\$ 981.89
Charron	Stephane Rejean	Plainclothes Police Constable	\$ 104,857.54	\$ 1,002.04
Toms	Frederic Halley	Police Constable	\$ 104,855.71	\$ 975.62
Stehlik	Michael Josef	Plainclothes Police Constable	\$ 104,846.50	\$ 997.36
Syed	Hassan Raza	Police Constable	\$ 104,840.43	\$ 975.62
Smith	Robert David	Police Constable	\$ 104,835.43	\$ 981.89
Thompson	Wesley Peter	Police Constable	\$ 104,833.98	\$ 900.94
Ismail	Omar	Police Constable	\$ 104,826.82	\$ 631.74
Moretti	Mark	Police Constable	\$ 104,825.47	\$ 1,000.61
Boyce	Susie Rowena	Police Constable	\$ 104,822.81	\$ 981.89
Diaconu	Adrian	Police Constable	\$ 104,807.76	\$ 267.06
Ashkar	Antoine	Police Constable	\$ 104,804.98	\$ 981.89
Mylvaganam	Ajanthan	Police Constable	\$ 104,800.42	\$ 291.86
Wong	Matthew Dee	Police Constable	\$ 104,797.31	\$ 981.89
Kullar	Satbir Singh	Police Constable	\$ 104,793.33	\$ 306.74
Sonier	Wanda Darlene	Police Constable	\$ 104,780.62	\$ 1,000.61
Bernard	Cynthia Lee	Police Constable	\$ 104,776.45	\$ 985.01
Mahoney	Julie	Police Constable	\$ 104,769.03	\$ 1,000.61
Trotman	Drew Alexander	Police Constable	\$ 104,765.99	\$ 981.89
Desrochers	Jerome Jeremy	Police Constable	\$ 104,761.17	\$ 981.89
Bubnic	Sandi Sylvia	Plainclothes Police Constable	\$ 104,758.27	\$ 1,005.82
Vanscherrenburg	Adele	Police Constable	\$ 104,744.43	\$ 1,000.61
Smith	Jason Alexander	Training Constable	\$ 104,736.66	\$ 1,002.04
Lucyshyn	Tracey	Police Constable	\$ 104,736.08	\$ 1,000.61
Laing	Andrea Lynn	Police Constable	\$ 104,726.80	\$ 981.89
Murray	David Gerard	Plainclothes Police Constable	\$ 104,725.90	\$ 1,002.04
Nacev	Steven Alexsander	Police Constable	\$ 104,721.37	\$ 904.66
Olver	Robert Bond	Police Constable	\$ 104,720.46	\$ 1,000.61
Cook	Thomas William	Police Constable	\$ 104,716.91	\$ 981.89
Visser	Ashley Christina	Plainclothes Police Constable	\$ 104,711.69	\$ 993.85
Hutzel	Jennifer Dawn	Police Constable	\$ 104,710.89	\$ 986.57
Elliott	Adrian Godfrey	Police Constable	\$ 104,708.15	\$ 981.89
Barclay	Tammy Lynn	Police Constable	\$ 104,686.59	\$ 981.89
McNabb	Angela Helen	Police Constable	\$ 104,685.05	\$ 1,000.61
Furzecott	Mark Linton	Plainclothes Police Constable	\$ 104,654.90	\$ 1,002.04
Williams	Kevin Christopher	Plainclothes Police Constable	\$ 104,649.01	\$ 352.04
Fraracci	Gregory Robert	Police Constable	\$ 104,647.80	\$ 933.18
Celestine	Curtis	Police Constable	\$ 104,636.39	\$ 306.74
Mitskou	Christopher	Police Constable	\$ 104,611.56	\$ 971.62
Mikalachki	Larry	Police Constable	\$ 104,611.02	\$ 1,000.61
Oliveira	Linda	Plainclothes Police Constable	\$ 104,610.59	\$ 356.24
O'Neill	Erik Rodney	Police Constable	\$ 104,610.57	\$ 981.89
Montis	Christine Cheryl	Plainclothes Police Constable	\$ 104,607.54	\$ 1,002.04
Taylor	Andrew Brian	Police Constable	\$ 104,600.59	\$ 990.47

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Crawford	Chad Uric	Police Constable	\$ 104,579.81	\$ 981.89
Bernard	David Anthony	Plainclothes Police Constable	\$ 104,568.16	\$ 1,002.04
Singh	Ramandeep	Police Constable	\$ 104,566.87	\$ 291.86
Moosvi	Syed	Police Constable	\$ 104,563.16	\$ 1,000.61
Dhruv	Glenn	Police Constable	\$ 104,544.72	\$ 990.47
Miceli	Stephanie Caroline	Police Constable	\$ 104,539.46	\$ 971.62
Fox	Jennifer Anne	Police Constable	\$ 104,520.67	\$ 972.02
Harvey	Lesa	Police Constable	\$ 104,516.08	\$ 1,000.61
Kerr	Michael William	Sergeant	\$ 104,504.19	\$ 1,027.91
Matthews	Gordon	Police Constable	\$ 104,497.98	\$ 1,000.61
Gall	Alexandru	Police Constable	\$ 104,488.50	\$ 981.89
Diaz	Angela Maria	Police Constable	\$ 104,475.08	\$ 981.89
Frias	Paul George	Police Constable	\$ 104,468.09	\$ 981.89
Miller	Sharon Ann	Plainclothes Police Constable	\$ 104,457.49	\$ 1,002.04
Ferlisi	Onofrio Antonio	Police Constable	\$ 104,456.88	\$ 990.47
Macdonald	Lori-Ann	Detective	\$ 104,448.72	\$ 397.28
Troke	Derreck	Communications Operations Supervisor	\$ 104,447.28	\$ 975.22
Javelosa	Jeffrey Roy	Police Constable	\$ 104,440.40	\$ 971.62
Hedger	Michael Leslie	Police Constable	\$ 104,432.73	\$ 990.47
Rae	Jennifer	Plainclothes Police Constable	\$ 104,428.01	\$ 999.48
Holt	Jack William	Police Constable	\$ 104,427.34	\$ 981.89
Mccann	Madonna Marie	Police Constable	\$ 104,414.20	\$ 981.89
Watson	Adam Michael	Police Constable	\$ 104,409.46	\$ 981.89
Imai	Toshi Laird	Police Constable	\$ 104,408.92	\$ 971.62
Carter	Adrian Daren	Police Constable	\$ 104,403.10	\$ 972.02
Smith-Stubbs	Donna	Police Constable	\$ 104,402.40	\$ 1,000.61
Savoia	Giovanni	Police Constable	\$ 104,392.21	\$ 1,000.61
Knox	Jaime Louise	Police Constable	\$ 104,391.84	\$ 981.89
Davey	Jill	Police Constable	\$ 104,388.91	\$ 1,000.61
Shepheard	Scott Alejandro	Police Constable	\$ 104,386.87	\$ 981.89
Briggs	Christopher Neal	Plainclothes Police Constable	\$ 104,382.26	\$ 1,002.04
Qiu	Ming Wei	Senior Communications Technician	\$ 104,377.23	\$ 304.72
Radford	Christopher Keith	Plainclothes Police Constable	\$ 104,363.74	\$ 997.36
Mc Sweeney	Josh Matthew	Police Constable	\$ 104,342.31	\$ 981.89
Gordon	Noreen Anne	Plainclothes Police Constable	\$ 104,342.24	\$ 999.48
Mowat	Peter Hugh	Labour Relations Analyst	\$ 104,335.95	\$ 340.04
Marshall	Kevin George	Police Constable	\$ 104,334.98	\$ 981.89
Dobbs	Christian Daniel	Police Constable	\$ 104,330.84	\$ 995.88
Sianos	John	Police Constable	\$ 104,330.32	\$ 875.43
Jung	Kevin Seok	Police Constable	\$ 104,308.05	\$ 981.89
Zheng	Feishu	Police Constable	\$ 104,294.76	\$ 971.62
Carreiro	Dawn Kimberley	Police Constable	\$ 104,280.03	\$ 981.89
Salamon	Mariusz Robert	Police Constable	\$ 104,276.44	\$ 981.89
Roberts	Ronald Harry	Police Constable	\$ 104,271.17	\$ 981.89
Mundy	Susan Ann	Police Constable	\$ 104,254.93	\$ 1,000.61
Dalton	Shawn Thomas	Police Constable	\$ 104,248.62	\$ 971.62
Farmer	Kevin James	Senior Customer Service Representative	\$ 104,247.30	\$ 349.05
King	Dwayne Edward	Plainclothes Police Constable	\$ 104,241.65	\$ 300.73
Dawodu	Christopher Olufemi	Plainclothes Police Constable	\$ 104,239.02	\$ 1,002.04
Bolland	Christopher Gregory	Plainclothes Police Constable	\$ 104,236.74	\$ 993.85
Middleton	William Scott	Police Constable	\$ 104,215.35	\$ 990.47
Ireland	Morgan Harris	Police Constable	\$ 104,215.29	\$ 990.47
Rigby	Ryan Ronald	Police Constable	\$ 104,213.88	\$ 971.62
Yan	Gregory Albert	Plainclothes Police Constable	\$ 104,212.71	\$ 971.62
Luff	Daniel Peter	Police Constable	\$ 104,207.06	\$ 918.30
Jones	Gary Lloyd	Police Constable	\$ 104,206.07	\$ 971.62
Laing	Richard Anthony	Police Constable	\$ 104,200.60	\$ 981.89
Hincks	Wendy Marie	Police Constable	\$ 104,198.44	\$ 988.82
Wang	Jordan Guanbao	Police Constable	\$ 104,180.66	\$ 971.62
Chouinard	Ronald Jeremy	Training Constable	\$ 104,159.96	\$ 1,002.04

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Sneep	Todd James	Police Constable	\$ 104,158.53	\$ 981.89
Andrejishyn	James Joseph	Plainclothes Police Constable	\$ 104,152.16	\$ 1,002.04
Chariandy	Mark Michael	Plainclothes Police Constable	\$ 104,129.26	\$ 997.36
Carles	Matthew Moses	Police Constable	\$ 104,117.02	\$ 986.57
East	Jeffrey Bruce	Police Constable	\$ 104,104.59	\$ 975.62
Leblanc	Adam Lionel	Plainclothes Police Constable	\$ 104,096.70	\$ 1,000.48
Macisaac	Allister Edmund	Police Constable	\$ 104,095.21	\$ 988.49
Cerqua	Louie Noel	Plainclothes Police Constable	\$ 104,083.54	\$ 988.75
Janse	Michelle Carrie	Police Constable	\$ 104,083.09	\$ 1,000.61
Colaco	Vernon Antonio	Police Constable	\$ 104,081.19	\$ 981.89
Besco	David Russell	Police Constable	\$ 104,079.66	\$ 981.89
Irvine	Brent Marvin	Police Constable	\$ 104,075.49	\$ 981.89
Romain	Phillip Roland	Police Constable	\$ 104,074.33	\$ 668.25
Sit	Aaron Kar-Lun	Police Constable	\$ 104,073.30	\$ 971.62
Edelhofer	Marie Caroline	Police Constable	\$ 104,072.93	\$ 981.89
Swain	Trevor James	Police Constable	\$ 104,072.45	\$ 981.89
Jimenez	Francisco Raul	Police Constable	\$ 104,062.90	\$ 981.89
Louhikari	Tim	Police Constable	\$ 104,056.01	\$ 1,000.61
Beaven-Brindle	Marcie Jeanne	Police Constable	\$ 104,039.71	\$ 990.47
Tierney	John	Police Constable	\$ 104,039.46	\$ 1,000.61
Schofield	Gregory John	Drafting Technician	\$ 104,022.66	\$ 999.05
Zhou	Hongfei	Police Constable	\$ 104,021.42	\$ 981.89
Doherty	Braden Spencer	Police Constable	\$ 104,013.62	\$ 981.89
Gee	Kevin Wai	Police Constable	\$ 104,010.92	\$ 972.02
Wilson	Michael Paul	Plainclothes Police Constable	\$ 104,001.74	\$ 1,002.04
Tomicic	Jorge Antonio	Police Constable	\$ 104,000.58	\$ 981.89
Mackay	Craig William	Police Constable	\$ 103,990.37	\$ 1,000.61
Mcdermott	Sabrina Alice	Plainclothes Police Constable	\$ 103,986.31	\$ 1,002.04
Hampel	Scott	Police Constable	\$ 103,985.60	\$ 1,000.61
Brushett	Kevin Michael	Police Constable	\$ 103,977.46	\$ 981.89
Harding	Matthew Earl	Training Constable	\$ 103,975.77	\$ 1,002.04
Ruttimann	Paul Eugen	Police Constable	\$ 103,974.26	\$ 971.62
Bevilacqua	Massimiliano Rino	Police Constable	\$ 103,973.84	\$ 981.89
Carter	Sarah Jean	Plainclothes Police Constable	\$ 103,953.26	\$ 975.06
Uddin	Mohammed Shueb	Police Constable	\$ 103,944.11	\$ 971.62
Rice	Julie Lynn	Police Constable	\$ 103,943.92	\$ 981.89
Perdon	Vera Lyn	Police Constable	\$ 103,942.77	\$ 972.02
Mcconnell	Susan	Police Constable	\$ 103,939.86	\$ 350.61
Thomas	Nigel Dexter	Police Constable	\$ 103,939.59	\$ 990.47
De Hartog	Callum Alexander	Training Constable	\$ 103,934.21	\$ 1,002.04
Little	James Joseph	Police Constable	\$ 103,932.34	\$ 1,000.61
Howard	Trevor Joseph	Plainclothes Police Constable	\$ 103,929.53	\$ 993.85
Lyn	Leonard Patrick	Senior Customer Service Representative	\$ 103,918.45	\$ 349.05
Deane	Susan Louise	Senior Corporate Planning Analyst	\$ 103,908.89	\$ 349.05
Metzger	Jennifer Lynn	Plainclothes Police Constable	\$ 103,904.36	\$ 1,002.04
Gray	Mark Anthony	Police Constable	\$ 103,904.25	\$ 985.85
Caruso	Salvatore	Police Constable	\$ 103,891.34	\$ 981.89
Warren	Tristan Alexander	Police Constable	\$ 103,882.57	\$ 315.42
Leclerc	Daniel Christian	Police Constable	\$ 103,874.31	\$ 981.89
Proger	Sergey Ilyich	Training Constable	\$ 103,860.48	\$ 1,002.04
Romano	Anthony Stefano	Police Constable	\$ 103,859.93	\$ 981.89
Dawe	Renee	Police Constable	\$ 103,853.59	\$ 981.89
Binning	Andrew John	Plainclothes Police Constable	\$ 103,842.18	\$ 1,002.04
Davey	John	Police Constable	\$ 103,841.19	\$ 1,000.61
Mc Donald	Stephanie Jean	Police Constable	\$ 103,840.26	\$ 981.89
Simoes	Rui	Police Constable	\$ 103,838.36	\$ 981.89
Redick	Amanda Brooke	Police Constable	\$ 103,835.47	\$ 982.67
Jacobs	Sheldon Alexander	Plainclothes Police Constable	\$ 103,832.77	\$ 352.04
Bhandari	Nitin	Police Constable	\$ 103,827.37	\$ 981.89
Elliot	Benjamin George	Plainclothes Police Constable	\$ 103,810.57	\$ 452.04

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Heroux	Stephane	Plainclothes Police Constable	\$ 103,806.76	\$ 1,002.04
Lyon	Leithland Lloyd	Police Constable	\$ 103,801.74	\$ 1,000.61
Luu	Tan Sy	Senior Programmer	\$ 103,800.11	\$ 349.05
De Graaf	Ryan Evert	Police Constable	\$ 103,792.95	\$ 981.89
Dekezel	Jennifer Crystal	Police Constable	\$ 103,786.21	\$ 978.77
Sears	Sean Stephen	Police Constable	\$ 103,777.40	\$ 981.89
Deane	Cedron Clayton	Police Constable	\$ 103,769.60	\$ 981.89
Montcalm	Alain Jean	Police Constable	\$ 103,769.60	\$ 981.89
Khan	Shameer	Police Constable	\$ 103,768.95	\$ 971.62
Kluge	Christine Ruth	Training Constable	\$ 103,768.16	\$ 1,002.04
Woods	Douglas Stephen	Plainclothes Police Constable	\$ 103,762.93	\$ 1,002.04
Bowry	Christopher George	Plainclothes Police Constable	\$ 103,733.56	\$ 1,002.04
Bottineau	Danielle Joanne	Police Constable	\$ 103,725.78	\$ 983.54
White	Daniel Campbell	Police Constable	\$ 103,723.72	\$ 975.62
Sunghing	Kelly Marie	Plainclothes Police Constable	\$ 103,723.24	\$ 1,000.48
Brown	Richard Gladstone	Police Constable	\$ 103,718.29	\$ 981.89
McLaughlin	Colm	Police Constable	\$ 103,713.24	\$ 1,000.61
Malyk	Thomas Ronald	Police Constable	\$ 103,711.05	\$ 975.62
Wallace	Scott Edmund	Senior Application Specialist	\$ 103,709.39	\$ 349.05
Fairdough	Werner	Police Constable	\$ 103,706.43	\$ 981.89
Zisis	Mary Lynn	Senior Corporate Planning Analyst	\$ 103,698.65	\$ 349.05
Juhasz	Jamie Christine	Police Constable	\$ 103,694.02	\$ 981.89
Firth	Zachary Jonathon	Police Constable	\$ 103,686.98	\$ 972.02
Kuok	Gabriel	Police Constable	\$ 103,685.00	\$ 981.89
Mozolev	Nikolay	Police Constable	\$ 103,684.21	\$ 981.89
Cruden	Marianne Elizabeth	Police Constable	\$ 103,683.01	\$ 981.89
Austin	Michael John	Police Constable	\$ 103,679.82	\$ 985.85
Conley	Timothy Kenneth	Police Constable	\$ 103,679.58	\$ 981.89
Grammatikos	Michael George	Police Constable	\$ 103,677.09	\$ 981.89
Neadles	Kyle Stephen	Police Constable	\$ 103,663.16	\$ 924.50
Alagarajah	Anenthan Raju	Police Constable	\$ 103,654.83	\$ 924.50
Mondelli	Roberto Joseph	Police Constable	\$ 103,652.13	\$ 981.89
Wong	Aaron	Police Constable	\$ 103,640.77	\$ 300.54
Littler	Ian Stuart	Police Constable	\$ 103,628.80	\$ 981.89
Foster	Anthony Joseph	Police Constable	\$ 103,627.43	\$ 981.89
Khan	Humayun Rashid	Plainclothes Police Constable	\$ 103,616.31	\$ 352.04
Lashley	Troy Noel	Police Constable	\$ 103,613.00	\$ 981.89
Dinc	Huseyin	Senior Programmer	\$ 103,611.07	\$ 349.05
Imrie	Sean Andrew	Plainclothes Police Constable	\$ 103,599.16	\$ 1,002.04
Miller	James Anthony	Plainclothes Police Constable	\$ 103,588.77	\$ 1,002.04
D'Ascenzo	Michele Abele	Plainclothes Police Constable	\$ 103,583.07	\$ 352.04
Zettler	Steven Carl	Police Constable	\$ 103,582.24	\$ 1,000.61
Newton	David	Police Constable	\$ 103,581.65	\$ 1,000.61
Gill	Arjindersingh	Police Constable	\$ 103,578.68	\$ 971.62
Lukings	Aimee Elisabeth	Plainclothes Police Constable	\$ 103,577.81	\$ 1,002.04
Blanchard	Kile Donald	Police Constable	\$ 103,576.80	\$ 977.12
Ardoino	Nicholas Michael	Police Constable	\$ 103,574.68	\$ 306.74
Gallagher	Andrew George	Senior Customer Service Representative	\$ 103,571.24	\$ 349.05
Dahan	Valerie Ruth	Plainclothes Police Constable	\$ 103,569.56	\$ 352.04
Hamilton	Marisa Anne	Plainclothes Police Constable	\$ 103,568.61	\$ 352.04
Branker	Darryl Dermot	Plainclothes Police Constable	\$ 103,566.26	\$ 1,002.04
Schulte	Kathryn Ruth	Plainclothes Police Constable	\$ 103,565.21	\$ 1,002.04
De Coste	Lisa Germaine	Plainclothes Police Constable	\$ 103,563.81	\$ 1,002.04
Dewsnap	Stacey Lynn	Plainclothes Police Constable	\$ 103,563.81	\$ 1,002.04
Lys	Christianne Yvonne	Supervisor	\$ 103,562.72	\$ 1,000.87
Ricciardi	Marco	Police Constable	\$ 103,562.50	\$ 981.89
Douglas	Fraser Gordon	Plainclothes Police Constable	\$ 103,561.01	\$ 352.04
Michelucci	Marco Antony	Training Constable	\$ 103,561.01	\$ 352.04
Mihalescu	Simona	Plainclothes Police Constable	\$ 103,561.01	\$ 352.04
Nott	Jason Michael	Plainclothes Police Constable	\$ 103,561.01	\$ 1,002.04

