



The following *draft* Minutes of the meeting of the Toronto Police Services Board held on March 19, 2015 are subject to adoption at its next regularly scheduled meeting.

The Minutes of the meeting held on February 19, 2015, previously circulated in draft form, were approved by the Toronto Police Services Board at its meeting held on March 19, 2015.

MINUTES OF THE PUBLIC MEETING of the Toronto Police Services Board held on **MARCH 19, 2015** at 12:30 PM in the Auditorium, 40 College Street, Toronto, Ontario.

PRESENT:

- Dr. Alok Mukherjee**, Chair
- Mr. Andrew Pringle**, Vice-Chair
- Ms. Marie Moliner**, Member
- Ms. Shelley Carroll**, Councillor & Member
- Mr. Chin Lee**, Councillor & Member

ABSENT:

- Dr. Dhun Noria**, Member
- Mr. John Tory**, Mayor & Member

ALSO PRESENT:

- Mr. William Blair**, Chief of Police
- Mr. Karl Druckman**, City of Toronto - Legal Services Division
- Ms. Deirdre Williams**, Board Administrator

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

#P49. RE-APPOINTMENT TO THE BOARD – MARIE MOLINER

The Board was in receipt of correspondence dated March 05, 2015 from Yasir Naqvi, Minister of Community Safety and Correctional Services, regarding the re-appointment of Marie Moliner to the Board for a period of 30 days. A copy of the Minister's correspondence is appended to this Minute for information.

The Board received the Minister's correspondence.

Moved by: C. Lee

**Ministry of Community Safety
and Correctional Services**

Office of the Minister

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WAR - 5 2015

Ms. Marie Moliner

Dear Ms. Moliner:

As you are aware, you were appointed to the **Toronto Police Services Board** until March 26, 2015, at which time your appointment will expire.

Pursuant to subsection 27(10) of the *Police Services Act*, I hereby reappoint you to the Toronto Police Services Board, effective March 27, 2015, for a period of thirty days or until such time as a new member has been appointed by Order in Council, whichever occurs first.

I would like to take this opportunity to thank you for your continued and valuable service to the Toronto Police Services Board.

Sincerely,

A handwritten signature in black ink, appearing to read 'Yasir Naqvi', written over a large, stylized flourish.

Yasir Naqvi
Minister

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P50. VENDOR OF RECORD: ELECTRICAL SERVICES – ADDITIONAL
INFORMATION**

The Board was in receipt of the following report February 27, 2015 from William Blair, Chief of Police:

Subject: VENDOR OF RECORD ELECTRICAL SERVICES - ADDITIONAL
INFORMATION

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

Annual expenditures for the electrical Vendor of Record (VOR) were estimated at \$0.35 million (M) at the time the five year contract was reported to the December 2013 Board meeting (Min. No. P292/13 refers).

However, based on 2014 experience to date and future anticipated work, the value of services to be obtained from this VOR is estimated at \$0.5M per year, over the remaining four years of the contract.

Funding for these services is included in the Service's operating and capital budgets.

Background/Purpose:

The purpose of this report is to provide the Board with an updated contract value estimate for VOR electrical services, based on 2014 experience to date and anticipated work in future years, over the five year term of the contract.

Discussion:

In 2013, the Service conducted a competitive process to establish a VOR for the provision of Electrical Services. Stevens and Black Electrical Contractors Incorporated (Stevens and Black) was the successful proponent and approved by the Board at its December 12, 2013 meeting as the VOR for five years between January 1, 2014 and December 31, 2018 (Min. No. P292/13 refers). The contract with Stevens and Black secures pre-determined hourly rates, with increases tied to the City of Toronto's fair wage policy, for the entire five year period. At the time of the award, the estimated value of work was approximately \$0.35M per year. The electrical services would be used for small repairs (as done in prior years), as well as for small projects, in order to complete necessary electrical work as expeditiously as possible.

During 2014, the Electrical VOR was utilized to perform minor repair and support to electrical systems. However, in 2014, the Service's Telecommunications Services Unit (Telecom) and Facilities Management Unit (Facilities) received approval to proceed with a number of small projects, in addition to regular electrical modifications and repair work to facilities. As a result, the VOR was utilized to perform a greater number of small projects and support work than anticipated. As an example, Stevens and Black was utilized to perform work on the Toronto Radio Infrastructure Project (TRIP), at various locations. The total value of the work performed in 2014 was approximately \$0.5M by the end of the year.

Utilizing the 2014 experience and planned projects for future years, over the five year term of the contract, it is projected that an annual spend of approximately \$0.5M is a better estimate of the value of work that will be assigned to the electrical VOR.

Conclusion:

The Service operates out of 52 facilities and 24 tower sites throughout the City, with a footprint of approximately 2.5M square feet. Repairs and small electrical work are required on a regular basis to address potential hazards and other state of good repair breakdowns.

The establishment of a vendor of record for electrical services provides the Service with the ability to access required electrical services as needed at an established hourly rate in a more efficient and effective manner. The value of the electrical VOR contract over the next four years, originally estimated at \$0.35M per year is now expected to be closer to \$0.5M per year over the remaining four years of the contract.

Mr. Tony Veneziano, Chief Administrative Officer, Corporate Services Command, will be in attendance to respond to any questions from the Board.

The Board received the foregoing report.

Moved by: C. Lee

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P51. MONTHLY REPORT: TORONTO 2015 PAN AMERICAN/PARAPAN
AMERICAN GAMES – MARCH 2015**

The Board was in receipt of the following report March 04 from William Blair, Chief of Police:

Subject: TORONTO 2015 PAN AMERICAN/PARAPAN AMERICAN GAMES –
MONTHLY STATUS REPORT

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

At its January 2015 meeting, the Board accepted the Cost Contribution Agreement negotiated between the Ministry of Community Safety and Correctional Services and the police service agencies comprising the Integrated Security Unit (ISU) for the 2015 Toronto Pan American/Parapan American Games (Min. No. C22/15 refers). The Cost Contribution Agreement will provide for reimbursement of all Games' related salary and non-salary incremental expenditures through to October 31, 2015.

It is anticipated that the Agreement will be executed in Q1 2015. In the interim, the Province will be invoiced for costs incurred by the Service through to year-end 2014. However, reimbursement will not be received until the Agreement has been executed.

Background/Purpose:

The Toronto Police Service – Pan Am Games Planning Team is preparing for the 2015 Pan American/Parapan American Games (Games) that will be held in the City of Toronto and surrounding municipalities in July and August of this year. Athletes, coaches, and team officials from the 41 participating countries, along with visitors and spectators, will begin to arrive in the City late June 2015.

Engagement of internal stakeholders who will be assigned to key positions during the Games' operational phase (June 26 to August 21, 2015) has been initiated to facilitate the transfer of knowledge, participation in Games' related training and test readiness exercises, and validation of the Command and Control structure and information flow for the Games' operational period.

Discussion:

This report provides a status update with respect to the assignment of members to the work details entered into the Pan Am Scheduling System, venue operational planning, traffic/transportation coordination, training, and the dissemination of Games' related information to local area business and community groups.

The Board members will receive confidential information in a separate report with respect to contingency plans for unforeseen circumstances that may potentially arise during the Games.

Business Continuity and Staffing for the Games

A scheduling software system has been developed to manage the enormous volume of work assignments for uniform and civilian members, as well as members of specialized units across the Service. The application, known as the Pan Am Scheduling System (PASS), currently has an estimated 31,000 work details to be staffed by Service members, some of which are assigned to those with specialized skills and training, and others that are available for members' selection.

As members complete the requisite training and assignments are confirmed, the Business Continuity planning team members must upload the details into PASS, enter the badge numbers of the members assigned to specific work details, and validate the entries. The planning team continues to monitor the percentage of assignments filled in PASS and the number of assignments that remain outstanding. The assignments that have been picked by Service members are also validated to ensure compliance with the PASS Terms of Agreement.

A PASS statistical report is being developed to illustrate the number of assignments filled and those outstanding on a day-by-day basis for the duration of the Games. A report will also be produced to show the distribution of assignments by unit.

To date, the selection of assignments in PASS is progressing well; however, alternate staffing strategies will be initiated if necessary to meet the Service's obligations with respect to the provision of policing and security for the Games.

As the Board was informed at its January 2015 meeting, the Games' staffing plans are based primarily on the utilization of off-duty personnel with provisions for the use of on-duty and specialized resources where appropriate. If unexpected situations arise and it becomes necessary to draw from on-duty resources, the focus will be on all non-front-line units within the Service prior to drawing on any officers who fall within Community Safety Command (Min. No. P7/15 refers).

Business Continuity planning team members are liaising with representatives from the TPS Emergency Management and Public Order Unit with respect to Command Post assignments and staffing strategies. They will also assist with the development of training for these identified Service members. Input from Labour Relations has also been sought with respect to civilian hours of work.

Logistics

In consultation with TPS – Information Technology Services, Logistics planning team members have obtained costing for the equipment and technical requirements at the various Command Posts and staging areas. Procurement of hardware and electrical contracting services has commenced in accordance with TPS – Purchasing Services processes and procedures. The schedule for computer hardware installation and subsequent removal in the demobilization phase is under development. An IT support plan is also being created for quick response in the event of application downtime.

It is intended that water and packaged energy bars will be distributed to Service members at staging areas. Requests for quotations for the supply of these items have been initiated. Preliminary calculations have also been done to coordinate the meal plans and the provision of a meal allowance for those members who do not have access to feeding areas. A dashboard will be built into PASS to capture the precise number of members eligible for feeding or a meal allowance in lieu. Requests for quotations for the provision of supplies and other equipment to assist with identification of members at particular areas (i.e. staging) is underway.

The TPS Logistics lead is liaising with the Integrated Security Unit (ISU) regarding the provision of specialized equipment such as mandatory health and safety wear for specific job functions. Ongoing discussions are also taking place with respect to accreditation and the roles of all individuals who must be accredited to meet the Games' staffing needs.

Consultation with managers from TPS - Fleet and Materials Management is ongoing with respect to all fleet requirements. The bus schedule for the transport of Service members to and from staging areas is nearing completion with updated information from PASS. Driver handbooks are being crafted. Logistics' planning team members are meeting with transportation coordinators to build the dispatch requirements.

TPS - Communications Services is liaising with Logistics planning team members to define call signs and dispatch requirements for the Games' operations. PASS training will be provided to Communications Services' staff.

The TPS Pan Am Games Planning Team – Logistics have facilitated a test event to identify gaps in logistics related processes. This test readiness exercise was very successful.

Operational Planning – Venues

Venue planners have conducted an in-depth review of private security staffing and scheduling to maximize staffing efficiency for both police and private security resources. The Venues planning team lead continues to meet with the private security liaison to review and finalize the documentation requirements for redeployment of private security staff.

Competition schedules released by Toronto 2015 continue to be fluid, which necessitates ongoing operational plan updates. The TPS Ceremonies and Festivals planning lead also continues to adapt planning based on the latest updates released from Toronto 2015. The venue planner for Athletes Village has met with the area resident committee and City councillors to inform them of planned street closures prior to and during the Games.

Traffic and Transportation

The assignment of traffic details captured in PASS has been progressing extremely well. To date, all motorcycle and collision reconstruction positions (requiring specialized skills) have been filled. A large percentage of the highway and Games Route Network (GRN) positions are also assigned. The majority of the remaining available work assignments for traffic pertain to parking control and road events.

Members of the TPS Pan Am Games Planning Team – Traffic coordinated a table-top exercise with identified individuals who will be involved in the traffic/transportation plan during the operational phase. The table-top exercise was designed mainly to test communication flow, introduce personnel to their roles, and discuss alternate response plans to situations that may impede the smooth flow of traffic during the Games.

Traffic team members have met with TPS contracted towing companies that will be engaged during the Games to ensure that tow trucks are situated in designated areas to respond to calls for service on the GRN route.

The Torch Relay route plans that comprise streets within the City of Toronto are nearing completion with route changes being incorporated into the operational plans and associated maps.

Alternative routes for the Pan Am Games Opening Ceremonies are being explored to ensure that plans are reliable for the transportation of athletes and team officials.

As the Board was informed at its February 2015 meeting, the City of Toronto will make the determination regarding the dates and format for road cycling familiarization events. TPS has proposed a rolling road closure for these events, which would reduce the impact of the closures on area businesses and residents, as well as the requirement for significant police resources to secure the event (Min. No. P7/15 refers). The TPS is awaiting a decision from the City on this matter.

Temporary High Occupancy Vehicle (T-HOV) lanes are being recommended on all major highways in the Greater Toronto Area to facilitate the movement of Games' athletes and officials, Games' family members, dignitaries, media, and general purpose vehicles that meet the HOV criteria. Decisions regarding the T-HOV lane vehicular occupancy criteria, T-HOV lane operational dates, City by-law amendments, and road closures are still pending.

Training

The RCMP Emergency Management System (EMS) will be utilized during the Games to provide situational awareness to participating ISU agency members. EMS Screener and Situational Board training has been completed by all members of the TPS Pan Am Games Planning Team and will be arranged for identified members of the TPS Emergency Management and Public Order Unit and Intelligence Services.

The planning team training lead is developing a training package for those members who will be assigned to Command Posts during the Games' operational phase. Identification of training needs and support requirements for staging area personnel are also being assessed.

Development of the on-line Canadian Police Knowledge Network (CPKN) self-paced training has been disseminated in draft form for feedback from ISU agency members. The ISU handbook is in the final stages of draft.

Community and Business Liaison – Communications Plan

The Community and Business Liaison section of the planning team are delivering presentations to local business and community groups in cooperation with representatives from Toronto 2015, the Ministry of Transportation, the City of Toronto, and other ISU agency members. Meetings have also taken place with residents in the community adjacent to Athletes Village to disseminate Games' related information and to seek resolutions to concerns about access for residents and their guests. Members of the Community and Business Liaison section continue to confer with the Service's Corporate Communications to develop a Games' time communications plan.

A designated planning team member has also taken the lead on Pan Am Games' social media, including Twitter and Facebook accounts, and will consult with various stakeholders to develop the social media plan (Min. No. P7/15 refers).

Conclusion:

The Toronto Police Service – Pan Am Games Planning Team continues to liaise with internal and external stakeholder groups to finalize the Games' operational plans, to procure required goods and services, and to initiate the hardware installation and technological setup of Command Posts and staging areas.

Identified members of the Service who will play a key role in the Command and Control structure have been engaged to facilitate the transfer of knowledge and ongoing participation in training and test readiness exercises.

The TPS Pan Am Games Planning Team – Business and Community Liaison section, along with the Ministry of Transportation, Toronto 2015, and the City of Toronto is delivering presentations to area business and community groups that may be impacted by the Games’ activities and road closures. The Games’ time communications strategy is being developed in consultation with the Service’s Corporate Communications subject matter experts.

Deputy Chief Mark Saunders, Specialized Operations Command, will be in attendance to answer any questions from the Board.

Mr. John Sewell, Toronto Police Accountability Coalition, was in attendance and delivered a deputation to the Board. A written copy of Mr. Sewell’s deputation is on file in the Board office.

During his deputation, Mr. Sewell referred to seven specific activities that he believed TPS officers should or should not do while performing policing responsibilities during the Games. At the request of the Board, Chief Blair responded to each of the seven points raised by Mr. Sewell.

The Board received the foregoing report and Mr. Sewell’s deputation.

Moved by: S. Carroll

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TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P52. SEMI-ANNUAL REPORT: WRITE-OFF OF UNCOLLECTIBLE
ACCOUNTS RECEIVABLES: JULY TO DECEMBER 2014**

The Board was in receipt of the following report February 24, 2015 from William Blair, Chief of Police:

Subject: SEMI-ANNUAL REPORT 2014: WRITE-OFF OF UNCOLLECTIBLE
ACCOUNTS RECEIVABLE BALANCES - JULY TO DECEMBER 2014

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

The write-off amount of \$19,656 in the second half of 2014 reduced the allowance for uncollectible accounts to \$326,585. The adequacy of this amount is analyzed annually as part of the year end accounting process. Any adjustment required to this balance will be included in operating expenses in the year the adjustment is made.

Write-offs for the second half of 2014 represent 0.2% of the year end Accounts Receivable balance and 0.2% of invoiced revenue for the year, excluding grants. It should be noted that the Accounts Receivable balance contains an aggregate credit balance \$1.81 Million (M), representing prepayments for officers, administrative fees, and vehicle and equipment rentals for paid duty events scheduled to occur at a future date.

Background/Purpose:

At its meeting of May 29, 2003, the Board approved Financial Control By-law 147. Part IX, Section 29 – Authority for Write-offs, delegates the authority to write-off uncollectible accounts of \$50,000 or less to the Chief of Police and requires that a semi-annual report be provided to the Board on amounts written off in the previous six months (Min. No. P132/03 refers).

The purpose of this report is to provide the Board with information on the amounts written off during the period of July 1 to December 31, 2014.

Discussion:

External customers receiving goods and/or services from Toronto Police Service (Service) units are invoiced for the value of such goods or services. The Service's Accounting Services unit works closely with divisions, units and customers to ensure that some form of written authority is

in place with the receiving party prior to work commencing and an invoice being sent, and that accurate and complete invoices are sent to the proper location, on a timely basis.

Accounts Receivable Collection Process - Paid Duty Customers

Historically, paid duty customers paid officers who performed the relevant paid duty assignment directly, or through The Police Credit Union, after the completion of the specific paid duty assignment. As a result, the Service only invoiced customers for the administrative fees, vehicle and/or equipment rentals and applicable taxes. In March 2014, the terms of payment for paid duty customers were changed as a result of the implementation of the Paid Duty Management System (PDMS). The new system changed the business process followed when booking and paying for paid duty requests. The Service now pays the officers directly, and bills the paid duty customer for the services provided along with the administration fee and any applicable vehicle and/or equipment rentals. To mitigate the increased risk of non-collection, most customers are required to secure a deposit or pre-pay in advance of the paid duty event.

As at this reporting period, paid duty customers have an aggregate credit balance of \$1.81 M recorded on the Service's balance sheet, representing prepayments for officers, administrative fee and vehicle/equipment rentals for paid duty events scheduled to occur at a future date.

Accounts Receivable Collection Process - Non-Paid Duty Customers

Customers other than those requesting paid duties are given a 30 day payment term for all invoices and receive monthly statements showing their outstanding balances if the 30 day term is exceeded. In addition, they are provided with progressively assertive reminder letters for every 30 days their accounts remain outstanding. Accounts Receivable staff make regular telephone calls requesting payment from customers. Customers with large outstanding balances have an opportunity to make payment arrangements with Accounting Services to ensure collection is maximized. In addition the Service offers several payment options, including paying through VISA and MasterCard, to facilitate the payment process for our customers.

Customers are sent a final notice when their accounts are in arrears for more than 90 days. They are provided with a ten day grace period, from receipt of the final notice, to make payment on their account before the balance is sent to an outside agency for collection. The Service's collection agency, obtained from a joint process with the City, has been successful in collecting many accounts on behalf of the Service. However, in situations where amounts are small, company principals cannot be located, organizations are no longer in business or circumstances indicate that no further work is warranted, the collection agency will recommend write-off.

Amounts written off during the July 1 to December 31, 2014 period:

During the six month period of July 1 to December 31, 2014, thirteen (13) accounts totalling \$19,656 were written off, in accordance with By-law 147. The write-offs relate to marijuana grow operation clean-up cost recovery fees, employee receivables, and paid duty administrative fees. Additional information on the accounts written off is provided in the sections that follow.

Marihuana Grow Operation invoices (\$19,585):

The amount written off consists of eleven (11) items, representing the original cost recovery amount approved by City Council and associated interest. The by-law governing cost recovery associated with marihuana grow operations gives the Service latitude to determine who the “owner” of the establishment, in the location the grow operation was located, is. There are three possible definitions for owner:

1. The individual whose name is on the title for the property;
2. The tenant occupying the property; or
3. The property management organization, acting as an agent on behalf of the titled individual.

In ten (10) cases, responsibility for the grow operation was determined to lie with the tenant of the establishment in which the grow operation was located. As a result, given the latitude allowed by the by-law and exercised by the Unit Commander of the Service’s Drug Squad, the tenant was invoiced the cost recovery amount. The Service followed its normal collection procedures, however, the amounts could not be collected.

As a result, all accounts were forwarded to the Service’s collection agency, who spent several months attempting to collect the outstanding balances. The collection agency followed their standard collection process which includes finding the principal where required, sending payment demand letters and investigating the individual’s ability to pay. However, despite these efforts, collection proved difficult as the individual associated with each account could not be located or was unresponsive to the request for payment. The collection agency advised that the amounts were not significant enough to warrant the involvement of legal personnel, determined that payment was unlikely and recommended write-off.

City Council By-law No. 1076-2007:

At its meeting of March 2013 (Min. No. P60/13 refers), the Board approved the following motion:

THAT the Chief of Police, in consultation with City of Toronto-Revenue Services, review the Motion adopted by Toronto City Council regarding the process by which cost-recovery and interest charges related to marijuana grow operations will be applied to the property taxes of the property that contained the grow operation and determine if the TPS can increase the speed with which the TPS can apply outstanding costs to property taxes to avoid future write-offs.

City of Toronto Legal Services advised that they would initiate a review of City Council By-law No. 1076-2007 to determine changes that could be made to the by-law language that would allow implementation of the above motion. Although several discussions with City Revenue Services, City Legal and the Service occurred, in August 2014, City of Toronto Legal Services advised the Service that there was no further development in the review of the City By-Law No. 1076-2007 that would speed up the Service’s ability to collect by invoicing the titled property owner directly and thereby reduce its collection risk. As a result, at this time, the Service continues to adopt the

existing By-Law as approved by City Council where the Drug Squad Unit as designated by the Service, can exercise discretion in determining who the responsible party is and invoice that party accordingly.

The Service will be initiating discussions again in the coming months and will provide an update as part of the next write-off report in 2015.

Employee Receivables (\$42):

One employee receivable was written off during the second half of 2014. This overpayment represents an amount owing from a former School Crossing Guard. A letter was sent to this member advising of the overpayment, however, there was no positive response. The amount is not large enough to warrant taking legal action, as the costs of such action would outweigh the funds collected, even if the individual exhibited an ability to pay.

Payroll and Benefits Administration continue to work with Service units to refine processes and controls that will mitigate the risk of overpaying employees, which can be evidenced by the significant reduction in write-offs in this category.

Paid Duties (\$29):

One paid duty receivable was written off during the second half of 2014 which represents a small portion of the administrative fee for a paid duty event that occurred in 2013. All collection efforts such as monthly statements, reminder letters, telephone calls and emails were exhausted by the Accounting Services Unit. Given the insignificant amount, the Service abandoned its efforts to collect this amount and is now recommending write-off.

The Service has made significant strides to manage customer accounts related to paid duties. The most recent changes to the collection process implemented with the new system required significant effort to change customer behaviour. Paid duty customers are now not only required to pay the Service for the full amount of the duty, as compared to paying the officer and Service separately, but many are now required to leave substantial deposits, if they request a large number of paid duties on a regular basis, or prepay the amount of the entire request. In order to mitigate the risk of non-collection for the Service and ensure that taxpayer dollars are not subsidizing paid duty earnings for officers as a result of non-payment by the customer, considerable effort was put towards client and account management.

In 2014, the paid duty program generated over \$32 Million (M) in officers' paid duty earnings recovery, administrative fees and vehicle and equipment rentals. The \$29 write-off was the result of a 2013 paid duty event. As a result, no amount related to 2014 paid duty revenue (\$32M) will need to be written off.

Conclusion:

In accordance with Section 29 – Authorization for Write-offs, of By-law 147, this report provides information to the Board on the amounts written off by the Service during the period from July 1 to December 31, 2014.

In 2014, the Service wrote off 34 accounts totalling \$49,960. Of those accounts, 30 totalling \$47,106, related to marihuana grow operation cost recoveries. The total write-offs for the year represent 0.12% of the 2014 invoiced recoveries total of \$41.6M. This amount includes paid duty services earned by members and other related amounts (equipment rental, administrative fee) charged to customers for paid duty services provided.

For all receivables, action within the Service's control has been taken to reduce the risk of amounts owing to the Service from becoming uncollectible and to more aggressively pursue amounts owing, in accordance with the Service's Accounts Receivable collection procedures.

Mr. Tony Veneziano, Chief Administrative Officer, Corporate Services Command, will be in attendance to answer any questions from the Board.

The Board received the foregoing report.

Moved by: M. Moliner

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**#P53. ANNUAL REPORT: 2014 TORONTO POLICE SERVICES BOARD'S
CONSULTING EXPENDITURES**

The Board was in receipt of the following report February 26, 2015 from Alok Mukherjee, Chair:

Subject: ANNUAL REPORT: TORONTO POLICE SERVICES BOARD'S 2014
CONSULTING EXPENDITURES

Recommendation:

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

Financial Implications:

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

Background/Purpose:

The Board, at its meeting of February 20, 2003 (Board Minute P45/03 refers), approved a motion requiring the reporting of all consulting expenditures on an annual basis. City's Accounting Services also requires annual reporting of consulting expenditures as per their prescribed format. As a result, consulting expenditures are provided to the Board and this information is also forwarded to the City's Accounting Services' Acting Director. Attachment A reflects the 2014 consulting expenditures for the Police Services Board and its explanation for the significant Budget and Actual variances.

Discussion:

City's Accounting Services requires the attached 2014 consulting expenditures for the Police Services Board on or before February 28, 2014 and in order to comply with this, the attached has been forwarded to the Acting Director.

Conclusion:

Therefore, it is recommended that the Board receive this report for information.

The Board received the foregoing report.

Moved by: M. Moliner



Toronto Police Services Board
2014 Consulting Expenses - Operating

Expense Category	Program	Contract Date (mm-dd-yy)	Contract # / PO # / DPO #	Consultant's Name	Description of the Work	Expected Completion Date	Contract/PO Balance Remaining 12/31/2014	2014 Budget	2014 Expenditure	2013 Expenditure
							\$	\$	\$	\$
Management /R&D										
		06-14-2014	6039411	KPMG	Provided consulting services to assess the recommendations arising from the Chief of Police's Internal Organizational Review (CIOR). (on-going)	2015.12.31	0		190,036.80	
	Sub-Total						\$ -	\$335,000.00	\$190,036.80	\$ 5,088.00
TOTAL							\$ -	\$335,000.00	\$190,036.80	\$ 5,088.00
External Lawyers & Planners		12-31-2013	6038540	Addario Law Group	Provided advice with respect to policy options for "street checks" - (ON GOING)	ON-GOING	0		255,210.00	

		04-19-2013	8732622	Hicks Morley Hamilton Stewart	Provided expert advice/opinion on general employment and labour relations issues (BM#P265/2012 - October 15th 2012 Board Meeting) (ON GOING)	ON-GOING	0		10,217.00	
	Sub- Total						\$ -	\$329,100.00	\$265,427.00	\$111,929.00
	TOTAL						\$ -	\$329,100.00	\$265,427.00	\$111,929.00
	GRAND TOTAL						\$ -	\$664,100.00	\$455,463.80	\$117,017.00

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**#P54. ANNUAL REPORT: 2014 TORONTO POLICE SERVICE'S
CONSULTING EXPENDITURES**

The Board was in receipt of the following report March 02, 2015 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2014 TORONTO POLICE SERVICE'S CONSULTING
EXPENDITURES

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Funding for the consulting expenditures reported was available through the Toronto Police Service's (Service) operating or capital budget in 2014.

Background/Purpose:

At its meeting of February 20, 2003 (Min. No. P45/03 refers), the Board requested that the Service report all consulting expenditures on an annual basis. In addition, at its meeting of March 23, 2006 (Min. No. P103/06 refers), the Board requested that future annual reports be revised so that capital consulting expenditures are linked to the specific capital project for which the consulting services were required. City Finance also requires the annual reporting of consulting expenditures in their prescribed format, so that the City's Deputy City Manager and Chief Financial Officer can provide a consolidated report to City Council.

This report provides details of the 2014 consulting expenditures for the Service's operating and capital budgets, in the City's prescribed format and based on the definition of consulting services provided by the City. The City's definition of consulting services is as follows:

any firm or individual providing expert advice/opinion on a non-recurring basis to support/assist management decision making in the areas of technical, information technology, management/research and development (R&D), external lawyers and planners, and creative communications.

The information contained in this report has already been forwarded to the City, as the completion of the Service's year-end accounting process and the timing of the Board meetings did not allow this report to be forwarded to the Board in advance of the City's February 27, 2015 deadline.

Discussion:

Details of the 2014 consulting expenditures for the Service's operating and capital budgets are provided in Attachments A and B respectively.

The Service has taken steps to manage the use of consultants and only contract for these services where the skills are not available in-house and/or where there is not a permanent requirement for the expertise/skill set, as well as when additional resources are required to deliver projects with prescribed timelines, and the Service does not have the required resource capacity.

The 2014 operating consulting actual expenditures (as reflected in Attachment A) totalled \$1.02M net of rebate. The Service is attempting to rely less on consultants and do more work in-house. The operating budget for consulting services is developed using zero-based budgeting. As such, 2014 expenditures for consulting services are based on requirements identified during the 2014 budget process.

The 2014 capital consulting actual expenditures (as reflected in Attachment B) were \$0.62M net of rebate. This amount represents expenditures for the Integrated Records and Information System (IRIS) project. Capital projects generally involve multi-year cash flow requirements, and the 2014 expenditure may therefore represent only a portion of the total contract value.

Conclusion:

Consulting expenditures incurred against the Service's operating and capital budgets are reported annually to the Board and the City. The Service ensures that consulting services are used only where necessary and beneficial. The 2014 actual consulting expenditures totalled \$1.64M net of rebate (\$1.02M for operating and \$0.62M for capital).

Mr. Tony Veneziano, Chief Administrative Officer, Corporate Services Command will be in attendance to answer any questions from the Board.

The Board received the foregoing report.

Moved by: C. Lee



Agency/Corporation :

Toronto Police Service

2014 Consulting Expenses - Operating

Expense Category	Agency/Board	Program	Contract Date (mm-dd-yy)	Contract # / PO # / DPO #	Consultant's Name (Note 1)	Description of the Work (Notes 1 & 2)	Expected Completion Date	Recoveries by Source (Note 3)	Contract/PO Balance Remaining 12/31/2014 (Note 4)	2014 Budget (Notes 5 & 6)	2014 Expenditure (Note 4)	2013 Expenditure (Note 5)	
									\$	\$	\$		
Technical													
		Divisional Policing Support	09/22/2014	3516807	Russell,Hugh C, PHD - complete	Neighbourhood Officer Training Program - complete	10/06/2014		0		1,061.36		
		Divisional Policing Support	04/10/2014	6039120	Russell,Hugh C, PHD	Lecturing sessions - complete	04/30/2014		0		3,015.12		
		Sub-Total							0	4,200.00	4,076.48	0	
Management/Research and Development													
		Strategy Management	05/14/2014	6039293	AlFocus Inc	Professional services for the formulation of a Strategy for Service Excellence including Strategy implementation and Change Management - on-going	12/31/2014		0		204,711.90		
		Payroll and Benefits Administration	07/26/2013	8776767	Buck Consultants Ltd	Benefit Consulting Services-Actuarial Valuation of Non-Pension Benefits, Experience study for Non-Pension Benefits and Pensions Consulting - on-going	12/31/2015		0		11,099.98		
		Sub-Total							0	739,800.00	215,811.88	0	
External Lawyers and Planners													
		Legal Services	06/16/2014	3512835	Borden Ladner Gervais LLP	Consulting Legal Services - complete	06/23/2014		0		936.19		
		Legal Services	07/17/2014	3514182	Johnstone & Cowling LP	Consulting Legal Services - complete	07/17/2014		0		1,570.16		
		Legal Services	09/23/2014	3516884	Borden Ladner Gervais LLP	Consulting Legal Services - complete	09/30/2014		0		488.45		
		Chief	11/12/2014	3519362	Johnstone and Cowling LLP	Professional Legal Services - complete	11/12/2014		0		1,530.90		
		Legal Services	04/24/2014	6039195	Borden Ladner Gervais LLP	Professional Legal Services - complete	04/30/2014		0		3,093.50		
		Legal Services	08/11/2014	6039777	Borden Ladner Gervais LLP	Professional Legal Services - complete	08/12/2014		0		3,144.38		
		Legal Services		1900011500	Johnstone & Cowling LP	Consulting Legal Services - complete	12/31/2014		0		20,813.47		
		Chief's Office	10/28/2013	6038144	Torys	Professional services to provide the final report on the policies, practices and procedures of, and the services provided by, the Toronto Police Service with respect to the use of lethal force or potentially lethal force, in particular in connection with encounters with persons who are or may be emotionally disturbed, mentally disturbed or cognitively impaired. The final report included recommendations (Iacobucci Report) - Complete	12/31/2014		0	765,000.00	764,502.21	0	
		Sub-Total							-	-	797,100.00	796,079.26	0
GRAND TOTAL									-	-	1,541,100.00	1,015,967.62	-

2014 Consulting Expenses - Capital

Expense Category	Agency/Board	Program	Contract Date (mm-dd-yy)	Contract # / PO # / DPO #	Consultant's Name (Note 1)	Description of the Work (Notes 1 & 2)	Expected Completion Date	Recoveries by Source (Note 3)	Contract/PO Balance Remaining 12/31/2014 (Note 4)	2014 Expenditure (Note 4)	2013 Expenditure (Note 5)
									\$	\$	\$
		TPS-Project IRIS	12/14/2010	6032052	Provision IT Resources LTD	Professional Management Services for the Integrated Records and Information System (IRIS). Leads the cross functional project team in the day to day planning, management, control and the implementation of the system. Extension of the Contract for the IRIS Project Manager as per Board Minute P194 of August 13, 2013	12/31/2014		26,031.25	321,657	362,221.08
		TPS-Project IRIS	01/20/2012	6034495	Modis Canada Inc	Business Analyst Services for the Integrated Records and Information System. Extension of the Senior Business Analyst Services as approved by Board Minute P194 of August 13, 2013. Assist and support the Business Analysis team in the development of the business requirements documentation for the implementation of the commercial off-the-shelf integrated, electronic records management system for the Integrated Records & Information System (IRIS) project.	12/31/2015		283,660.00	222,549	262,174.46
		TPS-Project IRIS	10/15/2012	6035894	Modis Canada Inc	Senior Business Analyst for Solution Architecture. Assess and analyze current state of Toronto Police Service's data environment to determine appropriate architecture and technology; assist in securing the necessary software and hardware required to enable the archiving and reporting solutions. Support development, testing and evaluation.	04/04/2014		0	895	210,271.78
		TPS-Project IRIS	10/15/2012	6035895	Procom Consultants Group	Senior Business Analyst for Business Needs. Assess archiving requirements for Toronto Police Service's various legacy systems by undertaking the elicitation process for each component of the business intelligence system; plan and develop the development of a reporting tool; and develop a proposed "to be" state.	05/31/2014		0	72,300	276,024.00
GRAND TOTAL										617,402	1,110,691.32

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P55. ANNUAL REPORT: 2014 PROOF OF CLAIM DOCUMENTS FILED ON
BEHALF OF THE TORONTO POLICE SERVICES BOARD**

The Board was in receipt of the following report February 27, 2015 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2014 PROOF OF CLAIM DOCUMENTS FILED ON
BEHALF OF THE TORONTO POLICE SERVICES BOARD

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

At its meeting of December 15, 2011, the Board delegated authority to the Chief of Police, or his designate, to act on its behalf in all situations where a Proof of Claim must be signed and returned to the Trustee in Bankruptcy within a specified period of time, in order to allow the Toronto Police Service's (Service) claim against customers to be considered as part of any consumer proposal or bankruptcy proceedings (Min. No. P334/11 refers).

