



PUBLIC MEETING AGENDA
Thursday, September 11, 2025 at 9:00AM
Livestreaming at
<https://youtube.com/live/Sg-kMChs35I?feature=share>

Call to Order

Indigenous Land Acknowledgement

Declaration of Interests under the Code of Conduct for Members of a Police Service Board Regulation and the *Municipal Conflict of Interest Act*.

Chief's Monthly Verbal Update

1. Confirmation of the Minutes from the regular public meeting held on July 17, 2025.

Items for Consideration

2. **The Downtown Community Outreach Response and Engagement Team Pilot Project**
 - 2.1 Presentation
 - 2.2 July 22, 2025 from Myron Demkiw, Chief of Police
Re: The Downtown Community Outreach Response and Engagement (CORE) Team Pilot Project Update
3. August 8, 2025 from Myron Demkiw, Chief of Police
Re: Body-Worn Camera 2024 Annual Report

4. June 16, 2025 from Myron Demkiw, Chief of Police
Re: Update on Third-Party Delivery of Vulnerable Person Registry (V.P.R.)
5. July 31, 2025 from Sandy Murray, Interim Executive Director
Re: Correspondence from City Council – June 2025
6. August 1, 2025 from Sandy Murray, Interim Executive Director
Re: Toronto Police Service Board – 2026 Meeting Schedule
7. July 23, 2025 from Myron Demkiw, Chief of Police
Re: Special Constable Appointments and Re-Appointments – September 2025
8. April 11, 2025 from Myron Demkiw, Chief of Police
Re: Contract Awards to Olin Canada ULC, Lloyd Libke Inc., Rampart International Corp., and M.D. Charlton Ltd. for Ammunition
9. **Budget Variance Reports**
 - 9.1 August 7, 2025 from Myron Demkiw, Chief of Police
Re: 2025 Operating Budget Variance for the Toronto Police Service, Period Ending June 30, 2025
 - 9.2 August 8, 2025 from Myron Demkiw, Chief of Police
Re: Capital Budget Variance Report for the Toronto Police Service, Period Ending June 30, 2025
 - 9.3 August 7, 2025 from Myron Demkiw, Chief of Police
Re: 2025 Operating Budget Variance for the Toronto Police Service Parking Enforcement Unit, Period Ending June 30, 2025
 - 9.4 August 8, 2025 from Sandy Murray, Interim Executive Director
Re: 2025 Operating Budget Variance Report for the Toronto Police Service Board, Period Ending June 30, 2025

10. August 5, 2025 from Sandy Murray, Interim Executive Director
**Re: Semi-Annual Report: Toronto Police Service Board Special Fund
Unaudited Statement: January to June 2025**
11. August 1, 2025 from Sandy Murray, Interim Executive Director
Re: Establishment of 2026 Budget Committee
12. **Chief's Administrative Investigation Reports**
 - 12.1 July 8, 2025 from Myron Demkiw, Chief of Police
**Re: Chief Administrative Investigation of the Custody Injury of
Complainant 2024.11**
 - 12.2 July 8, 2025 from Myron Demkiw, Chief of Police
**Re: Chief's Administrative Investigation into the Vehicle Injury of
Complainant 2024.54**
 - 12.3 July 8, 2025 from Myron Demkiw, Chief of Police
**Re: Chief Administrative Investigation of the Custody Injury of
Complainant 2024.66**
 - 12.4 July 8, 2025 from Myron Demkiw, Chief of Police
**Re: Chief Administrative Investigation of the Vehicle Injury of
Complainant 2024.82**
 - 12.5 July 8, 2025 from Myron Demkiw, Chief of Police
**Re: Chief's Administrative Investigation into the Custody Death of
Complainant 2024.85**
 - 12.6 July 8, 2025 from Myron Demkiw, Chief of Police
**Re: Chief Administrative Investigation of the Custody Injury of
Complainant 2024.87**
 - 12.7 July 8, 2025 from Myron Demkiw, Chief of Police
**Re: Chief Administrative Investigation of the Custody Injury of
Complainant 2024.88**
 - 12.8 July 8, 2025 from Myron Demkiw, Chief of Police
**Re: Chief Administrative Investigation of the Firearm Discharged at
a Person – Complainant 2024.90**
 - 12.9 July 8, 2025 from Myron Demkiw, Chief of Police
**Re: Chief's Administrative Investigation into the Custody Injury of
Complainant 2025.04**

12.10 July 8, 2025 from Myron Demkiw, Chief of Police

Re: Chief Administrative Investigation of the C Custody Death of Complainant 2025.05

12.11 July 8, 2025 from Myron Demkiw, Chief of Police

Re: Chief Administrative Investigation of the Custody Injury of Complainant 2025.06

13. July 29, 2025 from Myron Demkiw, Chief of Police

Re: Request for Review of a Service Complaint Investigation: – Professional Standards (P.R.S.) Case Number – PRS-102707 Inspectorate of Policing (I.O.P.) Complaint Number: 24-381/INV-25-49

14. April 10, 2025 from Myron Demkiw, Chief of Police

Re: Request for Review of a Service Complaint Investigation: – Professional Standards Case Number – PRS-098916

15. September 2, 2025 from Shelley Carroll, Chair

Re: Recommendation for Board Ratification of Collective Bargaining Settlement with the Toronto Police Senior Officers' Organization dated August 8, 2025

Please note that the Board will move in camera shortly after commencing the meeting for consideration of confidential items, which will now take place prior to attending to the held public agenda items. **It is estimated that the regular public meeting will resume at approximately 1:00PM.**

The Police Service Board will move *in-camera* for consideration of confidential matters pursuant to Section 44 (1) of the *Community Safety and Policing Act* (CSPA).

MOTION

That the Toronto Police Service Board move In Camera before attending to any held public items, to discuss the following subject matters in accordance with Section 44(2) of the *Community Safety and Policing Act*, 2019:

1. **Investigative Matters**
2. **Operational Matters**
3. **Labour Relations Matters**
4. **Human Resources Matters**

Adjournment

Next Meeting

Regular Board Meeting

Monday, October 6, 2025

Hybrid Board Meeting – at Police Headquarters, 40 College Street or virtually via WebEx

Members of the Toronto Police Service Board

Shelley Carroll, Chair
Amber Morley, Member & Deputy Mayor
Lily Cheng, Member & Councillor
Nick Migliore, Member

Chris Brillinger, Vice-Chair
Lisa Kostakis, Member
Ann Morgan, Member



2. The Downtown Community Outreach Response and Engagement Team Pilot Project



2.1. Presentation

DOWNTOWN COMMUNITY OUTREACH RESPONSE & ENGAGEMENT (CORE) TEAM PILOT PRESENTATION

**TORONTO POLICE SERVICE BOARD MEETING
SEPTEMBER 11TH 2025**

Chief Superintendent Kelly Skinner (5268) -
Toronto Police Service &
Toronto Public Health Representative (s)



BACKGROUND

- Mental health, addiction, and homelessness crisis
- COVID-19 pandemic worsened substance use issues
- Yonge-Dundas (Sankofa Square) area exemplifies these issues
- Individuals experiencing homelessness struggle to connect with health services
- Community disorder



CASE STUDY: VICTORIA IMPACT PROGRAM

Since 2007, Island Health's Assertive Community Treatment (A.C.T.) team of health care professionals has included police officers to engage individuals with serious mental illness.

The program demonstrates how integrated, health-led crisis teams can reduce police-only interactions, improve safety, and improve outcomes for people with complex needs.

Univ. of Victoria Study Findings, 2017–2024

- Reduced criminal-related police interactions, including for racialized clients
- Fewer "emotionally disturbed person calls" and less disruptive public behaviour
- Increased mental health-related responses (e.g., wellness checks)
- Greater safety for staff, enabling outreach to higher-risk clients
- Lower risk of criminalizing mental health behaviours

DOWNTOWN CORE PROGRAM DEVELOPMENT

Program Design Development

- Engagement with health and social service providers, local businesses and community members
- Engagement with other Canadian municipalities with similar models (e.g., London, Windsor, Victoria, Hamilton)



STRATEGIC ALIGNMENT

Key Strategies and Plans:

- Toronto Police Service Goals
- Toronto Public Health's (T.P.H.) Strategic Plan
- City of Toronto's: SafeTO and *Our Health, Our City* Strategy



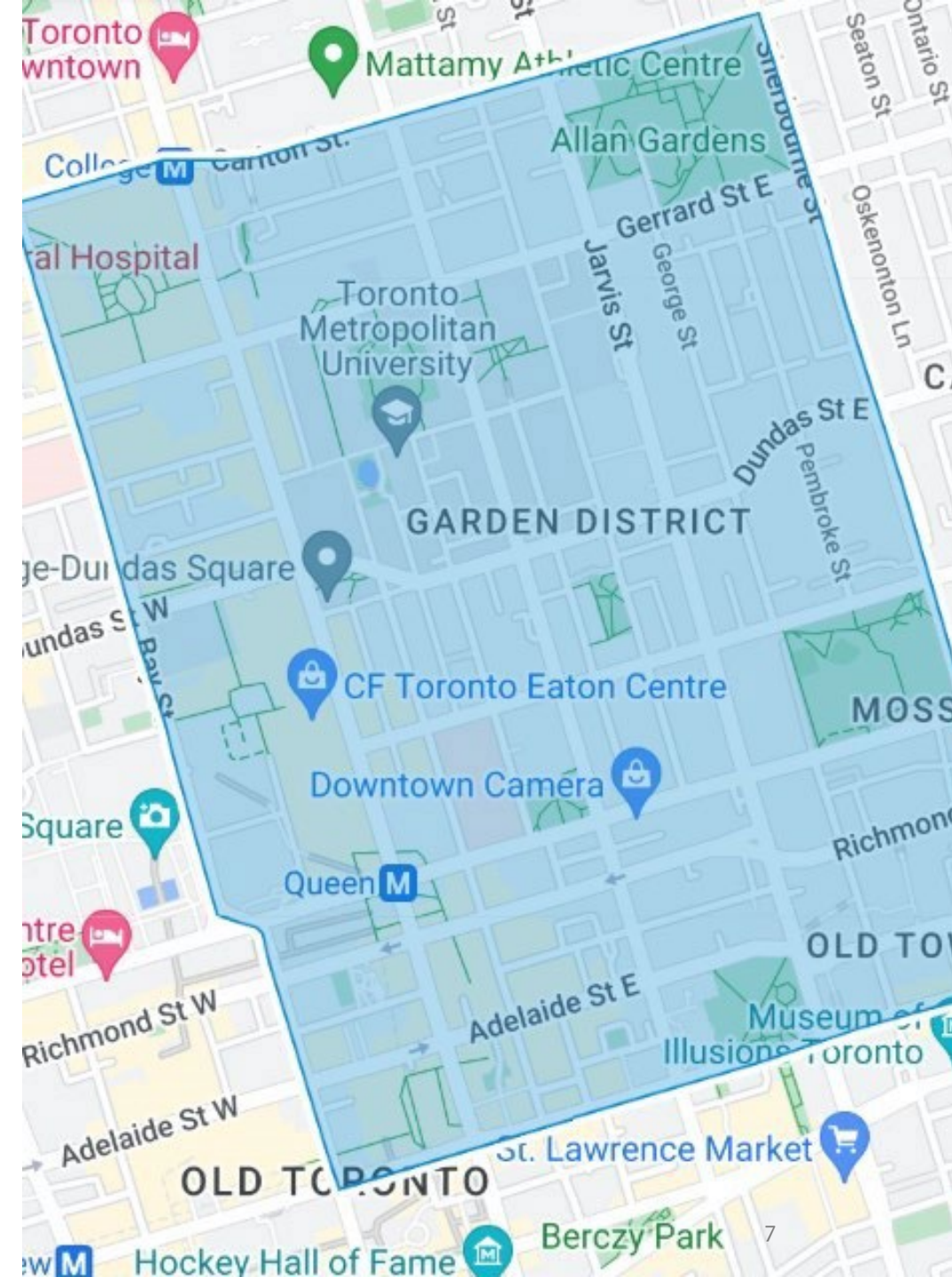
A HEALTH-LED RESPONSE TO COMPLEX NEEDS

- Collaboration between T.P.H. and T.P.S.
- Voluntary, trauma-informed, and relationship-based
- Proactive engagement based on observed need, not accessible through 911 or 211
- Operational daily from 8:00 a.m. to 10:00 p.m.
- Team Structure:
 - Public Health Nurses and Police Constables
 - T.P.H. Manager and T.P.S. Supervisors
- Advisory Committee Oversight



PROGRAM BOUNDARIES

- North Boundary: College/Carlton
- West Boundary: Bay
- South Boundary: King
- East Boundary: Sherbourne



HOW DOWNTOWN CORE WORKS

Street-Based Outreach To:

- Proactively connect with individuals experiencing homelessness
- Address public safety through non-enforcement engagement

Key Services:

- Wellness checks, health education, and distribution of supplies
- Short-term case management
- Referrals to housing, primary care, treatment, and other services



SERVICE METRICS

Program Metrics - December 2024 – July 13th 2025



4,597

Substantive client
engagements



37

Responses to clients in
distress



353

Client initiated
engagements



7

Overdose responses



9

EMS/ED transfers



184

Clients served through
case management



562

Articles of clothing
distributed



2,434

Snacks/food items
provided



1,227

Harm reduction
supplies distributed



360

Clinical care services
provided



957

Psychosocial supports
provided



82

Business engagements

CLIENT TESTIMONIALS

"I was skeptical about this program, but after meeting you and seeing the effort you put into helping me, I want to say thank you"

"My daughter takes time to trust people, but she has spoken great things about you, I was looking forward to meeting you"

"I'm so glad I talked to you. Ever since I did I am sober. I have not used drugs again and I don't want to move back. I want to organise my life again, get my IDs, get a job and go back to school."

Client expressed gratitude for the team's prompt response and care. She was visibly emotional, with tears in her eyes, and said to her friend, "I have heroes who saved my life"

T.P.H. EVALUATION



T.P.H. and T.P.S. are engaged in independent evaluations of the pilot



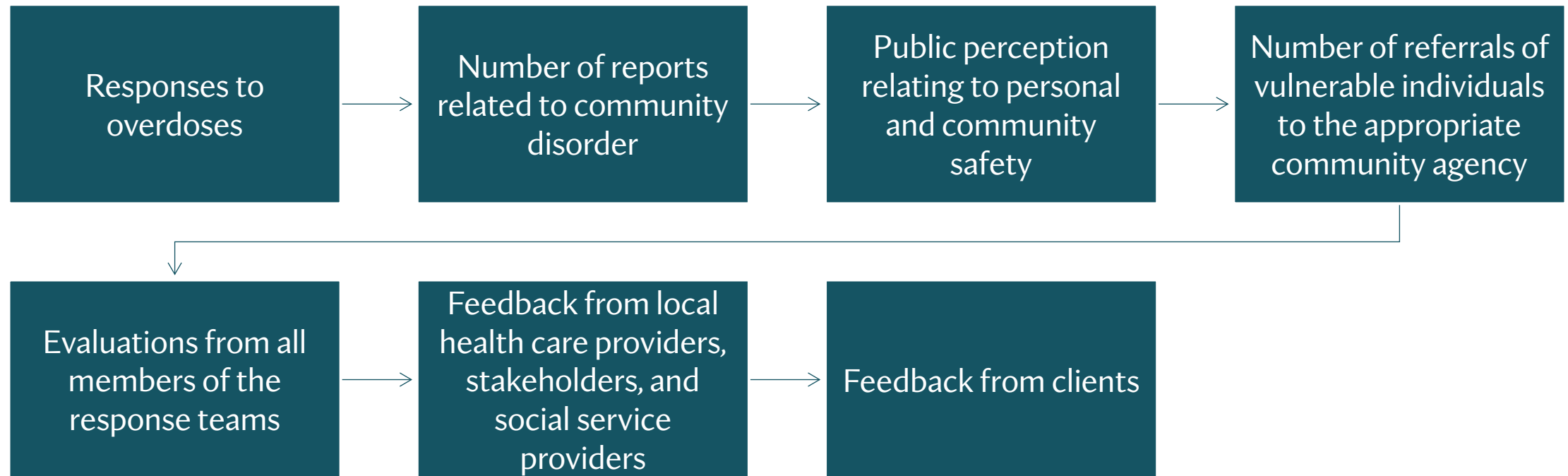
An internal T.P.H. evaluation is underway to understand:

Impact on meeting clients' health and psychosocial needs

Whether the program delivered on its intended goals

Enablers and barriers to service delivery and client care

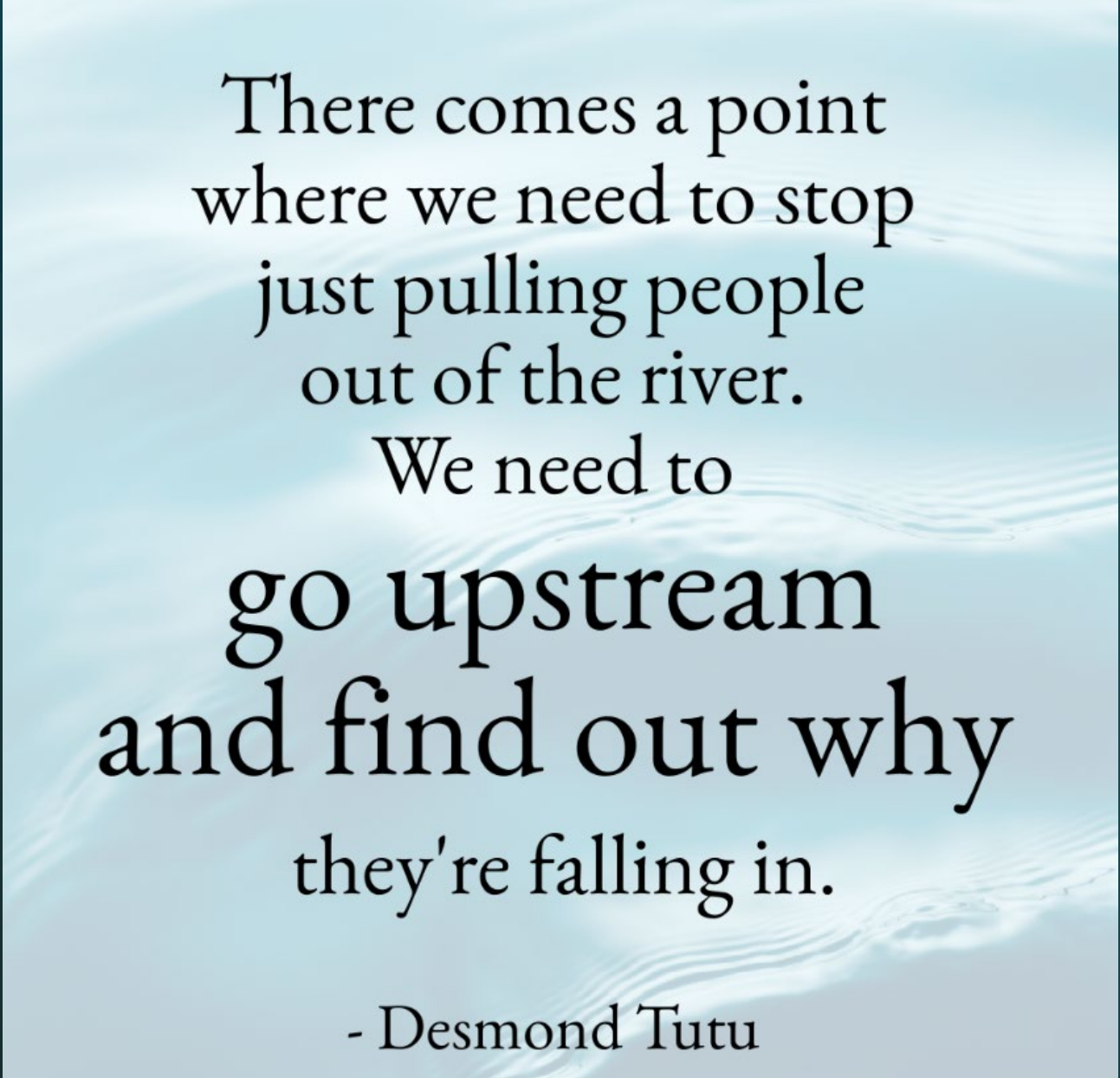
DOWNTOWN YONGE BUSINESS IMPROVEMENT AREA EVALUATION



CONCLUSION

Key Approaches for Community Support

- Collaborative effort addressing marginalized communities
- Leverage existing partnerships
- Focus on health-centered interventions
- Aim to enhance community safety and wellbeing
- Move away from old "siloed" approach
- Health response led by public health nurses
- Transition phase for police support and stakeholder responsibility



There comes a point
where we need to stop
just pulling people
out of the river.

We need to
go upstream
and find out why
they're falling in.

- Desmond Tutu



2.2. The Downtown Community Outreach Response and Engagement Team Pilot Project Update



PUBLIC REPORT

July 22, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: The Downtown Community Outreach Response and Engagement (CORE) Team Pilot Project Update

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report contains an update on the Downtown Community Outreach Response and Engagement (CORE) Team Pilot Project. It is recommended that the Toronto Police Service Board (Board) accept this report for information.

Financial Implications:

There are no financial implications arising from the update contained in this report. Originally, the 2024 operating budget included salary and overhead funding to increase the number of deployed police officers by 307 from December 2023 to December 2024. The Downtown CORE Team Pilot Project implementation was achieved through a reallocation of internal resources from within the approved operating budget. This included the reallocation of one Staff Sergeant, two Sergeants, and sixteen Constables.

Summary:

In December 2024, the Toronto Police Service (Service) and Toronto Public Health (T.P.H.) launched the Downtown CORE Team, as a one-year pilot project, to address complex health and social service needs among individuals experiencing homelessness, and challenges with mental health and substance use in the Yonge-Dundas (Sankofa Square) area. The program's goal is to reduce vulnerability and

emergency calls for service in the downtown core. This report provides an update of the program to date.

Background

In recent years, demands on emergency services in the downtown core have grown due to several intersecting factors, including the ongoing drug toxicity epidemic, and an increase in individuals experiencing chronic homelessness. These challenges have contributed to a growing need for flexible and coordinated services. The Downtown CORE Team plays a role in responding to this need by providing coordinated, health-focused case management services for individuals who are often disconnected from traditional systems of care.

The Downtown CORE Team pilot program is a unique partnership; a one-year initiative jointly led by T.P.H. and the Service. Launched in December 2024, the pilot partners Public Health Nurses (P.H.N.) with police officers to deliver low-barrier, integrated, non-enforcement led, street-based outreach and case management services to individuals experiencing homelessness and living with mental health and substance use challenges in the Yonge-Dundas (Sankofa Square) area. Public health nurses lead client engagement, provide health-related services, and coordinate short-term case management. Police officers work alongside public health nurses to promote the safety of clients, staff, and the public.

Service Delivery Model

The Downtown CORE program is delivered by a multidisciplinary team that includes from the Service; one Staff Sergeant, two Sergeants, and sixteen Constables. T.P.H. provides; a Manager, a Nurse Practitioner, up to six Public Health Nurses (P.H.N.s.), and a Support Assistant. They participate in monthly joint professional development sessions, delivered by community agencies and subject matter experts, with a focus on client-centred service delivery.

Outreach is proactive, with engagement occurring based on observed needs and relationships built with individuals in the area. Staff engagement with clients typically begins through informal conversation, wellness checks, and distribution of harm reduction supplies or personal care items. Services are voluntary, client-oriented and grounded in trauma-informed care. They include health education, distribution of harm reduction supplies, hygiene items, warm clothing, food, and appointment accompaniments. Public Health nurses also provide short-term case management (up to 90 days), helping individuals navigate healthcare and social services.

The Downtown CORE team operates seven days a week from 8:00 a.m. to 10:00 p.m. Its boundaries are north to College Street and Carlton Street, east to Sherbourne Street, west to Bay Street, and south to King Street. The team is not an emergency or crisis response unit and cannot be accessed through 911 or 211.

Coordination with Other Service Providers and Outreach Teams

The Downtown CORE Team complements existing outreach in the Yonge-Dundas (Sankofa Square) area, working with local providers to streamline service pathways and to provide comprehensive referrals and support. The team coordinates regularly with outreach, employment, housing, healthcare, mental health, substance use, and social service organizations—including harm reduction, withdrawal management, F.O.C.U.S. tables, housing stability, emergency shelter, income assistance, and Identification or ID services—helping clients secure government and photo ID, as well as essential documents required to access health and psychosocial services and apply for housing. The team works with ID clinics, Service Ontario, and Service Canada to secure these documents.

Governance and Oversight

The program is managed by an Advisory Committee co-chaired by senior leadership from the Service and T.P.H. Committee members including representatives from City divisions such as Social Development and Toronto Shelter and Support Services, as well as external organizations including Toronto Metropolitan University, the Downtown Yonge Business Improvement Area (B.I.A.), and Unity Health. The committee meets quarterly to provide oversight for program implementation and to review pilot data.

Before implementation, engagement was conducted with local health and community service providers in the Yonge-Dundas (Sankofa Square) area to inform the design and delivery of the pilot. This process involved sharing information about the Downtown CORE model, collecting feedback to guide implementation, and identifying opportunities to coordinate with existing local services.

The team also consulted with other Canadian jurisdictions that have similar multidisciplinary outreach models, such as those in London, Hamilton, Windsor, and Victoria, B.C. Ongoing engagement activities include regular communication with local agencies and outreach teams, coordination with the Downtown Yonge B.I.A. on relationship building with businesses and property managers, and informal feedback from individuals who interact with the Downtown CORE Team.

Program Outcomes

From the program's inception through June 15, 2025, there have been 3,874 client engagements. Each engagement is counted as an intervention because the P.H.N. will conduct a wellness check, build rapport with the client, offer them harm reduction supplies and remind them of appointments (if applicable). The wellness check and rapport building are essential in moving to future interventions, as it often takes multiple engagements before individuals are ready to pursue additional services. These engagements include 32 responses to clients in distress, 274 client-initiated contacts, 7 overdose interventions, 8 Toronto Paramedic Services or emergency department transfers, and support for 145 clients through case management-overseen by P.H. N. During this period, the program has distributed 479 items of warm clothing and provided 1,742 snacks or food items. Furthermore, 909 harm reduction supplies have been

disseminated, alongside 280 primary care services, 797 psychosocial supports, and 78 business engagements.

Beyond immediate outreach and harm reduction measures, the program also offers comprehensive case management services. As of June 15, 2025, a total of 145 case files have been opened; these track client progress toward collaboratively developed, client-centred care objectives such as service connections and health outcomes. Of the 142 active case files, ten have been closed, with an additional 15 to 20 closures anticipated by the end of June. In numerous instances, individuals have advanced from initial engagement to completing referrals, accessing medical care, initiating substance use treatment, or submitting housing applications. These outcomes highlight encouraging early impacts. Additionally, several anonymized client testimonials have attested to the program's positive influence.

Strategic Impact

The Downtown CORE Team pilot program, exemplifies a forward-thinking, collaborative approach that is fundamentally aligned with the Service's strategic vision and priorities. At the heart of Chief Demkiw's first goal—*Improving Trust In And Within The Toronto Police Service*—is the recognition that community well-being and safety are best achieved through partnership, transparency, and a holistic public health lens. A Command priority for 2025 is the continued rollout of the CORE model recognising this team as a key strategy for responsive, community-led safety.

The Downtown CORE Team is also aligned with the City's *Our Health, Our City* strategy, which reframes mental health and substance use as health issues, and prioritizes equity, harm reduction, and actions to address the social determinants of health. It advances the City's SafeTO Community Safety and Well-Being Plan, and applies a public health lens to community safety and well-being.

In the first six months of the pilot, The Downtown CORE Team, has operationalized these values by prioritizing preventive engagement and wraparound supports in the Yonge-Dundas (Sankofa Square) area. The program's emphasis on harm reduction, immediate crisis response, and sustained case management creates meaningful opportunities for vulnerable residents to access pathways away from crisis, thereby preventing crime and reducing the need for traditional enforcement.

Public Health Approach to Vulnerable Populations

By embedding public health professionals and connecting clients to appropriate services—ranging from primary care and psychosocial support to housing and income assistance—CORE directly responds to the complex needs of individuals who might otherwise intersect with police through emergency or enforcement channels. This approach is in line with our Service's commitment to addressing root causes of crime and instability, and to foster healing and justice through services that prioritise dignity, respect, and person-centred outcomes.

Re-envisioning Community Policing

The Downtown CORE model puts community policing into action by prioritising trust, collaboration, and comprehensive support over enforcement. The number of client and business interactions demonstrates that the team's outreach is extensive. Their efforts in crisis intervention, overdose response, and supply distribution build relationships, reduce harm, and show a clear commitment to community safety and well-being.

Service officers are required to intervene in dangerous or criminal situations. Since the pilot began in December 2024, the team has made two arrests linked to clients, both for serious violent crimes—one client was wanted for attempted murder, and another client was a victim of Intimate Partner Violence. Although the suspect in second case was not a client, he was an under-housed individual. No arrests have occurred for drug or bail-related offences.

Integrating Mental Health in Community Safety

Aligned with the Command's 2025 priority on re-envisioning mental health response within the Service, the program focuses on proactive outreach, reducing reliance on police for non-criminal mental health crises, and connects individuals to appropriate care. The anticipated evaluation, coupled with ongoing community engagement and feedback collection, will further support the development of an evidence-based, trauma-informed approach in alignment with the City of Toronto - SafeTO's Community Safety and Well-Being plan.

Evaluation

T.P.H. is performing an internal evaluation, planned to assess outcomes and gather feedback from clients to inform next steps. Findings will be presented to their Board of Health to inform decisions about the future direction of the program, in consultation with the Service, in the first quarter of 2026.

The Service is also participating in an evaluation organized by the Downtown Yonge B.I.A., conducted by Humber College. The results of these evaluations, along with additional community engagement, and consultation with our partners, will guide future planning. We will also present our findings to the Board in Q1 2026.

Conclusion: Promoting Healing and Justice through Collaborative Action

The Downtown CORE Team's ongoing evolution demonstrates a commitment to continuous improvement—integrating income and housing supports and adapting to the shifting needs of the community. These efforts reinforce the shared goals of both police leadership and public health: to prevent crime through upstream interventions, build trust through collaboration, and promote healing and justice for all residents.

In sum, the Downtown CORE Team's work serves as a model for how police services and public health can partner to deliver integrated, compassionate, and effective responses—advancing the strategic goals of the Service, while setting a new standard for community safety and trust in Toronto and internationally.

Chief Superintendent Kelly Skinner, East Field – Community Safety Command, and a member of T.P.H., will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



3. Body-Worn Camera 2024 Annual Report



PUBLIC REPORT

August 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Body-Worn Camera 2024 Annual Report

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Services Board (Board) receive this report for information.

Financial Implications:

There are no immediate financial implications arising from the recommendation contained in this report.

Summary:

The purpose of this report is to provide the Board with the annual update on the Toronto Police Service's (Service) Body-Worn Camera (B.W.C.) initiative.

Discussion:

Background

At its meeting on November 24, 2020, the Board approved their Body-Worn Camera Policy (Policy) (Min. No: P181/20 refers). Item number 41 of the Policy requires that the Service provide the Board with an annual report; specific items for reporting can be found on the Board's website <https://tpsb.ca/policies-by-laws/board-policies/154-body-worn-cameras>.

Relevant Board Policies and Compliance

Board Policy – Body Worn Cameras

Amendments to Procedures

Procedure 04-15 "Obtaining Video/Electronic Recordings from the Toronto Transit Commission" and Service Definitions

The definition of Evidence.com (E.D.C.) was included.

Procedure 13-04 "Police Officer Discipline"

In compliance with the *Community Safety and Policing Act*, 2019, Appendix A *Community Safety and Policing Act* – Chief Imposed Discipline was added and includes B.W.C.