Appendix B				
Record of Employees' 2016 Salaries and Benefits - By Salary Paid				
Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Parvin	Armand Sydney	Training Constable	\$ 103,561.01	\$ 1,002.04
Priem	Michelle Simone	Plainclothes Police Constable	\$ 103,561.01	\$ 352.04
Szwedo	Tomasz	Training Constable	\$ 103,561.01	\$ 1,002.04
Vijayanarayanan	Devikumar	Plainclothes Police Constable	\$ 103,561.01	\$ 352.04
Doyle	Centina Roxanne	Plainclothes Police Constable	\$ 103,548.53	\$ 352.04
Garrison	Tracey Lee-Ann	Sergeant	\$ 103,538.98	\$ 988.78
Santana	Hugo	Police Constable	\$ 103,538.95	\$ 924.50
Mcdoom	Omar Sulaiman	Police Constable	\$ 103,521.65	\$ 975.62
Nadler	Andre Michael	Police Constable	\$ 103,514.44	\$ 981.89
Quigley	Kimberley	Police Constable	\$ 103,508.70	\$ 1,000.61
Park	Jae Woo	Police Constable	\$ 103,503.46	\$ 321.62
Yuile	Brian Alexander	Police Constable	\$ 103,501.34	\$ 994.72
Dunne	James William	Police Constable	\$ 103,499.91	\$ 981.89
Macdonald	Scott John	Plainclothes Police Constable	\$ 103,499.29	\$ 993.46
Spaulding	David	Police Constable	\$ 103,497.96	\$ 1,000.61
Sharma	Sandeep	Police Constable	\$ 103,493.36	\$ 956.74
Pelow	Patrick Peter	Police Constable	\$ 103,487.07	\$ 981.89
Ciaus	Luminita	Senior Programmer	\$ 103,479.68	\$ 349.05
Gill	Harvinder Singh	Police Constable	\$ 103,475.17	\$ 981.89
Greif	Lisa Lorraine	Police Constable	\$ 103,466.16	\$ 981.89
Rizzi	Roberto Daniele	Patrol Supervisor	\$ 103,457.47	\$ 908.83
Serban	Petruta	Senior Programmer	\$ 103,439.96	\$ 349.05
Mccreight	Kenneth	Police Constable	\$ 103,416.09	\$ 1,000.61
White	Richard Burton	Police Constable	\$ 103,408.19	\$ 981.89
Lamontagne	Joseph	Police Constable	\$ 103,407.42	\$ 1,000.61
Kelly	Craig Robert	Police Constable	\$ 103,405.75	\$ 306.74
Nelson	Matthew Henry	Police Constable	\$ 103,397.28	\$ 971.62
Choi	Helio Hyun	Police Constable	\$ 103,377.88	\$ 981.89
Udegbumam	Christian	Police Constable	\$ 103,360.46	\$ 1,000.61
Best	Alexander Phillip	Plainclothes Police Constable	\$ 103,338.40	\$ 933.18
Humfrey	Robert	Police Constable	\$ 103,338.11	\$ 1,000.61
Snyckers	Nicolas Hugo	Police Constable	\$ 103,331.42	\$ 981.89
Shepherdly	Gordon Walter	Police Constable	\$ 103,327.76	\$ 1,000.61
Bertrim	Patricia	Police Constable	\$ 103,323.36	\$ 350.61
Service	Guy Peter	Police Constable	\$ 103,319.16	\$ 1,000.61
Burgher	Christopher Dwayne	Police Constable	\$ 103,318.80	\$ 975.62
Selby	Shona Dumain	Police Constable	\$ 103,317.89	\$ 1,001.27
Gomez	Ricardo	Police Constable	\$ 103,305.44	\$ 981.89
Robertson	Rodger Kent	Police Constable	\$ 103,302.71	\$ 1,000.61
Robertson	Leisha Andrea	Police Constable	\$ 103,297.35	\$ 981.89
Earl	Lisa Marie	Police Constable	\$ 103,290.62	\$ 837.95
Mackay	Ronald Ernest	Police Constable	\$ 103,290.53	\$ 993.20
Rose	Sally	Police Constable	\$ 103,280.36	\$ 1,000.61
Obornick	Howard	Police Constable	\$ 103,279.61	\$ 1,000.61
Emerson	Terry Evan	Police Constable	\$ 103,271.50	\$ 981.89
Black	Cameron Russell	Police Constable	\$ 103,261.36	\$ 971.62
Singh	Rajendra	Police Constable	\$ 103,261.16	\$ 1,000.61
Hornby	Gregory Allen	Police Constable	\$ 103,259.66	\$ 1,000.61
Cawthorne	Audry Petra	Police Constable	\$ 103,251.64	\$ 981.89
Martin	Paul George	Police Constable	\$ 103,251.31	\$ 990.47
Wright	Joanna Lindley	Police Constable	\$ 103,246.36	\$ 350.61
Cechetto	Andrew Paul	Police Constable	\$ 103,238.42	\$ 986.57
Weist	Stephen	Police Constable	\$ 103,236.66	\$ 1,000.61
Arsenault	Daren Arthur	Police Constable	\$ 103,233.71	\$ 1,000.61
Schwartz	Michael	Police Constable	\$ 103,233.71	\$ 981.89
Sirois	Monique	Police Constable	\$ 103,231.81	\$ 1,000.61
Seberry	William	Police Constable	\$ 103,225.36	\$ 350.61
Elliott	Kathleen	Police Constable	\$ 103,221.58	\$ 1,000.61
Trainor	James	Police Constable	\$ 103,219.76	\$ 1,000.61
Roman	Katalin	Communications Operations Supervisor	\$ 103,215.53	\$ 975.22

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Stefani	William	Police Constable	\$ 103,205.21	\$ 1,000.61
Cumberbatch	Colin Roger	Police Constable	\$ 103,204.01	\$ 350.61
Holubko	Pawel	Police Constable	\$ 103,198.27	\$ 981.89
O'Grady	Lawrence Joseph	Supervisor	\$ 103,197.93	\$ 999.05
Hazell	Sandra Dawn	Police Constable	\$ 103,196.65	\$ 981.89
Lepcha	Swiba	Police Constable	\$ 103,196.14	\$ 350.61
English	Douglas	Police Constable	\$ 103,191.06	\$ 1,000.61
Carter	Alphonso Paul	Police Constable	\$ 103,185.51	\$ 981.89
Sullivan	Steven	Police Constable	\$ 103,182.31	\$ 1,000.61
Leblanc	Dylan Raymond	Police Constable	\$ 103,179.73	\$ 981.89
Makhlouf	James Michael	Police Constable	\$ 103,173.50	\$ 981.89
Chow Young	Richard	Police Constable	\$ 103,170.86	\$ 1,000.61
Lowe	Thomas William	Police Constable	\$ 103,163.76	\$ 1,000.61
Smith	Hugh	Police Constable	\$ 103,161.22	\$ 900.61
Stephens	Michael	Police Constable	\$ 103,159.91	\$ 1,000.61
Kainz	Christopher John	Police Constable	\$ 103,157.11	\$ 350.61
Delcogliano	Glenna Maureen	Police Constable	\$ 103,152.74	\$ 350.61
Addison	Keith Scott	Police Constable	\$ 103,142.06	\$ 1,000.61
Francis	Valerie Colmata	Police Constable	\$ 103,139.96	\$ 350.61
Wilson	Suzanne	Police Constable	\$ 103,136.29	\$ 350.61
Dixon	Aaron Scott	Police Constable	\$ 103,134.89	\$ 981.89
So	Michael	Police Constable	\$ 103,131.48	\$ 971.62
Caven	Lorrie	Police Constable	\$ 103,127.01	\$ 1,000.61
Yap	Meiyin	Police Constable	\$ 103,122.11	\$ 1,000.61
Crisanti	Cosimo	Police Constable	\$ 103,118.61	\$ 350.61
Mak	Ma Ying	Senior Corporate Planning Analyst	\$ 103,109.64	\$ 349.05
Lowe	Daniel Steven	Plainclothes Police Constable	\$ 103,101.29	\$ 997.36
Pinnock	Donovan	Police Constable	\$ 103,100.94	\$ 350.61
Dugan	Stephanie L.	Police Constable	\$ 103,100.06	\$ 1,000.61
Petrasek	Michael Julian	Police Constable	\$ 103,100.06	\$ 1,000.61
Daniels	Paul Edward	Senior Customer Service Representative	\$ 103,099.33	\$ 349.05
Lazenby	Robin	Police Constable	\$ 103,094.47	\$ 1,000.61
Rumney	Traci Gwendolyn	Police Constable	\$ 103,093.94	\$ 985.85
Wong	Chun Man	Police Constable	\$ 103,091.22	\$ 338.49
Urwin	Christine	Police Constable	\$ 103,090.96	\$ 350.61
Chou	Yu-Ya	Police Constable	\$ 103,087.94	\$ 971.62
Muto	Antonio	Police Constable	\$ 103,086.41	\$ 1,000.61
Knighton	Jason Richard	Police Constable	\$ 103,082.60	\$ 971.62
Cannon	Sheena Leigh	Police Constable	\$ 103,081.14	\$ 331.89
Day	Adam Douglas	Police Constable	\$ 103,079.88	\$ 884.82
Higgins	Jason Leonard	Police Constable	\$ 103,072.78	\$ 975.62
Elaschuk	Christien Timothy	Police Constable	\$ 103,072.36	\$ 981.89
Montgomery	Vicki	Police Constable	\$ 103,071.36	\$ 1,000.61
Spivak	Shari	Police Constable	\$ 103,067.05	\$ 1,000.61
Peck	Jennifer Louise	Plainclothes Police Constable	\$ 103,066.17	\$ 982.04
Dal Grande	Mauro Angelo	Police Constable	\$ 103,060.87	\$ 1,000.61
Mayo	Kenneth	Police Constable	\$ 103,055.09	\$ 1,000.61
Pangos	Edward Anthony	Police Constable	\$ 103,046.01	\$ 981.89
Mckean	Mark Joseph	Police Constable	\$ 103,044.06	\$ 1,000.61
Dunning	Paul Douglas	Police Constable	\$ 103,040.68	\$ 981.89
Gorny	Rychard Stefan	Police Constable	\$ 103,030.28	\$ 992.17
Sirpal	John	Plainclothes Police Constable	\$ 103,028.81	\$ 971.62
Ryan	Jo-Anne	Police Constable	\$ 103,024.82	\$ 350.61
Davidson	Allan William	Police Constable	\$ 103,022.21	\$ 981.89
Macgregor	Grant	Police Constable	\$ 103,018.44	\$ 1,000.61
Jeffrey	Michael John	Police Constable	\$ 103,011.90	\$ 981.89
Dalgarno	Patsy	Police Constable	\$ 103,009.51	\$ 1,000.61
Rousseau	Aimee	Police Constable	\$ 103,007.97	\$ 971.62
Gillespie	Andrea	Police Constable	\$ 103,005.91	\$ 1,000.61
Ethier	Isabel Anne	Police Constable	\$ 103,003.63	\$ 331.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Battaglia	Salvatore	Police Constable	\$ 102,992.97	\$ 315.42
McGovern	Sean Barne	Police Constable	\$ 102,990.18	\$ 981.89
Romyn	Jason	Plainclothes Police Constable	\$ 102,986.47	\$ 990.47
Maclean	Bradley Warren	Parking Enforcement Officer	\$ 102,981.12	\$ 880.88
Bailey	Nicole Anne	Sergeant	\$ 102,975.73	\$ 869.91
Mahmood	Tayyab	Police Constable	\$ 102,970.91	\$ 975.62
Ferguson	Saint Page	Police Constable	\$ 102,966.29	\$ 990.47
Valentini	Antonina	Plainclothes Police Constable	\$ 102,961.62	\$ 993.85
Boag	William	Police Constable	\$ 102,946.54	\$ 1,001.44
Rafferty	Susan Tracy	Police Constable	\$ 102,942.51	\$ 981.89
Machacek	Erika Jessica	Police Constable	\$ 102,936.96	\$ 971.62
Ismail	Ahmed Abdow	Plainclothes Police Constable	\$ 102,922.27	\$ 988.75
James	Joshua Benedict	Police Constable	\$ 102,921.85	\$ 971.62
Mcnevin	Jeffrey Lee	Police Constable	\$ 102,919.18	\$ 971.62
Medulun	Mark Geoffrey	Police Constable	\$ 102,915.85	\$ 971.62
Karpuc	Dawid Waldemar	Police Constable	\$ 102,913.35	\$ 975.62
Newell	Patricia	Police Constable	\$ 102,907.21	\$ 1,000.61
Dyke	Lene Dahl	Police Constable	\$ 102,898.29	\$ 933.18
Briell	Sandra Anne	Coordinator	\$ 102,896.18	\$ 992.16
Marchese	Frank	Police Constable	\$ 102,885.16	\$ 1,000.61
Goodwin	Ella Riley	Police Constable	\$ 102,882.09	\$ 981.89
Hall	Rachel Louise	Police Constable	\$ 102,867.11	\$ 912.10
Downie	Kelly	Police Constable	\$ 102,866.61	\$ 1,000.61
Langdon	Vincent	Police Constable	\$ 102,866.61	\$ 1,000.61
Langdon	Laura Anne	Police Constable	\$ 102,863.81	\$ 350.61
Lombardo	Paolo Nicholas	Police Constable	\$ 102,861.45	\$ 981.89
Hussar	Irene	Police Constable	\$ 102,859.61	\$ 1,000.61
Bartlett	Lynda Marie	Police Constable	\$ 102,858.21	\$ 1,000.61
Berridge	Eric	Police Constable	\$ 102,857.34	\$ 1,000.61
Spackman	Joanne	Police Constable	\$ 102,855.06	\$ 1,000.61
Cullingford	Peter Ashley	Police Constable	\$ 102,852.61	\$ 1,000.61
Abdilla	Tammy	Police Constable	\$ 102,849.81	\$ 1,000.61
Burgess	Michael	Police Constable	\$ 102,849.81	\$ 1,000.61
Coles	Bruce Ellis	Police Constable	\$ 102,849.81	\$ 350.61
Fujino	Alan	Police Constable	\$ 102,849.81	\$ 350.61
Hardwick	Steven	Police Constable	\$ 102,849.81	\$ 1,000.61
Ingram	Keith	Police Constable	\$ 102,849.81	\$ 1,000.61
Maecker	Jonathan Lee	Police Constable	\$ 102,849.81	\$ 1,000.61
Miller	Jill	Police Constable	\$ 102,849.81	\$ 1,000.61
Oosterhof	Carole Jane	Police Constable	\$ 102,849.81	\$ 350.61
Persram	Ranjit	Police Constable	\$ 102,849.81	\$ 350.61
Rinaldo	Michael	Police Constable	\$ 102,849.81	\$ 1,000.61
Scholl	Leslie	Police Constable	\$ 102,849.81	\$ 350.61
Sonsini	Gino	Police Constable	\$ 102,849.81	\$ 350.61
Zayack	Darlene	Police Constable	\$ 102,849.81	\$ 1,000.61
Clarke	Michael James	Police Constable	\$ 102,848.47	\$ 904.66
Murmane	Melissa Katherine	Plainclothes Police Constable	\$ 102,827.00	\$ 978.50
Matheson	Ellie Allyn	Police Constable	\$ 102,811.48	\$ 995.88
Baboulas	Steve Francis	Police Constable	\$ 102,810.24	\$ 956.74
Kraehling	Jason Daniel	Police Constable	\$ 102,792.67	\$ 971.62
Berry	Kevin Irish	Group Leader of Fleet and Materials Management	\$ 102,788.19	\$ 971.62
Mc Garry	Kenneth Adam	Plainclothes Police Constable	\$ 102,784.62	\$ 978.50
Drews	Jason	Police Constable	\$ 102,780.45	\$ 981.89
Hamze	Hamid	Police Constable	\$ 102,775.30	\$ 904.66
Drivas	Athanasios	Plainclothes Police Constable	\$ 102,774.75	\$ 988.05
Freeman	Jeffrey Bryant	Police Constable	\$ 102,774.37	\$ 981.89
Mackinnon	Randy Charles	Police Constable	\$ 102,773.06	\$ 981.89
Therault	Michael James	Police Constable	\$ 102,771.72	\$ 918.30
Cooper	Christina Danielle	Police Constable	\$ 102,766.59	\$ 981.89
Battistoni	Steven Chris	Fingerprint Examiner	\$ 102,757.37	\$ 926.64

