



The following *draft* Minutes of the meeting of the Toronto Police Services Board held on April 05, 2012 are subject to adoption at its next regularly scheduled meeting.

The Minutes of the meeting held on February 16, 2012, previously circulated in draft form, were approved by the Toronto Police Services Board at its meeting held on April 05, 2012.

MINUTES OF THE PUBLIC MEETING of the Toronto Police Services Board held on **APRIL 05, 2012** at 1:30 PM in the Auditorium, 40 College Street, Toronto, Ontario.

PRESENT:

Dr. Alok Mukherjee, Chair
Mr. Michael Thompson, Councillor & Vice-Chair
Mr. Chin Lee, Councillor & Member
Dr. Dhun Noria, Member
Ms. Frances Nunziata, Councillor & Member

ABSENT:

Mr. Andrew Pringle, Member

ALSO PRESENT:

Mr. William Blair, Chief of Police
Mr. Albert Cohen, 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 APRIL 05, 2012**

#P50. 2012 CANADIAN DIVERSITY LEADERSHIP AWARD

Chair Mukherjee read the following statement:

At this time, I would like to acknowledge an important award that was recently announced. The Diversity Business Network has recognized Chief Blair as the 2012 Canadian Diversity Leadership Award winner. The award recognizes an individual or organization who is a 'champion' for diversity and has also achieved success in the implementation of diversity strategies to achieve organizational goals.

In announcing Chief Blair as the winner of this prestigious honour, the organization noted his accomplishments and success in making diversity a core cornerstone in our Service and his pro-active approach to diversity leadership, including the development of community partnerships and recruitment programs to ensure that the Service truly reflects Canada's diverse communities.

Of particular note was Chief Blair's work in ensuring a more proportional representation of diverse groups in uniform ranks, including those in senior and leadership positions. Indeed, under Chief Blair, the representation of diversity within the Toronto Police Service is at a historical high.

Chief Blair, on behalf of the Toronto Police Services Board, I would like to commend you for this significant achievement.

The Board congratulated Chief Blair on this significant achievement. Chief Blair said that the award was due to the work of many members within the Toronto Police Service.

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#P51. VICTIM SERVICES TORONTO

The Board was in receipt of the attached correspondence dated January 19, 2012 from Bonnie Levine, Executive Director, Victim Services Toronto, containing a request to deliver a presentation to the Board on Victim Services Toronto.

Mr. Jonathan Maier, Vice-Chair, Board of Directors, Victim Services Toronto, and Ms. Levine, were in attendance and delivered a presentation to the Board. A copy of the presentation is on file in the Board office.

The Board received the presentation and Ms. Levine's correspondence and approved the following Motion:

THAT the Board direct the Chair to send a letter to the Attorney General in support of Victim Services Toronto and the work that it does.



victim services toronto

January 19, 2012

Dr. Alok Mukherjee, Chair TPS Board
Toronto Police Services Headquarters
40 College Street
Toronto, Ontario
M5G 2J3

DATE RECEIVED

JAN 19 2012

**TORONTO
POLICE SERVICES BOARD**

Dear Dr. Mukherjee,

It has been six years since Victim Services Toronto (VST) has presented at a Toronto Police Service Board meeting. As you are aware VST has a long standing partnership with Toronto Police Service and fulfills a very important function in providing essential support services for victims of crime and sudden tragedies in Toronto.

As a close partner of the Toronto Police Service, I am requesting the opportunity to address the new TPS Board through a brief presentation at an upcoming TPS Board meeting. The presentation will address VST's operations, value to the community and the Service as well as some of the organization's challenges.

Thank you in advance for your kind consideration. I look forward to hearing from you at your earliest opportunity.

Sincerely,

Bonnie Levine
Executive Director

C.C. Chief William Blair, Toronto Police Service
Ellen Young, Chair, Victim Services Toronto Board of Directors

victim services toronto

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**#P52. RESPONSE TO CITY OF TORONTO – TORONTO POLICE SERVICE:
SERVICE EFFICIENCY STUDY, FINAL REPORT TO CITY MANAGER**

The Board was in receipt of the following report January 06, 2012 from William Blair, Chief of Police:

Subject: CITY OF TORONTO - TORONTO POLICE SERVICE: SERVICE
EFFICIENCY STUDY, FINAL REPORT TO CITY MANAGER, *OCTOBER 26,
2011, ERNST & YOUNG*

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:

City Council adopted the Service Review Program at its meeting in April 2011. As part of that program the Toronto Police Service Efficiency Study was conducted by consultants from Ernst and Young. During its meeting of November 24, 2011, the Toronto Police Services Board (Board) received the final report of the City of Toronto's Service Efficiency Study of the Toronto Police Service (SES) and requested that I provide my response to the SES back to the Board in January 2012 (Min. No. P309/11 refers).

Discussion:

The SES was an extremely ambitious study both in its scope and timelines. The SES examined complex areas of policing and required the retrieval of data and information that was often not in a format readily adaptable for external analysis. The review process required considerable effort by Toronto Police Service (TPS) members who assisted with the study in addition to their regular duties. Significant time was spent explaining the Service's legislated mandate, our practises/processes, retrieving data (or in some instances, creating new formats of reporting to assist the review) as well as explaining the structure, organization and meaning of data to assist the City consultants.

The SES identifies 6 opportunities for further efficiencies and it projects the potential dollar benefits/savings associated with each of these opportunities. They are as follows:

1. Staffing Level: Call Handling Time up to \$10.1 million
2. Staffing Level: Shift Schedule up to \$35.1 million
3. Staffing Level: Civilianization of certain duties up to \$3.7 million
4. Staffing Level: Span of Control up to \$2.2 million
5. Call Taking and Dispatch: Adjustments to Call taking Standards \$300k to \$400k
6. Call Taking and Dispatch: Consolidating Dispatch Data \$500k to \$650k

Recommendations 1, 2 and 4 focus primarily on uniform members assigned to Divisional Policing Command. In addition to the six identified opportunities, the SES makes a number of recommendations for further study; these will be addressed following my response to the 6 financial opportunities related recommendations.

1. Staffing Level: Call Handling Time up to \$10.1 million

“If the TPS were to adopt a staffing model in which 40% of a front line officer’s time was spent on proactive policing, then based on an analysis of the number of calls handled by officers (reactive time) during 2010/2011 TPS could potentially reduce the complement of officers by 105 to 115 officers resulting in annual savings of between \$9 to \$10 million”
(City of Toronto - Toronto Police Service: Service Efficiency Study Final Report to City Manager, October 26, 2011, Ernst & Young, p. 9)

Response:

The Service agrees that if the primary response units are reduced by up to 115 officers the predicted annual salary savings can be achieved.

The amount of time that a primary response officer devotes to proactive policing varies considerably based on situations and circumstances. More proactive time might be required to achieve a particular goal. Consequently, the Service is not confident that staffing levels can be fixed and efficiencies maintained through a formula that sets proactive policing at 40%. The proportion of time an officer spends on proactive policing may approach 40% but consistently achieving this percentage is uncertain due to variables in conditions and circumstances.

Even the SES concedes that *“Any discussion which the City may wish to have with the TPSB and the Chief of Police also consider the level of police service required by the City as any reduction in police staff may have an impact on the level of service to the City. Such an analysis was outside of the scope of this Final Report; therefore, the analysis in this Final Report was based on assumption that the TPS would continue to provide the same level of service to the City of Toronto.”*

Survey data collected annually on behalf of the TPS as part of its environmental scan indicates that community members feel safe in their neighbourhoods and in our City overall. Survey data also indicates that our community is satisfied with the service provided by the TPS. Community perceptions are reported as part of the Service’s environmental scanning document, the most recent was received by the Board in November 2011 (Min. No. P281/11 refers).

Similarly, as the Board heard during its November meeting, Toronto is a safe city. In comparison with other Canadian cities, in 2010, 13 cities had a higher total crime rate than Toronto. Toronto's violent crime was rated as less severe than 5 other large cities, while homicides are down from 2005 (2011: 47 homicides; 2010: 62 homicides; 2005:80 homicides).

The Service has achieved these results with a level of staffing that I believe is appropriate to deliver the standards of service necessary to police our City. The current staffing level has been achieved through strategic analysis and with the Board's and City Council's approval. For example, staffing grew due to the addition of the new 43 Division, the implementation of the Ferguson Report, the establishment of the Safer Communities Grant, the introduction of School Resource Officers, and the addition of officers assigned to police the transit system, to name only a few initiatives (Min. No.'s P3/05, P381/05 P409/05, P28/09, P335/09, P58/10 refers).

The Board is also aware that the current hiring deferral will likely result in 236 fewer police officers by the end of 2012 (Min. No. P257/11 refers). This means that the Service will, in fact, have exceeded the reduction recommended by the SES in 2012, and this will have implications for the level of service delivered to the City.

The Board is also aware that the Service has undertaken a comprehensive review of operations, business processes and organizational structure for the purpose of ensuring the Service is effective, efficient and operates economically. Accordingly, staffing levels and deployment will be part of the review.

2. Staffing Level: Shift Schedule up to \$35.1 million

“If the collective bargaining agreements (collectively, the “CBA”) could be renegotiated (expiry in 2014) to change the shift schedule for front line officers from a 10-10-8 shift schedule (28 hours per day, including four hours of overlap) to an 8-8-8 shift schedule (24 hours per day) and assuming a proactive policing rate of 40%, then TPS could potentially reduce the complement of front-line officers by approximately 300 officers resulting in annual savings of up to \$25 million. On this basis, TPS could realize an additional \$10 million in shift schedule cost savings if the balance of officers currently on the 10-10-8 shift schedule were (in addition to the foregoing front-line officers) moved to an 8-8-8 shift schedule” (p. 9)

Response:

The SES analysis contends that if a different shift is adopted fewer police officers would be required. Using the same approach applied as the basis for recommendation 1, the SES suggests that there may be salary savings if negotiations are successful in changing the shift schedule. The SES analysis does not address nor demonstrate that the 8-8-8 shift is the desired or optimal schedule to continue providing current service levels.

The subject of shift schedule has a long history of negotiation, discussion and analysis to identify a shift that best supports the Service in responding to community demands. The Service agrees with the SES that any change in work schedules is contingent upon the successful negotiation of a schedule that is acceptable to the bargaining units of the Toronto Police Association (TPA) and the Board.

3. Staffing Level: Civilianization of certain duties up to \$3.7 million

“TPS has moved to civilianize certain positions occupied by police officers, and there appears to be additional roles which need to be reviewed in further detail to determine whether further civilianization is possible. Based on the analysis detailed herein, there may be as many 227 positions which could be civilianized. This could lead to annual savings up to \$3.7 million based on the difference in the average wage of a police officer and a civilian employee at TPS” (p. 9)

Response:

Only recently, the TPS received the listing of the 227 uniform positions identified in the SES that could be civilianized. It would be premature to agree with or dismiss the potential to civilianize the positions identified.

However, it is by no means certain that civilianization will lower the assigned salary of any position. This has not been the experience of the Service. Depending upon the education, training and skill-set required for a position, the salary of a civilian member may equal or even exceed the uniform salary. On the other hand, there are ongoing costs associated with the mandatory training for officers that may potentially be avoided by dedicating civilian staff to those positions. Clearly more research is needed.

The TPS has a history of civilianizing uniform positions where appropriate; therefore, the Service will examine these suggestions as part of the Service Review.

4. Staffing Level: Span of Control up to \$2.2 million

“A span of control analysis is a technique for determining the number of supervisors which may be required. Based on the span of control analysis for the 17 divisions of the TPS, there were 7 divisions which appeared to have more supervisors than may be required and if the number of supervisors were brought in line with the study benchmark, then the potential savings would be approximately \$2.2 million per year” (p. 10)

Response:

The Service has identified a span of control ratio of 1:7 sergeant to constables as optimal for its Primary Response platoons. This ratio was chosen to ensure the availability of road supervisors within each Division or Command at all times.