At that meeting, the Board requested the Chief of Police to report annually in the years in which this delegated authority was exercised.

Discussion:

In 2014, the Chief's designate, Ms. Sandra Califaretti, Director, Finance and Business Management, submitted the following Proof of Claims:

1. Lenron Inc. (Outstanding balance: \$740.28)

On February 25, 2014, a Trustee's Letter to Creditors was received from Powell Associates Ltd. in relation to this paid duty customer. The outstanding balance to the Board was \$740.28 which represented 0.01% of the company's net deficit of \$6.933 million. The Service was one of the 147 unsecured creditors.

2. Authentech Communications Canada (Outstanding balance: \$2,506.08)

On May 6, 2014, msi Spergel Inc. filed a Notice of Bankruptcy on behalf of Authentech which had \$56,632 in assets and \$1,185,878 in liabilities or a net deficit of \$1,126,246. The Service was one of the 118 unsecured creditors.

The Proof of Claims and proposals were accepted, although the possibilities of collecting these amounts are very minimal. Hence, these accounts were written off the Service's books on the first half of 2014 and reported to the Board at its meeting of September 11, 2014 (Min. No. P199/14 refers).

As a result of new business processes implemented with the new paid duty system roll-out, most paid duty customers are required to pay for paid duties ordered (officer portion, administrative fee and any vehicle/equipment rentals) in advance of the event or provide security deposits that are applied to outstanding invoices. Only selected customers are permitted credit terms of 30 days. It is anticipated that the changed process will significantly reduce the possibility of write-offs for the Service.

Conclusion:

During 2014, two Proof of Claims documents were submitted by the Service on behalf of the Board in relation to bankruptcy notices filed by paid duty customers.

Mr. Tony Veneziano, Chief Administrative Officer, Corporate Services Command will be in attendance to answer any questions from the Board.

The Board received the foregoing report.

Moved by: S. Carroll

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

#P56. ANNUAL REPORT: 2014 SECONDARY ACTIVITIES

The Board was in receipt of the following report March 02, 2015 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2014 SECONDARY ACTIVITIES

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

At its meeting on February 11, 1993, the Board requested that the Chief of Police submit a semi-annual report on Secondary Activities (Min. No. C45/93 refers). At the March 21, 1996 meeting, the Board further requested that all further semi-annual reports on secondary activities include the number of new applications for secondary activities, how many were approved or denied on a year-to-date basis, as well as the total number of members engaged in secondary activities at the time of the report (Min. No. P106/96 refers). At its meeting on October 26, 2000, the Board passed a motion that future reports regarding secondary activities be provided to the Board on an annual basis rather than semi-annual (Min. No. P450/00 refers). At its meeting on February 22, 2001, the Board requested that future annual reports regarding secondary activities include a preamble that describes the Service's policy governing secondary activities (Min. No. P55/01 refers).

Service Procedure 14-25 – Secondary Activities:

Service Procedure 14-25 (R.O. 2008.09.23-0998) was reviewed and revised by the Secondary Activity Committee, and was published on July 6, 2011. A copy of Service Procedure 14-25 is attached as Appendix "A". Members are required to submit an Application for Secondary Activity on Form TPS 778 for approval by the Chief of Police if the member believes the activity may place them in a conflict with Section 49(1) of the *Police Services Act (PSA)*. Service Procedure 14-25 no longer outlines a non-exhaustive list of activities that may be considered to contravene Section 49(1) of the *PSA*. Approval to engage in a secondary activity is granted, provided the secondary activity does not contravene the restrictions set out in Section 49(1) of the *PSA*.

Police Services Act Provisions – Secondary Activity:

Section 49(1) states:

- 49(1) A member of a police force shall not engage in any activity:
- (a) that interferes with or influences adversely the performance of his or her duties as a member of the police service, or is likely to do so;
 - (b) that places him or her in a position of conflict of interest, or is likely to do so;
 - (c) that would otherwise constitute full-time employment for another person; or
 - (d) in which he or she has an advantage derived from employment as a member of a police force.

The Chief may also deny applications for secondary activity for the following reasons:

- (1) Where the applicant has demonstrated a history of poor attendance or poor performance;
- (2) Where the secondary activity might bring discredit upon the member's reputation as an employee or upon the reputation of the Toronto Police Service;
- (3) Where it involves the use of programs, lesson plans, technology, materials, equipment, services or procedures which are the property of the Service.

The Chief of Police exercises his discretion, on a case-by-case basis, to determine whether an application is likely to contravene the restrictions set out in Section 49(1) of the *PSA*. Members whose applications are approved are required to sign an agreement which outlines the terms and conditions of the approval.

A "member", as defined in the *PSA*, means a police officer, and in the case of a municipal police force includes an employee who is not a police officer. Therefore, both uniform and civilian employees are considered members covered under Section 49(1) of the *PSA*.

Auxiliary police officers are not covered under Section 49(1) of the *PSA* or Service Procedure 14-25. Auxiliary police officers are volunteers, not employees of the Service.

Discussion:

During 2014, there were 27 new applications received from members requesting approval to engage in secondary activities. Of these 27 applications, none were considered to be in conflict with Section 49(1) of the *PSA*.

The 2014 Annual Report on New Applications for Secondary Activity details the type of secondary activities requested, broken down by the number of applications received from uniform and civilian members.

**2014 ANNUAL REPORT
NEW APPLICATIONS FOR
SECONDARY ACTIVITY**

<i>TYPE OF ACTIVITY</i>	NUMBER OF UNIFORM APPLICATIONS	NUMBER OF CIVILIAN APPLICATIONS
Arts/Media		2
Business Services	2	4
Emergency Services	1	1
Food and Beverage		2
Health & Wellness	1	1
Residential Services	1	
Retail	3	2
Security		2
Social Services		1
Sports Instructor		1
Teacher/Lecturer	3	
TOTAL	11	16

Given that members are only required to seek approval to engage in secondary activities when they believe the activity may place them in a conflict with Section 49(1) of the *PSA*, it is not possible to report the total number of members engaged in secondary activities.

For the period covering January 1996 to December 2014, our records reflect that there were a total of 1,207 uniform and civilian members of the Service who were granted approval to engage in secondary activities. The chart below outlines the number of approved applications for uniform and civilian members during this time frame:

Approved Secondary Activity Applications							
1996 - 2014							
Year	Uniform	Civilian	Total	Year	Uniform	Civilian	Total
1996	91	23	114	2006	13	11	24
1997	46	36	82	2007	44	8	52
1998	44	32	76	2008	31	7	38
1999	69	67	136	2009	30	8	38
2000	37	43	80	2010	10	19	29
2001	43	96	139	2011	13	20	33
2002	36	83	119	2012	11	18	29
2003	56	22	78	2013	14	7	21
2004	54	16	70	2014	11	16	27
2005	18	4	22				
TOTAL:							1207

Conclusion:

This report provides the Board with an annual summary of secondary activities received and approved for 2014.

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

The Board received the foregoing report.

Moved by: M. Moliner

PERSONNEL

14 – 25 Secondary Activities

New Amended Reviewed – No Amendments

Issued: R.O. 2011.07.06–0752

Replaces: R.O. 2008.09.23–0998

Rationale

Members may participate in secondary activities, provided such activities do not contravene Service Governance or s. 49 of the *Police Services Act (PSA)* entitled "Restrictions on secondary activities".

This Procedure outlines the process to be followed when requesting permission to participate in a secondary activity where participation in the secondary activity may contravene the *PSA*.

Governing Authorities

Provincial Police Services Act

Associated Service Governance

Number	Name
Chapter 13 20–01	Conduct Paid Duties

Forms

Number	Name	Authorization Level
TPS 778	Application for Secondary Activity	Chief of Police
TPS 649	Internal Correspondence	Member

Definitions

Secondary Activity means a paid or unpaid activity. A paid duty is not considered to be a secondary activity.

Procedure

Members shall not engage in any secondary activity that adversely affects the performance of their duties as a member of the Toronto Police Service (Service).

The Chief of Police shall have sole discretion to determine whether a member is permitted to engage in a secondary activity for which the member has applied for approval, with or without restrictions. Members shall comply with the decision of the Chief of Police. The Chief of Police may rescind the decision permitting a secondary activity at any time if a member refuses to comply with a restriction imposed on the activity.

Members shall submit a TPS 778 in the following circumstances

- prior to engaging in a secondary activity which may contravene s. 49 of the PSA
- where the nature or scope of a secondary activity has changed and it may now contravene s. 49 of the PSA

Members shall re-submit a TPS 778 in the following circumstances when engaged in a previously approved secondary activity

- when a member is reclassified from a civilian to a uniform position and vice versa
- when a member is promoted or transferred to a position with different duties, including a permanent acting position
- when the secondary activity changes in nature/scope of commitment (e.g. hours per week)

While reported off duty due to sickness or injury, members shall not engage in any secondary activity. Members may engage in a secondary activity when suspended from duty with or without pay.

While members are not required to apply for approval to engage in a secondary activity unless the member believes that participation in the activity may contravene s. 49 of the PSA, members are expected to disclose the activity where any doubt exists. Non-disclosure in a case where disclosure was appropriate may lead to a conduct investigation.

Member

1. When applying for approval to engage in a secondary activity that may contravene s. 49 of the PSA shall complete a TPS 778 and submit it to the unit commander.
2. When commencing a paid secondary activity while suspended from duty with pay shall report all monetary benefits earned from the paid secondary activity during the period of suspension via a TPS 649 to the Unit Commander – Labour Relations.

***NOTE:** Members shall contact Labour Relations for specific details on how this information is to be reported. Pursuant to s. 89(7) of the PSA, while suspended from duty with pay, the member shall have their pay reduced by the amount of the monetary benefit earned from a paid secondary activity earned during the period of suspension.*

3. Members will be advised by Labour Relations via TPS 778 of the status of their application.

Unit Commander

4. Upon receipt of a TPS 778 shall review and complete the appropriate section and forward to the Unit Commander – Labour Relations.

Unit Commander – Labour Relations

5. Upon receipt of a TPS 778 shall

- review the request in consultation with Professional Standards - Risk Management Unit, as required
 - forward the original TPS 778 to the Office of the Chief, with recommendations.
6. Upon receipt of a signed TPS 778 from the Office of the Chief, shall forward it to the member.
 7. Upon receipt of a TPS 649 pertaining to the monetary benefits earned from a paid secondary activity shall forward it to the Unit Commander – Financial Management who will process as per unit specific policy.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

#P57. ANNUAL REPORT: 2014 USE OF CONDUCTED ENERGY WEAPONS

The Board was in receipt of the following report January 26, 2015 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2014 USE OF CONDUCTED ENERGY WEAPONS

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

At its meeting of March 8, 2005, the Board directed the Chief of Police to provide an annual report to the Board on the use of Conducted Energy Weapons (CEW) within the Toronto Police Service (Min. No. P74/05 refers).

On March 27, 2008, the Board directed the Chief of Police to provide a report that outlined a revised format for future annual reports on the use of CEWs (Min. No. P60/08 refers). This response was provided at the September 18, 2008 Board meeting and outlined the format for future reports (Min. No. P253/08 refers):

- Incidents of CEW Use
- Division of CEW Use
- CEW Users
- CEW Incident Description
- Subject's Condition at Time of CEW Use
- Subject's Behaviour/Threat Level
- Subject Description
- Subject's Age
- Cycles
- Number of CEWs Used
- CEW Effectiveness
- Other Force Option Used Prior to CEW Use
- Injuries/Deaths
- Civil Action
- Officer Training

To provide more information to the Board and the public, a number of Toronto Police Service (TPS) procedures and (reporting) forms were updated in the 2009 reporting period. These additional categories continue to be captured for this board report and include:

- Subject Apprehended Under the *Mental Health Act (MHA)*
- Subject Believed Armed
- Subject Confirmed Armed

There have been no significant changes to TPS Procedure 15–09, “Conducted Energy Weapon”, since the 2009 update.

The Board at its meeting on March 3, 2011, recommended that future annual reports include an appropriate explanation of unintentional discharges of the CEW. This information has been included in this report. It also recommended that the Board receive statistical data from previous years for the purpose of trend identification (Min. No. P56/11 refers). This additional information is found in Appendix “B”.

This report provides a review of CEW use by TPS officers for the period of January 1, 2014 to December 31, 2014, formatted into the applicable categories. It consists of two components: an explanation of terminology and information regarding the classification of data, and charts containing the aggregate data. A comprehensive breakdown of CEW use for 2014 is appended to this report as Appendix “A”.

Discussion:

As of December 31, 2014, a total of 579 TASER X-26s were issued to members of the Emergency Task Force (ETF), uniform frontline supervisors and supervisors of high-risk units such as Emergency Management and Public Order, the Intelligence Division, Organized Crime Enforcement (including Hold-Up and Toronto Drug Squad) and the Provincial Repeat Offender and Parole Enforcement (ROPE) and Fugitive Squad.

In accordance with Ministry of Community Safety and Correctional Services (Ministry) standards and Service procedure, the CEW is only used in full deployment or drive stun mode (direct application) when the subject is assaultive as defined by the *Criminal Code*, which includes threatening behaviour if the officer believes the subject intends and has the ability to carry out the threat, or where the subject presents an imminent threat of serious bodily harm or death which includes suicide threats or attempts. Therefore, direct application of the device is only utilized to gain control of a subject who is at risk of causing harm, not to secure compliance of a subject who is merely resistant. In 2014, TPS officers used demonstrated force presence (indirect application) in 57.6% of the incidents.

Incident

The incident refers to a specific event where one or more CEWs are used. In 2014, the weapon was used 227 times during 205 incidents involving as many as 317 subjects. The data includes one incident where demonstrated force presence was used against a group of 100 subjects (see page 9).

Division

This refers to the division within Toronto or to the location outside Toronto where TPS members used a CEW.

DIVISION / MUNICIPALITY		
Division	#	%
11	9	4.4
12	19	9.3
13	10	4.9
14	21	10.2
22	6	2.9
23	17	8.3
31	12	5.9
32	10	4.9
33	12	5.9
41	13	6.3
42	11	5.4
43	13	6.3
51	14	6.8
52	11	5.4
53	0	0
54	11	5.4
55	16	7.8
TOTAL	205	100

CEW Users

Of the total number of TPS officers issued CEWs in 2014, frontline supervisors accounted for approximately 71.4% of CEW use.

CEW USER		
	#	%
Front Line Supervisor	162	71.4
Emergency Task Force	62	27.3
High-Risk Units	3	1.3
Emergency Management and Public Order	0	0.0
Total # of CEWs Used	227	100

CEW Incident Description

A description of the incident is based on the call for service received by the attending officers where the CEW was used. This information is collected from the Use of Force Report (UFR Form 1) that must be completed subsequent to each CEW use, as mandated by TPS Procedures 15-01, "Use of Force" and 15-09, "Conducted Energy Weapon".

INCIDENT TYPES		
	#	%
Assault Related	11	5.4
Break and Enter	4	2.0
Disturbance - Other	24	11.7
Domestic Disturbance	14	6.8
Drug Related	3	1.5
Emotionally Disturbed Person	58	28.3
Homicide	1	0.5
Prisoner Related	11	5.4
Robbery	6	2.9
Theft	1	0.5
Traffic	6	2.9
Unintentional Discharge	10	4.9
Unknown Trouble	10	4.9
Wanted Person	1	0.5
Warrant Related	15	7.3
Weapons Call	30	14.6
TOTAL INCIDENT #	205	100

Subject Condition at Time of CEW Use

Officers often interact with subjects who are under the influence of drugs and/or alcohol, or experiencing a variety of mental health issues as well as any combination thereof. Officers are requested to categorize their perception of the condition of the subject at the time of CEW use. An officer's perception is based on their experience, knowledge and training. This information was summarized from applicable sections of the Conducted Energy Weapon Use Report (TPS Form 584) as follows:

- Emotionally Disturbed Person

Subjects identified as being emotionally disturbed include those perceived to be suffering from a mental disorder or emotional distress and includes persons in crisis. A person in crisis is defined as a person who suffers a temporary breakdown of coping skills, but remains in touch with reality.

- Alcohol

A subject believed to be under the influence of alcohol.

- Drugs

A subject believed to be under the influence of drugs.

SUBJECT CONDITION		
	#	%
Alcohol Only	18	8.8
Drugs Only	8	3.9
Drugs + Alcohol	8	3.9
Emotionally Disturbed Persons (EDP)	79	38.5
EDP + Alcohol	14	6.8
EDP + Drugs	11	5.4
EDP + Drugs + Alcohol	4	2.0
Not Applicable*	63	30.7
Total	205	100

* refers to situations where an officer did not believe that there were any external factors affecting the subject's behaviour and includes 10 unintentional discharges, 4 incidents involving dogs and 5 group incidents

Of the 205 incidents of CEW use, 38.5% involved subjects whom officers believed were emotionally disturbed. The figure increases to 52.7%, when incidents involving persons who are perceived to be suffering from the combined effects of emotional disturbance/mental disorder and alcohol and or drugs are included. Out of 205 incidents, 108 involved subjects described as emotionally disturbed or emotionally disturbed and under the influence of drugs and or alcohol.

However, to conclude that CEWs are used primarily on persons with a mental disorder would be a mistake because less than 34% of incidents involved subjects who were deemed suitable for apprehension under the *Mental Health Act (MHA)*.

Mental Health Act Apprehension

This indicates that the subject was apprehended under the *MHA* and transported to a psychiatric facility for assessment. Out of 205 incidents, 69 or 33.7% resulted in apprehensions under the *MHA*.

The data does not capture the results of the assessment and so further caution is warranted against concluding that those apprehended were, in fact, suffering from a mental disorder at the time.

Finally, it must be remembered that the CEW was only used in response to the subject's behaviour and not because of the subject's condition.

SUBJECT APPREHENDED UNDER THE MHA		
	#	%
Yes	69	33.7
No	117	57.1
Not Applicable*	19	9.3
TOTAL	205	100

* refers to 10 unintentional discharges, 5 group incidents, and 4 incidents involving dogs

Subject's Behaviour/Threat Level

Subject behaviour during the CEW incident is described in the context of the Ontario Use of Force Model (2004) under the following categories:

- Passive Resistant

The subject refuses, with little or no physical action, to cooperate with the officer's lawful direction. This can assume the form of a verbal refusal or consciously contrived physical inactivity.

- Active Resistant

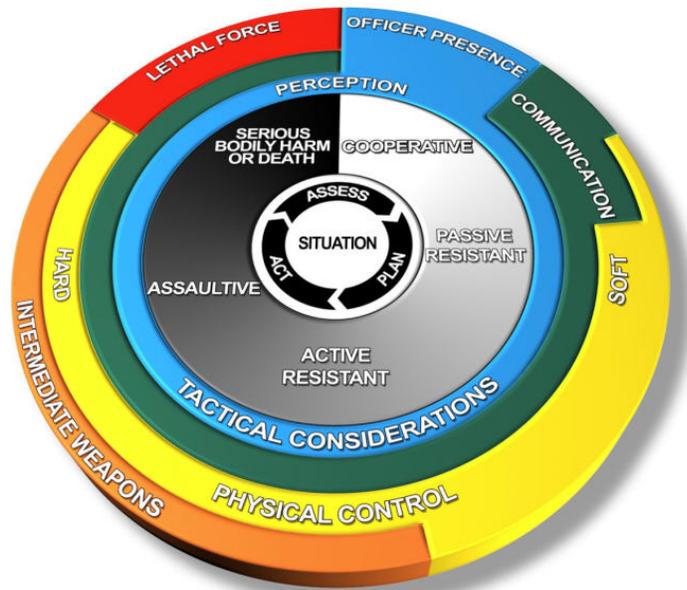
The subject uses non-assaultive physical action to resist an officer's lawful direction. Examples would include pulling away to prevent or escape control, or overt movements such as walking or running away from an officer.

- Assaultive

The subject attempts to apply, or applies force to any person; attempts or threatens by an act or gesture to apply force to another person, if he/she has, or causes that other person to believe upon reasonable grounds that he/she has, present ability to effect his/her purpose. Examples include kicking and punching, but may also include aggressive body language that signals the intent to assault.

- Serious Bodily Harm or Death

The subject exhibits actions that the officer reasonably believes are intended to, or likely to, cause serious bodily harm or death to any person, including the subject. Examples include assaults with a weapon or actions that would result in serious injury to an officer or member of the public, and include suicide threats or attempts by the subject.



The 2004 Ontario Use of Force Model is used to assist officers in articulating their use of force. It represents the process by which an officer assesses, plans, and responds to situations that threaten public and officer safety. The assessment process begins in the centre of the model with the **situation** confronting the officer. From there, the assessment process moves outward and addresses the subject's behaviour and the officer's **perception** and **tactical considerations**. Based on the officer's assessment of the conditions represented by these inner circles, the officer selects from the use of force options contained within the model's outer circle. After the officer chooses a response option the officer must continually reassess the situation to determine if his or her actions are appropriate and or effective or if a new strategy should be selected. The whole process should be seen as dynamic and constantly evolving until the situation is brought under control.

SUBJECT BEHAVIOUR		
	#	%
Passive Resistant	16	7.8
Active Resistant	23	11.2
Assaultive	86	42.0
Serious Bodily Harm/Death	70	34.1
Not Applicable*	10	4.9
TOTAL INCIDENT #	205	100

* refers to unintentional discharges

In 42.0% of incidents, officers perceived the subject's behaviour as assaultive and in 34.1% of the incidents officers believed the behaviour was likely to cause serious bodily harm or death. Upon further review, some of the incidents were life-saving events such as suicide attempts and others that invariably prevented subject and officer injury.

In one case, a barricaded emotionally disturbed person was holding a female tenant hostage at knife point. The ETF attended and commenced negotiations with the male. After failed negotiations and upon hearing the male subject sharpening knives from inside the locked bedroom, the door was manually breached. The male subject was armed with two knives and approached the team. An officer fully deployed his CEW and the subject was taken into custody. The female who was held against her will was unharmed. The CEW deployment proved to be effective at safely securing the individual during the execution of this high risk incident.

In another case, officers attended a radio call to assist ambulance personnel regarding a person with a knife. A supervisor arrived on scene and located a male on his knees waving a knife in the air. He was yelling "kill me, kill me; put a bullet in my head". The supervisor drew his CEW and ordered the male to drop the knife. The male dropped the knife and was taken into custody unharmed. He was apprehended under the Mental Health Act and transported to hospital.

Subject Believed Armed

In over half of the incidents, officers believed that the subject was armed. An officer may believe that a subject is armed based on a number of factors, including: visual confirmation; subjects' verbal cues/behaviour; information from witnesses or dispatchers; or other indirect sources.

SUBJECT BELIEVED ARMED		
	#	%
Yes	120	58.5
No	75	36.6
Not Applicable*	10	4.9
TOTAL INCIDENT #	205	100

** refers to unintentional discharges*

Subject Confirmed Armed

In 32.7% of the incidents, officers confirmed the presence of a weapon.

Officers are trained to continually assess, plan and act based on a number of factors including the potential that subjects may be armed. The belief that a subject is armed or the presence of a weapon, however, does not, by itself, justify the direct application of a CEW. But when combined with the belief that the subject is assaultive or likely to cause serious bodily harm or death, the officer is justified in directly applying the CEW.

SUBJECT CONFIRMED ARMED		
	#	%
Yes	67	32.7
No	128	62.4
Not Applicable*	10	4.9
TOTAL INCIDENT #	205	100

** refers to unintentional discharges*

Subject Description

This chart categorizes subjects by their gender – 82.9% of subjects were males. Also recorded is CEW use on animals and use on multiple subjects. In one incident, 14 Division officers were executing a search warrant and were being threatened by the subject’s dog who repeatedly charged at officers. A CEW was fully deployed and the dog was secured without injury to officers. The data also include an incident where demonstrated force presence (DFP) was used against multiple subjects. This incident involved front line personnel attempting to arrest a resistant male outside of a night club. A frontline supervisor used DFP on approximately 100 subjects who began to converge around the arresting officers. The CEW was successful in holding back the crowd until the Mounted Unit arrived.

SUBJECT DESCRIPTION		
	#	%
Male	170	82.9
Female	16	7.8
Animal	4	2.0
Multiple	5	2.4
Not Applicable*	10	4.9
TOTAL INCIDENT #	205	100

**refers to unintentional discharges*

Age of Subject

The CEW has been used on a variety of age groups. Categories have been broken down into segments. The highest percentage of subjects was between 21 and 35 years of age (combined 51.3%).

AGE OF SUBJECT		
	#	%
<10	0	0.0
10 to 15	3	1.5
16 to 20	24	11.7
21 to 25	43	21.0
26 to 30	35	17.1
31 to 35	27	13.2
36 to 40	12	5.9
41 to 45	17	8.3
46 to 50	13	6.3
51 to 55	5	2.4
56 to 60	5	2.4
>60	2	1.0
Not Applicable*	19	9.3
TOTAL INCIDENT #	205	100

**4 incidents involving dogs, 5 with multiple subjects, and 10 unintentional discharges*

In three incidents, CEWs were used to control potentially harmful situations involving youths who were 14 and 15 years of age. In two situations the CEW was used as a demonstrated force presence and the other incident involved a drive stun deployment. It should be noted that each of these incidents involved youths who were believed to be armed with weapons. The situations are summarized below:

16 YEARS AND UNDER SUMMARY		
AGE	CEW USE	DESCRIPTION
15	Drive Stun Mode	Threaten suicide call. DSM used to stop officers from being assaulted.
15	Demonstrated Force Presence	Weapons call with a gun indicated. DFP used during arrest.
14	Demonstrated Force Presence	Robbery/Attempt Abduction call. DFP used during arrest.

Types of Use

There are three ways to use the CEW:

(1) Demonstrated Force Presence

The CEW is un-holstered and/or pointed in the presence of the subject, and/or a spark is demonstrated, and/or the laser sighting system is activated. This mode is justified for gaining compliance of a subject who is displaying passive/active resistance.

(2) Drive Stun Mode

This term, coined by the manufacturer, describes when the device is placed in direct contact with the subject and the current applied; the probes are not fired. Due to the minimal distance between the contact points on the CEW, drive stun is primarily a pain compliance mode. This mode is only justified to gain control of a subject who is assaultive or where the subject presents an imminent threat of serious bodily harm or death.

(3) Full Deployment

Probes are fired at a subject and the electrical pulse applied. In this mode, the device is designed to override the subject's nervous system and affect both the sensory and motor functions causing incapacitation. As with drive stun, this mode is only justified to gain control of a subject who is assaultive or where the subject presents an imminent threat of serious bodily harm or death.

Subjects under the influence of drugs and emotionally disturbed persons often have a higher pain tolerance. Most intermediate force options such as the baton, OC spray and empty hand strikes, rely on the infliction of pain to gain control of the subject; however, CEWs are designed to incapacitate for a brief period of time until the subject is secured. Under these circumstances, CEWs are often more effective than other intermediate force options.

TYPES OF USE		
	#	%
Demonstrated Force Presence	118	57.6
Drive Stun Mode	19	9.3
Full Deployment*	68	33.2
Total # of CEW Incidents	205	100

** includes 10 unintentional discharges*

Demonstrated force presence was used 57.6% of the time. Full deployment was the next highest method used. CEWs are most effective when used in full deployment because this promotes neuromuscular incapacitation and gives officers the opportunity to secure the subject with handcuffs. However, since the conducting wires are fragile, contact during full deployment can be broken allowing the subject to break free so officers might have to resort to drive stun mode to maintain control of the subject. In cases where full deployment and drive stun were used in combination, the number was recorded as a full deployment.

Unintentional Discharge

Unintentional discharges occur when the probes are fired from the CEW cartridge due to officer error or device malfunction. In 2014, there were 10 unintentional discharges. In all instances, frontline supervisors inadvertently discharged the probes while spark testing the CEW at a proving station. Spark testing is required at the start of their tour of duty for the following reasons:

- To verify that the CEW is working.
- To verify that the batteries are performing and are adequately charged.
- To condition the CEW because the devices are more reliable when energized on a regular basis.

No injuries resulted from the unintentional discharges and the incidents were properly reported. In each case the officers received remedial training.

Number of Cycles

During training and recertification, officers are instructed to apply the current only as long as it takes to gain control of the subject. Control is achieved when the subject is placed in restraints, such as handcuffs, and is no longer considered a threat. If the subject struggles against being handcuffed, continued or renewed application of the current may be considered by officers until the subject is secured. The following chart reports whether single or multiple cycles were used. A complete cycle is five seconds in duration. A partial cycle of less than five seconds can occur when the CEW is manually disengaged or the power is shut off. For the purpose of this report, partial cycles are recorded as a single cycle.

CYCLES		
	#	%
Single Cycle	51	22.5
Multiple Cycle	52	22.9
Demonstrated Force Presence Only	124	54.6
TOTAL CEW USAGE	227	100

Number of CEWs Used per Incident

Officers, if it has been determined to be reasonably necessary, may use more than one CEW at an event if the first one is ineffective. Of the 14 events where more than one CEW was used, 10 involved team responses by the ETF. Two involved front line supervisors and two involve a frontline supervisor and the ETF. Eleven of the 14 incidents of multiple CEW use involved situations where subjects were threatening serious bodily harm or death to themselves or others and three incidents involved assaultive behaviour.

NUMBER OF CEWS USED PER INCIDENT		
	#	%
One CEW	191	93.2
Two CEWs	8	3.9
Three CEWs	5	2.4
Four CEWs	0	0.0
Five CEWs*	1	0.5
TOTAL INCIDENT #	205	100

**ETF response where several CEWs were ineffective due to probe misses and subject's thick clothing*

CEW Effectiveness

Effectiveness is measured by the ability of officers to gain control of a subject. For TPS officers issued with a CEW, its use has been shown to be 86.3% effective for 2014. Ineffectiveness has been associated with shot placement, poor conduction (e.g. the subject was wearing heavy clothing), or situations where the subject failed to respond to the demonstrated force presence of the CEW. The slight drop in effectiveness for 2014 can be attributed to a greater number of unintentional discharges which accounted for 4.9% of use.

CEW EFFECTIVENESS		
	#	%
Effective	177	86.3
Not Effective	18	8.8
Not Applicable*	10	4.9
TOTAL	205	100

** refers to unintentional discharges*

Other Use of Force Option Used (Prior to CEW Use)

CEWs are one of several force options that a police officer can employ. Officer presence and tactical communications, while not strictly considered force options, are typically used at CEW incidents. Other force options used prior to CEW deployment are listed in the following table and include impact weapon, physical control, OC spray, CS (tear) gas and a firearm used as a display of lethal force.

It is important to note that force options are not necessarily used or intended to be used incrementally or sequentially. Events that officers are trained to deal with can unfold rapidly and are often very dynamic. Officers are trained to use a variety of strategies to successfully de-escalate volatile situations; however, there is no single communication method, tool, device, or weapon that will resolve every scenario. The CEW is issued to TPS supervisors who are often called to the scene by primary response officers who have already made attempts to resolve a situation without success. For this reason, responding supervisors often use the CEW instead of resorting to other force options, but this is the result of careful deliberation by the officers involved. The data show that CEW users chose other force options first in 8.8% of encounters. While this percentage is lower than previous years, it may be due to the increased use of CEWs in Demonstrated Force Presence mode and supports the fact that officers are using a cautious approach in choosing the appropriate force option to gain control of situations.

OTHER FORCE OPTION USED PRIOR TO CEW USE		
	#	%
Firearm	2	1.0
Firearm and CS Gas	1	0.5
Impact Weapon	0	0.0
Physical Control	15	7.3
OC Spray	0	0.0
None	187	91.2
TOTAL	205	100

Injury

When deployed in the drive stun mode, the CEW may leave minor burn marks on the skin where the device makes contact. When the CEW is fully deployed, the subject may receive minor skin punctures from the darts. As each of these injuries is anticipated when the CEW is used, they are not included under the classification of “injury” for the purposes of this report. The more common risk is a secondary injury from a fall. Subjects will often immediately collapse to the ground upon direct deployment and since the major muscles are locked, they will not be able to break the fall. Officers are trained to consider the best location and environment when using the CEW and use caution as part of their decision making process.

In 2014, there were only two minor injuries directly related to CEW use. In one instance, the injuries consisted of a small cut to the forehead and neck that required two stitches. In the second instance, minor cuts to a temple were sustained. Both injuries were from falls after being subjected to full deployments of the CEW. Both subjects received medical attention for their injuries.

Deaths

There were no deaths directly associated with CEW use by officers of the TPS in 2014.

Civil Action

There were two civil actions initiated in 2014 against the TPS as a result of CEW use.

Training

All CEW training is conducted by a Ministry-certified use of force instructor on the specific weapon used and approved by the Service. For initial training, authorized TPS officers now receive 12 hours of training, a four hour increase from previous years. This training includes theory, practical scenarios, as well as a practical and written examination. The additional four hours focuses on judgement training, decision making and de-escalation which is conducted in accordance with the guidelines established by the Ministry. Recertification training takes place at least once every 12 months, in accordance with Ministry guidelines and *Ontario Regulation 926* in the *Police Services Act*. While there were no significant training issues in 2014, seven officers were given refresher training by Armament Section staff in relation to the most effective use of CEWs which is considered to be full deployment, rather than drive stun mode.