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Allard	Matthew Douglas	Police Constable	\$ 102,755.58	\$ 981.89
Chen	Raymond Wei-Min	Police Constable	\$ 102,736.63	\$ 946.62
Tang	Ujing	Senior Programmer	\$ 102,730.86	\$ 349.05
Whittle	Timothy Maurice	Police Constable	\$ 102,719.87	\$ 981.89
Kurucz	Blaise	Police Constable	\$ 102,712.49	\$ 981.89
Sipos	Bogdan	Senior Programmer	\$ 102,702.96	\$ 349.05
Williams	Scott Douglas	Senior Administrative Application Specialist	\$ 102,698.18	\$ 349.05
Perks	Trevor Aaron	Police Constable	\$ 102,689.18	\$ 772.02
Finley-Kellough	Jillian Elizabeth	Police Constable	\$ 102,659.34	\$ 981.89
Shannon	Stephen Jordan	Police Constable	\$ 102,654.56	\$ 981.89
Kelloway	Trevor Paul	Police Constable	\$ 102,654.03	\$ 972.02
Sullivan	Sean James	Police Constable	\$ 102,645.61	\$ 981.89
Goodine	Andrew William	Police Constable	\$ 102,641.81	\$ 975.62
Mccabe	James Daniel	Police Constable	\$ 102,637.06	\$ 981.89
Allard	Nathaniel Peter	Police Constable	\$ 102,630.97	\$ 972.02
Hambrook	Craig	Police Constable	\$ 102,629.67	\$ 981.89
Piccolo	Adrian Michael	Police Constable	\$ 102,615.18	\$ 981.89
Bartlett	Alan Andrew	Police Constable	\$ 102,614.76	\$ 982.67
Yuanidis	Alexander	Police Constable	\$ 102,613.35	\$ 986.57
Thomas	Micheal-Murray	Police Constable	\$ 102,601.42	\$ 981.89
Zubair	Mohammad	Police Constable	\$ 102,592.00	\$ 981.89
Heighton	Dawn Christine	Police Constable	\$ 102,591.75	\$ 972.02
Chan	Jonathan Hin-Ling	Police Constable	\$ 102,591.44	\$ 971.62
Ford	Andrew Rion	Police Constable	\$ 102,579.44	\$ 973.21
Taylor	David John	Police Constable	\$ 102,577.87	\$ 981.89
Biggs	Henry Lee	Police Constable	\$ 102,568.61	\$ 771.62
Kiss	Melanie	Police Constable	\$ 102,566.18	\$ 981.89
Finlay	Timothy Andrew	Physical Fitness Coordinator	\$ 102,561.83	\$ 999.05
Tweit	Evan Kristien	Senior Customer Service Representative	\$ 102,540.86	\$ 348.39
Gioffi	Michael Anthony	Police Constable	\$ 102,531.85	\$ 981.89
Kwong	Victor Paul	Police Constable	\$ 102,529.30	\$ 781.89
Rea	Philip Earl	Police Constable	\$ 102,504.65	\$ 981.89
Tayara	Omar	Plainclothes Police Constable	\$ 102,489.35	\$ 997.36
Mcguire	Jennifer Lynn	Police Constable	\$ 102,461.40	\$ 881.10
Gucbilmez	Mehmet	Police Constable	\$ 102,457.09	\$ 971.62
Poirier	Alexandre	Police Constable	\$ 102,455.30	\$ 981.89
Bedi	Saurabjit Singh	Police Constable	\$ 102,454.48	\$ 917.06
Bowles	William John	Police Constable	\$ 102,447.21	\$ 971.62
Uher	Jason William	Police Constable	\$ 102,433.50	\$ 981.89
Hasiuk	Melissa Anne	Police Constable	\$ 102,431.46	\$ 981.89
Balaga	Tomasz Krzysztof	Police Constable	\$ 102,423.34	\$ 972.02
Thomson	Richard Laoreal	Police Constable	\$ 102,415.46	\$ 981.89
Astolfo	Robert	Police Constable	\$ 102,414.25	\$ 981.89
D'Alimonte	Steven	Police Constable	\$ 102,413.58	\$ 981.89
Caspar	Jennifer Mary	Communications Operator	\$ 102,405.82	\$ 936.13
Vanspall	Gregory Patrick	Police Constable	\$ 102,403.31	\$ 975.62
Bennett	Karlene Natalie	Research Assistant	\$ 102,394.76	\$ 1,094.94
Cornelissen	Stephen D	Police Constable	\$ 102,391.59	\$ 924.50
Armstrong	Patrick Shane	Police Constable	\$ 102,379.38	\$ 971.62
Liggio	Giovanni Celestino	Police Constable	\$ 102,370.89	\$ 981.89
Pritchard	Denis Blair	Police Constable	\$ 102,369.05	\$ 981.89
Ziola	Kirk	Benefit Analyst	\$ 102,334.60	\$ -
Macarthur	Jeffrey David	Police Constable	\$ 102,331.60	\$ 981.89
Kelly	David Winston	Communications Operator	\$ 102,309.36	\$ 936.13
Gill	Rupinder Singh	Police Constable	\$ 102,283.10	\$ 971.62
Stratton	Donald Clyde	Police Constable	\$ 102,276.92	\$ 981.89
Di Poce	Julia Celeste	Plainclothes Police Constable	\$ 102,276.67	\$ 977.64
Meehan	Anthony Paul	Police Constable	\$ 102,244.32	\$ 990.47
Hou	Michael	Police Constable	\$ 102,224.19	\$ 990.47
Phillips	Daniel Martin	Police Constable	\$ 102,217.23	\$ 990.47

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Huang	Acer Ti	Police Constable	\$ 102,201.03	\$ 971.62
Donaldson	Christina Elena	Police Constable	\$ 102,193.67	\$ 984.65
Butt	Matthew David	Police Constable	\$ 102,186.34	\$ 981.89
Cullen	Neil Gregory	Police Constable	\$ 102,172.37	\$ 981.89
Rozman	Dennis Josip	Police Constable	\$ 102,162.01	\$ 972.02
Martinez	Michael Malabanan	Plainclothes Police Constable	\$ 102,140.43	\$ 981.89
Boltyansky	Gregory	Police Constable	\$ 102,132.02	\$ 931.89
Speakman	Robert Paul	Plainclothes Police Constable	\$ 102,129.67	\$ 997.36
Rampersad	Steven	Police Constable	\$ 102,127.75	\$ 981.89
Bulmer	Christopher Edward	Police Constable	\$ 102,120.46	\$ 981.89
Kumar	Dinesh	Police Constable	\$ 102,119.53	\$ 972.02
Liang	Jian Peng	Police Constable	\$ 102,102.60	\$ 971.62
Lokaisingh	Devon Rishi	Police Constable	\$ 102,092.75	\$ 971.62
Cox	David Andrew	Police Constable	\$ 102,085.60	\$ 971.62
Iglesias	Esteban Teodoro	Police Constable	\$ 102,078.82	\$ 981.89
Wong	Carmen Alexis	Police Constable	\$ 102,064.17	\$ 981.89
Flannery	Michelle Louisa	Police Constable	\$ 102,022.88	\$ 990.47
Smith	Amber Leigh	Police Constable	\$ 102,016.32	\$ 981.89
Khan	Ammar	Police Constable	\$ 102,011.98	\$ 321.62
Kerr	Jaime Lyn	Police Constable	\$ 102,005.27	\$ 981.89
Clarke	Andrew James	Police Constable	\$ 102,005.23	\$ 306.74
Koptie	Jesse Alexander	Police Constable	\$ 102,003.05	\$ 996.65
Methe	Christopher Robert	Police Constable	\$ 101,994.35	\$ 971.62
Athwal	Ravinder Singh	Police Constable	\$ 101,990.16	\$ 917.06
Kennedy	Lee Edward	Police Constable	\$ 101,981.61	\$ 981.89
Skolly	Barbara Ann	Police Constable	\$ 101,972.48	\$ 981.89
Lai	David	Police Constable	\$ 101,972.01	\$ 981.89
Lee	Kyu Il	Plainclothes Police Constable	\$ 101,970.88	\$ 340.36
D'Angelica	Gemi	Police Constable	\$ 101,959.17	\$ 981.89
Cristofaro	Daniel Adam	Police Constable	\$ 101,955.81	\$ 975.62
Mitchener	Robert Andrew	Police Constable	\$ 101,932.34	\$ 978.77
Lantaigne	Melanie Helene	Police Constable	\$ 101,929.62	\$ 971.62
Harwood	Melanie Jean	Police Constable	\$ 101,921.81	\$ 981.89
Mcnabb	Andrew Gordon	Police Constable	\$ 101,905.73	\$ 390.47
Dyer	Robert Bruce	Police Constable	\$ 101,897.85	\$ 981.89
Farina	Antonella	Police Constable	\$ 101,890.52	\$ 987.35
Russell	David Michael	Police Constable	\$ 101,887.85	\$ 981.89
Dickson	Brett Gordon	Police Constable	\$ 101,867.34	\$ 981.89
Rampersaud	Darren Rabindra	Senior Programmer	\$ 101,854.90	\$ 304.52
Kicksee	Cheryl Noreen	Administration Application Specialist	\$ 101,838.87	\$ 336.18
Ambrozaitis	Eugenia Agnes	Training Constable	\$ 101,836.62	\$ 997.36
Dobbs	Beverly Rose	Police Constable	\$ 101,830.22	\$ 972.02
Dunning	Lacey Melissa	Police Constable	\$ 101,818.93	\$ 979.54
Ghuman	Avtar Singh	Police Constable	\$ 101,817.77	\$ 995.88
Macleod	John Norman	Police Constable	\$ 101,811.79	\$ 971.62
Nassis	Stephanie	Training Constable	\$ 101,804.71	\$ 488.82
Maloney	Jeffrey Jerome	Police Constable	\$ 101,803.82	\$ 981.89
Hanks	Stephen Robert	Police Constable	\$ 101,791.41	\$ 972.02
Kama	Guy	Plainclothes Police Constable	\$ 101,786.37	\$ 332.66
So	Alan Ying	Police Constable	\$ 101,763.42	\$ 933.18
Yung	Francis Yuan-Tung	Police Constable	\$ 101,760.55	\$ 331.89
Pigram	Andrew John	Police Constable	\$ 101,756.43	\$ 971.62
Macphail	Andrew Douglas	Police Constable	\$ 101,736.06	\$ 990.47
Jaresova	Pavlina	Police Constable	\$ 101,732.51	\$ 971.62
Black	Erik Alan	Police Constable	\$ 101,717.79	\$ 981.89
Nantais	Jennifer Lynn	Police Constable	\$ 101,676.34	\$ 981.89
Hayward	Darrell Maurice	Police Constable	\$ 101,674.92	\$ 981.89
Kulik	Melissa Heather	Police Constable	\$ 101,656.67	\$ 990.47
Hassall	Andrew	Plainclothes Police Constable	\$ 101,653.82	\$ 983.21
Vine	Jason Dexter	Police Constable	\$ 101,625.79	\$ 981.89

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Sinclair	Douglas Carl	Plainclothes Police Constable	\$ 101,592.79	\$ 991.90
Drummond	Kyle Robert	Police Constable	\$ 101,591.95	\$ 981.89
Leclair	Glenn Duncan	Senior Analyst	\$ 101,588.53	\$ 153.01
Roberts	Miguel Recardo	Police Constable	\$ 101,573.80	\$ 990.47
Marxer	Matthew Alois	Police Constable	\$ 101,569.15	\$ 981.89
Korman-Moore	Adrian Jay	Police Constable	\$ 101,549.86	\$ 983.54
Petersen	Kristan Mathew	Police Constable	\$ 101,547.85	\$ 981.89
Bains	Arman Stephen	Police Constable	\$ 101,532.37	\$ 975.62
Huk	Paul Graham	Police Constable	\$ 101,529.72	\$ 971.62
Robinson	Neil Beresford	Police Constable	\$ 101,524.09	\$ 981.89
Davies	Richard Craig	Police Constable	\$ 101,521.89	\$ 981.89
Mau	Richard	Police Constable	\$ 101,504.06	\$ 981.89
Hawkins	Robert Geoffrey	Police Constable	\$ 101,497.67	\$ 981.89
Fyzul	Sheik Mohamed	Police Constable	\$ 101,495.48	\$ 912.10
Hart	Christopher Allan	Police Constable	\$ 101,491.77	\$ 995.11
El Sayegh	Raydan Imad	Police Constable	\$ 101,486.41	\$ 971.62
Caldwell	Kelly Pamela	Police Constable	\$ 101,474.48	\$ 981.89
Heslop	Michael Boyd	Police Constable	\$ 101,447.91	\$ 981.89
Kusenthiran	Srivarshini	Police Constable	\$ 101,441.93	\$ 971.62
Selver	Terry William	Police Constable	\$ 101,425.53	\$ 984.20
French	Elizabeth Anne	Communications Operator	\$ 101,407.49	\$ 936.13
Boyal	Gurinder Singh	Police Constable	\$ 101,405.33	\$ 988.49
O'Connor	Kellie Mae	Executive Assistant	\$ 101,394.44	\$ 967.90
Randle	Krista Elizabeth	Job Evaluation Analyst	\$ 101,394.44	\$ 1,090.38
Kelly	Kimberley Ann	Police Constable	\$ 101,389.86	\$ 990.47
King	Patrick James	Police Constable	\$ 101,383.52	\$ 988.49
Hayes	Michael Joseph	Police Constable	\$ 101,376.75	\$ 971.62
Zawadskiy	Mikhaylo	Police Constable	\$ 101,360.38	\$ 327.82
Beninger	Christopher-Earl	Police Constable	\$ 101,357.35	\$ 971.62
Edwards Pierre	Charlene Kathleen	Police Constable	\$ 101,351.93	\$ 344.27
Ko	Terence Sing	Police Constable	\$ 101,346.21	\$ 971.62
Gillegean	Benjamin Louis	Police Constable	\$ 101,344.08	\$ 933.18
Da Silva	Mark Paul	Police Constable	\$ 101,326.87	\$ 981.89
Byrne	Marisa Rita	Police Constable	\$ 101,315.08	\$ 990.47
Taylor	Ryan John	Police Constable	\$ 101,303.16	\$ 978.77
Tremblay	Christopher Joseph	Police Constable	\$ 101,285.41	\$ 971.62
Dmytryshyn	Karen Sumie	Coordinator	\$ 101,283.95	\$ 992.16
Mangiardi	Gregorio	Police Constable	\$ 101,277.62	\$ 990.47
Graham	Candy Dawn	Police Constable	\$ 101,271.82	\$ 981.89
Craghill	David Jason	Senior Fingerprint Examiner	\$ 101,270.73	\$ 971.62
Mccahery	Shaun Michael	Police Constable	\$ 101,238.91	\$ 986.84
Grewal	Roby Singh	Police Constable	\$ 101,236.07	\$ 981.89
Whyte	Adam Terrance	Police Constable	\$ 101,229.73	\$ 971.62
Hilton	Tanya Monique	Plainclothes Police Constable	\$ 101,220.71	\$ 992.73
Colucci	Mark Vincent	Police Constable	\$ 101,203.51	\$ 981.89
Maningas	Isaac Jason	Plainclothes Police Constable	\$ 101,203.42	\$ 909.62
Arruda	Sandra	Police Constable	\$ 101,194.69	\$ 981.89
Chahal	Mandeep Singh	Police Constable	\$ 101,174.61	\$ 982.73
Tout	Jeffrey Shawn	Police Constable	\$ 101,174.37	\$ 315.47
Dyrkawec	Jeffrey	Police Constable	\$ 101,167.61	\$ 981.89
Borges	Eduardo Garcia	Police Constable	\$ 101,153.04	\$ 971.62
Burling	Eric	Police Constable	\$ 101,149.28	\$ 978.77
Dearden	Kevin Kenneth	Police Constable	\$ 101,144.69	\$ 990.47
Finn	Tracy Faye	Coordinator Communications	\$ 101,125.21	\$ 992.16
Ho	Alec Kai-Kwun	Parking Enforcement Officer	\$ 101,117.98	\$ 880.88
Roopnarine	Angela	Police Constable	\$ 101,116.82	\$ 981.89
Smith	Brian Gordon	Police Constable	\$ 101,106.14	\$ 756.89
Rangi	Sunjeet	Police Constable	\$ 101,084.63	\$ 879.66
Sivachandran	Sivapragasam	Police Constable	\$ 101,079.51	\$ 981.89
Tait	Ronald Eugene	Police Constable	\$ 101,055.13	\$ 990.47