The TPS Use of Force Committee, Final Report, May 1998, supported the recommendation of a ratio of 1:7 as specified in the Beyond 2000 Final Report, 1994. That report outlines the rationale and factors taken into account in determining the ratio; the factors reflect those cited in the Glendale study. (The Use of Force Committee, Final Report, May 1998 may be found on the Service's website under *Publications*.)

It is important to understand that in addition to the factors identified by the SES, Primary Response sergeants also fulfil their supervisory role by attending events and calls for service. In accordance with Service governance supervisors must attend, and have a defined role to play, in such calls as child abuse, sexual assault and domestic violence.

It is important to note that in accordance with Ministry regulation and Service governance, only front-line supervisors and other specifically identified officers (i.e., tactical team members or supervisors in high risk plain-clothes units), are issued a Conducted Energy Weapon. The availability of this use of force option in response to calls must also be factored into assessing the appropriate number of supervisors in the divisions.

At this time I am satisfied that the span of control for supervisors is appropriate based upon the roles and responsibilities assigned to these positions. As part of the Service Review span-of-control will be assessed to determine the most effective and efficient ratio.

5. Call Taking and Dispatch: Adjustments to Call taking Standards \$300k to \$400k

“On average, call taking staff answer emergency calls within 2 seconds and non-emergency calls within 7 seconds. Based on our analysis of call volumes and TPS maintaining an emergency service level benchmark of 90% within 10 seconds waiting as a minimum standard for all calls, the number of call taking staff could be reduced with annual savings up to \$400,000. This will result in longer wait times for 911 callers and the City may not wish to pursue this opportunity” (p. 10)

Response:

The Service has raised concerns about the assumptions of the analysis and the interpretation of the information presented in this section of the SES.

I believe it is more important to focus upon the impact of reducing the level of service that would result as a consequence of a reduction in staff. The Service agrees with the SES that reducing the number of call-takers “*will result in longer wait times for 911 callers and the City may not wish to pursue this opportunity*”.

I do not believe that the benefits of savings that might be achieved through a reduction of staff outweigh the potential impact of the reduction in service contemplated.

However, the Service Review will examine the staffing requirements for call-taking to determine if there are efficiencies that might be achieved without compromising the ability to promptly respond to calls for assistance.

6. Call Taking and Dispatch: Consolidating Dispatch Data \$500k to \$650k

“Call dispatch staff for four divisions consistently handle less calls on average than the other divisional call dispatch staff. There may be an opportunity to consolidate the dispatch desks for these divisions with potential annual savings of \$650,000.” (p. 10)

Response:

As part of the Service Review, the staffing requirements for call dispatch will be examined to determine if a more efficient configuration is possible without compromising service, or public and officer safety.

ADDITIONAL SES RECOMMENDATIONS

Emergency Management:

“TPS should evaluate the cost versus benefit of training more PSU officers, which may reduce premium pay costs associated with PS&EM events and planning difficulties. Under the hybrid model described above, a resulting decrease in premium pay may more than offset the fixed cost of retaining additional full-time PSU officers within the PS&EM unit. Assuming the required data is made available, a comparative cost analysis of the two models should validate the foregoing.” (p.53)

Response:

The Service agrees with this recommendation and will incorporate this into its Service Review.

“Operational response is critical to ensure tactical commanders receive necessary resources and support in a timely manner. The members of the Unified Command should have direct input in the operational/strategic decision making of the EOC.”(p.75)

Response:

As previously expressed to the SES consultants, this is not a reasonable recommendation as the Incident Commander on the Site/Unified Command can not practically be involved with the decision making at the EOC. Their roles and responsibilities in responding to emergencies are different and clearly delineated.

Court Time

“The City Manager requested EY to conduct a preliminary review of TPS’ service involvement in Court proceedings with a view to identify efficiency improvements and/or cost savings. TPS officers incur a significant amount of time attending Court while off-duty (mainly as a result of a staffing policy aimed to decrease the acquittal rate due to police absence and reduce the impact of Court attendance on operational staffing), which is paid at premium pay rates based on minimum work hours pursuant to the CBA. Although

additional analysis is required, TPS and the City Manager should collectively re-assess the cost/benefit of the existing staffing policy for attendance at Court by TPS versus the level of convictions and related revenue being achieved.”(p.93)

Response:

The Service is prepared to work in consultation with the City to examine potential efficiencies improvements in court attendance.

Conclusion:

In conclusion, the Toronto Police Service welcomed the opportunity to work with the City and participate in its Service Review Program both in this particular study and others conducted last year. We will continue to work with the City as it addresses its fiscal challenges including the extensive internal review the Service is embarking upon in 2012.

Following the Board’s approval of the 2012 Operational Budget, I commenced an extensive Service review in order to identify new and innovative ways to deliver policing services in the most efficient, effective and economical way. I have designated Deputy Chief Mike Federico, Corporate Command, to lead this review.

Under the leadership of Deputy Federico, research and discussions are currently underway as the terms of reference and review structure is being refined. Most recently, at my invitation, Mr. Robert Wasserman, Chairman of U.S. based Strategic Policy Partnerships, spent an informative morning with me, my senior management team and Board member, Mr. Andy Pringle. Mr. Wasserman is well known in policing circles and has consulted with many policing organizations on many issues including re-design, management and performance.

A number of the SES recommendations requiring further examination will be incorporated into my organizational review of the TPS.

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

The Board approved the following Motion:

THAT the Board receive the Chief’s report and forward a copy to the City Manager for comments.

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#P53. PUBLIC EDUCATION OF THE USE OF THE 9-1-1 EMERGENCY LINE

The Board was in receipt of the following report February 13, 2012 from William Blair, Chief of Police:

Subject: PUBLIC EDUCATION ON THE USE OF THE 9-1-1 EMERGENCY LINE

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 November 24, 2011, the Board received a report and presentation on the 2011 Environmental Scan.

Mr. Mark Pugash, Director of Corporate Communications, was in attendance and responded to a question from the Board regarding steps the Service had taken to educate the public on the proper use of the 9-1-1 emergency line. Mr. Pugash reported that various initiatives were being developed by the Service to better educate the public and that drawing attention to inadvertent “pocket-dials” is one of the issues that will be emphasized.

The Chief indicated that he would provide a report to the Board on the efforts undertaken by the Service in this regard (Min. No. P281/2011 refers).

Discussion:

In 2010, the Toronto Police Service (TPS) Communications Services (COM) experienced a 7% increase in the total call volume over the previous year. The corresponding increase in total calls dispatched for service was only 3%. Investigation of potential causes for this increase revealed that calls received from cellular telephones had increased and accounted for 55% of total calls to COM in 2010.

This investigation revealed that, most likely due to increasing cellular phone use amongst members of the public and their convenience of use over traditional land lines or pay phones, multiple calls were made to COM for the same incident. It also revealed that, in addition to these

factors, others such as design and “one-touch” dialling have led to an increase in unintended or “pocket-dialed” calls, as well as misdialed calls.

The increase in call volume attributed to misdialed and “pocket-dialed” calls is not unique to the TPS. Joint discussions with other Public Safety Answering Points (PSAPs) across the Province, including the Ontario 9-1-1 Advisory Board (OAB) and the Ontario Association of Chiefs of Police (OACP), confirmed and validated the same concerns regarding these types of call volume increases.

In December of 2010, based on this information, COM began analyzing misdialed and “pocket-dialed” calls to 9-1-1. The analysis was used in the development and implementation of public education strategies designed to reduce the number of these types of calls.

In April 2011, during Emergency Telecommunicators Week, the Service partnered with several other police agencies in the Province of Ontario and issued a joint press release with the goal of increasing public awareness on the 9-1-1 emergency line “pocket-dial” issue. The press release received media coverage via traditional methods such as newspaper and television reports.

In August 2011, an information booth was set up at the Canadian National Exhibition (CNE) by members of COM. Information was provided to the public to enhance awareness of proper usage of the 9-1-1 emergency line, the use of (416) 808-2222 non-emergency line, the availability of Language Line Services for those whose first language is not English, and “pocket dial” prevention. Pamphlets, bookmarks and colouring books containing age appropriate information were distributed.

At the conclusion of 2011, statistics indicated that 18.28 % of all calls to the 9-1-1 emergency line were misdialed calls. In an effort to further increase public awareness, COM partnered with Corporate Communications to launch a year long, comprehensive media strategy using both traditional and social media. Daily interaction with the community through social media web sites such as Facebook and Twitter, along with monthly public releases of internally produced videos for the internet and traditional media outlets, were at the centre of this campaign.

On January 9, 2012, the Service held a news conference to launch the public awareness campaign. The Ontario Association of Chiefs of Police, Ontario 9-1-1 Advisory Board and other police services in Ontario participated in the launch. The first of monthly public awareness videos was released and media coverage was extensive for this event.

A Facebook page was created in order to provide the public with information including: proper usage of the 9-1-1 emergency line, the non-emergency line and the cellular telephone number access line (*687); the Internet Reporting site; and links to cell phone manufacturers, designed to educate the public on the use of “smart phones”. The page is monitored and maintained by five (5) trained members of COM. These trained members also maintain their own Service Facebook page and release information on the proper use of the 9-1-1 emergency line and the non-emergency line on a regular basis.

Pamphlets and colouring books have also been made available electronically to the public through both the 'Kids Zone' section of the Service internet website and the COM Facebook page. Pamphlets in ten (10) languages will be made available by April 2012 externally via the COM webpage and internally to all members via the intranet.

Corporate Communications produced public awareness videos in twenty (20) languages that instruct members of the public on the 9-1-1 emergency line. These videos include information on what to expect when calling the 9-1-1 emergency line and the availability of Language Line Services. These videos are scheduled to be released in April 2012, during Emergency Telecommunicators Week as part of the public awareness campaign.

Conclusion:

All of the aforementioned measures have been implemented and will continue to be utilized to enhance public awareness of the proper usage of the 9-1-1 emergency line, to promote the non-emergency line and to advise the public of alternate methods to access services within the City of Toronto.

COM management and support areas review call volume statistics on a daily basis. These reports will continue to be monitored to assess the effectiveness of the public education initiatives and to determine the necessity of additional call volume reduction strategies. COM includes call volume statistics as part of the TPS Annual report.

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

The Board received the foregoing report.

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#P54. PROCESS FOR HANDLING CALLS TO THE 9-1-1 EMERGENCY LINE

The Board was in receipt of the following report February 15, 2012 from William Blair, Chief of Police:

Subject: PROCESS FOR HANDLING 9-1-1 CALLS

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 on January 20, 2012 the Board approved the following motion:

“THAT the Chief provide the Board with a report on the process for handling calls that are made to the 9-1-1 emergency line.” (Min. No. C28/12 refers).

Discussion:

The Toronto Police Service (TPS) Communications Services (COM) is the Public Safety Answering Point (PSAP) for the City of Toronto for all 9-1-1 emergency calls requiring a Police, Emergency Medical Service (EMS) or Toronto Fire Service (TFS) response. Emergency calls where the caller initially requires a non-police response are transferred to the appropriate agency with TPS remaining on the line to determine the nature of the call. All audio and data information is captured and recorded.

Upon receipt of a call on the 9-1-1 emergency line, the TPS Communications Services receives a voice connection and a data display of either the caller's name or address as recorded in the Bell Canada database or, in the case of cellular phones, the address of the cellular tower where the call originated along with latitude and longitude coordinates if available.

The data information automatically populates a form in the Intergraph Computer Aided Dispatch (I/CAD). This information, along with the identity of the caller, is verbally confirmed by the 9-1-1 call taker during the conversation.

As the conversation proceeds further information is obtained. This includes; the nature of the call, when the incident or event occurred, who was involved, the location of the caller, and where the police are required if not to the same location. Additional information may also be obtained such as description of suspects, weapons.

For operational purposes, phone call playback capability is available at the desktop for call takers and supervisors. On occasion, review of this audio is required to ensure the correct information has been entered in the I/CAD system. The system does not allow the call takers or supervisors to copy audio recordings; this capability is specifically limited to senior management Audio and Data Systems (ADS) and the Communications Services' Training Coordinator.