Conclusion:

This report summarizes the frequency and nature of CEW use by the TPS. The five-year historical comparison of data indicates relatively stable use of CEWs except for demonstrated force presence which has been steadily increasing. This demonstrates that officers are using good judgement under difficult circumstances and they are making appropriate decisions to use only the force necessary to resolve tense and dangerous situations. The Service is confident that the CEW is an effective tool that has helped avoid injuries to the public and police officers. Consequently, the Service believes that through proper policy, procedures, training, and accountability, the CEW is an appropriate use of force option that can help maintain public and officer safety.

Deputy Chief Mike Federico, Corporate Command, will be in attendance to respond to any questions that the Board may have regarding this report.

The Board referred to the table entitled *Subject Condition* and noted that subjects whom police officers believed were emotionally disturbed accounted for the greatest number (or 38.5%) of incidents in which CEWs were used.

The Board expressed its concern about the number of incidents in which CEWs were used on emotionally disturbed persons and said it would be helpful to understand the methods that were deployed by police officers to de-escalate those incidents. The Board inquired as to whether the Service could produce statistics that illustrate the specific type of CEW use in the incidents involving emotionally disturbed persons. Chief Blair said that those statistics could be provided.

The following Motion was presented to the Board:

THAT the Board receive the foregoing report and request that future reports include a new section that identifies how CEWs were used to control potentially harmful situations involving emotionally disturbed persons divided into three categories: demonstrated force presence; drive stun mode; and full deployment.

A request for a recorded vote on the foregoing Motion was submitted in accordance with section 22 of the Board's Procedural By-Law No. 107.

The voting was recorded as follows:

<u>For</u>	<u>Opposed</u>
Chair Mukherjee Vice-Chair Pringle Ms. Moliner Councillor Carroll Councillor Lee	nil

The foregoing Motion was approved.

Moved by: S. Carroll

APPENDIX A
2014 CONDUCTED ENERGY WEAPON INCIDENTS

CEW USER	SUBJECT BEHAVIOUR	CEW USAGE	
FLS - Front Line Supervisor ETF - Emergency Task Force PSU - Public Safety Unit	PR - Passive Resistant AR - Active Resistant AS - Assaultive SBHD - Serious Bodily Harm / Death	DFP - Demonstrated Force Presence DSM - Drive Stun Mode FD - Full Deployment	
OTHER FORCE OPTIONS USED PRIOR TO CEW USE	SUBJECT CONDITION	SUBJECT DESCRIPTION	MISCELLANEOUS
F - Firearm B - Baton / Impact weapon PC - Physical Control CS - CS Gas OC - OC Spray	AL - Alcohol D - Drugs EDP - Emotionally Disturbed Person	M - Male F - Female ANI - Animal GRP - Group	S - Single Cycle M - Multiple Cycle Y - Yes N - No NA - Not Applicable

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWs USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
1	51	FLS	Wanted Party	D	N	AS	N	N	M	33	DSM	M	1	Y	N	N	None
2	14	FLS	EDP	AL + EDP	Y	AR	Y	N	M	41	DFP	NA	1	Y	N	N	None
3	42	FLS	EDP	EDP	Y	AS	N	N	M	41	DFP	NA	1	Y	N	N	None
4	12	FLS	Weapons Call	AL + EDP	Y	AS	Y	N	M	37	DFP	NA	1	N	N	N	PC
5	52	FLS	Prisoner Related	AL	N	AS	N	N	M	24	FD	S	1	Y	Y	N	None
6	12	FLS	Prisoner Related	D	N	AS	Y	Y	M	22	DFP	NA	1	Y	N	N	None
7	31	ETF	Weapons Call	D + EDP	N	SBHD	Y	Y	M	26	FD + DSM	M	3	N	N	N	None
8	42	FLS	Assault Related	AL	N	AS	N	N	M	34	DFP	NA	1	Y	N	N	None
9	42	FLS	Other - Disturbance	NA	N	AS	Y	Y	M	51	DFP	NA	1	Y	N	N	None
10	11	ETF	Robbery	NA	N	SBHD	Y	Y	M	47	FD	M	3	Y	N	N	None
11	55	ETF	EDP	EDP	Y	AS	Y	N	M	15	DSM	M	1	Y	N	N	None
12	42	FLS	Unknown Trouble	EDP	N	SBHD	Y	Y	M	51	FD	S	1	N	N	N	None
13	41	FLS	Property Related	NA	NA	AS	N	N	G	NA	DFP	NA	1	Y	N	N	None
14	41	FLS	Robbery	NA	N	SBHD	Y	N	M	19	FD	S	1	Y	Y	N	None
15	31	FLS	EDP	EDP	Y	AS	N	N	M	19	DSM	M	1	N	N	N	PC
16	32	FLS	Other Disturbance	D + EDP	Y	SBHD	Y	Y	M	32	FD + DSM	M	1	Y	Y	Y	None
17	23	ETF	Search Warrant	NA	N	SBHD	Y	N	M	44	DFP	NA	1	Y	N	N	None
18	23	ETF	EDP	EDP	Y	AS	N	N	M	42	DFP	NA	1	Y	N	N	None
19	41	FLS	Break and Enter	AL + EDP	Y	AS	N	N	M	25	DFP	NA	1	Y	N	N	None
20	12	FLS	Domestic Disturbance	AL + D	N	AR	N	N	M	26	DFP	NA	1	N	N	N	None

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2014 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
21	12	FLS	Prisoner Related	AL + D	N	AS	N	N	M	26	DFP	NA	1	Y	N	N	None
22	41	FLS	Other Disturbance	NA	N	AS	Y	N	M	22	DSM	S	1	Y	N	N	None
23	52	FLS	Unintentional	NA	N	NA	N	N	NA	NA	FD	S	1	N	NA	N	None
24	31	ETF	Search Warrant	NA	N	SBHD	N	N	G	NA	DFP	NA	1	Y	N	N	None
25	43	FLS	EDP	EDP	Y	AS	N	N	M	20	DFP	NA	1	Y	N	N	None
26	51	FLS	Person with a Gun	NA	N	AR	Y	Y	M	58	DFP	NA	1	Y	N	N	None
27	55	FLS	EDP	EDP	Y	AS	Y	Y	F	50	DFP	NA	1	Y	N	N	None
28	14	FLS	Person Berserk	AL	N	AS	N	N	M	21	DFP	NA	1	Y	N	N	None
29	13	ETF	EDP	EDP	N	SBHD	Y	Y	M	22	FD + DSM	M	2	Y	N	N	None
30	43	FLS	Domestic Disturbance	NA	N	SBHD	N	N	M	28	DFP	NA	1	Y	N	N	None
31	23	FLS	Unintentional	NA	N	NA	N	N	NA	NA	FD	S	1	N	NA	N	None
32	42	ETF	EDP	EDP	Y	AS	N	N	M	24	DFP	NA	1	Y	N	N	None
33	22	ETF	Search Warrant	NA	N	SBHD	Y	N	M	33	DFP	NA	1	Y	N	N	FA
34	55	FLS	Domestic Disturbance	EDP	N	SBHD	Y	N	M	19	DFP	NA	1	Y	N	N	None
35	14	FLS	Weapons Call	AL	N	AS	Y	Y	M	35	DFP	NA	1	Y	N	N	None
36	33	FLS	Prisoner Related	AL + EDP	N	AR	N	N	M	32	DFP	NA	1	Y	N	N	None
37	23	FLS	Weapons Call	NA	N	SBHD	Y	N	M	19	DFP	NA	1	Y	N	N	None
38	14	ETF	EDP	AL + EDP	Y	SBHD	Y	Y	M	34	DFP	NA	2	Y	N	N	None
39	23	ETF	EDP	EDP	Y	AS	Y	N	M	28	FD + DSM	M	1	Y	N	N	PC
40	43	ETF	Weapons Call	EDP	Y	SBHD	Y	Y	M	17	DFP	NA	1	Y	N	N	None
41	14	FLS	Suspicious Person	AL	N	AS	N	N	M	25	FD	S	1	N	N	N	None
42	23	FLS	Weapons Call	D + EDP	Y	SBHD	Y	Y	M	33	DFP	NA	1	Y	N	N	None
43	52	FLS	Other Disturbance	AL + D	N	AS	N	N	M	24	DSM	S	1	Y	N	N	PC
44	33	ETF	Search Warrant	NA	N	PR	Y	N	M	23	DFP	NA	1	Y	N	N	None
45	14	FLS	Weapons Call	EDP	Y	SBHD	Y	Y	M	33	DFP	NA	1	Y	N	N	None
46	14	FLS	Weapons Call	AL + EDP	N	AR	Y	Y	M	28	DFP	NA	1	Y	N	N	None

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CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
47	14	ETF	EDP	EDP	Y	SBHD	Y	Y	M	24	FD	M	1	Y	N	N	None
48	52	FLS	Unintentional	NA	N A	NA	N A	NA	NA	NA	FD	S	1	N A	N	N	None
49	32	FLS	Unknown Trouble	AL + D + EDP	Y	AS	Y	N	M	27	DSM	M	1	Y	N	Y	PC
50	55	FLS	Assault Related	EDP	N	SBHD	Y	Y	M	70	FD + DSM	M	1	Y	Y	N	None
51	31	ETF	Domestic Disturbance	AL	N	SBHD	Y	Y	M	30	DFP	NA	1	Y	N	N	None
52	22	FLS	Other Disturbance	EDP	Y	PR	N	N	M	29	DFP	NA	1	Y	N	N	None
53	51	ETF	EDP	EDP	Y	SBHD	Y	Y	M	49	DFP	NA	1	Y	N	N	None
54	32	FLS	Serious Injury	AL + EDP	Y	SBHD	Y	Y	M	33	DFP	NA	1	Y	N	N	None
55	12	FLS	Weapons Call	AL + EDP	Y	SBHD	Y	Y	F	45	DFP	NA	1	Y	N	N	None
56	51	FLS	Weapons Call	AL + EDP	N	AS	Y	Y	M	56	DSM	S	1	Y	Y	N	None
57	32	ETF	Weapons Call	AL + D	N	SBHD	Y	Y	M	29	FD	M	1	Y	N	N	None
58	22	FLS	Unintentional	NA	N A	NA	N A	NA	NA	NA	FD	S	1	N A	N A	N	None
59	43	FLS	Traffic	D	N	AS	Y	Y	M	24	DFP	NA	1	Y	N A	N	PC
60	12	FLS	Unknown Trouble	EDP	Y	AS	Y	Y	M	64	DFP	NA	1	Y	N A	N	None
61	41	ETF	Abduction	NA	N	SBHD	Y	N	M	21	FD	S	1	Y	N A	N	None
62	14	FLS	Break and enter	NA	N	AS	N	N	M	32	FD + DSM	M	1	N	N	Y	None
63	55	ETF	EDP	EDP	Y	AS	Y	Y	F	37	FD	M	2	Y	N A	N	None
64	54	FLS	Suspicious Person	EDP	Y	AS	N	N	M	29	DFP	NA	1	Y	N	N	None
65	51	ETF	EDP	EDP	Y	SBHD	Y	Y	M	44	FD	M	2	Y	N	N	None
66	12	FLS	Prisoner Related	NA	N	PR	N	N	M	19	DFP	NA	1	Y	N	N	None
67	51	ETF	Suicide Attempt	EDP	Y	AS	Y	N	F	56	FD	S	1	Y	N	N	None
68	14	FLS	Search Warrant	NA	N	AS	N	Y	M	22	FD	S	1	Y	Y	N	None
69	51	ETF	EDP	EDP	Y	SBHD	Y	Y	M	37	FD	M	2	Y	Y	N	None
70	14	ETF	EDP	EDP	N	AS	N	N	M	25	DFP	NA	3	Y	N	N	None
71	33	FLS	EDP	EDP	Y	AS	N	N	M	34	FD	S	1	Y	Y	N	None
72	43	FLS	Weapons Call	NA	N	AR	Y	Y	M	17	DFP	NA	1	Y	N	N	None
73	23	FLS	EDP	AL + D + EDP	Y	SBHD	Y	Y	F	30	FD	S	1	N	N	N	None
74	23	FLS	Unknown Trouble	EDP	N	AS	Y	Y	M	34	FD	M	1	Y	N	N	None
75	14	FLS	Weapons Call	D + EDP	N	SBHD	Y	Y	M	23	FD + DSM	M	1	Y	N	N	None

APPENDIX A
2014 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
76	13	FLS	Domestic Disturbance	D + EDP	Y	SBHD	Y	Y	M	44	DFP	NA	1	Y	N	N	None
77	31	FLS	weapons call	EDP	N	AS	Y	Y	M	35	DSM	S	1	Y	N	N	None
78	23	FLS	Domestic Disturbance	EDP	N	PR	Y	N	M	43	DFP	NA	1	Y	N	N	None
79	23	FLS	Domestic Disturbance	AL + D	N	AR	Y	Y	M	30	DFP	NA	1	Y	N	N	None
80	33	FLS	Assault Related	EDP	N	AS	Y	N	M	40	FD	S	1	Y	N	N	PC
81	23	FLS	Traffic	NA	N	AS	N	N	M	17	FD	S	1	Y	Y	N	None
82	31	FLS	Prisoner Related	AL + D	N	AS	N	N	M	35	FD	S	1	Y	N	N	None
83	52	ETF	Robbery	EDP	N	SBHD	Y	Y	M	27	FD	M	3	Y	N	N	None
84	42	FLS	Weapons Call	EDP	Y	SBHD	Y	Y	M	22	DFP	NA	1	Y	N	N	None
85	54	FLS	Robbery	NA	N	AS	N	N	M	21	DFP	NA	1	Y	N	N	PC
86	12	FLS	Suspicious Person	EDP	Y	AS	N	N	M	27	FD	M	1	Y	N	N	None
87	12	FLS	EDP	EDP	Y	AS	Y	N	M	17	DFP	NA	1	Y	N	N	None
88	51	FLS	Other Disturbance	EDP	N	AS	N	N	M	22	FD	S	1	Y	Y	N	None
89	54	FLS	Unknown Trouble	NA	N	AS	N	N	M	21	DFP	NA	1	Y	N	N	None
90	23	ETF	Animal Related	NA	N	SBHD	N	N	M	NA	FD	M	1	N	N	N	None
91	14	FLS	Search Warrant	NA	N	SBHD	N	N	M	NA	FD	M	1	Y	N	N	None
92	33	FLS	Paid Duty	D + EDP	N	AS	N	N	F	50	DSM	S	1	Y	N	N	None
93	42	FLS	Prisoner Related	NA	N	AS	N	N	F	18	DFP	NA	1	Y	N	N	None
94	43	ETF	Weapons Call	EDP	N	SBHD	Y	Y	M	39	FD	M	1	Y	N	N	None
95	55	ETF	EDP	EDP	Y	SBHD	Y	N	M	48	FD	S	1	Y	N	N	None
96	33	FLS	Search Warrant	NA	N	PR	Y	N	M	17	DFP	NA	1	Y	N	N	None
97	12	FLS	EDP	EDP	Y	AS	N	N	M	39	FD	S	1	Y	N	N	None
98	32	FLS	Domestic Disturbance	NA	N	AS	Y	N	M	59	DFP	NA	1	Y	N	N	None
99	31	FLS	Domestic Disturbance	AL	N	AS	N	N	M	48	FD	S	1	Y	N	N	None
100	55	FLS	Unintentional Domestic Disturbance	NA	N	NA	N	N	M	NA	FD	S	1	N	N	N	None
101	52	FLS	Domestic Disturbance	EDP	N	AR	Y	N	M	34	DFP	NA	1	Y	N	N	PC
102	33	ETF	EDP	EDP	Y	SBHD	Y	Y	M	51	DFP	NA	1	Y	N	N	FA +Tear Gas
103	41	FLS	Drug Related	D	N	AR	N	N	M	27	DFP	NA	1	Y	N	N	None
104	55	FLS	EDP	EDP	Y	AS	N	N	M	33	FD	M	1	Y	N	N	None
105	55	FLS	EDP	EDP	N	AS	N	N	M	49	DSM	M	1	Y	N	N	None
106	11	FLS	Arson	NA	N	AS	Y	N	M	27	FD + DSM	M	1	Y	Y	N	None

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107	41	ETF	EDP	EDP	N	AS	N	N	M	32	DFP	NA	1	Y	N	N	None
108	55	ETF	EDP	EDP	Y	AS	Y	Y	F	49	DFP	NA	1	Y	N	N	None
109	51	FLS	Break and enter	NA	N	PR	Y	N	M	45	DFP	NA	1	Y	N	N	None
110	13	FLS	Serious Injury	AL	N	SBHD	Y	N	M	33	DFP	NA	1	Y	N	N	None
111	31	FLS	Domestic Disturbance	NA	N	AS	Y	N	M	31	DSM	M	1	Y	N	N	None
112	33	FLS	EDP	EDP	Y	AS	N	N	M	42	FD + DSM	M	1	Y	Y	N	None
113	13	FLS	Drug Related	NA	N	AR	Y	N	M	31	DFP	NA	1	Y	N	N	None
114	14	FLS	EDP	D + EDP	Y	SBHD	Y	N	M	33	DFP	NA	1	Y	N	N	None
115	11	ETF	Cell Extraction	EDP	N	AR	N	N	M	38	DFP	NA	1	Y	N	N	None
116	12	FLS	Suspicious Person	D + EDP	Y	AS	N	N	M	30	FD + DSM	M	1	Y	Y	N	PC
117	42	FLS	Weapons Call	NA	N	AS	Y	N	M	20	DSM	S	1	Y	N	N	PC
118	54	ETF	Search Warrant	NA	N	SBHD	Y	N	M	31	FD	S	2	Y	N	N	None
119	31	FLS	Serious Injury	NA	N	PR	Y	N	M	29	DFP	NA	1	Y	N	N	None
120	52	FLS	Traffic	D	N	AR	Y	N	M	24	DFP	NA	1	Y	N	N	None
121	13	FLS	Serious Injury	EDP	N	SBHD	Y	Y	M	17	DFP	NA	1	Y	N	N	None
122	31	FLS	Weapons Call	AL + EDP	N	AS	N	N	M	20	DFP	NA	1	Y	N	N	None
123	22	FLS	EDP	EDP	Y	AR	N	N	M	23	DFP	NA	1	Y	N	N	None
124	52	ETF	Traffic	NA	N	SBHD	Y	N	M	23	FD	S	1	Y	N	Y	None
125	43	ETF	Search Warrant	NA	N	PR	Y	N	M	17	DFP	NA	1	Y	N	N	None
126	11	FLS	EDP	EDP	Y	AS	Y	Y	M	46	DFP	NA	1	Y	N	N	None
127	23	FLS	EDP	EDP	Y	AS	Y	Y	M	23	FD	M	1	Y	Y	N	PC
128	11	FLS	Other - Disturbance	AL + D	N	AS	N	N	M	19	DFP	NA	1	N	N	N	None
129	13	FLS	EDP	EDP	Y	AS	Y	Y	M	43	DFP	NA	1	Y	N	N	None
130	32	ETF	Weapons Call	D + EDP	Y	SBHD	Y	Y	M	27	FD	M	5	Y	N	N	None
131	54	FLS	Domestic Disturbance	AL	N	PR	Y	Y	M	28	DFP	NA	1	Y	N	N	None
132	13	ETF	Domestic Disturbance	AL + EDP	N	AS	Y	N	M	46	FD	M	3	Y	Y	N	None
133	33	FLS	EDP	EDP	N	AR	Y	N	M	24	DFP	NA	1	Y	N	N	None
134	23	FLS	Assist EMS	AL	N	AS	N	N	M	40	DFP	NA	1	Y	N	N	None
135	32	FLS	EDP	EDP	Y	AS	N	N	M	21	DFP	NA	1	N	N	N	None
136	43	FLS	Prisoner Related	D	N	AS	Y	N	M	46	DFP	NA	1	Y	N	N	None

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CEW Incident	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	Subject Believed Armed	Subject Confirmed Armed	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWS USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
137	23	FLS	EDP	AL + D + EDP	Y	AR	N	N	M	21	DFP	NA	1	Y	N	N	None
138	14	FLS	Homicide	NA	N	PR	Y	Y	M	23	DFP	NA	1	Y	N	N	None
139	52	FLS	Weapons Call	AL	N	AS	N	N	M	29	FD	M	1	Y	N	N	None
140	42	FLS	Weapons Call	D + EDP	N	SBHD	Y	Y	M	44	DFP	NA	1	N	N	N	None
141	42	ETF	EDP	D	N	SBHD	Y	Y	M	44	FD	M	1	Y	Y	N	None
142	51	FLS	Fight	NA	N	SBHD	Y	N	G	NA	DFP	NA	1	Y	N	N	None
143	11	FLS	Assault Related	AL	N	AS	Y	N	M	26	DFP	NA	1	Y	N	N	None
144	51	FLS	Other Disturbance	AL	N	AS	N	N	M	19	DSM	S	1	Y	N	N	None
145	51	FLS	Assault Related	NA	N	SBHD	Y	N	G	NA	DFP	NA	1	Y	N	N	None
146	32	HRU	Search Warrant	NA	N	SBHD	Y	N	M	22	DFP	NA	1	Y	N	N	None
147	41	FLS	EDP	AL + EDP	N	AS	Y	N	M	23	DSM	S	1	Y	N	N	None
148	31	FLS	Weapons Call	EDP	Y	PR	Y	Y	M	35	DFP	NA	1	N	N	N	None
149	13	FLS	Unintentional	NA	N	NA	N	N	N	NA	FD	S	1	N	N	N	None
150	41	FLS	Weapons Call	NA	N	SBHD	Y	Y	M	19	DFP	NA	1	Y	N	N	FA
151	32	FLS	Unintentional	NA	N	NA	N	N	N	NA	FD	S	1	N	N	N	None
152	12	ETF	Search Warrant	NA	N	PR	N	N	M	38	DFP	NA	1	Y	N	N	None
153	14	FLS	Attempt Suicide	EDP	N	SBHD	Y	Y	M	29	FD + DSM	M	2	Y	Y	Y	None
154	22	FLS	Unintentional	NA	N	NA	N	N	N	NA	FD	S	1	N	N	N	None
155	14	FLS	Weapons Call	AL	N	SBHD	Y	Y	M	52	DFP	NA	1	Y	N	N	None
156	41	FLS	Suspicious Person	NA	N	AS	Y	N	M	17	DFP	NA	1	Y	N	N	None
157	55	FLS	Assault Related	EDP	N	AS	N	N	F	21	DSM	M	1	Y	N	N	PC
158	11	FLS	Weapons Call	EDP	N	SBHD	Y	Y	F	22	DFP	NA	1	Y	N	N	None
159	11	FLS	EDP	EDP	Y	SBHD	Y	Y	M	30	DFP	NA	1	Y	N	N	None

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2014 CONDUCTED ENERGY WEAPON INCIDENTS

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160	33	FLS	EDP	EDP	Y	AS	Y	N	M	30	DSM	S	1	Y	N	N	None
161	41	FLS	Weapons Call	NA	N	PR	Y	N	M	15	DFP	NA	1	Y	N	N	PC
162	54	FLS	Weapons Call	NA	N	SBHD	Y	Y	M	27	DFP	NA	1	N	N	N	None
163	33	FLS	Prisoner Related	NA	N	AR	N	N	M	19	DFP	NA	1	Y	N	N	None
164	33	FLS	Unintentional	NA	NA	NA	N	N	M	NA	FD	S	1	N	NA	N	None
165	14	HRU	Drug Related	NA	N	AS	N	N	M	18	DSM	M	1	Y	N	N	None
166	55	FLS	Animal Related	NA	NA	SBHD	N	N	M	NA	DFP	NA	1	Y	N	N	None
167	11	FLS	Prisoner Related	D	N	SBHD	N	N	M	42	DFP	NA	1	Y	N	N	None
168	55	HRU	Theft	AL	N	AS	N	Y	M	30	DFP	NA	1	Y	N	N	PC
169	14	FLS	Unintentional	NA	NA	NA	N	N	M	NA	FD	S	1	N	NA	N	None
170	12	FLS	EDP	EDP	Y	SBHD	Y	Y	F	42	DSM	S	1	Y	N	N	None
171	43	FLS	EDP	EDP	Y	SBHD	Y	Y	F	59	FD	M	1	Y	Y	N	None
172	13	FLS	Other Disturbance	AL + D	N	AS	N	N	M	20	FD	M	1	Y	Y	N	None
173	41	FLS	Domestic Disturbance	EDP	N	SBHD	N	Y	F	48	FD	S	1	Y	Y	N	None
174	51	FLS	Suspicious Person	EDP	N	AS	Y	N	M	42	DFP	NA	1	N	N	N	None
175	43	FLS	EDP	EDP	Y	AR	Y	Y	M	43	DFP	NA	1	Y	N	N	None
176	12	FLS	Weapons Call	EDP	N	SBHD	Y	N	M	26	DFP	NA	1	Y	N	N	None
177	22	FLS	Sexual Assault	EDP	N	AR	Y	N	M	17	DFP	NA	1	Y	N	N	None
178	14	FLS	EDP	EDP	Y	AS	N	N	M	36	FD	M	1	Y	Y	N	None
179	14	FLS	Animal Related	NA	NA	SBHD	N	N	M	NA	DFP	NA	1	Y	N	N	None
180	12	FLS	Threaten Suicide	AL + EDP	Y	SBHD	Y	Y	F	46	FD	M	1	Y	Y	N	None
181	52	FLS	EDP	EDP	Y	AS	Y	Y	M	28	DFP	NA	1	Y	N	N	None
182	41	FLS	Traffic	AL + D + EDP	N	AR	Y	N	F	29	DFP	NA	1	N	N	N	None
183	43	FLS	Serious Injury	NA	N	AR	Y	N	M	21	DFP	NA	1	Y	N	N	None
184	13	FLS	Assault Related	EDP	Y	AS	N	N	M	24	FD	S	2	Y	N	N	None
185	23	FLS	Other Disturbance	AL	N	AS	N	N	M	27	DFP	NA	1	Y	N	N	None
186	43	FLS	Robbery	NA	N	SBHD	Y	N	M	14	DFP	NA	1	N	N	N	None
187	12	ETF	EDP	D + EDP	Y	SBHD	Y	N	M	37	FD	S	1	Y	N	N	None
188	54	FLS	EDP	EDP	Y	AR	N	Y	M	34	DFP	NA	1	Y	N	N	None

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2014 CONDUCTED ENERGY WEAPON INCIDENTS

CEW INCIDENT	DIVISION OF INCIDENT	CEW USERS	INCIDENT DESCRIPTION	SUBJECT CONDITION	MHA APPREHENSION	SUBJECT BEHAVIOUR	SUBJECT BELIEVED ARMED	SUBJECT CONFIRMED ARMED	SUBJECT DESCRIPTION	AGE	USAGE	CYCLES (single/multiple)	NUMBER OF CEWs USED	CEW EFFECTIVE	INJURIES PER 105	TRAINING ISSUE	OTHER FORCE OPTIONS USED PRIOR TO CEW
189	54	ETF	Search Warrant	NA	N	SBHD	Y	N	M	28	DFP	NA	1	Y	N	N	None
190	42	ETF	EDP	EDP	Y	SBHD	Y	Y	M	23	DFP	NA	1	Y	N	N	None
191	23	ETF	EDP	EDP	Y	SBHD	N	N	M	22	DFP	NA	1	Y	N	N	None
192	43	FLS	Assault Related	NA	N	AS	N	N	G	NA	DFP	NA	1	Y	N	N	None
193	12	FLS	Other disturbance	NA	N	AS	N	N	M	25	FD	S	1	Y	Y	N	None
194	32	FLS	EDP	EDP	Y	AR	N	N	M	21	DFP	NA	1	N	N	N	None
195	52	FLS	Traffic	AL	N	AR	N	N	M	30	DFP	NA	1	Y	N	N	None
196	54	FLS	Suspicious Person	EDP	Y	AS	N	N	M	34	DFP	NA	1	Y	N	N	None
197	55	FLS	Other Disturbance	EDP	N	PR	Y	N	M	25	DFP	NA	1	Y	N	N	None
198	55	FLS	Other Disturbance	AL + EDP	N	PR	N	N	M	25	DFP	NA	1	Y	N	N	None
199	12	ETF	EDP	EDP	Y	SBHD	Y	N	M	21	FD	S	1	Y	N	N	None
200	54	FLS	Break and Enter	NA	N	SBHD	Y	Y	M	51	DFP	NA	1	Y	N	N	None
201	31	ETF	EDP	EDP	Y	SBHD	Y	N	M	29	FD	S	1	Y	N	N	None
202	54	FLS	Weapons Call	AL	N	SBHD	Y	N	F	23	DFP	NA	1	Y	N	N	None
203	55	FLS	EDP	EDP	Y	PR	N	N	M	33	DFP	NA	1	Y	N	N	None
204	51	FLS	Robbery	EDP	N	AS	Y	N	M	21	FD	M	1	Y	Y	Y	None
205	12	FLS	EDP	EDP	Y	AS	N	N	M	37	DSM	M	1	Y	N	Y	None

**APPENDIX “B”
2010 to 2014 CEW Trends**

The following is a comparison between similar categories of CEW incidents from 2010 to 2014.

CEW INCIDENTS BY DIVISON

YEAR	CEW INCIDENTS BY DIVISION / MUNICIPALITY									
	2010		2011		2012		2013		2014	
DIVISION	#	%	#	%	#	%	#	%	#	%
11	6	2.9	11	5.0	12	4.7	11	5.7	9	4.4
12	5	2.4	15	6.8	17	6.7	7	3.6	19	9.3
13	14	6.7	21	9.5	19	7.5	15	7.8	10	4.9
14	13	6.2	11	5.0	24	9.4	8	4.2	21	10.2
22	9	4.3	4	1.8	2	0.8	10	5.2	6	2.9
23	9	4.3	13	5.9	10	3.9	11	5.7	17	8.3
31	26	12.4	21	9.5	8	3.1	12	6.3	12	5.9
32	4	1.9	12	5.4	11	4.3	10	5.2	10	4.9
33	12	5.7	6	2.7	11	4.3	12	6.3	12	5.9
41	24	11.4	16	7.2	16	6.3	12	6.3	13	6.3
42	13	6.2	8	3.6	14	5.5	12	6.3	11	5.4
43	23	11	13	5.9	19	7.5	7	3.6	13	6.3
51	15	7.1	22	10.0	17	6.7	19	9.9	14	6.8
52	8	3.8	19	8.6	20	7.8	15	7.8	11	5.4
53	5	2.4	5	2.3	8	3.1	5	2.6	0	0
54	13	6.2	9	4.1	22	8.6	14	7.3	11	5.4
55	9	4.3	15	6.8	22	8.6	8	4.2	16	7.8
Durham	N/A	N/A	N/A	N/A	1	0.4	N/A	N/A	N/A	N/A
Peel	N/A	N/A	N/A	N/A	1	0.4	1	0.5	N/A	N/A
York	2	1.0	1	0.5	N/A	N/A	N/A	N/A	N/A	N/A
Simcoe	N/A	N/A	N/A	N/A	1	0.4	N/A	N/A	N/A	N/A
Kitchener	N/A	N/A	N/A	N/A	N/A	N/A	2	1.0	N/A	N/A
Waterloo	N/A	N/A	N/A	N/A	N/A	N/A	1	0.5	N/A	N/A
Total	210	100	222	100	255	100	192	100	205	100

The Divisions and Municipalities where CEW incidents have occurred over the past five years do not yield any notable patterns. Divisional boundaries for 11, 12, 14, and 31 Division changed in 2011 which may account for minor changes in CEW use in subsequent years.

CEW USERS

CEW USERS										
USER	2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%
Frontline Supervisor	146	69.5	162	73.0	198	77.6	160	80.7	161	78.5
ETF	63	30	60	27.0	56	22.0	30	18.3	42	20.5
Front Line Supervisor and ETF	1	0.5	0	0	0	0	2	1	2	1.0
EM & Public Order	0	0	0	0	1	0.4	0	0	0	0
Total # of Incidents	210	100	222	100	255	100	192	100	205	100

During each of the past five years, frontline supervisors (FLS) have accounted for 70 to 81% of CEW use followed by ETF officers at approximately 18 to 30%. This is anticipated since FLSs attend most scenes prior to the ETF. After consultation with constables and after assessing a situation, FLSs would only request the ETF if required. The number of FLSs in the above noted chart also includes supervisors from units as such as Intelligence, Organized Crime Enforcement, Hold-Up, Drug Squad, and Provincial ROPE and Fugitive Squad.

SUBJECT BEHAVIOUR

SUBJECT BEHAVIOUR										
BEHAVIOUR TYPE	2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%
Passive Resistant	15	7.1	29	13.1	29	11.4	26	13.5	16	7.8
Active Resistant	18	8.6	32	14.4	39	15.3	29	15.1	23	11.2
Assaultive	107	51	97	43.7	136	53.3	85	44.3	86	42.0
Serious Bodily Harm/Death	63	30	57	25.7	44	17.3	49	22.5	70	34.1
Not Applicable	7	3.3	7	3.1	7	2.7	3	1.6	10	4.9
Total	210	100	222	100	255	100	192	100	205	100

Assaultive behaviour continues to be the predominant subject threat facing officers followed by serious bodily harm or death which increased to 34.1% in 2014. The percentage of incidents involving subjects who displayed passive or active resistance collectively decreased from 28.6% in 2013 to 19.0% in 2014. In all cases of passive and active resistance, pursuant to procedures, only demonstrated force presence was used.

SUBJECT DESCRIPTION

SUBJECT DESCRIPTION										
SUBJECT	2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%
Animal	4	1.9	1	0.4	6	2.4	2	1.0	4	2.0
Female	18	8.6	19	8.6	17	6.7	15	7.8	16	7.8
Male	179	85.2	193	86.9	221	86.7	171	89.1	170	82.9
Multiple	3	1.4	2	0.9	4	1.6	1	0.5	5	2.4
Not Applicable	6	2.9	7	3.2	7	2.7	3	1.6	10	4.9
Total	210	100	222	100	255	100	192	100	205	100

For the past five years, between 81 and 90% of CEW incidents involved male subjects. On average, only 1.36% of use is on multiple subjects.