Additional Changes

Memorandum books - notification that persons are being audio and video recorded on B.W.C.s has been added to the memorandum book.

Findings of the Annual Audit

The findings of the full B.W.C. audit completed in 2023, were presented to the Board at the November 12, 2024, meeting. (Min. No. P2024-1112-14.0. refers). Although not yet reflected in the Policy, the Service and the Board have agreed that annual audits will now be undertaken every three years.

Audit & Quality Assurance (A.&Q.A.) conducted three divisional inspections in 2024 - D11, D22, and D33. These inspections included assessment of compliance with several areas of Service Procedure 15-20, Body-Worn Camera.

For the period October 2023 – May 2024, A.&Q.A. reviewed:

- 30 randomly sampled B.W.C. recordings; and
- divisional B.W.C. compliance audit ledgers.

A.&Q.A. found 100% compliance in the following four areas:

- in 30/30 B.W.C. recordings reviewed, the B.W.C. was turned on prior to the interaction with the public.
- in 30/30 B.W.C. recordings reviewed, the B.W.C. recording had no lens blockage during the officer's interaction with the public.
- in 30/30 B.W.C. recordings reviewed, the B.W.C. recording was not muted.
- in 30/30 B.W.C. recordings reviewed, the B.W.C. recording ended after the interaction with the public.

A.&Q.A. found non-compliance in the following two areas:

- in 5/30 B.W.C. recordings reviewed, the member of the public was not notified that they were being recorded.

- 75/259 officers did not have a supervisory review completed on at least one of their B.W.C. recordings during the month selected for review.

Number of requests made by members of the public and reasons for refusals (Appendix A)

In 2024, there were 249 closed requests where B.W.C. footage was identified as a responsive record. These requests often have multiple responsive B.W.C. recordings. The total number of responsive B.W.C. recordings for 2024 was 880, with 378 fully denied.

Reasons and exemptions for denial included *Municipal Freedom of Information and Protection of Privacy Act* (M.F.I.P.P.A.) sections (s)14 and 38 – Personal Privacy, (s)8 - Law Enforcement, and (s) 52(2.1) and (3) – Non-application of Act.

In compliance with the Board's policy, item 40, a more fulsome account of the above data is available on the Service's Public Safety Data Portal.

Number of recordings released to the public by the Service for public interest.

No recordings were released by the Service in 2024 for public interest.

The number of complaints received by the Service with regards to the use or failure to use of body-worn cameras, a summary of the complaints, and a summary of the dispositions of the complaints during the reporting period.

The number of reports submitted documenting the reason for a failure to activate the body-worn camera prior to the beginning of an interaction with a member of the public, and the number of these incidents, if any, which were found to not be in compliance with the Procedure

The number of Service Members disciplined for lack of compliance and a summary of the disciplinary measures used.

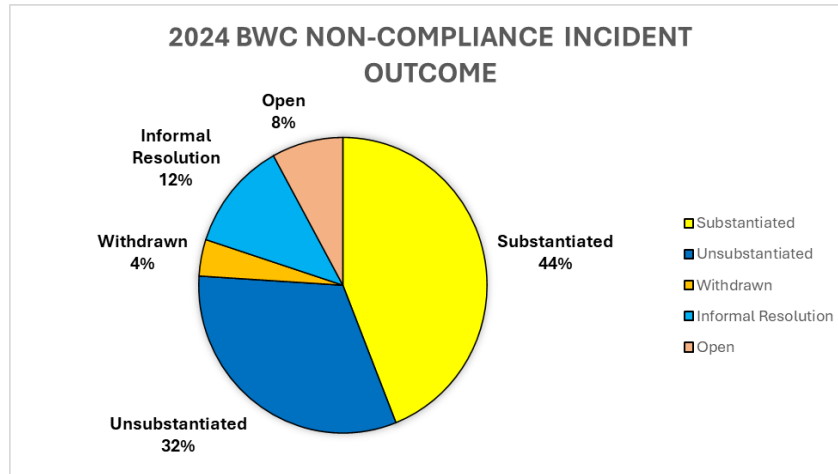
In 2024, a total of 25 investigations were conducted regarding body-worn camera non-compliance. These investigations involved 38 officers. Allegations of non-compliance were substantiated for 16 officers across 11 incidents.

Of the remaining cases:

- Eight incidents involving thirteen officers were unsubstantiated.
- One incident involving two officers was withdrawn.
- Three incidents involving four officers were resolved informally.
- Two incidents involving three officers remain open.

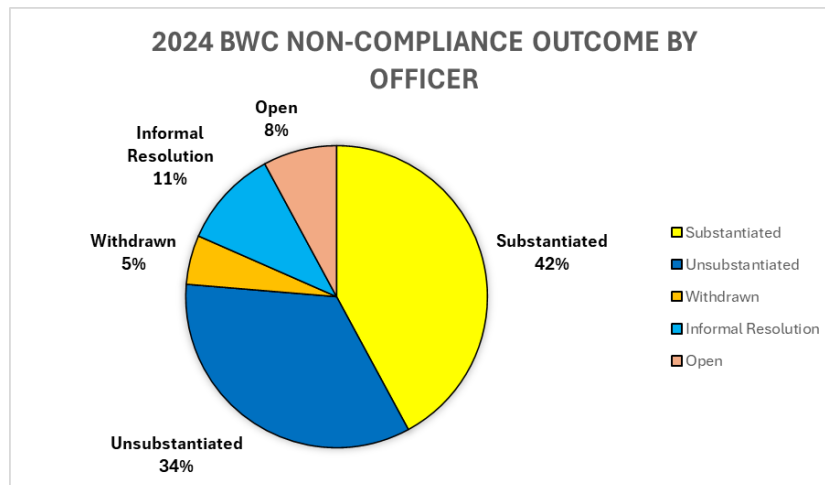
Non-compliance Outcome by Incident

2024 BWC Non-Compliance Outcome by Incident	
Outcome	Number of Incidents
Substantiated	11
Unsubstantiated	8
Withdrawn	1
Informal Resolution	3
Open	2
Total	25



Non-compliance Outcome by Officer

2024 BWC Non-Compliance Outcome by Officer	
Outcome	Number of Incidents
Substantiated	16
Unsubstantiated	13
Withdrawn	2
Informal Resolution	4
Open	3
Total	38



Reasons for disciplinary actions for non-compliance:

In seven of the substantiated incidents involving nine officers, the officers failed to activate their B.W.C.s during interactions with suspects. In three additional incidents involving six officers, the B.W.C.s were deactivated prior to the conclusion of the respective encounters. Furthermore, in one incident involving a single officer, the audio recording function of the B.W.C. was muted while engaging with the involved parties.

Penalties

The Professionalism Committee was created at the commencement of *the Community Safety and Policing Act* to review substantiated misconduct involving police officers. The committee meets bi-weekly and determines whether the misconduct should be addressed through Chief Imposed Discipline or referred to a formal external hearing. When Chief Imposed Discipline is appropriate, the committee recommends a penalty to the Chief Superintendent of Professionalism and Accountability who is the Committee Chair. Penalties may include reprimand, penalty of hours, mandatory counselling, treatment or training, or participation in a specific program or activity. The Committee upholds the principles of accountability, fairness, transparency, consistency, objectivity, and considers a wide range of factors including public interest, seriousness of the misconduct, impacts on victims, and potential for rehabilitation.

In cases where misconduct around non-compliance was substantiated, officers received penalties ranging anywhere from 6 hours to 96 hours. The penalty range was based on the severity of the cumulative misconduct in each individual case and does not necessarily reflect only B.W.C. non-compliance.

The total number of complaints received by the Service against Service Members, and the number of complaints for which there was a relevant body-worn camera recording, broken down by complaint resolution status.

B.W.C. categories are not required to be entered into the Service's tracking tool until the associated investigations have been concluded. As such, any categorizations prior to the completion of an investigation are subject to change. Given that a number of 2024 investigations remain open, the current B.W.C. category data may change as cases are finalized.

Between January 1 and December 31, 2024 (Appendix B)

In 2024, Professional Standards (P.R.S.) has investigated 542 internal complaints and 350 external complaints. B.W.C. camera footage captured a total of 26.7% of those incidents.

An incident counts as "body-worn camera equipped" if one or more officers present at the incident were equipped with a B.W.C.

Partial recordings capture moments of the incident (immediately before or after) but may not have captured the actual incident.

Internal Complaints:

Of the 542 internal complaint incidents investigated by P.R.S., occurring between January 1 and December 31, 2024:

- 50 incidents were captured on B.W.C.
- 349 were categorized as 'body-worn camera not applicable.'
- 50 incidents were identified where the member was not body worn camera equipped, or body worn camera footage was not in existence.
- 7 incidents had partial recordings.
- 7 incidents had no footage captured
- 79 incidents are still open investigations.

External Complaints:

Of the 350 external complaint incidents investigated, occurring between January 1 and December 31, 2024:

- 175 incidents were captured on B.W.C.; of those incidents, 86% of the related footage assisted in the investigation.
- 72 were categorized as 'body-worn camera not applicable.'
- 53 incidents were identified where the member was 'not body-worn camera equipped', or 'body-worn camera footage not in existence.'
- 6 incidents had partial recordings.
- 36 incidents had no footage captured.
- 8 incidents are still open investigations.

The number, if any, of recordings requested by the Special Investigations Unit (S.I.U.) or the Office of the Independent Police Review Director (O.I.P.R.D.), which were not fulfilled within 30 days.

As of April 1, 2024, the O.I.P.R.D. transitioned to the Law Enforcement Complaints Agency (L.E.C.A.). While the Board's B.W.C. policy has yet to reflect this change, the O.I.P.R.D. will henceforth be referred to as L.E.C.A.

There were no recordings requested by the S.I.U., O.I.P.R.D. / L.E.C.A. which were not fulfilled within 30 days.

The total number of recordings currently stored by the Service beyond the default retention period, broken down by the reason for the extended retention period.

. There have been no changes to the retention schedule as of the last update to the Board. The Data Management Unit (D.M.U.) continues to work with the Policing Applications Unit to find technical solutions. The D.M.U. is also collaborating with other policing agencies through a working group led by the Ministry of the Solicitor General to develop guidelines for classifying and applying retention to digital assets in Evidence.com. The next step is working with the Business Relationship Management Unit to develop business rules to classify and apply retention to the B.W.C. assets.

The total number of recordings released as part of a disclosure process in a legal proceeding.

In 2024, the following B.W.C. and In-Car Camera (I.C.C.) recordings were disclosed through Evidence.com to the Ministry of the Attorney General for criminal matters:

	2024	2023	% Increase
B.W.C.	287,359	110,373	61.5
I.C.C.	86,977	63,164	27.4

The number of requests for the identification of individuals in images from body-worn camera recordings using the Service's mug shot database, and the percentage of such requests out of the total requests for use of the database.

- Total number of requests for use of the database - 4050
- Total number from B.W.C.- 34
- Less than 1% of images requested for search were from B.W.C.

The number of investigations of potential privacy breaches during the reporting period, the number of such incidents that were determined to constitute a breach and a summary description of these incidents, the number of times the Information and Privacy Commission was notified of a significant breach, and the number of individuals impacted that were notified of a breach

No privacy breaches occurred during the reporting period.

The costs and/or savings associated with the deployment and use of body-worn cameras in the previous year.

At its May 2024 meeting, the Board approved a contract increase from Axon Canada (Min. no. P2024-0531-4.0. refers), to support the hiring of 150 net-new Police Constables, which included:

- 150 additional Body-Worn Cameras (B.W.C.s) and lifecycle refresh;
- 150 Conducted Energy Devices and lifecycle refresh;
- 50 In-Car Cameras (I.C.C.s) with Automated License Plate Recognition Technology; and
- a provisional allocation of \$0.2M for any in-year requirements.

A review of whether the deployment of body-worn cameras is achieving the purposes set by this Policy, whether their use remains justified in light of these purposes, and whether their use has resulted in any unintended negative impacts, including, but not limited to:

- *Use of Force trends over the past five years*

Use of Force trends will be provided to the Board through the Annual Use of Force Report at the November 6, 2025, meeting.

It should be noted that it is not possible to make a statistical correlation between the use of B.W.C. and trends in use of force; therefore, providing use of force data in the context of this report does not achieve the intended goal.

- *Complaints trends over the past five years*

Complaint Trends						
External Complaints	2020	2021	2022	2023	2024	5 Year Avg.
External Complaints - Investigated	298	352	320	370	350	338.0
External Complaints - Not Investigated	490	439	539	604	669	548.2
Total Number of Public Complaints	788	791	859	974	1019	886.2
Internal Complaints	2020	2021	2022	2023	2024	5 Year Avg.
Total Number of Internal Complaints	661	632	598	741	542	634.8

The External Complaint trends were presented as part of the 2024 Professionalism and Accountability Annual Report at the May 14, 2025, Board meeting (min. no. P2025-0514-9.0 refers). Further information may be found in that report. It is, however, relevant to consider the volume of interactions Service members had with members of the public when evaluating the above statistics. For example, the total number of public complaints filed in 2024 represents approximately 0.1% of documented contacts that officers had with members of the public.

It should also be noted that it is not possible to make a statistical correlation between the use of B.W.C. and overall complaint trends.

- *Findings from a consultation with impacted and marginalized communities.*

B.W.C.-specific consultations with impacted and marginalized communities have not taken place but the topic has arisen during other consultations such as race-based data collection and divisional townhalls. In compliance with the Board Policy the Service can undertake a specific B.W.C. consultation; however, doing so on an annual basis inhibits consultation on other programs / issues.

- *Findings from a survey of public trust in the Service*

B.W.C. was not a topic in the 2024 annual survey

Conclusion:

This report is submitted to the Board in order to provide information relating to its policy on B.W.C.

Chief Transformation Officer Colin Stairs will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

Attachments:

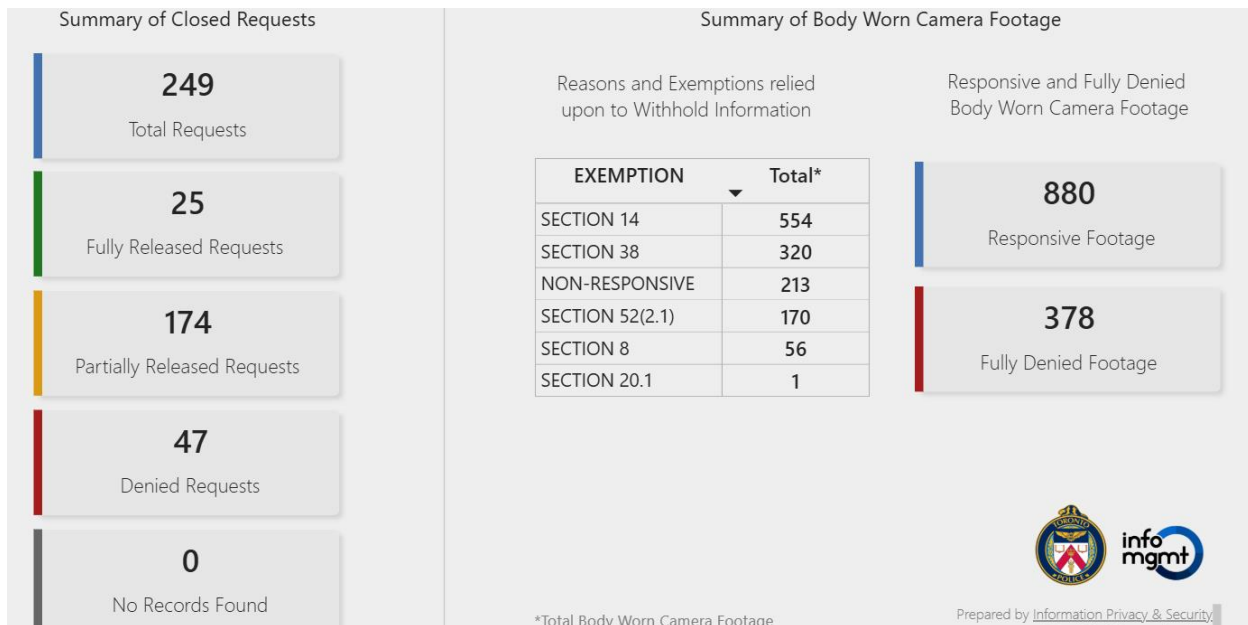
Appendix A: 2024 Data from Public Safety Data Portal

Appendix B: P.R.S. B.W.C. Annual Trend 2024

Appendix A

2024 Data from Public Safety Data Portal

* definitions for Responsive Footage and Fully Denied Footage below



Definition for Requests

Closed Requests: represents access to information requests submitted to the Service having received our response regarding the release or non-release of information, within the reported dates.

Total Requests: represents the total number of requests where the body worn camera footage was identified as a responsive record, processed within the reported dates.

Fully Released Requests: represents the number of requests where responsive body worn camera footage was released without redactions, processed within the reported dates.

Partially Released Requests: represents the number of requests where responsive body worn camera footage was released with redactions, processed within the reported dates.

Denied Requests: represents the number of requests where access was denied to responsive body worn camera footage in its entirety, processed within the reported dates.

No Records Found: represents the number of requests where body worn camera footage was requested but no responsive video record was located, processed within the reported dates.

Definition for Body Worn Camera Footage

Responsive Footage: represents the total number of body worn camera records identified as responsive to the requests, processed within the reported dates. This number could be larger than the sum of Total Requests as each request may have more than one responsive body worn camera record.

Fully Denied Footage: this is a subset of the total number of Responsive Footage. It represents the total number of body worn camera video records where access was denied in its entirety, processed within the reported dates.

Reasons and Exemptions relied upon to Withhold Information

This table shows the reasons and exemptions relied upon when denying access to the responsive body worn camera footage in its entirety or partially.

Each body worn camera video record may have more than one exemption applied to it.

Reasons and Exemptions:

Section 8: Law enforcement

Sections 14 and 38: Personal privacy

Section 52(2.1) and 52(3): Non-application of Act

Non-responsive: information has been removed as it does not pertain to the request.

For further information, access the [MFIPPA](#).



Appendix B

Professional Standards – Body-Worn Camera Statistics (2024)

In 2024, P.R.S. investigated 350 external complaints and 542 internal complaints. B.W.C. footage captured a total of 26.7% of those incidents.

Note:

- an incident counts as “body-worn camera equipped” if one or more officers present at the incident were equipped with a B.W.C.
- “Partial” recordings captured moments of the incident (immediately before or after) but may not have captured the incident.

The charts below outline the number of incidents investigated by P.R.S. and the related B.W.C. footage between January 1, 2024, and December 31, 2024.

PRS – Body-Worn Camera: Footage Captured

Figure 1.

Figure 1 depicts all Internal Complaint incidents investigated by PRS, occurring between January 1 and December 31, 2024, and whether B.W.C. footage captured the incident.

B.W.C. footage was captured in 9% of internal complaint incidents.

In 65% of internal complaints, the incident was categorized as B.W.C. not applicable.

In 9% of all incidents, the member was not B.W.C. equipped, or B.W.C. footage was not in existence.

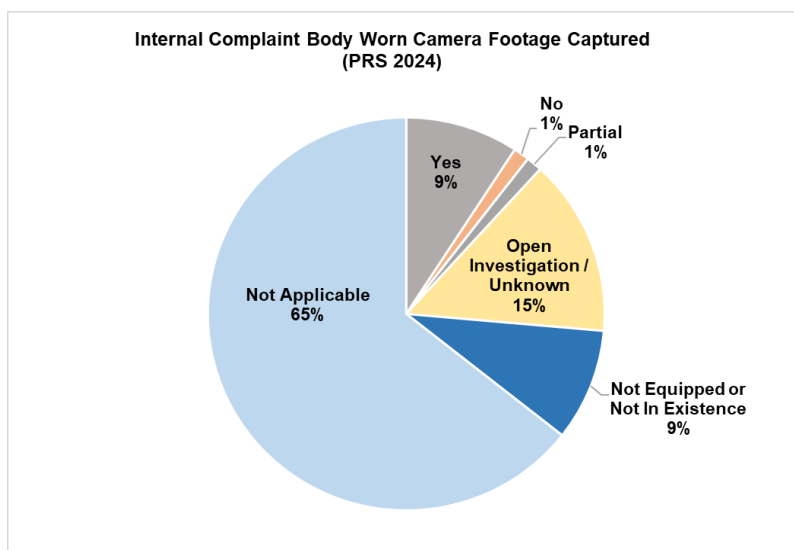


Figure 2.

Figure 2 indicates all external complaint incidents investigated by P.R.S., occurring between January 1 and December 31, 2024, and whether B.W.C. footage captured the incident.

B.W.C. footage captured the incident in 50% of all external complaints investigated.

In 15% of all incidents, the member was not B.W.C. equipped, or B.W.C. footage was not in existence.

In 21% of all incidents, B.W.C. are not applicable.

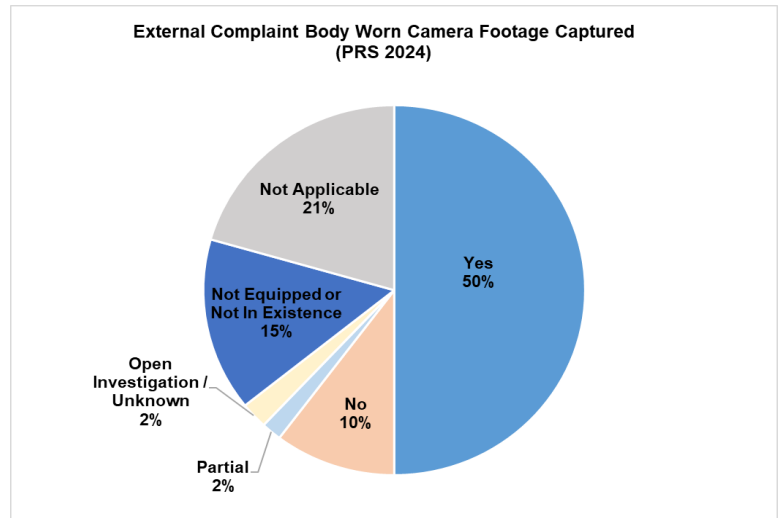


Figure 3 displays the same data as Figures 1 & 2, but as a bar chart displaying whether body-worn camera footage was captured for internal and external incidents investigated by P.R.S. between January 1 and December 31, 2024.

Figure 3.

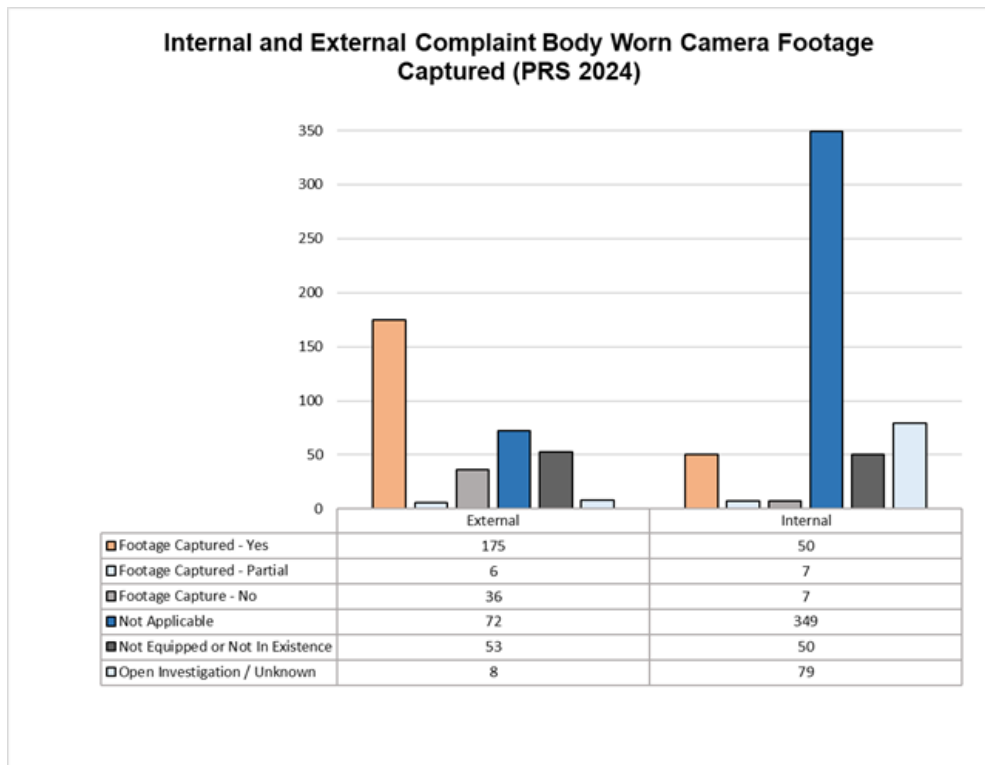


Figure 4.

Figure 4 indicates that in 88% of all internal incidents between January 1 and December 31, 2024, an officer was equipped with a body worn camera **and** that the footage assisted the investigation.

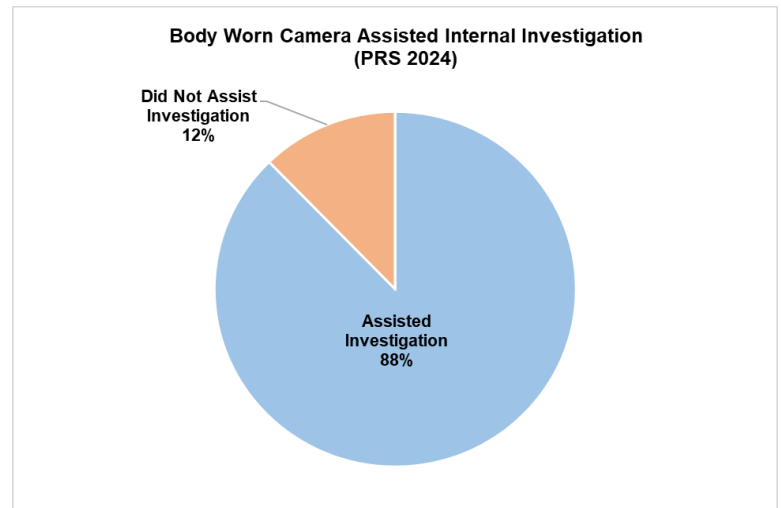
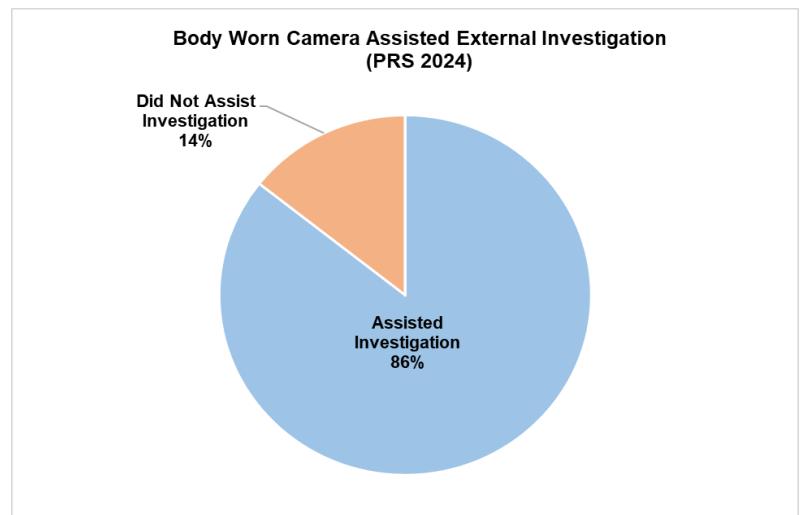


Figure 5.

Figure 5 indicates that in 86% of all external incidents between January 1 and December 31, 2024, an officer was equipped with B.W.C. **and** that the footage assisted the investigation.





4. Update on Third-Party Delivery of Vulnerable Person Registry (V.P.R.)



PUBLIC REPORT

June 16, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Update on Third-Party Delivery of Vulnerable Person Registry (V.P.R.)**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendations:

This report recommends that the Toronto Police Service Board (Board) receive this report for information and that a copy of this report be forwarded to the Ombudsman Toronto (Ombudsman).

Financial Implications:

The majority of costs associated with replacing the current Vulnerable Person Registry (V.P.R.) application to one administered by MedicAlert Foundation Canada (MedicAlert) will be achieved by utilizing existing Toronto Police Service (Service) resources.

Specific costs associated with building a technical connector to allow the Service to access third-party client data will be determined once the architecture design phase has been completed. Funding will be provided through the Service's Digital Program Capital Project.

In the event that they become the Service's V.P.R. provider, MedicAlert has provided cost estimates for the annual licence fees for the technology connector. The estimate is a range, based on the percentage of 9-1-1 calls that would connect to the MedicAlert system. That range is between \$11,886 (20%) and \$29,715 (50%), including taxes. These fees will be subject to a 5% increase annually, and fees will be incorporated into future Service Operating Budget requests.

Summary:

The purpose of this report is to provide an update on the Service's efforts to transition the administration of our V.P.R. to a trusted third-party. Additionally, this report provides an update on the Board's motion from September 2024 [Min. No. P2024-0912-15.0.refers], that directs the Chief of the Police to:

- 1) *Complete a Privacy Impact Assessment for the Vulnerable Person Registry;*
- 2) *Develop a roadmap for the management and maintenance of a Registry intended to enhance service delivery for vulnerable persons in emergency situations;*
- 3) *Consult MHAAP and ARAP in the development of the above plan;*
- 4) *Present the third-party solution with timeline and budget considerations, and recommendations on the manner and timing of transition, if appropriate.*

Discussion:

Background

At its December 12, 2024, meeting, the Board received a report from the Service detailing ongoing efforts to improve service delivery of the Service's V.P.R. [Min. No. P2024-1212-3.0. refers] as per recommendations from the Ombudsman.

The Service has completed work to improve the current V.P.R.; however, the Service has also been exploring the option to decommission this system and move towards a V.P.R. administered by a third-party organization.

Alignment with Service Priorities

Important to undertaking the V.P.R. replacement project is understanding how implementing this new product and process will help the Service work towards the Chief's three Priorities. This project aims to:

- **Improve trust in and within the Service** by pivoting away from health data custodianship and supporting enhanced data privacy.
- **Accelerate police reform and professionalization** by implementing outstanding recommendations for enhancing V.P.R. processes and communications.
- **Support safer communities** by allowing increased V.P.R. client adoption and ensuring officers have better access to V.P.R. data to support a more effective response.

Keeping these priorities in mind, the project planning and implementation will centre around the following goals:

- Design a clear & efficient V.P.R. process where information is administered by a third-party.
- Ensure enhanced accessibility and usability of information for the public and Service members.

- Deliver transparent public communications to inform and engage the public about the updated process.
- Increase public trust by co-designing project plans with external partners and stakeholders.

Prospective Partnership with MedicAlert

The Service has been exploring the outsourcing of the V.P.R. to a trusted third-party provider since 2021. The Service's Business Relationship Management unit conducted a jurisdictional scan to identify potential solutions and recommended MedicAlert as the most appropriate partner.

MedicAlert's mission is to bridge the critical, pervasive information gaps that exist across the health and public safety systems in Canada by collecting, securing, managing, and sharing accurate and relevant health data, so that people have positive outcomes during a health crisis, or have the power to prevent a health crisis from happening. MedicAlert has been doing this work since 1961.

MedicAlert currently manages several V.P.R.s, including that of the Ottawa Police Service (O.P.S.). In 2023, MedicAlert undertook project H.E.L.P 9-1-1 with the O.P.S., with the approval of the Canadian Radio-television and Telecommunications Commission (C.R.T.C.), to integrate its registry data directly into the O.P.S. Computer Automated Dispatch (C.A.D.) system. This project automates data exchange and provides data prior to dispatch. It is currently available to O.P.S. and Ottawa Fire with plans to expand to Ottawa Paramedic Service.