An I/CAD event (record) is created for each call and assigned a unique identifier. Based on the type of call, the event may be sent to a dispatcher as a call for service, or filed for later retrieval if required. Once created all I/CAD-equipped workstations throughout the TPS can view and access the event.

In instances where the dispatcher receives a call for service, the dispatcher verbally advises the officers of the details of the event over the radio system and assigns the officers to the event. If the responding vehicle is equipped with a mobile workstation, the event details are also provided electronically. At the completion of a call for service the event is assigned a disposition code and closed. Events can be re-accessed at a later date for updating information as required.

Information obtained and created through the 9-1-1 call handling process is captured, time-stamped, and retained in accordance with the TPS Record Retention Schedule and Service policy.

ADS is a sub-section of Communication Services. This area is responsible for the searching, identification and provision of Communications Service's records (computerized and hard copy) and audio records of 9-1-1 incoming calls and dispatch-related audio requested by various sources such as investigators preparing disclosure for Freedom of Information requests.

Internal requests to listen to a recording from a front line officer investigating an emergency event may be permitted in certain circumstances provided the requesting officer articulates the operational reason to an Operations Supervisor at Communications Services. Officers are verbally reminded that they may not make a recording of the call and that the request for playback of the call will be entered into the text of the event to become part of the official record. The information added to the record includes the officer's name, badge number and unit. These controls are in place to ensure that there is no unauthorized release of 9-1-1 recordings.

Event records are available on the live I/CAD system for 144 hours, and are accessible Service-wide by any member who has been granted role-based access. Beyond 144 hours, events are accessible Service-wide through an archived I/CAD Reports database. These records remain available for 5 years to any member who has been granted role-based access.

Service Governance – Standards of Conduct Rule 1.2 addresses confidentiality concerns for all members of the Service. Members found in violation of this governance face disciplinary action which may be commenced in accordance Service procedure 13-02 - Complaint Intake.

Conclusion:

The aforementioned overview of the 9-1-1 call handling process, the procedural processes to ensure that accountability and confidentiality is maintained, and the Service governance that speaks to non-compliance, illustrate the measures in place to provide the community with service in their most critical time of need, while preserving the integrity of the information obtained.

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

The Board received the foregoing report.

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**#P55. ESTABLISHMENT OF A POLICE SATELLITE STATION IN THE
LAWRENCE HEIGHTS COMMUNITY**

The Board was in receipt of the following report February 17, 2012 from William Blair, Chief of Police:

Subject: ESTABLISHMENT OF A POLICE SATELLITE STATION IN THE
LAWRENCE HEIGHTS COMMUNITY

Recommendations:

It is recommended that:

- (1) the Board receive this report for information.
- (2) the Board forward a copy of this report to the City of Toronto Director of Community Planning, North York District, for information.

Financial Implications:

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

Should the Service consider the establishment of a police satellite station there would be significant financial considerations. However, the Service has determined that a police satellite station in the Lawrence Heights Community is not required at this time.

Background/Purpose:

At its meeting of July 12-14, 2011, Toronto City Council requested that the Chief of Police report to the Toronto Police Services Board, prior to the end of 2011, on options for establishing a police satellite station in the Lawrence Heights Community (Item NY8.46, paragraph 6).

Discussion:

The options for the establishment of any police satellite station are contained very specifically within the Toronto Police Service procedure 19-09 (Off Site Police Facilities).

This procedure was developed to ensure that police resources are used in the most efficient way, having regard to the needs of the community and the interests of public safety.

The procedure establishes specific criteria that must be met before considering the establishment of an off-site police facility:

(1) That there exists one or more persistent policing problem(s), other than or in addition to high crime rates, which have not responded adequately to existing methods of delivering police service.

A review of the crime statistics maintained by the Toronto Police Service with respect to the Lawrence Heights community (the Priority Area of Lawrence Heights as defined by the City of Toronto), shows that over the past five years major crime indicators (the number of Murders, Robberies, Assaults, Sexual Assaults, Shootings, Thefts of Vehicles, Break and Enters and Mischief) have declined in most categories or stayed within the predicted statistical range.

At this time, there is no evidence to support that there exists one or more persistent police problems in the Lawrence Heights community that have not responded adequately to current methods of delivering police service. Furthermore, officers from 32 Division are engaged in a combination of crime prevention, community relations and enforcement activities that adequately address the policing problems of the Lawrence Heights community.

(2) That the problem(s) to be addressed require a combination of crime prevention, community relations and enforcement activities different from the service that is currently being provided to the community.

The Lawrence Heights community falls within the boundaries of 32 Division. Currently 32 Division has an assigned personnel strength of 249 members, including officers assigned to uniform functions (Primary Response, Traffic and Community Response), officers assigned to investigative units, and civilian support staff. Divisional resources are also supported by Service-wide resources, including members from the Toronto Anti-Violence Intervention Strategy (TAVIS) and members from specialized units such as Forensic Identification Services, Guns and Gangs, Hold Up, Sex Crimes, and Homicide.

Presently, as in the past, officers from 32 Division are actively engaged within the Lawrence Heights community addressing safety concerns and using a community based policing model.

Officers assigned to Primary Response Unit (PRU) perform patrol duties and answer emergency calls for this community on a 24 hour basis, every day of the year. Additionally, Community Response Unit (CRU) officers and specialized investigative units regularly conduct proactive initiatives addressing specific concerns from members of the Lawrence Heights community.

In support of divisional personnel, officers from TAVIS routinely conduct directed patrols and crime-reducing initiatives focusing on this community. All Service initiatives in the Lawrence Heights community are coordinated by the 32 Division Crime Management Team with support units such as TAVIS Rapid Response Teams, to maximize presence, visibility, and effective use of police personnel and resources.

Officers from 32 Division frequently participate in community meetings and forums to better understand local issues and to assist and educate the community about crime prevention and safety, among other issues. Officers participate in local agencies and groups, such as the Lawrence Heights Inter-Organizational Network (LHION) Community Safety Committee, Toronto Community Housing Corporation (TCHC), Yorkdale Shopping Centre, and the Toronto Transit Commission. Officers are also involved and run various programs addressing specifically the needs of youth members of the community, such as the Toronto Junior Blues Hockey Program; the Soccer Clinic; Gallop for Greatness; a Basketball Program; and the Mix-Tape Program at Sir Sanford Fleming Academy.

During the summer of 2011, 32 Division operated a crime reduction initiative that involved a dedicated team of officers from the PRU and CRU, working specifically within the Lawrence Heights area to increase visibility, presence, and to provide a quicker response time to serious criminal investigations. The initiative included high-visibility uniform patrols and plain-clothes officers patrolling in the area. As of early September 2011, the initiative had succeeded in bringing about a reduction of the number of incidents of violent crime such as assaults, robberies, and firearms related offences.

The Lawrence Heights/Allen Project Management Team for the redevelopment of the Lawrence Heights community has included police representation since 2010 and will continue to do so as the project progresses. This representation has included police input on various facets of the overall project and has included “Crime Prevention through Environmental Design” (CPTED) analysis and traffic flow/management issues in the first phase of the redevelopment.

(3) That the community needs a specific office location to serve as a focal point to address special problems.

Members of the Lawrence Heights community are presently able to bring their concerns and special problems to the attention of 32 Division.

The 32 Division Community Police Liaison Committee (CPLC) is also seeking more active engagement and hopefully more dedicated membership and representation from the Lawrence Heights community, to more effectively respond to the community needs. Management from 32 Division has met directly with local political representatives to seek out engaged and willing membership to increase the voice of the community on crime management strategies. In addition, Inspector Doug Quan is the Service liaison to TCHC, working together to address local and city-wide improvements on the delivery of services that affect community safety and satisfaction.

At this time, the Lawrence Heights community has not expressed the need to have a different, specific police office location to address their local problems.

4) That the community will have a commitment to participate in the planning, implementation, staffing and evaluation of the facility in cooperation with police personnel.

This item would only apply if the Service recommends the establishment of a satellite police facility. In that case, the commitment of the community will be of paramount importance.

(5) That it is realistic to expect the off-site police facility to continue as a temporary solution to a particular problem, subject to reassessment within specified, preset time limits.

Similar to the previous criteria, this item would only need to be considered in the case that the Service actually recommends the establishment of a satellite police facility.

(6) That there is the necessary mix of resources (financial, Service personnel, volunteers, etc.) to adequately support such an additional facility.

The establishment of a police satellite station in the Lawrence Heights community would require the allocation of human and material resources resulting in significant financial costs for the Service on a long term basis.

It is anticipated that over the next two years, the Service will lose approximately five hundred officers through retirements and resignations. Furthermore, the Service has entered the second year of a hiring freeze.

At this time, the Toronto Police Service lacks the necessary material and human resources to adequately support the establishment of a police satellite station.

Conclusion:

After a detailed analysis, criteria for the establishment of an off-site police facility have not been met in relation to the Lawrence Heights community. Instead, the current methods of delivering police services adequately address policing issues within this community.

The establishment of a police satellite station for the Lawrence Heights community is not required at this time.

Deputy Chief Peter Sloly, Divisional Policing Command, will be in attendance to answer any questions the Board may have concerning this report.

The Board approved the following Motions:

- 1. THAT the Board receive the foregoing report and forward a copy to the City's Director of Community Planning, North York District, for information; and**
- 2. THAT the Board also send a copy to the City Councillor whose constituency includes the Lawrence Heights community.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

#P56. COLLECTION OF DEMOGRAPHIC STATISTICS

The Board was in receipt of the following report March 12, 2012 from Alok Mukherjee, Chair:

Subject: COLLECTION OF DEMOGRAPHIC STATISTICS

Recommendations:

It is recommended that:

- (1) the Board, in order to establish baseline data showing the pattern of contact between the police and members of the community in general, and young people from certain ethno-racial backgrounds in particular, request that the City of Toronto Auditor General conduct a project to collect and analyze data related to such contacts between the police and the community; and,
- (2) the Auditor General be requested to report to the Board in public on the results of the project, no later than the December 2013 meeting of the Board.

Financial Implications:

There are no financial implications of this project for the Board.

Background/Purpose:

In May 2011, the Board approved a policy entitled “Collection, Use and Reporting of Demographic Statistics” (appended) which provides, in part, that:

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the Service establishes a procedure for the collection, use and reporting of statistics related to the grounds prohibited under the Ontario Human Rights Code, i.e., race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability, and that the procedure include provisions to maintain appropriate degrees of confidentiality;
2. The Chief of Police will ensure that the statistics are not to be used by the Service, under any circumstances, to stigmatize, ascribe criminality to, make value judgments on or otherwise stereotype any community based on group characteristics;

3. The Chief of Police will report on the collection and use of statistics from time to time as may be required by the Board.

Board Members

4. The Board and Board Members will not use statistics under any circumstances, to stigmatize, ascribe criminality to, make value judgments on or otherwise stereotype any community based on group characteristics.

Discussion:

Section 1 of Ontario's *Police Services Act* (the *Act*) includes the following as some of the principles in accordance with which policing services will be provided:

Declaration of principles

1. Police services shall be provided throughout Ontario in accordance with the following principles:
 2. The importance of safeguarding the fundamental rights guaranteed by the *Canadian Charter of Rights and Freedoms* and the *Human Rights Code*.
 3. The need for co-operation between the providers of police services and the communities they serve.
 5. The need for sensitivity to the pluralistic, multiracial and multicultural character of Ontario society. R.S.O. 1990, c.P.15, s.1.

Further, at section 31.(1), the *Act* stipulates the following as some of the responsibilities of a police services board:

Responsibilities of Boards

31. (1) A board is responsible for the provision of adequate and effective police services in the municipality and shall,
 - (b) generally determine, after consultation with the chief of police, objectives and priorities with respect to police services in the municipality;
 - (c) establish policies for the effective management of the police force;
 - (e) direct the chief of police and monitor his or her performance;

This report is related to the Toronto Police Services Board's ability to discharge its statutory responsibilities consistent with the principles established in the *Act* in regard to one particular area, namely, police contact with members of the community.

For some time now, there has been widespread public concern about the nature of police contact with members of the community. In particular, it has been suggested that contact with young people from certain ethno-racial communities is disproportionate relative to all contacts.