SUBJECT CONDITION

SUBJECT CONDITION										
CONDITION	2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%
Alcohol Only	31	14.8	37	16.7	40	15.7	31	16.1	18	8.8
Drugs Only	17	8.1	7	3.2	10	3.9	14	7.3	8	3.9
Drugs + Alcohol	7	3.3	11	5.0	11	4.3	8	4.2	8	3.9
Emotionally Disturbed Persons (EDP)	61	29.0	64	28.8	82	32.2	51	26.6	79	38.5
EDP + Alcohol	14	6.7	12	5.4	18	7.1	13	6.8	14	6.8
EDP + Drugs	11	5.2	9	4.1	3	1.2	6	3.1	11	5.4
EDP + Drugs + Alcohol	6	2.9	8	3.6	8	3.1	9	4.7	4	2.0
Not Applicable	63	30.0	74	33.3	83	32.5	60	31.3	63	30.7
Total	210	100	222	100	255	100	192	100	205	100

Incidents where the officer believed the subject was suffering from an emotional disturbance or mental health disorder or in combination with drugs or alcohol increased from 79 in 2013 to 106 in 2014. As a percentage however, use of CEWs on emotionally disturbed persons as a demonstrated force presence remained relatively stable.

AGE OF SUBJECT

AGE OF SUBJECT										
AGE	2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%
<10	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
10 - 15	4	1.9	2	0.9	3	1.2	2	1.0	3	1.5
16-20	26	12.4	25	11.3	24	9.4	31	16.1	24	11.7
21-25	40	19.0	33	14.9	53	20.8	38	19.8	43	21.0
26-30	30	14.3	34	15.3	34	13.3	22	11.5	35	17.1
31-35	25	11.9	26	11.7	34	13.3	27	14.1	27	13.2
36-40	13	6.2	27	12.2	20	7.8	18	9.4	12	5.9
41-45	22	10.5	25	11.3	17	6.7	16	8.3	17	8.3
46-50	16	7.6	22	9.9	23	9.0	16	8.3	13	6.3
51-55	9	4.3	6	2.7	17	6.7	10	5.2	5	2.4
56-60	8	3.8	7	3.1	10	3.9	4	2.1	5	2.4
>60	4	1.9	3	1.3	2	0.8	2	1.0	2	1.0
N/A	13	6.2	12	5.4	18	7.1	6	3.1	19	9.3
Total	210	100	222	100	255	100	192	100	205	100

Persons between 21 and 35 years of age represent the highest category in CEW incidents. During the last five years, there have been a total of 14 incidents of CEW use reported on subjects between 10 and 15 years of age. Many of these cases involved youths who were believed to be armed with offensive weapons and or threatening suicide.

INCIDENTS OF CEW USE

INCIDENTS OF CEW USE										
TYPE OF USE	2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%
Demonstrated Force Presence	95	45.2	127	57.2	131	51.4	107	55.7	118	57.6
Drive Stun Mode	28	13.3	21	9.5	32	12.5	20	10.4	19	9.3
Full Deployment	87	41.4	74	33.3	92	36.1	65	33.9	68	33.2
Total	210	100	222	100	255	100	192	100	205	100

The percentage of CEW use as a DEMONSTRATED FORCE PRESENCE has remained above 50% for the last four years. In 2014, this percentage rose to its highest level since the introduction of the CEW to frontline supervisors in 2007. This indicates that officers are using only as much force as necessary to gain control of subjects.

CEW EFFECTIVENESS

CEW EFFECTIVENESS										
	2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%
Effective	177	84.3	198	89.2	213	83.5	173	90.1	177	86.3
Not Effective	26	12.4	17	7.7	35	13.7	16	8.3	18	8.8
Unintentional Discharges	7*	3.3	7	3.1	7	2.7	3	1.6	10	4.9
Total	210	100	222	100	255	100	192	100	205	100

**2010 unintentional discharges includes one unlawful use*

The average effectiveness of the CEW over the last five years has been 86.7%.

NUMBER OF CEWS USED PER INCIDENT

NUMBER OF CEWS USED PER INCIDENT										
# of CEWs	2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%
One CEW	194	91.9	201	90.5	241	94.5	183	95.3	191	93.2
Two CEWs	13	6.7	18	8.1	11	4.3	8	4.2	8	3.9
Three CEWs	2	1	1	0.5	2	0.8	1	0.5	5	2.4
> Three CEWs	1	0.5	2	0.9	1	0.4	0	0	1	0.5
Total	210	100	222	100	255	100	192	100	205	100

In the last five years, the overwhelming majority of CEW incidents continue to involve the use of one CEW. The incidents where more than one CEW was used remain relatively stable. In 2014, two of the incidents involving the use of two CEWs can be attributed to frontline supervisors, while two of the incidents involving the use of three CEWs were by a frontline supervisor and ETF officers. All remaining incidents were uses by the ETF.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

#P58. ANNUAL REPORT: 2014 HATE/BIAS CRIME STATISTICS

The Board was in receipt of the following report March 03, 2015 from William Blair, Chief of Police:

Subject: 2014 ANNUAL HATE/BIAS CRIME STATISTICAL REPORT

Recommendations:

It is recommended that:

- (1) the Board receive this report for information; and
- (2) the Board forward a copy of this report to the City of Toronto Executive Committee for information.

Financial Implications:

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

Background/Purpose:

The Toronto Police Service Intelligence Services - Hate Crime Unit (HCU) has collected statistics and has been responsible for ensuring full and thorough investigation of hate/bias crime offences since 1993. Attached is the 2014 Annual Hate/Bias Crime Statistical Report.

Discussion:

The year 2014 was characterized by strengthened relationships with our community partners, education and a commitment to encouraging greater public reporting of hate crimes.

In February 2014, Public Safety Canada announced the Communities at Risk: Security Infrastructure Program (SIP). The SIP made grant funding available to “not-for-profit organizations linked to a community at risk of being victimized by hate-motivated crime”. The SIP made grant funding available to help with the costs of security infrastructure improvements for places of worship, provincially recognized educational institutions and community centers in communities at risk of hate-motivated crime. To date, two Toronto organizations have submitted applications for SIP grant funding.

The HCU continued its partnership with the Divisional Policing Support Unit and the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Liaison Unit to provide local and international education on LGBTQ awareness including support of the Report Homophobic Violence Period

Program and the Trans Media Campaign. The Trans Media Campaign was initiated in 2014 by the LGBTQ Liaison Unit in partnership with Corporate Communications to increase reporting, decrease attacks against the Trans community, educate Toronto Police Service (Service) members about the Trans community and improve the relationship between the Service and the Trans community. The Trans Media Campaign will be formally launched via social media, printed materials, community newspapers and the Service's intranet in 2015.

In June 2014, the HCU presented at the 2014 LGBT Law Enforcement and Criminal Justice Conference. The Conference was hosted by the Service during the week of World Pride Toronto and was attended by approximately 300 people from the local, national and international law enforcement community. The mission of the conference was to:

- Educate organizations, human resource professionals and individual employees through various workshops and seminars
- Share information to effect change in policy, practices, benefits, and opportunities in the workplace that will benefit all employees, regardless of sexual orientation, gender identity and/or expression
- Focus on criminal justice and law enforcement issues as they relate to the LGBT community
- Provide an opportunity for police and law enforcement personnel from around the world to communicate more effectively with each other through various workshops, panel discussions and lectures, for the sharing of new ideas, strategies, and best practices on all subjects related to LGBT police personnel; and
- Establish best practice techniques and training necessary for the purpose of decreasing homophobia while increasing cultural diversity awareness in the workplace

In October 2014, the HCU hosted the annual divisional Hate Crime Coordinators (HCC) meeting with HCC's from across the seventeen divisions. The purpose of the meeting was to review and discuss divisional hate/bias criminal cases, current case law and other issues relating to hate/bias crimes.

The HCU has been an active member of the provincial Hate Crime Extremism Investigative Team (HCEIT) since 2005. The HCEIT consists of members from 15 Ontario Police Services that receive provincial funding for their joint collection and sharing of information, enforcement and education on hate/bias crimes.

In 2012, the Ontario Police College (OPC) in partnership with the HCEIT created an Advanced Hate Crime Investigators Course for police officers. The course focuses on an enhanced understanding of the investigation of hate/bias crimes and the application of federal legislation to hate propaganda. The course was held at OPC in November 2014. The course was attended by members from Ontario and Alberta Police Services, the Hate Crime Unit and several Toronto Police Service divisional investigators. This course will continue to be offered in 2015.

Throughout 2014, HCU members attended provincial hate crime and extremism training relating to hate/bias crime laws and trends, investigative strategies, and the prosecution of hate crimes with police services, community agencies and partners from across North America in Toronto, Huntsville and Niagara Falls.

In addition, throughout 2014 the HCU met with members of the community and presented on the subject of hate/bias crimes to schools, government, and community organizations as requested.

Conclusion:

In summary, this report provides the Board with a comprehensive overview of the hate/bias crimes reported and investigated in the City of Toronto in 2014.

Deputy Chief Mark Saunders, Specialized Operations Command, will be in attendance to answer any questions that the Board may have.

Mr. Anthony Morgan, Policy & Research, African Canadian Legal Clinic, was in attendance and delivered a deputation to the Board. A copy of Mr. Morgan's deputation is on file in the Board office.

During his deputation, Mr. Morgan referred to a manual entitled *Responding to Anti-Black Hate Crime: A Toolkit* produced by the African Canadian Legal Clinic which it uses for training purposes. The Board expressed an interest in reading the manual. Mr. Morgan agreed to provide copies to the Board for information.

The Board approved the following Motions:

- 1. THAT the Board receive Mr. Morgan's deputation;**
- 2. THAT the Board receive the foregoing report and forward a copy to the City's Executive Committee for information.**

Moved by: C. Lee

A copy of the Executive Summary to the 2014 Annual Hate/Bias Crime Statistical Report is attached for information. A copy of the complete report is on file in the Board office.

Executive Summary

The Toronto Police Service Hate/Bias Crime Statistical Report is an annual report that provides statistical data about criminal offences which are committed against persons or property and are motivated by the victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or other similar factor, within the City of Toronto.

The Report explains the mandate of the Toronto Police Service Hate Crime Unit (HCU) and the methodology that is used by the HCU to collect the statistical data. The data is based on hate/bias crimes that were reported to the Toronto Police Service (TPS) between January 1st, 2014 and December 31st, 2014.

The Report also provides an overview of the training and education that was provided to officers with respect to hate/bias crimes in 2014, as well as the various community outreach initiatives that were undertaken by the HCU and other units within TPS.

In 2014, there was an increase in the total number of hate/bias crime occurrences reported to the TPS. In comparison to 2013, the number of reported occurrences increased from 131 to 146 representing a difference of approximately 11%. Over the past ten years, between 2005 and 2014, the average number of reported hate/bias crimes is approximately 143 per annum.

The number of arrests related to hate/bias crimes in 2014 increased from 17 persons arrested in 2013 to 22 persons arrested in 2014. As in previous years, the number of arrests for hate/bias motivated offences was attributed to allegations of mischief to property (i.e. graffiti) in circumstances where there was little or no suspect description available. These occurrences frequently transpired without the victim or any witnesses present. These factors add significantly to the challenges in investigating hate/bias motivated offences and arresting suspects.

The three most targeted groups since 2006 have been the Jewish community, the Black community, and the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) community. In 2014, the Jewish community, followed by the LGBTQ community and the Black community were the most victimized groups. The three most reported criminal offences motivated by hate/bias in 2014 were mischief to property, assault, and criminal harassment. The Jewish community and the Black community were the most victimized group for mischief to property occurrences, while the LGBTQ community was the most victimized group for assault occurrences.

When more than one identifiable group (i.e. Catholic and Ukrainian) were targeted in an incident the occurrence was categorized as multi-bias. In 2014, 14 of the 146 hate/bias occurrences were categorized as multi-bias. In 2013, 10 of the 131 hate/bias occurrences were categorized as multi-bias. In comparison to 2013, the number of occurrences categorized as multi-bias increased by approximately 25% in 2014.

In 2014, the Canadian Center for Justice Statistics (CCJS) published the Hate Crime Consultations and Recommendation Report. One of the recommendations made was that that police services report hate/bias crimes targeting members of the Transgender community under

either the sex and/or gender category for the purpose of comparability across jurisdictions. For the purpose of uniform crime reporting across Canada, TPS adopted this recommendation by CCJS in this Report. Hate/bias crimes targeting members of the Transgender community have been categorized under the sex category in this year's report. Prior to 2014, the TPS Annual Hate/Bias Crime Statistical Report categorized hate/bias crimes against members of the Transgender community under the sexual orientation category.

Since the publication of the first Hate/Bias Crime Statistical Report in 1993, hate/bias crimes have been most commonly motivated by the following five factors: race, religion, multi-bias, sexual orientation, and nationality.

To view the full report, please visit our website at: <http://www.tpsb.ca/FS/Docs/Publications/>

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

#P59. ANNUAL REPORT: 2014 PUBLIC SECTOR SALARY DISCLOSURE

The Board was in receipt of the following report March 03, 2015 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2014 PUBLIC SECTOR SALARY DISCLOSURE

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

The *Public Sector Salary Disclosure Act, 1996 (PSSDA)* and the *Public Sector Salary Disclosure Amendment Act, 2004* were passed to make Ontario's public sector more open and accountable to taxpayers. Therefore, in accordance with the *PSSDA*, the Toronto Police Service (Service) is required to disclose the names, positions, salaries and taxable benefits of employees who were paid \$100,000 or more in a year. The report includes active, retired and terminated members. This information, which includes Toronto Police Service and Toronto Police Services Board employees, is also submitted to the City of Toronto Pension, Payroll and Employee Benefits Division for inclusion in a corporate report filed, by the City, with the Ministry of Municipal Affairs and Housing.

Furthermore, beginning in 2009, the Ministry of Finance requires that organizations with members seconded to other ministries file the listing of those members with the appropriate ministry. For the 2014 reporting year, TPS had 24 members seconded to the Ministry of Community Safety and Correctional Services. A separate listing of the members appearing on the Public Sector Salary Disclosure (PSSD) listing has been provided to that agency.

Finally, for the 2014 year, as a result of direction received from the Ontario Ministry of Finance, the Service is also including paid duty earnings, as part of the salary paid total.

Discussion:

The *Public Sector Salary Disclosure Act, 1996* defines "Salary Paid" as "the amount paid by the employer to the employee in a given year, as reported on the T4 slip (Box 14 minus Taxable Benefits total)." If this amount is equal to or above \$100,000, it must be reported.

Service members receive a T4 which includes regular salary, retention pay, acting pay, premium pay (including court time, call backs and overtime) and any retroactive adjustments paid in the applicable calendar year as one total in Box 14.

Taxable benefits are also reported as a separate amount for those employees who earned \$100,000 or more. Taxable benefits for TPS members, as defined by the CRA, include the value of life insurance premiums for coverage provided by the employer, employer-provided parking and employer-provided vehicles. Taxable benefits for employer-provided vehicles are calculated for the non-business related travel for those members assigned a vehicle.

Inclusion of Paid Duty Earnings in 2014:

In prior years, uniform members performing paid duties, the vast majority of which were at the police constable rank, were paid directly by the client making the request. Under the administrative system that existed at the time, the Service could not take statutory deductions at source (i.e. when the member is paid for the paid duties performed), as required by the *Income Tax Act*. However, for income tax purposes, the Service did report those earnings to members and the CRA on a paid duty statement. Since the earnings were not reported on a T4, in Box 14, they were never included in the salary paid for PSSD purposes.

In 2010, the CRA performed a compliance audit of the Service and requested a change in the tax reporting of paid duties. For the 2010 taxation year, the CRA requested that paid duty earnings be reported on a T4 separate from regular earnings. The CRA indicated that because the earnings were considered income from employment, they should be reported in Box 14. In 2011, after the CRA audit was completed, the Service contacted the Ontario Ministry of Finance, requesting clarification on whether paid duties were to be included in the PSSD, given the CRA's request that such earnings be reported in Box 14 on a T4. At that time, the Ministry indicated that paid duty earnings did not need to be included, given that they were not paid directly by the Service.

In March, 2014, the Service implemented the new Paid Duty Management System and made changes to accompanying business processes. As a result of this change and, more importantly, the requirement from the CRA to make statutory deductions at source (i.e. when members are paid for the paid duty amounts earned), paid duty earnings are now paid directly by the Service, as a flow through of the customer payment. The Service contacted the Ontario Ministry of Finance, after this change, for clarification once again. The Government of Ontario advised that since the CRA requires reporting of paid duty earnings in Box 14 of a T4, and the *PSSDA* defines "salary paid" as Box 14 totals, paid duty earnings are disclosable for Public Sector Salary Disclosure purposes.

There is no requirement to separate paid duty earnings from regular earnings in the PSSD. Both earnings are consolidated into the "Salary Paid" column.

Number of Employees on the 2014 Disclosure Listing:

In 2014, 4,125 employees earned more than \$100,000. This total includes 1,940 employees whose base salary is normally under \$100,000. The earnings for these employees were the result of their combined base salary, premium pay, paid duty earnings and other payouts such as final vacation pay upon termination of employment.

For the 2014 reporting year, 544 additional members were added on to the 2014 PSSD because of paid duty earnings. In other words, if paid duties earnings were not included in the PSSD, 3581 members (as opposed to 4125) would have been on the list.

Appendix A contains the details of members on the listing, in alphabetic order and Appendix B contains the details in descending order by salary paid, including paid duty earnings. Both appendices are attached to this report.

Impact of Salary Increases on the PSSD:

Toronto Police Service salaries have increased over the years due to contract settlements and arbitration awards. As a result of the 2011 to 2014 contract settlement, Service members received a 2% increase in salaries on January 1, 2014.

The table below shows the number of officers, in each rank noted, on the PSSD before considering paid duty earnings, relative to total number of employees in that rank. The table also shows the salary range for that category, which highlights that base salaries for police constables are edging towards the \$100,000 PSSD defined threshold in place since 1996. As at January 1, 2014, the upper end of the salary range for Police Constables increased to \$98,783 (including retention pay), as a result of the 2011 to 2014 collective agreement increases. The salary range for all other uniform ranks, beginning from the Detective/Sergeant rank, is already above the \$100,000 threshold.

Category	Salary range at January 1, 2014 **	Employees per HR system at December 31, 2014	Numbers per category on PSSD*
Plainclothes/Training Constable	\$96,745 to 104,901	1,135	986
Police Constables	\$90,621 to 98,783	2,919	1,676

* PSSD numbers include active and terminated members, and does not include paid duty earnings

**Salary range include 2% increase as per 2011 to 2014 contract settlement

Premium pay is the result of court attendance, overtime earned when members work beyond their regular shift and call-backs when members are requested to return to work for various operational reasons or special projects. Premium hours worked are paid according to collective agreement provisions. The Toronto Police Service has established various strategies for monitoring and controlling premium pay. Overtime and call-backs must be considered mandatory and approved by a Supervisor before they are incurred. Unit Commanders receive

daily overtime reports and have access to other time-keeping and earnings reports. In addition, Unit Commanders are also provided with monthly variance reports to enable a review of actual costs against budgeted figures.

While the Service has reduced premium pay costs over the last few years, some premium pay (e.g. court time) is unavoidable and increases member earnings. With the Police Constable base salary approaching the \$100,000 threshold, only a small amount of premium pay would need to be earned to put the member over the \$100,000 threshold.

Controls and Management of Paid Duty Earnings:

Members can work additional hours when not on regular duty to perform paid duties requested across the City. In 2014, \$27.1M was earned by members as a result of paid duties worked. The average paid duty earnings for members performing paid duties amounts to \$8,909 per member. The median of paid duties earned by members is \$4,743.

The new paid duty system makes paid duty requests available to all officers across the Service, based on eligibility and desire to apply for and accept off duty assignments. Members apply for and perform paid duties on their off-time. Customers are advised that there is no guarantee a request will be filled.

To ensure that the acceptance of paid duty requests do not impact regular Service operations and member wellness, the governance procedure was also re-written with the release of the new system. Uniform members performing paid duties must abide by procedures related to daily maximum hours worked including paid duties, the time lapse between regular and paid duties and the maximum time on a paid duty. Hours of work policies were developed to ensure that regular duties are always a priority and are not impacted, as well as to safeguard officer wellness.

Finally, a number of reports are now available through the new paid duty system that give Unit Commanders and Supervisors detailed information about the paid duties occurring within their divisional boundaries and the officers performing them. Unit Commanders and Supervisors also have paid duty assignment and earnings information available to them, by officer, so that they can monitor the extra hours worked and ensure members' performance on regular duties is not affected.

Conclusion:

In accordance with the *PSSDA*, this report provides the names, positions, salaries and taxable benefits of TPS and Board employees who were paid more than \$100,000 in 2014. Beginning in 2014, earnings from paid duties are included in the total earnings reported on the PSSD, where the officers earned over \$100,000. The information is provided in alphabetical order as required by the Ministry, and in salary paid descending order as requested previously by the Board.

The report is provided to the Board for information, and has been forwarded to the City for inclusion in a corporate report filed with the Ministry of Municipal Affairs and Housing.

Mr. Tony Veneziano, Chief Administrative Officer, Corporate Services Command, will be in attendance to answer any questions from the Board.

The Board received the foregoing report.

Moved by: S. Carroll

To view the full report, please visit our website at:
<http://www.tpsb.ca/FS/Docs/Publications/>

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P60. ANNUAL REPORT: 2015 FILING OF TORONTO POLICE SERVICE
PROCEDURES**

The Board was in receipt of the following report February 05, 2015 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2015 FILING OF TORONTO POLICE SERVICE
PROCEDURES

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

At its meeting of January 16, 2014, the Board approved a new Board policy entitled “Filing of Toronto Police Service Procedures” (Min. No. P5/14 refers). This policy directs, in part, that:

- (1) *The Chief of Police will file with the Board, for information, any procedure developed or amended as a result of Board policy;*
- (2) *Such filing will take place as part of a report submitted to the Board and included on a regular in camera meeting agenda;*
- (5) *On an annual basis, the Chief of Police will file with the Board for its information, the complete index of Service procedures, noting those procedures which arise from Board policies;*
- (6) *Such filing will take place as part of a report submitted to the Board and included on a regular public meeting agenda.*

Discussion:

Professional Standards Support – Governance has completed an annual review of all Service procedures. The attached Appendix A contains a complete index of Service procedures, current as of February 5, 2015. Those procedures which ensure compliance with Board policies have been identified. When a Service procedure is governed by Board policy, the policy is referenced in the Associated Service Governance section of the procedure. A list of procedures that are governed by Board policies was published on Routine Order 2015.02.12–0156.

Conclusion:

The attached Appendix A contains a complete index of Service procedures, identifying those which arose from Board policies.

Deputy Chief Mike Federico, Operational Support Command, will be in attendance to answer any questions that the Board may have regarding this report.

The Board received the foregoing report.

Moved by: C. Lee

Appendix A – Index of Service Procedures

Procedure		Governed by Board Policy	
		Yes	No
No.	Name		
01-01	Arrest	X	
01-02	Search of Persons	X	
	Appendix B Risk Assessment – Level of Search	X	
	Appendix C Transgender/Transsexual Persons	X	
	Appendix D Handling Items of Religious Significance		X
01-03	Persons in Custody	X	
	Appendix A Medical Advisory Notes	X	
	Appendix B Cell and Prisoner Condition Checks	X	
	Appendix C Designated Lock-ups	X	
	Appendix D Booking Hall/Detention Area Monitoring	X	
	Appendix E Lodging of Transgender/Transsexual Persons	X	
01-05	Escape from Police Custody	X	
01-07	Identification of Criminals	X	
01-08	Criminal Code Release		X
	Appendix A Appearance Notice (Form 9)		X
	Appendix B Promise to Appear (Form 10)		X
	Appendix C Recognizance Entered into Before an Officer in Charge (Form 11)		X
	Appendix D Undertaking Given to an Officer in Charge (Form 11.1)		X
01-09	Criminal Summons		X
01-10	Provincial Offences Act Releases		X
01-15	Bail Hearings and Detention Orders	X	
	Appendix A Show Cause Brief		X
	Appendix B Guidelines for Bail Conditions		X
	Appendix C Guidelines for the Commencement of Revocation of Bail Process		X
01-17	Detention Order (Provincial Offences Act)		X
02-01	Arrest Warrants	X	
	Appendix A List of Arrest Warrant Forms		X

Procedure			Governed by Board Policy	
No.	Name		Yes	No
02-01	Appendix B	Arrest Warrant Forms		X
	Appendix C	Forms to Obtain Bodily Substances, Prints or Impressions		X
02-02	Warrants of Committal			X
02-10	National Parole Warrants		X	
02-11	Provincial Parole Warrants		X	
02-12	Ontario Review Board Warrants and Dispositions		X	
02-13	Child Apprehension Warrants		X	
02-14	Civil Warrants			X
	Appendix A	Civil Warrant – Response		X
02-15	Returning Prisoners on Warrants Held by Toronto Police Service			X
	Appendix A	Approval to Return Person in Canada on Criminal Code Warrants Held by Toronto Police Service		X
	Appendix B	Approval to Return Person on Warrants Held by Toronto Police Service		X
02-17	Obtaining a Search Warrant		X	
02-18	Executing a Search Warrant		X	
02-19	Report to a Justice/Orders for Continued Detention			X
	Appendix A	Report to a Justice (Form 5.2) – Distribution Chart		X
03-03	Toronto Jail and Detention Centres			X
	Appendix A	Admitting and Visiting Hours for Prisoners at Toronto Jail and Detention Centres		X
	Appendix B	Pre-Trial Detention of Young Offenders		X
03-04	Outstanding Charges/Warrants of Committal for Incarcerated Persons			X
03-05	Withdrawal Management Centres			X
03-06	Guarding Persons in Hospital		X	
03-07	Meal Provision for Persons in Custody		X	
03-08	Community Correctional Centres & Community Residential Facilities			X
03-09	Bail Reporting			X
04-01	Investigations at Hospitals			X
04-02	Death Investigations		X	
04-03	Use of Photo Line-Ups for Eyewitness Identification			X

Procedure			Governed by Board Policy	
No.	Name		Yes	No
04-05	Missing Persons		X	
	Appendix A	Guidelines: Door-to-Door Canvas – Missing Persons and Abduction Cases		X
04-06	Building Checks and Searches		X	
04-07	Alarm Response			X
04-09	Interpreters			X
04-10	Passports			X
04-11	Persons Seeking Asylum			X
04-12	Diplomatic and Consular Immunity			X
	Appendix A	Identity Cards		X
	Appendix B	Summary of Law Enforcement Measures		X
04-13	Foreign Nationals			X
04-14	Field Information Report		X	
04-15	Obtaining Video/Electronic Recordings from the Toronto Transit Commission		X	
04-16	Death in Police Custody		X	
04-17	Rewards			X
04-18	Crime and Disorder Management		X	
	Appendix A	Guidelines for Divisional Crime Management	X	
	Appendix B	Guidelines: Problem Solving	X	
	Appendix C	Community Partnerships	X	
	Appendix D	Divisional Deployment	X	
	Appendix E	Crime Analysis	X	
	Appendix F	Business Intelligence & Analytics	X	
	Appendix G	Duties of a Police Officer – Subsection 42(1) <i>Police Services Act</i>		X
04-19	Surveillance		X	
04-20	Electronic Surveillance		X	
04-21	Gathering/Preserving Evidence		X	
04-22	Polygraph Examinations			X
04-23	Marine Response		X	
04-24	Victim Impact Statements		X	

Procedure			Governed by Board Policy	
No.	Name		Yes	No
04-25	Foreign Inquiries/Investigations/Extradition Requests		X	
04-26	Security Offences Act		X	
04-27	Use of Police Dog Services		X	
04-28	Crime Stoppers			X
04-29	Parolees		X	
04-30	Scenes of Crime Officer (SOCO)		X	
04-31	Victim Services Toronto		X	
04-32	Electronically Recorded Statements		X	
04-34	Attendance at Social Agencies			X
04-35	Source Management – Confidential Source		X	
	Appendix A	Source Management – Payment Requests		X
	Appendix B	Source Management – Crown Letters	X	
04-36	Agents		X	
	Appendix A	Agents – Crown Letters	X	
04-37	Witness Assistance & Relocation Program (WARP)		X	
04-38	Intelligence Services		X	
04-39	Joint Forces Operations		X	
04-40	Major Incident Rapid Response Team			X
04-41	Youth Crime Investigations		X	
	Appendix A	Class of Offences and Recommended Dispositions		X
	Appendix B	STOP – Serious Teen Offender Program		X
	Appendix C	Under 12 – Centralized Services Protocol		X
04-42	Non-Emergency Primary Report Intake			X
04-43	Burial Permits			X
04-44	Undercover Operations		X	
04-45	Internet Facilitated Investigations			X
Chapter 05	Appendix A	Excerpt from Guideline LE-029 – Preventing or Responding to Occurrences Involving Firearms		X
05-01	Preliminary Homicide Investigation		X	

Procedure			Governed by Board Policy	
No.	Name		Yes	No
	Appendix A	Investigation Questionnaire: Pediatric Injury		X
05-01	Appendix B	Investigation Questionnaire for Sudden Unexpected Deaths in Infants (Less than One Year of Age)		X
05-02	Robberies/Hold-ups		X	
05-03	Break and Enter		X	
05-04	Domestic Violence		X	
05-05	Sexual Assault		X	
	Appendix A	Third Party Records	X	
05-06	Child Abuse		X	
	Appendix A	Subsections 72(1)(2)(3) of the <i>Child and Family Services Act</i>		X
05-07	Fire Investigations			X
05-08	Criminal Writings		X	
05-09	Tampering or Sabotage of Food, Drugs, Cosmetics or Medical Devices			X
05-10	Threatening/Harassing Telephone Calls		X	
05-11	Fail to Comply/Fail to Appear			X
05-12	Counterfeit Money			X
05-13	Breach of Conditional Sentence			X
05-14	Immigration Violations			X
05-15	Asset Forfeiture Investigations		X	
05-16	Hate/Bias Crime		X	
05-17	Gambling Investigations		X	
05-18	Fraudulent Payment Cards		X	
05-19	Violent Crime Linkage Analysis System		X	
05-21	Firearms		X	
05-22	Abuse of Older or Vulnerable Persons		X	
	Appendix A	Older and Vulnerable Abuse Investigations – Contact Information	X	
05-23	Financial Crime Investigations		X	
05-24	Child Exploitation		X	
05-25	Pawnbrokers and Second Hand Dealers		X	

Procedure			Governed by Board Policy	
No.	Name		Yes	No
05-26	Child Abductions		X	
	Appendix A	Guidelines: Door-to-Door Canvas – Missing Persons and Abduction Cases		X
05-27	Criminal Harassment		X	
	Appendix A	Specialized Criminal Investigations – Sex Crimes – Behavioural Assessment Section		X
	Appendix B	Excerpt from LE-028 of the <i>Adequacy and Effectiveness of Police Services Regulation</i>		X
05-28	Gang Related Investigations			X
05-29	Sex Offender Registry		X	
05-30	Major Drug Investigations		X	
05-31	Human Trafficking		X	
05-32	Kidnapping		X	
06-01	Commencing POA Proceedings		X	
06-02	Withdrawal of a <i>Provincial Offences Act</i> Charge			X
06-03	Prosecuting Business Establishments			X
06-04	Emotionally Disturbed Persons		X	
	Appendix A	Quick Reference Guide for Police Officers – Emotionally Disturbed Persons		X
	Appendix B	Designated Psychiatric Facilities		X
06-05	Elopees/Community Treatment Orders		X	
06-06	Apprehension Orders		X	
06-07	Restraining Orders		X	
06-08	Orders for Exclusive Possession of a Matrimonial Home			X
06-09	Animal Control			X
06-10	Landlord and Tenant Disputes			X
06-11	Licensed Premises		X	
06-12	Toronto Licensing Commission			X
07-01	Transportation Collisions		X	
07-02	Fail to Remain Collisions		X	

Procedure			Governed by Board Policy	
No.	Name		Yes	No
07-03	Life Threatening Injury/Fatal Collisions		X	
07-04	Railway Collisions		X	
	Appendix A	Rail Accident Protocol		X
	Appendix B	Canadian Rail Incident Investigation Guideline		X
07-05	Service Vehicles Collisions		X	
07-06	Ability Impaired/Over 80 – Investigation		X	
	Appendix A	Ability Impaired/Over 80 Summary Chart		X
	Appendix B	Administrative Suspensions & Impoundments under the <i>HTA</i>		X
07-07	Ability Impaired/Over 80 – Hospital Investigation		X	
07-08	Approved Screening Device		X	
	Appendix A	Approved Screening Device Summary Chart – First Breath Analysis		X
	Appendix B	Second Breath Analysis Instructions		X
07-09	Breath Interview			X
07-10	Speed Enforcement		X	
07-11	Impounding/Relocating Vehicles		X	
	Appendix A	Divisional Chart for Forensic Exam Vehicle Impound		X
07-12	Theft of Vehicles		X	
	Appendix A	Letter of Direction		X
07-13	Unsafe Vehicles		X	
07-14	Parking Infraction Notice			X
07-15	Drug Recognition Expert Evaluations and Standardized Field Sobriety Testing		X	
07-18	RIDE Program		X	
07-19	Suspended/Disqualified Driving			X
	Appendix A	Administrative Suspensions & Impoundments Under the <i>HTA</i>		X
07-20	Licence Plates/Accessible Parking Permits			X
08-01	Employee and Family Assistance Program (EFAP)		X	
08-02	Sickness Reporting			X
08-03	Injured on Duty Reporting			X
08-04	Members Involved in a Critical Incident			X

Procedure			Governed by Board Policy	
No.	Name		Yes	No
	Appendix A	Critical Incident Stress Handout		X
	Appendix B	Guidelines for the Support and Assistance of Affected Members		X
	Appendix C	Critical Incident Response Team/Peer Support Volunteers Flow Chart		X
08-05	Substance Abuse			X
08-06	Hazardous Materials, Decontamination and De-infestation		X	
08-07	Communicable Diseases		X	
08-08	Central Sick Leave Bank			X
08-09	Workplace Safety		X	
08-10	External Threats Against Service Members			X
08-11	Workplace Violence		X	
08-12	Workplace Harassment		X	
08-13	Workplace Accommodation – Medical		X	
09-01	Property – General		X	
09-02	Property – Vehicles		X	
09-03	Property – Firearms		X	
09-04	Narcotics and Drugs		X	
09-05	Property – Liquor		X	
09-06	Property of Persons in Custody		X	
Chapter 10	Appendix A	Incident Management System Organizational Chart		X
Chapter 10	Appendix B	Containment & Perimeter Control	X	
10-01	Emergency Incident Response		X	
10-02	Incidents Involving Hazardous Materials			X
10-03	Bomb Threats and Explosions		X	
	Appendix A	Explosive Device Safe Standoff Distance Chart		X
10-04	Nuclear Emergencies			X
	Appendix A	Notification Protocols		X
	Appendix B	Nuclear Safety Status Zones		X
10-05	Incidents Requiring the Emergency Task Force		X	
10-06	Medical Emergencies			X