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Schafhauser	Hans Peter	Police Constable	\$ 101,047.96	\$ 981.89
Kim	So-Yeon	Police Constable	\$ 101,047.13	\$ 312.33
Gandhi	Manmohan Singh	Police Constable	\$ 101,046.86	\$ 981.89
Stalk	Joji Kawakami	Police Constable	\$ 101,038.48	\$ 981.89
Conliffe	Jacob Glenn	Plainclothes Police Constable	\$ 101,036.15	\$ 971.62
Faduck	Bryon William	Plainclothes Police Constable	\$ 101,026.20	\$ 978.50
Breeze	Paul Christopher	Police Constable	\$ 101,020.52	\$ 981.89
Germaine	Jennifer Anne	Police Constable	\$ 101,015.73	\$ 987.83
Sutton	Robyn Lynn	Police Constable	\$ 101,014.10	\$ 1,019.62
Collins	Pamela Agnes	Police Constable	\$ 101,010.89	\$ 951.27
Wong	Gordon Chung- Hoi	Plainclothes Police Constable	\$ 101,006.64	\$ 982.66
Park	Seung Joon	Plainclothes Police Constable	\$ 100,997.45	\$ 306.74
Connor	Katherine Elizabeth	Senior Corporate Planning Analyst	\$ 100,987.06	\$ 343.77
Madramootoo	Marc Andrey	Police Constable	\$ 100,979.52	\$ 981.89
Lester	James Anthony	Project Supervisor	\$ 100,978.32	\$ 344.43
Trotman	Bryant Richard	Police Constable	\$ 100,955.95	\$ 924.50
Lalonde	Lisa Anne	Police Constable	\$ 100,951.96	\$ 981.89
Beaulac	Sacha Lucy	Police Constable	\$ 100,946.97	\$ 971.62
Gayle	Phillip Preston	Plainclothes Police Constable	\$ 100,944.82	\$ 994.16
Gaudino	Alison	Police Constable	\$ 100,938.39	\$ 906.89
Schueder	Mark	Detective	\$ 100,918.03	\$ 643.88
Westell	Clinton Jon	Police Constable	\$ 100,917.62	\$ 981.89
Spence	Paul Benjamin	Police Constable	\$ 100,915.68	\$ 990.47
Lisowski	Kevin Francis	Police Constable	\$ 100,897.26	\$ 981.89
Pearce	Ryan William	Police Constable	\$ 100,896.96	\$ 924.50
Yarlett	Kristen Leigh	Police Constable	\$ 100,876.10	\$ 981.89
Phillips	Fiona Theresa	Plainclothes Police Constable	\$ 100,875.25	\$ 978.50
O'Donnell	Mark	Police Constable	\$ 100,874.86	\$ 981.89
Valentini	Enzo-Loreto	Police Constable	\$ 100,869.28	\$ 990.47
Nanji	Zahir Mohamed	Police Constable	\$ 100,856.12	\$ 981.89
Blacklaws	Matthew Wilson	Police Constable	\$ 100,853.06	\$ 978.77
Sousa	Ricardo	Booking Officer	\$ 100,838.74	\$ 915.72
Fillier	Sean Michael	Police Constable	\$ 100,835.77	\$ 833.87
Macpherson	William Ross	Police Constable	\$ 100,818.88	\$ 990.47
Wilson	Bradley Michael	Police Constable	\$ 100,815.45	\$ 981.89
Li	Siu Lun	Police Constable	\$ 100,794.09	\$ 981.89
Ramsay	Chad Everett	Police Constable	\$ 100,789.16	\$ 981.89
Sonemanivong	Saengphachanh	Police Constable	\$ 100,751.49	\$ 986.97
Howell	Courtney Erin	Police Constable	\$ 100,733.55	\$ 987.83
Bagchus	Marc Jules	Police Constable	\$ 100,725.06	\$ 924.50
Robinson	Christopher Allen	Police Constable	\$ 100,717.65	\$ 990.47
Woodyer	Kyle Edward	Police Constable	\$ 100,713.81	\$ 987.37
Walker	Neil	Police Constable	\$ 100,706.73	\$ 769.55
Weeks	Allen Ancel	Police Constable	\$ 100,702.82	\$ 971.62
Borg	Brian	Detective Sergeant	\$ 100,693.73	\$ 301.05
Armstrong	Christopher Richard	Police Constable	\$ 100,685.78	\$ 981.89
Cornett	Thomas Biagio	Plainclothes Police Constable	\$ 100,679.15	\$ 978.50
Ledat	Michael Geoffrey	Police Constable	\$ 100,676.57	\$ 971.62
Chollet	Julie	Coordinator Access and Privacy	\$ 100,655.10	\$ 332.55
Porter	John Laurine	Police Constable	\$ 100,649.27	\$ 981.89
Skelthorne	Michael Wayne	Police Constable	\$ 100,636.07	\$ 981.89
Doyle	Dennis Charles	Police Constable	\$ 100,613.27	\$ 981.89
Haasen	Wendy Cathy	Police Constable	\$ 100,606.40	\$ 986.57
Gomez-Martinez	Hector Romeo	Technical Analyst	\$ 100,587.06	\$ 285.45
Beckwith	Leanne Frances	Police Constable	\$ 100,568.42	\$ 981.89
Trimble	Jacqueline Louise	Police Constable	\$ 100,567.08	\$ 990.47
Murphy	Todd Aaron	Police Constable	\$ 100,565.75	\$ 981.89
Prodanos	Alexi	Police Constable	\$ 100,561.55	\$ 985.85
Curtis	Malcolm Kenneth	Police Constable	\$ 100,561.03	\$ 981.89
Lau	Alex Chi	Police Constable	\$ 100,560.95	\$ 990.47

Appendix B				
Record of Employees' 2016 Salaries and Benefits - By Salary Paid				
Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Moallemi	Kaveh	Technical Analyst	\$ 100,559.33	\$ 285.45
Rousselle	Denis	Police Constable	\$ 100,554.75	\$ 990.47
Talesnik	Nicolas Richard	Police Constable	\$ 100,553.42	\$ 981.89
Roach	Bonnie Hilda	Police Constable	\$ 100,551.28	\$ 971.62
Huang	David Zhi	Plainclothes Police Constable	\$ 100,542.22	\$ 988.05
Demelo	Carlos Manuel	Police Constable	\$ 100,540.63	\$ 990.47
Ueberholz	Thomas Friedrich	Police Constable	\$ 100,538.35	\$ 340.47
Mccormick	Joey	Police Constable	\$ 100,537.85	\$ 981.89
Mailer	David	Police Constable	\$ 100,535.37	\$ 992.80
Fassbender	Susan Elisabeth	Police Constable	\$ 100,518.15	\$ 990.47
Mutch	Emily Ruth	Senior Corporate Planning Analyst	\$ 100,509.96	\$ 991.13
Cummings	Kevin Christopher	Police Constable	\$ 100,494.58	\$ 990.47
Bennett	Brent John	Police Constable	\$ 100,489.63	\$ 990.47
Cornier	Serina Mary	Police Constable	\$ 100,485.43	\$ 990.47
Hart	Andre Thomas	Police Constable	\$ 100,480.73	\$ 981.89
Kimmerer	David Russell	Police Constable	\$ 100,450.40	\$ 990.47
Boniface	Lisa Anita	Plainclothes Police Constable	\$ 100,450.21	\$ 992.15
Patil	Sameer	Police Constable	\$ 100,446.60	\$ 981.89
Valencia	Juan Carlos	Police Constable	\$ 100,441.61	\$ 975.62
Muscat-Drago	Daniel Robert	Plainclothes Police Constable	\$ 100,433.56	\$ 917.06
Bell	Jamieson Kristian	Police Constable	\$ 100,412.73	\$ 972.02
Rofaiei	Roshdy Fakhry	Senior Communications Technician	\$ 100,406.85	\$ 304.72
Rescigno	Claudio	Police Constable	\$ 100,404.46	\$ 971.62
Tang	Eric Chung	Police Constable	\$ 100,399.88	\$ 924.50
Bajwa	Jason Preet	Technical Analyst	\$ 100,396.53	\$ 285.45
Stather	Janet Anne	Police Constable	\$ 100,395.23	\$ 988.49
Couto	Hugo Jose	Police Constable	\$ 100,381.42	\$ 981.89
Devries	Tanya Lisette	Police Constable	\$ 100,364.83	\$ 990.47
Pritchard	Grant Donlee	Police Constable	\$ 100,362.93	\$ 972.02
Lorimer	Troy William	Police Constable	\$ 100,360.89	\$ 931.89
Ferguson	Laird Ogilvie	Police Constable	\$ 100,359.38	\$ 990.47
Latimer	Tracey Lynne	Police Constable	\$ 100,358.86	\$ 990.47
Lawson	Samuel John	Police Constable	\$ 100,358.81	\$ 917.06
Zawerbny	Michael Anthony	Police Constable	\$ 100,350.18	\$ 990.47
Wilkinson	Stephanie Dawn	Police Constable	\$ 100,338.20	\$ 971.62
Barnett	Russell Ryan	Police Constable	\$ 100,329.88	\$ 990.47
Jones	Todd Michael	Police Constable	\$ 100,313.58	\$ 990.47
Petersen	Kathleen Erin	Police Constable	\$ 100,311.86	\$ 981.89
Windle	Tracy Georgina	Police Constable	\$ 100,295.56	\$ 981.89
Norrmalm	Brenda Rosalie	Police Constable	\$ 100,290.49	\$ 990.47
Kohout	Steven William	Police Constable	\$ 100,274.03	\$ 990.47
Garceau	Michelle Charmaine	Police Constable	\$ 100,259.11	\$ 904.66
Jennings	Stacey Joanne	Police Constable	\$ 100,259.10	\$ 981.89
Bevilacqua	Giulio	Police Constable	\$ 100,258.59	\$ 981.89
Bednarczyk	Claudia Sofia	Police Constable	\$ 100,234.40	\$ 981.89
Gregoris	Derek Anthony	Police Constable	\$ 100,223.78	\$ 990.47
Baker	Ryan Paul	Police Constable	\$ 100,220.55	\$ 981.89
Finn	Bruce Rexford	Court Officer	\$ 100,219.54	\$ 915.72
Floria	Ioan Florin	Police Constable	\$ 100,210.30	\$ 340.47
Krajaefski	Cory James	Police Constable	\$ 100,201.49	\$ 981.89
Saulnier	Nicole Denise	Communications Operator	\$ 100,192.24	\$ 936.13
Hale	Robert Bradford	Audio Visual Technician	\$ 100,185.63	\$ 321.62
Fennell	Mark Anthony	Police Constable	\$ 100,153.48	\$ 981.89
Mcintosh	Allison Paula	Police Constable	\$ 100,153.38	\$ 971.62
Brand	Irene Michelle	Police Constable	\$ 100,153.00	\$ 924.50
Higgitt	Robert Jason	Police Constable	\$ 100,151.43	\$ 990.47
Hum	Jeffery Ron	Police Constable	\$ 100,147.25	\$ 971.62
Doyle	Brian Philip	Police Constable	\$ 100,144.83	\$ 981.89
Chan	Everett Horr-Wai	Police Constable	\$ 100,141.95	\$ 981.89
Clarke-Adams	Dione Priscilla	Communications Operations Supervisor	\$ 100,122.74	\$ 979.42

Appendix B

Record of Employees' 2016 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Furfaro	Matthew Annunziato	Police Constable	\$ 100,120.10	\$ 892.26
Cowl	Taylor James	Police Constable	\$ 100,116.70	\$ 978.77
Corsetti	Matthew Ross	Police Constable	\$ 100,113.96	\$ 972.02
Armani	Pedram	Police Constable	\$ 100,099.23	\$ 981.89
Morris	Brett Hamilton	Police Constable	\$ 100,089.09	\$ 981.89
Ogg	Stuart Neil	Police Constable	\$ 100,088.59	\$ 921.65
Alexander	David	Police Constable	\$ 100,085.45	\$ 976.82
Mcleish	William Scott	Police Constable	\$ 100,076.48	\$ 990.47
Taylor	Cheryl Lynn	Plainclothes Police Constable	\$ 100,030.79	\$ 981.89
Whittaker	Lance Charles	Police Constable	\$ 100,021.68	\$ 990.47
Bider	Sacha Maximilien	Police Constable	\$ 100,020.28	\$ 990.47
Douglas	Robert David	Police Constable	\$ 100,020.28	\$ 990.47
Urquhart	Brian David	Police Constable	\$ 100,018.83	\$ 981.89
Clarke	Kevin Ross	Police Constable	\$ 100,017.48	\$ 990.47
Fegan	Brenda Elizabeth	Police Constable	\$ 100,017.48	\$ 990.47
Oostwoud	Michael Gerard	Police Constable	\$ 100,017.48	\$ 990.47
Mojtahedi	Omid	Police Constable	\$ 100,002.96	\$ 983.54
Fabiszewska	Agnes Anna	Police Constable	\$ 100,000.26	\$ 981.89



Ombudsman
Toronto

Listening. Investigating. Improving City Services.

Ombudsman Toronto Report

An Investigation into the Toronto Transit Commission's Oversight
of its Transit Enforcement Unit

April 20, 2017

Susan E. Opler, Ombudsman

Kwame Addo, Interim Ombudsman/Director of Investigations & Conflict Resolution

Amanjit Brar, Acting Director of Investigations

Adam Orfanakos, Lead Investigator

Luke Brown, Investigator

EXECUTIVE SUMMARY

Ombudsman Toronto began its enquiry on April 2, 2015, one day after social media videos of a January 29, 2015 incident at Union Station gained widespread attention. These videos recorded a physical altercation between two TTC employees and two members of the public.

Our focus was on the TTC's system of internal oversight of members of its Transit Enforcement Unit: Transit Enforcement Officers (TEOs) and Transit Fare Inspectors (TFIs).

TEOs are designated Special Constables by the Toronto Police Services Board. They have powers similar to police officers to enforce laws on TTC property and are authorized to carry and use handcuffs, batons and pepper spray. TFIs inspect and enforce rider Proof of Payment and have the power to issue provincial offences tickets and summonses, but they are not Special Constables.

In doing their jobs, TEOs and TFIs sometimes find themselves in conflict with TTC users. Routine interactions can at times result in them using force against, or arresting, a member of the public.

The TTC's Transit Enforcement Unit is responsible for protecting the safety and integrity of the third largest transit system in North America, which serves more than 500 million people annually. The Transit Enforcement Unit plays a vital role in ensuring that the TTC is safe, for both riders and staff.

The information we gathered during our enquiry raised some questions about how the Transit Enforcement Unit handles training, oversight and public reporting. In March, 2016, we launched an investigation to examine these issues more closely, and to consider any systemic recommendations that might be required.

Significant Findings

The TTC conducted an internal review of the Union Station incident that focused on how to improve internal reporting processes. It did not however examine the incident – which presented a risk to public and staff safety – through a preventative lens, with an aim of considering policies and procedures that could reduce the likelihood of a similar incident in the future. We found that this was a missed opportunity.

Other findings included the following:

- The Transit Enforcement Unit's use of force reporting policy is not clear, and there is no internal system to track use of force incidents.
- Its use of force policy does not address the use of de-escalation as an alternative to the use of force.

- Training materials do not clearly outline how TEOs and TFIs are taught and evaluated on de-escalation skills, and their training on dealing with people with mental illness or in emotional distress is limited.
- There is no process for investigating TEO and TFI conduct unless someone makes a complaint, and there is no process for monitoring complaint trends against individual staff members.
- The TTC does not report publicly on complaints about TFIs, and its public reporting on TEO complaints is missing important information necessary for transparency and accountability.

Ombudsman Toronto Recommendations

The TTC is a public organization that employs staff with powers similar to those of police officers and the authority to use force and arrest citizens. The public interest requires that the TTC have a comprehensive, effective and publicly accessible oversight system in place for TEOs and TFIs.

To ensure accountability, the TTC's oversight system must be transparent and subject to scrutiny, and must inspire and maintain public confidence.

We made 26 recommendations aimed at improving the public accountability of the Transit Enforcement Unit.

As highlighted examples, we recommended that the TTC:

- Examine the January 29, 2015 Union Station incident to consider whether it could have been avoided and whether policies or procedures to prevent a similar incident from occurring again should be implemented;
- Amend its use of force policy and training materials to clearly outline the importance of de-escalation as an alternative to the use of force;
- Ensure that TEOs and TFIs receive regular training on responding to people affected by mental illness or in emotional distress;
- Publish detailed annual reports on TEO and TFI use of force incidents and complaints including information on trends, incident summaries, complaint outcomes and historical use of force and complaints data to allow for a comparative analysis;

- Put in place a system to investigate TEO and TFI conduct even where there has been no complaint; and
- Improve internal use of force policies and practice, including by the establishment of:
 - internal systems and processes to monitor, track, and review use of force incidents and to detect and address trends
 - a new use of force report form to capture important information that can be used to improve training and policies.

The TTC accepted all 26 recommendations. It will provide quarterly updates to Ombudsman Toronto on the implementation of the recommendations until implementation is complete.



Toronto Police Services Board Report

April 13, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Special Constable Re-Appointments

Recommendation(s):

It is recommended that the Board approve the appointment of the individuals listed in this report as special constables for the Toronto Community Housing Corporation, subject to the approval of the Minister of Community Safety and Correctional Services.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

Under Section 53 of the *Police Services Act of Ontario*, the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Minister of Community Safety and Correctional Services. Pursuant to this authority, the Board now has agreements with the University of Toronto (U of T), Toronto Community Housing Corporation (T.C.H.C.) and Toronto Transit Commission (T.T.C.) governing the administration of special constables (Min. Nos. P571/94, P41/98 and P154/14 refer).

The Service has received a request from the Toronto Community Housing Corporation to appoint the following individuals as special constables:

Table 1 Name of Agency and Special Constable Applicant

Agency	Name
Toronto Community Housing Corporation	Wayne COLMAN (Re- Appointment)
Toronto Community Housing Corporation	Janet TEH (Re- Appointment)

Discussion:

The special constables are appointed to enforce the *Criminal Code of Canada*, *Controlled Drugs and Substances Act*, *Trespass to Property Act*, *Liquor Licence Act* and *Mental Health Act* on their respective properties within the City of Toronto.

The agreements between the Board and each agency require that background investigations be conducted on all of the individuals who are being recommended for appointment or re-appointment as special constables. The Service's Employment Unit completed background investigations on these individuals and there is nothing on file to preclude them from being appointed as special constables for a five year term.

The Toronto Community Housing Corporation have advised the Service that the above individuals satisfy all of the appointment criteria as set out in their agreement with the Board. The agency's approved strength and current complement is indicated below:

Table 2 Name of Agency, Approved Strength and Current Number of Special Constables

Agency	Approved Strength	Current Complement
Toronto Community Housing Corporation	112	105

Conclusion:

The Toronto Police Service continues to work together in partnership with the agencies to identify individuals who may be appointed as special constables who will contribute positively to the safety and well-being of persons engaged in activities on T.T.C., T.C.H.C. and U of T properties within the City of Toronto.

Deputy Chief James Ramer, Specialized Operations Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

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Toronto Police Services Board Report

May 11, 2017

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Operating Budget Variance Report for the Toronto Police Services Board, Period Ending March 31, 2017

Recommendations:

It is recommended that:

1. the Board receive this report; and
2. the Board forward a copy of this report to the City of Toronto's (City) Deputy City Manager and Chief Financial Officer for information and for inclusion in the variance reporting to the City's Budget Committee.

Financial Implications:

At this time, the Board is anticipated to show a zero variance on its 2017 operating budget.

Background / Purpose:

The Board, at its October 20, 2016 meeting, approved the Toronto Police Services Board's 2017 operating budget at a net amount of \$2,309,100 (Min. No. P245/16 refers). Subsequently, Toronto City Council, at its February 15, 2017 meeting, approved the Board's 2017 operating budget at the same amount.

The purpose of this report is to provide information on the Board's 2017 projected year-end variance.

Discussion:

The following chart summarizes the variance by category of expenditure.