Benefits:

- MedicAlert operates at a national scale with a proven track-record of securely managing clients' medical and extended health information with the appropriate data sharing and custody protocols in place.
- MedicAlert's technology is integrated with the National Ground Search and Rescue Incident Command System.
- Current client list includes approximately 62,000 Toronto residents, which would allow the Service to increase support to community members by having access to this existing data.
- During MedicAlert's H.E.L.P. 9-1-1 Pilot Project with O.P.S., there was a greater than 8000% increase in year-over-year data access. The number of MedicAlert clients in Ottawa is approximately 80% of the number of clients in Toronto, indicating a likely similar multiplicative impact will occur.
- Removes the Service from managing constantly changing health-related data and allows more effective data privacy to clients.
- MedicAlert has the infrastructure in place to update health and health-related data, at minimum, annually. Communication operators and Service members can see the date when a record was last updated.
- Increased access to data for both Communication operators and Service members with connected devices.

- The national scope of MedicAlert provides the opportunity to access data to support a vulnerable individual who may be from other jurisdictions who enter the City of Toronto and require assistance.
- MedicAlert provides annual reporting to Services on data access and usage to show programmatic impact.

At present, the Service and MedicAlert have signed a Memorandum of Understanding (M.O.U.) and a Data Sharing and Licencing agreement, to explore feasibility of MedicAlert becoming the Service's V.P.R. provider.

Challenges

The main challenge with this move is funding - equity issues that arise from a fee for service model. While the Service's current V.P.R. is available without any cost to the public, MedicAlert relies on a subscription-based model for cost-recovery related to administration fees. Based on current budget-related pressures, the Service is not in a position to provide funds to cover these subscription costs. Ideally, funding for V.P.R. could be provided as a benefit to qualifying community members via existing provincial programs such as the Ontario Disability Support Program (O.D.S.P.).

The Service supports advocacy efforts currently underway by Board staff, MedicAlert staff, and other provincial justice partners, to advocate for potential provincial funding sources to subsidize the cost of MedicAlert subscriptions.

Implementation Roadmap

An Implementation Roadmap document will be shared with the Board once the Service's partnership with a third-party VPR provider is secured and the resources are available for integration into the Service's infrastructure. The Service is targeting implementation in January 2026.

The roadmap will divide project work into 4 key areas:

1. Endorsing a third-party provider/partner who will administer V.P.R. on behalf of the Service.
2. Building a technical connector to ensure that Service members can securely, easily, and reliably access relevant client data.
3. Sunsetting the existing V.P.R., on a schedule that ensures that current clients can transition to the new process without challenges.
4. Launching the provider/partner-administered V.P.R. process.

Consultation and collaboration with the following groups of stakeholders has already begun and will continue through the end of 2025 and into early 2026:

1. Existing panels and groups such as the Disabilities Community Consultative Committee, Mental Health and Addictions Advisory Panel (M.H.A.A.P.), and Anti-Racism Advisory Panel (A.R.A.P.).
2. Community and academic leaders, specifically those with lived experience with vulnerable persons, either themselves or within their personal network,
3. Toronto communities and members of the public.

Subject matter experts from the Service's Information Technology Services, Digital Program, Policing Applications Unit, Community Partnerships and Engagement Unit, Corporate Communications, Records Management Services, Business Relationship Management, and Strategic Planning & Governance will also collaborate to design and deliver the new V.P.R. process.

Ombudsman Toronto Recommendations

At its December 16, 2022, Board meeting, the Board approved an M.O.U. between the Board, the Service, and the Ombudsman. The M.O.U. provides authority and a framework for the Ombudsman to carry out, on behalf of the Board, fairness investigations on matters of public interest where the quality of service to the public may be unfairly affected by Board Policies and directions, Service procedures, or the administration of services by the Service [Min No. P2022-1216-3.0. refers].

As reported to the Board in September 2024, the Ombudsman completed an investigation into communications about the Service's V.P.R., between December 2023 and September 2024 [Min. No. P2024-0912-15.0 refers]. The Service provided a management response as an appendix to the report, where the Service accepted all 13 recommendations. To-date, the Service has implemented 10 of 13 recommendations, subject to validation by the Ombudsman.

Completion of project activities around moving V.P.R. administration to a third-party (ideally MedicAlert) will allow the Service to implement the following outstanding recommendations:

Recommendation 1: Once the third-party arrangement is finalized, the Toronto Police should update its internal and external communication to explain the nature and scope of the arrangement. The communications should include details such as the impact of the arrangement on existing registrants and the difference between the current and new Registry.

Recommendation 12: The Toronto Police should ensure that recommendations 2 through 10 are incorporated in any third-party arrangement to ensure that the current Registry communication gaps do not recur.

Equity Analysis

From a data governance and privacy perspective, a move to third-party administration of the Service's V.P.R. will protect clients' health information and remove it from police-owned applications. This will better support V.P.R. clients who experience inequalities due to social determinants of health, and safeguard against their health-related data being unintentionally accessed in police databases for reasons other than accessing the V.P.R.

Additionally, the client experience will improve for V.P.R. clients with the move away from subscribing via the CopLogic application. As has been mentioned by community members deputing on the topic of the V.P.R., the CopLogic application is currently configured to manage police reports and related data, which depersonalizes the

customer experience for those wishing to register on the V.P.R. In contrast, MedicAlert provides a fully staffed and trained Contact Centre for client services.

Most importantly, having MedicAlert administer the Service's V.P.R. would allow for front-line officers and other Service members to significantly increase access to pertinent information about vulnerable persons in the community to provide a more effective response.

As indicated earlier in this report, MedicAlert is a charity, relying on a subscription-based model to cover costs associated with administering their V.P.R. (approx. \$90-\$130 annually, plus a one-time \$75 registration fee), which may be cost-prohibitive for some Toronto residents and potential V.P.R. clients.

MedicAlert does have a subsidy support program (full and partial) which is offered on a "first come, first served" for impacted clients. Successful applicants who reach the threshold for subsidy come from all provinces and territories and are covered for two years. The program relies on private donations for funding and typically has a waiting list once funds are depleted. The Service supports advocacy efforts currently underway by Board staff, MedicAlert staff, and other provincial justice partners to advocate for potential provincial funding sources to subsidize the cost of MedicAlert subscriptions.

The Service will consult with M.H.A.A.P. and A.R.A.P. through the process of designing our future V.P.R. business process, to ensure that any additional equity impacts are identified and responded to.

Conclusion:

In the area of police reform, the Service has been leading systemic change with a goal to co-design, co-develop and co-deliver solutions with community and other partners. The Service looks forward to continuing to work with MedicAlert and other internal and external stakeholders to achieve positive change through enhancing the V.P.R.

Chief Transformation Officer Colin Stairs will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



5. Correspondence from City Council – June and July 2025



PUBLIC REPORT

August 13, 2025

To: Chair and Members
Toronto Police Service Board

From: Sandy Murray
Acting Executive Director

Subject: Correspondence from City Council – June and July 2025

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Background:

The Board is in receipt of correspondence from Toronto City Clerk dated July 16, 2025, notifying the Board that at its meetings held on June 25-26 and July 23-24, Toronto City Council adopted the following items:

- [IE22.2](#)- A Strategic Parking Framework for the City of Toronto
- [MM31.28](#) – Action to Address Speed Racing on Expressways
- [MM32.16](#) – Safer Shores at Woodbine Beach: Protecting the Safety of Our Waterfront and Everyone Who Enjoys It
- [AU9.10](#) – Fraud Investigation Involving Multiple City of Toronto Electricity Accounts

IE22.2: E A Strategic Parking Framework for the City of Toronto

The Clerk has notified the Board that City Council, on June 25 and 26, 2025, adopted Item IE22.2 and, in so doing:

1. Requested the General Manager, Transportation Services to work with the Toronto Police Service and the Toronto Parking Authority to:
 - Develop additional options for temporary visitor parking permits in areas that already allow permit parking.
 - Include proof of payment options that do not require printing.
 - Report on this work by the fourth quarter of 2025.

2. Requested the Toronto Police Service Board to:
 - Consider marked improvements to enforcement of parking, stopping, and standing by-laws, especially those contributing to Vision Zero.
 - Consider providing that information to City Council through a report to the Infrastructure and Environment Committee by the first quarter of 2026.
3. Requested the Toronto Police Service Board to:
 - Establish a consistent policy that provides a grace period on religious holidays for vehicles parking near relevant religious institutions during and around religious services.

MM31.28 - Action to Address Speed Racing on Expressways

The Clerk has notified the Board that City Council, on June 25 and 26, 2025, adopted Item MM31.28 and, in so doing:

1. Requested the Toronto Police Service Board to:
 - Request the Chief of Police to consider opportunities for collaborative action on speed racing on expressways and nearby streets with the City of Toronto Noise Team and other police services.
2. Requested the Executive Director, Municipal Licensing and Standards to:
 - Include the Don Valley Parkway in any upcoming enforcement and education initiatives by the City's Noise Team and Toronto Police on acceptable noise levels for vehicles on Toronto roadways.

MM32.16 – Safer Shores at Woodbine Beach: Protecting the Safety of Our Waterfront and Everyone Who Enjoys It

The Clerk has notified the Board that City Council, on July 23 and 24, 2025, adopted Item MM32.16 and, in so doing:

1. Requested the Toronto Police Service Board to:
 - Request the Chief of Police to consider opportunities for continued and enhanced enforcement action on unsafe use of personal watercraft and illegal leasing and storage of personal watercraft on public property, in collaboration with applicable City divisions.
2. Requested General Manager, Parks and Recreation to convene a Stakeholder Advisory Committee in order to:

- Consult and advise on the details of the Motorized Watercraft Exclusion Zone (M.W.E.Z.) at Woodbine Beach, including Ports Toronto, Toronto Police Service Marine Unit, the local Councillor's office, and key members of the local swimming, paddling, and Ashbridges Bay boating community.
3. Requested the General Manager, Parks and Recreation in consultation with other relevant City divisions and agencies, including Ports Toronto and the Toronto Police Marine Unit to:
- Collaboratively implement a public education and safety campaign to address unsafe use of personal watercraft and other safety concerns in appropriate locations.
4. Requested the General Manager, Parks and Recreation in consultation with other relevant City divisions and agencies including Ports Toronto and the Toronto Police Marine Unit to:
- Assess the implementation of the M.W.E.Z. by-law at Hanlan's Point Beach, and to explore opportunities for expanding the M.W.E.Z. in other appropriate locations, including Marie Curtis Park, Humber Bay Shores Park, Humber Bay Park West and Humber Bay Park East in consultation with the communities, local boat clubs and relevant ward councillors and to report back on the findings prior to the 2026 beach season.

AU9.10 – Fraud Investigation Involving Multiple City of Toronto Electricity Accounts

The Clerk has notified the Board that City Council, on July 23 and 24, 2025, adopted Item AU9.10 and, in so doing has forwarded the report (June 21, 2025) from the Auditor General to the Toronto Police Service Board and requested the Chief of Police to consider initiating an investigation.

Conclusion:

It is, therefore, recommended that the Board receive this report for information.

Recommendation(s):

This report recommends that the Board receive the following report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Respectfully submitted,

Sandy Murray
Acting Executive Director



6. Toronto Police Service Board – 2026 Meeting Schedule



PUBLIC REPORT

August 1, 2025

To: Chair and Members
Toronto Police Service Board

From: Sandy Murray
Acting Executive Director

Subject: Toronto Police Service Board – 2026 Meeting Schedule

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendation(s):

This report recommends that the Toronto Police Service Board (Board) approve the 2026 meeting schedule as outlined in this report.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Discussion:

Background

The Board bases its annual schedule of meetings on a number of factors, including the days that are least likely to conflict with the schedule of meetings of Toronto City Council, standing committees of Council, Community Councils and other committee meetings; annual key conferences for Board Members; and other significant events which Board Members and the Chief of Police are expected to attend.

In July 2006, in order to recognize culturally-significant days, the Board approved a Policy indicating that it would attempt to avoid scheduling meetings involving the public on these days. A list of the days formally recognized as “culturally significant” was also approved as part of that Policy.

Although the Board attempts to follow its schedule of meetings as much as possible once it has been established, there may be circumstances which result in changes on short notice during the year. In those circumstances, the Board Office will provide public notice of any change at the soonest possible opportunity, and in accordance with the requirements of the *Community Safety and Policing Act, 2019*.

Discussion:

In establishing the Board meeting schedule for 2026, the Board Office reviewed the current 2026 schedule of meetings developed by the City of Toronto, the dates upon which culturally-significant holidays will be observed in 2026, and the dates of key conferences that Board Members or the Chief of Police may attend during the year.

Board Meeting Schedule – 2026

Based on the foregoing, I am proposing the following dates for meetings of the Board in 2026:

Wednesday, January 7
Wednesday, March 4
Monday, April 13
Thursday, May 14
Thursday, June 18
Thursday, July 23
Thursday, September 10
Thursday, October 15
Thursday, November 12
Tuesday, December 15

As the year progresses, there may be some dates when certain Board Members may not be able to attend a meeting due to personal or business commitments. Nevertheless, the meeting dates, as proposed, should be confirmed at this time in order to establish a regular cycle of meetings prior to the New Year, and so that members of the public are aware of these dates.

Times and Locations of Board Meetings

The Board is committed to holding meetings in a manner that is accessible for the public. In order to make it more accessible for others to participate in the meetings, we have been holding the Board meetings using the hybrid format, allowing members of the public to provide deputations virtually or in person. Public meetings, whether in-person, virtual or hybrid, are livestreamed on YouTube through a link on the Board's website ([tpsbc.ca](https://www.tpsb.ca)). Agendas for public meetings are also posted to the Board's website in advance of Board meetings.

If any changes to the schedule are necessary, we will notify the public in advance by posting updates on our website.

Conclusion:

It is recommended that the Board approve the 2026 meeting schedule, as outlined above.

Respectfully submitted,

Sandy Murray
Acting Executive Director



7. Special Constable Appointments and Re-Appointments – September 2025



PUBLIC REPORT

July 23, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Special Constable Appointments and Re-Appointments – September 2025**

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) approve the agency-initiated appointment and re-appointment requests for the individuals listed in this report as special constables for the Toronto Community Housing Corporation (T.C.H.C.) and the Toronto Transit Commission (T.T.C.).

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The purpose of this report is to seek the Board's approval for the agency requested appointments and re-appointments of special constables for the T.C.H.C. and the T.T.C.

Discussion:

Background

Relevant Board Policies and Compliance

Under Section 92 of the *Community Safety and Policing Act 2019 (C.S.P.A.)*, the Board is authorized to appoint special constables. Pursuant to this authority, the Board has agreements with the T.C.H.C. and the T.T.C. governing the administration of special constables (Min. Nos.P2025-0114-10.0 and P2024-1112-11.0).

Both agencies have been issued an authorization to employ special constables by the Ministry of the Solicitor General.

The Toronto Police Service (Service) received requests from the T.C.H.C. and the T.T.C. (see attachments) to appoint the following individuals as special constables:

Table 1. Name of Agency and Special Constable Applicant

Agency	Name	Status Requested
T.T.C.	Sinansi KAYA	Re-Appointment
T.T.C.	Ricky HOSEIN	Re-Appointment
T.T.C.	Fitzroy McKenzie KESLOW	Re-Appointment
T.T.C.	Nicholas MILHOMENS	Re-Appointment
T.T.C.	Angela CURRINS	Re-Appointment
T.C.H.C.	Mark SMITH	New Appointment
T.C.H.C.	Monie BENNETT	New Appointment
T.C.H.C.	Priya PATHAK	New Appointment
T.C.H.C.	Tommy MCSHANE	New Appointment

Special constables are appointed to enforce the *Criminal Code* and certain sections of the *Controlled Drugs and Substances Act*, the *Cannabis Act*, the *Trespass to Property Act*, the *Liquor Licence & Control Act*, the *Highway Traffic Act* and the *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 individuals who are being recommended for appointment and re-appointment as special constables. The Service's Talent Acquisition Unit completed background investigations on these individuals, of which the agencies are satisfied with the results. Re-appointments have been employed by their agency for at least one 5-year term, and as such, they are satisfied that the members

have satisfactorily carried out their duties and, from their perspective, there is nothing that precludes re-appointment.

The agencies have advised the Service that the above individuals satisfy all the appointment criteria as set out in the C.S.P.A., all applicable Ontario Regulations and in their agreements with the Board. For all appointments and re-appointments, the applicants have completed the training prescribed by the Minister and the provincially mandated training titled “Thematic Training”.

The term of appointment is for five years as of September 11, 2025.

The T.C.H.C. and the T.T.C.’s approved and their respective current complements are indicated below:

Table 2. Name of Agency, Approved Complement and Current Complement of Special Constables

Agency	Approved Complement	Current Complement
T.C.H.C.	300	159
T.T.C.	170	135

Conclusion:

The Service continues to work together in partnership with the T.C.H.C. and the T.T.C. to identify individuals to be appointed and re-appointed as special constables, who will contribute positively to the safety and well-being of persons engaged in activities on their respective properties within the City of Toronto.

Deputy Chief Robert Johnson, Specialized Operations Command, will be in attendance to answer any questions that the Board may have with respect to this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

Attachments:

1. T.T.C. Re-Appointment Request Letter
2. T.C.H.C. New Appointment Request Letter



Thursday, July 3rd, 2025
Sergeant Q. Yang
Public Safety Operations Special Constable Liaison Office
40 College Street, Toronto, Ontario, M5G 2J3

Sergeant Yang,

On March 20th, 2025, the Toronto Transit Commission was approved as a Special Constable employer under the Community Safety and Policing Act, 2019. This approval was issued by Solicitor General Michael Kerzner.

In accordance with the terms and conditions set out in the Memorandum of Understanding between the Toronto Police Services Board and the Toronto Transit Commission, it is requested that the Board approve this submission and appoint the following individuals as Toronto Transit Commission Special Constables for a five-year term.

The following individuals are fully trained, meeting all Ministry requirements, they have shown they possess the required skills and abilities to perform at the level required to be a Special Constable.

New appointments and re-appointments have undergone a background check, conducted by the Toronto Police Service, and we are satisfied with the results of those checks. Re-appointments have been employed by the Toronto Transit Commission for at least one, five-year term, and as such, we are satisfied that the members have carried out their duties and, from our perspective, there is nothing that precludes re-appointment.

NAME	TYPE
Sinansi KAYA	Re-Appointment
Ricky HOSEIN	Re-Appointment
Fitzroy McKenzie KESLOW	Re-Appointment
Nicholas MILHOMENS	Re-Appointment
Angela CURRINS	Re-Appointment

Regards,

James Bingham
Staff Sergeant 30069, Assistant Manager
Special Constable Service, Recruiting, Logistics and Community Engagement
Strategy and Customer Experience

Jamaal Myers, Chair
Joanne De Laurentiis, Vice-Chair
Greg Percy, Chief Executive Officer
Paul Ainslie, Commissioner

Alejandra Bravo, Commissioner
Fenton Jagdeo, Commissioner
Liane Kim, Commissioner

Ausma Malik, Commissioner
Josh Matlow, Commissioner
Julie Osborne, Commissioner
Dianne Saxe, Commissioner

Toronto Community
Housing Corporation
931 Yonge Street
Toronto, ON
M4W 2H2



July 7, 2025

Toronto Police Service
Special Constable Liaison Office
40 College Street
Toronto, Ontario
M5G 2J3

DELIVERED VIA ELECTRONIC MAIL

**Re: Request for Toronto Police Service Board Approval for
New Appointment of Special Constables**

In accordance with the terms and conditions set out in the Memorandum of Understanding between the Toronto Police Service Board and Toronto Community Housing Corporation, the Board is authorized to appoint special constables.

The following individuals are fully trained; they have completed all provincially mandated and thematic training and have shown they possess the required skills and ability to perform at the level required to be a special constable. Both new appointments and re-appointments have undergone a background check, conducted by the Toronto Police Service, and we are satisfied with the results of those checks. All re-appointments have been employed by Toronto Community Housing Corporation for at least a 5-year term. The members have satisfactorily carried out their duties and from our perspective, there is nothing that precludes their appointment.

AGENCY	SURNAME	GIVEN NAME	TYPE
TCHC	SMITH	Mark	New Appointment
TCHC	BENNETT	Monie	New Appointment
TCHC	PATHAK	Priya	New Appointment
TCHC	MCSHANE	Tommy	New Appointment

It is requested that the Board approve this submission.

Should you require any further information, please contact Jacqueline Doo, Specialist-Compliance, Training & Investigations at 437-925-1584.

Respectfully,



Allan Britton, Badge #31194
Acting Senior Director/Acting Chief Special Constable
Community Safety Unit

Toronto Community Housing
931 Yonge St, Toronto, ON M4W 2H2
T: 416 981-4116
Allan.britton@torontohousing.ca



8. Contract Awards to Olin Canada ULC, Lloyd Libke Inc., Rampart International Corp., and M.D. Charlton Ltd. for Ammunition



PUBLIC REPORT

August 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Contract Awards to Olin Canada ULC, Lloyd Libke Inc., Rampart International Corp., and M.D. Charlton Ltd. for Ammunition**

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendations:

This report recommends that the Toronto Police Service Board (Board):

1. approve a contract award to Olin Canada ULC (Olin) for ammunition in the amount of \$622,000;
2. approve a contract award to Lloyd Libke Inc. (Lloyd Libke) for ammunition in the amount of \$354,000;
3. approve a contract award to Rampart International Corp. (Rampart) for ammunition in the amount of \$78,000;
4. approve a contract award to M.D. Charlton Ltd. (M.D.C.) for ammunition in the amount of \$54,000; and
5. 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 for the recommended contract awards of \$1,108,000, is included in the Toronto Police Service's (Service) 2025 operating budget.

Toronto Police Service Board

40 College Street, Toronto, Ontario M5G 2J3 | Phone: 416-808-8080 Fax: 416-808-8082 | www.tpsb.ca

Summary:

The purpose of this report is to request the Board's approval for contract awards to Olin (operating as Winchester Ammunition), Lloyd Libke (operating as Federal Ammunition), Rampart, and M.D.C. for a total amount of \$1,108,000 for ammunition.

Discussion:

Background

The purchase of ammunition is required for the Service to meet mandatory training requirements and for legislatively mandated operational purposes governed by the Community Safety and Policing Act, 2019 (C.S.P.A).

The Toronto Police College (T.P.C.) is responsible for maintaining inventory and purchasing ammunition on behalf of the Service. The T.P.C. strives to maintain enough ammunition inventory to sustain training and operational demands for the current year.

The Service, like all police services in Ontario, has experienced supply issues with ammunition since the pandemic. Prior to the pandemic, the Service and other police services would typically receive delivery of ammunition within 60-90 days of ordering. Over the past five years, the Service has encountered supply chain issues that have severely impacted timely delivery of ammunition. For example, the Service is still awaiting the delivery of an ammunition order from the fall of 2024; notably this represents a significant delay in order fulfillment. As a result, it is critical for the Service to secure a place in the production schedule with ammunition manufacturers well in advance of required delivery dates.

Acknowledging these current delivery challenges, the Service has adopted a practice to order ammunition a year in advance to ensure delivery by the required dates to avoid any interruption in training, requalification and other operational needs.

To provide some perspective with regards to usage:

- In-Service Training (I.S.T.) generally consists of a class of 90 sworn members. Each member spends three days at the T.P.C. annually to requalify on all aspects of Use of Force, including firearms. During the course of the firearms portion of the training, approximately 10,000 rounds of ammunition are discharged over the three-day period. There are 110 I.S.T. courses conducted annually. This figure does not include Senior Officer Use of Force Training, remedial courses, post-incident training, or other essential firearms training.
- Further, the Service's recruit development program requires each Cadet to discharge approximately 3,000 rounds over the twelve-week training program at the T.P.C. to meet the Service's standards. This translates to a minimum of 270,000 rounds currently used for each intake of 90 recruits.

- The C.S.P.A. has outlined specific training requirements that are now mandatory for frontline officers. Members who perform patrol duties, and who may be required to respond to an active attacker, shall complete a Carbine Operator course. The T.P.C. has increased Carbine training to address this requirement.

Typically, the Service has purchased ammunition through a joint procurement process with the Police Co-operative Purchasing Group (P.C.P.G.), which includes all police services in the Province of Ontario.

- In December 2020, the Ontario Provincial Police (O.P.P.) initiated a procurement process to establish a new contract for ammunition starting January 1, 2022, by posting a Request for Bids (R.F.B.) #1335 through an open competitive procurement process on the Ontario Tenders Portal. The R.F.B. closed on May 31, 2021, and two bids were received, both of which were disqualified due to mandatory requirements not being submitted.
- The O.P.P. then re-posted R.F.B. #1523 on August 12, 2021, which closed on October 29, 2021. Two bids were received, however, the O.P.P. cancelled the procurement because the bidders refused to extend the irrevocable period and hold their submitted pricing for the entire contract term. The two bidders were contacted to ask why they were not willing to hold their pricing for the entire contract term, and both bidders cited supply chain disruptions and price fluctuations from their suppliers. On November 16, 2022, the O.P.P. announced the cancellation of the procurement of ammunition through the P.C.P.G. website.
- As a result of the above, the P.C.P.G. contracts for ammunition expired on December 31, 2021, without replacement contracts being established. Since that time, all P.C.P.G. agencies have been purchasing ammunition on a non-competitive basis annually, pending the establishment of a new contract by the O.P.P.
- At the end of 2023, the O.P.P. started a new procurement process for ammunition and planned to post an R.F.B. in September 2024, with the anticipated start date for the resulting agreement set for January 2025.
- However, the P.C.P.G. contract, originally scheduled to begin in January 2025, has experienced significant delays. As of July 2025, the project remains in the testing phase, and a formal contract has yet to be finalized. Once signed, vendors will require approximately six (6) months for setup and implementation. Given these delays, the contract is not expected to be operational until 2026.

Although the P.C.P.G contract may be agreed upon at some point in 2025, it has caused delays and uncertainty. It is critical for ammunition to be purchased through other means to ensure training and operational needs are neither interrupted, nor jeopardized.

For 2025, the Service secured delivery commitments for ammunition from Olin, Lloyd Libke, Rampart, and M.D.C. who were Vendors of Record (V.O.R.) under recent P.C.P.G. contracts and have historically been the major V.O.R.s for the different types of ammunition purchased by the Service and P.C.P.G. partners.

The planned procurement for ammunition in 2025 is as follows:

Vendor	Amount
Olin	\$622,000
Lloyd Libke	\$354,000
Rampart	\$78,000
M.D.C.	\$54,000
Total	\$1,108,000

Relevant Board Policies and Compliance

The Board's Bylaw No. 163, Purchasing By-law includes the following applicable articles/clauses:

'15.1 A non-competitive procurement may be undertaken where both the proposed non-competitive procurement and the vendor can be justified in good faith, based upon one or more of the following considerations.

...

(h) An attempt to procure the required Goods or Services by soliciting competitive submissions has been made in good faith but has failed to identify a compliant submission or qualified supplier, or where the submissions received have been collusive.'

Conclusion:

For the reasons outlined above, it is recommended that the Board approve contract awards for ammunition to Olin, Lloyd Libke, Rampart, and M.D.C for a combined amount of \$1,108,000.

Due to supply chain and procurement disruptions as well as long delivery timelines, it is critical to order ammunition at least one year ahead.

If the Board does not approve the recommended purchase of ammunition, the Service will deplete its ammunition inventory prematurely and will not be able to provide provincially mandated training by the required timelines.

The Interim Chief Administrative Officer, or designate, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



9. 10. Budget Variance Reports



9.1. 2025 Operating Budget Variance for the Toronto Police Service, Period Ending June 30, 2025



PUBLIC REPORT

August 21, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: 2025 Operating Budget Variance for the Toronto Police Service, Period Ending June 30, 2025

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendations:

This report recommends that the Toronto Police Service Board (Board) forward a copy of this report to the City of Toronto (City) Chief Financial Officer and Treasurer for information and inclusion in the variance reporting to the City's Budget Committee.

Financial Implications:

The following outlines financial implications affecting the Toronto Police Service's (Service) 2025 operating budget projection.

Q2 Projection: As of June 30, 2025, the Service is projecting a \$16.6M unfavourable variance, an improvement of \$4.4M compared to the \$21.0M unfavourable variance reported as of March 31, 2025.

Premium Pay: A key risk identified in the approved 2025 operating budget is premium pay, which is a key component of resourcing major planned and unplanned events such as demonstrations, emergencies, homicides, and missing persons investigations.

Despite unfavourable variances of \$30.6M in 2023 and \$39.3M in 2024, the premium pay budget remains unchanged for 2025. This reflects affordability constraints and the anticipated impacts of the ongoing multi-year hiring plan.

Tariffs: Effective March 4, 2025, certain goods imported into Canada from the United States are subject to a 25% surtax on the value for duty, as outlined in the United States Surtax Order (2025-1). On April 17, 2025, the Ministry of Finance issued the United States Surtax Remission Order (2025) which stated that remissions would be granted for goods imported before October 16, 2025, by or on behalf of law enforcement agencies

to support public safety purposes. The 2025 projection does not include the tariff implication that may potentially come into effect beyond October 16, 2025.

Summary

This report provides the Board with an update on the Service’s projected year-end operating variance as of June 30, 2025. The Service is forecasting total net expenditures of \$1,354.5M, resulting in an unfavourable variance of \$16.6M, or 1.2% of the In-Year Budget. This marks a notable improvement of \$4.4M from the \$21.0M unfavourable variance projected as of March 31, 2025, and remains well below the potential risk of over \$50M identified in the 2025 operating budget submission.

Table 1 provides a high-level summary of variances and explanations by feature category, with additional details discussed in the section that follows.

It should be noted that the methodology for variance reporting has changed in this report. The Service is tracking and reporting variance analysis to the In-Year Budget which includes anticipated adjustments for 2025 collective agreements in consultation with City staff:

- The Board Approved Budget is the financial plan formally authorized by the Board and City Council. It reflects anticipated revenues and expenditures based on the best available information at the time of approval. This budget and the adjustments that resulted in the In-Year Budget were discussed in the previous quarter’s variance board report.
- The In-Year Budget incorporates adjustments made throughout the fiscal year in response to emerging needs, updated information, collective agreement impacts, legislative changes, emergency events, grant revenues, and other unforeseen pressures. In this report, it is used to ensure assessment of actuals and the variances presented are meaningful.

Please note that figures in the tables presented in this report may not sum precisely due to rounding.

Table 1: 2025 Variance by Feature Category (\$Ms)

Category	2025 In-Year Budget *	2025 Projection	Fav / (Unfav)
A. Salaries	\$1,028.0	\$1,034.4	(\$6.5)
B. Premium Pay	\$69.8	\$88.7	(\$18.9)
C. Benefits	\$308.5	\$310.1	(\$1.7)
D. Non-Salary	\$121.7	\$116.9	\$4.9
E. Reserve Contribution	\$13.7	\$13.7	\$0.0
F. Revenue	(\$203.8)	(\$209.4)	\$5.5
Total	\$1,337.9	\$1,354.5	(\$16.6)

* Note: Budget changes reflect the financial impacts of the 2024 and 2025 collective agreements, In-Year Budget transfers due to grant adjustments, and other essential operational updates.

Discussion

Relevant Board Policies and Compliance

This report is in compliance with the Board's Budget Transparency Policy, approved on July 29, 2021 (Min. No. P2021-0729-3.0. refers).

Budget Variances

Details regarding variances shown in Table 1 are discussed below.

A. Salaries

As shown in Table 2, the In-Year Salary budget is \$1,028.0M, with projected spending of \$1,034.4M, resulting in an unfavourable variance of \$6.5M in this category.

The net unfavourable variance of \$6.0M for paid duty is expected to be offset by corresponding revenues, resulting in a net zero impact. Excluding paid duty, the unfavourable variance in the salary category is a negligible \$0.5M.