The concern was articulated in a major series of articles by the *Toronto Star* in 2000 and, subsequently, in other reports and studies. One such study was commissioned by the Ontario government and prepared by former Chief Justice of Ontario, The Honourable Roy McMurtry, and former Speaker of Ontario Legislature, The Honourable Alvin Curling. The report, entitled “The Review of the Roots of Youth Violence,” and presented to Premier Dalton McGuinty in November 2008, reiterated community concerns regarding police interactions with racialized youth.

In 2010, the *Toronto Star* carried out a follow-up to its 2000 study, using contact data from the Toronto Police Service. The *Star*'s conclusion was that there had not been a significant change in the pattern it identified in 2000.

The Board itself has been committed to equitable and inclusive policing practices. To this end, the Board has taken several measures in the past eight years. These include:

- making diversity in hiring and promotion an organizational priority;
- requiring an employment systems review to identify and eliminate barriers in hiring and promotion practices;
- directing the Chief, and working with the province and the Service, to establish the summer Youth in Policing Initiative (YIPI);
- initiating a Human Rights Charter Project in partnership with the Chief of Police and the Chief Commissioner of the Ontario Human Rights Commission to promote equitable and inclusive service delivery practices through policies, procedures and training; and,
- establishing policies related to race and ethnocultural equity, human rights, accommodation and collection, use and reporting of demographic statistics.

The Board Policy on the Collection, Use and Reporting of Demographic Statistics was introduced in 2010 to replace the previous policy, which prohibited the dissemination of race-based data. The policy is attached for reference.

The rationale behind this new policy was that it would facilitate the development of programs and interventions based on concrete evidence rather than assumptions and conjectures. The Ontario Human Rights Commission advocates the collection and analysis of demographic data to determine whether services provided by a police service are equitable, inclusive and without discriminatory impact.

The policy provides very clear parameters to ensure that such data are not used inappropriately to stigmatize or criminalize any group or individual because of who they are.

Thus, a significant amount of effort has been made by the Board to respond to the concerns that have been raised over many years about the nature of police interactions with different groups that make up Toronto's diverse community. However, the Board does not have available to it a concrete quantitative database to assess objectively the impact or success of its initiatives as they relate to the above-cited principles of policing contained in the *Act*.

The Board has, as a result, no baseline or benchmark that it can use to determine outcomes or decide on future objectives, priorities or policies.

It is my view that such a baseline now needs to be established. Further, it is my belief that this exercise should be carried out by an external agency in order to ensure its independence and objectivity. I am, therefore, recommending the City of Toronto Auditor General be requested to undertake this project.

There is precedence for the Auditor General taking on such requests on behalf of the Board.

In 1999, the Auditor General, formerly the City Auditor, issued a report entitled "Review of the Investigation of Sexual Assaults – Toronto Police Service", which contained 57 recommendations. The Auditor General issued a follow-up report on the 57 recommendations to the Toronto Police Services Board in February 2005. This audit follow-up found the Toronto Police Service had not addressed all of the original audit recommendations and resulted in 25 additional recommendations. The Toronto Police Services Board requested the Auditor General to conduct a further follow-up audit on this matter. In June 2010, the Police Services Board received the following two reports issued by the Auditor General entitled "The Review of the Investigation of Sexual Assaults – A Decade Later, Toronto Police Service" and "The Auditor General's Second Follow-up Review on the Police Investigation of Sexual Assaults."

The Auditor General's Second Follow-up Review on the Police Investigation of Sexual Assaults found that, overall the Toronto Police Service has made significant strides to address issues raised in the 2004 follow-up report of the investigation of sexual assaults.

These reports dealt with a critical area of police service, that is, the investigation of sexual assaults in the context of the Board's statutory responsibility related to the management of the Service. They enabled the Board to work with the Service and the community to achieve the positive results that the Auditor General identified and acknowledged in his 2010 reports.

The issue of police contacts with members of the community, in general, and racialized young people specifically is one of significant and long-standing public concern. It is appropriate that the Board receive data, analysis and recommendations in regard to this issue in the same comprehensive and objective manner as it did on the issue of sexual assaults so that it can know whether the efforts made to date have been effective and what further efforts are required.

The project proposed to be undertaken by the Auditor General would, among other things:

- review data related to different types of contacts between the police and members of the community in general, and young people from certain ethno-racial groups in particular;

- assess whether there are variations in the contacts among groups;
- identify the reasons for these contacts;
- examine the impact of these contacts on public safety in the City;
- consider the implications of these contacts on different groups' perceptions of, relationship with and trust in the Service; and,
- make recommendations for actions to be taken by the Board and the Service to continue to enhance public safety in the City while increasing community trust in the Service.

Conclusion:

It is, therefore, recommended that:

- (1) the Board, in order to establish baseline data showing the pattern of contact between the police and members of the community in general, and young people from certain ethno-racial backgrounds in particular, request that the City of Toronto Auditor General conduct a project to collect and analyze data related to such contacts between the police and the community; and,
- (2) the Auditor General be requested to report to the Board in public on the results of the project, no later than the December 2013 meeting of the Board.

The following persons were in attendance and delivered deputations to the Board:

- **Nigel Barriffe, Board Director, Urban Alliance on Race Relations ***
- **John Sewell, Toronto Police Accountability Coalition ***
- **Noa Mendelsohn, Director, Equality Program, Canadian Civil Liberties Association ***
- **Moya Teku, Policy Research Lawyer, African Canadian Legal Clinic ***
- **Reuben Abib, Black Action Defence Committee ***

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

The Board was also in receipt of written submissions from the following:

- **Frontline Partners with Youth Network**
- **Johanna Macdonald, Justice for Children and Youth**
- **Irwin Elman, Office of the Provincial Advocate for Children and Youth**
- **Miguel Avila**

Copies of the foregoing written submissions are on file in the Board office.

cont...d

The Board approved the foregoing report from the Chair and the following Motions:

- 1. THAT the Auditor General be requested to meet and consult with the Chief of Police and the Police Services Board in the development of terms of reference for this study and identify any procedural issues that may require the Board's direction;**
- 2. THAT police be requested to provide everyone stopped a copy of the contact card (Form 208) made by the officer, including the reason for the stop;**
- 3. THAT the Board request the Chief of Police to report on a quarterly basis on carding activities, including information about the race and ages of those carded;**
- 4. THAT the Board request the Chief to involve the TPS-Diversity Management Unit (DMU), being the subject matter experts in this area, to monitor all carding activities and where there appears to be discrimination that the Chief of Police ensure that the necessary steps are taken to address the matter;**
- 5. THAT the Board request the Chief of Police to provide a status report on steps taken to address the recommendations adopted by the Board and report back in six months;**
- 6. THAT the implementation of Motion Nos. 2 and 4 is subject to a report from the Chief of Police on the cost and operational implications that may arise from these Motions; and**
- 7. THAT the Board received the deputations and the written submissions.**

Reconsideration:

At its meeting on May 18, 2012, the Board approved a request to re-open the foregoing Minute pursuant to subsection 24(1) of By-Law 107 governing proceedings of the Board.

Chair Mukherjee advised the Board that, although the Minute is an accurate reflection of the decisions made by the Board on April 05, 2012 with respect to seven Motions that were approved by the Board, he requested that Motion No. 2 be amended given that, under the *Police Services Act*, the Board does not have the statutory authority to direct individual police officers. The Board subsequently agreed to revise Motion No. 2 as follows:

THAT the Chief of Police be requested to ensure that individuals for whom a contact card (Form 208) is created be provided a copy of the contact card, including the reason for the stop.



TORONTO POLICE SERVICES BOARD

COLLECTION, USE AND REPORTING OF DEMOGRAPHIC STATISTICS

| | | |
|------------------------------|--|--|
| DATE APPROVED | October 18, 2007 | Minute No: P332/07 |
| DATE(S) AMENDED | September 23, 2010 November 15, 2010 May 11, 2011 | Minute No: P247/10 Minute No: P292/10 Minute No: P114/11 |
| DATE REVIEWED | November 15, 2010 May 11, 2011 | Minute No: P292/10 Minute No: P114/11 |
| REPORTING REQUIREMENT | As set out below | |
| LEGISLATION | <i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Ontario Human Rights Code</i> , R.S.O. 1990, c. H.19. | |
| DERIVATION | Rule 4.3.9 – Release of Statistics | |

Toronto is one of the most diverse cities in the world. The Toronto Police Services Board embraces the diversity of the City of Toronto.

The Board is committed to ensuring that the Toronto Police Service will provide services in partnership with all the communities of the City and in a way that is equitable, respectful, inclusive and culturally competent.

The Board is committed to improving services to the public. Based on the principle that only what is measured can be effectively managed, the Board believes that it is important to collect, use and report statistics related to the grounds prohibited under the Ontario *Human Rights Code*.

The Board acknowledges that no single statistic is or should be determinative of how deployment decisions are made; rather, such decisions should be based on a combination of considerations because safety in a neighbourhood or the experience of policing by a community depends on an intersectionality of factors.

The Board categorically opposes the misuse of statistics in a manner that stigmatizes any community.

The Board requires that this policy be implemented in keeping with the Ontario *Human Rights Code* and the *Municipal Freedom of Information and Protection of Privacy Act*. Therefore, in developing and implementing this policy, the Board is committed to working in consultation with the Ontario Human Rights Commission and the Office of the Information and Privacy Commissioner.

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

It is the policy of the Toronto Police Services Board that:

5. The Chief of Police will ensure that the Service establishes a procedure for the collection, use and reporting of statistics related to the grounds prohibited under the Ontario Human Rights Code, i.e., race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability, and that the procedure include provisions to maintain appropriate degrees of confidentiality;
6. The Chief of Police will ensure that the statistics are not to be used by the Service, under any circumstances, to stigmatize, ascribe criminality to, make value judgments on or otherwise stereotype any community based on group characteristics;
7. The Chief of Police will report on the collection and use of statistics from time to time as may be required by the Board.

Board Members

8. The Board and Board Members will not use statistics under any circumstances, to stigmatize, ascribe criminality to, make value judgments on or otherwise stereotype any community based on group characteristics.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P57. ANNUAL REPORT: 2011 USE OF THE TORONTO POLICE SERVICE
IMAGE**

The Board was in receipt of the following report February 24, 2012 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2011 USE OF THE TORONTO POLICE SERVICE
IMAGE

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

At its meeting of May 16, 1998, the Board approved a report from the Chief of Police regarding a policy pertaining to requests for the use of the Service Crest. (Min. No. 173/96 refers).

The Board approved the following Motion:

That the Board designate authority to the Chair of the Police Services Board to approve requests for the use of the Service image, with an annual report submitted to the Board by the Chief of Police listing all request for the use of the Service image.

Discussion:

A chronological listing of all requests submitted for the period of January 1, 2011 to December 31, 2011, is appended to this report.

A total of two (2) requests were received, and two (2) were approved.

Conclusion:

In summary, this report provides the Board with a summary of all requests for the use of the Service image in the year of 2011.

Inspector Stu Eley, Executive Officer, Office of the Chief of Police will be in attendance to respond to any questions, if required.

The Board received the foregoing report.

**CENTRAL DIRECTORY
USE OF THE SERVICE IMAGE: 2011**

| External Requester | Internal Requester | Purpose | Decision & Date |
|-------------------------------------|---------------------------|---|--|
| Special Olympics Ontario | | Use of the Service image to be used on a shoulder flash for the purpose of creating a Hero Bear to raise funds for the Ontario Special Olympics. | Approved by Chair, Toronto Police Services Board on January 11, 2011. |
| Habitat for Humanity Toronto | | Use of the Service image to be used solely on advertising and promotional materials for the Habitat for Humanity Toronto 911 Build. | Approved by Chair, Toronto Police Services Board on January 26, 2011. |
| | | | |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P58. TORONTO TRANSIT COMMISSION SPECIAL CONSTABLE
PROGRAM**

The Board was in receipt of the following report January 10, 2012 from William Blair, Chief of Police:

Subject: TORONTO TRANSIT COMMISSION SPECIAL CONSTABLE PROGRAM

Recommendation:

It is recommended that the Board not enter into a new special constable agreement with the Toronto Transit Commission.