Expenditure Category	2017 Budget (\$000s)	Actual to Mar 31/17 (\$000s)	Projected Year-End Actual (\$000s)	Fav/(Unfav) (\$000s)
Salaries & Benefits	\$1,019.5	\$244.5	\$960.0	\$59.5
Non-Salary Expenditures	\$1,289.6	\$538.3	\$1,289.6	\$0.0
Total	\$2,309.1	\$782.8	\$2,249.6	\$59.5

It is important to note that expenditures do not all follow a linear pattern and therefore year-to-date expenditures cannot be simply extrapolated to year-end. Rather, the projection of expenditures to year-end is done through an analysis of all accounts, taking into consideration factors such as expenditures to date, future commitments expected and spending patterns.

As at March 31, 2017, a favourable variance of \$59,500 is anticipated. Details are discussed below.

Salaries & Benefits

The favourable variance is expected due to the resignation of one staff member effective in the latter part of 2016, resulting in a projected 2017 part year savings of \$59,500.

Non-salary Budget

The majority of the costs in this category are for arbitrations/grievances and City charge backs for legal services.

The Toronto Police Services Board cannot predict or control the number of grievances filed or referred to arbitration as filings are at the discretion of bargaining units. In order to deal with this uncertainty, the 2017 budget includes a \$529,000 contribution to a Reserve for costs of independent legal advice. Fluctuations in legal spending will be dealt with by increasing or decreasing the budgeted reserve contribution in future years' operating budgets so that the Board has funds available in the Reserve for these variable expenditures.

Conclusion:

As at March 31, 2017, the Board operating budget is projected to be \$59,500 underspent by year end.

Respectfully submitted,

Andy Pringle
Chair



Toronto Police Services Board Report

May 2, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: 2017 Operating Budget Variance for the Toronto Police Service, Period Ending March 31, 2017

Recommendations:

It is recommended that the Board:

1. approve a revised 2017 Toronto Police Service net operating budget of \$1,005.3M; and
2. forward a copy of this report to the City's Deputy City Manager and Chief Financial Officer for information and for inclusion in the variance reporting to the City's Budget Committee.

Financial Implications:

Toronto City Council, at its February 15, 2017 meeting, approved the Toronto Police Service's (Service) 2017 operating budget at \$1,004.5 Million (M), a decrease of \$0.2M over the approved 2016 operating budget.

At its March 23, 2017 meeting, the Toronto Police Services Board (Board) approved the Service's revised budget request at the same amount approved by Council (Min. No. P62/17 refers).

City Insurance Allocation:

Following approval of the budget by City Council, on March 31, 2017, the Service was notified by City Finance staff of a further \$0.8M allocation from the Insurance Reserve Fund to the Service's 2017 operating budget. As a result of this reallocation, the Service budget has been restated upwards by \$0.8M to a total of \$1,005.3M. However, this change does not result in additional available funds to the Service, as there will be a corresponding charge from the City related to the Service's contribution to the insurance reserve.

Background / Purpose:

The purpose of this report is to provide the Board with the Service's projected year end variance as at March 31, 2017.

Discussion:

As at March 31, 2017, a \$1.3M favourable variance is anticipated.

Given the significant size of the Service's operating budget, many components require several months of lead time and planning before expenditures can be made responsibly. The Service continuously re-evaluates its plans to ensure that spending can be made in the most effective and economical way possible and that expenditure do not exceed the approved budget.

The following chart summarizes the variance by expenditure and revenue category. Details of each major expenditure category and revenue are discussed in the sections that follow.

Category	2017 Budget (\$Ms)	Actual to Mar 31/17 (\$Ms)	Projected Year-End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Salaries	\$754.2	\$188.6	\$750.1	\$4.1
Premium Pay	\$40.6	\$8.5	\$44.0	(\$3.4)
Benefits	\$211.4	\$55.5	\$211.0	\$0.4
Materials and Equipment	\$19.7	\$4.5	\$19.7	\$0.0
Services	\$61.9	\$2.7	\$61.9	\$0.0
Contributions to / (Draws from) Reserves	\$19.3		\$19.3	\$0.0
Revenue	(\$101.8)	(\$20.9)	(\$102.0)	\$0.2
Total Net	\$1,005.3	\$238.9	\$1,004.0	\$1.3

It is important to note that expenditures do not all follow a linear pattern and therefore year-to-date expenditures cannot be simply extrapolated to year-end. Rather, the projection of expenditures to year-end is done through an analysis of all accounts, taking into consideration factors such as expenditures to date, future commitments expected and spending patterns. In addition, the Service receives significant amounts of in year grant funding and the revenue and expense budgets are adjusted when receipt of funds is confirmed.

Salaries:

A favourable variance of \$4.1M is projected in the salary category.

Expenditure Category	2017 Budget (\$Ms)	Actual to Mar 31/17 (\$Ms)	Projected Year-End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Uniform Salaries	\$570.8	\$143.7	\$569.2	\$1.6
Civilian Salaries	\$183.4	\$44.9	\$180.9	\$2.5
Total Salaries	\$754.2	\$188.6	\$750.1	\$4.1

The 2017 approved budget includes funding for zero uniform hires and assumed that there would be 160 separations during 2017. The Service has experienced an increase in resignations and retirements to date and, as a result, is projecting 175 separations for the year, resulting in a favourable variance of \$1.0M. Actual separations are monitored monthly and impacts of separations will continue to be reported on in future variance reports. In addition, as a result of higher than anticipated separations at the end of 2016 (171 actual for the year vs budgeted of 165), uniform staffing levels at year-end 2016 were lower than assumed at the time the 2017 budget was prepared. The lower than anticipated staffing resulted in continuing annualized salary savings of \$0.6M.

The Service is currently under a hiring moratorium. However, it is very important to note that not filling some civilian position vacancies is not realistic or practical, and, exposes the Service to significant risk, in terms of errors, and non-compliance with procedures and legislation, and compromises its ability to provide necessary services, efficiently and effectively.

Despite the hiring moratorium, there are some positions that by their nature, roles and responsibilities must be filled. This may occur where investments in people are required to modernize, to achieve other strategic priorities, to comply with legislative requirements or to provide adequate supervision. The budget includes funding for 30 strategic hires. Even with these hires, it is estimated that the Service will be down by approximately a further 60 civilian members by the end of the year.

The current favourable projection in civilian salaries is due mainly to separations being greater than originally anticipated. However, due to workload pressures and the critical nature of work performed in units with significant vacancies, the Service has had to continue to utilize premium pay or hire outside contractors to complete work and other activities that must be performed.

Premium Pay:

An unfavourable variance of \$3.4M is projected in the premium pay category.

Expenditure Category	2017 Budget (\$Ms)	Actual to Mar 31/17 (\$Ms)	Projected Year-End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Court	\$10.7	\$2.7	\$10.9	(\$0.2)
Overtime	\$6.1	\$1.5	\$6.2	(\$0.1)
Callback	\$4.9	\$1.0	\$7.2	(\$2.3)
Lieutime Cash Payment	\$18.9	\$3.3	\$19.7	(\$0.8)
Total Premium Pay	\$40.6	\$8.5	\$44.0	(\$3.4)

The 2017 operating budget includes a \$2.0M reduction to the premium pay budget. This reduction was made in order to keep the overall 2017 operating budget request at or below the 2016 level. Currently, the Service is projecting a \$1.4M cost pressure in uniform premium pay. The Service will endeavour to reduce its premium pay spending to come within budget. However, it must be noted that premium pay is subject to the exigencies of policing and uncontrollable events can have an impact on expenditures.

Additional premium pay is also incurred as units address critical workload issues resulting from a significant number of civilian staff vacancies across the Service. Civilian overtime and call-backs are authorized where required to ensure deadlines are met, to maintain service levels and for workload that must be completed, to ensure risks are mitigated and additional hard dollar costs are avoided. At this time, the projected unfavourable premium pay variance for civilian premium pay is \$2.0M.

The projected higher than budgeted premium pay expenditures have been more than offset by savings in uniform and civilian salaries.

Benefits:

A favourable variance of \$0.4M is projected in this category.

Expenditure Category	2017 Budget (\$Ms)	Actual to Mar 31/17 (\$Ms)	Projected Year-End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Medical / Dental	\$45.5	\$7.2	\$45.5	\$0.0
O.M.E.R.S. / C.P.P. / E.I. / E.H.T.	\$133.6	\$39.8	\$133.2	\$0.4
Sick Pay /C.S.B./L.T.D.	\$18.1	\$5.5	\$18.1	\$0.0
Other (e.g., W.S.I.B., life insurance)	\$14.2	\$3.0	\$14.2	\$0.0
Total Benefits	\$211.4	\$55.5	\$211.0	\$0.4

Medical/Dental costs are currently trending less than budget. However, no variance is projected at this time as the Service has a new insurance provider and it is not known if these trends will continue to year end. In addition, medical and dental benefit claims vary significantly throughout the year. Service staff monitors spending closely and any variances will be reported to the Board in future variance reports. Favourable variances in the OMERS/C.P.P./E.I./E.H.T. category are a result of reduced staffing levels.

Materials and Equipment:

A zero variance is projected in this category.

Expenditure Category	2017 Budget (\$Ms)	Actual to Mar 31/17 (\$Ms)	Projected Year-End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Vehicles (gas, parts)	\$10.7	\$2.4	\$10.7	\$0.0
Uniforms	\$3.0	\$0.7	\$3.0	\$0.0
Other Materials	\$4.2	\$0.6	\$4.2	\$0.0
Other Equipment	\$1.8	\$0.8	\$1.8	\$0.0
Total Materials & Equipment	\$19.7	\$4.5	\$19.7	\$0.0

Service consumption for gasoline has been lower than estimated, but if the recent increase in gas prices continues, any savings for consumption could be more than offset by an increase in price. At this time, no variance from budget is projected.

Services:

A net zero variance is projected in this category.

Expenditure Category	2017 Budget (\$Ms)	Actual to Mar 31/17 (\$Ms)	Projected Year-End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Legal Indemnification	\$2.6	\$0.2	\$2.6	\$0.0
Uniform Cleaning Contract	\$1.1	\$0.0	\$1.1	\$0.0
Courses / Conferences	\$1.6	\$0.2	\$1.6	\$0.0
Clothing Reimbursement	\$1.5	\$0.0	\$1.5	\$0.0
Computer / Systems Maintenance	\$17.2	\$12.4	\$17.2	\$0.0
Phones / cell phones / 911	\$4.0	\$1.0	\$4.0	\$0.0
Caretaking / maintenance utilities	\$19.3	\$0.0	\$19.3	\$0.0
Other Services	\$14.6	\$2.7	\$14.6	\$0.0
Total Services	\$61.9	\$16.5	\$61.9	\$0.0

As the Service budget was only recently approved by Council, the Service is still assessing purchasing plans for the rest of the year. Therefore, no variance is projected at this time.

Contributions to / (Draws from) Reserves:

A net zero variance is projected in this category.

Reserves Category	2017 Budget (\$Ms)	Actual to Mar 31/17 (\$Ms)	Projected Year-End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Contribution to Reserves	\$40.9	\$0.0	\$40.9	\$0.0
Draws from Reserves	(\$21.6)	\$0.0	(\$21.6)	\$0.0
Contributions to / (Draws from) Reserves	\$19.3	\$0.0	\$19.3	\$0.0

As part of the annual operating budget process, the Board and Council approve contributions to and expenditures from reserves. The various reserves are established to provide funding for anticipated expenditures to be incurred by the Service, and to avoid large swings in costs from year to year. The Service contributes and/or draws from the following reserves: City Sick Pay Gratuity; City Insurance; Vehicle and Equipment; Central Sick; Post-Retirement Health and Legal. The above figures do not include the requested contribution of \$3.5M to the Toronto Police Service Modernization Reserve from the 2016 year-end surplus, as this request is still awaiting Council approval.

The adequacy of reserves is reviewed annually, based on the Service's estimated spending and asset replacement strategies. Contributions are made and expensed to the operating budget accordingly. The Service works closely with City Finance staff to ensure that assumptions are reasonable and justifiable. At this time, no variance is anticipated.

Revenue:

A favourable variance of \$0.2M is projected in this category.

Revenue Category	2017 Budget (\$Ms)	Actual to Mar 31/17 (\$Ms)	Projected Year-End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Recoveries from City	(\$9.4)	(\$0.7)	(\$9.4)	\$0.0
Other Government grants	(\$37.8)	(\$10.1)	(\$38.0)	\$0.2
Fees (e.g., paid duty, alarms, reference checks.)	(\$12.5)	(\$2.5)	(\$12.5)	\$0.0
Secondments	(\$2.4)	(\$0.8)	(\$2.4)	\$0.0

Other Revenues (e.g., prisoner return)	(\$6.5)	(\$2.6)	(\$6.5)	\$0.0
Paid Duty - Officer Portion	(\$24.7)	(\$4.2)	(\$24.7)	\$0.0
Miscellaneous Revenue	(\$8.5)	\$0.0	(\$8.5)	\$0.0
Total Revenues	(\$101.8)	(\$20.9)	(\$102.0)	\$0.2

The favourable variance in Other Government Grants is a result of the funding for provincial uploading of courts being slightly higher than originally estimated.

In late December 2016, the Ministry of Community Safety and Correctional Services announced the availability of funding under a new Policing Effectiveness and Modernization (P.E.M.) grant. Under this new transitional grant, funds are to be used to support modernization initiatives that improve the efficiency and effectiveness of community safety and policing services. As the objective of the grant program is to fund modernization initiatives, the Service has applied for initiatives that align with the Transformational Task Force's (T.T.F.) direction and assist the Service in implementing the recommendations in the T.T.F. report. The Service's 2017 operating budget had assumed \$8.5M of provincial funding that could be applied against existing expenditures. This amount was originally budgeted as miscellaneous revenue. Should the Service's grant applications be approved, the miscellaneous revenue budgeted will be achieved with grant revenue from the P.E.M. grant. The Ministry has indicated that it will advise regarding application approvals at the end of May or early June 2017.

At this point in time, recoveries for fees are trending slightly favourable. However, the projection remains unchanged as the Service has very limited control over the activity volume and the first quarter experience may not be indicative of future revenue patterns.

Transformational Task Force:

When the Board approved the T.T.F. report, they approved a quarterly reporting requirement to provide the Board information on the status of the implementation of the various recommendations, including updates on financial impacts to implement the recommendations. As such, any savings and costs related to implementation of the T.T.F. recommendations will be reported to the Board in that quarterly report. Should there be a net variance impact from the T.T.F. recommendations that impacts the overall Service variance, the impact will be reported as part of the Service variance reporting process as well.

Conclusion:

As at March 31, 2017, the Service is projecting a favourable variance of \$1.3M. Expenditures and revenues will continue to be closely monitored throughout the year.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

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Toronto Police Services Board Report

May 2, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Operating Budget Variance Report for the Toronto Police Service Parking Enforcement Unit, Period Ending March 31, 2017

Recommendation:

It is recommended that the Board forward a copy of this report to the City of Toronto's Deputy City Manager and Chief Financial Officer for information and for inclusion in the variance reporting to the City's Budget Committee.

Financial Implications:

At its October 20, 2016 meeting, the Toronto Police Services Board (Board) approved the Parking Enforcement Unit's (P.E.U.) 2017 operating budget at a net amount of \$46.7 Million (M) (Min. No. P243/16 refers). Subsequently, Toronto City Council, at its February 15, 2017 meeting, approved the P.E.U.'s 2017 operating budget at the same amount.

Background / Purpose:

The Toronto Police Service (Service) P.E.U. operating budget is not part of the Service operating budget. While the P.E.U. is managed by the Service, the P.E.U.'s budget is maintained separately in the City's non-program budgets. In addition, revenues from the collection of parking tags issued accrue to the City, not the Service.

The purpose of this report is to provide information on the P.E.U.'s 2017 projected year-end variance as at March 31, 2017.

Discussion:

As at March 31, 2017, a favourable variance of \$2.0M is projected to year end.

The following chart summarizes the variance by category of expenditure, followed by information on the variance for both salary and non-salary related expenses.

Category	2017 Budget (\$Ms)	Actual to Mar 31/17 (\$Ms)	Projected Year-End Actual (\$Ms)	Fav/(Unfav) (\$Ms)
Salaries	\$30.56	\$21.03	\$28.76	\$1.80
Premium Pay	\$2.74	\$1.91	\$2.74	\$0.00
Benefits	\$7.69	\$3.72	\$7.49	\$0.20
Total Salaries & Benefits	\$40.99	\$26.66	\$38.99	\$2.00
Materials	\$1.38	\$0.62	\$1.38	\$0.00
Equipment	\$0.02	\$0.00	\$0.02	\$0.00
Services	\$5.85	\$1.88	\$5.85	\$0.00
Revenue (e.g. TTC, towing recoveries)	(\$1.52)	(\$0.32)	(\$1.52)	\$0.00
Total Non-Salary	\$5.73	\$2.18	\$5.73	\$0.00
Total Net	\$46.72	\$28.84	\$44.72	\$2.00

It is important to note that expenditures do not all follow a linear pattern and therefore year-to-date expenditures cannot be simply extrapolated to year-end. Rather, the projection of expenditures to year-end is done through an analysis of all accounts, taking into consideration factors such as expenditures to date, future commitments expected and spending patterns.

Salaries & Benefits (including Premium Pay):

A favourable projection of \$2.0M is projected in salaries and benefits. P.E.U. generally schedules one recruit class per year and hires the appropriate number of officers to ensure that, on average, it is at its full complement of officers during the year. The size of the recruit class is based on projected separations for the year.

One of the Board approved recommendations from the Transformational Task Force report is to assess whether alternative service delivery options exists to the current parking enforcement operation that will lower operating costs. Hiring for the P.E.U. has therefore been placed on hold pending this assessment, resulting in the projected salary savings. The favourable variance in benefits is also a result of reduced staffing levels.

Nearly all premium pay at the P.E.U. is related to enforcement activities, attendance at court and the backfilling of members attending court. With respect to enforcement activities, premium pay is utilized to staff special events or directed enforcement activities. The opportunity to redeploy on-duty staff for special events is minimal, as this will result in decreased enforcement in the areas from which they are being deployed. Directed enforcement activities are instituted to address specific problems. All premium pay expenditures are approved by supervisory staff and carefully controlled. No premium pay variance is projected at this time.

Non-salary Expenditures:

No variance is anticipated in the non-salary accounts at this time.

Revenue:

Revenues include towing recoveries, contribution from reserves and recoveries from the Toronto Transit Commission (T.T.C.) and the Rogers Centre. The recoveries from the T.T.C. are for premium pay expenditures that are incurred to enforce parking by-laws on T.T.C. right of ways, which are necessitated by the continuing weekend subway closures for signal replacements maintenance. The recoveries from the Rogers Centre are for premium pay expenditures to conduct extra parking enforcement duties during Blue Jays games. However, the T.T.C. and Rogers Centre recoveries have a net zero impact as they are a direct reimbursement of billed premium pay expenditures.