Table 2: Salaries Expenditures (\$Ms)

Category	2025 In-Year Budget	2025 Projection	Fav / (Unfav)	Comments
Uniform Officers	\$726.9	\$728.5	(\$1.6)	Discussed below.
Uniform Officers – Paid Duty	\$39.0	\$45.0	(\$6.0)	
Total Uniform	\$ 765.9	\$ 773.5	(\$7.6)	
Civilian Police Professionals	\$262.1	\$261.0	\$1.1	
Total Salaries	\$1,028.0	\$1,034.4	(\$6.5)	

Table 3 represents the 2025 approved staffing complement compared to projected year-end deployment.

Table 3: Uniform & Civilian Complement Summary Variance

Category	Budgeted Complement	Staffing Level * (June 30)	2025 Projection	Over / (Under)
Uniform Officers	5,542	5,486	5,571	29
Civilian Police Professionals	2,665	2,588	2,665	0
Total Staffing	8,207	8,074	8,236	29

*Not including Cadets in training, Youth in Policing and Co-op Students

Total Uniform

Uniform Officers

The unfavourable \$1.6M variance in uniform officer salary expenditure is primarily driven by staffing movements and the timing of retirements or resignations.

The 2025 approved budget assumed 210 uniform officer separations; however, the rate of retirements has slowed, likely due to the post-retirement benefits introduced in the 2025 collective agreement which take effect in 2028. We are anticipating 20 less separations than originally budgeted for.

A total of 166 cadets were hired with 76 in March and 90 in June along with 14 lateral hires and 4 that were not hired in 2024. An additional 5 lateral hires are planned for the second half of the year. As a result, the projected year-end uniform strength is expected to be 29 officers above the budgeted level.

While fluctuations in hiring and separations are expected, the Service aims to maintain a steady average strength. The timing and size of upcoming classes may be adjusted slightly, if needed, to support this objective while maintaining staffing costs within budget.

Uniform Officers – Paid Duty

Salaries associated with paid duties are projected to exceed the \$39.0M budget by \$6.0M. This overage is fully offset by corresponding revenues, resulting in a net zero financial impact.

Civilian Police Professionals

A favourable variance of \$1.1M in salary expenditures is primarily attributed to the timing of hires, separations, and internal promotions. These staffing dynamics have temporarily reduced salary costs relative to budget.

B. Premium Pay

Premium pay is incurred under the following circumstances:

- Overtime from extended tours of duty – when officers are involved in activities such as arrests that extend beyond their scheduled shift.
- Court attendance – when officers are required to attend court during off-duty hours.
- Call-backs – when officers are called in to work additional shifts to maintain appropriate staffing levels or to support specific operational initiatives.

These activities are essential to maintaining public safety and operational continuity, but they contribute significantly to budget pressures in this category.

Budget and Spending

- Despite historic underfunding, the 2025 budget was largely maintained to balance the Service's overall budget increase with affordability considerations, while reflecting additional overall capacity from the Service's multi-year hiring plan.
- The in-year premium pay budget for 2025 is \$69.8M, with projected spending at \$88.7M, resulting in an \$18.9M unfavourable variance.
- The 2025 projection reflects a significant improvement with \$14.3M lower than 2024 actuals and \$3.2M below the March 31 projection. This has been achieved through the improved use of on-duty capacity (regular time) and efficient controls of overtime and call-backs.
- Early results from the multi-year hiring plan and enhanced premium pay oversight show positive impacts on premium pay, especially for special events and court-related costs.

- For 2025, the City's one-time allocation of \$10.0M from the Major Special Event Reserve was removed. An estimated \$3.4M in recoveries from external partners is expected to partially offset premium pay expenditures.

Table 4 presents a comparative view of year-over-year trends and highlights changes in spending patterns.

Table 4: Premium Pay Expenditures (\$Ms)

Category	2024 Actual	2025 In-Year Budget	2025 Projection	Fav / (Unfav)	Comments
Uniform Officers	\$86.6	\$63.3	\$74.0	(\$10.7)	Discussed below.
Civilian Police Professionals	\$16.4	\$6.6	\$14.7	(\$8.1)	
Total Premium Pay	\$103.0	\$69.8	\$88.7	(\$18.9)	
Recoveries Offset (Revenues)	(\$13.4)	-	(\$3.4)	\$3.4	
Premium Pay Less Recoveries	\$89.6	\$69.8	\$85.3	\$15.5	

Uniform Premium Pay

Uniform premium pay is projected to exceed the budget by \$10.7M, driven primarily by three factors: planned and unplanned events (including Project Resolute), staffing levels relative to service demand, and investigative and court-related workload pressures.

To mitigate these pressures, the Service has revised divisional shift schedules and increased officer hiring, resulting in improved front-line coverage and response times. However, the transition from a five-platoon to a four-platoon model has reduced surge capacity, limiting flexibility during peak demand periods.

Investigative units continue to rely on premium pay to manage complex caseloads, particularly in areas such as homicides, missing persons, and public safety. Primary Response Units and Traffic Services also contribute to overspending due to ongoing reliance on call-backs to meet operational needs.

Court-related premium pay has been curtailed through improved scheduling and oversight. Additionally, the Service has reallocated on-duty resources to support special events, helping to offset premium pay costs.

A dedicated working group of Chief Superintendents continues to review premium pay practices, aiming to optimize the use of on-duty versus off-duty resources and improve long-term sustainability.

Civilian Policing Professional Premium Pay

Civilian premium pay is projected to be unfavourable by \$8.1M, primarily due to staffing and workload pressures in key operational areas. Overtime and call-backs were authorized to meet critical deadlines, maintain service levels, and address short-term vacancies particularly in Booker and Station Duty Operator roles, which helped keep uniform officers on the road.

Significant contributors to the variance include ongoing staffing and retention challenges in 9-1-1 communications, increased Court Services volumes impacting prisoner management and transportation, and operational demands across divisions, including District Special Constables.

Despite these pressures, projected civilian premium pay is trending \$1.7M lower than the previous year. This improvement reflects more effective resource allocation, targeted hiring, and operational efficiencies. Court Services has reduced cell times through faster processing of in-custody individuals and enhanced collaboration with the Ministry of the Attorney General. The increased use of remote bail hearings has also contributed to lower bail centre populations and reduced associated costs.

C. Benefits

The In-Year Benefits budget is \$308.5M, with a projection of \$310.1M for a \$1.7M unfavourable variance.

Table 5 outlines the major categories of benefit expenditures, and each category is discussed below.

Table 5: Benefits Expenditures (\$Ms)

Category	2025 In-Year Budget	2025 Projection	Fav / (Unfav)	Comments
Medical / Dental	\$63.0	\$64.4	(\$1.4)	Group benefit entitlements continue to rise at a faster rate than growth in complement due to escalating costs of medication, dental, and paramedical services.
O.M.E.R.S. / C.P.P. / E.I. / E.H.T.	\$180.4	\$180.6	(\$0.1)	The unfavourable variance is consistent with salary-related variances.
Sick Pay Gratuity / C.S.B. / L.T.D.	\$26.4	\$26.4	\$0.0	Costs funded through reserves; expenditure variances result in net-zero budget impact.
Other (e.g., W.S.I.B., life insurance)	\$38.6	\$38.7	(\$0.1)	No material variance is projected.
Total Benefits	\$308.5	\$310.1	(\$1.7)	

Ontario Municipal Employees' Retirement System (O.M.E.R.S.)
Canada Pension Plan (C.P.P.) / Employment Insurance (E.I.)

D. Non-Salary

The total Non-Salary budget is \$121.7M with 2025 projection of \$116.9M, resulting in a \$4.9M favourable variance. Table 6 summarizes the major categories, and each are discussed below.

Table 6: Non-Salary Expenditures (\$Ms)

Category	2025 In-Year Budget	2025 Projection	Fav / (Unfav)	Comments
Vehicles (e.g. gas, parts)	\$18.4	\$17.2	\$1.2	Driven by lower gasoline prices (\$1.20/L vs budgeted \$1.39/L), reduced volume, and removal of carbon tax.
Information Technology	\$50.7	\$50.0	\$0.7	Variances are projected in various accounts including computer hardware and software; these are offset by corresponding grant revenue.
Contracted Services	\$11.7	\$9.6	\$2.1	Variance due to delays in contract fulfillment.
Other	\$40.9	\$40.1	\$0.8	Variance in acquiring some types of equipment due to global supply chain issues; monitoring continues with updates in future reports.
Total Non-Salary	\$121.7	\$116.9	\$4.9	

E. Reserve Contribution

Reserve contributions are approved as part of the annual operating budget process. Reserves were established to provide funding for anticipated but varying expenditures incurred by the Service, to avoid large swings in costs from year to year.

All reserves are established by the City. The City manages the Sick Pay Gratuity Reserve, while the Service manages the Vehicle & Equipment, Central Sick Bank, Post Retirement Health Care Spending, and Legal and Modernization reserves.

Reserve contributions are assessed and planned based on anticipated future activities within each reserve, with consideration for long-term financial sustainability and overall reserve status.

Table 7: Reserve Contribution (\$Ms)

Category	2025 In-Year Budget	2025 Projection	Fav / (Unfav)	Comments
Vehicle & Equipment	(\$10.8)	(\$10.8)	\$0.0	No change.
Central Sick	(\$1.9)	(\$1.9)	\$0.0	
Post Retirement Health Care	(\$0.1)	(\$0.1)	\$0.0	
Legal	(\$0.9)	(\$0.9)	\$0.0	
Total Revenues	(\$13.7)	(\$13.7)	\$0.0	

F. Revenue

The Revenue budget for 2025 is \$203.8M with a projected year-end amount of \$209.4M, resulting in a favourable variance of \$5.5M as of June 30, 2025.

The major revenue categories are summarized in Table 8 below.

Table 8: Revenues (\$Ms)

Category	2025 In-Year Budget	2025 Projection	Fav / (Unfav)	Comments
Provincial Uploading for Court Security	(\$38.0)	(\$37.8)	(\$0.2)	Lower-than-expected recovery costs; ongoing underfunding by Province.
Paid Duty Salaries Recovery	(\$39.0)	(\$45.0)	\$6.0	Fully offset by corresponding expenditures, resulting in a net zero financial impact.
Fees	(\$18.6)	(\$18.0)	(\$0.6)	Driven by less user fees collected from record checks, clearance letters, alarms, rentals, and accident reports.
Federal / Provincial Recoveries	(\$32.5)	(\$33.1)	\$0.6	Settlement of Employer Health Tax (E.H.T.) with Federal Government.
Other Recoveries	(\$19.2)	(\$25.9)	\$6.7	Funding for F.I.F.A. reallocated from reserve draws to City recoveries.
Reserve Draws	(\$56.4)	(\$49.6)	(\$6.9)	
Total Revenues	(\$203.8)	(\$209.4)	\$5.5	

Grants Impact on Overall Budget

Some of the variances described in various feature categories are attributed to grant opportunities that are confirmed (become available) in-year. Grant funding generally results in a net zero variance, as funds are provided for expenditures to achieve specific purposes. The Service is usually aware of grant opportunities prior to budget approval; however, revenue and expenditure budgets cannot be set up if the grant contracts are not approved. In addition, as the provincial fiscal year ends on March 31st, versus December 31st for the Service, unspent provincial grant funding from 2024 is carried forward into 2025. The amounts being carried forward are not finalized until well after year-end. As a result, the base budgets for grants are often zero and the grants are reflected as in-year funding.

Potential Risks

Tariffs: The 2025 projection does not include the tariff implication that may potentially come into effect beyond the October 16, 2025, remission order. Tariffs will continue to be monitored and reassessed throughout the year, with updates to be provided in future variance reports.

Community Safety and Policing Act, 2019 (C.S.P.A.): The introduction of the C.S.P.A. included a phased implementation approach. C.S.P.A. establishes regulatory standards and introduces new legislative requirements that will affect the Service. While the Service has incorporated some of the known impacts within its operating and capital budgets some costs and impacts are not yet fully known. As a result, the C.S.P.A. may present ongoing budget pressures until any financial impact becomes clearer.

Hiring and Vacancy Pace: Historically, higher vacancy rates have resulted in savings partially offset by premium pay. Currently, the actual vacancy rate is below the budgeted vacancy rate for civilian roles. To manage this risk, the Service will strategically prioritize the pace of hiring based on the urgency and criticality of roles, while continuously monitoring premium pay, separations, and non-salary expenses.

Deficit Management Plan

To maintain fiscal discipline and operational efficiency while addressing the projected year-end deficit, the Service continuously implements plans focused on cost containment, strategic workforce deployment, and optimizing existing resources.

Premium Pay Pressures

Premium pay remains a key driver of the projected deficit, with costs expected to exceed the in-year budget by \$18.9M due to unplanned events, investigative workload, and court-related obligations. In response, the Service has strengthened oversight and implemented targeted measures, including:

- A dedicated working group of Chief Superintendents tasked with reviewing premium pay practices, optimizing the use of resources by implementing tighter controls on overtime and call-backs.
- Strategic scheduling adjustments, such as the transition to a four-platoon model, have improved front-line coverage and reduced reliance on overtime.

- A real-time dashboard to support more informed decision-making.
- Court Services initiatives to reduce prisoner management costs through faster in-custody processing and expanded use of remote bail hearings, in collaboration with the Ministry of the Attorney General.

These efforts, along with the impacts of the multi-year hiring plan, have contributed to a \$3.2M improvement in premium pay projections since Q1 and a \$14.3M reduction compared to 2024 actuals for special events and court-related duties. Continued vigilance and operational discipline will be essential to sustaining these gains and to mitigate further financial risk.

Other Opportunities

The Service continues to identify savings and contain spending, recognizing the challenge of staying within the in-year budget which is impacted by the structurally underfunded premium pay. Current mitigation efforts include:

- An ongoing review of the timing and pace of hiring and associated impacts to the Service's workforce;
- A reassessment of non-salary expenditures and deferral or reallocation of budgets where possible and sustainable;
- Maximizing grant funding opportunities, seeking cost recovery opportunities and additional revenue where possible; and
- Subject to protecting future fund viability, reassessing contribution strategies with a view to deferring reserve contributions where warranted and prudent.

Conclusion

As of June 30, 2025, the Service is projecting an unfavourable variance of \$16.6M. To mitigate the potential year-end deficit, the Service will continue to actively identify opportunities to reduce expenditures and/or increase revenue. Ongoing efforts include rigorous review of premium pay usage, strategic decision-making to manage rising service demands, and addressing cost pressures from unplanned special events (e.g., Project Resolute) and other unforeseen operational needs.

The Interim Chief Administrative Officer, or designate, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



9.2. Capital Budget Variance Report for the Toronto Police Service, Period Ending June 30, 2025



PUBLIC REPORT

August 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Capital Budget Variance Report for the Toronto Police Service, Period Ending June 30, 2025

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendations:

It is recommended that the Toronto Police Service Board (Board) forward a copy of this report to the City of Toronto's (City) Chief Financial Officer and Treasurer for inclusion in the City's overall capital variance report to the City's Budget Committee.

Financial Implications:

At its December 12, 2024 meeting, the Board approved the Toronto Police Service's (Service) 2025-2034 capital program at \$104.6 Million (M) gross and \$81.4M net (debt-funded) for 2025 (excluding carry forwards from previous years), and \$1,097.3M gross and \$867.5M net for the 10-year period of 2025-2034 (Min. No. P2024-1212-4.3 refers). Subsequently, City Council, at its February 11, 2025 meeting, approved the Service's 2025-2034 capital program at the same level as the Board-approved amount.

At its June 12, 2025 meeting, the Board approved adjustments to the 2025-2034 capital program to reflect necessary in-year budget adjustments to the available funding between projects based on more up-to-date information regarding spending requirements (Min. No. P2025-0612-6.2 refers). The approved adjustments had no financial impact on the overall capital program. Attachment A provides the 2025-2034 capital program with the approved adjustments.

Table 1 provides a summary of the approved capital funding in 2025, and projected expenditures. Of the gross funding of \$126.8M in 2025, \$103.1M is projected to be utilized within fiscal 2025 (a spending rate of 81.3%). Of the currently projected gross under-expenditure of \$23.7M, \$23.5M is anticipated to be carried forward to 2026 and \$143K is anticipated to be returned to the Vehicle and Equipment Reserve.

Effective March 4, 2025, certain goods imported into Canada from the United States are subject to a 25% surtax on the value for duty, as outlined in the United States Surtax Order (2025-1).

- On April 17, 2025, the Ministry of Finance issued the United States Surtax Remission Order (2025) which stated that remissions would be granted for goods imported before October 16, 2025 by or on behalf of law enforcement agencies to support public safety purposes.
- This report does not include the potential tariff impact for imports from the United States completed on or after October 16, 2025. Further updates to project costs due to tariff policy updates will be addressed in future capital variance reports.

Table 1 – Summary of 2025 Budget and Projected Expenditures (\$Ms)

Category	2025 Gross Expenditures (M)	2025 Debt-Funded Expenditures (M)
2025 capital program	\$104.6	\$81.4
Cashflows carried forward from previous years	\$22.1	\$15.0
Total 2025 available funding	\$126.8	\$96.4
2025 projected expenditure	\$103.1	\$80.3
<i>Projected surplus / (deficit)</i>	<i>\$23.7</i>	<i>\$16.2</i>
<i>Spending rate</i>	<i>81.3%</i>	<i>83.2%</i>
<i>Projected carry forward to 2026</i>	<i>\$23.5</i>	<i>\$16.2</i>
<i>Projected returned funding</i>	<i>\$0.1</i>	<i>\$0.0</i>

Note: Due to rounding, numbers presented may not add up precisely.

Summary:

The purpose of this report is to provide the Board with the status of the Service's capital projects as of June 30, 2025. The body of this report includes high-level project descriptions and updates for key projects within the 2025-2034 program. Attachment A provides the detailed 10-year capital program along with the approved adjustments. Attachment B provides the Service's capital variance report as at June 30, 2025 and includes the anticipated spending rates and project health status.

Discussion:

Background

The 2025 capital program is designed to align with the Service's objectives and optimize project performance despite changing circumstances. The Service's primary goal is to ensure capital projects are completed on budget and on schedule. This includes the need to ensure any required changes are identified as quickly and transparently as possible.

As part of its project management framework, the Service tracks project risks and issues to determine the status and health (i.e., Green, Yellow, and Red) 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/functionality), on budget and on schedule and no corrective action is required; spending rate of 70% or more of the budget.
- Yellow – at risk of not meeting certain goals, budget and/or schedule issues, and minimal corrective action is required; spending rate is 50% to 69% of budget.
- Red – high risk of not meeting goals, significant scope, budget and/or schedule issues, and extensive corrective action is required; spending rate is below 50% of budget.

Capital projects fall under the following four main categories:

- Facility projects;
- Information Technology modernization projects;
- Replacement, maintenance, and equipment projects; and
- Lifecycle projects.

Each year as part of the budgeting process, capital projects are re-baselined with updated project planning and cost assumptions, based on changes in scope, schedule, resources or other factors, to ensure cash flows are aligned with requirements.

Relevant Board Policies and Compliance

This report is in compliance with the Board's Budget Transparency Policy, approved on July 29, 2021 (Min. No. P2021-0729-3.0. refers).

Capital Program Variances

Table 2 provides a high-level summary of available funding, projected spending and overall project health for each capital project. The remainder of this report discusses each key capital project in detail. For additional information on these projects, please refer to Attachment B – 2025 Capital Budget Variance Report as at June 30, 2025.

Table 2 – 2025 Capital Budget Variance Report as at June 30, 2025 (\$000s)

Project Name	Carry Forward from previous years	2025 Cash Flow			Variance (Over)/ Under	Spending Rate	Project Health		Overall Project Health	Comments
		Revised Budget	Total Available Funding	Projected Actuals to Year-end			On Budget	On Time		
Facility Projects:										
Long Term Facility Plan - 54 Division; New Station	843.7	133.3	977.1	394.0	583.1	40.3%	Red	Red	Red	Request for pre-qualification for the architectural consultation is expected to begin in 2025 Q3.
Long Term Facility Plan - 41 Division; New Build	757.6	14,579.9	15,337.5	13,806.0	1,531.5	90.0%	Green	Red	Yellow	The second phase occupancy is expected to be delayed to 2027.
Gun Range Remediation Upgrades	0.0	1,700.0	1,700.0	996.0	704.0	58.6%	Yellow	Green	Green	The Service is finalizing arrangements with the vendor before ordering the required materials for the maintenance and repairment of gun ranges.
Communications Center 9th Floor Renovation	0.0	1,023.9	1,023.9	167.0	856.9	16.3%	Red	Red	Red	The furniture study is ongoing. Due to delays in the study progress, the projection will be updated in future variance reports.
Relocation of Wellness Services	75.4	0.0	75.4	75.4	0.0	100.0%	Green	Yellow	Green	The project is expected to be completed in 2025 Q3.
Long Term Facility Plan - Consulting	314.7	0.0	314.7	214.7	100.0	68.2%	Yellow	Red	Yellow	Underspending due to delays to allow additional analysis by the consultant. The project is expected to be completed in 2026 Q1.
Forensic Identification Services (F.I.S.) building HVAC lifecycle	0.0	427.4	427.4	427.4	0.0	100.0%	Green	Green	Green	On time and on budget
Forensic Identification Services (F.I.S.) Facility Replacement - Feasibility Study	0.0	400.0	400.0	400.0	0.0	100.0%	Green	Green	Green	On time and on budget
Information Technology Modernization Projects:										
Next Generation (N.G.) 9-1-1	(154.4)	3,932.0	3,777.6	3,095.0	682.6	81.9%	Green	Red	Yellow	Installation of UPS is revised to be completed in 2028 after the renovation of partial floors of the communications center is completed.
Digital Program (Platform & Transformation)	0.0	2,900.0	2,900.0	1,000.0	1,900.0	34.5%	Red	Red	Red	Underspending due to delays related to vendor and resource availability issues. The project team is actively managing the project timeline and onboarding new hires in
Real Time Operating Centre	0.0	2,500.0	2,500.0	500.0	2,000.0	20.0%	Red	Green	Yellow	The Service is aiming to launch the pilot program in 2025 Q4. The project team will provide further updates in future capital variance reports.
Transforming Corporate Support (H.R.M.S., T.R.M.S.)	1,015.7	220.0	1,235.7	565.0	670.7	45.7%	Red	Green	Yellow	Underspending due to delays in recruiting for a consultant.
A.N.C.O.E. (Global Search)	38.3	0.0	38.3	38.3	(0.0)	100.0%	Green	Green	Green	The project was completed in February 2025.
Body Worn Camera - Phase II	272.3	0.0	272.3	272.3	0.0	100.0%	Green	Green	Green	On time and on budget
Replacements/ Maintenance/ Equipment Projects:										
State-of-Good-Repair - Police	668.7	5,650.0	6,318.7	5,870.2	448.5	92.9%	Green	Green	Green	On time and on budget. Please refer to the body of the
Radio Replacement	100.0	0.0	100.0	100.0	0.0	100.0%	Green	Green	Green	On time and on budget. Please refer to the body of the
Automated Fingerprint Identification System (A.F.I.S.) Replacement	553.5	0.0	553.5	553.5	0.0	100.0%	Green	Green	Green	On time and on budget. Please refer to the body of the report.
New Records Management System (R.M.S.)	11,001.9	3,000.0	14,001.9	11,228.0	2,773.9	80.2%	Green	Green	Green	On time and on budget. Please refer to the body of the report.
Vehicle and Equipment	0.0	12,768.4	12,768.4	12,144.0	624.4	95.1%	Green	Green	Green	On time and on budget. Please refer to the body of the
Mobile Workstations	0.0	9,520.0	9,520.0	8,520.0	1,000.0	89.5%	Green	Green	Green	On time and on budget. Please refer to the body of the
Infrastructure Lifecycle	0.0	13,100.0	13,100.0	12,100.0	1,000.0	92.4%	Green	Green	Green	On time and on budget. Please refer to the body of the
Furniture Lifecycle Replacement	0.0	2,930.0	2,930.0	2,179.4	750.6	74.4%	Green	Green	Green	On time and on budget. Please refer to the body of the
Workstation, Laptop, Printer- Lifecycle plan	0.0	3,779.0	3,779.0	3,779.0	0.0	100.0%	Green	Green	Green	Lifecycle replacement of 3,200 workstations, 2,500 laptops, 2,450 monitors and 1,000 printers conducted every 4 to 7 years. On time and on budget.
Vehicle and Operational Equipment - Net New	399.1	7,015.0	7,414.1	6,500.0	914.1	87.7%	Green	Green	Green	63 additional cars for multi-year hiring and 316 radios to comply with C.S.P.A. On time and on budget.
Information Technology Storage Growth	3.1	750.0	753.1	753.0	0.1	100.0%	Green	Green	Green	On time and on budget
Uninterrupted Power Supply (U.P.S.) Lifecycle Replacement	26.7	950.0	976.7	818.0	158.7	83.7%	Green	Green	Green	On time and on budget
Property & Evidence Warehouse Racking	50.0	950.0	1,000.0	219.0	781.0	21.9%	Red	Green	Yellow	The 2025 work focus is to engage consultants and complete the needs assessment that incorporates all building infrastructure and requirements. The construction timeline and revised budget requirement will be determined based on the needs assessment result.
Small Equipment Replacement - Telephone handsets	0.0	1,734.0	1,734.0	1,679.7	54.3	96.9%	Green	Green	Green	On time and on budget
F.I.F.A. Requirement - Motorcycles	55.2	0.0	55.2	55.2	0.0	100.0%	Green	Green	Green	On time and on budget
Lifecycle Projects:										
Vehicle Replacement	1,330.0	0.0	1,330.0	1,187.3	142.8	89.3%				On time and on budget
I.T.-related Replacements	2,581.2	3,168.0	5,749.2	5,090.7	658.5	88.5%				On time and on budget
Other Equipment	2,199.9	11,508.0	13,707.9	8,370.3	5,337.6	61.1%				Underspending primarily due to Parking Enforcement Unit projects (e.g., Wireless Parking System) which R.F.P. will be revised and re-issued after the Service finalizes the overall strategy. The updated project timeline will be communicated in future variance reports.
Total Capital Expenditures	22,132.8	104,638.8	126,771.6	103,098.4	23,673.3	81.3%				
Funding from Developmental Charges	(993.7)	(7,823.3)	(8,817.1)	(7,453.0)	(1,364.1)	84.5%				
Vehicle & Equipment Reserve	(6,111.2)	(14,486.0)	(20,597.2)	(14,458.3)	(6,138.9)	70.2%				
Other (Provincial and Federal Funding)	0.0	(935.4)	(935.4)	(935.4)	0.0	100.0%				
Debt	15,027.8	81,394.1	96,421.9	80,251.7	16,170.3	83.2%				
Note: Due to rounding, numbers presented may not add up precisely.										

Note: Due to rounding, numbers presented may not add up precisely.

Facility Projects:

The Service is committed to including green components to new builds and existing facilities where possible. The Service has installed Light Emitting Diode (L.E.D.) lighting in various facilities to reduce electricity usage. It is also committed to Toronto's Net Zero by 2040 Initiative. The new 41 Division building and all future new stations will meet Toronto's Green Standards such as climate change mitigation or adaptation, energy or water efficiency, renewable or alternative energy, air quality and green infrastructure.

Long Term Facility Plan – 54 Division; New Station (Red)

In 1994, 54 and 55 Divisions (built in 1951 and 1972 respectively) were identified as priorities for replacement due to the need for more efficient space to accommodate City of Toronto's growth and improved service operations.

- This project was originally initiated to amalgamate 54 and 55 Divisions into one consolidated facility and the former Toronto Transit Commission's Danforth Garage site located at 1627 Danforth Avenue was identified as the recommended site. This option was put on hold due to the increased construction costs and challenges. The Service also explored alternative options but no suitable location for an amalgamated site that met the Service's operational and timeline requirements was identified.
- After reviewing requirements and forecasting growth, the Service determined that maintaining two geographically separate divisions was the best strategy to meet operational needs, enhance service delivery and accommodate future growth. The 2025-2034 capital program reflected the de-amalgamation of 54 and 55 Divisions and the implied funding requirements.
- Under the two-site model, the existing 54 Division (41 Cranfield Road) and 55 Division (101 Coxwell Avenue) sites will be developed using a phased construction approach. During the construction period, Service members will be temporarily relocated to either nearby sites or a viable alternative site. This will allow the operations of both divisions to remain unaffected during the construction period.
- It is anticipated that the request for pre-qualification for the architectural consultation of the new 54 Division station will begin in the 3rd quarter of 2025. Any resulting changes to funding requirements, based on the consultation outcomes, will be reflected in future capital program submissions.
- The overall health status of this project is Red. Of the \$977K available funding in 2025, it is projected that \$394K will be spent by year-end. The remaining \$583K will be carried forward to 2026.

Long Term Facility Plan – 41 Division; New Build (Yellow)

The current 41 Division facility is approximately 60 years old. An assessment of the building indicated several building deficiencies and hence a new building is required.

The phased construction and demolition approach will provide the Service with a new facility on the existing 41 Division site at 2222 Eglinton Avenue East. This is an optimal, easily accessible site with ample area for future expansion. The new division will provide a modern, efficient workspace for the Service, serving the community for decades to come. The new 41 Division will be the first Net Zero Emission building in the Service's asset base and the first of its kind in Ontario. During construction, personnel continue to occupy a portion of the existing building as well as neighbouring divisions, as required, to allow for uninterrupted business operations.

- For Phase 1 (South Building), the move in was completed in the 1st quarter of 2025.
- For Phase 2 (North Building), the demolition of existing structures is expected to be completed by the 3rd quarter of 2025. The Service is currently reviewing the latest cost estimates prepared by the contractors. Based on the latest construction timeline, the expected occupancy is revised from 2026 to 2027. The Service will provide updates on the project timeline and cost requirements in future capital program submissions.
- The overall health status of this project is Yellow. Of the \$15.3M available funding in 2025, it is projected that \$13.8M will be spent by year-end based on the latest construction timeline. The remaining \$1.5M will be carried forward to 2026.

Gun Range Remediation Upgrades (Green)

Due to a backlog in firearms recertification and certification caused by previous delays resulting from the COVID-19 pandemic, and an increased need to test C8 rifles to ensure compliance with the Community Safety and Policing Act, 2019 (C.S.P.A.), the two rifle ranges at 70 Birmingham Street have experienced significant wear and tear. This project aims to remediate both ranges to improve training safety and increase capacity for firearms training and testing in support of C.S.P.A. compliance.

- The removal of lead from the clogged auger system was completed in the 2nd quarter of 2025.
- The contract award to Action Target for the gun ranges' preventative maintenance and repairs was approved by the Board in June 2025 (Min. No. P2025-0612-13 refers). The Service is working with the vendor to finalize all arrangements before ordering the required materials.
- The overall health status of this project is Green. Of the \$1.7M available funding in 2025, it is projected that \$996K will be spent by year-end. The remaining

\$704K is due to delays in finalizing arrangements with the vendor and it will be carried forward to 2026.

Communications Centre 9th Floor Renovation (Red)

This project involves designing and renovating the Communications Centre 9th Floor workspace and installing ergonomic furniture and equipment. The renovation ensures the health, safety and efficiency of dispatchers and call takers who often perform stressful, long shifts. Particularly, the installation of modern and adjustable workstations which support multiple monitors and advanced communication tools will enhance users' situational awareness and streamline operations. The upgrades also create additional capacity to support the anticipated demands of Next Generation (N.G.) 9-1-1.

- A consultant has been engaged to design the floor layout and conduct the furniture feasibility study. The uninterrupted power supply (U.P.S.) feasibility study will follow next. Based on the study results, the projection will be updated in future capital variance reports. The estimated project completion is revised to 2028.
- The overall health status of this project is Red. Of the \$1M available funding in 2025, it is projected that \$167K will be spent by year-end. The remaining \$857K is due to delays in the study progress and it will be carried forward to 2026.