Procedure			Governed by Board Policy	
No.	Name		Yes	No
10-07	Industrial Accidents			X
10-08	Chemical / Biological / Radiological / Nuclear Agents Events		X	
10-09	Evacuations			X
10-10	Emergencies and Pursuits on TTC Property		X	
10-11	Clandestine Laboratories and Marihuana Grow Operations			X
10-12	Counter-Terrorism		X	
10-13	Threats to School Safety			X
10-14	Public Health Emergencies/Pandemic Response		X	
11-01	Emergency Management & Public Order Response		X	
11-03	Police Response at Labour Disputes		X	
11-04	Protests and Demonstrations			X
11-05	Major Disturbances at Detention Centres			X
11-06	Labour Disputes at Detention Centres		X	
11-08	Use of Mounted Section			X
12-01	Confidential Crown Envelope			X
12-02	Court Attendance			X
12-03	Use of Affidavits			X
12-04	Unserved Criminal Summons			X
12-05	Request to Withdraw Criminal Charge			X
12-06	Coroner's Inquest			X
12-08	Disclosure, Duplication and Transcription			X
12-09	Request for Adjournment			X
12-10	Re-laying Charges and Appeal Notices			X
12-11	High Risk Security Court Appearances		X	
Chapter 13	Appendix A	Unit Level Criteria / Conduct Penalties	X	
Chapter 13	Appendix B	Chief's Advisory Committee		X
Chapter 13	Appendix C	Progressive Discipline		X
Chapter 13	Appendix D	Letter of Suspension		X
Chapter 13	Appendix E	Letter of Revocation		X

Procedure			Governed by Board Policy	
No.	Name		Yes	No
Chapter 13	Appendix F	Notification for Legal Indemnification Time Limit	X	
Chapter 13	Appendix G	Expunge <i>Police Services Act</i> Conviction	X	
13-01	Awards		X	
13-02	Uniform External Complaint Intake/Management		X	
13-03	Uniform Internal Complaint Intake/Management			X
13-04	Uniform Unit Level Discipline		X	
13-05	<i>Police Services Act</i> Hearing		X	
13-06	Uniform Complaint Withdrawal			X
13-07	Policy/Services Provided Complaints		X	
13-08	Uniform Suspension from Duty			X
13-09	Civilian Complaint and Discipline Process		X	
13-10	Civilian Suspension from Duty			X
13-11	Unsatisfactory Work Performance			X
13-12	Legal Indemnification		X	
13-13	Civil Documents		X	
13-14	Human Rights		X	
13-16	Special Investigations Unit			X
13-17	Memorandum Books and Reports		X	
13-18	Anonymous Reporting of Discreditable Conduct		X	
13-19	Breath Test for Service Members			X
13-20	Accommodation for Persons with Disabilities		X	
14-01	Staff Development and Learning Plan – Uniform		X	
14-02	Evaluations, Reclassifications and Appraisals – Uniform		X	
	Appendix A	Appraisal Process – Uniform		X
14-03	Probationary Constable/Field Training		X	
14-04	Acting Assignments			X
14-06	School Crossing Guards			X
14-07	Changes to Uniform and Civilian Establishment		X	
14-08	Request to Fill Established Positions and Hire Part-Time or Temporary Staff			X

Procedure		Governed by Board Policy	
		Yes	No
No.	Name		
14-09	Civilian Transfer, Reclassification and Promotion	X	
14-10	Uniform Promotion Process – up to & Including the Rank of Inspector	X	
14-11	Uniform Promotion Process to Staff Inspector, Superintendent and Staff Superintendent	X	
14-12	Voluntary Lieu Time Donations		X
14-13	Contract Persons and Consultants	X	
14-14	Termination of Employment		X
14-15	Secondments	X	
14-17	Detective Classification and Plainclothes Assignment		X
14-18	Internal Support Networks (ISN)	X	
14-19	Workplace Accommodation – Non Medical	X	
14-20	Auxiliary Members	X	
14-21	WPPD – Senior Officers		X
14-22	Conflict of Interest Involving Related Members		X
14-23	Attendance at Special Activities		X
14-24	Police Officers Reclassified to Civilian Management Positions		X
14-25	Secondary Activities	X	
14-26	Leaves of Absence		X
14-28	Attendance at Competitions or Events	X	
14-29	Change in Personal Information		X
14-30	Re-Employment of Former Members and Lateral Entries	X	
	Appendix A Criteria: Hiring Levels and Training Requirements		X
14-32	Crime Prevention	X	
14-33	Educational Leave of Absence		X
14-34	Transfer – Police Officer		X
14-35	Special Constables		X
14-36	Participation in a Learning Opportunity		X
14-37	Military Leave of Absence for Active Duty		X
15-01	Use of Force	X	
	Appendix A Provincial Use of Force Model		X

Procedure			Governed by Board Policy	
No.	Name		Yes	No
	Appendix B	Provincial Use of Force Model Background Information		X
15-02	Injury/Illness Reporting		X	
15-04	Service Firearms		X	
15-05	Shotguns		X	
15-06	Tactical Training with Firearms		X	
15-07	Use of Authorized Range			X
15-08	Soft Body Armour			X
15-09	Conducted Energy Weapon		X	
15-10	Suspect Apprehension Pursuits		X	
15-11	Use of Service Vehicles		X	
15-12	Inspection of Police Vehicles and Equipment		X	
15-13	Requests for Loan Vehicles			X
15-14	Fuel and Oil		X	
15-15	Shared Equipment		X	
15-16	Uniform, Equipment and Appearance Standards		X	
	Appendix A	Uniformed Command Officers & Senior Officers		X
	Appendix B	Police Constable to Staff Sergeant		X
	Appendix C	Uniformed Civilian Members		X
	Appendix D	Auxiliary Members and Volunteers	X	
	Appendix E	Officers – Specialized Functions		X
	Appendix F	Appearance Standards– Officers and Civilian Uniformed Members		X
	Appendix G	Wearing of Decorations and Medals		X
	Appendix H	Wearing of Name Badges	X	
15-17	In-Car Camera System			X
15-18	Secure Laptop			X
16-01	Service and Legislative Governance and Legal Agreements		X	
	Appendix A	Routine Order Approval and Publication Process		X
16-03	Forms Management			X
16-04	Correspondence and File Management		X	

Procedure			Governed by Board Policy	
No.	Name		Yes	No
	Appendix A	Unit Commander File Index		X
16-06	Audit and Quality Assurance Process		X	
	Appendix A	Process for Ministry of Community Safety and Correctional Services Inspections of the Toronto Police Service	X	
	Appendix B	City of Toronto Auditor General Report and Follow-up Recommendation Process	X	
	Appendix C	City of Toronto Internal Audit Division Report and Follow-up Recommendation Process	X	
16-07	Collection and/or Use and/or Reporting of Statistics Related to Prohibited Grounds		X	
17-01	News Media		X	
	Appendix A	Sample News Release		X
17-03	The Municipal Freedom of Information and Protection of Privacy Act			X
17-04	Community Safety Notifications		X	
	Appendix A	Occurrences where Public Warning/Notification and Consultation with BAS be Considered	X	
	Appendix B	Disclosure of Personal Information	X	
	Appendix C	Protocol for Public Notification	X	
17-06	CPIC Purge List		X	
17-07	BOLOs and FYIs		X	
17-08	Use of Special Address System		X	
17-09	Use of the Service Crest and Name		X	
17-10	Internet			X
17-11	Toronto Police Service Intranet (TPSnet)			X
17-12	Service Communication Systems		X	
17-13	Social Media			X
18-01	Covert Credit Cards			X
18-02	Transfer of Funds			X
18-03	Requests for Goods and/or Services			X
18-04	Third Party Claims for Damage to or Loss of Private Property			X
18-05	Reimbursement for Damaged or Soiled Personal Items and Clothing			X

Procedure		Governed by Board Policy	
		Yes	No
No.	Name		
18-06	Flashroll		X
18-07	329 Fund	X	
18-08	Donations	X	
18-09	Service Seminars		X
18-10	Collection of Overpayments		X
18-11	Lieu Time – Negative Balance		X
18-12	Membership in Professional and Occupational Associations		X
18-13	Authorization and Expense Reimbursement for Service Business Travel		X
	Appendix A Authorization Limits and Required Signatures		X
	Appendix B Expense Allowances		X
18-14	Authorization and Expense Reimbursement for Service Training		X
	Appendix A Authorization Limits and Required Signatures		X
	Appendix B Expense Allowances		X
18-15	Shared Resources		X
18-16	Use of Revenue		X
18-17	Corporate Credit Cards		X
	Appendix A Expenditures Authorized for Payment with a Corporate Credit Card		X
18-18	Business Expenses		X
	Appendix A Examples of Appropriate Business Expenses		X
18-19	Paid Duties		X
19-01	Fire Safety Plans		X
19-02	Service Facilities	X	
	Appendix A Notice		X
	Appendix B Parking Access – Personal Vehicles		X
19-03	Police Headquarters		X
	Appendix A Parking Access – Private Vehicles of Members		X
19-09	Off Site Police Facilities		X
19-10	Unit Operational Continuity Plan		X
20-02	Commercial Film Industry		X

Procedure		Governed by Board Policy	
No.	Name	Yes	No
20-04	Social Functions	X	
20-06	Funeral Entitlements		X
20-14	Members Serving on Boards/Committees	X	
20-15	Special Events		X

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P61. INQUEST INTO THE DEATH OF MALCOLM DEAN WALKER –
VERDICT AND RECOMMENDATIONS OF THE JURY**

The Board was in receipt of the following report March 05, 2015 from Fred Fischer & Cara Davies, Solicitors, City of Toronto – Legal Services Division:

Reference: Inquest into the Death of Malcolm Dean Walker
 Verdict and Recommendations of the Jury

Recommendation:

We recommend that the Board receive the recommendations of the Jury and request a report from the Chief of Police in response to the jury recommendations.

Background/Purpose:

This report summarizes the outcome of the inquest into the death of Malcolm Dean Walker, who was shot by a Toronto police officer on June 8, 2013. The facts giving rise to the inquest are summarized in our initial report dated December 17, 2014 and our second report to Chair Mukherjee dated February 4, 2015.

The inquest was held from February 9 to 17, 2015. The inquest was presided over by Dr. John Carlisle, Coroner. The Chief of Police, the Board, two involved Toronto police officers, and the mother of Mr. Walker were granted standing.

The Jury heard from eleven witnesses, including the officer who discharged her firearm, an officer who was present at the time of the shooting, two civilian witnesses, the first two uniformed police officers to arrive on the scene and two EMS paramedics. The Jury also heard from one expert forensic witness, a use of force trainer from the Ontario Police College, and a use of force trainer at the Toronto Police College.

Executive Summary:

The Jury delivered a verdict of death from gunshot wounds to the torso by means of homicide, which is not a finding of legal culpability and was expected.

The Jury made three recommendations. Two of the recommendations were drawn (with some amendments) from a list of recommendations put to the Jury. The Jury also made one recommendation of their own creation.

The Verdict:

A copy of the Jury's verdict, delivered on February 17, 2015, is attached for your review. We have summarized it below.

A. *The Five Statutory Questions*

The Jury answered the five statutory questions as follows:

Name of deceased:	Malcolm Dean WALKER
Date and time of death:	June 8, 2013 at 18:40 hrs
Place of death:	Sunnybrook Health Sciences Centre, Toronto
Cause of Death:	Gunshot wound to the abdomen
By what means:	Homicide (this is not a finding of legal culpability but rather a characterization of the death as being caused by another person)

B. *The Jury Recommendations*

In addition to determining the five statutory questions, the Jury was authorized to make recommendations directed at preventing death in similar circumstances or respecting any other matter arising out of the inquest.

A list of proposed recommendations was submitted to the Jury. Included in the list of proposed recommendations were recommendations by the Chief of Police and an involved police officer for the expanded deployment of Conducted Energy Weapons. Also included in the list of proposed recommendations were three recommendations pertaining to training that were suggested by the Board and one recommendation suggested by Coroner's counsel related to Conducted Energy Weapons.

The Jury ultimately made three recommendations. Two were drawn from the proposed list and one was a recommendation of the Jury's own creation. The recommendations are:

To the Toronto Police Service and Toronto Police College:

1. Emphasize in training the importance of officers regularly broadcasting their status, especially in the face of evolving and emergent circumstances, so that dispatch and other units are properly informed and can commit additional resources as deemed necessary. To that end, the Toronto Police Service and/or the Toronto Police College should implement the use of actual or dummy radios in all dynamic/simulation training.

To the Toronto Police Services Board and to the Chief of Police:

2. Extend the time that new constables spend with a coach officer to 10 weeks.
3. The Toronto Police Services Board should take steps to ensure that a Conducted Energy Weapon be available on scene as a less lethal use of force option when there is a report of an individual who appears to be prepared to use a potentially dangerous weapon. Simultaneously, further studies should be conducted to assess the risks and benefits of deploying additional Conducted Energy Weapons (CEWs) to frontline police constables.

Recommendation 1 was proposed by the Board. Recommendation 3 was a combination of a recommendation proposed by Coroner's Counsel and an alternative to the Chief of Police's CEW recommendation proposed by the Board.

Recommendation 2 originated with the Jury. Evidence was given that new constables already spend a total of 10 weeks with a coach officer; five weeks with one coach officer and then five weeks with another coach officer. This was not a focus of the inquest. It is possible that the jury misheard the evidence when making this recommendation, as the time spent with a coach officer is already 10 weeks.

Conclusion:

We recommend that the Board receive the recommendations of the Jury and request a report from the Chief of Police in response to the jury recommendations

The Board approved the foregoing report.

Moved by: S. Carroll

Additional information with respect to this inquest was also considered by the Board during its *in camera* meeting (Min. No. C59/15 refers).



Office of the
Chief Coroner
Bureau du
coroner en chef

Verdict of Coroner's Jury Verdict du jury du coroner

The Coroners Act – Province of Ontario
Loi sur les coroners – Province de l'Ontario

Inquest into the death of:
Enquête sur le décès de :

Malcolm Dean WALKER
JURY RECOMMENDATIONS
RECOMMANDATIONS DU JURY

Recommendations to Toronto Police Service and Toronto Police College:

1. Emphasize in training the importance of officers regularly broadcasting their status, especially in the face of evolving and emergent circumstances, so that dispatch and other units are properly informed and can commit additional resources as deemed necessary. To that end, the Toronto Police Service and/or the Toronto Police College should implement the use of actual or dummy radios in all dynamic/simulation training.

To the Toronto Police Services Board and to the Chief of Police:

2. Extend the time that new constables spend with a coach officer beyond 10 weeks.

3. The Toronto Police Services Board should take steps to ensure that a Conducted Energy Weapon be available on scene as a less lethal use of force option when there is a report of an individual who appears to be prepared to use a potentially dangerous weapon. Simultaneously, further studies should be conducted to assess the risks and benefits of deploying additional Conducted Energy Weapons (CEWs) to frontline police constables.

Personal information contained on this form is collected under the authority of the Coroners Act, R.S.O. 1990, c. C.37, as amended. Questions about this collection should be directed to the Chief Coroner, 25 Morton Street, Toronto, ON M5M 5B1, Tel: 416 314-6000 or Toll Free: 1 877 861-0668.
Les renseignements personnels contenus dans cette formule sont recueillis en vertu de la Loi sur les coroners, L.R.O. 1990, chap. C.37, telle que modifiée. Si vous avez des questions sur la collecte de ces renseignements, veuillez les adresser au coroner en chef, 25, avenue Morton Street, Toronto ON M5M 5B1, Tél. : 416 314-6000 ou, sans frais : 1 877 861-0668.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P62. INQUEST INTO THE DEATH OF FRANK ANTHONY BERRY –
RESPONSE TO THE JURY RECOMMENDATIONS**

The Board was in receipt of the following report February 19, 2015 from William Blair, Chief of Police:

Subject: RESPONSE TO THE JURY RECOMMENDATIONS FROM THE
CORONER'S INQUEST INTO THE DEATH OF MR. FRANK ANTHONY
BERRY

Recommendations:

It is recommended that:

- (1) the Board receive this report for information; and
- (2) the Board forward a copy of this report to the Chief Coroner for the Province of Ontario.

Financial Implications:

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

Background/Purpose:

A Coroner's Inquest into the death of Frank Anthony Berry was conducted in the City of Toronto during the period of November 24, 2014 to November 28, 2014. As a result of the inquest, the jury directed four recommendations to the Toronto Police Service (Service).

The following is a summary of the circumstances of the death of Frank Anthony Berry and issues addressed at the inquest, as delivered by Dr. John Carlisle, Presiding Coroner.

Summary of the Circumstances of the Death

On Feb. 20, 2012 an individual, later discovered to be Mr. Berry, was observed breaking into a parked car on Perth Ave. in the city of Toronto.

Homeowners near that address challenged the person who fled. Homeowners gave chase on foot.

A police officer performing surveillance duties in an unrelated matter in plain clothes noted the chase and joined the homeowners pursuing the suspect notifying other plain clothes officers in the area.

A foot chase ensued covering several city blocks thru streets, alleyways and backyards. Eventually police caught up with the suspect who refused to stop and produced what officers perceived to be a knife with which he menaced the officers.

The suspect entered a narrow passageway between two houses on Campbell Ave. where he failed to climb a fence and was confronted by the pursuing officers.

The suspect again produced what was perceived by the officers to be a knife and jabbed at the officers at close range.

One of the officers discharged his service weapon and the suspect was struck. The suspect's weapon was determined to have been a pair of scissors. After transfer to St. Michael's Hospital and emergency surgery the suspect was pronounced dead.

A coroner was notified and a post mortem examination was conducted which revealed the cause of death to be gunshot wounds to the torso.

The jury heard from 12 witnesses over 4 days, considered 14 exhibits and deliberated approximately 3 hours before reaching a verdict.

Discussion:

Professional Standards Support – Governance was tasked with preparing responses for the jury recommendations directed to the Service from the Coroner's Inquest into the death of Mr. Frank Anthony Berry.

Service subject matter experts from the Toronto Police College (TPC), Communications Services, and Telecommunications Services contributed to the responses contained in this report.

Response to the Jury Recommendations:

Recommendation #1

That the Toronto Police Service review its existing training curriculum and incorporate aspects of this particular incident into its ongoing training, including its judgement and dynamic simulation training.

Response:

The Service concurs with and is in compliance with this recommendation.

The In-Service Training Program (ISTP) delivered by the TPC, is the mandatory use of force requalification course for all front-line officers and for all officers in identified high-risk plainclothes units. Dynamic Simulation Training (DST) that includes scenario and judgement based training forms an integral component of the ISTP that each officer must complete every 12 months. The Service continually reviews its training curriculum to expand and enhance the quantity and quality of DST.

Aspects of this incident, as described at the inquest, are already incorporated in the Service's DST that focuses on the dangers of edged weapons to officer risk, response, and public safety.

The training includes scenarios utilizing replica knives to allow for recognition and reinforcement of Service Procedures as well as basic officer safety principles. This includes the use of time, distance, cover, containment, concealment, communication, and teamwork when determining what the most appropriate use of force option should be utilized when confronted with an individual exhibiting violent behaviours.

Recommendation #2

That the Toronto Police Service review its existing training curriculum and ensure that there is consideration and continued emphasis on best practices and techniques, with attention to transition to emergent situations, for plainclothes officers:

- a. Identifying themselves as police officers;*
- b. Engaging and directing bystanders;*
- c. Storing and accessing handcuffs and intermediate use of force options;*
- d. Communicating on the police radio Tactical and Division bands and updating dispatch.*

Response:

The Service concurs with this recommendation and believes that it is captured and addressed within current training and Service Governance.

The Service continually examines and assesses its training curriculum to ensure members are provided with sound knowledge of the best practices and techniques required in the performance of their duties. The investigative training and ISTP available to front-line officers and officers in identified high risk plainclothes units provides fundamental and essential skills to ensure officers respond professionally, ethically, and legally in emergent situations. This includes use of force training and DST which incorporates scenario and judgement based training. Fundamental steps of proper police identification to crime scene management including direction of bystanders are routinely covered throughout training, reinforcing Service procedures.

Radio training is provided for all new recruits through the TPC and during any radio lifecycle process, training is provided by Communications Services. In relation to questions or concerns of investigative operations or technical issues regarding radio use are addressed jointly by Communications Services and Telecommunications Services.

Plainclothes officers are issued with a raid jacket and load bearing vests that are both clearly marked with "POLICE". In addition, plainclothes officers are issued all use of force options. However, the items worn are contingent on a situation being either pre-planned or spontaneous and the nature of the investigation. For example, when performing covert/specialized functions requiring a high degree of anonymity, plainclothes officers may deviate from carrying or having access to a particular use of force option or their handcuffs. The Service offers both a plainclothes investigative and plainclothes tactical course designed for officers in these specialized units, covering topics such as operational planning, dynamic entries, high risk vehicle stops, simmunition training, firearms training, and defensive tactics.

Recommendation #3

That the Ontario Police College and Toronto Police College put greater focus during Use of Force Training on communication skills and de-escalation strategies, including training on checking for understanding with the subject.

Response:

The Service concurs and is in compliance with this recommendation.

The TPC continually emphasizes and focuses on communication, de-escalation, and negotiation techniques throughout training.

The ISTP provides significant training on interactions with emotionally disturbed persons and skills that provide officers with de-escalation techniques. The training is both lecture and scenario based and includes action drills and crisis resolution DST.

The crisis resolution DST includes scenarios taken from real life situations. All of the scenarios emphasize the important use of de-escalating tactical communication skills. In the scenarios emotionally disturbed persons are portrayed in a variety of crisis states. The objectives of this training is to reinforce sound judgement based on the National/Provincial Use of Force Model, appropriate tactical considerations including de-escalation techniques, and the justification and articulation for use of force.

Furthermore, Service Procedure 04-09 entitled "Interpreters" reflects current best practices and the resources available to officers when interacting with persons who have difficulty communicating due to a disability, who are deaf or speak a language other than English. The Service provides 24 hour telephone access to interpreting services in over 140 languages. In the near future, American Sign Language interpreters will also be available.

Recommendation #4

There is a concern with the use of current police radio technology during emergent situations that may inhibit rapid and accurate use. We recommend the study of emerging radio technologies and the feasibility of strategic adoption within the Toronto Police force.

Response:

The Service concurs with this recommendation.

The TPS operates a highly sophisticated radio system built and operated to standards adopted nationally and internationally. The Service continually analyses and evaluates new technology development and sources the latest radio equipment that is most effective and practical to assist front-line officers. In 2006, the lifecycle replacement of the Service's portable radios commenced and a portion of the radio inventory was upgraded to the Motorola XTS 5000. During this initial replacement process a newer improved model, the Motorola APX 7000, became available. The APX 7000 is more ergonomically designed with a unique T-Grip form that provides secure and easy handling. The wider control top area of the APX 7000 allows for increased knob spacing and easier differentiation of the volume and channel selector knobs. In addition the small 8-character visible top display on the APX 7000 provides talk group or channel assignment information at a quick glance. The lifecycle replacement process of the remaining XTS 5000 portable radios will commence in early 2016.

Use of the car radio and portable radio and respective talk group or channel selection is an operational user decision contingent on the nature of the officer's assignment.

The Service keeps abreast of the current and latest technology with respect to portable radios, the change to the APX 7000 may assist plainclothes officers when changing channels or talk group in a challenging and dynamic situation.

Conclusion:

As a result of the Coroner's Inquest into the death of Mr. Frank Anthony Berry, and the subsequent jury recommendations, the Service has conducted a review of Service Governance, training, and current practices.

In summary, the Service concurs with the recommendations contained in this report, and is either currently in compliance with or undertaking to ensure compliance with these recommendations.

Deputy Chief Mike Federico, Operational Support Command, will be in attendance to answer any questions that the board may have regarding this report.

The Board approved the foregoing report.

Moved by: C. Lee

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P63. REQUEST FOR A REVIEW OF A COMPLAINT INVESTIGATION
PERTAINING TO THE SERVICE PROVIDED BY THE TORONTO
POLICE SERVICE – PROFESSIONAL STANDARDS CASE NO. PRS-
056831**

The Board was in receipt of the following report January 20, 2015 from William Blair, Chief of Police:

Subject: REQUEST FOR A REVIEW OF A COMPLAINT INVESTIGATION
PERTAINING TO SERVICE PROVIDED BY THE TORONTO POLICE
SERVICE - PROFESSIONAL STANDARDS CASE NUMBER PRS-056831

Recommendations:

It is recommended that:

- (1) the Board receive the complaint summarized in this report;
- (2) the Board determine whether to concur with the decision that no further action be taken with respect to the complaint; and
- (3) the complainant, the Independent Police Review Director and I be advised, in writing, of the disposition of the complaint, with reasons.

Financial Implications:

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

Background/Purpose:

The Toronto Police Services Board has received a request to review the disposition of a complaint about service provided by the Toronto Police Service (the Service).

Legislative Requirements:

Section 63 of the *Police Service Act* (PSA) directs the Chief of Police to review every complaint about the policies of or services provided by a municipal police force that is referred to him or her by the Independent Police Review Director.

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.

Review by Board:

Section 63 of the PSA 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 Independent Police Review Director in writing of its disposition of the complaint, with reasons

Nature of Complaint and Discussion:

On October 7, 2014, the complainant parked his vehicle on Queen Street East near Church Street and when he returned, it was in the process of being hooked up to a tow truck after being ticketed by a Parking Enforcement Officer (PEO) for being illegally parked in the rush hour route.

The complainant paid the drop fee (a fee to release the vehicle at the scene prior to towing) to the tow truck driver at which point the PEO left the area. The tow truck driver lowered the complainant's vehicle and unhooked it and as the complainant started driving away his vehicle and the arm of tow truck came into contact.

The complainant requested the tow truck driver's insurance and driver's licence and the driver refused. As a result, the complainant contacted 52 Division and 51 Division to inquire as to whether or not the tow truck driver was required to provide this information. Based on what occurred when he contacted the Service, the complainant filed a complaint with the Office of the Independent Police Review Director (OIPRD) stating in part that:

As I was driving off, I notice the arm, which I believe was still being replaced to its original position swinging a bit and I felt it hit my car.

I stopped the car and looked at the damage and told the driver I would be filing this through insurance and if he could provide his drivers licence and insurance. He refused.

I called 52 Division at 3:32pm, explained the situation to the female officer who answered and I asked if he was required to provide me with the information. She asked me where the incident occurred and she replied, "call 51 Division" and hung up. Wow...I didn't realize that Highway Traffic Laws change from division to division.

I then called 416-808-8000 and asked the person who answered there, who told me I would have to speak with 51 Division, and she transferred me. I told the officer who answered the situation and asked him the same question to which he told me it was my fault anyhow.

Again, it was a simple question that both police officers refused to answer.

The OIPRD classified this complaint as a service complaint and on October 28, 2014, assigned the matter to the Service for investigation.

The investigator concluded the investigation on December 5, 2014, with the recommendation that no action was required and on December 30, 2104, the Toronto Police Services Board received a request from the complainant requesting a review of the matter.

The Chief's Decision

This complaint arises from an incident which occurred on Tuesday, October 7, 2014, when just before 3:00 p.m. the complainant parked his vehicle on Queen Street East near Church Street. This area is signed as No Stopping between 3:00 p.m. and 7:00 p.m.

The complainant's vehicle was ticketed shortly after 3:00 p.m. and was in the process of being hooked up to a tow truck when the complainant returned. The drop fee was paid, a receipt was issued, and the vehicle was released and as the complainant was driving away, his vehicle and the lift equipment of the tow truck came into contact.

This contact caused a 6-8 inch scratch to the complainant's front bumper below the right fog lamp. According to the tow truck driver, at this point the complainant began using profanity towards him and accused him of moving the hoist out further towards his vehicle as he was driving by. In his interview with the complaint investigator, the tow truck driver advises that the hoist was stationary and that the accident occurred as the complainant hadn't given himself enough room when he pulled out.

The complainant requested the tow truck driver's licence and insurance information and this was refused as the driver was concerned about the aggressiveness of the complainant.

The complainant contacted 52 Division at this point to inquire as to whether the tow truck driver had to supply this information and, as he states in his complaint, after he told her where the accident occurred, was told to '*call 51 Division*' and the Service member hung up on him.

The complainant reports that he then spoke to an officer at 51 Division who told him that the accident was his fault. He further states that the officer did not answer his question.

The driver contacted his supervisor who advised him to call the police to investigate what had occurred. The driver informed the complainant of this, at which point the complainant used profanity towards him and drove off before the driver could contact police.

The complaint investigator was unable to determine who the complainant spoke to at 52 Division, however, the investigator did identify the officer from 51 Division, who provided a response to the complaint. The investigator also interviewed the tow truck driver and both provided an alternate account of events as stated above in the complaint.

The tow truck driver advised that he did not provide his driver's licence and insurance information as the complainant was aggressive towards him and that he contacted his supervisor who told him to have the police attend. The driver reports that when he informed the complainant of this, the complainant used profanity towards him and then left in his vehicle.

Although the tow truck driver did not provide his driver's licence and insurance information, the complainant was issued a receipt when he paid the drop fee which contained the date and the name of the driver and towing company so he would have had enough information to provide to police in order to commence an accident investigation. In fact, the complainant attended a Collision Reporting Centre later that day to report the matter and the tow truck driver attended the next morning to do the same.

The officer at 51 Division reported that he informed the complainant that since his vehicle was the only vehicle in motion that he would likely be at fault in the accident. The officer also informed the complainant that if the damage was under \$1500 it would be non-reportable but he could also attend a Collision Reporting Centre to report it.

The officer reports that the complainant ended the conversation with words to the effect of 'you can't help me' or 'you won't help me' and hung up the phone.

There are different accounts of what happened on the afternoon of October 7, 2014, but what does not appear to be in dispute is that the complainant's vehicle was properly ticketed for parking in a rush hour route, hooked up to a tow truck for towing, and the extent of the damage to the complainant's vehicle when it came into contact with the tow truck's hoist; the vehicle received a scratch to its front bumper.

The complaint is in regards to the service provided when the complainant contacted the Service to inquire if the tow truck driver was required to provide his driver's licence and insurance information.

The Service has governance detailing how a member shall treat all people that they have contact with while in the performance of their duties. Service Governance 1.9 entitled *Fairness, Discrimination and Harassment* states in part that 'In the performance of their duty, members shall treat all people with respect, courtesy and consideration'.

If the service provided by 52 Division occurred as stated by the complainant, it would not be appropriate. The member who the complainant spoke to was not identified by the investigator so unfortunately this cannot be explained further.

The complainant and the officer at 51 Division differ on what they say occurred during that telephone call. The officer states that after the complainant told him what had happened, he told the complainant that since his vehicle was the only one in motion that he would most likely be at fault if the accident was reported. The officer states that he further advised the complainant that if the damage was under \$1500, it was not reportable but if he wanted to report it he could attend a Collision Reporting Centre to do so. The officer states that the complainant stated either 'you can't help me' or 'you won't help me' and hung up.

The complainant reports in his initial complaint that when he spoke to the officer at 51 Division he asked whether the tow truck driver had to provide his driver's licence and insurance information and that the officer told him 'it was my fault anyhow'. He states in his complaint that the officer refused to answer his question.

The complaint investigators interviewed the complainant to find out further information about this call but during the interview the complainant became upset, began using profanity, and left the interview. The investigators were unable to find out any further detail other than that the officer didn't answer his question, told him 'well you ran into him' and then hung up the phone.

The complainant's concerns about receiving the tow truck driver's insurance and driver's licence information could have been resolved at the scene if he had remained after the driver stated that he wanted to call the police. All this information was ultimately obtained as both involved parties attend a Collision Reporting Centre and provide their respective information.

The investigator concluded the investigation with the recommendation that no action was required.

In this case I am satisfied with the investigator's findings and the review by Professional Standards. Based on the facts available, I concur that the policing services provided for this matter were appropriate.

Conclusion

This complaint was classified by the OIPRD as a service complaint involving the Toronto Police Service. As such, the scope of the investigation was limited to an examination of the service provided to the complainant during the investigation of this incident.

Pursuant to the notice provided, the complainant requested that the Board review my decision. It is the Board's responsibility to review this investigation to determine if they are satisfied that my decision to take no further action was reasonable.

In reviewing a policy or service complaint, the Board may:

- Review the complaint and take action, or no action, in response to the complaint, as it considers appropriate; or
- Appoint a committee of not fewer than three Board members, two of whom constitute a quorum for the purpose of this section, to review the complaint and make recommendations to the Board after the review and the Board shall consider the recommendations and shall take any action, or no action, in response to the complaint as the Board considers appropriate; or
- Hold a public meeting with respect to the complaint.

To assist the Board in reviewing this matter, Board members will receive confidential information in a separate report.

Deputy Chief Mike Federico, Operational Support Command, will be in attendance to answer any questions the Board may have regarding this report.

Mr. Jose Arias was in attendance and delivered a deputation to the Board with respect to this complaint. A copy of Mr. Arias' deputation is on file in the Board office.

Following the deputation, the Board noted that the portion of the conversation that was in dispute between the complainant and the officer could have been avoided if the telephone call had been recorded. Chief Blair said that all telephone calls to the Emergency 9-1-1 and Toronto Police 416-808-2222 lines are recorded and logged but that calls to police headquarters, police stations and other TPS facilities are not recorded or logged. Chief Blair also said that all members of the TPS, uniform and civilian, are required to identify themselves when answering a telephone and they are trained to do so.

Mr. Tony Veneziano, Chief Administrative Officer, said that the TPS is committed to a new initiative that strives to provide customer service that is consistent, reliable, prompt and respectful and that any members who don't provide that level of service will be held accountable.