Conclusion:

As at March 31, 2017, the P.E.U. operating budget is projected to be \$2.0M under spent at year end.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.

Chief of Police

AC

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Toronto Police Services Board Report

May 2, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: 2017 Capital Budget Variance Report for the Toronto Police Service, Period Ending March 31, 2017

Recommendation(s):

It is recommended that the Board forward a copy of this report to the City's Deputy City Manager and Chief Financial Officer for information and inclusion in the City's overall variance report to the City's Budget Committee.

Financial Implications:

Toronto City Council, at its meeting of February 16, 2017, approved the Toronto Police Service's (Service) 2017-2026 Capital program at a net amount of \$17.5 Million (M) for 2017, and a net total of \$224.3M for 2017-2026. The net available funding in 2017 is \$38.4M, which includes the 2016 carry forward of \$20.9M. The revised Council approved program (Attachment A) was approved by the Toronto Police Services Board (Board) at its meeting of March 23, 2017 (Min. No. P61/17 refers).

As at March 31, 2017, the Service is projecting total net expenditures of \$32.7M compared to \$38.4M in available funding (a spending rate of 85%). The projected under-expenditure for 2017 is \$5.6M, all of which will be carried forward to 2018.

Background / Purpose:

The purpose of this report is to provide the Board with the status of the Service's capital projects as at March 31, 2017.

Discussion:

Attachment A provides the Service's approved 2017-2026 capital program.

Status of Capital Projects:

Attachment B provides a status summary of the on-going projects from 2016 as well as projects that started in 2017. Any significant issues or concerns have been highlighted below in the “Key Highlights/Issues” section of this report.

Key Highlights/Issues:

As part of its project management framework, the Service uses a colour code system (i.e. green, yellow or red) to reflect the health status of capital projects. The overall health of each capital project is based on budget, schedule and scope considerations. The colour codes are defined as follows:

- Green – on target to meet project goals (scope/functionalities), and on budget and schedule;
- Yellow – at risk of not meeting certain goals, some scope, budget and/or schedule issues, and corrective action required; and
- Red – high risk of not meeting goals, significant scope, budget and/or schedule issues, and corrective action required.

The following provides summary information on key projects within the 2017-2026 Capital program. Summary information includes status updates as at the time of writing this report.

54/55 Divisions Amalgamation (Part of Facility Realignment project) (\$39.4M)

Current Status - **Red**

Previous Variance Report Status – **Red**

The final Transformational Task Force (T.T.F.) report recommends a modernized policing model for the City of Toronto, which includes a leaner facilities footprint, consistent with the previous strategy of the Service. This allows the Service to transition to a new service delivery model and equip itself with facilities and technology required to optimize the delivery of policing services. The amalgamation of 54 division and 55 division is the first step in the phased facilities realignment.

The Service and City Real Estate Services have identified some potential sites, including City-owned properties for the new consolidated operational division facility, and is currently analysing the pros and cons of each option. Once a suitable site is identified, the Service and the City will go through the normal process to finalize the decision for appropriate approvals. Until acquisition and approval of the site is finalized, the status of the project remains at red. From the 2017 available funding, \$0.5M is assigned to consulting services to start the schematic design. The remaining \$6.5M is allocated to the cost of site.

Peer to Peer Site (Disaster Recovery Site) (\$19.9M)

Current Status - **Yellow**

Previous Variance Report Status - **Yellow**

This project provides funding for a new Peer to Peer facility. A recommended site was brought forward to the project Steering Committee and communicated to the Board on March 17, 2016 (Min. No. C59/16 refers). City Real Estate completed their negotiations with the land owner and fulfilled their due diligence process. The real estate transaction closed on December 5, 2016.

The contract for architectural design and consulting services specializing in data centre development was awarded to M.M.M. Group, based on Board approval at its July 15, 2015 meeting (Min. No. P191/15 refers).

The contract for the construction manager was awarded to Eastern Construction Company Limited at the Board's July 21, 2016 meeting (Min. No. 182/16 refers).

Construction drawings and specification documents are complete and the tendering process for the various components of construction has started. The consultant applied for site plan approval in December 2016. There may be an impact to the timing of this project due to the process of acquiring building permits and a possible delay in the construction schedule. As a result, the project status remains at yellow.

The Board will be kept apprised of the status of this project, through the variance reporting process.

From the available funding of \$4.8M in 2017, \$275K will be carried forward to 2018.

Transforming Corporate Support (\$8.7M)

Current Status - **Green**

Previous Variance Report Status – Formerly two projects – Human Resources Management System Upgrade (**Red**) and Time and Resource Management System (**Yellow**)

The Service uses Oracle Canada's PeopleSoft application to manage human resources related information and administer and report payroll and benefits information. The technical upgrade of the Human Resource Management System (H.R.M.S.), along with changes to existing payroll and benefits business processes, was successfully implemented in December 2016 to bring the Service to the latest version of the application.

Enhanced functionality within the external eRecruit career website was rolled out in January 2017, allowing members of the public to submit job applications for external postings via the internet. This was followed by the Service-wide rollout of streamlined, automated training administrative processes that facilitate self-enrolment and online

supervisory approval capabilities for courses offered at the Toronto Police College. Post-live support is ongoing to assist members with the transition to the new, automated processes.

The Service's time and attendance keeping system, known as T.R.M.S. (Time and Resource Management System), has been in place since 2003. The current system is utilized to collect and process time and attendance data, administer accrual banks based on collective agreements and Service policies, and assist in the deployment of personnel. The Service has enhanced the system's functionality over the past several years, removing some of the costly customizations in an effort to reduce annual maintenance and upgrade fees.

The original scope of the T.R.M.S. capital project was intended to upgrade the system to maintain vendor support through 2017. However, the Service's time-keeping, deployment, scheduling, exception reporting and operational requirements are becoming increasingly complex, demanding that alternative solutions be explored to meet the evolving needs of the organization.

Following a thorough needs assessment and cost/benefit analysis, a decision was made to procure the PeopleSoft Time and Labour module that will allow the Service to move towards application integration with the Human Resource Management System. In addition, centralized, real-time human resources data will support the strategic goals of the Transformational Task Force to manage personnel in a more efficient, cost effective manner.

The procurement of the Oracle Time and Labour module allows the Service to collapse future upgrades to the PeopleSoft system into one project. Therefore, commencing in January 2017, the H.R.M.S. and T.R.M.S. capital projects have been combined into one project that has been rebranded as Transforming Corporate Support. The coordinated investment into one integrated system will improve overall service delivery and achieve leaner, more efficient administrative and professional services through the introduction of self-reporting and self-service tools, the centralization of data input and governance, and the expanded use of technology.

A Request for Proposal (R.F.P.) for professional services was issued for technical expertise and professional services for the balance of the project's four-year blueprint in order to secure the depth-of knowledge and project management continuity integral to the long term success of the project. At its March 23, 2017 meeting, the Board approved Katalogic Inc. as the vendor of record to provide business and project management services for this project (Min. No. 59/17 refers).

Planning is underway for the next phase of the project. At this time, it is anticipated that, from the available funding of \$3M in 2017, \$1.5M will be carried forward to 2018.

Enterprise Business Intelligence (\$10.2M)

Current Status - **Yellow**

Previous Variance Report Status - **Yellow**

The Enterprise Business Intelligence (E.B.I.) system solution represents a set of methodologies, processes, architectures, and technologies that transform raw data into consistent, reliable and useful information used to enable effective strategic, tactical, and operational insights and analysis, as well as decision-support information. Police services such as Edmonton, Vancouver, New York and Chicago have E.B.I. solutions.

The R.F.P. for the E.B.I. solution was issued and a recommendation for contract award was approved at the April 20, 2016 Board meeting (Min. No. P85/16 refers). I.B.M, the successful vendor, completed a technology assessment which confirmed the fit of leveraging the I.B.M. Crime Information Warehouse (C.I.W.) proprietary asset, as outlined in their R.F.P. response.

Funds for the integration of data sources into the C.I.W. are provided for in the approved E.B.I. capital project budget. However, as the Service was not certain as to who (other external contractors, Service staff or I.B.M., or a combination of the foregoing) would actually do the work, it was not included in I.B.M.'s response to the R.F.P. In October 2016, the Service determined that having I.B.M. perform this work would allow the Service to leverage I.B.M.'s data integration service team, based on their expertise with the C.I.W. product, in order to bring identified business data into the C.I.W. On November 17, 2016, the Board approved a contract award to I.B.M. Canada Ltd. for the supply of data integration services for the implementation of the E.B.I. Solution (Min. No. P265/16 refers).

The project was formally started with I.B.M. in December 2016. The project team has completed the project initiation and E.B.I. solution review. The team is still working with I.B.M. on the hardware configuration and software installation of the development technical environment.

The status of this project remains at yellow as the project team is still finalizing the detailed work plan that will outline key deliverables along with a milestone schedule with I.B.M. It will remain yellow until the delivery schedule is agreed between I.B.M. and the Service. The Board will continue to be kept apprised of the status of this project, through the variance reporting process.

At this time, it is anticipated that from the available funding of \$5.8M, \$900K will be carried forward to 2018.

Radio Replacement Project (\$39.4M)

Current Status - **Yellow**

Previous Variance Report Status - **Yellow**

The Service's current communication radios were replaced over the period of 2006 to 2012. Although the lifecycle for these radios is ideally seven years, the Service has extended the replacement lifecycle to ten years, in order to reduce capital costs. While the extension of this lifecycle to ten years has resulted in some incremental operating (repair and maintenance) costs, there is still an overall cost benefit to the Service.

At this point, this project does not include any anticipated changes from the T.T.F. The number of radios required within the Service will be adjusted during the term of the project in response to current operational requirements, the decline in uniform members and the impact of T.T.F. related initiatives, as appropriate.

The Service, in conjunction with Toronto Fire Services, Toronto Paramedic Services and the City of Toronto Departments of Water, Transportation and Solid Waste, is drafting an R.F.P. for the purchase of radios that will be required over a ten year time frame.

The drafting of the R.F.P. is approaching completion, and a Fairness Commissioner has been engaged to oversee and advise on the procurement process. It is anticipated that the R.F.P. will be issued in late April/early May, providing all goes as planned. A contract award is anticipated to be completed in the Fall of 2017, allowing for delivery of radios before the end of the year.

Body Worn Cameras (B.W.C.) Initial Phase - \$0.5M

Current Status - **Green**

Previous Variance Report Status – **N/A**

In February 2015, the Service started a 12-month pilot project (at a total cost of \$0.43M) to explore the benefits, challenges, and issues surrounding the use of body worn cameras. The pilot finished in March 2016, and a report was provided and a presentation made to the Board's September 2016 meeting. The report concluded that B.W.C.s were strongly supported by the community as well as our officers. The estimated cost of operating the system, using on premise storage, varies depending on the number of officers that will be deployed with the cameras. If the Service were to equip all frontline uniform officers, the cost would be approximately \$85M over ten years (Min. No. P228/16 refers).

The Service is therefore moving forward very carefully with a potential body worn camera system, through the issuance of a non-binding R.F.P., that can now consider cloud storage as part of a potential solution. This will be a large and complex procurement, as well as a significant long-term investment, and will therefore require a well-crafted R.F.P. that results in the best overall solution, at the best value and that ensures the Service's and the Board's interests are protected, both short and long-term. The implementation of a body worn camera system will also need to be considered against other Service needs and priorities.

The initial budget of \$0.5M is to cover the cost of various external expertise required to effectively oversee, manage and analyse the B.W.C. non-binding R.F.P. process, including the evaluation of proposals reviewed.

State of Good Repair (\$5.7M available funds in 2017 – ongoing)

Current Status – **Yellow**

Previous Variance Report Status - **Yellow**

State of Good Repair (S.O.G.R.) funding is used to maintain the safety, condition and customer requirements of existing bricks and mortar buildings. The Service has, however, developed a work-plan to use these funds to optimize service delivery and enhance efficiencies for both buildings and technology improvements.

In early 2016, the Service's backlog list of building projects was prioritized, a work-plan established and resources allocated to address priority projects and available funding. However, some projects have been purposely delayed, in anticipation of the T.T.F. related initiatives on facility realignment. As a result, the project status remains yellow.

52 Division Renovation (\$9.3M)

Current Status - **Green**

Previous Variance Report Status - **Green**

This project provides funding for the 52 Division facility renovations to correct building deficiencies and create better usable space.

The project start was delayed due to the lack of resources in the Service's Facilities Management unit. Since taking over, the Service's Project Coordinator has accelerated the plan and managed to maintain the project on budget. The project is nearing substantial completion and the renovated facility is currently fully occupied and operational. The project deficiencies and closeout documents are in progress.

It should be noted that through collaboration with the City of Toronto, City Facilities Management contributed \$568K (\$42K in 2015 and \$526K in 2016) towards the project to cover the cost of City-identified S.O.G.R. items, such as elevator modernization and building envelope repairs. In addition, City Council, at its September 19, 2016 meeting, also approved a transfer of \$400K to enable the replacement of the chiller, boilers and upgrade to the existing cooling tower. The transfer of funds and co-ordination of work created cost efficiencies and minimized disruption to 52 Division staff and the community.

Another example of collaboration and teamwork between the City and the Service occurred when undocumented asbestos was discovered within the building. The City's Environmental office was contacted and facilitated the remediation that resulted in the project avoiding a cost of approximately \$200K.

The project will be substantially complete by the end of the second quarter of 2017, on budget.

Expansion of Conducted Energy Weapons (C.E.W) - \$0.75M

Current Status - **Red**

Previous Variance Report Status – **N/A**

C.E.W.s are handheld less-lethal weapons which have proven to be a less injurious force option that has helped to safely resolve violent and potentially violent incidents. The Service currently has 545 C.E.W.s issued to uniform front line supervisors, and selected members of specialized units.

The 2017 capital program includes the acquisition and deployment of an additional 250 C.E.W.s to selected uniform frontline police constables and constables from designated specialized units. At the Board's October 20, 2016 meeting, it was decided that prior to the deployment of any additional C.E.W.s community consultation will be conducted, which will include the Board Mental Health Sub-committee. (Min.No. P244/16 refers).

Accordingly, the acquisition of additional C.E.W. is pending, until a report is provided back to the Board, following the community consultation.

Parking Handheld – Administrative Penalty System (A.P.S) Project (\$2.55M)

Current Status - **Yellow**

Previous Variance Report Status – **N/A**

Based on City Council's decision at its July 2016 meeting, the City is changing the governance and administrative requirements to establish an A.P.S. for parking violations (i.e. parking tickets) which will include an Administrative Penalty Tribunal. This change is effective August 28, 2017 (revised from May 15, 2017).

A.P.S. requires capturing photo evidence for parking tags and changing the format of the current parking tag. The change in format is set to be implemented for the August effective date.

The existing handheld system does not have photo evidence functionality. This functionality is being implemented as an enhancement to the planned handheld lifecycle replacement project.

By implementing an administrative penalty system for parking by-law violations, the City of Toronto, as well as the Province of Ontario, will ensure that parking bylaw matters are resolved through a streamlined process administered by the City without the requirement of utilizing a court process under the Provincial Offences Act.

The R.F.P. was released in November 2016 and closed in January 2017. The project team is reviewing the R.F.P. responses and preparing for next steps.

Vehicle and Equipment Lifecycle Replacements

Projects listed in this category are funded from the Vehicle and Equipment Reserve (Reserve), which is in turn funded through annual contributions from the Service and Parking Enforcement operating budgets. The Reserve has no impact on the Capital Program and at this time, does not require debt funding. Items funded through this Reserve include the regular replacement of vehicles and information technology equipment.

The projected under-expenditure for 2017 is \$8.2M, \$7.2M of which will be carried forward to 2018. From the Workstation, Laptop and Printer Lifecycle project, \$1M has been saved and is therefore not required, due to incentive pricing received from the vendor for printers. This amount will be returned back to the Vehicle and Equipment Reserve.

Conclusion:

As at March 31, 2017, the Toronto Police Service is projecting total net expenditures of \$32.7M compared to \$38.4M in available funding from net debt. The projected under-expenditure for 2017 is \$5.6M, all of which will be carried forward to 2018.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

: mg

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2017-2026 Capital Program Request (\$000s) - Council Approved Feb 16, 2017

Attachment A

Project Name	Plan to end of 2016	2017	2018	2019	2020	2021	Total 2017-2021 Request	2022	2023	2024	2025	2026	Total 2022-2026 Forecast	Total 2017-2026 Program	Total Project Cost
Projects In Progress															
Slate-of-Good-Repair - Police		4,400	4,400	4,400	4,530	3,925	21,655	4,400	4,400	4,400	4,400	4,400	22,000	43,655	43,655
Transforming Corporate Support (TRMS & HRMS) *	2,535	2,500	2,100	1,500	400		6,500				0	0	0	6,500	9,035
Peer to Peer Site (Disaster Recovery Site) *	4,665	4,000	7,759	3,500	0	0	15,259	0	0	0	0	0	0	15,259	19,924
Facility Realignment *	7,000	7,000	3,195	27,561	35,247	21,061	94,064	17,028	17,740	14,066	12,459	12,906	74,199	168,263	168,263
Enterprise Business Intelligence	6,405	2,811	1,000	0	0	0	3,811	0	0	0	0	0	0	3,811	10,216
TPS Archiving	50		650	0	0	0	650	0	0	0	0	0	0	650	700
Radio Replacement	14,141		4,779	3,664	4,949	6,074	19,466	4,544	42	1,026	226		5,838	25,304	39,445
Total, Projects In Progress	34,796	20,711	23,883	40,625	45,126	31,060	161,405	25,972	22,182	19,492	17,085	17,306	102,037	263,442	291,238
Upcoming Projects															
Conducted Energy Weapon (CEW)	0	750	0	0	0	0	750	0	0	0	0	0	0	750	750
Body Worn Camera - Initial phase	0	500	0	0	0	0	500	0	0	0	0	0	0	500	500
Parking Handheld APS		2,550	0				2,550						0	2,550	2,550
AFIS (next replacement)	0	0	0	3,053	0	0	3,053	0	0	0	0	0	0	3,053	3,053
Property & Evidence Warehouse Racking	0	0	0	0	0	0	0	0	1,040	0	0	0	1,040	1,040	1,040
Total, Upcoming Capital Projects:	0	3,800	0	3,053	0	0	6,853	0	1,040	0	0	0	1,040	7,893	7,893
Total Gross Debt Funded Capital Projects:	34,796	24,511	23,883	43,678	45,126	31,060	168,258	25,972	23,222	19,492	17,085	17,306	103,077	271,335	299,131
Other than debt expenditure (Draw from Reserve)															
Total Reserve Projects:	212,902	22,300	20,884	33,062	24,335	21,575	122,156	24,145	20,598	37,234	24,646	22,870	129,493	251,648	464,551
Total Gross Projects	247,698	46,811	44,767	76,740	69,461	52,635	290,414	50,117	43,820	56,726	41,731	40,176	232,570	522,984	763,682
Funding Sources:															
Vehicle and Equipment Reserve	(212,902)	(22,300)	(20,884)	(33,062)	(24,335)	(21,575)	(122,156)	(24,145)	(20,598)	(37,234)	(24,646)	(22,870)	(129,493)	(251,648)	(464,551)
Funding from Development Charges	(21,476)	(7,000)	(2,931)	(3,539)	(13,801)	(4,120)	(31,391)	(5,204)	(9,908)	0	0	(578)	(15,690)	(47,081)	(68,557)
Total Funding Sources:	(234,378)	(29,300)	(23,815)	(36,601)	(38,136)	(25,695)	(153,547)	(29,349)	(30,506)	(37,234)	(24,646)	(23,448)	(145,183)	(298,729)	(533,108)
Total Net Debt-Funding Request:	13,320	17,511	20,952	40,139	31,325	26,940	136,867	20,768	13,314	19,492	17,085	16,728	87,387	224,254	230,574
5-year Average:							27,373						17,477	22,425	
City Target:		21,411	24,345	39,402	31,800	24,891	141,849	23,386	18,956	19,967	16,301	12,000	90,610	232,459	
City Target - 5-year Average:							28,370						18,122	23,246	
Variance to Target:		3,900	3,393	(737)	475	(2,049)	4,982	2,618	5,642	475	(784)	(4,728)	3,223	8,205	
Cumulative Variance to Target			7,293	6,556	7,031	4,982		7,600	13,242	13,717	12,933	8,205			
Variance to Target - 5-year Average:							996						645	820	

* These projects have returned funding to the City due to one year carry forward rule. These amounts are not reflected in the total project cost.