Relocation of Wellness Services (Green)

This project involved renovations required to relocate portions of the Service's Wellness Unit from Toronto Police Headquarters to two additional, more accessible locations: the Toronto Police College in the west end and a 2,709 square foot leased space at 2075 Kennedy Road in the east end. This decentralized delivery model enables members to access wellness services and support from central, east, and west locations. Below are the project milestones for various locations:

- East location: In operation since August 2023.
- West location: Renovation and office furniture installation were completed in December 2024 and the location officially opened in January 2025. Minor deficiencies were mostly addressed in the 2nd quarter of 2025. The project will be officially completed by the 3rd quarter of 2025.
- The overall health status of this project is Green. Of the \$75K available funding in 2025, it is projected that the entire amount will be spent by year-end.

Long-Term Facility Plan – Consulting Services (Yellow)

Some of the Service's buildings range between 35 and 50 years old and need replacement or major renovation to meet current and projected staffing and operational needs. External expertise, i.e., Stantec Architecture Limited, has been hired to provide architectural consulting services and develop a long-term Strategic Building Program to

enhance operational flexibility, improve aging facility infrastructure and optimize resources.

- The consultant has assessed the conditions and locations of existing buildings, and the cost of renovation versus new constructions (and relevant relocation costs). It has explored the best practices with respect to the current building portfolio, office space standards, staffing needs, and the ability to provide policing services in Toronto as a growing city to meet the Service's current and future operational requirements.
- The consultant submitted draft Building Condition Assessment reports and completed strategic interviews of staff at each building.
- The consultant requires additional time to complete data analytical work and is expected to submit the final report by the 1st quarter of 2026.
- The overall health status of this project is Yellow. Of the \$315K available funding in 2025, it is expected that \$215K will be spent by year-end. The remaining \$100K will be carried forward to 2026.

Information Technology Modernization Projects:

In the last decade, the Service has embraced many important developments with respect to information technology in public safety. New technology aims to improve efficiencies that eliminate costly and manual processes, increase accessibility, improve transparency, enhance analysis, augment existing capabilities and add new capabilities. These systems also improve overall information management and expand opportunities for enhanced community engagement, modernize data storage to manage costs (through cost avoidance) and create value-added capabilities to the Service's data storage infrastructure.

Next Generation 9-1-1 (Yellow)

Current 9-1-1 systems are voice-centric and were originally designed for landlines. The Canadian Radio-television and Telecommunications Commission (C.R.T.C.) has instructed Canadian telecommunications service providers to upgrade their infrastructure for N.G. 9-1-1 to an Internet Protocol (I.P.) based platform technology, capable of carrying voice, text and other data components. The system is designed to improve the way people request emergency services and how emergency responders communicate with each other. The system will also provide more accurate location information which will help emergency responders reach people more quickly and efficiently. In March 2025, the C.R.T.C. extended the deadline for meeting N.G. 9-1-1 standards to March 31, 2027.

- The first phase of this project, which included the implementation of the new technology provided by Solacom and the renovation of the training room, was completed in July 2024.

- The second phase of the project was completed on May 22, 2025 with the successful installation of the Emergency Services I.P. Network system, i.e., the N.G. 9-1-1 standards have been met. Particularly, the system is commissioned with an auto text back feature which will enhance the response times for abandoned calls.
- After the completion of the second phase, the renovation of the 7th and 8th floors of the Communications Centre and U.P.S. installation follow. The building permit for renovation has been received and the consultant is finalizing the tender package. Contract award and construction are anticipated to begin in the 3rd quarter of 2025. The U.P.S. installation will begin after the renovation is completed. Based on the latest estimate, the project is expected to be completed in 2028.
- The overall health status of this project is Yellow. Of the \$3.8M available funding in 2025, it is projected that \$3.1M will be spent by year-end. The remaining \$683K will be carried forward to 2026.

Digital Program (Previously named Platform and Transformation) (Red)

This program initially started as smaller projects and pilots, funded through the Service's modernization reserve. Given the project's current pace and maturity, it transitioned into a capital program starting in 2025.

The Digital Program aims to build the skills, technology, and organizational capabilities needed for rapid development of digital solutions. By integrating platform technologies and agile methodology, the program removes barriers like outdated technology and procurement cycles. This shift enhances the flexibility, reliability and customer focus of the Service's Information Technology and Information Management components, enabling better adaptation and continuous improvement and allowing more dependable end products. Additionally, the program aims to use technology to address challenges to community participation, which include policing service access, crime reporting, digital evidence collection and support to victims and survivors of crime.

- In 2025, this program will focus on call diversion and community engagement with the former as the most significant and immediate way to alleviate operational pressures. The areas covered include Online Reporting, Parking Complaints, Video Response, Virtual Assistant (non-emergency line) and Toronto Shield, an information-sharing partnership between executive-level public and private professionals and the Service to promote awareness for emerging and evolving situations within Toronto related to emergency preparedness and security.
- The Video Response pilot project was expanded to 31 Division in the 2nd quarter of 2025, building on the launch at 13 Division from the 1st quarter of 2025. This enhances the Service's call diversion initiatives. Planning is underway on a sustainable operational model and rollout plan.

- The Parking and Theft Online Reporting tool was released in the 2nd quarter of 2025 to the public. This provides enhancements for reporting theft and parking complaints such as the ability for communities to report in multiple languages, and improvements in the user experience through process reform. Work is underway for mischief, damage, graffiti, fraud, and driving complaints in the second half of 2025.
- The biggest project risk is the retention of resources critical to executing the project, and the reliance on internal Subject Matter Experts (S.M.E.s), that are often redeployed based on the Service's operational requirements. The project team is actively managing the project timeline and onboarding new project hires in the 3rd quarter of 2025.
- The overall health status of this project is Red. Of the \$2.9M available funding in 2025, it is projected that \$1M will be spent by year-end. The remaining underspending of \$1.9M is due to vendor delay and resource availability issues, and it will be carried forward to 2026.

Real Time Operations Centre (R.T.O.C.) (Yellow)

The R.T.O.C. is a centralized, 24/7 facility designed to deliver near real-time, actionable intelligence to front-line officers and investigators, enabling immediate and coordinated community safety and wellbeing interventions. It integrates advanced technologies, including video surveillance, social media, transportation systems, records management, data analytics, and geospatial mapping to provide comprehensive real-time situational awareness and decision-making support.

The R.T.O.C. represents a transformative step forward in enhancing public safety and operational efficiency for police and emergency response agencies through the enablement of proactive monitoring of incidents, real-time analysis of trends, and rapid response coordination.

- The Service is aiming to launch the pilot program in the 4th quarter of 2025 which will build on the existing Intelligence Operations Centre structure, expanding its mandate to support the Toronto Police Operation Centre and enhance frontline situational awareness across Toronto. The project team will provide further updates in future capital variance reports.
- The overall health status of this project is Yellow. Of the \$2.5M available funding in 2025, it is projected that \$500K will be spent by year-end. The remaining underspending of \$2M is due to the pilot program starting towards the year-end, and it will be carried forward to 2026.

Transforming Corporate Support (Human Resource Management System and Time Resource Management System) (Yellow)

The project aims to develop more cost-effective, modern and automated processes to administer and report on the Service's people and human resources-related activities, including employee record management, payroll, benefits administration, and time and labour recording.

- The Human Resources Management System (H.R.M.S.) application upgrade and Time Resource Management System (T.R.M.S.) database migration were completed.
- There has been a delay in hiring a resource to review and enhance current talent acquisition practices, with a goal of improving the candidate experience, communication and transparency practices. The review is expected to be completed in 2026.
- The overall health status of this project is Yellow. Of the \$1.2M available funding in 2025, it is projected that \$565K will be spent in 2025. The remaining underspending of \$671K is due to delay in hiring, and it will be carried forward to 2026.

Replacements, Maintenance and Equipment Projects:

Projects in this category are mainly the replacement and maintenance of equipment, and maintenance of facilities. Some projects in this category were historically funded through the Vehicle and Equipment Reserve (Reserve) but are now financed through debt, following an agreement with City staff to address funding shortfalls and alleviate growing pressures on the Reserve.

State of Good Repair (Green)

State of Good Repair (S.O.G.R.) funds are used to maintain the general condition, overall safety and requirements of existing Service buildings.

- The ongoing demand for upkeep at many of the Service's facilities continue at a high volume, particularly in those facilities that have been in the Service's portfolio for several years and require small and large-scale renovations. Some examples of work are Police Dog Services kennel renovation, Mounted Unit renovation, flooring replacements, Marine Unit dock replacement, and replacement of overhead doors and gates.
- This project also includes technology upgrades to optimize service delivery and increase efficiencies (e.g., wireless internet, upgrade to the existing S.A.P. system).

- The overall health status of this project is Green. Of the \$6.3M available funding in 2025, it is projected that \$5.9M will be spent in 2025. The remaining \$449K will be carried forward to 2026.

Radio Lifecycle Replacement (Green)

The Service's Telecommunications Services Unit maintains mobile, portable and desktop radio units which are replaced every 10 years.

- A consultant has been engaged since 2024 to review and identify areas for improvement, efficiencies, technology and savings that can be incorporated into the next lifecycle plan in 2027. The review is expected to be completed in 2025.
- The overall health status of this project is Green. Of the \$100K available funding in 2025, it is projected that the entire amount will be spent by year-end.

Automated Fingerprint Identification System Replacement (Green)

Automated Fingerprint Identification System (A.F.I.S.) is based on a biometric identification methodology that uses digital imaging technology to obtain, store and analyse fingerprint data. A.F.I.S. allows for compatibility with external systems in other agencies such as the Royal Canadian Mounted Police, communicating electronically for real-time identification, fingerprint submissions, searches and criminal record updates. This system is also integrated with other Service systems to provide real-time confirmation of prisoner identity for Booking Officers, and process requests for background clearance, police reference checks and clearance letter services. The current A.F.I.S. is a 2011 model that was first deployed in January 2013 and reached its end of life in December 2020. The system is currently undergoing a lifecycle upgrade from 2021 to 2025.

- The contract award and negotiation with IDEMIA was completed in 2020. The planning, design and factory acceptance phases were completed in 2021, 2023, and 2024 respectively.
- System acceptance testing of critical requirements was completed to support going live with the new system in the 2nd quarter of 2025. The final project phases, i.e., Material Shipment, Implementation-to-Operational and Final Acceptance, are expected to be completed in the 3rd quarter of 2025.
- The project team is continually reviewing the project resources to support and stabilize the new system and validate remaining system requirements.
- The overall health status of this project is Green. Of the \$554K available funding in 2025, it is projected that the entire amount will be spent by year-end.

New Records Management System (Green)

This project is for the replacement of the existing Records Management System (R.M.S.), a core business operating system of the Service. A review of the Service's existing system has highlighted technological weaknesses, as usability and functional gaps continue to create operational challenges and hinder the progression to a digital environment. The new system is expected to improve the ability to make connections between related pieces of information and increase the interaction and openness to the public of the Service's information and processes.

- The contract award was approved in April 2023. The project team officially kicked off the project in February 2024 and completed 5 weeks of training on Niche R.M.S. in March and April 2024 to prepare for the system design and build phase.
- A project website has been launched for the Service's internal audience, providing information and demonstration videos about the system.
- The project team has developed three build iterations representing approximately 60% of process configuration. Progress in the Courts Process Stream has been lower than expected and additional resources have been added to support the team.
- System development is in progress using an incremental build approach and is expected to be completed by the 4th quarter of 2025. The testing phase will follow with training and rollout activities planned to begin in the 4th quarter of 2026.
- The primary project risk is the retention of key resources, particularly internal uniform S.M.E.s that are often redeployed based on the Service's operational requirements. Inconsistent S.M.E. involvement may impact project progress and costs and the project team is actively managing the project timeline.
- The overall health status of this project is Green. Of the \$14M available funding in 2025, it is projected that \$11.2M will be spent by year-end. The remaining underspending of \$2.8M is due to the potential delay of receiving certain contracted services to early 2026, and it will be carried forward to 2026.

Vehicle and Equipment Lifecycle Replacement (Green)

This project is for the lifecycle replacement of the Service's vehicles and the associated equipment for the police vehicles. This includes marked and unmarked cars, support vehicles, bicycles, motorcycles, as well as telecommunication equipment to outfit the vehicles. The Service also prioritizes the procurement of hybrid vehicles which offer increased value in terms of operational efficiency, fuel savings, and carbon reduction.

- The Service is on track to receive all 2025 vehicle orders and complete the equipment installation by the 4th quarter of 2025.

- The overall health status of this project is Green. Of the \$12.8M funding in 2025, it is projected that \$12.1M will be spent by year-end. The remaining \$624K will be carried forward to 2026.

*Please note the 2025 carry forward balance is allocated under the Vehicle and Equipment Reserve for this project.

Mobile Workstations Lifecycle Replacement (Green)

This project is for the lifecycle replacement of the Mobile Work Station (M.W.S.) platform including the M.W.S., the wireless modem and associated peripherals such as docking stations, keyboards and thermal portable printers. The M.W.S. platform is deployed to all the Service's police cars and motorcycles, enabling the officers to connect to the Service's systems through radio signals and use the mobile applications in the field.

- The program rollout is anticipated to be completed by the 4th quarter of 2025.
- The overall health status of this project is Green. Of the \$9.5M debt funding in 2025, it is projected that \$8.5M will be spent by year-end. The remaining \$1M underspending is due to potential change in procurement requirements based on product testing results and will be carried forward to 2026.

*Please note the 2025 carry forward balance is allocated under the Vehicle and Equipment Reserve for this project.

Infrastructure Lifecycle Replacement (Green)

This project is for the lifecycle replacement of the Service's servers, network, and storage which are replaced every six years. In 2024, the Infrastructure team conducted a year-long analysis to re-baseline and ensure comprehensive asset coverage across multiple physical sites and access points.

- The 2025 replacement activity was planned in two phases. Orders were placed for the first phase in the 1st quarter of 2025. Procurement planning for the second phase is underway, and it is expected that all delivery and equipment installation will be completed by the 4th quarter of 2025.
- The overall health status of this project is Green. Of the \$13.1M debt funding in 2025, it is projected that \$12.1M will be spent by year-end. The remaining \$1M underspending is due to a potential change in procurement requirements based on product testing results and will be carried forward to 2026.

*Please note the 2025 carry forward balance is allocated under the Vehicle and Equipment Reserve for this project.

Furniture Lifecycle Replacement (Green)

This project involves the lifecycle replacement of furniture including desks and chairs at various Service locations. Much of the existing furniture is used 24/7 and has reached end of life. The Service monitors the locations where the furniture is nearing or past its lifecycle and efficiently coordinates full replacements as needed. The Service also

prioritizes the use of ergonomic furniture to reduce physical strain, fatigue, and workplace injury risks, supporting employee well-being and performance.

- Furniture orders have been completed for certain locations. For the remaining locations, the costing for furniture is in progress with orders to follow in 2026.
- The overall health status of this project is Green. Of the \$2.9M debt funding in 2025, it is projected that \$2.2M will be spent by year-end. The remaining \$751K underspending will be carried forward to 2026.

*Please note the 2025 carry forward balance is allocated under the Vehicle and Equipment Reserve for this project.

Lifecycle Projects Under Vehicle and Equipment Reserve (Reserve):

Projects listed in this category include the regular replacement of selected information technology equipment, vehicles and other equipment. They are primarily funded from the Reserve which is in turn funded through annual contributions from the Service and Parking Enforcement Unit's (P.E.U.) operating budgets.

Table 3 – Summary of Vehicle and Equipment Lifecycle Projects (\$000s)

Project Name	Carry Forward from previous years	2025 Budget	Available to Spend	Year End Projection	YE Variance (Over)/ Under	Carry Forward to 2026	Return to Reserve
Vehicle Replacement	1,330.0	0.0	1,330.0	1,187.3	142.8	0.0	142.8
I.T.-Related Replacements	2,581.2	3,168.0	5,749.2	5,090.7	658.5	658.5	0.0
Other Equipment	2,199.9	11,508.0	13,707.9	8,370.3	5,337.6	5,337.6	0.0
Total Lifecycle Projects	6,111.2	14,676.0	20,787.2	14,648.3	6,138.9	5,996.1	142.8

Note: Due to rounding, numbers presented may not add up precisely.

As the Service modernizes its systems for data, analytics initiatives and video evidence, it has increasing needs for on-premises storage. While the Service has taken steps to create efficiencies, the amount of equipment that must be replaced continues to increase, putting pressure on the Service's operating budget for contribution to the Reserve. The following measures are implemented to ease part of the pressure:

- In the 2025-2034 Capital Program, six lifecycle replacement projects (including Vehicle and Equipment, Mobile Workstations, Workstation, Laptop and Printer, Infrastructure, Furniture and Small Equipment – Telephone Handsets) were transitioned to be funded primarily through debts from 2025 onward. Please refer to the "Replacements, Maintenance and Equipment Projects" section for details.
- Rationalization efforts are also underway to minimize long-term cost increases through adopting technology innovations (e.g. utilizing cloud technology to store data more efficiently).

Of the \$20.8M available funding in 2025, it is expected that \$14.6M will be spent by year-end. Of the anticipated under-expenditure of \$6.1M, \$6M will be carried forward to 2026 and \$143K will be returned to Reserve.

The projected under-expenditure is primarily due to the P.E.U. projects, i.e., Wireless Parking System, Automated License Plate Recognition Technology and Vehicle Impound Program. The Service is finalizing the overall plan on modernizing and digitizing the P.E.U.'s services and will re-issue the Request for Proposal at a later stage. Updates on project timelines will be provided in future capital variance reports.

Conclusion:

The Service's 2025 gross spending rate is estimated at 81.3%. Of the anticipated under-expenditure of \$23.7M, \$23.5M will be carried forward to 2026 and \$143K will be returned to Reserve.

The Board will continue to be kept apprised of project progress through the quarterly variance report, including any major issues as projects progress, and any proposed capital program changes.

The Interim Chief Administrative Officer, or designate, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

Attachments:

Attachment A – 2025-2034 Capital Program with the approved adjustments
Attachment B – 2025 Capital Budget Variance Report as at June 30, 2025

2025-2034 Capital Program with the approved adjustments (\$000s)																Attachment A	
Project Name	Category	Budget to end of 2024	Carryforward to 2025	2025	2026	2027	2028	2029	2025-2029 Request	2030	2031	2032	2033	2034	Total 2025-2034	Total Project Cost	
Projects in Progress																	
State-of-Good-Repair - Police	Facility Projects		669	5,650	4,400	4,400	4,400	4,400	23,250	4,400	4,400	4,400	4,400	4,400	45,250	45,250	
Long Term Facility Plan - 54 Division; New Station	Facility Projects	1,838	844	133	4,084	19,239	37,374	40,254	101,084	0	0	0	0	0	101,084	102,922	
Long Term Facility Plan - 41 Division; New Build	Facility Projects	58,748	758	14,580	12,247	0	0	0	26,827	0	0	0	0	0	26,827	85,575	
Radio Replacement	Life cycle Replacement Projects	38,151	100	0	0	16,000	5,730	7,380	29,110	5,440	6,174	0	0	0	40,724	78,875	
Automated Fingerprint Identification System (A.F.I.S.) Replacement	Life cycle Replacement Projects	4,285	553	0	0	0	0	1,285	1,285	2,304	0	0	0	0	3,589	7,874	
Next Generation (N.G.) 9-1-1	I.T. Projects	10,351	(154)	3,932	2,300	0	0	0	6,232	0	0	0	0	0	6,232	16,583	
Uninterrupted Power Supply (U.P.S.) Lifecycle Replacement	Life cycle Replacement Projects	1,602	27	950	1,200	1,200	1,200	1,200	5,750	1,400	1,200	0	1,600	1,100	11,050	12,652	
Information Technology Storage Growth	I.T. Projects	2,467	3	750	750	750	750	750	3,750	750	750	750	750	750	7,500	9,967	
New Records Management System (R.M.S.)	I.T. Projects	16,000	11,002	3,000	7,800	3,798	0	0	14,598	0	0	0	0	0	14,598	30,598	
Transforming Corporate Support (H.R.M.S., T.R.M.S.)	I.T. Projects	8,215	1,016	220	0	0	0	0	220	0	0	0	0	0	220	8,435	
Long Term Facility Plan - Consulting	Facility Projects	878	315	0	0	0	0	0	0	0	0	0	0	0	0	878	
Property & Evidence Warehouse Racking	I.T. Projects	80	50	950	0	0	0	0	950	0	0	0	0	0	950	1,030	
Body Worn Camera - Phase II	I.T. Projects	5,887	272	0	0	0	0	0	0	0	0	0	0	0	0	5,887	
Vehicle and Equipment	Life cycle Replacement Projects	0	0	12,768	13,213	13,042	13,055	13,100	65,178	13,534	16,433	16,772	15,678	15,794	143,389	143,389	
Workstation, Laptop, Printer-Lifecycle plan	Life cycle Replacement Projects	0	0	3,779	6,735	5,194	2,044	2,337	20,089	5,193	5,571	4,165	6,191	2,555	43,764	43,764	
Infrastructure Lifecycle	Life cycle Replacement Projects	0	0	13,100	16,200	8,200	14,500	20,600	72,600	26,400	15,000	7,700	13,100	19,100	153,900	153,900	
Mobile Workstations	Life cycle Replacement Projects	0	0	9,520	50	146	180	486	10,382	9,000	6,500	0	55	105	26,042	26,042	
Furniture Lifecycle Replacement	Life cycle Replacement Projects	0	0	2,930	2,050	1,950	1,900	2,000	10,830	1,950	1,750	1,850	1,700	2,000	20,080	20,080	
Small Equipment Replacement - Telephone handsets	Life cycle Replacement Projects	0	0	1,734	1,709	854	586	1,715	6,598	1,483	1,483	725	612	1,641	12,542	12,542	
F.I.F.A. Requirement - Motorcycles	Equipment	600	55	0	0	0	0	0	0	0	0	0	0	0	0	600	
Relocation of Wellness Services	Facility Projects	1,840	75	0	0	0	0	0	0	0	0	0	0	0	0	1,840	
A.N.C.O.E. (Global Search)	I.T. Projects	12,528	38	0	0	0	0	0	0	0	0	0	0	0	0	12,528	
Vehicle and operational equipment - net new	Equipment	11,521	399	7,015	3,026	3,255	3,441	2,984	19,721	0	0	0	0	0	19,721	31,242	
Total, Projects in Progress		174,991	16,022	81,012	75,764	78,028	85,160	98,491	418,454	71,854	59,261	36,362	44,086	47,445	677,462	852,454	
Upcoming Projects																	
Long Term Facility Plan - 13 Division	Facility Projects	0	0	0	0	0	1,285	5,432	6,717	22,478	44,048	47,550	0	0	120,794	120,794	
Long Term Facility Plan - 55 Division; New Station	Facility Projects	0	0	0	0	0	1,128	4,800	5,928	22,715	44,153	47,436	0	0	120,231	120,231	
Real Time Operating Centre	I.T. Projects	0	0	2,500	1,800	1,700	2,000	1,700	9,700	0	0	0	0	0	9,700	9,700	
Gun Range Remediation Upgrades	Facility Projects	0	0	1,700	0	0	0	0	1,700	0	0	0	0	0	1,700	1,700	
Forensic Identification Services (F.I.S.) building H.V.A.C. lifecycle	Facility Projects	0	0	427	2,563	2,563	0	0	5,553	0	0	0	0	0	5,553	5,553	
Digital Program (Platform & Transformation)	I.T. Projects	0	0	2,900	2,900	2,900	0	0	8,700	0	0	0	0	0	8,700	8,700	
Communications Center 9th Floor Renovation	Facility Projects	0	0	1,024	5,901	5,687	0	0	12,612	0	0	0	0	0	12,612	12,612	
Forensic Identification Services (F.I.S.) Facility Replacement - Feasibility Study	Facility Projects	0	0	400	0	0	0	0	400	0	0	0	0	0	400	400	
A.L.P.R. Technology for Parking Enforcement	Equipment	0	0	1,000	4,000	0	0	0	5,000	0	0	0	0	0	5,000	5,000	
Total, Upcoming Projects:		0	0	9,951	17,164	12,849	4,413	11,932	56,310	45,193	88,201	94,986	0	0	284,691	284,691	
Total Gross Debt Funded Capital Projects:		174,991	16,022	90,963	92,928	90,877	89,573	110,423	474,764	117,047	147,462	131,348	44,086	47,445	962,153	1,137,144	
Total, Vehicle and Equipment Lifecycle Replacement Projects		405,608	6,111	13,676	12,773	12,282	11,902	11,117	61,750	19,958	17,710	10,372	15,660	9,722	135,173	540,781	
Total Capital Request		580,599	22,133	104,639	105,701	103,159	101,475	121,539	536,514	137,005	165,172	141,721	59,746	57,168	1,097,326	1,677,925	
Funding Sources:																	
Vehicle and Equipment Reserve		(397,146)	(6,111)	(14,486)	(12,573)	(9,322)	(11,702)	(11,027)	(59,110)	(19,958)	(17,710)	(10,372)	(15,660)	(9,722)	(132,533)	(529,679)	
Other Source of Funding (Federal and Provincial Grants)		(1,860)	0	(935)	0	0	0	0	(935)	0	0	0	0	0	(935)	(2,795)	
Development Charges Funding		(22,905)	(994)	(7,823)	(7,484)	(14,790)	(12,995)	(34,256)	(77,348)	(4,672)	(4,140)	(3,400)	(3,400)	(3,400)	(96,360)	(119,265)	
Net Debt-Funded Projects		158,688	15,028	81,394	85,644	79,047	76,778	76,257	399,120	112,375	143,322	127,948	40,686	44,045	867,497	1,026,186	
Note: Due to rounding, numbers presented may not add up precisely																	

Note: Due to rounding, numbers presented may not add up precisely.

2025 Capital Budget Variance Report as at Jun 30, 2025 (\$000s)																	Attachment B
Project Name	2025 Cashflow					Variance (Over)/ Under	Spending Rate	Return to City/ Reserve	Carry Forward to 2026	Start Date	End Date		Project Health		Overall Project Health	Comments	
	Carry Forward from Previous Years	Revised 2025 Budget	Total Available Funding	Actuals as of Jun 30, 2025	Projected Actuals to Year-end						Planned	Revised	On Budget	On Time			
Facility Projects:																	
Long Term Facility Plan - 54 Division; New Station	843.7	133.3	977.1	0.0	394.0	583.1	40.3%	0.0	583.1	Jan-17	Dec-30	Dec-30	Red	Red	Red	Please refer to the body of the report	
Long Term Facility Plan - 41 Division; New Build	757.6	14,579.9	15,337.5	4,351.7	13,806.0	1,531.5	90.0%	0.0	1,531.5	Jan-18	Dec-26	Dec-27	Green	Red	Yellow	Please refer to the body of the report	
Gun Range Remediation Upgrades	0.0	1,700.0	1,700.0	151.5	996.0	704.0	58.6%	0.0	704.0	Feb-25	ongoing	ongoing	Yellow	Green	Green	Please refer to the body of the report	
Communications Center 9th Floor Renovation	0.0	1,023.9	1,023.9	0.0	167.0	856.9	16.3%	0.0	856.9	Feb-25	Dec-27	Dec-28	Red	Red	Red	Please refer to the body of the report	
Relocation of Wellness Services	75.4	0.0	75.4	(7.8)	75.4	0.0	100.0%	0.0	0.0	Jan-23	Jun-25	Jul-25	Green	Yellow	Green	Please refer to the body of the report	
Long Term Facility Plan - Consulting	314.7	0.0	314.7	0.0	214.7	100.0	68.2%	0.0	100.0	Jan-21	Jun-25	Jan-26	Yellow	Red	Yellow	Please refer to the body of the report	
Forensic Identification Services (F.I.S.) building HVAC lifecycle	0.0	427.4	427.4	0.0	427.4	0.0	100.0%	0.0	0.0	Apr-25	Dec-28	Dec-28	Green	Green	Green		
Forensic Identification Services (F.I.S.) Facility Replacement - Feasibility Study	0.0	400.0	400.0	0.0	400.0	0.0	100.0%	0.0	0.0	Feb-25	Dec-25	Dec-25	Green	Green	Green		
Information Technology Modernization Projects:																	
Next Generation (N.G.) 9-1-1	(154.4)	3,932.0	3,777.6	52.4	3,095.0	682.6	81.9%	0.0	682.6	Jan-19	Sep-26	Dec-28	Green	Red	Yellow	Please refer to the body of the report	
Digital Program (Platform & Transformation)	0.0	2,900.0	2,900.0	62.5	1,000.0	1,900.0	34.5%	0.0	1,900.0	Feb-25	Dec-27	Dec-28	Red	Red	Red	Please refer to the body of the report	
Real Time Operating Centre	0.0	2,500.0	2,500.0	0.0	500.0	2,000.0	20.0%	0.0	2,000.0	Feb-25	Dec-29	Dec-29	Red	Green	Yellow	Please refer to the body of the report	
Transforming Corporate Support (H.R.M.S., T.R.M.S.)	1,015.7	220.0	1,235.7	0.0	565.0	670.7	45.7%	0.0	670.7	Jan-14	Dec-26	Dec-26	Red	Green	Yellow	Please refer to the body of the report	
A.N.C.O.E. (Global Search)	38.3	0.0	38.3	38.3	38.3	(0.0)	100.0%	0.0	0.0	Jan-15	Feb-25	Feb-25	Green	Green	Green		
Body Worn Camera - Phase II	272.3	0.0	272.3	19.0	272.3	0.0	100.0%	0.0	0.0	Jan-17	Dec-25	Dec-25	Green	Green	Green		
Replacements/ Maintenance/ Equipment Projects:																	
State-of-Good-Repair - Police	668.7	5,650.0	6,318.7	1,962.3	5,870.2	448.5	92.9%	0.0	448.5	ongoing	ongoing	ongoing	Green	Green	Green	Please refer to the body of the report	
Radio Replacement	100.0	0.0	100.0	63.9	100.0	0.0	100.0%	0.0	0.0	Jan-16	ongoing	ongoing	Green	Green	Green	Please refer to the body of the report	
Automated Fingerprint Identification System (A.F.I.S.) Replacement	553.5	0.0	553.5	0.0	553.5	0.0	100.0%	0.0	0.0	Jan-19	ongoing	ongoing	Green	Green	Green	Please refer to the body of the report	
New Records Management System (R.M.S.)	11,001.9	3,000.0	14,001.9	2,924.4	11,228.0	2,773.9	80.2%	0.0	2,773.9	Jan-23	Dec-27	Dec-27	Green	Green	Green	Please refer to the body of the report	
Vehicle and Equipment	0.0	12,768.4	12,768.4	9,876.1	12,144.0	624.4	95.1%	0.0	624.4	ongoing	ongoing	ongoing	Green	Green	Green	Please refer to the body of the report	
Mobile Workstations	0.0	9,520.0	9,520.0	6,633.9	8,520.0	1,000.0	89.5%	0.0	1,000.0	ongoing	ongoing	ongoing	Green	Green	Green	Please refer to the body of the report	
Infrastructure Lifecycle	0.0	13,100.0	13,100.0	7,481.5	12,100.0	1,000.0	92.4%	0.0	1,000.0	ongoing	ongoing	ongoing	Green	Green	Green	Please refer to the body of the report	
Furniture Lifecycle Replacement	0.0	2,930.0	2,930.0	781.1	2,179.4	750.6	74.4%	0.0	750.6	ongoing	ongoing	ongoing	Green	Green	Green	Please refer to the body of the report	
Workstation, Laptop, Printer- Lifecycle plan	0.0	3,779.0	3,779.0	1,812.2	3,779.0	0.0	100.0%	0.0	0.0	ongoing	ongoing	ongoing	Green	Green	Green		
Vehicle and Operational Equipment - Net New	399.1	7,015.0	7,414.1	2,904.5	6,500.0	914.1	87.7%	0.0	914.1	Jan-24	Dec-29	Dec-29	Green	Green	Green		
Information Technology Storage Growth	3.1	750.0	753.1	0.0	753.0	0.1	100.0%	0.0	0.1	Jan-23	ongoing	ongoing	Green	Green	Green		
Uninterrupted Power Supply (U.P.S.) Lifecycle Replacement	26.7	950.0	976.7	515.5	818.0	158.7	83.7%	0.0	158.7	Feb-21	ongoing	ongoing	Green	Green	Green		
Property & Evidence Warehouse Racking	50.0	950.0	1,000.0	0.0	219.0	781.0	21.9%	0.0	781.0	Apr-24	Jan-26	Jan-26	Red	Green	Yellow		
Small Equipment Replacement - Telephone handsets	0.0	1,734.0	1,734.0	793.5	1,679.7	54.3	96.9%	0.0	54.3	ongoing	ongoing	ongoing	Green	Green	Green		
F.I.F.A. Requirement - Motorcycles	55.2	0.0	55.2	0.0	55.2	0.0	100.0%	0.0	0.0	Jan-24	Dec-25	Dec-25	Green	Green	Green		
Lifecycle Projects:																	
Vehicle Replacement	1,330.0	0.0	1,330.0	990.0	1,187.3	142.8	89.3%	142.8	0.0								
I.T.-Related Replacements	2,581.2	3,168.0	5,749.2	4,668.2	5,090.7	658.5	88.5%	0.0	658.5								
Other Equipment	2,199.9	11,508.0	13,707.9	3,041.6	8,370.3	5,337.6	61.1%	0.0	5,337.6								
Total Capital Expenditures	22,132.8	104,638.8	126,771.6	49,116.3	103,098.4	23,673.3	81.3%	142.8	23,530.5								
Funding from Developmental Charges	(993.7)	(7,823.3)	(8,817.1)	(7,453.0)	(7,453.0)	(1,364.1)	84.5%	0.0	(1,364.1)								
Funding from Vehicle and Equipment Reserve	(6,111.2)	(14,486.0)	(20,597.2)	(8,509.8)	(14,458.3)	(6,138.9)	70.2%	(142.8)	(5,996.1)								
Other (Provincial and Federal Funding)	0.0	(935.4)	(935.4)	(52.4)	(935.4)	0.0	100.0%	0.0	0.0								
Debt	15,027.8	81,394.1	96,421.9	33,101.1	80,251.7	16,170.3	83.2%	0.0	16,170.3								
Note: Due to rounding, numbers presented may not add up precisely.																	