The Board approved the following Motions:

- 1. THAT the Board receive the deputation and written submission provided by Mr. Arias;**
- 2. THAT the Board receive the foregoing report;**
- 3. THAT the Board concur with the Chief's decision that no further action be taken with respect to the complaint given that the Board is satisfied that the service provided by the TPS was appropriate; and**
- 4. THAT the Board advise the complainant, the Independent Police Review Director, and the Chief, in writing, of the disposition of the complaint, with reasons.**

Moved by: A. Mukherjee

Additional information with respect to this complaint was considered by the Board during its *in camera* meeting (Min. No. C62/15 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P64. REQUEST FOR A REVIEW OF A COMPLAINT INVESTIGATION
PERTAINING TO THE SERVICE PROVIDED BY THE TORONTO
POLICE SERVICE – PROFESSIONAL STANDARDS CASE NO. PRS-
055674**

The Board was in receipt of the following report January 28, 2015 from William Blair, Chief of Police:

Subject: REQUEST FOR A REVIEW OF A COMPLAINT INVESTIGATION
PERTAINING TO SERVICE PROVIDED BY THE TORONTO POLICE
SERVICE - PROFESSIONAL STANDARDS CASE NUMBER PRS-055674

Recommendations:

It is recommended that:

- (1) the Board receive the complaint summarized in this report;
- (2) the Board determine whether to concur with the decision that no further action be taken with respect to the complaint; and
- (3) the complainant, the Independent Police Review Director and I be advised, in writing, of the disposition of the complaint, with reasons.

Financial Implications:

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

Background/Purpose:

The Toronto Police Services Board has received a request to review the disposition of a complaint about service provided by the Toronto Police Service (the Service).

Legislative Requirements:

Section 63 of the *Police Service Act* (PSA) directs the Chief of Police to review every complaint about the policies of or services provided by a municipal police force that is referred to him or her by the Independent Police Review Director.

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.

Review by Board:

Section 63 of the PSA 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 Independent Police Review Director in writing of its disposition of the complaint, with reasons

Nature of Complaint and Discussion:

On the evening of December 13, 2013, the complainant was waiting for a train on the northbound platform at the Queen Street Subway station. The complainant reports that she waited for 15-20 minutes and no train had yet arrived. As she and other patrons waited for the northbound train, a train remained stopped at the southbound platform.

The complainant walked down the platform to the Toronto Transit Commission (TTC) ticket taker and asked what was causing the delay and how long it was expected to last. The employee informed her that he did not know and as the complainant returned to the platform, 10 to 15 shots were fired in the station and the patrons, including the complainant, fled.

The complainant filed a complaint with the Office of the Independent Police Review Director (OIPRD) stating in part that:

I was standing on the northbound platform during the police shooting of a man with a gun on the southbound train that was stopped, and was being held, in the Queen station throughout the incident. The SIU was called in and I have spoken to the lead investigator. I have serious questions about why the police did not evacuate the station on the northbound platform, continued to allow the public to enter the station until the 10-15 shots were fired in the station, while police cars and ambulances amassed overhead.

I want to know why communication was so poor between the police and the TTC and who was responsible for the fact that we were not evacuated out of harm's way. I want to know why the police knowingly left the public in danger when they knew full well there was a man with a gun on the southbound train. As a member of the public, the police totally failed me, and left me trapped underground in a highly unstable and dangerous situation, where I easily could have been killed had any one of the many bullets fired gone astray in a closed situation.

The OIPRD classified this complaint as a service complaint on June 24, 2014, assigned the complaint to the Service for investigation

The investigator concluded the investigation on September 15, 2014, with the recommendation that no action was required and on January 6, 2015, the Toronto Police Services Board received a request from the complainant for a review of the matter.

The Chief's Decision

On the evening of Friday, December 13, 2013, at approximately 7:50 p.m. the TTC called 9-1-1 to report that there was a male with a gun on the southbound train at Queen Subway Station and that people were running from the station.

Multiple officers were immediately dispatched and a viewing of the TTC surveillance videos showed officers arriving at 7:54 p.m. officers and attending the southbound platform.

The video also shows subway patrons fleeing the southbound platform at 7:55 p.m. and fleeing the northbound platform at 7:57 p.m. when the suspect was shot by Police.

The Service has several procedures which apply to emergency situations with the principal procedure being Procedure 10-01, *Emergency Incident Response*. This procedure advises that in addition to the provisions of this procedure, shall also comply with the procedure addressing the specific incident, if applicable. In this case the Service does have a procedure for incidents involving the TTC, Procedure 10-10, *Emergencies and Pursuits on TTC Property*.

Procedure 10-01 requires that the first member on scene 'Assess the situation and notify the Communications Operator...'

Procedure 10-10 states that when investigating an emergency on board a train shall 'speak to the train crew to determine the exact location and nature of the problem' which in this case was already known as it was the TTC who contacted the Police to report the incident.

The *Police Services Act* defines the duties of a police officer in section 42(1) and these include:

- preserving the peace;
- preventing crimes and other offences and providing assistance and encouragement to other persons in their prevention;
- assisting victims of crime;
- apprehending criminals and other offenders and others who may lawfully be taken into custody;
- laying charges and participating in prosecutions;
- executing warrants that are to be executed by police officers and performing related duties;
- performing the lawful duties that the chief of police assigns;
- in the case of a municipal police force and in the case of an agreement under section 10 (agreement for provision of police services by O.P.P.), enforcing municipal by-laws;
- completing the prescribed training

The information that the responding officers had was that there was a male on a subway car with a handgun. This was 7:50 p.m. on a Friday evening at one of the busiest malls in the Toronto area so there was potential for this to escalate into an even more critical event. This potential was increased as the source of the information was a member of the TTC itself thus increasing the likelihood that it was valid.

Officers were quickly on scene to assess the situation as their first priority was to respond to the armed male in order to prevent him from hurting or killing anyone that evening. Prior to Police arrival the armed male pointed the handgun at patrons on the subway train and stated words to the effect of *'You're going to get the f--- of the train'* and *'this is the last chance or you will not get off the train'*.

The officers immediately engaged the armed male on the subway car and attempted to de-escalate the situation as he had the gun in his hand and alternated between placing the gun against his head and in his mouth. At one point the male pointed the gun at the officers and police shot at him. The male then raised his gun towards the officers, exited the subway car, and advanced towards the officers where he was shot and fell to the platform. From the time the officers arrived on the platform until the time the armed male was shot and fell to the platform was 3 minutes. Three minutes to assess, attempt de-escalation, and stop the threat. Later examination revealed that this male was armed with a pellet gun but that was not known until after the fact.

Prior to the shooting, uniformed TTC Special Constables arrived on the southbound platform and, along with officers, were able to clear the southbound platform prior to the shooting in order to protect those in the immediate area.

Given more time and a suspect more amenable to negotiation, the officers would have been able to contain him, secure an inner and outer perimeter, and bring in an Emergency Task Force negotiator. The perimeter would have involved a shut-down of the entire subway station but this wasn't possible given how quickly this event took place from start to finish and the immediate threat to life.

As the call originated from the TTC (not a TTC patron) the TTC was aware of what was occurring right from the commencement. The TTC called back to 9-1-1 to provide updates so they continued to be aware of what was happening in their station. The complainant reports that she heard no evacuation announcement and a review of the TTC surveillance videos tends to confirm this as people were not seen fleeing the northbound platform until after the shots were fired. These videos also confirm that up until the time the shots were fired, the TTC collector at both the southbound and northbound platforms did not leave their booths and that patrons were seen still entering the subway system at both entrances after the TTC called 9-1-1 and prior to the shots being fired.

According to the news release on the website for the Province's Special Investigations Unit (SIU), the SIU invoked their mandate into this matter. A further SIU news release dated December 16, 2014, advised that the investigation had concluded with no criminal offence

committed by any Service officer. The SIU had a total of 13 investigators assigned to the investigation and interviewed 25 civilian witnesses.

In this case I am satisfied with the investigator's findings and the review by Professional Standards and concur that the policing services provided for this matter were appropriate under the circumstances.

Conclusion

This complaint was classified by the OIPRD as a service complaint involving the Toronto Police Service. As such, the scope of the investigation was limited to an examination of the service provided to the complainant during the investigation of this incident.

Pursuant to the notice provided, the complainant requested that the Board review my decision. It is the Board's responsibility to review this investigation to determine if they are satisfied that my decision to take no further action was reasonable.

In reviewing a policy or service complaint, the Board may:

- Review the complaint and take action, or no action, in response to the complaint, as it considers appropriate; or
- Appoint a committee of not fewer than three Board members, two of whom constitute a quorum for the purpose of this section, to review the complaint and make recommendations to the Board after the review and the Board shall consider the recommendations and shall take any action, or no action, in response to the complaint as the Board considers appropriate; or
- Hold a public meeting with respect to the complaint.

To assist the Board in reviewing this matter, Board members will receive confidential information in a separate report.

Deputy Chief Mike Federico, Operational Support Command, will be in attendance to answer any questions the Board may have regarding this report.

Ms. Sandi Thompson was in attendance and delivered a deputation to the Board with respect to this complaint. A copy of Ms. Thompson's deputation is on file in the Board office.

Following her deputation, Ms. Thompson responded to questions by the Board.

Chief Blair responded to questions by the Board about the police response on the night of the shooting at the TTC subway station.

The Board noted that it may be appropriate to review the processes between the TPS and TTC with respect to emergency situations.

The Board inquired as to the results of the Chief's administrative investigation pursuant to the *Police Services Act* Ontario Regulation 267/10. S/Supt. Rick Stubbings, Corporate Risk Management, advised the Board that the report was in the process of being prepared and that the police response will be reviewed in conjunction with the related TPS Procedures.

The Board approved the following Motions:

- 1. THAT the Board receive the deputation and written submission provided by Ms. Thompson;**
- 2. THAT the Board receive the foregoing report;**
- 3. THAT the Board concur with the Chief's decision that no further action be taken with respect to the complaint given that the Board is satisfied that the service provided by the TPS was appropriate;**
- 4. THAT Councillors Chin Lee and Shelley Carroll review, on behalf of the Board, the processes between the TPS and TTC with respect to emergency situations and provide a report to the Board following their review; and**
- 5. THAT the Board advise the complainant, the Independent Police Review Director, and the Chief, in writing, of the disposition of the complaint, with reasons.**

Moved by: C. Lee

Additional information with respect to this complaint was considered by the Board during its *in camera* meeting (Min. No. C63/15 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P65. SPECIAL CONSTABLES – TORONTO TRANSIT COMMISSION -
APPOINTMENTS**

The Board was in receipt of the following report February 16, 2015 from William Blair, Chief of Police:

Subject: APPOINTMENT OF SPECIAL CONSTABLES FOR THE TORONTO
TRANSIT COMMISSION

Recommendation:

It is recommended that the Board approve the appointments of the individuals listed in this report as special constables for the Toronto Transit Commission, subject to the approval of the Minister of Community Safety and Correctional Services.

Financial Implications:

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

Background/Purpose

Under Section 53 of the *Police Services Act of Ontario* (the PSA), the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Minister of Community Safety and Correctional Services (the Minister). Pursuant to this authority, the Board entered into an agreement with the Toronto Transit Commission (TTC) for the administration of special constables (Min. No. P154/14 refers).

At its meeting on January 29, 1998, the Board approved a recommendation that requests for appointment and re-appointment of special constables, who are not members of the Toronto Police Service, be forwarded to the Board with the Chief's recommendation, for the Board's consideration (Min. No. P41/98 refers).

The Service received a request from the TTC to appoint the following individuals as special constables:

**Dariusz Nowotny
Mitchell McFarlane
Guillaume Giguere**

Discussion:

The TTC special constables are appointed to enforce the *Criminal Code of Canada, Controlled Drugs and Substances Act, Trespass to Property Act, Liquor Licence Act* and *Mental Health Act* on TTC property within the City of Toronto.

The agreement between the Board and the TTC requires that background investigations be conducted on all individuals recommended for appointment and re-appointment as special constables. The Service's Employment Unit completed background investigations on these individuals and there is nothing on file to preclude them from being appointed as special constables for a five year term.

The TTC has advised that the above individuals satisfy all of the appointment criteria as set out in the agreement between the Board and the TTC for special constable appointment. The TTC's current approved complement is 23.

Conclusion:

The Toronto Police Service and the TTC work together in partnership to identify individuals for the position of special constable who will contribute positively to the safety and well-being of persons engaged in activities on TTC property. The individuals currently before the Board for consideration have satisfied the criteria contained in the agreement between the Board and the Toronto Transit Commission.

Deputy Chief of Police, Mark Saunders, Specialized Operations Command, will be in attendance to answer any questions that the Board may have.

The Board approved the foregoing report.

Moved by: S. Carroll

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P66. REVIEW CONDUCTED OF OUTSTANDING PUBLIC REPORTS
ARISING FROM BOARD MOTIONS**

The Board was in receipt of the following report March 04, 2015 from Alok Mukherjee, Chair:

Subject: REVIEW CONDUCTED OF OUTSTANDING PUBLIC REPORTS ARISING
FROM BOARD MOTIONS

Recommendation:

It is recommended that the Board consider the items as identified in Appendix A of this report closed.

Financial Implications:

This report contains no financial implications.

Background/Purpose:

Over the past several months, and at my request, Board staff engaged in a comprehensive review of outstanding public reports which the Board had requested of the Chair. The purpose of this review was to eliminate outstanding reports which have been completed or which are no longer relevant to the Board's mandate and responsibilities.

For ease of reference, a table has been created and is Attachment A of this report. There are a total of 4 Board minutes, each with a reporting requirement in the motion, the Status section offers an explanation as to how the Board's motion was addressed.

Conclusion:

It is recommended that the Board consider the items as identified in Appendix A of this report closed.

The Board approved the foregoing report.

Moved by: C. Lee

**PUBLIC REPORTS ARISING FROM BOARD MOTIONS
Requested by the Toronto Police Services Board of the Chair**

APPENDIX A

Board Minute	MOTION	Status	Recommendation
P322/09	<p><u>Donations</u> THAT the Board determine whether or not the proposed donation by M.A.D.D. would be consistent with the Board's donation policy</p> <p>THAT the Board review its policy to determine whether or not any changes may be necessary; and</p> <p>THAT the Chair provide a report to the Board following the review.</p>	<p>COMPLETED A review of the Board's Special Fund policy was conducted. Determination was made that this policies required no further changes with respect to donations.</p>	<p>That the Board consider this item closed.</p>
P03/12	<p><u>City's TPS Service Efficiency Review</u> THAT the recommendations or issues which may impact collective agreements be referred to the Chair for consideration and report back to the Board</p>	<p>COMPLETED All issues were addressed in preparation of bargaining proposals for collective bargaining in 2015.</p>	<p>That the Board consider this item closed.</p>
P05/12	<p><u>Review of Options for Divesting the Payroll Function at TPS</u> THAT the Board refer the foregoing report to the Chair for further analysis and report back to the Board and the City to consider during the review for shared services or outsourcing of payroll for Divisions and ABCs.</p>	<p>KPMG to review opportunities for further efficiencies.</p>	<p>That the Board consider this item closed.</p>
P36/12	<p><u>Police Reference Check Program- Outsourcing Services to a Third Party</u> THAT the foregoing (Chief's) report be referred to the Chair for further analysis and report back to the Board in conjunction with the review that will be conducted pursuant to Min. No. P321/11.</p>	<p>KPMG to review opportunities for further efficiencies.</p>	<p>That the Board consider this item closed.</p>

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P67. RECOMMENDATION FOR PAYMENT OF LEGAL
INDEMNIFICATION: CASE NO. 1794/14**

The Board was in receipt of the following report March 03, 2015 from William Blair, Chief of Police:

Subject: RECOMMENDATION FOR PAYMENT OF LEGAL INDEMNIFICATION
CASE NO. 1794/14

Recommendation:

It is recommended that the Board approve payment of the legal account from Mr. Peter Brauti, in the amount of \$864,605.18, for his representation of one officer who was criminally charged with Second Degree Murder.

Financial Implications:

If approved, the legal indemnification claim in the amount of \$864,605.18 will be paid out of the Service's Legal Reserve, which is funded from the Service's operating budget.

Background/Purpose:

A police constable has requested payment of his legal fees for \$864,605.18, as provided for in Article 23 of the Uniform Collective Agreement. The purpose of this report is to recommend payment of the claim, as the charges against the police officer were dismissed.

Discussion:

This report corresponds with additional information provided on the Confidential Agenda.

Conclusion:

Article 23:01 (a) of the Uniform Collective Agreement states:

“Subject to the other provision of this Article, a member charged with but not found guilty of a criminal or statutory offence, because of acts done in the attempted performance in good faith of his/her duties as a police officer, shall be indemnified for the necessary and reasonable legal costs incurred by the member during the investigation of the incident that resulted in those charges being laid and for the necessary and reasonable legal costs incurred by the member in the defence of such charges.”

Article 23:09 of the Uniform Collective Agreement states:

“For the purpose of Article 23:01 (a), a member:

- (a) shall be deemed to have been "not found guilty" where he/she is finally acquitted, where the charges are withdrawn or where he/she is discharged following a preliminary inquiry; and*
- (b) shall be deemed to have been "found guilty" where the member is given an absolute or conditional discharge or where, if as a result of charges laid he/she is subsequently found guilty of, or pleads guilty to, other charges arising out of the same incident or incidents.”*

City Legal has deemed the costs billed as “necessary and reasonable legal costs”. Accordingly, it is recommended that the Board approve payment of Mr. Brauti’s account.

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

The Board approved the foregoing report.

Moved by: S. Carroll

Additional information with respect to this request for legal indemnification was considered during the Board’s *in camera* meeting (Min. No. C60/15 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P68. RECOMMENDATION FOR PAYMENT OF LEGAL
INDEMNIFICATION: CASE NO. 1782/14**

The Board was in receipt of the following report March 03, 2015 from William Blair, Chief of Police:

Subject: RECOMMENDATION FOR PAYMENT OF LEGAL INDEMNIFICATION
CASE NO. 1782/14

Recommendation:

It is recommended that the Board approve payment of the legal account from Mr. Peter Brauti, in the amount of \$373,913.86, for the representation of one officer who was granted standing in a Coroner's Inquest.

Financial Implications:

If approved, the legal indemnification claim in the amount of \$373,913.86 will be paid out of the Service's Legal Reserve, which is funded from the Service's operating budget.

Background/Purpose:

A police constable has requested payment of his legal fees for \$373,913.86, as provided for in Article 23 of the Uniform Collective Agreement. The purpose of this report is to recommend payment of the claim.

Discussion:

This report corresponds with additional information provided on the Confidential Agenda.

Article 23:04 of the Uniform Collective Agreement states:

"A member whose conduct is called into question in the course of an inquiry under the Coroners Act or as an alleged offender in a hearing before the Criminal Injuries Compensation Board because of acts done in the attempted performance in good faith of his/her duties as a police officer shall be indemnified for the necessary and reasonable legal costs incurred in representing his/her interests in any such inquest in the following circumstances only:

- (a) *Where the Chief of Police and/or the Board does not provide counsel to represent the member at the inquest or hearing at the Board's expense; or*
- (b) *Where the counsel provided by the Chief of Police or the Board to represent either or both of them along with the member is of the opinion that it would be improper for him/her to act for both the Chief of Police or the Board and the member in that action.”*

Conclusion:

City Legal has deemed the costs billed as “necessary and reasonable legal costs”. Accordingly, it is recommended that the Board approve payment of Mr. Brauti’s account.

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

The Board approved the foregoing report.

Moved by: C. Lee

Additional information with respect to this request for legal indemnification was considered during the Board’s *in camera* meeting (Min. No. C61/15 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P69. FIRST AID, CARDIOPULMONARY RESUSCITATION AND
AUTOMATED EXTERNAL DEFIBRILLATION TRAINING: VENDOR
SELECTION**

The Board was in receipt of the following report March 02, 2015 from William Blair, Chief of Police:

Subject: FIRST AID, CARDIOPULMONARY RESUSCITATION AND AUTOMATED
EXTERNAL DEFIBRILLATION TRAINING: VENDOR SELECTION

Recommendation:

It is recommended that the Board approve St. John Ambulance - Toronto Branch (St. John) as the vendor for first aid, cardiopulmonary resuscitation (CPR) and automated external defibrillation (AED) training for a three-year term, from January 1, 2015 to December 31, 2017, with an option to extend, at the discretion of the Chief of Police, for two separate and additional one-year periods.

Financial Implications:

The estimated cost for the supply and delivery of the training for the three-year term is \$451,300, including taxes. The estimated cost for the supply and delivery of the training for the option years is \$173,600 in the first year and \$191,300 in the second year. The estimates are based on firm unit pricing from the vendor, for the different training sessions, and which average about \$50.00 per student.

The option years will be extended at the discretion of the Chief, based on satisfactory performance. The total estimated cost for the three-year term and the two additional one-year options is \$816,200, including taxes.

Funds for this purpose have been included in the Service's 2015 budget submission, and will be provided for in future year budget requests.

Background/Purpose:

The Service is part of a tiered response team with Toronto Fire Services and Toronto Paramedic Services, which requires that its members be trained in first aid to respond properly to calls involving medical emergencies and injuries. In December 1998, Toronto City Council (Council) endorsed a report from the Emergency Protective Services Committee designating Toronto as a cardiac safe city. One of the recommendations approved by Council was to establish a strategy to provide CPR training to all City of Toronto employees to protect employees and the public.

As well, there have been a number of inquest recommendations that outline specific levels of competence for police and civilian members responsible for persons in custody. The results of these inquests have required changes and/or additions to the first aid and CPR training programs over the years. Each year approximately 3,300 Service members receive the required training.

The previous contract for first aid, CPR and AED training was held by St. John. This contract was for a three-year term, from January 1, 2010 to December 31, 2012, with an option to extend, at the discretion of the Chief of Police, for two separate and additional one-year periods thereafter. The Service exercised both of the extension options, the final one expiring on December 31, 2014.

Discussion:

All employers covered by the *Workplace Safety and Insurance Act (WSIA)* are required to have first aid equipment, facilities and trained personnel in all workplaces. The Workplace Safety and Insurance Board (WSIB) is responsible for the administration of the *First Aid Regulation 1101* under the WSIA. As part of its responsibility for this administration, the WSIB recognizes first aid training programs that satisfy the regulatory requirements.

A Request for Quotation for the Qualified Instructors (WSIB approved vendors) for the ‘On-Site Provision of First Aid, CPR and AED Training Courses’ was posted to MERX (a world-wide tendering opportunities web site) on November 10, 2014, with a closing date of December 1, 2014. Four submissions were received: St. John Ambulance, Active Canadian, Rescue 7 and Emergent Response.

St. John Ambulance was the lowest overall bid with an average cost of \$50.00 per student for the various courses offered.

The Service also checked with the City of Toronto to determine if the City had a First Aid/CPR Training contract in place. City staff indicated they did not, but that Toronto Emergency Medical Services (EMS) hires outside instructors to provide these services to City Divisions.

Service staff contacted Toronto EMS who advised that they could provide the training services required by the Services. A comparison of the rates quoted by St. John Ambulance to those that the City would charge, showed that the St. John’s rates were lower.

The City has been advised in this regard, and have indicated they will be exploring the feasibility of “piggy-backing” on the Service’s contract.

Conclusion:

It is therefore recommended that the Board approve St. John Ambulance as the vendor for first aid, CPR, and AED training for a three-year term, from January 1, 2015 to December 31, 2017, with an option to extend, at the discretion of the Chief of Police, for two separate and additional one year periods, subject to satisfactory vendor performance and availability of funds.

Deputy Chief Mike Federico, Operational Support Command, and Mr. Tony Veneziano, Chief Administrative Officer, Corporate Services Command will be in attendance to answer any questions from the Board.

The Board approved the foregoing report.

Moved by: M. Moliner

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P70. VENDOR OF RECORD FOR DESKTOP EQUIPMENT, SOFTWARE,
RELATED HARDWARE AND PROFESSIONAL SERVICES**

The Board was in receipt of the following report March 04, 2015 from William Blair, Chief of Police:

Subject: VENDOR OF RECORD FOR DESKTOP EQUIPMENT, SOFTWARE,
RELATED HARDWARE AND PROFESSIONAL SERVICES

Recommendations:

It is recommended that:

- (1) the Board approve Softchoice LP as the vendor of record for the supply and delivery of standard and mobile workstations, laptops, monitors, printers and other desktop related peripherals, and the software, maintenance and related professional services for such equipment, for a three year period, May 25, 2015 to May 24, 2018, plus one additional two year option at the discretion of the Board; and
- (2) the Board 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:

The Toronto Police Service (Service) utilizes desktop and mobile workstations as well as monitors, laptops and printers across the organization. Due to the nature of the Service's public safety operations, a large part of this equipment is utilized 24/7.

Based on the Service's long term lifecycle strategy and the agreement period for this vendor of record (VOR), it is expected that an estimated \$15 Million (M) will be spent over the three year term of the agreement. This includes the replacement of hardware and software, as well as, maintenance and professional services. Funding for these requirements has been provided for in the Service's Capital budget, to be funded through the Vehicle and Equipment Reserve, which is in turn funded through annual operating budget contributions.

Any ad-hoc requirements that are outside of the Service's lifecycle replacement program would be charged to unit or project budgets, and would be subject to the availability of funds.

The chart below provides a summary of devices and the estimated costs, excluding taxes that will be replaced during the three year period of the contract. If the Service chooses to exercise its right to the two year extension, a report will be submitted to the Board with the estimated cost to replace those devices included in that two year period.

For workstations and laptops, the lifecycle program replaces approximately a quarter of the inventory per year. The printer fleet is replaced every four years depending on the acquisition date. Mobile workstations (MWS) are replaced every five years, with research and development occurring the preceding year.

Item	May 25, 2015 to May 24, 2016	May 25, 2016 to May 24, 2017	May 25, 2017 to May 24, 2018	Estimated cost over three year period
Workstations	1012	1178	1113	\$4.5 M
Laptops (standalone and secure laptops)	153	189	200	\$0.8 M
Printers	875 (Single Function)	0	560 (MWS Printers)	At an estimated cost of \$0.9 M - MFD replacement is the second half of 2018 therefore will be done during 2018 to 2019 time period.
MWS (including eTicketing)		30	645	\$8.7 M. - Lifecycle replacement is for both Vehicle and Motorcycle solutions. 2017 is research and development of the in car solution.

Cost assumptions:

- Costs are based on the average cost of hardware during the middle of the manufacturing lifecycle. Therefore, costs can change based on the timing of the execution of each lifecycle.
- Costs include full replacement costs including: services and maintenance.

As the above chart shows, approximately 60 percent of the spend over the three year period is for the replacement of mobile workstations in the Service’s vehicles and motorcycles.

Background/Purpose:

The Service utilizes a VOR for purchasing desktop equipment and services. This includes standard and mobile workstations, laptops, monitors, printers and other desktop related peripherals and software, as well as the professional services required for desktop/mobile workstation equipment such as maintenance and installation services. The VOR enables the

Service to acquire computer workstations and related equipment and services as and when required during the term of the agreement, and that such purchases are made efficiently and in a cost effective manner.

The purpose of this report is to establish a VOR to enable the life-cycle replacement and ad hoc purchases and corresponding services of required end-point user equipment by the Service.

Discussion:

On May 24, 2015, the current VOR agreement for desktop equipment and services with Softchoice LP will expire (Min. Nos. P48/10, P225/12 and P272/13 refers). To ensure uninterrupted availability of desktop equipment and services, a new VOR agreement is required.

Issuance of the Request for Proposal (RFP):

On January 13, 2015, the Service's Purchasing Services unit issued a Request for Proposal (RFP) (#1147646-15) that was posted on MERX (an electronic tendering service) to establish a vendor of record for the supply of desktop equipment, related hardware, software, maintenance and professional services for a three year period with an option to renew for one additional two year period. The evaluation criteria for the vendor selection were included in the RFP, and are as follows:

- Equipment and Service Requirements – 60%
- Pricing – 25%
- References – 15%

The highest value evaluation criterion was for "Equipment and Service Requirements, as the Service utilizes many services from the VOR and many of our processes are integrated with the VOR. This evaluation factor was given the highest weighting due to the following:

- The Service has outsourced the installation of workstations during the annual lifecycle project to the VOR, avoiding the need for internal staff to perform this function.
- All desktop and laptop hardware maintenance has been outsourced to the VOR and our support processes have been engineered with this in mind.
- The VOR must commit to meeting our very aggressive maintenance service level agreement and background security measures; including removing any technician from our engagement that are deemed unsuitable without question.
- The VOR also provides other services such as consultation, detailed asset reporting, and product comparison services at no cost to the Service.
- In order to enable the IT Customer Service Unit to maintain a lean staffing model, outsourcing services through the VOR allows service levels to be maintained without the requirement of a large full time staff compliment. As a result, it is important that the VOR be able to provide the Service the required services proficiently and effectively, thus making rated requirements critical.

Pricing for endpoint equipment is known to be very competitive in the marketplace. Consequently, a major differentiator between providers is in the quality and reliability of their services, and their ability to deliver the service consistently throughout the contract. Therefore, it is important to ensure the RFP is focused on those areas that would distinguish a vendor's ability to meet the needs of the Service.

The evaluation framework required that only proposals that obtained a minimum score of 75% from the rated equipment and service requirements would proceed to the reference check and costing phases.

Based on the large number of resellers for our standard hardware, there are at least ten large service providers that could provide the entire scope contained in the RFP. In addition, Vendors could choose to partner with other companies, without penalty, to provide a response if they could show very clearly that the partnership provides an integrated solution without impact to the Service. Choosing to respond to an RFP is at the sole discretion of each company. Neither the Service nor the companies who are considering responding to an RFP have any idea of the number of vendors that will respond.

Results of the RFP Process:

The RFP closed on February 3, 2015. Two proposals and one response were received from:

- Softchoice LP (Softchoice),
- Microcad Computer Corporation (Microcad), and
- OnX Corporation (OnX).

OnX advised that they were not going to bid on this opportunity in order for them to stay focused on the delivery of existing contracts and services they have with the Service.

Purchasing Services reviewed the proposals for submission compliance and released the two proposals to the evaluation team. The evaluation team was comprised of technical staff and the manager from the IT Customer Service Unit of Information Technology Services (ITS).

Both Microcad's and Softchoice's proposals met the mandatory requirements.

An evaluation of the two proposals was performed against the pre-determined evaluation criteria as noted previously. Microcad's response did not score enough points to meet the minimum percentage to proceed to the next evaluation phase of costing. Microcad's response was not detailed in areas where full description of service or commitment was necessary.

A full cost analysis was performed on the pricing provided by the remaining proponent (Softchoice) with respect to hardware and software costs, maintenance services and professional services. Costs were also reviewed with manufacturers' pricing published on the Internet, to ensure competitiveness. In addition, Softchoice's costing was compared to the existing contract to validate that their pricing/mark-up is comparable with the current contract.

Based on the evaluation, Softchoice met all requirements and provided a competitive pricing framework.

Ensuring Competitive Pricing During Contract Term:

To ensure that the Service continues to receive competitive pricing, the Service will enter into a non-exclusive contract with the successful vendor. The RFP clearly advised respondents that the Service reserves the right to verify pricing of equipment and services throughout the term of the agreement. The Service also required the recommended company to propose a suitable process that will ensure reductions in pricing, and that such decreases in prices be immediately passed on to the Service. Softchoice's process includes:

- formal monthly price catalogues and immediate ad hoc quotations using live manufacturer pricing;
- proactive road map (manufacturers' equipment lifespan) sessions, trade-in and trade-up programs, including: decommissioning services; residual value; and acquisition of equipment within their lifecycle; and
- technology reviews and pricing comparisons against similar manufacturers.

During the term of the agreement and as the Service's standard hardware models move through their manufacturing lifecycle, the Service should realize a graduated reduction in costs based on competitive manufacturer pricing and the introduction of new products into the market.

Lifecycle Replacement Methodology:

In order to ensure that the Service's endpoint computer equipment is maintained in a state of good repair, IT Customer Service operates a lifecycle program that refreshes old equipment with new equipment on a planned basis. The objective is to replace equipment that is nearing the end of its useful life and will have no remaining service warranty or maintenance, with new equipment with warranty and maintenance. This is to ensure the availability of endpoint equipment to Service members, and avoid the costs associated with failed computer equipment. At the Service, workstations, laptops, and printers are replaced every four years. The mobile vehicle and motorcycle solutions (MWS) are replaced every five years, with the introduction of solid state hard drive technology. Due to the complexity of the MWS replacement project, it spans over a 3 year period. It should be noted that with the reduction and consolidation of image devices (printers) and transitioning a portion of our fleet to Multi-Functional Devices, an impact assessment of the fleet will be completed to validate if the printer lifecycle can be extended to a fifth year.

Each year approximately one quarter of the Service's endpoint computer fleet is replaced. Some years are heavier on workstations and lighter on printers and vice versa depending on exact age of the equipment due for replacement. When a Unit's equipment is replaced, efforts are made to ensure all devices are replaced at that time. This is to ensure consistency in model at the Unit and to improve efficiency. When creating the lifecycle schedule, policing units such as

Divisions are upgraded first. This ensures the front line units benefit from the new equipment as soon as possible.

With each lifecycle, new hardware models are selected as vendors generally sunset model types annually. When selecting new models, IT Customer Service does extensive inventory reconciliation and devices specification reviews. The objective is to ensure the Service selects devices that will provide the best value while meeting the current and expected future requirements of the Service. As technology is continuously advancing, the Service has been able to utilize more powerful and smaller devices at similar cost, which has resulted in a stable lifecycle budget for many years.

Over the past several years, the Service has refined the lifecycle project such that the impacts to the customer are minimized as much as possible, costs are controlled, and the overall result is positive. Customer Service has built a strong project team that is very experienced with lifecycle replacements. Consultants provided through the VOR are utilized to carry out the actual installations while automated data migration routines and cart delivery of equipment have been introduced to decrease the time spent on site, reduce costs and packing material, and improve the customer experience. Lifecycle projects have been executed smoothly and been completed as scheduled and at or below budget.

Conclusion:

The recommended vendor of record award to Softchoice LP for a three year period will enable the Service to acquire and maintain computer equipment in an efficient and cost effective manner, and will enable the Service to meet its lifecycle replacement and adhoc equipment needs.

Mr. Tony Veneziano, Chief Administrative Officer, Corporate Services Command, will be in attendance to answer any questions from the Board.

The Board approved the foregoing report.