Attachment B

2017 Capital Budget Variance Report as at March 31, 2017 (\$000s)

Project Name	Carry Forward from 2016	2017 Budget	Available to Spend in 2017	2017 Projection	Year-End Variance - (Over)/ Under	Carry Forward to 2018	Total Project Budget	Total Project Cost (Projects)	Project Variance - (Over) / Under	Comments	Overall Project Health
Debt-Funded Projects											
Facility Projects:											
54/55 Divisions Amalgamation	0.0	7,000.0	7,000.0	7,000.0	-	0.0	39,425.0	39,425.0	-	Please refer to the body of the report.	Red
TPS Archiving	50.0	0.0	50.0	50.0	-	0.0	700.0	700.0	-	Project will be completed in 2017.	Green
Information Technology Projects:											
Peer to Peer Site	840.2	4,000.0	4,840.2	4,565.0	275.2	275.2	19,924.3	19,924.3	-	Please refer to the body of the report.	Yellow
Transforming Corporate Support	525.2	2,500.0	3,025.2	1,500.0	1,525.2	1,525.2	8,742.4	8,742.4	-	Please refer to the body of the report.	Green
Enterprise Business Intelligence	3,036.3	2,811.0	5,847.3	4,900.0	947.3	947.3	10,216.0	10,216.0	-	Please refer to the body of the report.	Yellow
Electronic Document Management (Proof of Concept)	273.7	0.0	273.7	273.7	-	0.0	500.0	500.0	-	Project will be completed in 2017.	Green
Radio Replacement	14,054.2	0.0	14,054.2	14,054.2	-	0.0	39,445.0	39,445.0	-	Please refer to the body of the report.	Yellow
Body Worn Camera - Initial phase	0.0	500.0	500.0	500.0	-	0.0	500.0	500.0	-	Please refer to the body of the report.	Green
Replacements / Maintenance / Equipment Projects:											
State-of-Good-Repair - Police	1,347.2	4,400.0	5,747.2	4,697.2	1,050.0	1,050.0	n/a	n/a	-	Please refer to the body of the report.	Yellow
52 Division Renovations	733.6	0.0	733.6	733.6	-	0.0	9,268.0	9,268.0	-	Please refer to the body of the report.	Green
Conducted Energy Weapon (CEW)	0.0	750.0	750.0	0.0	750.0	750.0	750.0	750.0	-	Please refer to the body of the report.	Red
Parking Handheld APS	0.0	2,550.0	2,550.0	1,454.6	1,095.4	1,095.4	2,550.0	2,550.0	-	Please refer to the body of the report.	Yellow
Total Debt-Funded Projects	20,860.4	24,511.0	45,371.4	39,728.4	5,643.1	5,643.1					
Lifecycle Projects (Vehicle & Equipment Reserve)											
Vehicle Replacement	1,076.6	5,693.0	6,769.6	6,769.6	-	0.0	n/a	n/a	n/a	Please refer to the body of the report.	
IT-Related Replacements	5,377.7	12,440.0	17,817.7	14,388.2	3,429.5	2,422.8	n/a	n/a	n/a	Please refer to the body of the report.	
Other Equipment	2,039.3	4,167.0	6,206.3	1,423.8	4,782.6	4,782.6	n/a	n/a	n/a	Please refer to the body of the report.	
Total Lifecycle Projects	8,493.7	22,300.0	30,793.7	22,581.6	8,212.1	7,205.4					
Total Gross Expenditures:	29,354.1	46,811.0	76,165.1	62,310.0	13,855.1	12,848.5	Percent spent:		81.8%		
Less other-than-debt funding:											
Funding from Developmental Charges	0.0	(7,000.0)	(7,000.0)	(7,000.0)	0.0	0.0	n/a	n/a	n/a		
Vehicle & Equipment Reserve	(8,493.7)	(22,300.0)	(30,793.7)	(22,581.6)	(8,212.1)	(7,205.4)	n/a	n/a	n/a		
Total Other-than-debt Funding:	(8,493.7)	(29,300.0)	(37,793.7)	(29,581.6)	(8,212.1)	(7,205.4)					
Total Net Expenditures:	20,860.4	17,511.0	38,371.4	32,728.4	5,643.1	5,643.1			85.3%		

Total Project Budget is adjusted for returned funds to the City in previous years



Toronto Police Services Board Report

April 6, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Request for Additional Funds: Toronto Police Service 2017 Pearls in Policing Conference

Recommendation(s):

It is recommended that, as an exception to its policy governing the Special Fund and further to the request for the initial \$200 000.00 (Min No. P223/2016 refers), the Board approve an expenditure of an additional \$50 000.00 from the Board's Special Fund to host the 2017 Pearls in Policing Conference in June 2017.

Financial Implications:

The Board's Special Fund would be depleted in the amount of \$50 000.00 less the return of any funds not used.

Background / Purpose:

At the meeting of September 15, 2016, the Toronto Police Services Board (Board) approved a request for \$200 000.00 from the Board's Special Fund for the Toronto Police Service (Service) to host the 2017 Pearls in Policing Conference (Pearls).

Pearls is an international law enforcement think tank where law enforcement executives (Commissioners and Chiefs) meet to identify emerging challenges in policing and develop collaborative solutions. These challenges are such that they can no longer be dealt with on a national level and their solutions require international input.

The responsibility for hosting the conference is alternated annually between the Netherlands and one of the participating guest nations. Although Toronto Police Service has attended this conference for the past 10 years; this will be the first time that the conference will be held in Canada.

Discussion:

Pearls is an invitation only conference launched in 2007 and is comprised of:

- The International Action Learning Group (I.A.L.G.) (16 persons involved)
- An academic forum
- Working groups
- Peer-to-peer consultations
- The annual conference (capped at 35 including 4 academics)

The 2017 conference will be the 11th annual conference and will run from Monday, June 5th through Tuesday, June 13th. The Service has secured the Intercontinental Hotel in Yorkville as the hosting hotel.

A committee of Service members was formed to ensure the commitments the Service made to the Pearls Secretariat relating to the 2017 conference are being fulfilled. There are several responsibilities that the Service has agreed to undertake to support this conference. As host, we are responsible for the following:

- The conference/hotel venue
- Breakfast, lunch and dinner for the participants
- Transportation during the conference
- Airfare/travel cost for the academics
- Organization costs (staff, equipment, logistics etc.)

Plans for the I.A.L.G. program and the Pearls Conference program are progressing well. The conference is less than 2 months away; regular (weekly) teleconferences are being held between the Committee and the Pearls Secretariat in Holland. The Service will be utilizing Service vehicles and personnel in order to reduce the costs associated to this event and the committee will continue to seek out opportunities for savings.

The Pearls financial model is different than most conferences. The I.A.L.G. is largely self-funded; the 16 attendees pay a fee and the funds are shared between the Pearls, the Hong Kong Police Service and the TPS. The Pearls part of the conference (capped at 35 attendees including the 4 academics) is the responsibility of the hosting police agency as described above.

Initially, the service requested funding from the Board's Special Fund in the amount of \$200,000.00. As planning has progressed, it has become clear that further funding will be required to complete the conference. At this time, it is estimated that a further \$50,000.00 will be required.

Conclusion:

Hosting this conference focuses the attention of international police leaders on Toronto and provides an invaluable opportunity to network for police executives. The focus on developing real, practical solutions to large issues facing policing organizations around the world is invaluable to the Service.

Toronto is an international city with international issues and concerns; this is an opportunity to utilize the expertise of these leaders and academics to best develop the Service for the future and to showcase our city.

In order to achieve the success of this conference, an additional \$50 000.00 from the Board Special Fund is requested.

I will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

pearlsconference2017additional.docx

Pearls in Policing Conference	Budget Estimate
<u>Income</u>	
Board Special Fund	\$ 200,000.00
Donations	
I.A.L.G.	\$ 58,000.00
<u>Total Income</u>	\$258,000.00
<u>Expenses</u>	
Gifts	\$5,500.00
Printing	\$5,000.00
Travel	\$15,000.00
Hotel	\$200,000.00
Functions	\$60,000.00
Academics	\$ -
Equipment/Services	\$300.00
Contingency	\$22,200.00
<u>Total Expenses</u>	\$308,000.00
<u>Excess (Deficit)/Income</u>	<u>-\$50,000.00</u>



Toronto Police Services Board Report

May 2, 2017

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: APPROVAL OF EXPENSES: ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS – 2017 SPRING CONFERENCE & ANNUAL GENERAL MEETING

Recommendation(s):

It is recommended that the Board approve the conference attendance and the estimated expenditures, for up to four Board Members or Board staff members to attend the Ontario Association of Police Services Board's (OAPSB) 2017 Spring Conference and Annual General Meeting.

Financial Implications:

This report recommends that the Board approve an expenditure from the Board's 2017 operating budget to cover costs associated with attendance at the OAPSB Spring Conference

Background / Purpose:

The OAPSB will be hosting its 2017 Spring Conference & Annual General Meeting in Blue Mountain, Ontario from June 21 – 24, 2017. The theme of this year's Spring Conference is "Preparing for Changes to the *Police Services Act*."

The OAPSB Spring Conference is an excellent opportunity for professional development for Board Members and networking with fellow police board members from across Ontario. As such, it is important that the Board provide its support and attendance to help ensure the success of the conference.

Discussion:

The "Board Member Expense and Travel Reimbursement Policy" approved by the Board in 2006 establishes that the Board's approval must be sought for the attendance of Board Members at conferences.

Board Members were advised of this conference and were canvassed for their availability. Attendance to this conference will result in the following estimated expenses:

Registration	\$580.00
Hotel accommodation (4 nights at \$162.18/night)	\$648.72
Per Diem (5 days at \$75/day)	\$375.00
Incidentals	\$100.00
Total estimate	\$1,703.72/ per person

Conclusion:

It is, therefore, recommended that the Board approve the conference attendance and the estimated expenditures, for up to four Board Members or Board staff members to attend the Ontario Association of Police Services Board's (OAPSB) 2017 Spring Conference and Annual General Meeting

Respectfully submitted,

Andy Pringle
Chair



Toronto Police Services Board Report

May 3, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Award of Minor Building Repairs at Various Toronto Police Service Facilities to New Park Contracting Incorporated – City of Toronto Contract Award

Recommendations:

It is recommended that the Board:

1. approve utilizing the existing piggy-back clause in the City of Toronto's contract with New Park Contracting Incorporated for the supply of renovation services for the remainder of the contract, which expires on March 31, 2018; and
2. authorize the Chief to execute the remaining optional year of the existing contract on behalf of the Board, provided the City of Toronto exercises the option and the Chief is satisfied with the performance of the contractor.

Financial Implications:

The Toronto Police Service (Service) spends approximately \$0.9 Million (excluding taxes) annually on renovations and repairs to its facilities. Funding for this purpose is included in the Service's annual operating and capital budgets.

Background / Purpose:

The City of Toronto (City) has a contract for minor building repairs in place that allows interested City agencies, boards and commissions to participate. The Service would like to utilize the City contract in lieu of conducting its own procurement process.

By utilizing the established City contractor, the Service is able to leverage the City's pricing agreement. It also positions the Service to be a part of the next procurement process the City conducts for this type of service.

Discussion:

On January 29, 2014, the City's Purchasing and Materials Management Division issued a Request for Quotation 3907-14-5000, for the supply of all labour, materials, equipment, tools, and supervision necessary to perform minor building repairs at various locations throughout the City. New Park Contracting Incorporated (New Park)

was the successful proponent and was awarded a one-year contract (April 1, 2014 to March 31, 2015) with four additional one-year options.

The City has exercised three of the one-year extension options bringing the contract term to March 31, 2018.

Conclusion:

Upon review of the terms and conditions of the City's contract with New Park, it was determined that the services provided meet the Service's needs. Therefore, approval is being requested to utilize New Park until March 31, 2018. If the City exercises its final option year with New Park and the contractor continues to meet Service's needs, the final one-year extension until March 31, 2019 will also be exercised by the Service. Utilizing the current City agreement for minor repairs, positions the Service to participate in a joint procurement with the City when this contract ends.

The Service has and continues to partner with the City on the procurement of common goods and services, as it enables better pricing through larger economies of scale and reduces the administrative burden of running separate processes.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

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Toronto Police Services Board Report

May 3, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Employee and Family Assistance Program Services Award

Recommendations:

It is recommended that the Board:

1. approve Morneau Shepell to provide Employee and Family Assistance Program (E.F.A.P) services to the Toronto Police Service (Service) for a three-year period, commencing on August 1, 2017 to July 31, 2020, with an additional one-year option, at the discretion of the Chief; and
2. authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

Funding to cover the costs of this contract has been included in the Service's operating budget at the existing contract level. The cost model for service delivery from Morneau Shepell is based on member-initiated counselling service delivery, based on a per employee per month cost. At the Service's current staffing levels, it is expected that an estimated \$120,000 (including taxes) will be spent in 2017, which annualizes to approximately \$300,000. This represents an approximate 5% decrease from 2016 costs, but the cost will vary based on the number of requests for E.F.A.P. service by members.

Additional program supports, including Critical Incident Response support and Peer Support Training assistance, are additional costs that are set at hourly and daily rates which are held firm. In 2016, the Toronto Police Service Critical Incident Response Team (C.I.R.T.) responded to a total of 82 critical incidents, which generated 172 defusing/debriefing sessions. Of those, the external E.F.A.P. provider attended and facilitated 63 defusing/debriefing sessions. It is anticipated that moving forward, a broadening of the mandate for critical incident response by the E.F.A.P. provider will occur. The number of critical incidents per year and corresponding level of response required for each incident may vary considerably. At approximately \$500.00 per critical

incident response, it is estimated that this support will have a cost of \$17,000 in 2017, annualizing to \$41,000. It is further expected that an estimated \$30,000 will be spent in 2017 and each subsequent year for training sessions.

Therefore, the estimated overall cost of contracting the E.F.A.P. services in 2017 is \$167,000, and the annualized estimated cost is approximately \$371,000.

Background / Purpose:

Prior to June 1, 2010, the Service operated an internal E.F.A.P. This program operated under a hybrid model which involved a member contacting the internal staff at the E.F.A.P. and receiving a referral to a Community mental health professional to address their personal needs. In 2008, the Service initiated a program review of the internal E.F.A.P. The review found significant confidence issues as demonstrated by a low member utilization rate of less than 8%. The average at the time within the police sector was 12.5%.

The Service commenced an external E.F.A.P. on June 1, 2010, and since this time, the member utilization rate has risen significantly. In 2016, the Service's E.F.A.P. utilization rate was 11.2%. The external E.F.A.P. continues to evolve and expand its capacity for training, support and services.

The purpose of this report is to obtain Board approval for a new E.F.A.P. contract award, as the contract with the current service provider (Morneau Shepell) expires on July 31, 2017.

Discussion:

On January 12, 2017, Request for Proposal (R.F.P.) #1201580-17 was issued by the Service's Purchasing Services unit to potential vendors to provide E.F.A.P. services for a three year period, with an option to renew for an additional one year term at the Chief's discretion. The results of the R.F.P. are summarized below:

R.F.P. Process and Results:

The Service advertised the R.F.P. using MERX, an electronic tendering service. Twelve vendors downloaded the R.F.P. package.

The R.F.P. closed on February 3, 2017 and a total of four proposals were received from the following proponents:

- Homewood Health
- Morneau Shepell
- Pryor, Linder and Associates
- Workplace Options Canada

Purchasing Services reviewed the proposals for submission compliance and then released the submissions to the evaluation team.

The evaluation criteria for the service provider submission selection were included in the R.F.P., and are as follows:

- Understanding Assignment (5%)
- Business Practices: Proposed Outline and Plan Approach (20%)
- Confidential Member-Initiated Counselling Services (25%)
- Critical Incident Response (10%)
- Profile and Qualifications of the Proponent (20%)
- Cost of E.F.A.P. services (20%)

An evaluation of the proposals was performed against the pre-determined evaluation criteria listed above. Each submission was compared with the needs of the Service for E.F.A.P. service delivery. From this evaluation, the two highest scored proponents, Homewood Health and Morneau Shepell, moved on to the presentation stage of the process. After the presentations, pricing envelopes were opened and the final evaluation was conducted. This resulted in Morneau Shepell achieving the highest overall score. As required, Morneau Shepell provided a fixed costing rate regardless of fluctuations in the E.F.A.P. utilization, thereby ensuring the Service continues to receive the best financial value over the contract term, including the option year.