Financial Implications:

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

Background/Purpose:

On May 6, 2010, the Board formally gave notice to the Chair of the Toronto Transit Commission (TTC) of the Board's intent to terminate the agreement. The TTC at that time were invited to provide the Board with a comprehensive summary of the activities undertaken by their personnel for which they believed that special constable authority was required. A summary was received and reviewed by the Toronto Police Service (TPS). After careful consideration and review, it has been determined that insufficient rationale has been put forward by the TTC for special constable status.

On October 21, 2010, the Board agreed to terminate the agreement with the TTC effective February 1, 2011. (Min. No. P275/10 refers)

At its meeting on March 3, 2011 the Toronto Police Services Board was in receipt of correspondence (Appendix 'A'), dated February 10, 2011, from Councillor Karen Stinz, Chair, TTC and Mr. Gary Webster, Chief General Manager, TTC requesting that the Board enter into a new agreement with the TTC to re-establish a TTC special constable program (Min. No. P51/11 refers). As a result of these discussions, the Board approved the following Motion:

- (1) THAT any resolution and supporting documentation that may be received from the TTC with respect to entering into a new agreement pertaining to special constables be referred to the Chief of Police; and,

- (2) THAT the Chief of Police report to the Board and recommend whether there are bona fide reasons for the Board to enter into a new agreement with the TTC.

Discussion:

In late 2007, the Chief of Police directed Deputy Chief Warr of Specialized Operations Command to initiate a review of traffic policing activities within the TPS. One of the recommendations contained in the report arising from the review, entitled "The Road Ahead", recommended that the TPS create a dedicated sub-unit within Traffic Services to provide an increased level of policing on the transit system to enhance the safe, efficient and orderly operation of the TTC system throughout the City of Toronto.

On May 18, 2009, the TPS implemented this recommendation with the creation of the Transit Patrol Unit (TPU) staffing it with 40 police officers.

At its meeting of June 17, 2009, the Board approved the following motion:

THAT the Board authorize the Chief of Police to initiate discussions with the Toronto Transit Commission (TTC) to develop a mutually agreeable transfer of responsibility for public transit and security from the Toronto Transit Commission to the Toronto Police Service (Min. No. P189/09 refers).

As a result, the TPS convened a working group representing both the TTC and TPS to research and further develop this concept. A TTC Special Constable Transition Planning Committee (the Committee) was formed. It was co-chaired by then Staff Superintendent Peter Sloly, replaced upon his promotion to Deputy Chief by Acting Staff Superintendent Earl Witty, and the Deputy Chief of TTC Special Constable Operations, Mr. Fergie Reynolds. The Committee established a number of sub-committees to address various transitional issues respecting the possible transfer of responsibility for the special constables employed by the TTC to the TPS as part of the process. These included human resources, legal, operational, planning, logistics and financial issues.

Between June and November, 2009, the Committee met on a regular basis to exchange information and clarify issues of concern. As a result of a comprehensive analysis of the situation, it was determined that costs and working conditions, particularly pensions, salaries, and benefits, were substantially inconsistent between the two organizations, thereby making TPS assumption of responsibility for the TTC special constables extremely difficult. The transitioning costs would have been significant and would still have resulted in differential impacts due to irreconcilable comparables in both the short and long term. In light of these fiscal and logistical effects, it was determined that other options would have to be examined to facilitate the TPS assuming responsibility for policing the TTC.

As a result of the financial and logistical difficulties in facilitating the transition in the City of Toronto's 2010 budget process and as a cost saving and efficiency measure, City Council approved the following budgetary allocations:

- (1) The TPS assume transit policing responsibilities:
 - (i) The TPS complement be increased by 42 police constables and supervisors effective September 1, 2010; and
 - (ii) TPS funding be increased by \$1.789 million in 2010.

- (2) The TTC dissolve the TTC Special Constable Services effective September 1, 2010:
 - (i) No new funding for the TTC Special Constable Services be approved in 2010, including the request for 20 additional Special Constables;
 - (ii) The TTC Special Constables complement be reduced by 102 positions effective September 1, 2010, along with associated expenses;
 - (iii) The TTC provide the City Manager, no later than January 21, 2010, with the 2010 Operating Expenses for the remaining 31 non-special constable staff.

On May 6, 2010, the Board formally gave notice, by letter, to the TTC of the Board's intent to terminate the current agreement governing the special constable program. The TTC was invited to provide the Board with a comprehensive summary of the activities undertaken by its personnel for whom it believes that special constable authority is required.

On June 23, 2010, the TTC provided the TPS with a report setting out its view on which special constable powers are required by TTC security personnel and the rationale for each. This report was reviewed by the TPS and based on that review, it recommended that the special constable status for TTC security personnel not be continued. A detailed rationale for this recommendation was provided to the Board at its meeting on October 21, 2010 (Min. No. P275/10 refers).

On September 30, 2010, in accordance with City Council's decision, an additional 42 police officers were assigned to the TPS TPU.

At its meeting on October 21, 2010, the Board agreed to terminate the agreement with the TTC and notify the special constables that it will be considering the termination of the appointments of all TTC special constables, effective February 1, 2011 (Min. No. P275/10 refers).

On October 29, 2010, the Board provided written notice to the TTC of its decision to terminate the Agreement.

On November 5, 2010, the Board provided written notice to each individual TTC special constable of its intent to terminate the appointment and invited each special constable to make written submissions to the Board.

At the December 6, 2010, meeting, the Board considered written submissions received from 59 of the 87 special constables and decided to terminate the appointments (Min. No. C371/10 refers).

On December 15, 2010, the Board notified each TTC special constable of the termination of his or her appointment.

On December 16, 2010, the Ministry of Community Safety and Correctional Services was advised of the Board's decision.

On February 14, 2011 (Appendix 'A' refers) the Board was in receipt of correspondence, dated February 10, 2011, from Councillor Karen Stinz, Chair, TTC and Mr. Gary Webster, Chief General Manager, Toronto Transit Commission requesting that the Board enter into a new agreement with the TTC to re-establish a TTC special constable program.

On February 14, 2011 (Appendix 'B') the Board provided a written response to the TTC requesting that the TTC provide the Board with documentation approved by the Commission, describing the purpose for which the Commission is seeking special constable status, the specific statutes which the Commission wishes to authorize the appointees to enforce and the circumstances under which the statutes will be enforced. The Board further requested that the documentation also outline alternatives that the Commission has considered and whether there are other powers available to the TTC employees, which would allow them to perform the needed function without special constable status.

On March 7, 2011, the Board was in receipt of correspondence, dated March 4, 2011 from Vincent Rodo, TTC General Secretary with an attached document entitled "Transit Policing and Security Model". The TTC requested that the Board consider the document at its meeting of April 7, 2011.

On October 31, 2011, the Board was in receipt of correspondence, dated October 25, 2011, from Vincent Rodo, TTC General Secretary with an attached document entitled "New Agreement between the Toronto Transit Commission and the Toronto Police Services Board" submitted to the Board for consideration.

The reports submitted by the TTC to the Board entitled "Transit Policing and Security Model" and "New Agreement between the Toronto Transit Commission and the Toronto Police Services Board" were reviewed by the TPS and, given that review, it is recommended that the special constable status for TTC security personnel not be continued for the following reasons:

The situations described by the TTC as requiring the authority of a special constable to resolve are situations encountered daily by security personnel of such venues such as City Hall, Eaton Centre, Yorkdale, Rogers Centre and Air Canada Centre who, without special constable authority, successfully and legally resolve these situations. In addition, it must also be noted that the TTC have the additional benefit of being able to petition the City of Toronto to pass by-laws, such as By-Law No. 1, to allow for the governing of behaviour on the transit system.

The TTC states that special constable status is required to "provide full authority to enforce the TTC By-Law No. 1 and a security function to specifically address the TTC's corporate needs and the public's interest to provide a safe and secure transit system. Special constable status would permit TTC Transit Enforcement Officers to deal with situations that are otherwise benign that unexpectedly escalate that may require a level of force, as well as to deal with situations that

involve public safety where it is neither practical or reasonable to await the arrival of police and immediate intervention is required”.

These justifications provided are predicated on police presence and response times prior to the establishment of the TPU. It does not take into account the increased response capacity to the transit system policing demands, as evidenced by the establishment of the TPU.

It is the TTC’s position that they require special constable authority to conduct fare inspections and enforcement in subway stations and on customer *proof of payment* transit vehicles. That authority is already provided to them under the *Provincial Offences Act*, giving them authority to conduct fare enforcement (Appendix ‘C’).

With proof of payment being a condition of entry onto the TTC, anyone not paying a fare or failing to show TTC such proof is in contravention of its By-Law and the *Trespass to Property Act*. A violator can therefore be charged and escorted off the premises. The only authority required is that of a provincial offences officer. The TPU also supports these efforts through enforcement of TTC By-Law No. 1 (Appendix ‘D’).

In the view of the TPS, the effective and efficient use of existing civilian authority combined with TTC By-Law No. 1 as a control mechanism, will fully meet the needs of the TTC as outlined in their documents, as well as address the needs of the public.

The Ontario Association of Chief of Police (OACP), in its “Report on Special Constables in Ontario”, concluded that “Due to the simple principle of supply and demand, what has been created throughout Ontario is a system of two-tiered policing. At one tier is the traditional professional Police Constable. The second tier is populated by special constables. As the demand for policing services continues to be stretched while police services face demands for budget cut-backs by elected officials, special constable agencies have stepped in to fill the void. This will create greater liability for those agencies associated with special constables due to the lack of accountability on the part of special constable agencies”. As a result, the OACP called upon the Provincial Government to conduct a total review of the special constable system within the province. The Provincial Government has since advised the Service that it will be starting such a review early in 2012.

The Federal Government announced in February of 2011, the introduction of the *Citizen’s Arrest and Self-Defence Act*. This act will significantly alter a citizen’s powers of arrest under the *Criminal Code*. This may preclude any requirement for special constable appointments as the person employed by a private company for security purposes will have those expanded authorities.

The correspondence received by the Board on October 31, 2011, from Vincent Rodo, General Secretary, TTC requested that the Board consider entering into a new agreement with the TTC to re-establish a TTC special constable program. The document attached entitled “New Agreement between the Toronto Transit Commission and the Toronto Police Services Board” referred to a new model for transit policing and security as well as changes to the Transit Enforcement and

Security Services Department (“TESS”), formally known as the Special Constable Services Department.

The document entitled “New Agreement between the Toronto Transit Commission and the Toronto Police Services Board” was received and reviewed by the TPS. A comprehensive review was conducted consisting of an analysis of each authority requested, fact scenario presented, existing lawful authorities and proposed special constable authority requested. It is the position of the TPS that, although the TTC reports that it has undergone a restructuring of the Transit Enforcement and Security Services Department (formally known as the Special Constable Services Department) the TTC has not provided any further rationale to support the Board entering into a new agreement with the TTC.

Conclusion:

The provision of the authority of a police officer to a person, thereby designating them a special constable, has inherent issues that need to be considered. Special constables exercising their authorities are not subject to the statutory oversight and accountability processes as a police officer exercising the same authority. In addition, in granting special constable authority, the Board accepts potential liability for those individuals so designated.

The TPS continues to be the principal provider of policing services within the boundaries of the City of Toronto, including policing of the transit system. In light of the enhanced TPS responsibility for policing the transit system and related City Council budgetary decisions, I am confident that the TPS can continue to ensure the safety and security of the transit system, its users and employees, under the current arrangement.

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

The Board was also in receipt of correspondence dated March 20, 2012 from Karen Stintz, Chair, Toronto Transit Commission; copy appended to this Minute for information.

The Board received Chair’s Stintz’s correspondence and approved the following Motion:

THAT the Board enter into discussions with the TTC and the Chief of Police with respect to the feasibility of entering into a new agreement regarding a TTC special constable program.