Note: Due to rounding, numbers presented may not add up precisely.



9.3. 2025 Operating Budget Variance for the Toronto Police Service Parking Enforcement Unit, Period Ending June 30, 2025



PUBLIC REPORT

August 7, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **2025 Operating Budget Variance for the Toronto Police Service Parking Enforcement Unit, Period Ending June 30, 2025**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendations:

This report recommends that the Toronto Police Service Board (Board) forward a copy of this report to the City of Toronto (City) Chief Financial Officer and Treasurer for information and inclusion in the variance reporting to the City's Budget Committee.

Financial Implications:

The following outlines financial implications affecting the Toronto Police Service's (Service) Parking Enforcement Unit (P.E.U.) 2025 operating budget projection.

Q2 Projection: As of June 30, 2025, the P.E.U. is projecting a favourable variance of \$2.5M mainly due to salary savings.

Tariffs: Effective March 4, 2025, certain goods imported into Canada from the United States are subject to a 25% surtax on the value for duty, as outlined in the United States Surtax Order (2025-1). On April 17, 2025, the Ministry of Finance issued the United States Surtax Remission Order (2025) which stated that remissions would be granted for goods imported before October 16, 2025, by or on behalf of law enforcement agencies to support public safety purposes. The 2025 projection does not include the tariff implication that may potentially come into effect beyond October 16, 2025.

Summary

This report provides the Board with an update on the P.E.U.'s 2025 projected year-end variance as of June 30, 2025. The P.E.U. is forecasting total net expenditures of \$56.8M, resulting in a year-end favourable variance of \$2.5M, or 4.2% of the In-Year Budget. Anticipated savings are primarily attributed to lower than budgeted staffing levels and premium pay expenditures during the early part of the year.

Table 1 provides a high-level summary of variances and explanations by feature category, with additional details discussed in the sections that follows.

It should be noted that the methodology for variance reporting has changed in this report. The Service and the P.E.U. are tracking and reporting variance analysis to the In-Year Budget, which is including anticipated adjustments for the 2025 collective agreements in consultation with the City staff.

- The Board approved budget is the financial plan formally authorized by the Board and City Council. It reflects anticipated revenues and expenditures based on the best available information at the time of approval.
- The In-Year Budget reflects revisions made during the fiscal year in response to emerging needs, new information, collective agreement impacts, changes in circumstances such as legislative changes, emergency events, inclusion of grant revenues, or unforeseen operational pressures.

Please note that figures in the tables presented in this report may not sum precisely due to rounding.

Table 1: 2025 Variance by Feature Category (\$Ms)

Category	2025 In-Year Budget*	2025 Projection	Fav / (Unfav)
Salaries	\$36.9	\$34.6	\$2.3
Premium Pay	\$2.1	\$2.2	(\$0.1)
Benefits	\$12.8	\$12.4	\$0.4
Non-Salary	\$5.5	\$5.6	\$0.1
Reserve Contribution	\$4.2	\$4.2	\$0.0
Revenue (e.g. T.T.C., towing recoveries)	(\$2.1)	(\$2.1)	\$0.0
Total	\$59.4	\$56.8	\$2.5

* Note: Budget changes reflect the financial impacts of the 2024 and 2025 collective agreements, as well as In-Year Budget transfers due to essential operational updates.

Discussion

Background

The P.E.U. is managed by the Service; however, the P.E.U.'s operating budget is separate from the Service budget and is maintained in the City's non-program budget. In addition, revenues from the collection of parking tags issued accrue to the City, not the Service.

Relevant Board Policies and Compliance

This report is in compliance with the Board's Budget Transparency Policy, approved on July 29, 2021 (Min. No. P2021-0729-3.0. refers).

Budget Variances

Details regarding variances shown in Table 1 are discussed below.

Table 2 – 2025 Variance by Feature Category (\$Ms)

Category	2025 Budget	2025 Projection	Fav / (Unfav)	Explanation
Salaries	\$36.9	\$34.6	\$2.3	Discussed below.
Premium Pay	\$2.1	\$2.2	(\$0.1)	- Primarily driven by enforcement-related activities, including special events and directed enforcement. - Although Q1 showed favorable trends, ongoing Parking Enforcement Officer (P.E.O.) separations increased reliance on premium pay to maintain service levels.
Benefits	\$12.8	\$12.4	\$0.4	- The P.E.U.'s benefits mirror those of the Service, with costs being applied at year-end as a percentage of the Service's costs. - The projected favourable variance is due to the reduced staffing levels and lower salary-related benefits.
Non-Salary	\$5.5	\$5.6	(\$0.1)	Discussed below.
Reserve Contribution	\$4.2	\$4.2	\$0.0	No variance to report.
Revenue (e.g. T.T.C., towing recoveries)	(\$2.1)	(\$2.1)	\$0.0	Revenues include towing recoveries, reserve draws, and recoveries from the Toronto Transit Commission (T.T.C.) for premium pay tied to parking enforcement during weekend subway closures.
Total	\$59.4	\$56.8	\$2.5	

Salaries

The Q2 variance in salary expenditures is primarily driven by the timing of new hires and ongoing staff separations. Year-to-date, there have been 40 P.E.O. separations, with 20 members transitioning to Special Constable roles, contributing to internal movement and attrition.

To address staffing gaps, 60 new hires were approved for 2025 – 40 initially scheduled for March and 20 for September. The March intake was deferred to July, while the September class has been rescheduled to October and expanded to 40. An additional class of 30 recruits has also been approved for November, reflecting efforts to accelerate hiring and stabilize workforce levels.

Despite these measures, P.E.O. strength remains below the funded complement of 357, due to continued attrition and delays in onboarding. Recruitment efforts are being actively monitored and adjusted to mitigate operational impacts.

Non-Salary

The total non-salary is \$5.5M with a 2025 projection of \$5.6M, resulting in a nominal \$0.1M unfavourable variance. Significant items include fuel, parking enforcement related equipment and supplies, interdepartmental chargebacks, and property maintenance related costs.

The unfavourable variance is due to a newly approved initiative to equip P.E.O.s with Connected Officer Devices, which is further discussed in the Risk and Opportunities section below. The projected cost to implement this initiative is approximately \$0.2M in 2025. This is partially offset by funding initially intended to procure mobile workstations which will no longer be required as well as savings in fuel costs with the removal of the Consumer Carbon Tax.

Potential Risk and Opportunities

Risks

Hiring and Vacancy Pace

The hiring of Special Constables and Cadets by the Service has a significant impact on the P.E.U., given the historical trend of some P.E.O.s transitioning to those roles. While predicting the number of P.E.O.s transitioning to these positions is challenging, the Service continues to monitor actual separations throughout the year and adjusts the P.E.O. hiring plan accordingly. As P.E.O. separations continue due to retirements or promotions to other positions, new P.E.O.s are hired at the lowest 'step' in the salary band, resulting in cost savings.

In the second quarter of 2025, the P.E.O. paid strength fell to 312 compared to the budgeted complement of 357 on average. A hiring class of 40 P.E.O.s were on boarded in July. Additionally, increasing the second class from 20 to 40 in October and adding a third class of 30 in November are scheduled to address the staffing shortfall – in anticipation of future loss of P.E.O.s to other positions within the Service. Reduced

staffing for a significant portion of the year is the primary driver of the P.E.U.'s favourable variance.

Opportunities

Connected Officer Devices

A new initiative has been approved in-year to equip P.E.O.s with Connected Officer Devices. This initiative will be implemented in phases, with a portion of the required devices purchased in 2025 and additional devices to equip the full complement purchased in 2026. The deployment of these devices will allow P.E.O.s to be dispatched to parking calls more quickly and efficiently, as well as modernize the P.E.U.'s communication model going forward, reducing the significant workload on Service Communications Operators and improving service to the public.

Conclusion

As of June 30, 2025, the P.E.U. is projecting a \$2.5M favourable year-end variance.

The Interim Chief Administrative Officer, or designate, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



9.4. 2025 Operating Budget Variance Report for the Toronto Police Service Board, Period Ending June 30, 2025



PUBLIC REPORT

August 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Sandy Murray
Acting Executive Director

Subject: **2025 Operating Budget Variance Report for the Toronto Police Service Board, Period Ending June 30, 2025**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation(s):

This report recommends that the Toronto Police Service Board (Board) receive this report and forward a copy to the City of Toronto (City) Chief Financial Officer and Treasurer for information and inclusion in the variance reporting to the City's Budget Committee.

Financial Implications:

Q2 Projection: As of June 30, 2025, the Board is not projecting any year-end variance on its 2025 Operating Budget.

Summary:

This report provides the Board with an update on the Board's projected year-end variance as at June 30, 2025. The Board is forecasting net expenditures of \$2,543.4K, resulting in no variance on the in-year budget. Anticipated savings in Salaries and Benefits will be offset by lower than projected draws from reserves.

Table 1 provides a high-level summary of variances and explanations by feature category, with additional details discussed in the sections that follows.

It should be noted that the methodology for variance reporting has changed in this report. The Service and the Board are tracking and reporting all variance analysis to the In-Year Budget, which is including anticipated adjustments for the 2025 collective agreements in consultation with the City staff.

- The Board approved budget is the financial plan formally authorized by the Board and City Council. It reflects anticipated revenues and expenditures based on the best available information at the time of approval.

- The in-year budget reflects revisions made during the fiscal year in response to emerging needs, new information, collective agreement impact, changes in circumstances such as legislative changes, emergency events, or unforeseen operational pressures.

Please note that figures in the tables presented in this report may not sum precisely due to rounding.

Table 1: Variance by Feature Category (\$000s)

Category	2025 In-Year Budget *	2025 Projection	Fav / (Unfav)
Salaries & Benefits	\$1,816.6	\$1,646.3	\$170.3
Non-Salary Expenditures	\$1,792.5	\$1,741.1	\$51.4
Draws from Reserves	(\$1,065.7)	(\$844.0)	(\$221.7)
Total	\$2,543.4	\$2,543.4	\$0.0

* Note: Budget changes reflect the financial impacts of the 2024 and 2025 collective agreements, as well as In-Year Budget transfers due to essential operational updates.

Discussion

Relevant Board Policies and Compliance

This report is in compliance with the Board's Budget Transparency Policy, approved on July 29, 2021, under Board Minute P2021-0729-3.0.

Budget Variances

Salaries & Benefits

Year-to-date expenditures for Salaries and Benefits are lower than budgeted, as not all Board staff are at the highest 'step' of their respective salary band, and there are currently two vacant positions. It is anticipated that a vacant Analyst position will be filled in the third quarter of the year, while an executive search will be required to fill the Executive Director and Chief of Staff position, which became vacant as of July. Additional savings are anticipated due to the current Board Chair also holding the position of City Councillor, making them ineligible to receive the Chair's regular salary. Due to these factors, a favourable variance of \$170,300 is expected at year-end.

These projected savings are expected to be fully offset by lower than budgeted draws from reserves.

Non-Salary Expenditures/Draws from Reserves

The majority of the costs in this category are for arbitrations/grievances and City charge backs for legal services.

The Toronto Police Service 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 address this uncertainty and ensure adequate financial resources are available to respond to these matters when they arise, the 2025 Operating Budget includes a \$424,800 contribution to a Reserve for costs associated with the provision of legal advice and representation. 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 ultimately has funds available in the Reserve, upon which to draw, to fund these variable expenditures.

In case of a favourable operating variance at year-end, the Board may choose to draw less than the budgeted amount from the reserves in order to preserve the reserves' balances.

Potential Risk and Opportunities

Additional in-year budget pressures have been identified due to the Service's Chief Administrative Officer (C.A.O.) position and the Board's Executive Director and Chief of Staff position recently becoming vacant. The Board is in the process of securing an outside professional firm to assist with executive search services to fill these positions. Executive search services to fill the C.A.O. position are estimated to be \$48.6K, while

additional estimates to fill the Executive Director and Chief of Staff position will be included in the third quarter variance.

Every effort will be made to absorb the costs associated with these processes within the 2025 Operating Budget, however, as these executive selection processes do not occur regularly, the associated funds are not 'built in' to the Board Office's annual budget and therefore create a potential budget pressure. This pressure will partially offset the anticipated savings for Salaries and Benefits.

Conclusion:

As of June 30, 2025, no variance is being projected by the end of 2025. Favourable variances in salaries & benefits will be offset by reducing draws from reserves, which will help maintain reserve balances, as well as potential budget pressures from the C.A.O. and Executive Director executive searches.

Respectfully submitted,

Sandy Murray
Acting Executive Director and Chief of Staff



10. Semi-Annual Report: Toronto Police Service Board Special Fund Unaudited Statement: January to June 2025



PUBLIC REPORT

August 05, 2025

To: Chair and Members
Toronto Police Services Board

From: Sandy Murray
Acting Executive Director

**Subject: Semi-Annual Report: Toronto Police Service Board
Special Fund Unaudited Statement: January to June
2025**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Summary:

The Toronto Police Service Board (Board) remains committed to promoting transparency and accountability in the area of finance. As required by the Board's Special Fund Policy (Board Minute #P2022-0502-8.0), expenditures for the Special Fund shall be reported to the Board on a semi-annual basis. This semi-annual report is provided in accordance with such directive.

As of June 30, 2025, the balance of the Special Fund was \$527,672, representing a net decrease of \$11,586 against the December 31, 2024, fund balance of \$539,258.

Discussion:

Enclosed is the unaudited statement of receipts and disbursements with respect to the Board's Special Fund for the period January 01 to June 30, 2025.

As of June 30, 2025, the balance of the Special Fund was \$527,672. During the first half of the year, the Special Fund recorded receipts of \$229,235 and disbursements of \$240,821. There has been a net decrease of \$11,586 against the December 31, 2024, fund balance of \$539,258.

Auction proceeds have been estimated for the months of April, May and June 2025, as the actual deposits have not yet been made.

Toronto Police Service Board

40 College Street, Toronto, Ontario M5G 2J3 | Phone: 416-808-8080 Fax: 416-808-8082 | www.tpsb.ca

For the first half of 2025, the Board approved and disbursed the following sponsorships:

Sponsorship	Total Amount (\$)
Asian Heritage Month	2,800
Auxiliary Graduation Ceremonies	3,200
Black History Month	3,000
Board & Chief's Pride Reception	2,600
Canadian Jewish Heritage Month and Hanukkah Celebrations	2,800
Caribbean Carnival Kick-off Event & Float	5,000
Community Consultative Groups	29,000
Community-Police Consultative Conference	6,000
Day of Pink	400
International Francophone Day	2,000
Islamic Heritage Month	2,800
LGBTQ2S+ Youth Justice Bursary Award	2,000
National Indigenous Peoples Day	4,600
National Victims of Crime Awareness Week	1,000
Police Officer Excellence Awards	15,000
Pride Month Celebrations	2,300
Torch Run / Special Olympics	2,500
Toronto Crime Stoppers / Annual Chief of Police Dinner	6,500
United Way Campaign	5,000
Victim Services Toronto	25,000
Volunteer Appreciation Event	5,955
Youth in Policing Initiative Luncheons (Y.I.P.I)	6,000

In addition, the Board approved and disbursed the following:

Disbursed Funds	Total Amount (\$)
Canadian Association of Police Governance (C.A.P.G)	5,000
Ontario Association of Police Services Board (O.A.P.S.B.)	5,000
Recognition of Service Members	86,905
Toronto Police Amateur Athletic Association	5,200
Recognition of Community Members	2,198
Donations / Flowers in Memoriam	387

Conclusion:

It is, therefore, recommended that the Board receive the report on the Toronto Police Service Board's Special Fund unaudited statement for the period of January to June 2025.

Recommendation(s):

It is recommended that the Board receive the report on the Toronto Police Service Board's Special Fund un-audited statement for the period of January to June 2025.

Financial Implications:

There are no financial implications arising from the recommendation(s) contained in this report.

Respectfully submitted,

Sandy Murray
Acting Executive
Director

*copy with original signature on file at Board Office

Attachment(s):

2025 1H Special Fund Results with Initial Projection

Appendix A

The Toronto Police Services Board Special Fund 2025 First Half Year Result with Initial Projections

Particulars	Initial Projection 2025	January 01 to June 30, 2025	Year-to-date 2025	January 01 to December 31, 2024
Balance Forward	539,258	539,258	539,258	460,062
Revenue				
Proceeds from Auctions	246,000	82,530	82,530	404,967
Less Overhead Cost	(123,000)	(42,089)	(42,089)	(194,404)
Unclaimed Money	181,000	178,845	178,845	180,797
Less Return of Unclaimed Money	(14,480)	(140)	(140)	(718)
Interest	24,000	10,088	10,088	29,859
Others	890		-	893
Total Revenue	314,410	229,235	229,235	421,393
Balance Forward Before Expenses	853,668	768,493	768,493	881,455
Disbursements				
Police Community Sponsorships - Toronto Police Services				
Community Partnerships and Engagement Unit Events	48,000	48,000	48,000	50,000
Community Consultative Groups	29,000	29,000	29,000	29,000
Volunteer Appreciation Events	9,000	5,955	5,955	8,936
Youth in Policing Initiative (Y.I.P.I.)	6,000	6,000	6,000	6,000
Canada Beyond the Blue Gala	5,000	-	-	5,000
Wellness Day	4,000	-	-	4,000
Police Community Sponsorships - Community				
Victim Services Toronto	25,000	25,000	25,000	30,000
Chief of Police Fundraising Gala / Victim Services Toronto	7,000	-	-	
Police Officer Excellence Awards	15,000	15,000	15,000	15,000
Association of Black Law Enforcers (ABLE)	8,500	-	-	8,500
Toronto Crime Stoppers	6,500	6,500	6,500	5,000
Toronto Police Cricket Club	5,000	-	-	5,000
South Asian International Support Network	600	-	-	560
Funds Returned on Sponsorships				
Auxiliary Appreciation Event	-		-	(808)
Black History Month	-		-	(546)
Board & Chief's Pride Reception	-		-	(150)
Canadian Jewish Heritage Month and Hanukkah Celebrations	-		-	(1,978)
Community Consultative Groups	-		-	(8,604)
Community Police Consultative Conference	-		-	(898)
Day of Pink	-		-	(126)
Islamic Heritage Month	-		-	(1,199)
International Francophone Day	-		-	(1,707)
National Victims Crime Awareness Month	-		-	(41)
Pride Month Celebrations	-		-	(487)
Toronto Caribbean Carnival	-		-	(906)
United Way	-		-	(280)
Toronto Police Amateur Athletic Association Assistance	32,000	5,200	5,200	25,000
Recognition of Service Members				
Awards	110,000	86,905	86,905	91,799
Catering	40,000	-	-	29,359
Recognition of Community Members				
Awards	6,000	2,198	2,198	1,857
Catering	1,000		-	487
Recognition of Board Members and Staff				
Awards	1,000	-	-	-
Catering	2,000	-	-	-
Conferences				
Canadian Association of Police Governance (C.A.P.G)	5,000	5,000	5,000	5,000
Ontario Association of Police Services Board (O.A.P.S.B.)	5,000	5,000	5,000	5,000
Toronto Police Services Board (T.P.S.B.) and Toronto Police Association (T.P.A.) Retirement Dinner	10,000	-	-	20,000
Donations/Flowers in Memoriam	1,000	387	387	1,011
Report on Specified Auditing Procedures	13,000	-	-	12,212
Other Expenses				
Bank Service Charges	1,200	676	676	1,206
Total Disbursements	395,800	240,821	240,821	342,197
Special Fund Balance	457,868	527,672	527,672	539,258



11. Establishment of 2026 Budget Committee



PUBLIC REPORT

July 31, 2025

To: Chair and Members
Toronto Police Service Board

From: Sandy Murray
Interim Executive Director

Subject: Establishment of 2026 Budget Committee

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendation(s):

This report recommends that:

1. The Toronto Police Service Board designate Chair Shelley Carroll, and two additional Board Members, to be selected by the Board, as members of the 2026 Budget Committee;
2. The Board forward a copy of this report to the City Manager, and to the Deputy City Manager and Chief Financial Officer (CFO).

Financial Implications:

There are no financial implications arising from the recommendation(s) contained in this report.

Summary:

The purpose of this report is to establish the 2026 Budget Committee that will assist in the development of the Toronto Police Service's 2026 capital, operating, and Parking Enforcement Unit's budget requests as well as the Board's 2026 operating budget request. The Budget Committee will also solicit public input in the form of deputations from community members,

Discussion:

Background

Relevant Board Policies and Compliance

This report is in alignment and compliance with the Board's Budget Transparency Policy.

Committee Membership and Meeting Information

It is proposed that the Budget Committee be chaired by the Board's Chair. Two additional Board Members to be selected by the Board will serve as members. All Board Members are encouraged and welcome to attend and participate in the Budget Committee's meetings; however, only Budget Committee Members will be able to vote.

The Budget Committee is established to review and make recommendations to the Board on the Toronto Police Service's capital, operating, and Parking Enforcement Unit's budget requests, as well as the Board's budget request. As part of this mandate, the Budget Committee will hear deputations on behalf of the Board during the 2026 budget process. Budget Committee members may also, from time to time, receive informal or preliminary reviews of budget matters for discussion purposes. These discussions are intended to assist the Budget Committee in fulfilling its role, and to inform the Board, without constituting separate or additional decision-making processes.

The Budget Committee's meetings will be convened in public, in accordance with the Board's Procedural Bylaw. As with all public Board meetings, members of the public will have an opportunity to participate through the established deputation process. The Board will ensure that there will be other opportunities for public input into the budget process, with exact details to be determined.

Equity Analysis

Ensuring that the 2026 budget process embraces transparency will increase accessibility for Torontonians, who will be able to participate and engage more deeply, and be better educated on the budget development process. In addition, community members will have other opportunities to provide their input throughout the process.

Conclusion:

It is, therefore, recommended that:

1. The Board designate Chair Shelley Carroll, and two additional Board Members to be selected by the Board as members of the Budget Committee; and
2. The Board forward a copy of this report to the City Manager, and to the Deputy City Manager and Chief Financial Officer (CFO).

Respectfully submitted,

Sandy Murray
Interim Executive Director

Contact

Danielle Dowdy
Senior Advisor, Strategic Policy and Stakeholder Relations
Email: Danielle.Dowdy@tpsb.ca



12. Chief's Administrative Investigation Reports



12.1. Chief Administrative Investigation of the Custody Injury of Complainant 2024.11



PUBLIC REPORT

July 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Custody
Injury of Complainant 2024.11

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the designated officials was not in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.) 2019
- Toronto Police Service (T.P.S.) Procedures

S.I.U. Investigative Conclusion

On September 18, 2024, the S.I.U. concluded its investigation and issued a news release detailing its investigation and the charge laid against Toronto Police Constable James Richmond (11065).

The news release states:

“S.I.U. Charges Toronto Police Officer with Assault Causing Bodily Harm.”

Case Number: 24-TCI-090

Mississauga, ON (18 September, 2024)

The Director of the Special Investigations Unit, Joseph Martino, has reasonable grounds to believe a Toronto Police Service officer committed a criminal offence in relation to the serious injury of a 53-year-old man in February 2024.

As a result of the S.I.U. investigation, Cst James Richmond is charged with one count of assault causing bodily harm, contrary to section 267(b) of the Criminal Code.

Cst Richmond is required to appear before the Ontario Court of Justice at 10 Armoury Street in Toronto on November 4, 2024, at 2 p.m.

As the matter is before the courts, and in consideration of the fair trial interests of the accused, the S.I.U. will not provide further comment on the investigation.

The S.I.U. is an independent government agency that investigates the conduct of officials (police officers as well as special constables with the Niagara Parks Commission and peace officers with the Legislative Protective Service) that may have resulted in death, serious injury, sexual assault and/or the discharge of a firearm at a person. All investigations are conducted by S.I.U. investigators who are civilians. Under the Special Investigations Unit Act, the Director of the S.I.U. must

- *consider whether the official has committed a criminal offence in connection with the incident under investigation*
- *depending on the evidence, cause a criminal charge to be laid against the official where grounds exist for doing so, or close the file without any charges being laid*
- *publicly report the results of its investigations.”*

The link to the media release detailing the charges laid can be found via the following link:

[Special Investigations Unit -- News Release](#)

Summary of the Toronto Police Service’s Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. Procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 06-04 (Persons In Crisis);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-17 (In-Car Camera System), and;
- Procedure 15-20 (Body-Worn Camera)

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act, 2019
- Ontario Regulation 268/10

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.’s policies and procedures associated with this custody injury were lawful, in keeping with current

legislation, and written in a manner which provided adequate and appropriate guidance to T.P.S. members. None of the examined policies and procedures required modification.

An internal investigation conducted by P.R.S. substantiated that Constable Richmond failed to comply with Procedure 15-01 (Incident Response (Use of Force/De-Escalation)).

On June 3, 2025, P.R.S. received information from the Ontario Court of Justice – Toronto advising that the criminal charges against Constable Richmond were withdrawn because there was no reasonable prospect of conviction.

On July 17, 2025, Constable Richmond appeared before the Tribunal and the misconduct charges were withdrawn. A penalty at the unit level was administered.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



12.2. Chief's Administrative Investigation into the Vehicle Injury of Complainant 2024.54



PUBLIC REPORT

July 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Chief's Administrative Investigation into the Vehicle Injury of Complainant 2024.54**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards - Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) and Traffic Services (T.S.V.) investigation determined the conduct of the designated subject official was not in compliance with applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.) 2019
- Toronto Police Service (T.P.S.) Procedures

S.I.U. Terminology

Complainants – Refers to the Affected Persons

SO – Subject Official

WO – Witness Official(s)

CW – Civilian Witness(es)

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated April 23, 2025, Director Joseph Martino of the S.I.U. advised, *"The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official."*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TVI-317, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TVI-317](#)

S.I.U. Incident Narrative

"The evidence collected by the SIU, including interviews with the Complainant and police witnesses, and video footage that captured the incident in part, gives rise to the following scenario. As was his legal right, the SO chose not to interview with the SIU or authorize the release of his notes.

The Complainant was operating a blue ATV in the area of Jane Street and Sheppard Avenue West in the evening of July 22, 2024. The CW rode with the Complainant as a passenger in the back seat. Turning to travel south on Laura Road from westbound Stanley Road, the Complainant was about 25 to 30 metres north of Sheppard Avenue West when the rear of the ATV was struck by a police cruiser.

The cruiser was being operated by the SO. WO #1 was his front seat passenger. The officers had been patrolling the area looking for a blue ATV following reports of a shooting earlier that day. Information had been broadcast suggesting the blue ATV was connected with that shooting, as well as a shooting from a few weeks prior. The officers located the Complainant's blue ATV travelling west on Stanley Road and the SO accelerated to catch up, turning left onto Laura Road after the vehicle. At the point of impact with the ATV, the front end of the cruiser climbed atop, and became fixed to, the rear of the ATV. The vehicles came to a stop on Laura Street just into the Sheppard Avenue West intersection.

The CW was knocked off the ATV in the collision and was fortunate to escape serious injury. The Complainant's left leg was pinned to the ATV by the cruiser. He was extricated by fire services, taken to hospital, and diagnosed with nerve damage in the leg."

S.I.U. Analysis and Director's Decision

"On July 22, 2024, the Complainant was seriously injured in Toronto when the vehicle he was operating was struck by a TPS cruiser. The SIU initiated an investigation naming the driver of the cruiser – the SO – the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the collision.

The offence that arises for consideration is dangerous driving causing bodily harm contrary to section 320.13(2) of the Criminal Code. As an offence of penal negligence, a simple want of care will not suffice to give rise to liability. Rather, the offence is predicated, in part, on conduct that amounts to a marked departure from the level of care that a reasonable person would have observed in the circumstances. In the instant case, the issue is whether there was a want of care in the manner in which the SO operated his vehicle, sufficiently egregious to attract criminal sanction, that caused or contributed to the collision. In my view, there was not.

Given the information at his disposal, the SO was within his rights in attempting to stop the ATV for investigation of its possible link to firearm discharges.

With respect to the manner in which the SO operated his cruiser, the evidence falls short of reasonably establishing it transgressed the limits of care prescribed by the criminal law. There are aspects of the SO's driving that are subject to legitimate scrutiny. His top speed – about 112 km/h – south on Laura Road was well above the 40 km/h speed limit. The danger inherent in that type of speed was exacerbated by the low lighting conditions at the time, the residential nature of the neighbourhood and the officer's failure to activate his emergency lights or siren. Additional aggravating factors included the SO driving through the four-way stop sign on Stanley Road at Laura Road without stopping, and the fact that he was pursuing motorists on a vehicle that left them particularly vulnerable – an ATV.⁵ On the other side of the ledger, the SO's speeds were

relatively short-lived, did not directly imperil third-party motorists, and were made necessary in some measure by the officer's legitimate effort to catch up to the ATV. Moreover, it is important to note that the SO's driving would have been motivated by a pressing public interest, namely, the investigation of a vehicle and its occupants for their possible association with shootings. Lastly, the evidence indicates that the Complainant might well have drifted to the left into the path of the cruiser as the police vehicle closed the gap and was pulling up beside it. This does not relieve the officer of his share of the responsibility for the collision that occurred, but it does suggest the incident was not entirely of his own doing.

In the final analysis, when the SO's indiscretions are weighed in the balance with the extenuating considerations, I am unable to reasonably conclude with any confidence that the officer's driving amounted to a marked departure from a reasonable level of care in the circumstances.

For the foregoing reasons, there is no basis for proceeding with criminal charges in this case."

"Endnotes

5) There is no evidence to suggest the SO was aware how young the Complainant and the CW were, 13 and 12-years-old, respectively."