Conclusion:

Based on the results of an in-depth evaluation of submissions obtained through an open and transparent procurement process, Morneau Shepell is the recommended proponent, having achieved the highest overall score and submitting a proposal that optimizes value to the Service. As Morneau Shepell is the existing external provider of E.F.A.P. services, there will be no disruption to service delivery.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MS:CM

E.F.A.P. Services Award.doc



Toronto Police Services Board Report

April 19, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: The Supply and Delivery of Footwear

Recommendation(s):

It is recommended that the Board:

1. Approve The Shoe Network Inc. to provide the Toronto Police Service (Service) with the following footwear: Item 4 - 8" Summer Boot High Cut; and Item 7- Winter Insulated Boot, for the initial period to commence upon approval of the contract award by the Board and end on March 31, 2020; and
2. Approve Universal Safety Inc. to provide the Service with Item 5 - 4" Summer Boot Low Cut Footwear for the initial period to commence upon approval of the contract award by the Board and end March 31, 2020; and
3. Authorize the Chief of Police to execute the remaining two optional years of the existing contracts on behalf of the Board, to March 31, 2022, if the Ministry of Community Safety and Correctional Services (M.C.S.C.S.) exercises these option years, and provided the Chief of Police is satisfied with the vendors' performance under the contract.

Financial Implications:

The collective agreements require that the Service provide footwear to its members. Funds for are therefore provided for in the Service's annual operating budget.

It is estimated that the footwear contract with The Shoe Network Inc. will cost the Service approximately \$1 Million (M), including taxes for the initial term of the contract with an additional \$0.7M, including taxes for the two, one year optional terms, if exercised. The total value of this contract including the option years is therefore approximately \$1.7M, including taxes.

The cost of the footwear contract with Universal Safety Inc. is approximately \$140,000, including taxes for the initial term of the contract, with an additional \$90, 000, including taxes for the two, one year optional terms, if exercised. The total value of this contract including the option years is approximately \$230,000, including taxes.

These estimates are based on current Service requirements and could vary over the term of the contracts, depending on usage. However, there is no contractual obligation to purchase any minimum quantities with either contract.

Background / Purpose:

The purpose of this report is to obtain Board approval for two new footwear vendors.

Discussion:

The Service's current contract for footwear expired on March 29, 2017, and a new provider is therefore required.

Following a competitive procurement process, the Ministry of Community Safety and Correctional Services (M.C.S.C.S.) established an agreement for footwear requirements with The Shoe Network Inc. and Universal Safety Inc., effective April 1, 2017.

Conclusion:

These agreements meet the needs of the Service and its members, and the Service has confirmed that that the procurement process included a piggyback clause, allowing the Service to take advantage of the bulk purchasing pricing included within the M.C.S.C.S. agreements.

The Service is therefore requesting Board approval to utilize the M.C.S.C.S. contracts with the Shoe Network Inc. and Universal Safety Inc. for the supply and delivery of footwear for an initial term ending March 31, 2020, with the option to extend for an additional two, one-year terms, at the Chief's discretion.

Acting Deputy Chief Richard Stubbings, Operational Support Command, and Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

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2017 Footwear.doc



Toronto Police Services Board Report

May 5, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: 2017 Vehicle Purchases

Recommendation:

It is recommended that the Board approve contract awards to Chrysler Canada and Yonge Steeles Ford for the purchase of marked and unmarked vehicles in 2017.

Financial Implications:

Funding of \$5.1 Million (M) was approved for the purchase of vehicles in 2017, as part of the Vehicle and Equipment Reserve (Reserve) in the Toronto Police Service's (Service) 2017-2026 capital program (Min. No. P244/16 refers). The purchase of marked and unmarked vehicles from Chrysler Canada and Yonge Steeles Ford, based on life-cycle replacement requirements, is estimated at \$4.1M excluding taxes. The remaining \$1M cash flow requirement in the Reserve for 2017 will be utilized to purchase other vehicle makes which individually will not exceed the \$500,000 threshold.

Background / Purpose:

In the past, as per Financial By-Law 147 (By-Law), Service purchases made utilizing agreements created by members of the Police Cooperative Purchasing Group (P.C.P.G.), the City of Toronto or Ontario Shared Services which exceeded \$500,000 were reported to the Board on an annual basis.

Recently, Purchasing Services in conjunction with the City Solicitor have been reviewing the By-Law, with the objective of updating and revising the By-law, as necessary, for Board consideration and approval. In conducting this review, it was determined that the current By-Law does require Board approval when the Service piggybacks onto an existing agreement with an anticipated overall value exceeding \$500,000.

Accordingly, the purpose of this report is to obtain Board approval for two contract awards for marked and unmarked Service vehicles.

Discussion:

The P.C.P.G. is a group comprised of representatives from various police services within the province of Ontario. The Service is one of the founding agencies and a long-standing member of this collective purchasing group. On an annual basis, Canadian representatives of automotive manufacturers provide set pricing for members of the P.C.P.G. This pricing includes concessions not available from individual automotive dealers, and is based on bulk vehicle purchases among members.

The Service is requesting that it use the P.C.P.G. based pricing for its marked and unmarked vehicles. Based on current pricing, it is anticipated that vehicles to be purchased from Chrysler Canada will total approximately \$1.05M, and vehicles purchased from Yonge Steeles Ford will total approximately \$3.08M.

All vehicle purchases are life cycle replacements, based on the current approved replacement policy.

In keeping with the By-Law, Purchasing Services will continue to provide details of any vehicle purchase exceeding \$500,000 to the Board on an annual basis, for its information.

Conclusion:

It is recommended that the Board approve the awarding of contracts to Chrysler Canada and Yonge Steeles Ford for the purchase of marked and unmarked vehicles in 2017, at an estimated cost of \$1.05M and \$3.08M, respectively.

Acting Deputy Chief Richard Stubbings, Operational Support Command, and Tony Veneziano, Chief Administrative Officer will be in attendance to answer any questions the Board may have concerning this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

cn/

2017 Vehicle Purchases



Toronto Police Services Board Report

May 8, 2017

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Review of School Resource Officer Program

Recommendation(s):

It is recommended that

1. the Board request the Chief to review the School Resource Officer Program, including consultation with stakeholders, and;
2. the Board forward a copy of this report to the Toronto Catholic District School Board and the Toronto District School Board.

Financial Implications:

The financial implication arising out of this recommendation is not known at this time.

Background / Purpose:

The Toronto Police Service's School Resource Officers work in partnership with secondary school students, teachers, school administrators, School Board officials, parents, other police officers and the community to establish and maintain a healthy and safe school community.

Discussion:

The Board is in receipt of correspondence from Ms. Angela Kennedy, Chair, Toronto Catholic District School Board (TCDSB) dated April 11, 2017, outlining the TCDSB's support of the School Resource Officer (SRO) program and the way in which it has contributed to community relations, student safety and increased mutual respect and understanding between youth and police. Ms. Kennedy urges the Board to continue to provide funding for the SRO program. This letter is attached for your information.

At the same time, the Board understands that there has been some concern voiced by community members with respect to this program.

The Government of Canada, on its Public Safety Canada webpage, includes a synopsis of the School Resource Officer Program, noting under "outcomes" the following:

The program has met its key objectives. Two evaluations of the program have been completed, in 2009 and 2011. The evaluations indicate that the School Resource Officer program had a positive effect in schools, and in particular, a positive effect on students, who felt comfortable talking to their SROs. The program continues to show positive results. In particular, students are increasingly willing to report crime once they have interacted informally with their SRO, and there has been a decrease in weapons offences in and around schools.

Source- <https://www.publicsafety.gc.ca/cnt/cntrng-crm/plcng/cnmcs-plcng/ndx/snpss-en.aspx?n=71>

A review has not been conducted of the SRO program since 2011. It is an important program, with budget implications as well as a considerable impact on the community.

As a result, I am recommending that, at this time, the Board request the Chief to review the School Resource Officer Program. This review and evaluation should include consultation with relevant stakeholders, including school boards and the broader community.

Conclusion:

Therefore, it is recommended that the Board request the Chief to review the School Resource Officer Program, including consultation with stakeholders.

Respectfully submitted,

Andy Pringle
Chair

Att.



Office of the Chair of the Board

April 11, 2017

Police Services Board
40 College Street
Toronto, Ontario
M5G 2J3

Chair Andrew Pringle
Mayor John Tory
Chief of Police Mark Saunders

DATE RECEIVED

APR 21 2017

TORONTO POLICE SERVICE BOARD

Dear Police Service Board Members:

The Toronto Catholic District School Board (TCDSB) is grateful for the support Toronto Police Service provides to our students and school communities. It has been reassuring to know that our Police Service partners, under the strong leadership of Chief Saunders, stand with us and play a significant role in our Board's mission to educate students who transform the world through witness, faith, innovation and action.

As the largest Catholic school board in Ontario, the Toronto Police Service's School Resource Officer (SRO) Program has been a cornerstone of our commitment to safe school communities. This unique community-based program has been critical in maintaining and fostering safe and accepting learning environments in participating TCDSB schools.

Due to its tangible successes and demonstrated value, demand for the SRO Program continues to grow. Over the years, the SRO Program has contributed to improved police, student and community relations by establishing a positive climate of mutual understanding and respect. These personalized connections between police and students increase community safety while supporting young people.

Today in our school communities the police are no longer viewed merely as law enforcement officers. Toronto Police Officers consistently go above and beyond the call of duty as important advocates and supporters of student safety and well-being. They are key members of our school family serving as positive role models, mentors, coaches, counsellors, and in many cases, much needed adult authority figures in the daily lives of many students.

We all benefit from better relationships between youth and police officers. Increased mutual understanding and respect between police officers and young people create more open lines of communication and helps to break the culture of silence in some communities.

The SRO program is needed more today than ever, however, we understand the budget challenges we all face as public institutions. Nonetheless, funding for the SRO Program is not a simple budgeting exercise, but a critical investment in the ongoing promotion of safety in the diverse communities that make up the City of Toronto.

The TCDSB strongly believes the SRO Program pays significant dividends in sustaining a positive relationships with youth across Toronto. Cutting or reducing the funding for this program may be fiscally responsible, but socially short-sighted. As a community partner, the TCDSB urges the Toronto Police Services Board to continue to provide adequate funding for the SRO Program. By bringing police and youth together, we are helping to create an environment of mutual understanding and respect that will continue to pay dividends for generations to come.

Thank you for the opportunity to express our support for the SRO Program. Please let us know if there is anything we can do as a school board to assist in ensuring the program receives sustainable provincial and municipal financial funding.

Sincerely,

A handwritten signature in black ink, appearing to read 'Angela Kennedy', written in a cursive style.

Angela Kennedy
Chair of the Board

Cc: **Mitzie Hunter, Minister of Education**
All Trustees, TCDSB
Angela Gauthier, Director of Education, TCDSB
Rory McGuckin, Associate Director of Education, TCDSB
Vince Burzotta, Superintendent, Safe Schools, TCDSB



Toronto Police Services Board Report

May 3, 2017

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Parking Enforcement East and Parking Headquarters – Close Out Report

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

The approved gross project budget for the new Parking Enforcement East (P.K.E.) & Parking Headquarters (P.H.Q.) facility was \$9M. Funding was provided for in the Toronto Police Service's (Service) 2013-2022 Capital Program (Min. No. P254/12 refers). The final project cost was \$7.53M, which is \$1.43M under budget. This amount was returned to the City of Toronto (City).

Background / Purpose:

The Service project management framework requires the completion of a close-out report for all major projects. The project close-out report documents the final results of the project and provides:

- confirmation that project objectives and deliverables were successfully completed;
- an analysis of project performance in terms of budget, schedule and use of resources;
- a summary of any key success factors and/or lessons learned; and
- any outstanding items that needed to be resolved.

Discussion:

The construction of a new P.K.E & P.H.Q., at the Service's existing Progress Avenue site, was a complex project that included the renovation of an existing and occupied facility, which also needed to meet the requirements of parking enforcement.

Despite the complex nature of this project, the Service's project team delivered all of the requirements of the project, on time and under budget. Details on the project deliverables, budget and schedule are provided in this report.

Project Management Framework/Project Steering Committee:

The use of a formal project management framework was adopted by the Service in 2006 to ensure that large facilities and information technology projects are properly managed and successfully implemented. This framework requires the establishment of a project steering committee, comprised of senior Service members and key stakeholders, to provide oversight and guidance to the project. It also requires the completion of a project charter that documents the project deliverables, in and out-of scope items, known or anticipated risk and mitigation strategies, cost estimates and related assumptions, schedule, and the role and responsibilities of project team members.

The steering committee for this project was effective in ensuring the project remained on course, achieved its objectives from a scope, schedule and budget perspective. It also made key decisions and ensured that various issues that arose during the project were properly considered and effectively addressed.

Project Scope and Deliverables:

In early 2010, the City acquired a site on Progress Avenue for the Service's Property & Video Evidence Management Unit (Property Unit). The site and building acquired exceeded the needs of the Property Unit, which created an opportunity for the Service to collocate P.K.E. & P.H.Q. to this site.

Parking enforcement's lease had a five-year term, expiring June 30, 2014. It was determined that the existing building at Progress Avenue could be renovated to accommodate P.K.E. & P.H.Q., and that the renovation could be concluded by the expiry of the lease agreement. It was expected that the move to Progress Avenue site would result in an annual net savings of approximately \$0.6M.

In January 2013, and as part of the Service's capital program, the Toronto Police Services Board (Board) approved the relocation of the P.K.E. & P.H.Q. from its current leased location at 1500 Don Mills Road to Progress Avenue.

The scope, as identified within the project charter, included the renovation of a 34,500S.F. vacant space in the existing 287,000S.F. building at Progress Avenue. The design team was challenged to develop a floor plan in a short period of time with the required functional adjacencies that would meet Parking Enforcement's operational requirements.

The existing building layout presented a variety of challenges, including designing around an existing tenant, and the project design team was restricted to building within 20,000S.F. of vacant warehouse space and 5,000S.F. of unoccupied office space on the ground floor.

In order to maximize the unused warehouse space, the design team elected to construct a second floor mezzanine in the 20,000SF of vacant space, in essence doubling the size and taking advantage of the volume of space. The design utilized a portion of the ground level for storage, deliveries, public access and the second level for administrative office areas.

Project Schedule:

An initial schedule was developed with a targeted construction substantial completion date in the second quarter of 2014. This date was based on the assumption that the design would take six months and the construction ten months. Although the construction completion was delayed by one month, the facility was substantially completed on time, and P.K.E. & P.H.Q. moved into the new facility in the summer of 2014.

It is important to note from the time funding was approved in 2013, the project team worked diligently developing design floor plans and tender documents in an effort of expediting construction. The greatest challenge the design team faced was the schedule due to the fact that the lease expired in June of 2014, and required 17 months for design and construction along with two months of unit fit-up before the move could take place.

Subsequent to substantial completion, deficiencies were still being addressed through 2016. The closeout report includes the total cost of the project and therefore is being submitted at this time.

Project Budget:

The original gross capital budget for the new P.K.E. & P.H.Q. was \$9.0M.

By moving into a City-owned facility from a leased facility, it was anticipated that Parking Enforcement could realize a saving of approximately \$0.6M. Assuming an estimated two percent inflation rate factor for each year after the lease, project payback was estimated at 12.5 years (excluding development charges).

There was insufficient room in the Service's 2013-2022 debt targets to accommodate this project fully through debt, and the payback of 12.5 years inhibited funding this project through recoverable debt (where operating savings are used to pay back debt). Therefore, the Service proposed that this project be funded partially through debt and partially through recoverable debt. As a result, the capital program included: \$4.4M of the project cost financing through recoverable debt, for a payback of 7.4 years; and \$4.6M from debt funded capital budget.

The final project cost was \$1.43M below the project budget.

Key Success Factors and Lessons Learned:

The new P.K.E. & P.H.Q. was a unique and complex project and lessons learned will assist the Service to mitigate risks on future projects.

(i) *Key Success Factor: Reducing the Service's operating cost by exiting a leased facility and relocating into a City owned Service occupied building.*

Relocating into a City owned facility, and moving out of a leased facility has saved the Service approximately \$0.6M annually and avoided any potential lease increases cost. It also eliminated the risk of a potential lease termination and the challenge of finding another suitable site.

(ii) *Lesson Learned - Performance Management of General Contractors & Vendors*

The selection of a contractor with the experience and required skillset was crucial to the success of this project. The site superintendent originally assigned to this project was unavailable and replaced by a junior site superintendent. As the project progressed, it became apparent that the junior site superintendent lacked the experience and leadership to manage a project of this nature. In order to mitigate the situation, the involvement of the contractor's senior management team and F.C.M.'s Senior Project Coordinator were required. The general contractor assigned a new seasoned and experienced site supervisor. This action was instrumental in getting the project back on track from a schedule and budget perspective.

An evaluation matrix to assess a vendor or contractor performance over the course of the project should be developed. The evaluation of a contractor's performance will allow the Service a tool of effectively communicating to the general contractor, recommended areas of improvement during the course of the project. If performance does not improve, the Service has a mechanism to take the appropriate action that may include the removal of the contractors from the pre-qualification list or not allowing the contractor to bid on any Service projects for a predetermined period of time.

(iii) *Lesson Learned – Allow sufficient time to ensure that all tasks can be performed as planned*

With the Capital funding approved in January of 2013 and the lease expiring end of June 2014, the total project duration was compressed into 17 months. As a result, there were some challenges over the course of the project. A project of this scale involves pre-qualifying general contractors, based on set criteria. Once they are pre-qualified, the general contractors are permitted to submit a quote during the bidding process. The pre-qualification process can take an additional four to six months to complete. Due to the time constraints, the Service shortened this process by permitting the Service's general contractor vendor of record for small construction projects to bid on the project.

The design was compressed into six months and construction into 11 months, which did not permit sufficient time for the fit-up and the relocation of parking enforcement. As a result, the lease had to be extended for an additional two months. In the future, the Service should allow sufficient time for the planning and design, fit up and

decommissioning to help mitigate this risk. Despite this challenge the project was still delivered on time and on budget.

Conclusion:

The new P.K.E. & P.H.Q facility is another example of what can be achieved when the Service works cooperatively to design and construct operational space that meets the Service's operational requirements.

All of the planned requirements and scope of this project were met and it was delivered under budget. The facility is energy efficient and has a reduced carbon footprint. The new space is anticipated to meet the Service's requirements for the next 50 years.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

MA/ma

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