Additional information regarding this matter was considered during the in-camera meeting (Min. No. C73/12 refers).

cont...d

Reconsideration:

At its meeting on May 18, 2012, the Board approved a request to re-open the foregoing Minute pursuant to subsection 24(1) of By-Law 107 governing proceedings of the Board.

Chair Mukherjee advised the Board that, although the Minute is an accurate reflection of the decisions made by the Board on April 05, 2012 with respect to correspondence that it received from the TTC and a Motion that was approved by the Board, the Board did not make a decision with respect to the January 10, 2012 report that had been provided by the Chief of Police. The Board subsequently approved the following additional Motion:

THAT the Board receive the Chief's report.

APPENDIX A

TORONTO TRANSIT COMMISSION



KAREN STINTZ
CHAIR
PETER MILCENY
VICE-CHAIR
GARY WEBSTER
CHIEF GENERAL MANAGER
VINCENT RODO
GENERAL SECRETARY



MARIA AUGIERI
VINCENT CIGARCI
FRANK DI GIACIO
ANDRUS KILLY
DENZIL MANNAN-MWONG
CESAR PALACIO
JOHN PARKER



Sent via email

February 10, 2011

Toronto Police Services Board
40 College Street
Toronto, ON
M5G 2J3

Dear Chair Mukherjee and Members of the Toronto Police Services Board:

At its October 21, 2010 meeting, the Toronto Police Services Board decided to terminate the special constable agreement effective February 1, 2011.

Further to discussions at the February 3rd, 2011 TPS Board meeting re: TTC Special Constables, TTC Chair Karen Stintz and I respectfully request that the Board re-establish the TTC Special Constable Program by entering into a new agreement with the TTC.

Chair Stintz and I are available to meet with you to discuss this matter.

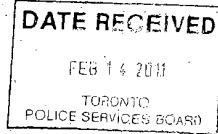
Sincerely,

Gary Webster
Chief General Manager

Karen Stintz
TTC Chair

28-5

Copy: Mayor Rob Ford, City of Toronto
Toronto Police Services Board Members
Chief of Police William Blair, Toronto Police Service
Mr. Joseph Pennachetti, City Manager, City of Toronto



1900 Yonge Street, Toronto, Canada M4S 1Z1
Telephone: 416-393-4000 Web Site: www.ttc.ca



Toronto Police Services Board

40 College Street, Toronto, Ontario, Canada M5G 2J3
(416) 808-8080 FAX (416) 808-8082
www.tpsb.ca



February 14, 2011

Councillor Karen Stintz, Chair, and
Mr. Gary Webster, Chief General Manager,
Toronto Transit Commission
1900 Yonge Street
Toronto, ON
M4S 1Z2

Dear Councillor Stintz and Mr. Webster:

Thank you for your letter of February 10, 2011 concerning your request that the Toronto Police Services Board enter into a new agreement governing the appointment of special constables for the Toronto Transit Commission.

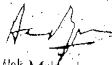
Please be advised that your letter will be included on the agenda of the Toronto Police Services Board's March 3, 2011 meeting for receipt.

In order for the Board to consider such a request, and in light of the recent Board decision to terminate its agreement with the TTC with regard to TTC Special Constables, which came into effect February 1st, 2011, the Board will require a resolution of the Commission requesting such an agreement and stating why the Board is being asked to reverse its recent decision. In support of this resolution, the Board will require documentation, approved by the Commission, describing the purpose for which the Commission is seeking special constable status, the specific statutes which the Commission wishes to authorize the appointees to enforce and describing the circumstances under which the statutes will be enforced. The documentation should also outline alternatives that the Commission has considered and whether there are other

powers available to the TTC employees which would allow them to perform the needed functions without special constable status

Please do not hesitate to contact me should you have any questions.

Yours truly,



Alok Mukherjee
Chair

cc: Mayor Rob Ford
Members, Toronto Police Services Board
Chief of Police William Blair
Mr. Joe Pennachetti, City Manager, City of Toronto



Provincial Offences Act

R.S.O. 1990, CHAPTER P.33

Excerpt:

Interpretation

1. (1) In this Act,

“provincial offences officer” means,

- (a) a police officer,
 - (b) a constable appointed pursuant to any Act,
 - (c) a municipal law enforcement officer referred to in subsection 101 (4) of the *Municipal Act, 2001* or in subsection 79 (1) of the *City of Toronto Act, 2006*, while in the discharge of his or her duties,
 - (d) a by-law enforcement officer of any municipality or of any local board of any municipality, while in the discharge of his or her duties,
 - (e) an officer, employee or agent of any municipality or of any local board of any municipality whose responsibilities include the enforcement of a by-law, an Act or a regulation under an Act, while in the discharge of his or her duties, or
 - (f) a person designated under subsection (3); (“agent des infractions provinciales”)
-



TTC By-law No. 1

A by-law regulating the use of the Toronto Transit Commission local passenger transportation system

BE IT ENACTED as a by-law of the Toronto Transit Commission (the "TTC") as follows:

All previous by-laws of the TTC and any amendments thereto relating to the subject matter of this by-law, including those by-laws approved by the Ontario Municipal Board, dated December 7, 1990, as amended are repealed and the by-laws contained herein shall become the by-laws of the TTC for the subject matter contained herein.

Interpretation

The TTC is a local passenger transportation commission operating within the Greater Toronto Area. The TTC is continued as a city board of the City of Toronto in accordance with section 394 of the City of Toronto Act, 2006, S.O. 2006, c. 11, Sched. A., as amended (the "City of Toronto Act"). The object of this by-law is to protect the integrity of the transit system. The TTC has the authority to pass by-laws regulating the use of its transit system in accordance with section 143 and Part XV of the City of Toronto Act.

1. Definitions

1.1 In this by-law, unless the context otherwise requires:

- a) words defined in the City of Toronto Act shall have the meaning assigned to them for the purposes of the City of Toronto Act;
 - b) "authorization" or "authorized" means the written permission from the TTC, received prior to the time the action is to occur;
 - c) "bicycle" includes a tricycle and unicycle but does not include a motor assisted bicycle;
 - d) "City of Toronto Act" means the City of Toronto Act, 2006, S.O. 2006, c. 11, Schedule A, as amended from time to time;
 - e) "conditions of use" means the information printed on fare media, an identification card, a photo identification card and an electronic fare card and includes but is not limited to information electronically stored or encoded on an electronic fare card;
-

- f) "fare" means the amount to be paid for travel on the transit system as determined by the Commissioners of the TTC as amended from time to time;
- g) "fare media" means any ticket, token, pass, transfer or other fare media issued by and acceptable to the TTC, and includes, without limitation, an electronic fare card, any single or multi ride ticket, a day pass, a family pass, a weekly pass, a monthly pass, a U pass, or any period pass.
- h) "guide dog" shall have the same meaning as set out in Ontario Regulation 429/07 of the Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11, as amended;
- i) "loiter" means to linger without due cause and includes but is not limited to:
- (i) idly spending time in or on TTC property without the express purpose of using the transit system;
 - (ii) lingering, sauntering or remaining in or on TTC property without due cause; and
 - (iii) failing to board the next available TTC vehicle, where possible, for the intended route;
- j) "peak hours" means 6:30 a.m. to 10:00 a.m. and 3:30 p.m. to 7:00 p.m. local time, Monday through Friday, or any other times as determined by the TTC;
- k) "person" includes an individual, sole proprietorship, partnership, unincorporated association, unincorporated syndicate, unincorporated organization, trust, body corporate, and a natural person in the capacity of trustee, executor, administrator, or other legal representative;
- l) "Proof-of-Payment route" means any transit route that has been designated by the TTC as a Proof-of-Payment route;
- m) "proper authority" means:
- (i) an employee or agent of the TTC wearing a TTC uniform;
 - (ii) an employee or agent of the TTC carrying an identification card issued by the TTC;
 - (iii) a TTC Transit Enforcement Officer; or
 - (iv) a municipal police officer;
- n) "service animal" shall have the same meaning as set out in Ontario Regulation 429/07 of the Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11, as amended;
-

- o) "subway tracks" shall include rails or tracks in which subways trains or rapid transit trains operate on or over.
- p) "transit system" means the transit system, or part thereof, operated by or on behalf of the TTC and includes but is not limited to rapid transit, subway, bus, streetcar and wheel-trans services;
- q) "TTC property" means all lands, facilities, structures, stations and vehicles owned, leased, occupied or maintained by the TTC, but does not include a highway as defined in the City of Toronto Act;
- r) "TTC Transit Enforcement Officer" means a person employed by the TTC and appointed as a Transit Enforcement Officer in accordance with the Police Services Act, R.S.O. 1990, c. P.15, as amended.
- s) "TTC vehicle" means any motorized transportation equipment operated by or on behalf of the TTC and includes but is not limited to buses, streetcars, rapid transit trains, subway trains, light rail vehicles, wheel-trans vehicles and automobiles;
- t) "wheel-trans" means the portion of the transit system providing specialized accessible transit service.

2. Requirement to Pay Fare - Conditions of Use

2.1 No person shall travel or attempt to travel on the transit system or enter a fare paid area, or attempt to enter a fare paid area without paying the appropriate fare:

- a) Where the amount of the fare charged for passage on the transit system or entry to a fare paid area is disputed, the passenger shall pay the amount requested by a proper authority;
- b) A passenger who refuses to pay the amount of fare requested by a proper authority shall be refused passage on the transit system or into the fare paid area.

2.2 No person shall, unless otherwise set out in the conditions of use:

- a) in any way alter, change or recreate any fare media, other than an employee or agent of the TTC authorized to do so;
 - b) travel or attempt to travel on the transit system with fare media that has been altered, changed, recreated in any way by a person other than an employee or agent of the TTC authorized to do so;
-

c) in any way alter, change, recreate any identification card or photo identification card issued by or on behalf of the TTC, other than an employee or agent of the TTC authorized to do so;

d) travel or attempt to travel on the transit system with any identification card or photo identification card that has been altered, changed, recreated in any way by any person other than an employee or agent of the TTC authorized to do so.

2.3 Fare media shall be:

a) valid for the period as indicated on the fare media; and

b) valid in accordance with the conditions of use of the fare media and as set out in this by-law.

2.4 Any identification card or photo identification card issued by or on behalf of the TTC shall be:

a) valid for the period as indicated on the identification card or photo identification card; and

b) valid in accordance with the conditions of use of the identification card or photo identification card and as set out in this by-law.

2.5 Fare media, an identification card or a photo identification card issued by or on behalf of the TTC remains the property of the TTC and is subject to confiscation or cancellation, without refund, by a proper authority if the holder of the fare media, identification card or photo identification card:

a) causes damage to TTC property; or

b) fails to comply with the conditions of use of the fare media, identification card or photo identification.

2.6 When requested to do so by a proper authority, a person travelling on the transit system shall immediately surrender for inspection the fare media, an identification card or photo identification card under which the person is travelling.

2.7 Unless travelling on a Proof-of-Payment route, Section 2.6 does not apply to a person who has paid a fare using cash, ticket or token.

2.8 It is a term and condition of each fare media issued by the TTC or on behalf of the TTC and for every ride on the transit system that:

a) the TTC and its employees and agents are not liable to passengers for lost or stolen fare media;

b) the TTC and its employees and agents are not liable for delays or cancellations of any kind caused by any reason;

c) the TTC and its employees and agents shall have the right, whenever operating circumstances require it, to transfer a passenger from one vehicle to another vehicle; and

d) the TTC, its employees and agents are not responsible for loss of or damage to property of passengers carried onto the transit system.

2.9 Operators of a TTC vehicle are not permitted to sell fare media or make change. Subway collectors and other TTC employees selling fare media are not required to change bills of a higher denomination than \$100.00 Canadian or \$20.00 American. Any person refusing to tender a bill of \$100.00 Canadian or less or of \$20.00 American or less shall be deemed to be refusing to pay a fare and shall not be entitled entry into the transit system, a TTC vehicle, or any fare paid area.

2.10 No person paying a fare using cash, ticket or token, shall be entitled to more than one transfer.

2.11 No person paying a fare using a form of fare media not mentioned in Section 2.10 shall be entitled to a transfer.

2.12 No person shall use, or attempt to use a transfer unless the transfer has been issued to that person upon payment of a fare media in accordance with Section 2.10.