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison and T.S.V. conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the vehicle injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison and T.S.V. investigation reviewed the following T.P.S. procedures.

- Procedure 01-01 (Arrest);
- Procedure 01-03 (Persons in Custody);
- Procedure 07-01 (Transportation Collisions);
- Procedure 07-05 (Service Vehicle Collisions);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-10 (Suspect Apprehension Pursuit);
- Procedure 15-11 (Use of Service Vehicles);
- Procedure 15-17 (In-Car Camera System); and,

Procedure 15-20 (Body-Worn Camera). The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act (S.I.U.A.), 2019;

Conclusion:

The P.R.S. – S.I.U. Liaison and T.S.V. investigation determined that the T.P.S. policies and procedures associated with this vehicle injury were 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.

The P.R.S. – S.I.U. Liaison investigation determined that the conduct of the involved witness officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. procedure.

The P.R.S. – S.I.U. Liaison and T.S.V. investigation determined that the conduct of the designated subject official was not in compliance with Procedures 07-05 (Service Vehicle Collisions), 15-10 (Suspect Apprehension Pursuit) and 15-17 (In-Car Camera System).

The existence of the Body-Worn Camera (B.W.C.) footage of the interaction was an essential piece of evidence that assisted both the S.I.U.'s investigation and this administrative investigation.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



12.3. Chief Administrative Investigation of the Custody Injury of Complainant 2024.66



PUBLIC REPORT

July 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Custody
Injury of Complainant 2024.66

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the designated subject official was not in compliance with applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.) 2019
- Toronto Police Service (T.P.S.) Procedures

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official(s)

WO – Witness Official(s)

CW – Civilian Witness(es)

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated December 20, 2024, Director Joseph Martino of the S.I.U. advised, *"The file has been closed, and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official."*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TCI-354, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TCI-354](#)

S.I.U. Incident Narrative

"The evidence collected by the SIU, including interviews with the Complainant and one of the arresting officers (WO #1), and video footage that captured the incident in part, gives rise to the following scenario. As was his legal right, the SO chose not to interview with the SIU or authorize the release of his notes.

In the morning of August 24, 2024, TPS received a call from a citizen reporting the theft of his flatbed truck. The citizen had tracked his truck to the parking lot on Worcester Road, Toronto, where he observed watercrafts being offloaded from the vehicle. He also reported an SUV in proximity to the truck, which was possibly involved in its theft.

In separate cruisers, the SO and WO #1 arrived on scene. As WO #1 turned onto the parking lot from Worcester Road, the SUV travelled west in his direction, passed the cruiser and turned northbound onto the roadway. The SO followed the SUV and bumped its rear with the front of his cruiser. The SUV continued northward.

A short distance away, as the roadway ended in a cul-de-sac, the SO struck the SUV again. The SUV spun and the SO struck it again, this time on the passenger side. The vehicles came to a stop. WO #1 arrived at about this time and positioned his cruiser with its front end in contact with the SUV's front end.

The SO and WO #1 took hold of the SUV driver – the Complainant – and forced him to the ground. The Complainant was handcuffed and taken into custody.

The Complainant was transported to hospital after his arrest and diagnosed with a broken nose.”

S.I.U. Analysis and Director's Decision

“The Complainant was seriously injured at or around the time of his arrest by TPS officers on August 24, 2024. The SIU was notified of the incident and initiated an investigation naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's arrest and injury.

One of the offence that arises for consideration is dangerous driving causing bodily harm contrary to section 320.13(2) of the Criminal Code. As an offence of penal negligence, a simple want of care will not suffice to give rise to liability. Rather, the offence is predicated, in part, on conduct that amounts to a marked departure from the level of care that a reasonable person would have observed in the circumstances. In the instant case, the issue is whether there was a want of care in the manner in which the SO operated his vehicle, sufficiently egregious to attract criminal sanction, that caused or contributed to the Complainant's injury. In my view, there was not.

The SO was engaged in the execution of his lawful duties when he pursued the SUV to stop it. Given what he knew of what was happening around the stolen truck, and the SUV's apparent connection to those events, the officer had cause to believe that the SUV driver – the Complainant – was implicated in illegal activity.

With respect to the SO's driving, the evidence does not reasonably establish that the officer failed to comport himself with due care and attention to public safety. The use of a cruiser to intentionally strike another vehicle is always a risky proposition, but, in the circumstances of this case, it was a calculated one. The locale was an industrial one with no traffic on the road and the involved vehicles were travelling at relatively modest speeds at the time. On this record, I am unable to reasonably conclude that the SO transgressed the limits of care prescribed by the criminal law when he struck the SUV.

The force used by the SO and WO #1 after the collision is also subject to legitimate scrutiny under section 25(1) of the Criminal Code. Under the section, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

For the reasons previously stated, I am satisfied that the Complainant was subject to arrest in relation to the apparent theft of the truck and watercrafts.

I am also satisfied that the evidence falls short of any reasonable suggestion that the police used excessive force in arresting the Complainant. It is alleged that the Complainant was forcefully grounded by the officers by the side of the SUV despite his having raised his hands in surrender as they approached. It is further alleged that the Complainant was subsequently kicked about 12 times before he was handcuffed and lifted to his feet. If true, this account amounts to an unlawful assault by the officers. That said, this evidence is not entirely reliable. For example, in evidence contested by another witness, the source of the allegation tried to distance himself from the illicit activity occurring in the parking lot. The allegation is also contested by WO #1. According to the officer, the Complainant was grounded in a controlled fashion and no strikes of any kind were delivered by the officers. As for the available video footage of the incident, only one punch was captured, delivered by the SO as he was handcuffing the Complainant. The grounding described by WO #1 and the single punch would not appear a disproportionate use of force given the Complainant's apparent flight from police and what the officers would reasonably have expected by way of his continued resistance to arrest once his SUV was stopped. In the final analysis, as there is no reason to believe that the more incriminating rendition of events is any likelier to be closer to the truth than WO #1's evidence, and some reason to doubt it, the evidence in its totality is insufficiently cogent to warrant being put to the test by a court.

For the foregoing reasons, whether the Complainant's injury was incurred in the collision with the SO's cruiser or during his arrest outside the SUV, there is no basis for proceeding with criminal charges in this case. The file is closed."

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);

- Procedure 01-03 (Persons in Custody);
- Procedure 07-05 (Service Vehicle Collisions);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-10 (Suspect Apprehension Pursuit);
- Procedure 15-17 (In-Car Camera System); and
- Procedure 15-20 (Body-Worn Camera)

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act, 2019

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to T.P.S. members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison investigation determined that the conduct of the designated subject official was not in compliance with Procedures 15-10 (Suspect Apprehension Pursuit), 15-17 (In-Car Camera System) and 15-20 (Body-Worn Camera).

Further investigation into the allegations of misconduct substantiated that the officer failed to comply with Procedures 15-10 (Suspect Apprehension Pursuit). The penalty was adjudicated at the unit level.

The P.R.S. – S.I.U. Liaison investigation determined the conduct of the involved witness officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. procedures.

The existence of Body-Worn Camera (B.W.C.) and In-car Camera System (I.C.C.S.) footage of the interaction were essential pieces of evidence that assisted both the S.I.U.'s investigation and this administrative investigation.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



12.4. Chief Administrative Investigation of the Vehicle Injury of Complainant 2024.82



PUBLIC REPORT

July 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Chief's Administrative Investigation into the Vehicle Injury of Complainant 2024.82**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) and Traffic Services (T.S.V.) investigation determined the conduct of the designated official was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.) 2019
- Toronto Police Service (T.P.S.) Procedures

S.I.U. Terminology

Complainants – Refers to the Affected Persons

SO – Subject Official

WO – Witness Official(s)

CW – Civilian Witness(es)

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated March 26, 2025, Director Joseph Martino of the S.I.U. advised, *"The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official."*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TVI-507, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TVI-507](#)

S.I.U. Incident Narrative

"The material events in question are clear on the evidence collected by the SIU and may briefly be summarized.

In the evening of November 25, 2024, the SO was stopped on the driveway of 451 Brimley Road, facing west towards the roadway, performing speed enforcement. With him in the passenger seat of their marked cruiser was his coach officer, the WO. At about 10:30 p.m., the SO clocked a northbound vehicle - a Honda CRV - travelling at 96 km/h using his laser speed measuring device. The speed limit in the area was 50 km/h. The officer activated his emergency lights and entered onto the northbound lanes of Brimley Road intending to pull the Honda over for a speeding infraction. As the SO

started to accelerate northbound, his vehicle's ALPR indicated that the Honda had been reported stolen

The Honda contained five occupants. It continued to travel north at speed, failing to stop for the cruiser behind it, and crossed the roadway's intersection with Danforth Road (about 400 metres north of 451 Brimley Road) on a red light. Approximately 200 metres further north, the Honda entered the Eglinton Avenue East intersection on a red light and struck an Audi. The Audi had just made a right turn onto Brimley Road from westbound Eglinton Avenue East.

The Honda continued northward after the collision and stopped after striking a vacant bus shelter on the east side of Brimley Road. The Audi was sent spinning into the southbound lanes of Brimley Road, where it came to rest.

Shortly after the Honda had disregarded the red light at Danforth Road, the SO slowed, pulled to the side and stopped about 20 metres south of Boyce Road, south of Eglinton Avenue East.

The driver of the Audi – Complainant #4 – suffered torn shoulder ligaments in the collision and an injured appendix, which had to be removed. From the Honda, Complainant #1 suffered a concussion, Complainant #2 sustained a brain bleed and had her spleen removed, and Complainant #3 broke her spine.”

S.I.U. Analysis and Director's Decision

“On November 26, 2024, the TPS notified the SIU of a motor vehicle collision the day before, in which at least one person had been seriously injured, that occurred shortly after a TPS officer had attempted to pull over one of the vehicles involved in the crash. The SIU initiated an investigation naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the collision.

The offence that arises for consideration is dangerous driving causing bodily harm contrary to section 320.13(2) of the Criminal Code. As an offence of penal negligence, a simple want of care will not suffice to give rise to liability. Rather, the offence is predicated, in part, on conduct that amounts to a marked departure from the level of care that a reasonable person would have observed in the circumstances. In the instant case, the issue is whether there was a want of care in the manner in which the SO operated his vehicle, sufficiently egregious to attract criminal sanction that caused or contributed to the collision. In my view, there was not.

The SO was within his rights in attempting to stop the Honda for a traffic infraction. He had measured its speed at almost twice the legal limit. Moreover, he had cause to initiate a pursuit of the Honda when shortly after entering onto the roadway to stop it, his ALPR detected that the vehicle was stolen.

I am also satisfied that the SO comported himself with due regard for public safety. He activated his emergency lights and accelerated past the legal limit, as one would expect as the officer attempted to catch up, but quickly discontinued pursuit after the Honda sped through a red light at Danforth Road. That decision was a wise one. He had witnessed an extremely dangerous act and did not want to add any further impetus for reckless behaviour on the part of the Honda's driver. By that point, he had been travelling northward for no more than about 300 metres and 20 seconds, during which time there is no indication of the officer having imperiled other traffic on the roadway.

For the foregoing reasons, there is no evidence to suggest the SO transgressed the limits of care prescribed by the criminal law in his brief engagement with the Honda. As such, there is no basis for proceeding with criminal charges in this case. The file is closed."

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison and T.S.V. conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the vehicle injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison and T.S.V. investigation reviewed the following T.P.S. procedures.

- Procedure 01-01 (Arrest);
- Procedure 01-03 (Persons in Custody);
- Procedure 07-01 (Transportation Collisions);
- Procedure 07-10 (Speed Enforcement)
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-10 (Suspect Apprehension Pursuit);
- Procedure 15-17 (In-Car Camera System);
- Procedure 15-20 (Body-Worn Camera); and
- Procedure 15-21 (Automated Licence Plate Recognition (A.L.P.R.)).

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act (S.I.U.A.), 2019

Conclusion:

The P.R.S. – S.I.U. Liaison and T.S.V. investigation determined that the T.P.S. policies and procedures associated with this vehicle injury were 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.

The P.R.S. – S.I.U. Liaison and T.S.V. investigation determined that the conduct of the involved officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. procedures.

The existence of Body-Worn Camera (B.W.C.) and In-Car Camera System (I.C.C.S.) footage of the interaction was an essential piece of evidence that assisted both the S.I.U.'s investigation and this administrative investigation.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



12.5. Chief's Administrative Investigation into the Custody Death of Complainant 2024.85



PUBLIC REPORT

July 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Chief's Administrative Investigation into the Custody
Death of Complainant 2024.85**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R. S. – S.I.U. Liaison) investigation determined the conduct of all the designated subject officials was not in compliance with applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.), 2019
- Toronto Police Service (T.P.S.) Procedures

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official(s)

WO – Witness Official(s)

CW – Civilian Witness(es)

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated April 8, 2025, Director Joseph Martino of the S.I.U. advised, *"The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject officials."*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TOD-530, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TOD-530](#)

S.I.U. Incident Narrative

"The evidence collected by the SIU, including interviews with SO #1 and SO #2, and a civilian eyewitness, and video footage that captured the incident in part, gives rise to the following scenario.

In the evening of December 10, 2024, the Complainant entered the Ossington Subway Station and immediately caught the attention of the CW. The CW had heard a thump and turned to notice the Complainant on the ground, a short distance from the entrance doors to the station. The CW walked over to the Complainant, helped him up, and placed him by a nearby wall so he could support himself in a standing position. He then contacted the transit system control centre to request that paramedics be contacted to deal with the Complainant before returning to his duties.

About ten minutes later, the CW observed two police officers (SO #1 and SO #2) (at the station on other business), caught their attention, and directed them to the Complainant. The officers attempted to communicate with the Complainant. The Complainant was

unresponsive, at points uttering, "My brother." He held up an envelope with an address in the vicinity of the station. The officers detected an odour of alcohol but were not concerned about the Complainant's ability to care for himself. After some three to five minutes, the officers, aware from the CW that paramedics were on their way, left the station. The Complainant remained where he was, and the CW returned to his work.

Approximately 25 minutes later, the Complainant left the subway station. He was very unsteady on his feet. A short distance from the station's doors, the Complainant lost his balance, fell onto the southbound curb lane of Ossington Avenue into the path of a public transit, and was pinned under its front passenger-side wheel.

First responders arrived to find the Complainant vital signs absent. He was transported to hospital and pronounced deceased.

Cause of Death

The pathologist at autopsy was of the preliminary view that the Complainant's death was attributable to crush injuries."

Analysis and Director's Decision

"The Complainant was run over by a public transit bus on December 10, 2024, suffering injuries that resulted in his death. The SIU was notified of the incident and initiated an investigation, naming SO #1 and SO #2 subject officials. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that either subject official committed a criminal offence in connection with the Complainant's death.

The offences that arise for consideration is criminal negligence causing death contrary to sections 220 of the Criminal Code. The offence is reserved for serious cases of neglect that demonstrate a wanton or reckless disregard for the lives or safety of other persons. It is predicated, in part, on conduct that amounts to a marked and substantial departure from the level of care that a reasonable person would have exercised in the circumstances. In the instant case, the question is whether there was a want of care on the part of either subject official, sufficiently egregious to attract criminal sanction that caused or contributed to the Complainant's death. In my view, there was not.

The liability analysis in this case boils down to whether SO #1 and SO #2 ought to have taken action to safeguard the Complainant's wellbeing pending the arrival of paramedics. Had they done so, presumably, the Complainant would not have fallen victim to his apparent impairment in the fashion he did, namely, by falling in front of a moving bus. In retrospect, it would appear that the Complainant was not capable of looking after himself. He had fallen entering the station and was largely uncommunicative. That said, it is not clear that the urgency of the situation was apparent to the officers. While the Complainant was intoxicated to some extent, he was otherwise standing and had been able to express to them that he lived nearby. Moreover, they were aware that an ambulance had been called and left believing that

the CW would keep an eye on the Complainant until the paramedics' arrival. On this record, I am unable to reasonably conclude that either of the subject officials transgressed the limits of care prescribed by the criminal law.

For the foregoing reasons, there is no basis for proceeding with criminal charges in this case. The file is closed."

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of this death in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 06-04 (Persons In Crisis);
- Procedure 07-03 (Life Threatening Injury/Fatal Collisions);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports); and
- Procedure 15-20 (Body-Worn Camera).

The S.I.U. Liaison also reviewed the following legislation:

- Liquor Licence Act, 1990; and
- Special Investigations Unit Act, (S.I.U.A.) 2019.

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S. policies and procedures associated with this death were 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.

The P.R.S. – S.I.U. Liaison investigation determined that the conduct of the designated subject officials was not in compliance with Procedures 13-17 (Notes and Reports) and 15-20 (Body-Worn Camera).

Both officers consented to be interviewed by S.I.U. investigators which provided a timeline to, and context of, their interaction with the Complainant. The information provided by the officers coupled with civilian statements and Toronto Transit Commission (T.T.C.) security video footage was vital to the S.I.U.'s investigation and assisted in determining details of the interaction.

It was substantiated that both officers failed to comply with Procedures 13-17 and 15-20. Their penalty was adjudicated at the unit level.

The existence of the Body-Worn Camera (B.W.C.) footage of the interaction was an essential piece of evidence that assisted both the S.I.U.'s investigation and this administrative investigation.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



12.6. Chief Administrative Investigation of the Custody Injury of Complainant 2024.87



PUBLIC REPORT

July 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Chief's Administrative Investigation into the Custody Injury of Complainant 2024.87**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the involved officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.) 2019
- Toronto Police Service (T.P.S.) Procedures

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official(s)

WO – Witness Official(s)

CW – Civilian Witness(es)

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated April 10, 2025, Director Joseph Martino of the S.I.U. advised, *"The file has been closed, and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official."*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TCI-540, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TCI-540](#)

S.I.U. Incident Narrative

"The evidence collected by the SIU, including interviews with the Complainant and police witnesses, and video footage that captured the incident, gives rise to the following scenario. As was his legal right, the SO chose not to interview with the SIU or authorize the release of his notes.

TPS officers were dispatched to the area of Danforth and Warden Avenues, Toronto, in the morning of September 18, 2024. They had received 911 calls about a male behaving erratically – walking on the road, striking vehicles with a wooden stick and removing items from front porches.

The male was the Complainant. He was in mental health distress at the time of the events in question.

WO #1 and WO #2 were the first officers to arrive on scene. They were followed shortly by the SO and WO #3. The officers were able to coax the Complainant off the road onto the sidewalk in the area of Danforth Avenue and Danforth Road. The Complainant refused to identify himself. Persuaded that the public's and the Complainant's safety were at risk by his behaviour, the officers decided to apprehend the Complainant under the Mental Health Act.

The Complainant resisted the officers' efforts to handcuff him and was taken to the ground. Following a short struggle, he was handcuffed with his hands behind the back and brought to his feet. Moments later, WO #2 noticed that the Complainant had a pocketknife in his right hand. The officer tried but was unable to remove the knife from the Complainant's grasp, prompting the SO to force him to the ground. The Complainant refused to release the knife. He was met by a half-dozen or so knee strikes by the SO to the upper left torso area, after which the knife was removed from his possession.

The Complainant was transported to hospital and admitted under the MHA. He was also diagnosed with fractures to the lateral aspect of his left third and fourth ribs."

S.I.U. Analysis and Director's Decision

"The Complainant was seriously injured in the course of his arrest by TPS officers on September 18, 2024. The SIU was notified of the incident and initiated an investigation, naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant's arrest and injuries.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

The Complainant, while of unsound mind, was walking in the middle of live lanes of traffic and striking vehicles with a wooden stick. He was a danger to himself and others, and subject to apprehension under section 17 of the Mental Health Act.

With respect to the force brought to bear by the SO in the Complainant's arrest, the evidence falls short of reasonably establishing it was excessive. The two takedowns made sense as the Complainant was resisting arrest on each occasion. On the ground, the officers could better expect to manage any further struggle by the Complainant. As for the knee strikes, these were delivered at a time when the Complainant, having been directed and refused to release a pocketknife, continued to grasp hold of it. No further strikes were delivered once the Complainant was dispossessed of the knife, which, though in a closed position, would reasonably have been of concern to the officers.

In the result, while I accept that the Complainant's injuries were incurred in the altercation that marked his arrest, I am unable to reasonably conclude they are the result of unlawful conduct on the part of the SO. As such, there is no basis for proceeding with criminal charges. The file is closed."

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 06-04 (Persons In Crisis);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-17 (In-Car Camera System); and
- Procedure 15-20 (Body-Worn Camera).

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Mental Health Act, 1990; and
- Special Investigations Unit Act, 2019.

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were 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.

The P.R.S. – S.I.U. Liaison investigation determined the conduct of the involved officers was in compliance with applicable provincial legislation regarding the Standards of Conduct, and the applicable T.P.S. procedures.

The existence of Body-Worn Camera (B.W.C.) and In-Car Camera System (I.C.C.S.) footage of the interaction were essential pieces of evidence that assisted both the S.I.U.'s investigation and this administrative investigation.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



12.7. Chief Administrative Investigation of the Custody Injury of Complainant 2024.88



PUBLIC REPORT

July 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Chief's Administrative Investigation into the Custody Injury of Complainant 2024.88**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the involved officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.) 2019
- Toronto Police Service (T.P.S.) Procedures

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official(s)

WO – Witness Official(s)

CW – Civilian Witness(es)

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated April 17, 2025, Director Joseph Martino of the S.I.U. advised, *"The file has been closed, and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official."*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TCI-544, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TCI-544](#)

S.I.U. Incident Narrative

"The evidence collected by the SIU, including interviews with the Complainant and the SO, and video footage that captured the incident in part, gives rise to the following scenario.

In the afternoon of December 20, 2024, the SO was dispatched to the area of Eglinton Avenue East and Midland Avenue following 911 calls about an assault in progress. The officer arrived on scene and observed the parties involved in the incident – the Complainant and a woman. On seeing the woman's face swollen and bleeding, the SO took hold of the Complainant and arrested him for assault.

A struggle ensued in the course of the arrest when the Complainant refused to surrender his arms. The SO grounded the Complainant and, with the help of other officers arriving on scene, secured him in handcuffs.

The Complainant was taken to the police station where he complained of pain to a left finger. He was subsequently transported to hospital and diagnosed with a fracture of the left fourth finger.”

S.I.U. Analysis and Director’s Decision

“The Complainant was diagnosed with a serious injury following his arrest by TPS officers on December 20, 2024. The SIU was notified of the incident and initiated an investigation naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant’s arrest and injury.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

Based on the information that had been received via the 911 calls, and what the officer personally witnessed at the scene, I am satisfied the SO had lawful grounds to take the Complainant into custody.

I am also satisfied that there is insufficient evidence to reasonably conclude the officer used anything other than lawful force in arresting the Complainant. The takedown made sense as the Complainant had struggled against the officer’s efforts to place him in handcuffs. Once on the ground, the SO could expect to better manage any continuing resistance. Thereafter, the force used by the SO consisted in bringing the Complainant’s left arm behind the back assisted, according to the officer, with the use of a wrist lock. The video footage of that process did not reveal any undue or reckless force being brought to bear.

In the result, while it might be that the Complainant’s finger was fractured in the altercation that marked his arrest, there are no reasonable grounds to believe that the injury is attributable to unlawful conduct on the part of the officer. As such, there is no basis for proceeding with criminal charges in this case. The file is closed.”

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 05-04 (Intimate Partner Violence);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-17 (In-Car Camera System); and
- Procedure 15-20 (Body-Worn Camera).

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act, 2019

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were 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.

The P.R.S. – S.I.U. Liaison investigation determined the conduct of the involved officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. procedures.

The existence of Body-Worn Camera (B.W.C.) and In-car Camera System (I.C.C.S.) footage of the interaction were essential pieces of evidence that assisted both the S.I.U.'s investigation and this administrative investigation.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



12.8. Chief Administrative Investigation of the Firearm Discharged at a Person – Complainant 2024.90



PUBLIC REPORT

July 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Chief's Administrative Investigation into the Firearm Discharged at a Person – Complainant 2024.90**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

It is recommended that the Toronto Police Service Board (Board) receive this report for information, as per O. Reg. 391/23 s. 9(2)(b).

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of all the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.), 2019
- Toronto Police Service (T.P.S.) Procedures

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official(s)

WO – Witness Official(s)

CW – Civilian Witness(es)

CEW – Conducted Energy Weapon

LLSG – Less Lethal Shotgun

BIP – Blunt Impact Projectile

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated April 25, 2025, Director Joseph Martino of the S.I.U. advised, *"The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the three subject officials."*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TFI-557, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 24-TFI-557](#)

S.I.U. Incident Narrative

"The evidence collected by the SIU, including interviews with the Complainant and police and non-police witnesses, and video footage that captured the incident in part, gives rise to the following scenario. As was their legal right, none of the subject officials authorized the release of their notes, and SO #2 and SO #3 did not agree an interview with the SIU. SO #1 did sit for an interview with the SIU."

In the morning of December 28, 2024, the Complainant, while of unsound mind, began to threaten and assault fellow residents of a building in the area of Jane Street and Woolner Avenue. In one instance, while holding an unloaded staple gun, he entered an elevator with CW #3, pointed the staple gun at him, and pulled the trigger. Believing the Complainant had just attempted to shoot him with a firearm, CW #3 fled the elevator, made his way to the ground floor and called 911. In another case, the Complainant had struck CW #4 with the staple gun, causing injury to his chest. Paramedics attended at CW #4's apartment and contacted police to report what had occurred.

TPS officers responded to the calls for assistance, including SO #1 and SO #2. A team of them, including SO #1, made their way to the floor below the Complainant's apartment using the elevator and then took the stairwell at the end of the building's north hallway intending to access the Complainant's floor. SO #2, in the company of WO #2, proceeded to the Complainant's floor using the building's east stairwell. The plan was to contain the Complainant.

WO #1 was with SO #1, and the first officer to encounter the Complainant. He and his team were still in the stairwell when the Complainant appeared at the stairwell's doors. WO #1 asked to see his hands. The Complainant refused to show his hands and subsequently pointed a staple gun in their direction and fired. The officers fled down the stairwell and exited onto the hallway to regroup. The Complainant descended via the stairwell and attempted to gain access to the hallway but was unable to open the door because the officers on the other side were holding it shut.

The Complainant returned to the upper hallway with the staple gun and confronted WO #2 and SO #2, the latter armed with a less-lethal shotgun that fired sock rounds. The officers had turned the corner from the east corridor onto the north corridor when they observed the Complainant. The Complainant raised his right arm in their direction, at which time SO #2 fired a round from his weapon. Seconds later, as the officers retreated southwards towards a central hub of elevators, SO #2 fired his shotgun a second time at the Complainant, who was advancing on the officers. A few more seconds and SO #2, now having retreated into the east corridor of the building, discharged a third round. A final volley of three shots were fired by SO #2 in the direction of the central elevator hub, one of which struck the Complainant in the eye. Hobbled, the Complainant returned to the north hallway and walked down the corridor to his apartment, entering the unit.

Shortly thereafter, a team of officers, including WO #1, SO #1, WO #4, WO #5, and WO #6, formed by the north corridor stairwell opening, across from the Complainant's apartment. The Complainant intermittently opened and closed his door, refusing direction that he show his hands. On one of these occasions, WO #4 deployed his CEW at the Complainant. The discharge had no effect. On another, the Complainant appeared with the staple gun in his right hand and fired it in the direction of the officers. WO #4 and WO #1 deployed their CEWs, and SO #1, standing by the left side of the stairwell door looking out, fired his semi-automatic pistol twice in the direction of the Complainant. Unfazed by the CEWs or the firearm discharges, the Complainant returned inside his apartment and closed the door. At this time, the officers secured the

Complainant's door shut with leg restraints and held it shut pending the arrival of ETF officers.

ETF officers arrived on scene and attempted to negotiate the Complainant's peaceful surrender from outside his apartment door. After about 35 minutes of these efforts, the ETF decided to enter the apartment and did so through the unlocked front door. WO #3 and SO #3, with a CEW and BIP firearm, respectively, at the ready, encountered the Complainant in the living room. They fired their weapons as the Complainant raised the staple gun in their direction and pressed the trigger. The Complainant fell to the floor in the kitchen area and was physically engaged by the officers. He refused to release his arms and was tasered by a third ETF officer – WO #7 – after which he was handcuffed behind the back.

The Complainant was taken to hospital after his arrest and diagnosed with multiple facial fractures."

S.I.U. Analysis and Director's Decision

"The Complainant was seriously injured in a confrontation with TPS police officers on December 28, 2024. The SIU was notified of the incident and initiated an investigation naming SO #1, SO #2 and SO #3 subject officials. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that any of the subject officials committed a criminal offence in connection with the incident involving the Complainant.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

The Complainant had threatened his neighbours with a staple gun and assaulted one of them with the device. He was clearly subject to arrest for a variety of criminal offences, including assault with a weapon.

With respect to the less-lethal force brought to bear by the officers, including the BIP firearm and less-lethal shotgun used by SO #2 and SO #3, and the CEW discharges, I am satisfied it constituted lawful force. The officers were aware that the Complainant had brandished a staple gun at various persons. They also had information to believe that he might have attempted to fire a gun at a resident of the building. In the circumstances, the officers would have justifiably been wary of a direct physical engagement with the Complainant, particularly given the possibility that he could be armed with an actual firearm. Accordingly, I am unable to reasonably conclude that any of the officers acted precipitously when they resorted to their less-lethal weapons. On each such occasion, the aim was to temporarily incapacitate the Complainant, thereby allowing for a window of opportunity within which they might safely approach and take him into custody.

Section 34 of the Criminal Code provides that conduct that would otherwise constitute an offence is legally justified if it was intended to deter a reasonably apprehended assault, actual or threatened, and was itself reasonable. The reasonableness of the conduct is to be assessed in light of all the relevant circumstances, including with respect to such considerations as the nature of the force or threat; the extent to which the use of force was imminent and whether there were other means available to respond to the potential use of force; whether any party to the incident used or threatened to use a weapon; and, the nature and proportionality of the person's response to the use or threat of force. In my view, SO #1's firearm discharges fell within the protective ambit of section 34.

I accept that SO #1 fired his weapon believing it was necessary to defend himself and others from a reasonably apprehended attack by the Complainant. That is what the officer said in his SIU interview, and it is an inference supported by the circumstantial evidence. That evidence consisted of information the officer had regarding the Complainant's threatening behaviour, his use of a staple gun, and his possible possession of an actual firearm. With all that in mind, it makes sense that SO #1 would have harboured a genuine and reasonable concern for his safety and the safety of his colleagues, and the need to take pre-emptive action, when the Complainant opened the door and raised his right arm in their direction.

The resort by SO #1 to his firearm was also, in my view, a reasonable use of force. While the Complainant was not actually in possession of a firearm, the officer could not have known that with any certainty. On the contrary, he had cause to believe that the Complainant was, in fact, armed with a gun, which he had a short time earlier used to try and shoot a neighbour. On this record, when the Complainant opened his door and appeared as if he was about to fire in the direction of the officers, I am satisfied that SO #1 acted with legal justification when, in the few seconds he had to react, he chose to meet a reasonably apprehended threat of death or grievous bodily harm with a resort to lethal force of his own.

For the foregoing reasons, there is no basis for proceeding with criminal charges in this case."

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the firearm discharge and injury in relation to the applicable legislation, policing services provided, procedures and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. Procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 05-21 (Firearms);
- Procedure 05-34 (Serious Assaults);
- Procedure 06-04 (Persons In Crisis);
- Procedure 06-13 (Mobile Crisis Intervention Team (MCIT));
- Procedure 10-05 (Incidents Requiring the Emergency Task Force);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-02 (Injury/Illness Reporting);
- Procedure 15-03 (Service Firearms);
- Procedure 15-06 (Less Lethal Shotguns);
- Procedure 15-09 (Conducted Energy Weapons);
- Procedure 15-17 (In-Car Camera System); and,
- Procedure 15-20 (Body-Worn Camera).