Moved by: M. Moliner

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P71. APPROVAL OF EXPENSES: CANADIAN ASSOCIATION FOR
CIVILIAN OVERSIGHT OF LAW ENFORCEMENT 2015 ANNUAL
CONFERENCE**

The Board was in receipt of the following report March 02, 2015 from Alok Mukherjee, Chair:

Subject: APPROVAL OF EXPENSES: CANADIAN ASSOCIATION FOR CIVILIAN
OVERSIGHT OF LAW ENFORCEMENT (CACOLE) 2015 ANNUAL
CONFERENCE, OTTAWA WESTIN HOTEL

Recommendation:

It is recommended that the Board approve my attendance and the estimated expenditures described in the following report, to attend the CACOLE 2015 Annual Conference.

Financial Implications:

This report recommends that the Board approve an expenditure from the 2015 operating budget to cover costs associated with my attendance at the CACOLE 2015 Annual Conference.

Background/Purpose:

The Canadian Association for Civilian Oversight of Law Enforcement (CACOLE) is the national non-profit organization of individuals and agencies involved in the oversight of police officers in Canada. CACOLE is dedicated to advancing the concept, principles and application of civilian oversight of law enforcement throughout Canada and abroad.

The CACOLE will be hosting its 2015 Annual Conference at the Ottawa Westin Hotel, Ottawa, Ontario, from May 11 – 13, 2015. The theme of this year's Conference is "Civilian Oversight: The Link Between Community and Police".

I am a member of the Board of Directors of CACOLE and have been involved in the planning of this year's conference.

One of the highlights of the Ottawa Conference will be keynote address from the Honourable Frank Iacobucci, retired Justice of the Supreme Court of Canada. Other topics are: Use of Force, The Impacts of PTSD; Privacy, Freedom of Information; Aboriginal Outreach; Ethics, Loyalty vs. Integrity and many more.

Discussion:

The “Board Member Expense and Travel Reimbursement Policy” approved by the Board in 2006 establishes that the Board’s approval must be sought for the attendance of Board Members at conferences.

A conference program with registration form received from the CACOLE is attached for your information.

The early bird registration deadline is March 31st, 2015 and the cost for attending the full conference is \$825.00 (excluding tax). The approximate cost for this conference is as follows:

Registration	\$825.00
Per Diem	\$300.00 (4 days including travel time)
Accommodation	\$597.00 (based on 3 days @ \$199.00 excluding taxes, per day)
Air fare	\$300.00
Total (approx.)	\$2,022.00 (excluding taxes)

Conclusion:

It is recommended that the Board approve my attendance and the estimated expenditures to attend the CACOLE 2015 Annual Conference.

The Board approved the foregoing report.

Moved by: M. Moliner

CANADIAN ASSOCIATION FOR CIVILIAN OVERSIGHT OF LAW ENFORCEMENT



CIVILIAN OVERSIGHT
THE LINK BETWEEN COMMUNITY AND POLICE



AGENDA
MAY 11, 12 and 13, 2015
Ottawa, Ontario

CACOLE Program 2015 is brought to you by:

PROGRAM CHAIRS:

David Gavsie, Associate Chair, Ontario Civilian Police Commission

Gerry McNeilly, Director, Office of the Independent Police Review Director (Ontario)

PROGRAM MEMBERS:

Helen Banulescu, Executive Director, Civilian Review and Complaints Commission for the RCMP

Max Churley, Investigator, Manitoba Law Enforcement Review Agency

John A. Clarke, Executive Director, Saskatchewan Public Complaints Commission

Nadine Cooper Mont, Commissioner, Nova Scotia Office of the Police Complaints Commissioner

W. Brent Cotter, Chair, Saskatchewan Public Complaints Commission

Sue Hughson, Director, Alberta Serious Incident Response Team

Paul Larochelle, Commissaire, Commissaire a la deontologie policiere

Rick Linden, Chair, Manitoba Police Commission

Tony Loparco, Director, Ontario Special Investigations Unit

David Loukidelis, Q.C., Chair, Law Enforcement and Oversight Branch (Alberta)

Stan T. Lowe, Commissioner, Office of the Police Complaint Commission (B.C.)

Ronald J. MacDonald, Q.C., Director, Nova Scotia Serious Incident Response Team

Jennifer Malloy, Executive Director, Canadian Association of Police Governance

Ian McPhail, Q.C., Chair, Civilian Review and Complaints Commission for the RCMP

Alok Mukherjee, Chair, Toronto Police Services Board

Steve Roberge, Executive Director, New Brunswick Police Commission

Lorraine Roche, Manager, Royal Newfoundland Constabulary Public Complaints Commission

Richard Rosenthal, Director, Independent Investigations Office (B.C.)

Glenn Stannard, Chair, Military Police Complaints Commission

Paul Stetson, Manager/Senior Investigator, PEI Office of the Police Commissioner

Robert Stoney, Chair, New Brunswick Police Commission

Zane Tessler, Executive Director, Manitoba Independent Investigation Unit

Debbie Wilson, CACOLE Executive Director

WITH THE ASSISTANCE OF:

Staff of the Civilian Review and Complaints Commission for the RCMP:

Tim Cogan, Kate McDerby, Esther Mailhot, Mingo Ma

PRELIMINARY CONFERENCE SYNOPSIS**Conference Location:**

The Westin Ottawa
11 Colonel By Drive
Ottawa, Ontario K1N 9H4
(613) 560-7000

Hospitality Evening:

Delegates and guests are invited for an informal gathering
Cash Bar
Sunday, May 10, 2015
7:00 pm to 9:00 pm
TBD

Early Registration Desk

Sunday, May 10, 2015
3:00 pm to 5:00 pm
TBD

Regular Registration

Monday, May 11, 2015
7:30 am to 8:30 am
TBD

CACOLE Annual General Meeting and Election of Officers

Monday, May 11, 2015
4:30 pm
Governor General IIIII – Level 4

Welcome Reception at The Westin Ottawa

Monday, May 11, 2015
6:00 pm – 8:00 pm
TBD

Board of Directors and Delegates Dinner*

Tuesday, May 12, 2015
6:00 pm – 10:00 pm
– Level 4

*Note: Delegate guests are welcome to attend with prearrangement

MONDAY, May 11, 2015

7:00 – 8:30 Conference Registration & Breakfast for Delegates
Governor General I – Level 4

8:30 – 8:45 Welcome and Introduction by
David Garsie, President CACOLE

8:45 – 9:00 Conference Opening and Remarks
Hon. Steven Blaney, Minister of Public Safety

9:00 – 10:15 Policing, Oversight and Media:
Bear Pit Session

The fireworks continue with this popular session involving panel members from policing, oversight and the media. The session will tackle several controversial topics, with each member bringing their own unique perspective to what promises to be provocative debate. The session will examine the role and responsibility of the media in their coverage of notorious police incidents. This session will examine the evolution of activism amongst police associations and the potential erosion of public trust. Are aspects of Peel's Principles of Policing obsolete in terms of modern policing? The panel will also examine issues associated with civilian oversight including 'setting the bar too high' – The clarity of calm detached reflection – hindsight in oversight, and redundancy in oversight of law enforcement. Audience participation will ensure lively debate in this 'Bear Pit' session.

Moderator:
Stan T. Love, Commissioner
Office of the Police Complaint Commissioner
British Columbia

Panelists:
Tom Stamatakis, President
Canadian Police Association

David Walsmsley, Editor-in-Chief
The Globe and Mail

Gerry McNeilly
Independent Police Review Director

10:15 – 10:30 Refreshment Break
Governor General IIIII – Level 4

10:30 – 12:00 Mental Health Observations and Responses

Moderator:
Zane Tessier, Executive Director
Independent Investigation Unit, Manitoba

Sue Hughson, Director
Alberta Serious Incident Response Team

Panelists:
Dr. Peter Silverstone

12:00 – 1:30 Lunch provided by CACOLE
Governor General I – Level 4

1:30 – 2:45 Handling Systemic Issues in Civilian Oversight
(Perspectives from the United States)

Expert civilian oversight of law enforcement professionals from the United States will discuss systemic current issues in law enforcement identified by their agencies to include how they have gone about identifying issues of importance and how they have approached these issues to ensure appropriate results, reforms and implementation of policy changes.

Moderator:
Richard Rosenthal, Chief Civilian Director
Independent Investigations Office of British Columbia

Panelists:
Brian Buchner, President, NACOLE;
LAPD, Office of the Inspector General

Mr. Phil Eure, Inspector General
New York City Police Department

Mr. Michael Genacco, Chief Attorney
Office of Independent Review (OIR) Group

2:45 – 3:00 Refreshment Break
Governor General IIIII – Level 4

3:00 – 4:00 Communication, Getting Message Across

Communication plays a key role in promoting confidence in civilian oversight and public complaints systems. Communications and outreach programs educate the public on how to engage the complaints process and help manage public expectations. Social media has become part of the communications strategy. The public expects civilian oversight agencies to have an online presence on platforms such as Twitter, Facebook, and YouTube. Media outlets want the story. They want it fast; they want it simple. They often believe that public interest trumps the individual's right to privacy. How can civilian oversight agency's communication and media relations strategies best balance the public interest, the public's right to be informed and oversight agencies' need to safeguard the privacy of individuals involved in the complaint's process.

- Moderator:
Gery McVeilly, Director
Office of the Independent Police Review
- Panelists:
Stan T. Lowe, Commissioner
Office of the Police Complaint Commissioner
British Columbia
- Rosemary Parker, Manager of Communications,
Outreach and Education
Office of the Independent Police Review Director
- David Walmsley, Editor-In-Chief
The Globe and Mail
- 4:30 CACOLE Annual General Meeting and Election of Officers
- 5:30 – 7:00 Evening Reception
Cash Bar
– Level 4

TUESDAY, May 12, 2015

- 7:30 – 9:00 Breakfast for Delegates
Governor General I – Level 4

9:00 – 10:30 Legal Updates

Our panel of experts will discuss and debate recent legal developments relevant to police conduct and oversight.

Moderator:
Ian McPhail, Chair
Civilian Review & Complaints Commission for the RCMP

Panelists:
Ian D. Scott
Barrister & Solicitor

Julian Falconer
Falconers LLP

W. Vincent Clifford
Edelson Clifford D'Angelo Friedman LLP

- 10:30 – 10:45 Refreshment Break
Governor General III/III – Level 4

10:45 – 12:00 FOI, Privacy and Policing: Balancing Interests

This panel will draw on the expertise of nationally-prominent regulators and legal experts to explore key freedom of information and privacy issues affecting Canadian police agencies and police oversight bodies. Case law and statutory developments in police background checks, information sharing powers, FOI disclosures and more will be explored in depth. The session will update you on current legal developments and challenges across Canada. The session will be interactive, with discussion and questions being encouraged.

Moderator:
David Loukidellis QC, Chair
Alberta Law Enforcement Review Board

Panelists:
Brian Beamish
Information and Privacy Commissioner of Ontario

Emily McCarthy
Assistant Information Commissioner of Canada

Marianne Wight, Legal Counsel
Toronto Police Service

- 12:00 – 1:30 Keynote Luncheon Speaker
The Honorable Frank Iacobucci,

Police Encounter (s) with People in Crisis

At the request of Chief William Blair of the Toronto Police Services, Mr. Iacobucci was asked to do an independent review of the police and their encounters with people in crisis. His comprehensive report: "Police Encounters with People in Crisis" is the result of the review and he will be dealing with the report in his remarks.

Introduction:
Brent Cotter, Chair
Saskatchewan Public Complaints Commission

Lunch provided by CACOLE
Governor General I – Level 4

1:30 – 2:45 Aboriginal Outreach; Governance

Moderator:
John Clarke,
Saskatchewan Public Complaints Commission

Panelists:
AFN National Chief Perry Bellegarde

- 2:45 – 3:00 Refreshment Break
Governor General III/III – Level 4

3:00 – 4:15 Use of Force Training – Challenges and Successes

This interactive session will encourage discussion regarding the current state of use of force training by police in Ontario, including best practices, the provincial use of force model, articulation, assumptions vs. evidence, SIU investigations, community mental health issues and the prospect of de-escalation training.

Moderator:
David Gervie, Associate Chair
Ontario Civilian Police Commission

Panelists:
Jamie Saunders, Executive Director
Ontario Police Video Training Alliance

Chris Lawrence, Instructor
Ontario Police College

Const. Scott Giovannetti
Barrie Police Service

- 4:30 – 4:45 Group Photo

- 6:00 – 6:30 Cash Bar

- 6:30 – 10:00 Board of Directors and Delegate Dinner
Governor General I – Level 4

WEDNESDAY, May 13, 2015

- 7:00 – 8:30 Breakfast for Delegates
Governor General I – Level 4

8:30 – 10:00 Ethics in Policing

Moderator:
Brent Cotter, Chair
Saskatchewan Public Complaints Commission

Panelists:
Senator Vernon White

Professor Stephen Maquire
Carleton University

- 10:00 – 10:15 Refreshment Break
Governor General III/III – Level 4

10:15 – 11:30 PTSD and Civilian Oversight

Moderator:
Robert Stoney, Chair
New Brunswick Police Commission

Panelists:
Dr. P. Sedge, CO, MD, FRCP
Canadian Forces

Dr. Julie Devlin, Psychiatrist
Fredericton

Dr. Joan Wright, Psychiatrist
Military PTSD Clinic

- 11:30 – 11:45 Concluding Remarks from David Gervie,
CACOLE President

2016 CACOLE Conference Announcement

- 11:45 – 12:00 Program Evaluation Circulated for Completion

- 12:00 2015 CACOLE Conference Concludes

**The Canadian Association for Civilian Oversight of Law Enforcement
Association canadienne de surveillance civile du maintien de l'ordre**



CONFERENCE 2015 REGISTRATION FORM

**Civilian Oversight: The Link Between Community and Police
May 11 - May 13, 2015**

<p><u>Conference Hotel Location:</u></p> <p>The Westin Ottawa 11 Colonel By Drive Ottawa, Ontario, Canada K1N 9H4</p>	<p><u>Reservations:</u> 1-800-937-8461</p> <p>Email: https://www.starwoodmeeting.com/Book/CACOLE</p> <p>All delegates must reference CACOLE when verbally making their hotel reservation to qualify for the conference rate of \$199.00 per night (traditional room). Rates do not include taxes or 3% destination marketing fee.</p>
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Note: Delegates and speakers are responsible for their own travel and accommodations arrangements

<p>REGISTRATION TYPE:</p> <p><input type="checkbox"/> CACOLE Early Bird: \$ 825.00 (13% HST \$107.25) = \$ 932.25 <i>Early Bird registrations must be received with payment no later than March 31, 2015.</i></p> <p><input type="checkbox"/> Member: \$ 875.00 (13% HST \$113.75) = \$ 988.75</p> <p><input type="checkbox"/> Non Member: \$ 925.00 (13% HST \$ 120.25 = \$ 1,045.25</p> <p><input type="checkbox"/> Student: \$ 275.00 (13% HST \$35.75) = \$ 310.75</p> <p>INCLUDED IN REGISTRATION: Delegate fees include breakfast, lunch and nutrition breaks for the duration of the 2.5 day program and the Board of Directors' Delegate Dinner.</p> <p>Delegates may bring a guest to the Board of Directors' Dinner for an additional charge of \$75.00. Contact the CACOLE Executive Director to arrange: cacole.executivedirector@gmail.com</p> <p>Do you have any dietary restrictions? <input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>If yes, please advise the Executive Director: cacole.executivedirector@gmail.com</p> <p>Will you be accompanied by a guest to the Directors/Delegates Dinner? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>PAYMENT:</p> <p>We regret that we do NOT accept credit cards. Please send your payment in Canadian funds made payable to CACOLE.</p> <p>Cheque <input type="checkbox"/> Money Order <input type="checkbox"/></p> <p>Please send your completed registration to: cacole.executivedirector@gmail.com</p> <p>THEN mail a copy of the form with payment to:</p> <p style="text-align: center;">CACOLE CONFERENCE 2015</p> <p style="text-align: center;">CACOLE Executive Director P.O. Box 31031 WILLOWWEST Guelph, Ontario, Canada N1H 8K1</p> <p style="text-align: center;">Telephone: 1-519-823-1133</p> <p>Do you require an invoice? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>CACOLE HST Registration #: 871966180RT</p> <p><i>Cancellation Policy: Refunds permitted if written request is received prior to April 27th, 2015. A \$50 administration fee will be deducted from the refund.</i></p>
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TITLE (Ms., S/Sgt., Dr.):	NAME of delegate:
POSITION title:	
AGENCY/ORGANIZATION/UNIT:	
ADDRESS:	
Telephone:	Fax:
Email address:	Organization web site:
Administrative contact name, telephone number and email:	

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P72. APPROVAL OF EXPENSES: ONTARIO ASSOCIATION OF POLICE
SERVICES BOARDS 2015 2015 SPRING CONFERENCE & ANNUAL
GENERAL MEETING**

The Board was in receipt of the following report March 02, 2015 from Alok Mukherjee, Chair:

Subject: APPROVAL OF EXPENSES: ONTARIO ASSOCIATION OF POLICE
SERVICES BOARDS (OAPSB) 2015 SPRING CONFERENCE & ANNUAL
GENERAL MEETING

Recommendation:

It is recommended that the Board approve the conference attendance and its associated costs as described in the following report, for me, two Board Members and two Board staff members to attend the Ontario Association of Police Services Boards' (OAPSB) 2015 Spring Conference and Annual General Meeting.

Financial Implications:

This report recommends that the Board approve an expenditure from the 2015 operating budget to cover costs associated with attendance at the OAPSB Spring Conference.

Background/Purpose:

The Ontario Association of Police Services Boards is the leading voice of police governance in Ontario. It promotes and maintains the highest standards of professionalism on the part of police services boards in the performance of their duty to provide for and direct policing services and the administration of such services, and to maintain law and order in their municipalities.

The OAPSB will be hosting its 2015 Spring Conference & Annual General Meeting at The Marriott Downtown Eaton Centre Hotel, Toronto, Ontario from May 27 to May 30, 2015. The theme of this year's Spring Conference is "Good Policing through Good Governance".

I am a former President and a current Vice President of this organization.

The OAPSB Spring Conference is an excellent opportunity for professional development for Board Members and networking with fellow police board members from across Ontario. As such, it is important that the Board provide its support and attendance to help ensure the success of the conference.

Discussion:

The “Board Member Expense and Travel Reimbursement Policy” approved by the Board in 2006 establishes that the Board’s approval must be sought for the attendance of Board Members at conferences.

A preliminary conference program with the registration form received from the OAPSB is attached for your information.

The early bird registration deadline is April 1st, 2015 and the cost for each person attending the full conference is \$625.15.

Conclusion:

It is, therefore, recommended that the Board approve the conference attendance and its associated costs as described in the following report, for me, two Board Members and two Board staff members to attend the OAPSB’s 2015 Spring Conference and Annual General Meeting.

The Board approved the foregoing report.

Moved by: M. Moliner



ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS

2015 SPRING CONFERENCE & ANNUAL GENERAL MEETING

Preliminary Program Feb. 26, 2015

Good Policing through Good Governance

Mapping a Future for Policing in Ontario

May 27th – 30th, 2015

**Toronto Marriott Downtown Eaton Centre Hotel
525 Bay St., Toronto, Ontario**

OAPSB Tel. 905-458-1488 1-800-831-7727 Fax 905-458-2260
E-Mail: kathy.wallace@oapsb.ca Website: www.oapsb.ca



2015 Spring Conference—Good Policing Through Good Governance

Wednesday, May 27th
 “Pre-Conference Activities”

9:00 am – 12:00 pm Dundas Room	
1:00 – 2:30 pm Trinity Ballroom	
2:45 - 4:15 pm Trinity Ballroom	
Free time & Toronto Dine Around www.seetorontonow.com . Restaurant information & discounts in your Delegate Kit. Reservations are encouraged.	

Thursday, May 28th
 “Contemporary Realities of Policing”

7:30 am - 5:00 pm	Conference Registration and Information Desk	
7:30 – 8:30 am Trinity Ballroom	Hot Buffet Breakfast (Delegates & Registered Companions) & Zone Meetings (as required)	
8:30 – 8:45 am Grand Ballroom	OPENING CEREMONY OAPSB President Ken East, Conference Chair Sam Purdy, Executive Director Fred Kaustinen	
8:45 – 10:00 am Grand Ballroom	The Future of Policing & Police Governance in Ontario Keynote Speaker: The Honourable Yasir Naqvi, Ministry of Community Safety & Correctional Services	
10:00 - 10:30 am Conference Foyer	Refreshment and Stretch Break	
	<i>Grand Ballroom</i>	<i>Trinity Ballroom</i>
10:30 am - 11:15 am	OPP Hub Initiative Orillia Sgt. Rob Baskey, OPP, Joshua Barath, Georgian College	Ontario Crime Prevention Strategy Oscar Mosquera, MCSCS
11:15 am - 12:15 pm	Guns and Gangs D/Sgt. Duncan MacIntyre York Regional Police	Mental Health Safety Initiatives Pat Capponi Canadian author and an advocate for mental health in Canada



2015 Spring Conference—Good Policing Through Good Governance

Thursday, May 28th
 “Contemporary Realities of Policing”

1:30 – 2:15 pm Grand Ballroom	S10 Elections <i>Restricted to Section 10 delegates</i>	The Rise of Social Media in Policing Chief Bryan Larkin Waterloo Regional Police Service
3:30 – 4:00 pm Grand Ballroom	Civilian Community Safety Personnel Program Chief Paul Pederson, Greater Sudbury Police Service	
4:00 – 4:30 pm Grand Ballroom	The Government’s Views on the Future of Local Police Governance Matt Tongian, Deputy Minister, MCSCS	
Grand Ballroom	BUFFET DINNER (Business Attire) Invited Guest Speaker: Premier Kathleen Wynne	

Friday, May 29th
 “Future of Police Governance”

7:30 am – 4:00 pm	Conference Registration and Information Desk	
7:30 – 8:30 am Grand Ballroom	Hot Buffet Breakfast - (Delegates & Registered Companions)	
8:30 – 9:15 am Grand Ballroom	OAPSB’s President’s Address President Ken East	
9:15 – 10:15 am Grand Ballroom	The Morden Report – Implications for Local Governance Ryan Teschner	
10:15 - 10:30 am Conference Foyer	Refreshment and Stretch Break	
10:30 – 11:15 am Grand Ballroom	Police Governance – The Ombudsman’s Perspective André Marin, Ombudsman	
11:15 am – 12:15 pm Grand Ballroom	Police Governance – Stakeholder Perspectives Gary MacNamara, AMO President, & Chief Paul Cook, North Bay/OACP	



2015 Spring Conference—*Good Policing Through Good Governance*

Friday, May 29th
“Future of Police Governance”

	<p>Police Governance Case Studies [ponder the speakers' comments while discussing case studies in smaller groups re: what is a 'safe' community, mental health concerns, G20, race relations (carding), board member conduct (recent OCPC decisions)]</p> <p>Facilitator: Prof. Andrew Graham, Queens University</p>
	<p>OAPSB ANNUAL GENERAL MEETING Revisions to by-laws, resolutions, confirmation of the Board of Directors, and receipt of the 2014 Financial Statement and Auditor's Report. This session is restricted to voting delegates (PSB members) & their Board staff</p>
4:15 – 4:30 pm <i>Grand Ballroom</i>	<p>OAPSB Board of Director's Meeting Selection of Executive Committee</p>
6:30 – 9:00 pm <i>Grand Ballroom</i>	OAPSB PRESIDENT'S GALA BANQUET

Saturday, May 30th
“Future of Police Governance”

7:30 – 8:30 am <i>Trinity Ballroom</i>	Hot Buffet Breakfast (Delegates & Registered Companions)
8:30 – 11:30 am <i>Grand Ballroom</i>	<p>Developing the Framework for New Police Governance Legislation Facilitators: TBA</p>
11:30 am <i>Grand Ballroom</i>	<p>Closing Remarks Conference Chair Sam Purdy</p>



DELEGATE REGISTRATION FORM

OAPSB 2015 Spring Conference and Annual General Meeting
May 27th to May 30th, 2015
The Marriott Downtown Eaton Centre Hotel, Toronto, ON

PLEASE NOTE: You are encouraged to register online at: www.oapSB.ca

Registration form section with fields for Name, Title, Board/Organization, Zone, Section, Address, Telephone, Fax, Email, and checkboxes for registration and companion program.

CONFERENCE SESSION ATTENDANCE

To provide the organizers with every opportunity to maximize your time and opportunities at the Spring Conference & Annual General Meeting, please indicate which of the following proposed sessions/ events you plan to attend.

Please select only one box in each section where there are Concurrent Sessions. This will allow the organizers and presenters to better prepare an outstanding event for you. For details on proposed concurrent and plenary sessions, please see the Preliminary Conference Program on our website at www.oapSB.ca

SPECIAL DIETARY or ACCESSIBILITY NEEDS (Please specify):



DELEGATE REGISTRATION FORM

PAGE 3

Registration form section for Friday, May 29th - Future of Police Governance and Saturday, May 24th, including plenary and concurrent sessions.



DELEGATE REGISTRATION FORM

PAGE 2

Registration form section for Wednesday, May 27th - Board Training and Thursday, May 28th - Contemporary Realities of Policing, including concurrent sessions.



DELEGATE REGISTRATION FORM

PAGE 4

Registration form section including payment information, registration fees table, and contact details for the Ontario Association of Police Services Boards.

Cancellation & Substitution Policy:

Cancellations must be received in writing. Cancellations received by April 27th, 2015 will be eligible for a full refund, less \$25 administration fee. Cancellations received between April 27th and May 1st, 2015 will be entitled to a one third refund. No refunds will be granted after May 1st, 2015. In all cases noted above, delegate substitution is permitted with written notice to OAPSB.



2013 Spring Conference - The Future of Policing

Thursday, May 30th

7:30 am - 5:00 pm	Conference Registration and Information Desk		
8:00 - 9:00 am <i>Grand Ballroom</i>	Hot Buffet Breakfast (Delegates Only)		
9:00 - 9:15 am <i>Grand Ballroom</i>	OPENING ADDRESS Barbara Bartlett, President, OAPSB Fred Kaustinen, Executive Director, OAPSB		
9:15 - 10:45 am <i>Grand Ballroom</i>	PLENARY SESSION Keynote Speaker Karyn McCluskey, Director, Scottish Violence Reduction Unit		
10:45 - 11:00 am <i>Lobby</i>	Refreshment and Stretch Break		
11:00 am - 12:00 pm <i>Grand Ballroom</i>	Integrated Community Safety: The Prince Albert Model Dale McPhee, Deputy Minister, Saskatchewan <i>(invited)</i>		
12:00 - 1:00 pm <i>Trinity Ballroom</i>	BUFFET LUNCH		
	Concurrent Sessions		
	<i>Ballroom AB</i>	<i>Ballroom CD</i>	<i>York Room</i>
1:00 - 1:50 pm	Business Case for Innovation TBA	Technological Innovations TBA	Business Case for Partnerships TBA
2:00 - 2:50 pm	New-age Partnerships TBA	Leveraging Technology TBA	Mental Health & Community Safety TBA
3:00 - 4:00 pm	The Sudbury Hub Chief Frank Elsner, Sudbury	Technology in Action Chief Dennis Poole, Chatham-Kent <i>(invited)</i>	Mental Health Hospital Custody Initiative Sgt Frank Miscione, Hamilton <i>(invited)</i>
4:00 - 5:00 pm	Zone Meetings (where requested)		
5:00 - 6:30 pm <i>Lobby</i>	Cocktail Reception Hosted by the OAPSB <i>(Hors d'oeuvres, Cash Bar, Dress: Casual Attire)</i>		
6:30 pm	Toronto Dine Around www.sectorontarow.com Restaurant Guide & discounts in your Delegate kit. Reservations encouraged.		



2013 Spring Conference - The Future of Policing

Friday, May 31st

8:00 am - 4:00 pm	Conference Registration and Information Desk		
8:00 - 9:00 am <i>Grand Ballroom</i>	Hot Buffet Breakfast - Delegates Only		
8:30 - 9:00 am <i>Trinity Ballroom</i>	Section 10 Meeting & Election of 3 Directors		
9:00 - 10:00 am <i>Grand Ballroom</i>	Advances in Criminology TBA		
10:00 - 10:45 am <i>Grand Ballroom</i>	Integrated Public Safety Michael Kempa & Fred Kaustinen		
10:45 - 11:00 am <i>Lobby</i>	Refreshment and Stretch Break		
	<i>Ballroom AB</i>	<i>Ballroom CD</i>	<i>York Room</i>
11:00 am - 12:00pm	Social Services TBA	Toronto Initiatives TBA	TBA
12:00 - 1:30 pm <i>Trinity Ballroom</i>	BUFFET LUNCH Guest Speaker: The Honourable Madeleine Meilleur Minister of Community Safety & Correctional Services (<i>Invited</i>)		
1:30 - 2:30 pm <i>Grand Ballroom</i>	Update on OAPSB Advocacy Positions Barbara Bartlett & Fred Kaustinen		
2:30 - 4:00 pm <i>Grand Ballroom</i>	OAPSB ANNUAL GENERAL MEETING Revisions to by-laws, resolutions, confirmation of the Board of Directors, and receipt of the 2012 Financial Statement and Auditor's Report. This session is restricted to voting delegates: PSB members & their Board staff.		
4:00 - 5:30 pm	Free time		
5:30 - 6:00 pm <i>Lobby</i>	Pre-Banquet Cash Bar		
6:00 - 10:30 pm <i>Grand Ballroom</i> (<i>Business Attire</i>)	OAPSB PRESIDENT'S GALA BANQUET <i>A spectacular evening of food, wine, camaraderie, great music, & only a few short speeches!</i> Entertainment: Dick Felix Jazz Quartet		

Saturday, June 1st

8:00 - 9:00 am <i>Grand Ballroom</i>	Hot Buffet Breakfast - Delegates Only
9:00 - 10:00 am <i>Grand Ballroom</i>	Novel Ideas from Across the Nation Mark Potter, Public Safety Canada (<i>Invited</i>)
10:00 - 11:00 am <i>Grand Ballroom</i>	Future of Policing Advisory Committee (FPAC) Update Steven Waldie & Kate Richardson, Ministry of Community Safety & Correctional Services

CONFERENCE REGISTRATION FORM



**OAPSB 2013 Spring Conference and Annual General Meeting
May 29th to June 1st, 2013
The Marriott Downtown Eaton Centre Hotel, Toronto, ON**

PLEASE NOTE: You are encouraged to register online at: www.oapSB.ca

<input type="checkbox"/> Register me for the Conference:	PLEASE PRINT OR TYPE
Name: _____	Title: _____
Board/ Organization: _____	Zone: _____ Section: _____
Address: _____	
Telephone: (____) _____ Fax: (____) _____ Email: _____	
<input type="checkbox"/> Register my companion _____ for the Companion Evening Entertainment Package (includes Wednesday and Thursday evening receptions and President's Gala Banquet dinner on Friday evening).	

CONFERENCE SESSION ATTENDANCE

To provide the organizers with every opportunity to maximize your time and opportunities at the Spring Conference & Annual General Meeting, **please indicate which of the following proposed sessions/ events you plan to attend. Please provide as much detail as possible. Please select only one box in each section where there are Concurrent Sessions.** This will allow the organizers and presenters to better prepare an outstanding event for you. For details on proposed concurrent and plenary sessions, please see the **Preliminary Conference Program**.

SPECIAL DIETARY or ACCESSIBILITY NEEDS (Please specify):

WEDNESDAY, MAY 29TH

**1:00 p.m. – 4:00 p.m.
Board Training**

Section 10 & 31: Setting Operational Expectations

5:30 – 6:30 p.m.

Welcome Reception (Toronto City Hall)

- I will be attending
- I will not be attending



THURSDAY, MAY 30TH		
<p>8:00 – 9:00 a.m. Hot Buffet Breakfast <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending</p>	<p>9:00 – 9:15 a.m. Opening Address <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending</p>	<p>9:15 – 10:45 a.m. Plenary Session: Keynote Speaker <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending</p>
<p>11:00 a.m. – 12:00 p.m. Integrated Community Safety: The Prince Albert Model <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending</p>	<p>12:00 – 1:00 p.m. Buffet Lunch <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending</p>	<p>1:00 – 1:50 p.m. Concurrent Sessions (choose one) <input type="checkbox"/> Business Case for Innovation <input type="checkbox"/> Technological Innovations <input type="checkbox"/> Business Case for Partnerships</p>
<p>2:00 – 2:50 p.m. Concurrent Sessions (choose one) <input type="checkbox"/> New-age Partnerships <input type="checkbox"/> Leveraging Technology <input type="checkbox"/> Mental Health & Community Safety</p>	<p>3:00 – 4:00 p.m. Concurrent Sessions (choose one) <input type="checkbox"/> The Sudbury Hub <input type="checkbox"/> Technology in Action <input type="checkbox"/> Mental Health Hospital Custody Initiative</p>	<p>5:00 – 6:30 p.m. Cocktail Reception Hosted by OAPSB <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending</p>
FRIDAY, MAY 31ST		
<p>8:00 – 9:00 a.m. Hot Buffet Breakfast <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending</p>	<p>8:30 – 9:00 a.m. Section 10 Meeting & Election of 3 Directors <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending</p>	<p>9:00 – 10:00 a.m. Advances in Criminology <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending</p>
<p>10:00 – 10:45 a.m. Integrated Public Safety <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending</p>	<p>11:00 a.m. – 12:00 p.m. Concurrent Sessions (choose one) <input type="checkbox"/> Social Services <input type="checkbox"/> Toronto Initiatives <input type="checkbox"/> TBA</p>	<p>12:00 – 1:30 p.m. Buffet Lunch with Guest Speaker: Minister Madeleine Meilleur (invited) <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending</p>



FRIDAY, MAY 31ST	
1:30 – 2:30 p.m. Update on OAPSB Advocacy Positions <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending	2:30 – 4:00 p.m. OAPSB Annual General Meeting <i>(restricted to voting delegates who are full members of the OAPSB and their Board staff)</i> <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending
6:00 – 10:30 p.m. OAPSB President's Gala Banquet Dinner <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending	
SATURDAY, JUNE 1ST	
8:00 – 9:00 am Hot Buffet Breakfast <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending	
9:00 – 10:00 a.m. Novel Ideas from Across the Nation <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending	10:00 – 11:00 a.m. Future of Policing Advisory Committee (FPAC) Update <input type="checkbox"/> I will be attending <input type="checkbox"/> I will not be attending

**CONFERENCE
REGISTRATION FORM**

- 4 -

WE PREFER THAT ALL REGISTRATIONS BE DONE ON-LINE, HOWEVER IF YOU ARE UNABLE TO, PLEASE COMPLETE THIS FORM AND MAIL OR FAX BACK TO THE OAPSB AS OUTLINED BELOW.