2.13 No person shall sell, exchange or give away a transfer unless otherwise authorized by the TTC.

2.14 No person shall sell or attempt to sell any form of fare media while on TTC property unless otherwise authorized by the TTC.

3. Conduct on Transit System

3.1 No person shall:

a) travel on the transit system with an animal during peak hours; or

b) travel on the transit system during non-peak hours with an animal unless the animal is:

i) on a leash and in the control of the person provided that the animal does not inconvenience or jeopardize the safety of other passengers or TTC employees; or

ii) in an enclosed container that remains secured at all times while on the transit system provided that the animal does not inconvenience or jeopardize the safety of other passengers or TTC employees.

3.2 Section 3.1 does not apply to prohibit a guide dog or service animal from accompanying any passenger with a disability provided that the guide dog or service animal remains under the control of the passenger at all times while on the transit system.

3.3 No person shall enter or leave TTC property except through a designated entrance or exit, as the case may be.

3.4 No person shall cross or enter upon any subway tracks on TTC property, unless instructed to do so by a proper authority or in the case of an emergency.

3.5 Every person shall remain a safe distance behind the platform edge or, if marked, the platform safety markings until it is safe to enter the TTC vehicle. For greater certainty, no person shall encroach, enter or cross an area beyond a platform edge or, if marked, the platform safety markings until such time as it is safe to enter the TTC vehicle or upon the direction of a proper authority.

3.6 No person shall operate a motor vehicle on TTC property except upon roadways, parking areas or any other areas designated for use by motor vehicles.

3.7 No person shall operate, park or store an unlicensed vehicle, save and except for a TTC vehicle, on TTC property.

3.8 No person shall roller-skate, in-line skate or skate-board in or on TTC property.

3.9 No person shall wear roller-skates or in-line skates while in or on TTC property.

3.10 No person shall operate a bicycle on TTC property except on the portion of the TTC property consisting of a roadway which is intended for public use for the purpose of arriving at or departing from TTC property.

3.11 No person, unless otherwise authorized, shall:

a) save and except as permitted in accordance with Section 3.10, bring or attempt to bring in or on TTC property a bicycle, skis, ski poles, a sleigh, a toboggan or other large object which may inconvenience other passengers or jeopardize the safety of other passengers or TTC employees:

(i) during peak hours; or

(ii) during an emergency as determined by a proper authority;

b) bring or attempt to bring a vehicle powered by an internal combustion engine into a TTC subway station.

3.12 Notwithstanding Section 3.11(a)(i):

a) a person may transport the bicycle on a bus at any time provided that the bus is equipped with a bicycle rack and the person properly secures the bicycle to the rack; and

b) a person may, without riding or pedalling, walk the bicycle while on TTC property to and from a bus at any time;

3.13 No person, unless otherwise authorized, shall do any act in contravention of instructions,

a) on any sign erected on TTC property;

b) on any painted markings on TTC property; or

c) of a proper authority who considers them necessary to,

(i) ensure orderly movement of persons;

(ii) prevent injury to persons;

(iii) prevent damage to TTC property;

(iv) make available a seat in the designated priority seating area to a person who is disabled or has a physical limitation requiring priority seating; or

(v) permit proper action in an emergency.

3.14 No person shall wilfully obstruct or interfere with a proper authority in the performance of his or her duties or the exercise of his or her rights, powers and privileges under this by-law.

3.15 No person shall knowingly provide any false information in any statement, whether in writing or otherwise to a TTC Transit Enforcement Officer or a peace officer investigating an offence under this by-law or any by-law of the TTC.

3.16 No person shall:

(a) display, offer, distribute or place handbills, signs, notices or any form of written or printed matter on or in TTC property without authorization.

(b) shall sell or attempt to sell any merchandise, article or other thing or solicit members of the public for any purpose on TTC property without authorization.

(c) Subsections (a) and (b) do not apply to any person or corporation operating an undertaking, occupation or business on TTC property pursuant to an agreement with the TTC.

3.17 No person shall operate any camera, video recording device, movie camera or any similar device for commercial purposes upon the transit system without authorization.

3.18 Nothing in this by-law prohibits the posting of signs, official notices and information or the use of any camera, video recording device, movie camera or any similar device on TTC Property by the TTC or anyone authorized by the TTC.

3.19 No person shall:

(a) place his or her foot or feet on a vehicle seat or lay thereon any object or substance that may soil it; or

(b) lie down on a bench, seat or floor of any TTC property.

3.20 No person shall litter or deposit any household, industrial or commercial waste in or on TTC property, unless otherwise authorized.

3.21 All waste, litter and refuse, including recyclables, shall be placed in the proper containers for such purpose located on TTC property.

3.22 Every person while on TTC property shall wear shoes, boots, sandals or other similar footwear.

3.23 No person shall, without authorization, operate any radio, recording device, digital music or audio device, musical instrument, or similar device in or on TTC property unless the sound is conveyed to that person by an earphone at a sound level that does not disturb other passengers or TTC employees.

3.24 No person, unless otherwise authorized, shall loiter in or on TTC property.

3.25 No person shall cause a disturbance or act contrary to the public peace on TTC property, including but not limited to:

a) urinating, expectorating or defecating, except in facilities specifically intended for such actions;

b) using profane, insulting or obscene language or gestures;

c) behaving in an indecent or offensive manner;

d) shining any type of light at an operator of a TTC vehicle or any other passenger;

e) fighting; or

f) behaving in a manner which would interfere with the ordinary enjoyment of persons using the transit system.

3.26 No person shall place himself or herself in a position or perform an action likely to interfere with the operator of a TTC vehicle having proper control of the TTC vehicle or likely to obstruct the vision of the operator.

3.27 No person shall walk between the intercar doors of a rapid transit train or subway train unless otherwise authorized.

3.28 No person shall:

a) ride, hang or stand on any exterior portion of a vehicle; or

b) lean out of or project any part of his or her body through any window of a vehicle.

3.29 No person shall, without authorization, handle, interfere with or operate any part of the mechanical, electrical, electronic or safety equipment of a vehicle or any part of the transit system, except devices which are intended for passenger use, and then only in accordance with posted instructions.

3.30 No person, except in the case of an emergency, shall:

(a) hold or force a vehicle door open; or

(b) hinder or delay the closing of a vehicle door.

3.31 No person shall interfere with or activate a passenger assistance alarm device on TTC property without reasonable cause.

3.32 No person shall smoke in or on TTC property or carry a lighted cigar, cigarette, pipe, other tobacco product, or any other lighted smoking equipment or material while in or on TTC property.

3.33 No person, unless authorized, shall enter or remain on any TTC property that is in possession of:

(a) a firearm, air gun, air rifle, pellet gun, pellet rifle, gas charged gun, gas charged rifle, imitation firearm, an offensive weapon or a prohibited weapon; or

(b) explosives, pyrotechnical material, flammable material, offensive or toxic material, or any other dangerous thing, object or material.

3.34 A proper authority may refuse passage on the transit system to:

- a) a person behaving or appearing to behave in a manner that would interfere with the ordinary enjoyment of persons using the transit system or that may result in harm to themselves or others.
- b) a person whose conduct is or is likely to be objectionable to other passengers;
- c) a person carrying hand luggage, a parcel or any object or thing that does inconvenience or is likely to inconvenience other passengers or TTC employees; or
- d) a person who alters their identity through the use of a disguise intended to obscure or otherwise alter their appearance.

4. Penalties and Enforcement

- 4.1 Any person who contravenes any provision of this by-law may be removed from the transit system and TTC property and may have any fare media confiscated by the TTC.
- 4.2 Any person who contravenes any provision of this by-law is guilty of an offence and upon conviction is liable to a fine as provided for in the Provincial Offences Act.
- 4.3 The provisions of this by-law may be enforced by a proper authority as defined in this by-law.

The forgoing restated By-law No. 1 is hereby consented to and passed by the Commissioners of the TTC, this 21st day of January, 2009, pursuant to Subsections 143 and 366 of the City of Toronto Act.



By-law No. 1 Fines Table

The following are the set fine amounts pursuant to the Provincial Offences Act – Part I and Part II for TTC By-law No. 1 as approved by the Ontario Court of Justice.

This information is subject to change without notice and is provided as information only. If there is any discrepancy as between the set fine amounts set out below and the Order of the Ontario Court of Justice, the Order of the Ontario Court of Justice shall prevail.

Toronto Transit Commission
 By-law No. 1: Regulating use of the Toronto Transit Commission local passenger transportation system
 Part I Provincial Offences Act

| Item | Short Form Wording | Provision creating or defining offence | Set Fine | Court Fee | Surcharge | Face Amount of Ticket |
|------|---|--|----------|-----------|-----------|-----------------------|
| 1 | Refuse to pay fare | 2.1 | \$195 | \$5 | \$35 | \$235 |
| 2 | Alter fare media | 2.2 (a) | \$345 | \$5 | \$75 | \$425 |
| 3 | Travel with altered fare media | 2.2 (b) | \$345 | \$5 | \$75 | \$425 |
| 4 | Alter identification card | 2.2 (c) | \$345 | \$5 | \$75 | \$425 |
| 5 | Travel with altered identification | 2.2 (d) | \$345 | \$5 | \$75 | \$425 |
| 6 | Invalid fare media | 2.3 (a) | \$345 | \$5 | \$75 | \$425 |
| 7 | Failure to comply with conditions of use of fare media | 2.3 (b) | \$195 | \$5 | \$35 | \$235 |
| 8 | Invalid identification card | 2.4 (a) | \$195 | \$5 | \$35 | \$235 |
| 9 | Failure to comply with conditions of use of identification card | 2.4 (b) | \$195 | \$5 | \$35 | \$235 |
| 10 | Failure to surrender fare media or identification card | 2.6 | \$345 | \$5 | \$75 | \$425 |
| 11 | Improper use of transfer | 2.12 | \$195 | \$5 | \$35 | \$235 |
| 12 | Unauthorized sale, exchange or give away of transfer | 2.13 | \$345 | \$5 | \$75 | \$425 |
| 13 | Unauthorized sale or attempt to sell fare media | 2.14 | \$345 | \$5 | \$75 | \$425 |
| 14 | Allow animal on transit system during prohibited times | 3.1 (a) | \$195 | \$5 | \$35 | \$235 |
| 15 | Failure to control animal on transit system | 3.1 (b) | \$195 | \$5 | \$35 | \$235 |

Toronto Transit Commission
 By-law No. 1: Regulating use of the Toronto Transit Commission local passenger
 transportation system
 Part I Provincial Offences Act

| Item | Short Form Wording | Provision creating or defining offence | Set Fine | Court Fee | Surcharge | Face Amount of Ticket |
|------|---|---|-------------|--------------|-----------|-----------------------------|
| 16 | Enter or exit transit system through non-designated entrance or exit | 3.3 | \$345 | \$5 | \$75 | \$425 |
| 17 | Unauthorized crossing or entering upon subway tracks | 3.4 | \$345 | \$5 | \$75 | \$425 |
| 18 | Project body beyond platform edge or platform safety markings | 3.5 | \$195 | \$5 | \$35 | \$235 |
| 19 | Improper operation of motor vehicle on TTC property | 3.6 | \$195 | \$5 | \$35 | \$235 |
| 20 | Operation or storing of unplated vehicle on TTC property | 3.7 | \$195 | \$5 | \$35 | \$235 |
| 21 | Roller-skating, in-line skating or skate-boarding on TTC property | 3.8 | \$195 | \$5 | \$35 | \$235 |
| 22 | Wearing roller-skates or in-line skates in or on TTC property | 3.9 | \$195 | \$5 | \$35 | \$235 |
| 23 | Unauthorized use of bicycle on TTC property | 3.10 | \$195 | \$5 | \$35 | \$235 |
| 24 | Unauthorized object (bicycle, ski, ski poles, sleigh, toboggan or other large object) on TTC property during prohibited times | 3.11 (a) | \$195 | \$5 | \$35 | \$235 |
| 25 | Bring or attempt to bring internal combustion engine vehicle on TTC property | 3.11 (b) | \$195 | \$5 | \$35 | \$235 |
| 26 | Failure to comply with posted sign | 3.13 (a) | \$195 | \$5 | \$35 | \$235 |
| 27 | Failure to comply with painted markings | 3.13 (b) | \$195 | \$5 | \$35 | \$235 |
| 28 | Failure to comply with instructions of a proper authority | 3.13 (c) | \$195 | \$5 | \$35 | \$235 |
| 29 | Obstructing or interfering with a proper authority | 3.14 | \$345 | \$5 | \$75 | \$425 |
| 30 | Providing false information to | 3.15 | \$345 | \$5 | \$75 | \$425 |