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act (S.I.U.A.) 2019

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this firearm discharge were 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.

The P.R.S. – S.I.U. Liaison investigation determined that the conduct of all the designated officials was in compliance with T.P.S. procedures and the officers' training.

The Body-Worn Camera (B.W.C.) footage and Intergraph Computer-Aided Dispatch (I.C.A.D.) report were essential pieces of evidence that assisted both the S.I.U.'s investigation and this administrative investigation.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



12.9. Chief's Administrative Investigation into the Custody Injury of Complainant 2025.04



PUBLIC REPORT

July 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Chief's Administrative Investigation into the Custody
Injury of Complainant 2025.04

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.) 2019
- Toronto Police Service (T.P.S.) Procedures

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official(s)

WO – Witness Official(s)

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated May 12, 2025, Director Joseph Martino of the S.I.U. advised, *"The file has been closed, and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official."*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 24-TCI-023, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 25-TCI-023](#)

S.I.U. Incident Narrative

"The material events in question, clear on the evidence collected by the SIU, may briefly be summarized.

In the afternoon of January 20, 2025, TPS officers were dispatched to the parking lot of the plaza located at 160 Queen's Plate Drive, Toronto. The owner of a Volvo tractor had called police to report that he had tracked his stolen Volvo to the parking lot, where it was stopped with a male in the driver's seat.

The SO was the first officer on scene in a marked cruiser. With him was his partner, WO #1. They located the Volvo with its hood up at the north end of the plaza, stopped their cruiser in front of it, and exited to speak to the male in the driver's seat. The male was

wearing a balaclava. He refused to unlock the door at the officers' direction and, instead, put the Volvo in motion.

The male was the Complainant. He drove forward slowly, striking the officers' cruiser, and continued in a southward direction towards the plaza's exit onto Queen's Plate Drive.

The SO and WO #1 re-entered their cruiser and travelled ahead of the Volvo as it continued south in the parking lot, attempting to block it. Another cruiser entered the parking lot, travelled north, and also came to a stop in front of the Volvo. The Complainant continued south past the cruisers, striking and moving them out of his way, and entered onto the southbound lanes of Queen's plate Drive.

The SO and WO #1 followed the Volvo as it travelled south at slow speed. The driver of a tractor-trailer, alert to what was going on, placed his vehicle ahead of the Complainant and eventually forced him to a stop in the northbound curb lane. The Complainant quickly emerged from the Volvo and went to the hood to lower it; it had remained up, obstructing his vision, to this point. Before he could do so, he was physically engaged by the SO and WO #1.

The officers forcibly grounded the Complainant and then delivered a series of punches to his upper body before he was handcuffed behind the back.

Following his arrest, the Complainant was transported to hospital and diagnosed with what appeared an old fracture of the left wrist, possibly reaggravated during the incident with police."

S.I.U. Analysis and Director's Decision

"The Complainant was diagnosed with a fracture that was possibly incurred in his arrest by TPS officers on January 20, 2025. The SIU was notified of the incident and initiated an investigation, naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with his arrest and injury.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

The SO and WO #1 were within their rights in seeking to arrest the Complainant for possession of a stolen vehicle given the information at their disposal from the owner of the vehicle.

With respect to the force used by the officers, I am unable to reasonably conclude it transgressed the limits of the criminal law. The takedown was clearly in order. The Complainant, with the hood of the Volvo up, had placed the lives of the officers and

nearby traffic at great risk in a determined effort to escape apprehension. The officers could reasonably anticipate that he would physically resist arrest given his behaviour. In the circumstances, bringing the Complainant to the ground made sense as it would position the officers to better manage any such resistance. Once on the ground, the SO and WO #1 delivered a series of punches to the Complainant's upper body, about four each. They say that the force was used to quickly subdue the Complainant, who was not surrendering his arms and whom they feared could have a weapon. The video footage does depict the Complainant struggling against WO #1's efforts to secure his left arm before the officer delivers his blows. On the other hand, the SO's punches occurred so quickly after he was grounded that it is doubtful the officer was reacting to any resistance on the Complainant's part. That said, I accept that the SO's conduct was justified by the need to immediately bring the Complainant under control in light of his reckless and violent behaviour with the tractor, and the possibility that he was armed. In arriving at this conclusion, I am mindful that the law does not expect officers in highly charged circumstances to measure their force to a nicety; what is required is that the impugned force be reasonable, not necessarily exacting: R. v. Nasogaluak,[2010] 1 SCR 206; R. v. Baxter(1975), 27 CCC (2d) 96 (Ont. CA).

For the foregoing reasons, there is no basis for proceeding with criminal charges in this case. The file is closed."

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. Procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 07-03 (Life Threatening Injury/Fatal Collisions);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-17 (In-Car Camera System); and
- Procedure 15-20 (Body-Worn Camera).

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act (S.I.U.A.), 2019

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were lawful, in keeping with current legislation, and written in a manner which provided adequate and appropriate guidance to T.P.S. members. None of the examined policies and procedures required modification.

The P.R.S. – S.I.U. Liaison investigation determined the conduct of the subject official was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. procedures.

The Body-Worn Camera (B.W.C.) and In-car Camera System (I.C.C.S.) footage of the interaction were essential pieces of evidence that assisted both the S.I.U.'s investigation and this administrative investigation.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



12.10. Chief Administrative Investigation of the C Custody Death of Complainant 2025.05



PUBLIC REPORT

July 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Chief's Administrative Investigation into the Custody
Death of Complainant 2025.05**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R. S. – S.I.U. Liaison) investigation determined the conduct of all the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.), 2019
- Toronto Police Service (T.P.S.) Procedures

S.I.U. Terminology

Complainant – Refers to the Affected Person

WO – Witness Official(s)

CW – Civilian Witness(es)

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated May 14, 2025, Director Joseph Martino of the S.I.U. advised, *"The file has been closed and no further action is contemplated."*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 25-TOD-025, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 25-TOD-025](#)

S.I.U. Incident Narrative

"The evidence collected by the SIU, including interviews with police and civilian eyewitnesses, and video footage that captured the incident, gives rise to the following scenario.

In the evening of January 21, 2025, TPS received several 911 calls about a woman hanging from the balcony of a building in the area of King Street West and Spadina Avenue. Officers were dispatched to the area to locate the woman. Unable to find her, two of them – WO#1 and WO#2 – made their way to the residence of one of the 911 callers – CW#1 – who resided in Building #2. From CW#1's balcony, the officers observed the woman on the balcony of the building immediately beside their location – Building #1.

The woman was the Complainant. The Complainant was of unsound mind at the time. She had a history of suicide attempts and was seemingly planning a jump from the balcony. Over the course of the next few minutes, she alternately hung from the railing

on the exterior side of the balcony, sat perched on the railing, and stood on the balcony platform. At about 11:13 p.m., approximately ten minutes after the officers' arrival at CW#1's residence, the Complainant, while hanging from the balcony, fell.

WO#1 and WO#2 had attempted to persuade the Complainant in the few minutes before she fell to return to safety. The same is true for officers positioned outside at the bottom of the Complainant's building.

First responders attended and transported the Complainant to hospital. She was pronounced deceased at 12:01 a.m., January 22, 2025.

Cause of Death

The pathologist at autopsy was of the preliminary view that the Complainant's death was attributable to multiple blunt force trauma consistent with a fall from height."

S.I.U. Analysis and Director's Decision

"The Complainant fell to her death from an upper floor balcony in Toronto on January 21, 2025. As police officers were attempting to prevent her fall at the time, the SIU was notified of the incident and initiated an investigation. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that any TPS officer committed a criminal offence in connection with the Complainant's death.

The offences that arise for consideration is criminal negligence causing death contrary to sections 220 of the Criminal Code. The offence is reserved for serious cases of neglect that demonstrate a wanton or reckless disregard for the lives or safety of other persons. It is predicted, in part, on conduct that amounts to a marked and substantial departure from the level of care that a reasonable person would have exercised in the circumstances. In the instant case, the question is whether there was a want of care on the part of the TPS officers, sufficiently egregious to attract criminal sanction, that caused or contributed to the Complainant's death. In my view, there was not.

The officers who responded to the 911 calls were engaged in the lawful execution of their duty. Aware of a woman in distress, seemingly contemplating suicide, the officers were within their rights to attend at the scene to do what they reasonably could to protect the Complainant and preserve public safety.

It is also apparent that the responding officers comported themselves with due care for the Complainant's safety in the few minutes they had before she fell. Unable to quickly ascertain the Complainant's location, WO#1 and WO#2 acted prudently in getting to the balcony from which one of the 911 callers had seen her. From that location, the officers attempted to communicate with the Complainant from a distance, assuring her of help and encouraging her to return to safety. Other officers positioned outside the building did the same. Regrettably, the Complainant's dangerous behaviour continued, and she eventually fell while hanging from the balcony railing. Officers had not yet had an

opportunity to reach her apartment by that point. Once on the ground, the officers did their part to secure timely medical attention. On this record, I am unable to reasonably conclude that any of the responding officers failed in their duty of care to the Complainant.

For the foregoing reasons, there is no basis for proceeding with criminal charges in this case. The file is closed.”

Summary of the Toronto Police Service’s Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as required by provincial legislation.

This investigation examined the circumstances of the custody death in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. Procedures:

- Procedure 04-02 (Death Investigations);
- Procedure 06-04 (Persons In Crisis);
- Procedure 06-13 (Mobile Crisis Intervention Team (MCIT));
- Procedure 10-05 (Incidents Requiring the Emergency Task Force);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation)); and
- Procedure 15-20 (Body-Worn Camera).

The P.R.S. – S.I.U. Liaison also reviewed the following legislation:

- Special Investigations Unit Act, (S.I.U.A.) 2019

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S. policies and procedures associated with this custody death were 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.

The P.R.S. – S.I.U. Liaison investigation determined that the conduct of all the designated officials was in compliance with applicable provincial legislation regarding the Standards of Conduct, the applicable T.P.S. Procedures and the officers’ training.

The Body-Worn Camera (B.W.C.) and In-Car Camera System (I.C.C.S.) footage of the interaction were essential pieces of evidence that assisted both the S.I.U.'s investigation and this administrative investigation.

Staff Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



12.11. Chief Administrative Investigation of the Custody Injury of Complainant 2025.06



PUBLIC REPORT

July 8, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: **Chief's Administrative Investigation into the Custody Injury of Complainant 2025.06**

Purpose: ☒ Information Purposes Only ☐ Seeking Decision

Recommendation:

This report recommends that the Toronto Police Service Board (Board) receive this report for information.

Financial Implications:

There are no financial implications arising from the recommendation contained in this report.

Summary:

The Professional Standards – Special Investigations Unit Liaison (P.R.S. – S.I.U. Liaison) investigation determined the conduct of the designated Subject Official was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable Toronto Police Service (T.P.S.) procedures.

Discussion:

Background

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving death, serious injury, the discharge of a firearm at a person or the allegation of a sexual

assault, provincial legislation requires the chief of police of the relevant police service, to conduct an administrative investigation.

This is the Chief's report in respect of this incident.

Relevant Board Policies and Compliance

- Community Safety and Policing Act (C.S.P.A.) 2019
- Special Investigations Unit Act (S.I.U.A.) 2019
- Toronto Police Service (T.P.S.) Procedures

S.I.U. Terminology

Complainant – Refers to the Affected Person

SO – Subject Official(s)

WO – Witness Official(s)

S.I.U. Investigative Conclusion

In a letter to the Chief of Police dated May 15, 2025, Director Joseph Martino of the S.I.U. advised, *"The file has been closed, and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official."*

The following *S.I.U. Incident Narrative and Analysis and Director's Decision* has been reprinted from the S.I.U. Director's report, number 25-TCI-026, which can be found via the following link:

[Special Investigations Unit -- Director's Report Details, Case Number: 25-TCI-026](#)

S.I.U. Incident Narrative

"The evidence collected by the SIU, including interviews with the Complainant and police witnesses, and video footage that captured the incident in part, gives rise to the following scenario. As was his legal right, the SO chose not to interview with the SIU or authorize the release of his notes.

In the afternoon of January 22, 2025, the SO, a passenger in a cruiser operated by WO#2, and other TPS officers responded to a robbery at an address near Bloor Street West and Kipling Avenue. The male suspect had reportedly brandished a concealed weapon, was provided \$500, and had fled in a Kia eastbound on Bloor Street West.

The SO and WO#2 located the vehicle and pursued it east on Bloor Street West and north on Islington Avenue. A short distance north of Bloor Street West, the officers pulled in front of the Kia in the passing lane of Islington Avenue and came to a stop, forcing the Kia to also stop behind them. Another cruiser, operated by WO#1, positioned his cruiser directly behind the Kia. The officers exited their cruisers and confronted the occupants of the Kia – a female driver and a male front seat passenger – the Complainant.

The Complainant exited the Kia through the front passenger door and fled southwards on Islington Avenue. He had not travelled very far when he was grabbed by the SO and WO#1, forced to the ground, and handcuffed.

Following his arrest, the Complainant was taken to hospital and diagnosed with a broken nose that was either “acute or chronic”.

S.I.U. Analysis and Director’s Decision

“The Complainant was seriously injured in the course of his arrest by TPS officers on January 22, 2025. The SIU was notified of the incident and initiated an investigation, naming the SO the subject official. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that the SO committed a criminal offence in connection with the Complainant’s arrest and injury.

Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.

The Complainant matched the description of a male robber and was a passenger in a vehicle that had been seen fleeing the scene of the robbery. On this record, I am satisfied that he was subject to arrest for the crime that had taken place.

I am also satisfied that only lawful force was brought to bear in effecting the Complainant’s arrest. Given what they knew of the robbery, the SO and WO#1 would have had cause to be concerned that the Complainant was armed with a weapon. His flight from police would have also given them reason to believe he would physically resist arrest. In the circumstances, it made sense to ground the Complainant as doing so would position the officers to better manage any resistance from the Complainant while mitigating the risk of him accessing a weapon on his person.

It remains unclear whether the Complainant’s broken nose was incurred in the takedown or pre-existed his arrest. Be that as it may, as there are no reasonable grounds to believe that the SO comported himself other than within the limits of the criminal law, there is no basis for proceeding with criminal charges in this case.”

Summary of the Toronto Police Service's Investigation

The P.R.S. – S.I.U. Liaison conducted an administrative investigation as is required by provincial legislation.

This investigation examined the circumstances of the custody injury in relation to the applicable legislation, policing services provided, procedures, and the conduct of the involved officers.

The P.R.S. – S.I.U. Liaison investigation reviewed the following T.P.S. Procedures:

- Procedure 01-01 (Arrest);
- Procedure 01-02 (Search of Persons);
- Procedure 01-03 (Persons in Custody);
- Procedure 05-02 (Robberies/Hold-ups);
- Procedure 10-06 (Medical Emergencies);
- Procedure 13-16 (Special Investigations Unit);
- Procedure 13-17 (Notes and Reports);
- Procedure 15-01 (Incident Response (Use of Force/De-Escalation));
- Procedure 15-10 (Suspect Apprehension Pursuit);
- Procedure 15-17 (In-Car Camera System); and
- Procedure 15-20 (Body-Worn Camera).

The P.R.S. – S.I.U. Liaison investigation also reviewed the following legislation:

- Special Investigations Unit Act (S.I.U.A.), 2019

Conclusion:

The P.R.S. – S.I.U. Liaison investigation determined that the T.P.S.'s policies and procedures associated with this custody injury were 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.

The P.R.S. – S.I.U. Liaison investigation determined the conduct of the Subject Official was in compliance with applicable provincial legislation regarding the Standards of Conduct and the applicable T.P.S. procedures.

The Body-Worn Camera (B.W.C.) and In-car Camera System (I.C.C.S.) footage of the interaction were essential pieces of evidence that assisted both the S.I.U.'s investigation and this administrative investigation.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police



13. Request for Review of a Service
Complaint Investigation: – Professional
Standards (P.R.S.) Case Number –
P.R.S.-102707 Inspectorate of Policing
(I.O.P.) Complaint Number: 24-381/INV-
25-49



PUBLIC REPORT

July 29, 2025

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

Subject: Request for Review of a Service Complaint Investigation: –
Professional Standards (P.R.S.) Case Number – P.R.S.-102707
Inspectorate of Policing (I.O.P.) Complaint Number: 24-381/INV-25-49

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendations:

This report recommends that the Toronto Police Service Board (Board):

- 1) determine whether to concur with the decision that action be taken with respect to this complaint, and;
- 2) advise the complainant, the Inspector General of Policing (I.G.), and the Solicitor General of any steps taken in response to this complaint.

Financial Implications:

There are no financial implications arising from the recommendations contained in this report.

Discussion:

Background

The Board has received direction from the I.G. to report on a complaint regarding the policies of a police service board pursuant to s.107(1)(c) of the Community Safety and

Policing Act, 2019 (C.S.P.A.), and the procedures established by the Chief of Police, Toronto Police Service (T.P.S.) pursuant to s.107(1)(d) of the C.S.P.A.

Relevant Board Policies and Compliance

- Community Safety and Policing Act, 2019 (C.S.P.A.).

Board Review:

Pursuant to Section 107(7) of the C.S.P.A., the Board shall:

- a) review the complaint as it relates to its policies and/or procedures;
- b) report back to the I.G. within the time specified by the I.G., if any, about any steps taken in response to the complaint; and
- c) report to the Solicitor General about any steps taken in response to this complaint.

Summary of the Complaint and Investigation

Complaint Number: PRS-102707
Complaint Type: Service
Disposition: Actions Recommended

On October 28, 2024, the I.G. received a complaint via the Law Enforcement Complaints Agency (L.E.C.A.) from a complainant, who reported being put on hold for over 20 minutes after calling the T.P.S. non-emergency line.

The I.O.P. classified this complaint as a complaint about the policies or procedures provided by the T.P.S. and on June 2, 2025, referred it to the Board for review.

On July 22, 2025, Detective Jayant McCall (99766), of Communications Services (Communications) was assigned the file for investigation.

The following steps were taken to investigate this complaint:

- Reviewed the non-emergency line status for the relevant date.
- Reviewed the relevant complaint file.
- Reviewed relevant Service policies.

Conclusion:

A review of the system performance data from the evening of September 15, 2024 determined that the complainant's experience—the long wait on the non-emergency line—was not due to error or neglect but rather symptomatic of Service resource strain during that period.

The referral process at 52 Division could have been more responsive, given the potentially urgent nature of the concern. For example, divisional officers have the ability to initiate a call for service directly using internal systems. However, this process is applied inconsistently across the Service. The inconsistency in divisional response procedures has been acknowledged and flagged for further operational review.

Actions

To address both individual and systemic concerns raised by this complaint, the following steps have been taken:

Since September 2024, the T.P.S. has taken measurable steps to reduce strain on Communications and improve waiting times on both emergency and non-emergency lines. Notable improvements include:

- **Hiring additional Communications Operators:** An approved plan to hire 90 additional operators is underway to strengthen capacity.
- **Operational Adjustments:** Introduction of staggered start times and optimized queue management to better align staffing with peak demand.
- **Multi-Queue Staffing:** Where possible, two Communications Operators are assigned to support both 9-1-1 and non-emergency queues.
- **NG911 Text-Back Feature:** Allows callers to receive automatic replies, helping reduce non-urgent call volume.
- **Public Education Campaigns:** "Make the Right Call" campaign has helped redirect non-emergency calls to more appropriate services such as 211 or 311.
- **Crisis Response Alternatives:** Expansion of the Toronto Community Crisis Service (T.C.C.S.) now offers social service alternatives to police for certain crisis situations.

As a result of these efforts, non-emergency call wait times have improved significantly:

- April 2025: 4 minutes 46 seconds

- May 2025: 5 minutes 24 seconds
- June 2025: 6 minutes 20 seconds

Current Reporting Channels for Concerning Online Content

At the time of the incident and currently, members of the public can report issues through the following:

- 911: For emergencies or immediate threats to life or safety
- T.P.S. Non-Emergency Line (416-808-2222): For non-urgent but concerning incidents
- C.O.R.E. (Citizen Online Report Entry): For specific reportable offences

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Reason for Confidential Information

This report includes a confidential attachment containing a letter from the I.O.P., directing the Board to review and respond to a complaint relating to a policy or procedure issue, pursuant to s.107(6) of the C.S.P.A. and a letter from L.E.C.A. to the I.O.P. pursuant to s. 108(1) of the C.S.P.A. It also contains details of an Investigative Report.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

Attachments:

A letter from the Inspectorate of Policing – I.O.P. Complaint Number: 24-381/INV-25-49, Letter from Law Enforcement Complaints Agency: L.E.C.A. Complaint Number: E-202409152142016726 and, Report of Investigation – File Number: PRS-102707/2025.OTA-0066



14. Request for Review of a Service Complaint Investigation: – Professional Standards Case Number – PRS-098916



PUBLIC REPORT

April 10, 2024

To: Chair and Members
Toronto Police Service Board

From: Myron Demkiw
Chief of Police

**Subject: Request for Review of a Service Complaint Investigation
– Professional Standards Case Number – PRS-098916**

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendations:

This report recommends that the Toronto Police Service Board (Board):

- 1) determine whether to concur with the decision that no further action was required with respect to the complaint, and
- 2) advise the complainant, the Office of the Independent Police Review Director (O.I.P.R.D.) and the Chief of Police of the disposition of the complaint, in writing, with reasons.

Financial Implications:

There are no financial implications arising from the recommendations contained in this report.

Discussion:

Background

The Board has received a request to review the disposition of a complaint about the services provided by the Toronto Police Service (T.P.S.).

Relevant Board Policies and Compliance

As of April 1, 2024, the O.I.P.R.D. transitioned to the Law Enforcement Complaints Agency (L.E.C.A.) under the Community Safety and Policing Act (C.S.P.A.).

Accordingly, the Independent Police Review Director will now be referred to as the Complaints Director. As the incident that is the subject of the complaint took place prior to April 1, 2024, the complaint will continue to be dealt with in accordance with the provision of the Police Services Act (P.S.A.), R.S.O. 1990, c.P.15.

Section 63 of the P.S.A. directs the Chief of Police to review every complaint about the policies or services provided by a municipal police force that is referred to him or her by the O.I.P.R.D.

The Chief of Police shall, within 60 days of the referral of the complaint to him or her, notify the complainant in writing of his or her disposition of the complaint, with reasons, and of the complainant's right to request that the Board review the complaint if the complainant is not satisfied with the disposition.

A complainant may, within 30 days after receiving the notice, request that the Board review the complaint by serving a written request to that effect on the Board.

Board Review:

Section 63 of P.S.A. directs that upon receiving a written request for a review of a complaint previously dealt with by the Chief of Police, the Board shall:

- a) advise the Chief of Police of the request,
- b) subject to subsection (7), review the complaint and take any action, or no action, in response to the complaint, as it considers appropriate; and
- c) notify the complainant, the Chief of Police, and the O.I.P.R.D. in writing of its disposition of the complaint, with reasons.

Summary of the Complaint and Investigation

Complaint Number: PRS-098916
Complaint Type: Service
Disposition: No Action Required

On August 6, 2024, the L.E.C.A. received a complaint from the complainant who alleged that the T.P.S. failed to provide "reasonable accommodations" as a female investigator/officer was not assigned to investigate their complaint filed in March of 2024.

The O.I.P.R.D. classified this complaint as a complaint about the service provided by the T.P.S. and on November 14, 2024, assigned it to the T.P.S. for investigation.

On November 18, 2024, Detective Amanda Redick (8883), of Professional Standards (P.R.S.) was assigned the file for investigation.

The following steps were taken to investigate this complaint:

- Communicated with the Complainant.
- Reviewed the relevant complaint file, E-202403111617336639.
- Reviewed relevant Service policies.
- Reviewed communication the Complainant had with the T.P.S. and with the L.E.C.A.

The complainant's related O.I.P.R.D. complaint filed in March 2024 was suitable to be assigned to the Unit Complaint Coordinator. When the complainant submitted her complaint, she did not specify requiring the accommodation of a female investigator, only detailed "No P.D.F.'s – copy/paste in email unless report/large doc" in the "Accommodation" section of the complaint submission.

The complainant eventually requested a new investigator as they believed the Unit Complaint Coordinator to be unprofessional. It was not until the complainant's sixth email where she stipulated that they required a new investigator who did not present as white or male, however, they failed to explain their grounds to support receiving the accommodation. The original complaint was filed in March of 2024, the request for a female investigator was received on August 8, 2024, and the investigation was concluded on August 27, 2024.

The service provided by the T.P.S. was in compliance with Service procedures and governing authorities, and a deficiency in the quality or level of service was not identified.

Conclusion:

The investigation revealed that all appropriate actions and measures have been undertaken by members of the Service in accordance with Service procedures and governing authorities.

The investigator has not identified a deficiency in the quality or level of service provided to the complainant. Further, in consultation with Witness Officer 2, P.R.S. confirmed that a multitude of factors were considered when screening the complaint, particularly regarding the assignment of the complaint.

The screening process will continue to be reviewed and adjusted to give careful consideration and appropriately address the concerns brought forward by a complainant.

Therefore, no further action is required.

Chief Superintendent Shannon Dawson, Professionalism and Accountability, will be in attendance to answer any questions that the Board may have regarding this report.

Reason for Confidential Information

This report includes a confidential attachment containing a letter from the O.I.P.R.D., directing the T.P.S. to deal with a complaint relating to a service issue, pursuant to section 63 of the P.S.A. It also contains details of a Report of Investigation.

Respectfully submitted,

Myron Demkiw, M.O.M.
Chief of Police

Attachments:

A letter from the Law Enforcement Complaints Agency (L.E.C.A.), and Toronto Police Service (T.P.S.) Report of Investigation



15. Recommendation for Board
Ratification of Collective Bargaining
Settlement with the Toronto Police Senior
Officers' Organization dated August 8,
2025



PUBLIC REPORT

September 2, 2025

To: Members
Toronto Police Service Board

From: Councillor Shelley Carroll
Chair

Subject: Recommendation for Board Ratification of Collective Bargaining Settlement with the Toronto Police Senior Officers' Organization dated August 8, 2025

Purpose: ☐ Information Purposes Only ☒ Seeking Decision

Recommendation(s):

This report recommends that the Toronto Police Service Board (Board):

1. Ratify the Collective Bargaining Memorandum of Settlement reached between the Board and the Toronto Police Senior Officers' Organization (S.O.O.) on August 8, 2025; and
2. Apply the same monetary settlement, inclusive of wage and benefit enhancements, negotiated with the S.O.O., to Excluded staff.

Financial Implications:

The financial implications relating to the recommendations contained within this report will have an incremental budget impact of \$9.4M over a five-year term, inclusive of all wage, benefit, other compensation increases, and offsets.

The City of Toronto has allocated funding for 2025 to the City's Corporate Accounts to cover the cost of the negotiated collective bargaining settlement. Upon approval of this report, an in-year budget adjustment will be made to reflect the 2025 collective agreement impact.

Summary:

The Uniform and Civilian Senior Officers' Collective Agreements in force between the Board and the S.O.O. expired on December 31, 2024. The parties agreed to defer bargaining until the completion of the most recent round of bargaining with the Toronto Police Association (T.P.A.), and the S.O.O. provided notice to the Board of its desire to bargain new collective agreements on May 22, 2025.

The Board and the S.O.O. sought a five-year term matching the duration of the T.P.A.'s agreements for 2025.

The Board and the S.O.O. met to begin collective bargaining for renewed collective agreements and exchanged initial proposals on June 10, 2025. The parties subsequently met on multiple dates in June, July and August, 2025, and reached a tentative five-year agreement on August 8, 2025, matching the duration of the recently negotiated T.P.A. collective agreements. The tentative bargaining settlement between the Board and the S.O.O. is subject to ratification by both parties. The S.O.O. is expected to complete its ratification process by September 4, 2025.

Discussion:

The S.O.O. is a police association which represents approximately 180 Uniform and Civilian Senior Officers of the Toronto Police Service as defined by Part XIII of the *Community Safety and Policing Act, 2019*.

If ratified by the Board, the bargaining settlement will renew the Uniform and Civilian Senior Officers' Collective Agreements in force between the Board and the S.O.O. for a five-year term, from January 1, 2025 to December 31, 2029.

The bargaining settlement replicates the outcome of bargaining with the T.P.A. for 2025, including the following items:

- A five-year term from January 1, 2025 to December 31, 2029.
- A compounded wage increase of 17.66% over the five-year term (compounded average of 3.53% per year).
- Increased top-up to 95% for 17-week Pregnancy Leave period.
- Extended Health and Retirement Benefits:
 - Increased maximum coverage for vision care and eye exams beginning in 2025 and ending in 2029.
 - Increased annual and per visit maximums for massage therapy in 2026 and 2028.
 - Phased introduction of an active member Health Care Spending Account beginning in 2026 and ending in 2029.
 - Effective for members retiring on or after January 1, 2028, extension of post-retirement benefits (Medi-Pak) to age 75 and elimination of the existing retiree Health Care Spending Account.

- Enhanced disability management practices, including mandatory pension and life insurance waivers for Members in receipt of Long-Term Disability and Workplace Safety and Insurance Board benefits, and improved sick leave administration.
- Increased Transportation Allowance (Mileage).
- Enhanced controls for legal indemnification of Uniform members, including new hourly rate caps.
- Administrative improvements to acting pay administration and job evaluation processes to enhance fairness and equity.
- S.O.O.-specific items:
 - Increased the Senior Officers' Allowance by position classification and rank.
 - Salary structure adjustments to align with market and compensation best practice, including an additional salary step for the ranks of Inspector and Chief Superintendent, matching adjustments to the salary steps for the Z36 Civilian salary classification, and the elimination of the Staff Inspector salary rates.
 - Increased maximum annual coverage for dental in lieu of physiotherapy increases negotiated with T.P.A.
 - Increased vacation entitlement after 30 years of service, extended vacation and "Regular Days Off" carryover deadline from July 1st to December 1st of the next calendar year, and introduced "Senior Officer Days" carryover of up to 5 days.
 - Introduced a new Duty Senior Officer Allowance of \$400 per year for Inspectors assigned as Duty Senior Officers for a full calendar year on the established rotating shifts.
 - Introduced fixed-term employment for Civilian Senior Officer positions.
 - Continued the existing Professional Development Reimbursement Program.
 - Board support for the Service's undertaking of a span of control review.

Consistent with the existing terms and conditions of employment for Excluded staff, it is also recommended that the same monetary settlement be applied to Excluded staff.

The renewed five-year collective agreements will provide the labour relations stability needed to allow the Board to continue to work effectively with the Service and the S.O.O. This collaboration will address the opportunities and challenges of improving community safety, accelerating the modernization of the Service, and supporting a strong leadership and organizational culture. The settlement also ensures that the Service remains a world leader in policing by attracting and retaining police leaders and supporting their health and wellbeing, while balancing fiscal responsibility and sustainability.

A negotiated settlement is always an achievement between an employer and its association. It ensures labour relations predictability and stability, and signifies a good working relationship between the parties.

Conclusion:

The conclusion of negotiations resulting in five-year collective agreements is a significant achievement for the Board and the S.O.O.

It is recommended that the Board ratify the Collective Bargaining Memorandum of Settlement between the Board and the S.O.O. dated August 8, 2025, and apply the same monetary settlement to Excluded staff.

Peter Mowat, Manager of Labour Relations, will be in attendance to answer any questions that Board members may have regarding this report.

Reason for Confidential Information

This report includes a confidential attachment containing a confidential Memorandum of Settlement and related subject matter pertaining to labour relations and employee negotiations.

Respectfully submitted,

Councillor Shelley Carroll
Chair

Attachments

Confidential Attachment - Board Ratification of Collective Bargaining Settlement with the Toronto Police Senior Officers' Organization dated August 8, 2025