PAYMENT MUST BE RECEIVED BY MAY 10, 2013 AND CAN BE MADE BY EITHER CREDIT CARD or CHEQUE. CHEQUES SHOULD BE MADE PAYABLE TO THE Ontario Association of Police Services Boards

REGISTRATION FEE	
1) Full Conference Delegate – OAPSB Member Rate	\$550.00 + \$71.50 HST = \$621.50
2) Full Conference Delegate – Non-Member Rate	\$625.00 + \$81.25 HST = \$706.25
3) Day Pass: Thursday, May 30 th ONLY	\$200.00 + \$26.00 HST = \$226.00
4) Companions Evening Entertainment Package (Includes Wednesday and Thursday evening receptions, President's Gala Banquet dinner on Friday evening)	\$150.00 + \$19.50 HST = \$169.50

* The OAPSB rate applies to all municipal police staff and OPP staff associated with member boards.

<p>Conference Registration Fee(s)</p> <p>1) Delegate \$ _____</p> <p>2) Companion (Evening Entertainment Package) \$ _____</p> <p>TOTAL \$ _____</p> <p>(HST R107753618)</p>	<p><input type="checkbox"/> PAYMENT ENCLOSED</p> <p><input type="checkbox"/> PAYMENT WILL FOLLOW IN MAIL</p> <p><input type="checkbox"/> PAYMENT BY CREDIT CARD (see below)</p> <p>RETURN TO: Ontario Association of Police Services Boards 10 Peel Centre Drive, Suite A, 1st Floor, Brampton, ON L6T 4B9 Tel. 905-458-1488 1-800-831-7727 Fax 905-458-2260</p>
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Cardholder Name (as it appears on card):	_____
Cardholder Billing Address:	_____
Credit Card Number/Expiry Date/Security No.	_____
Credit Card Type:	<input type="checkbox"/> Visa <input type="checkbox"/> Mastercard

Cancellation & Substitution Policy:

Cancellations must be received in writing. Cancellations received by April 26th, 2013 will be eligible for a full refund, less \$25 administration fee. Cancellations received between April 27th and May 10th, 2013 will be entitled to a one third refund. No refunds will be granted after May 10th, 2013. In all cases noted above, delegate substitution is permitted with written notice to OAPSB.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P73. SPECIAL FUND REQUEST: FILIPINO CENTER OF TORONTO
VICTORIA INVITATIONAL BASKETBALL TOURNAMENT**

The Board was in receipt of the following report February 25, 2015 from Alok Mukherjee, Chair:

Subject: SPECIAL FUND REQUEST: FILIPINO CENTER OF TORONTO VICTORIA
INVITATIONAL BASKETBALL TOURNAMENT

Recommendation:

It is recommended that the Board approve \$15,000.00 from the Special Fund to support the Filipino Center of Toronto Victoria Invitational Basketball Tournament being held on May 16 - 17, 2015.

Financial Implications:

If the Board approves the recommendation contained in this report, the Special Fund will be reduced by \$15,000.00. As at September 30, 2014, the balance in the Special Fund was \$2.1M.

Background/Purpose:

I am in receipt of correspondence dated February 1, 2015, from Mr. Rey Tolentino, Vice-President, Filipino Centre of Toronto and Co-Chair, Toronto Police Service Asia Pacific Consultative Committee. Filipino Centre of Toronto (FCT) is requesting funding in the amount of \$15,000 from the Board Special Fund to assist with the cost of hosting its 9th Annual Victoria Invitational Basketball Tournament (VIBT). FCT is a non-profit community based organization established in 1999 and is engaged in serving and supporting the Filipino-Canadian community in Toronto. FCT initiatives focus on health, wellness, education, and a variety of social activities for all ages including seniors and youth programs.

One of FCT's goals is to promote positive youth development by investing in their physical, intellectual, emotional, and social development by engaging youth in positive and supportive community settings that contribute to a young person's development.

Discussion:

Interactions that occur in homes, schools and communities, in which youth live, influence their development. Youth gain lasting positive impressions that build hope, cooperation and a sense of belonging when they are exposed to wholesome activities that they enjoy within their communities. FCT provide activities that support youth engagement and bringing together

community members to promote constructive community and social engagement. To this end, FCT, working in partnership with the Toronto Police Service Divisional Policing Support Unit, the Asia Pacific Consultative Committee and dozens of volunteers, has organized and hosted the VIBT for the last 9 years.

The two-day tournament will take place on May 16-17, 2015 at Centennial College in Scarborough. Over 700 youth ages 8 to 18 will form approximately 60 teams to participate in the tournament. The tournament is the culmination of months of youth participating in weekly team building initiatives which included teamwork & sportsmanship, discipline, self-control, basketball skills, and positive social skills. Service members and Auxiliary Officers will be fielding a basketball team to play in a friendship exhibition game. As well, Service members and community members will participate in a voluntary capacity to assist with tournament operations.

VIBT provide direct interaction between youth and police officers in a friendly atmosphere, in which teamwork, positive attitudes and respect are demonstrated. This initiative enables youth to act as ambassadors of positive experiences of community-police engagements among their peers.

The funds requested from the Board represent 50% of the cost to host the tournament. The funds will be used to cover the cost of facility rental, referees, trophies, insurance, prizes, food and refreshments. A copy of the budget is attached to this report.

Conclusion:

The VIBT initiative is in keeping with the Community Outreach provision of the Special Fund Policy which support initiatives benefiting children and/or youth and/or their families and that address violence prevention or prevention of repetition of violence or the root causes of violence. In addition, VIBT is in keeping with Service priority Safe Communities and Neighbourhoods which has the objective of contributing to and fostering neighbourhood-initiated efforts to strengthen a sense of community, address signs of physical disorder, and engage more proactively with community members.

The Board's support of the VIBT initiative reaffirms the Board's commitment to building public trust and confidence through community engagement and addressing the needs of our community through continuous community-police partnerships.

Therefore, it is recommended that the Board approve \$15,000.00 from the Special Fund to support the Filipino Center of Toronto Victoria Invitational Basketball Tournament being held on May 16 - 17, 2015.

The Board approved the foregoing report.

Moved by: C. Lee



FILIPINO CENTRE, TORONTO

597 Parliament Street, Suite 103
Toronto, Ontario M4X 1W3
Canada

Telephone: 416-928-9355
www.filipinocentretoronto.com

February 1, 2015

Dr. Alok Mukherjee
Chair, Toronto Police Services Board
40 College Park
Toronto, Ontario



Re: Request for funding: \$15,000.00

Dear Chair Mukherjee:

The Filipino Centre Toronto is now sponsoring the 9th Victoria Invitational Basketball Tournament.

We would like to continue with the effort to provide the youth with activities that will build hope, cooperation, and a sense of belonging. We believe that programs like this help reduce the risk of losing our youth to idleness and crime. We have made great strides in the building of bridges and positive relationships with the Toronto Police Service and the youth over the past 8 years and through the active participation of the Asia Pacific Community Consultative Committee.

To this end, we are now working on the planning and scheduling of the Victoria Invitational Basketball Tournament for the Victoria weekend of May 16 and 17, 2015. We are once again focusing on the youth ages 7 to 18 and expecting over 750 youth participants.

We are asking for the support of the Toronto Police Services Board in the amount of \$15,000 this year. The amount will help pay for the venue and tournament expenses. This support will help benefit the hundreds of youth who are preparing to participate in the tournament.

We are once again excited to be working with you to strengthen the relationship between the Filipino-Canadian Community and the Toronto Police Services Board to achieve our common goal of making Toronto the best and safest place to live in.

We thank you in advance for your assistance and await your favorable reply.

Sincerely Yours,

Rey Tolentino

Rey Tolentino
Chairman, Board of Directors, Filipino Centre Toronto
Co-Chair Asian Pacific Consultative Committee



Toronto Police Services Board

Special Fund Application

40 College Street, Toronto Ontario, M5G 2J3
board@tpsb.ca
416 808-8080

Disclosure of Information
As mandated by the Municipal Freedom of Information and Protection of Privacy Act (1990) s. 27 all information collected on this form, including personal information may be subject to full public disclosure which may include posting to a web site. Questions about this collection can be directed to the Toronto Police Services Board at the address or telephone number indicated on this form.

To request funding, groups must submit a complete application consisting of a fully completed form and the required supporting documents as outline in the Special Fund Policy. The original, signed application must be submitted to the Board at the address or email indicated above and must be in keeping with criteria set out in the policy. The Special Fund Policy can be found at: www.tpsb.ca. Please refer to the policy before completing this application.

APPLICANT INFORMATION

Name of Applicant: Rey Tolentino

Organization: Filipino Centre Toronto

Mailing Address: 597 Parliament Street, Suite 103

Toronto, Ontario

M4X 1W3

Telephone No.: 416 928 9355

Email Address: rey.tolentino@yahoo.com

PURPOSE AND NEED

What is your event/initiative? Victoria Invitational Basketball Tournament Date of Event: May 16-17, 2015

Purpose and objective of the initiative:
For example, Why do you need funding? What is it intended to do? How does your initiative meet the criteria set out in the Special Fund Policy? (Please attach addition page if needed)

The purpose of the Victoria Invitational Basketball Tournament is to enjoin the participation of over 700 youth from ages 8 to 18 in a 2-day basketball tournament. Although the event culminates in the 2-day tournament, the 60 participating teams begin their weekly practices months before the event. Basketball skills, team-work sportsmanship, discipline, self-control, and positive social skills are learned during these months of practice before the 2-day tournament. We believe these activities reduce idleness and bring together family groups and community involvement to support the youth who are going to be participating in the tournament. Funding is an important component to make this event a success. There are going to be 112 games to be played in the 2-day tournament. The cost of the venue rental, referees, timekeepers and scorers, trophies and medals to be awarded, insurance, food for volunteers and administrative costs are estimated at \$30,000.

Please see the cost breakdown in the attached document.

We are requesting the TPSB to support, if possible, \$15,000 to cover part of the cost of the event.

Target Population Group
Who will participate/benefit from this initiative?

720 youth from ages 8 to 18 as well as Team Support, Parents, and community involvement

Community Needs
Identify service gaps this initiative will address

To enhance Youth and community interaction with the Toronto Police Service, Asia Pacific Consultative Committee, Toronto Police Services Board as well as enhancing the positive profile of policing services in the

community. It fosters a cooperative spirit, team-work, sportsmanship, healthy and wholesome activities among participating teams, players, parents and the community in general. It helps the youth to build trust and respect in Toronto Police officers who are actively involved in the activities of the 2-day tournament.

Community Participation
How many people participate in your program? How will you engage community participation?

The 2-day basketball tournament will have the participation of 720 youth from ages 8 to 18 from 60 participating basketball teams. Parents of these youth are actively involved in ferrying the children to and from weekly practices leading up to the tournament weekend. Coaches, team leaders and community groups participate in long term planning and coordinating team activities that focus on this event months in advance. Typically, both parents, siblings, grandparents and other relatives, friends, and community members support each player through the tournament. It is common to see 4 to 10 people attending the games to support each child playing in the tournament. The potential of reaching over 7,000 community members in this 2-day event.

RELATIONSHIP WITH TORONTO POLICE SERVICE (TPS)

Do TPS officers participate in your program?
If yes, in what capacity?
If no, are you willing to develop a relationship with TPS?
Describe the relationship you intend to develop.

Yes, TPS officers are active participants in the program. TPS officers form a Basketball team that plays an exhibition game with senior players and interact with the youth throughout the 2 day tournament. The Asia Pacific Community Consultative Committee co-chaired by Staff Supt. Jane Wilcox is also an active participant and will play a visible role in the games. The Toronto Police are involved in the opening program, to the awarding of Trophies and prizes in championship games.

We intend to foster trust and respect among the youth and the community in general for Toronto Police officers, the work of the Toronto Police Services Board, the APCCC and community leaders.

TPS Division or Unit:
Divisional Policing Unit.

TPS Contact Person:
Jane Wilcox, Renato Valdez

These young people will grow up remembering that Police officers are their friends who will serve and protect them and together make this city the safest and best place to live in.

Office Use Only		
Date application received in Board office:	Date forwarded to Chief's Executive Officer:	Date Returned:



FILIPINO CENTRE, TORONTO

597 Parliament Street, Suite 103
Toronto, Ontario M4X 1W3 Canada
Telephone: 416-928-9355
www.filipinocentretoronto.com

9th VICTORIA INVITATIONAL BASKETBALL TOURNAMENT

May 16 -17, 2015

Centennial College

941 Progress Avenue, Scarborough, ON

Projected Expenses:

Gym Rentals (2-Days):	\$12,370.00
Referees (112 Games @\$80)	\$ 8,960.00
Scorers/Timekeepers(112 @\$24)	\$ 2,688.00
Trophies /Medals /Banners	\$ 2,500.00
Insurance:	\$ 682.00
Volunteer Food/Refreshments	\$ 1,500.00
T-Shirts for Volunteers	\$ 500.00
Raptor's Mascot	\$ 800.00

=====

Total Projected Expenses: \$30,000.00

Projected Basketball teams participating:	60
Team players per team:	12
Total players:	720
Projected games to be played:	112

Participation:

Toronto Police Service Basketball team
Asia Pacific Community Consultative Committee
Toronto Police Services Board
Various community groups and associations

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P74. SPECIAL FUND POLICY – AMENDMENT – RETIREMENT
FUNCTIONS**

The Board was in receipt of the following report February 27, 2015 from Alok Mukherjee, Chair:

Subject: RETIREMENT FUNCTIONS

Recommendation:

It is recommended:

1. That the Board provide the Chair with standing authority to approve the purchase of tickets to retirement functions for retiring Chiefs, Command Officers and Senior Officers (uniform and civilian) as may be requested by current or former Board members, Board staff to a maximum of 2 tickets per person; and
2. That the Special fund Policy be amended to reflect this recommendation.

Financial Implications:

As per the Board past practice, funds for tickets purchases will be drawn from the Special Fund.

Background/Purpose:

The Board at its meeting held on September 21, 1995 approved the recommendation to provide the Chair with standing authority to purchase a maximum of 14 tickets from the Special Fund for Board members and their guests who wish to attend retirement functions held for officers of the rank of Superintendent and above

At this meeting the Board also agreed to amend the rank to Inspector and above rather than Superintendent and above (BM#414/95 refers)

Discussion:

The Board takes pride in the accomplishments of the members of the Toronto Police Service and is honoured to be the appointing body of these members. It is important that the Board continues to gratefully acknowledge the significant contributions of members both during their tenure, through the award of Long Service Pins, Commendations, Merit Marks and Medals of Honour and upon their retirement, through attendance by Board Members at retirement events at which time the Board's retirement plaques are presented.

Conclusion:

It is recommended:

1. That the Board provide me, as Chair standing authority to approved the purchase tickets to retirement function of retiring Chief, Command Officers and Senior Officers (uniform and civilian) for current board members and a guest, previous board members and a guest, board staff and a guest, who may request to attend the retirement function; and
2. That the Special fund Policy be amended to reflect this recommendation.

The Board approved the foregoing report.

Moved by: S. Carroll

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P75. SPECIAL FUND – QUARTERLY REPORT: UNAUDITED STATEMENT:
OCTOBER TO DECEMBER 2014**

The Board was in receipt of the following report March 09, 2015 from Alok Mukherjee, Chair:

Subject: QUARTERLY REPORT: TORONTO POLICE SERVICES BOARD SPECIAL
FUND UNAUDITED STATEMENT: OCTOBER TO DECEMBER 2014

Recommendation:

It is recommended that the Board receive the report on the Toronto Police Services Board's Special Fund un-audited statement for information.

Financial Implications:

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

Background/Purpose:

As required by the Toronto Police Services Board (TPSB) Special Fund policy (Board Minute #P292/10) expenditures for the Special Fund shall be reported to the Board on a quarterly basis. This report is provided in accordance with such directive. The TPSB remains committed to promoting transparency and accountability in the area of finance.

Discussion:

Enclosed is the un-audited statement of receipts and disbursements with respect to the Toronto Police Services Board's Special Fund for the period October 1 to December 31, 2014.

As at December 31, 2014, the balance in the Special Fund was \$2,194,710. During the fourth quarter, the Special Fund recorded receipts of \$229,159 and disbursements of \$161,494. There has been a net increase of \$402,299 against the December 31, 2013 fund balance of \$1,792,411.

Auction proceeds have been estimated for month of November and December 2014 as the actual deposits have not yet been made.

For this quarter, the Board approved and disbursed the following sponsorships:

- Victim Services Toronto (VST) \$50,330
- Carleton University \$5,000
- 2014 United Way set up \$1,207

The following unused funds were returned:

- LGBT Law Enforce. & Criminal Justice \$33,584
- CPLC Consultative Group \$7,016
- United Way Campaign \$5,176
- Caribbean Carnival Kick Off \$303

In addition, the Board approved and disbursed the following:

- TPAAA Cricket Championship \$13,800
- TPSB/TPA Retirement Dinners \$5,423
- TPAAA Police Baseball World Series \$2,200
- TPAAA Can Am Police and Fire Game \$1,400
- TPAAA National Championship \$1,200

Conclusion:

As required by Toronto Police Services Board Special Fund policy, it is recommended that the Board receive the attached report.

The Board received the foregoing report.

Moved by: S. Carroll

THE TORONTO POLICE SERVICES BOARD SPECIAL FUND 2014 FIRST QUARTER RESULTS WITH INITIAL PROJECTIONS								
PARTICULARS	2014					JAN 01 TO DEC 31/14 TOTALS	2013	COMMENTS RELATING TO THIS QUARTER
	INITIAL PROJ	JAN 01 TO MAR 31/14	APR 01 TO JUN 30/14	JUL 01 TO SEPT 30/14	OCT 01 TO DEC 31/14		JAN 01 TO DEC 31/13 ACTUAL	
BALANCE FORWARD	1,792,411	1,792,411	1,794,106	1,632,994	2,127,044	1,792,411	1,276,127	
REVENUE								
PROCEEDS FROM AUCTIONS	282,000	70,500	45,000	1,911	13,535	130,945	282,450	Auction proceeds for the third quarter are based on estimates. Overhead is at 27% of the proceeds.
LESS OVERHEAD COST	(76,140)	(19,035)	(12,150)	(1,816)	(3,654)	(36,655)	(100,183)	
UNCLAIMED MONEY	330,000	7,413	0	588,855	235,108	831,375	686,633	
LESS RETURN OF UNCLAIMED MONEY	(42,000)	(133)	(28,973)	(2,865)	(27,729)	(59,699)	(33,399)	
INTEREST	8,000	2,400	3,378	3,644	5,501	14,923	12,349	Interest income is based on the average monthly bank balance.
LESS BANK SERVICE CHARGES	(2,000)	(390)	(75)	(2,015)	(304)	(2,785)	(1,135)	
OTHERS	8,000	7,642	18,213	0	6,704	32,559	16,141	
TOTAL REVENUE	507,860	68,397	25,393	587,714	229,159	910,664	862,856	
BALANCE FORWARD BEFORE EXPENSES	2,300,271	1,860,808	1,819,499	2,220,708	2,356,204	2,703,075	2,138,983	
DISBURSEMENTS								
POLICE COMMUNITY INITIATIVES								
SERVICE								
CPLC & COMM. OUTREACH ASSISTANCE	29,000	0	29,000	0	0	29,000	29,453	
UNITED WAY	10,000	0	10,000	0	1,207	11,207	10,000	
OTHER	0	0	0	2,000	0	2,000	0	Urban Alliance On Race Relations
COMMUNITY								
VICTIM SERVICES PROGRAM	25,000	25,000	0	0	50,330	75,330	29,000	
VARIOUS ORGANIZATIONS	270,000	30,000	133,500	7,500	5,000	176,000	102,400	Carleton University
FUNDS RETURNED - SPONSORSHIPS	(4,500)	0	0	0	0	0	(21,467)	
VOLUNTEER APPRECIATION NIGHT	0	0	(303)	0	0	(303)		
BLACK HISTORY MONTH	0	0	(232)	0	0	(232)		
ASIAN HERITAGE	0	0	0	(469)	0	(469)		
NATIONAL ABORIGINAL DAY	0	0	0	(15)	0	(15)		
FRANCOPHONE	0	0	0	(3,127)	0	(3,127)		
LBGT	0	0	0	0	(33,584)	(33,584)		
2014 CARIBANA	0	0	0	0	(303)	(303)		
CPLC & COMM. OUTREACH ASSISTANCE	0	0	0	0	(7,016)	(7,016)		
UNITED WAY	0	0	0	0	(5,176)	(5,176)		
TPAAA ASSISTANCE	30,000	0	0	0	18,600	18,600	29,700	
RECOGNITION OF SERVICE MEMBERS								
AWARDS	89,000	9,000	722	16,723	65,448	91,892	58,621	25 Year Watch Replacement Ceremony
CATERING	15,000	2,730	1,540	(20)	19,471	23,721	13,794	
RECOGNITION OF COMMUNITY MEMBERS								
AWARDS	11,500	0	2,267	0	702	2,969	4,445	
CATERING	4,000	0	1,779	0	508	2,287	3,430	
RECOGNITION OF BOARD MEMBERS								
AWARDS	1,000	0	0	0	0	0	110	
CATERING	3,000	(29)	0	0	0	(29)	572	
CONFERENCES								
COMM. POLICE LIAISON COMMITTEES	8,500	0	0	0	6,778	6,778	6,295	
ONT. ASSO. OF POLICE SERVICES BOARD	7,500	0	7,500	0	7,632	15,132	7,500	
CON ASSO. OF POLICE SERVICES BOARD	10,000	0	0	0	0	0	0	
DONATIONS - IN MEMORIAM								
TPSB/TPA RETIREMENT DINNER	10,500	0	0	3,582	5,423	9,005	8,596	
DINNER TICKETS	200	0	632	0	0	632	0	
PROFESSIONAL FEES	75,000	0	0	67,389	19,233	86,622	0	Logical/Outcomes Community Satisfaction Survey
INTERNAL CONTROL REVIEW FEE	6,920	0	0	0	7,042	7,042	6,584	Pricewaterhouse fee
OTHER EXPENSES								
TOTAL DISBURSEMENTS	602,420	66,702	186,505	93,664	161,494	508,365	346,572	
SPECIAL FUND BALANCE	1,697,851	1,794,106	1,632,994	2,127,044	2,194,710	2,194,710	1,792,411	

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

#P76. INTEREST – ROGERS

The Board was in receipt of correspondence dated March 02, 2015 from John Tory, Mayor, indicating that he has an interest in Rogers. A copy of the Mayor's correspondence is attached to this Minute for information.

The Board received the Mayor's correspondence.

Moved by: C. Lee



John Tory
Mayor

March 2, 2015

Dr. Alok Mukherjee
Chair
Toronto Police Services Board
40 College Street, 7th Floor
Toronto, Ontario
M5G 2J3

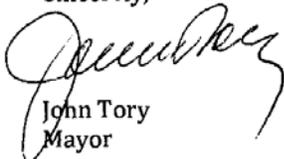
Dear Dr. Mukherjee:

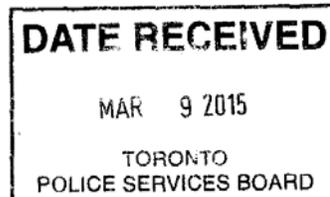
At the February 19, 2015 Toronto Police Services Board meeting, the Board voted on a motion to approve the revised 2015 Toronto Police Services operating budget request, which would have included allocations covering the purchase of telecommunications services (such as expansion and provision of telephone, wireless, internet, and television services and potentially external news aggregate services).

Out of an abundance of caution, I would like to inform you of my interest in Rogers, which may provide telecommunications services to the Toronto Police Services.

As this matter has only been brought to my attention today, I am forwarding this information to you without delay.

Sincerely,


John Tory
Mayor



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P77. EXTENSION OF THE 60-WEEK PILOT SHIFT SCHEDULE FOR
COMMUNICATIONS SERVICES PERSONNEL**

The Board was in receipt of the following report March 05, 2015 from Alok Mukherjee, Chair:

Subject: UPDATE ON 60-WEEK PILOT SHIFT SCHEDULE FOR
COMMUNICATIONS SERVICES PERSONNEL

Recommendations:

It is recommended that:

- (1) the Board approve the extension of a 60-week pilot shift schedule for Communications Services members; and
- (2) the Board grant the Chair the authorization to approve the associated pilot accords.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report. Daily and monthly monitoring is ongoing to ascertain the effect on premium pay costs.

Background/Purpose:

Through contract negotiations in 2011, the Toronto Police Services Board and the Toronto Police Association agreed to form a committee to review the current shift schedules in Communications Services in an effort to improve the work-life balance for members of that unit. As a result, the Communications Shift Study Steering Committee (the Steering Committee) was formed, and the following guiding principles developed:

- match staffing to needs or workforce to workload;
- create opportunities to improve employee wellness by identifying the negative impact of shift work and implementing a shift pattern to reduce those impacts;
- improve the capacity to accommodate members in need of short and long-term accommodation;
- maintain the capacity to meet the National Emergency Number Association (NENA) standards of answering 9-1-1 calls within 10 seconds, 90% of the time and non-emergency calls within 20 seconds, 80% of the time;
- work inclusively with the employees of Communications Services to develop a shift pattern and be open to the review of shift patterns presented by employees and management of Communications Services; and

- develop timelines and objectives for the Joint Committee and keep Communication Services members apprised of the Shift Study process.

Membership of the Steering Committee includes:

- Chair Dr. Alok Mukherjee, Toronto Police Services Board
- Director Kristine Kijewski, Toronto Police Service
- Manager Dion Evelyn, Toronto Police Service
- A/Inspector Pauline Gray, Toronto Police Service
- Senior Support Supervisor Kimberly Wood, Toronto Police Service
- Senior Operations Supervisor Kerry Murray-Bates, Toronto Police Service
- Legal Counsel Roger Aveling, Toronto Police Association
- Director Tom Froude, Toronto Police Association
- Director Edward Costa, Toronto Police Association
- Chief Steward Tania Tiller, Toronto Police Association

Discussion:

On February 11, 2014, the memorandum authorizing the new pilot shift schedule at Communications Services was finalized and a Shift Schedule Accord was signed by the Board and the Association.

The majority of the work was completed by the Shift Study Working Group (SSWG) at Communications Services. The working group was comprised of a cross section of operators, supervisors and management. The most unique feature of the new pilot is that, for the first time in the history of the Toronto Police Service, two different shift patterns are being tested by the same group of members simultaneously. Approximately half of the personnel follow an 8-hour 5-platoon 5-week rotation, and the rest follow a 12-hour 4-platoon 4-week rotation. Both rotations have been staffed on a voluntary basis.

The services of world-renown shift pattern consulting firm, Circadian Technologies, Inc., were retained for the purpose of reviewing the pilot schedules, providing input and recommendations, and conducting a wellness and workforce-to-workload analysis. Through the review, Circadian validated the process by which the patterns were developed and confirmed that the schedules strongly support the intended goals as defined in the guiding principles. A joint communique from the Toronto Police Services Board and the Toronto Police Association was disseminated to Communications Services members on February 13, 2014 announcing the commencement of the shift pilot.

The transition to the 60-week pilot schedules commenced on February 17, 2014. A Status Report outlining improvements in absenteeism due to illness, workforce to workload comparisons, opportunity for members to take time off, project accomplishments or concerns, change requests and success indicators was developed by the working group. This report has been provided monthly to the Steering Committee which oversees this initiative.

In accordance with the project's guiding principles, the following success indicators are included as part of the status report:

- service delivery levels, demonstrating the schedule's ability to better match workforce to workload;
- employee wellness, as demonstrated through sickness and Injured on Duty reports;
- the ability for members to take time off from work in accordance with the *Employment Standards Act*;
- effective supervision, particularly relating to the balancing of scheduling challenges and workplace accommodations for members following multiple shift patterns, all while remaining efficient and ensuring a consistently high delivery of excellent customer service; and
- employee satisfaction determined through the use of surveys, open discussion forums and internal "blogs".

Employee satisfaction surveys and input was identified early on in the process as an integral part of the pilot project.

The first employee survey was sent to the membership in April, 2014. There was a ninety (90) percent response rate. The first seven of ten questions gauged members' overall satisfaction, the impact on work-life balance and challenges experienced during the first two months. Eighty-two (82) percent of respondents indicated they were happy with the pilot schedules they had selected and sixty-nine (69) percent indicated that the shifts had had a positive impact on their work-life balance. Sixty-seven (67) percent of respondents who were assigned to the 12-hour shift pattern identified increased wellness, more time off from work, better transition between shifts, lower stress levels, and increased positive attitude as the greatest benefits from the pilot.

Three of the ten questions were asked specifically to supervisors to gauge the challenges faced at their level. The majority of the concerns identified were administrative and included factors such as ensuring consistency amongst platoons regarding requests for time off, adaptation to shift patterns and multiple start times, and completing quality assurance monitoring and annual evaluations.

A second employee survey was sent to the membership in July, 2014. There was a seventy-eight (78) percent response rate. This lower rate of return is believed to have been due to it coinciding with the peak annual vacation period. The first four questions of this survey were identical to the April 2014 survey. Of those who responded, the feedback remained positive and consistent with the first survey.

The second survey also gauged steps implemented after the first survey to address the administrative challenges faced by supervisors. These included greater utilization of electronic means of communication between supervisors, and developing duty sheet templates to simplify

the allocating of daily assignments and break periods. The survey results indicated an improvement in satisfaction among supervisors.

A third survey was sent to the membership in September, 2014. This survey focussed primarily on members' interest to explore any of three alternative shift patterns determined by the SSWG. These included two 4-platoon patterns comprised of 9.5 and 12.0-hour shift lengths, and one 4-platoon pattern comprised of 10.5-hour shift lengths.

The rate of return for this survey was also seventy-eight (78) percent, mirroring the second survey. Of those who responded, seventy-six (76) percent expressed a strong desire to continue working the current pilot schedule patterns and opted not to explore other schedules.

At its December 04, 2014 meeting, the Joint Committee received the following recommendations:

1. To extend the current pilot schedule for an additional sixty-week (60) based on success indicators and survey results. The original intended completion date was April 12, 2015. The revised pilot project end date would be June 05, 2016.

The Joint Committee is supportive of recommendation #1. At its January 27, 2015 meeting, the Toronto Police Association Board of Directors agreed to the extension. Revised Shift Schedule Accords are in the process of being developed for this extension.

2. Establishment of a sub-committee dedicated to developing a supervisor schedule.

A sub-committee has been formed within Communications Services for this purpose.

3. Continue to solicit feedback, as well as review and address concerns and suggestions from the members, developing Unit Specific Polices where required.

The Joint Committee approved recommendation #3.

4. Continue to monitor and report success indicators to the Joint Committee monthly.

The Joint Committee approved recommendation #4.

5. Explore the procurement of shift scheduling software.

The Joint Committee is supportive of recommendation #5.

6. Continue quarterly Joint Committee meetings.

The Joint Committee approved recommendation #6.

7. Submit final recommendations to the Joint Committee in the fourth quarter of 2015.

The Joint Committee approved recommendation #7.

Conclusion:

The Joint Committee will continue to meet quarterly to discuss the ongoing progress of the pilot project. The Working Group will continue to meet monthly. All aspects of the pilot project will be closely monitored and issues addressed at the appropriate level.

The Board approved the foregoing report.

Moved by: M. Moliner

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P78. DELEGATION TO CONSIDER DELAY APPLICATIONS – PURSUANT
TO SECTION 34 OF THE *POLICE SERVICES ACT***

The Board was in receipt of the following report March 16, 2015 from Alok Mukherjee, Chair:

Subject: Delegation to Consider Delay Applications – Pursuant to Section 34 of the *Police Services Act*

Recommendation:

It is recommended that the Board invoke section 34 of the *Police Services Act* and delegate its authority to consider delay applications during the year 2015 to three members of the Board, specifically; the Chair, Dr. Dhun Noria and Councillor Chin Lee.

Financial Implications:

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

Background/Purpose:

A “delay application” is a term commonly used to refer to an application that is made by a chief of police under subsection 83(17) of the *Police Services Act* (the “*Act*”) to seek approval of a police services board to serve a a notice of disciplinary hearing on an officer as the result of a complaint once more than six months have passed from the dates specified in the *Act*.

In the past, most delay applications were considered by the Board at special *in camera* meetings attended by all, or at a minimum, a quorum, of Board members. In 2014, the Chief submitted one delay application to the Board. At that time, the Board agreed to invoke section 34 of the *Act* which provides a police services board with the ability to delegate its authority under the *Act* to two or more of its members. The delay application was considered by three members of the Board at a special *in camera* meeting.

Discussion:

In order to establish consistency in the manner in which the Board considers delay applications submitted by the Chief, I believe that it would be appropriate to continue to delegate the authority to consider any delay applications that may be submitted by the Chief to three members of the Board and that such delegation be provided to three specific members for a specific period of time. Such delegation for a specific period of time will give the Board the ability to balance equitable sharing of responsibility among members with development of expertise through sustained involvement in this area.

Conclusion:

It is recommended that the Board invoke section 34 of the *Act* and delegate the consideration of delay applications during the year 2015 to three members of the Board, specifically; the Chair, Dr. Dhun Noria and Councillor Chin Lee.

The Board approved the foregoing report.

Moved by: C. Lee

Amendment:

At its meeting on May 14, 2015, the Board amended the foregoing Minute. Details of the specific amendments are noted in Min. No. P141/15 (copy attached).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

**#P79. COLLECTIVE AGREEMENT NEGOTIATIONS WITH THE TORONTO POLICE
ASSOCIATION**

Chair Mukherjee advised that he and members of the Bargaining Team had engaged in intense bargaining with the TPA until very early this morning and, as a result, at this time, a tentative agreement has been made with the TPA. The TPA will present the tentative agreement to its members for ratification and then it will be forwarded to the Board for ratification.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

#P80. *IN CAMERA MEETING – MARCH 19, 2015*

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

The following members attended the in-camera meeting:

Dr. Alok Mukherjee, Chair
Ms. Marie Moliner, Member
Ms. Shelley Carroll, Councillor & Member
Mr. Chin Lee, Councillor & Member

Absent: Mr. Andrew Pringle, Vice-Chair
 Dr. Dhun Noria, Member
 Mr. John Tory, Mayor & Member

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 19, 2015**

#P81. ADJOURNMENT

Alok Mukherjee
Chair