Toronto Transit Commission
 By-law No. 1: Regulating use of the Toronto Transit Commission local passenger
 transportation system
 Part I Provincial Offences Act

| Item | Short Form Wording | Provision creating or defining offence | Set Fine | Court Fee | Surcharge | Face Amount of Ticket |
|------|---|---|-------------|--------------|-----------|-----------------------------|
| | proper authority | | | | | |
| 31 | Unauthorized display or sale of written or printed material on TTC property | 3.16 (a) | \$195 | \$5 | \$35 | \$235 |
| 32 | Unauthorized sale or attempt to sell or solicit on TTC property | 3.16 (b) | \$195 | \$5 | \$35 | \$235 |
| 33 | Unauthorized recording for commercial purposes | 3.17 | \$345 | \$5 | \$75 | \$425 |
| 34 | Placing foot or feet, laying on or soiling a seat of a vehicle | 3.19 (a) | \$195 | \$5 | \$35 | \$235 |
| 35 | Lying down on TTC property | 3.19 (b) | \$195 | \$5 | \$35 | \$235 |
| 36 | Litter on TTC property | 3.20 | \$195 | \$5 | \$35 | \$235 |
| 37 | Failure to properly dispose of waste on TTC property | 3.21 | \$195 | \$5 | \$35 | \$235 |
| 38 | Failure to wear shoes, boots or sandals on TTC property | 3.22 | \$195 | \$5 | \$35 | \$235 |
| 39 | Unauthorized use of digital or audio device | 3.23 | \$195 | \$5 | \$35 | \$235 |
| 40 | Loiter on TTC property | 3.24 | \$195 | \$5 | \$35 | \$235 |
| 41 | Cause a disturbance on TTC property | 3.25 | \$195 | \$5 | \$35 | \$235 |
| 42 | Urinating, expectorating or defecating on TTC property | 3.25 (a) | \$195 | \$5 | \$35 | \$235 |
| 43 | Improper language or gestures on TTC property | 3.25 (b) | \$195 | \$5 | \$35 | \$235 |
| 44 | Behaving in indecent or offensive manner on TTC property | 3.25 (c) | \$195 | \$5 | \$35 | \$235 |
| 45 | Shining light at operator or passenger | 3.25 (d) | \$195 | \$5 | \$35 | \$235 |
| 46 | Fighting on TTC property | 3.25 (e) | \$195 | \$5 | \$35 | \$235 |
| 47 | Interference with ordinary enjoyment of transit system | 3.25 (f) | \$195 | \$5 | \$35 | \$235 |
| 48 | Interfere or obstruct operator's control of vehicle | 3.26 | \$345 | \$5 | \$75 | \$425 |
| 49 | Travel on exterior of vehicle | 3.28 (a) | \$195 | \$5 | \$35 | \$235 |

Toronto Transit Commission
 By-law No. 1: Regulating use of the Toronto Transit Commission local passenger
 transportation system

Part I Provincial Offences Act

| Item | Short Form Wording | Provision creating or defining offence | Set Fine | Court Fee | Surcharge | Face Amount of Ticket |
|------|---|---|-------------|--------------|-----------|-----------------------------|
| 50 | Leaning out of window of a vehicle | 3.28 (b) | \$195 | \$5 | \$35 | \$235 |
| 51 | Unauthorized use of transit system equipment | 3.29 | \$345 | \$5 | \$75 | \$425 |
| 52 | Holding or forcing a vehicle door open | 3.30 (a) | \$195 | \$5 | \$35 | \$235 |
| 53 | Delaying the closing of a vehicle door | 3.30 (b) | \$195 | \$5 | \$35 | \$235 |
| 54 | Improper use of passenger assistance alarm | 3.31 | \$345 | \$5 | \$75 | \$425 |
| 55 | Smoking on TTC property | 3.32 | \$195 | \$5 | \$35 | \$235 |
| 56 | Possession of weapon while on TTC property | 3.33 (a) | \$345 | \$5 | \$75 | \$425 |
| 57 | Possession of any dangerous thing, object or material while on TTC property | 3.33 (b) | \$345 | \$5 | \$75 | \$425 |

Toronto Transit Commission
 By-law No. 1: Regulating use of the Toronto Transit Commission local passenger
 transportation system

Part II Provincial Offences Act

| Item | Short Form Wording | Provision creating or defining offence | Set Fine | Court Fee | Surcharge | Face Amount of Ticket |
|------|---|--|-------------|--------------|-----------|-----------------------------|
| 1 | Parking unplatd vehicle on TTC property | 3.7 | \$195 | \$5 | \$75 | \$275 |

TORONTO TRANSIT COMMISSION



KAREN STINTZ
CHAIR

ANDY BYFORD
CHIEF EXECUTIVE OFFICER

VINCENT BODO
GENERAL SECRETARY



MARIA AJCIBEN
RAYMOND CHO
JOSH COLLE
GLENN DE HAERENMAEKER
PETER MARCZYK
JOHN PARKER



March 20, 2012

MEMBERS OF
TORONTO POLICE SERVICES BOARD

Dear Board Members:

Re: TTC Special Constable Program

I am writing in regards to report #9 titled Toronto Transit Commission Special Constable Program at the TPSB meeting on March 22nd.

TTC recommends that discussions begin on a new agreement between TTC and TPSB subject to the Provincial review regarding Special Constable Programs.

The issues raised in the TPSB staff report were acknowledged by TTC in its report dated October 25, 2011 that was forwarded to the TPSB. A discussion towards a new agreement will allow these issues to be addressed. Should this recommended approach not be acceptable to the Board, then, with respect, it is requested that the subject report be deferred to allow discussion between the appropriate parties to occur.

Sincerely,

Chair Karen Stintz



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

#P59. ON-LINE AUCTIONEERING SERVICES – EXTENSION OF CONTRACT

The Board was in receipt of the following report February 08, 2012 from William Blair, Chief of Police:

Subject: EXTENSION OF CONTRACT FOR ON-LINE AUCTIONEERING SERVICES

Recommendation:

It is recommended that the Board approve extending the existing on-line auctioneering services contract for a period of two years, from August 1, 2012, up to and including July 31, 2014.

Financial Implications:

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

Background/Purpose:

At its meeting of June 18, 2009, the Board awarded the quotation for on-line auctioneering services to Police Auctions Canada Inc. (formerly known as Rite Auctions), a Division of 1083078 Ontario Inc. for a period of three (3) years effective August 1, 2009 until July 31, 2012, with the Board's option to extend for an additional two (2) twelve-month periods (Min. No. P173/09 refers). The Board also authorized the Chair to execute a contract, including the terms and conditions on behalf of the Board, subject to approval by the City Solicitor as to form.

This report is to advise the Board of the results of the on-line auction as of December 31, 2011, and to request an extension of the contract for a period of two years.

Discussion:

As previously indicated, the current contract contains a condition whereby it may be extended for an additional two (2) twelve-month periods at the sole discretion of the Board. Should the Board choose to exercise this option and extend the contract, all terms and conditions contained within the contract, including a commission rate of thirty-seven percent (37%) of the sale price of each item sold, shall remain unchanged.

Historical Revenue:

The following is a comparison of the revenue generated at the auctions held over the previous five (5) years:

HISTORICAL REVENUE

| Year | Number of Items/Lots | Gross Revenue | Net Revenue | Average Price Point per Item/Lot | Increase in Revenue Over Previous Year per Item/Lot |
|--------------|----------------------|------------------------|----------------------|----------------------------------|---|
| 2007 | 4596 | \$ 247,924.34 | \$ 148,754.63 | \$ 32.37 | -0.80% |
| 2008 | 5212 | \$ 279,014.67 | \$ 161,509.10 | \$ 30.99 | -4.26% |
| 2009 | 4034 | \$ 216,529.63 | \$ 132,631.79 | \$ 32.88 | +6.10% |
| 2010 | 3801 | \$ 221,452.28 | \$ 139,514.98 | \$ 36.71 | +11.65% |
| 2011 | 3837 | \$ 296,944.34 | \$ 187,074.96 | \$ 48.75 | +32.80% |
| Total | 21,480 | \$ 1,261,865.26 | \$ 769,485.46 | | |

The fluctuations in the average price point per item/lot are attributable in part to the quality and type of product that has been provided by the Toronto Police Service (TPS) to Police Auctions Canada Inc. The quantity, quality, and type of product designated for auction purposes remains dynamic in nature and cannot be fully quantified or guaranteed. Product availability is dependant upon the type of items seized by members of TPS or surrendered by community members, judicial direction at the conclusion of court proceedings, quality, and suitability for sale.

Consumer Information:

A total of 554,099 bids have been registered since the launch of the on-line auction on August 1, 2004, up to and including, December 31, 2011, and the web-site has received over ten (10) million hits. Although eighty-two percent (82%) of the winning bids originate from the Greater Toronto Area (GTA), winning bids have been registered from as far away as Germany, Denmark, and Israel. Historically, approximately two hundred members of the community would attend the public auctions held in a brick and mortar setting.

Advantages of On-Line Auctions:

As is evident by the geographical diversity of the winning bids that have been registered, conducting the auctions on-line increases the accessibility to the process to a much broader spectrum of the community, not just within the immediate boundaries of the City of Toronto.

Through the on-line process, bidders and buyers are afforded the opportunity to provide immediate on-line feedback, which allows the process to be transparent, thereby instilling a high level of public confidence.

On-line auctioning occurs 24 hours a day – 7 days a week as opposed to public forum auctions which traditionally have been conducted once every five weeks. This expedited processing procedure reduces inventory levels and the stockpiling effect, which occurs when items are held internally until one week before a scheduled public auction. A continuous turnover of inventory results in the reduction of TPS storage and management costs, and in the double handling of property. The renewal of the on-line auctioneering contract for a period of two years, from August 1, 2012, up to and including July 31, 2014, will ensure that storage constraints experienced by the Property and Evidence Management Unit (PEMU) will not be exacerbated.

Alternatives Considered:

Alternative #1: Conducting On-Line Auctions Utilizing TPS Personnel

The utilization of TPS personnel to conduct the auctions directly on-line without the benefit of a third party would be cost-prohibitive. A minimum of six (6) additional clerical personnel would be required to facilitate the web-site development, writing the listing and presentation details of each item, digitally photographing items, preparing the items for shipment, handling customer service inquiries, processing payments, and reconciling financial statements. The top salary of a Class A4 35-hour position in the Unit “A” Collective Agreement per annum is \$64,072.89 (calculated utilizing 2012 salary rates and 25% benefits). The accumulative annual salaries and benefits of the six clerical positions would represent a total cost of \$384,437.33. This cost would entirely offset any generation of revenue, and would result in a financial deficit.

Alternative #2: Revert to Brick and Mortar Public Auctions

This approach is not a viable option for the TPS as it will impede the ability of the Service to minimize existing inventory levels. Historically, auctions held in brick and mortar settings were conducted once every five (5) or six (6) weeks. This resulted in the requirement for the TPS to stock-pile and store inventory while awaiting the auctions to be held. Available storage continues to be a challenge for law enforcement agencies globally. In addition, this approach does not afford the same tangible benefits provided by on-line auctions as outlined previously in this report under the section entitled ‘Advantages of On-Line Auctions’.

Alternative #3: Issuance of a New Request for Quotation (RFQ)

Following the results of an on-line auction pilot project facilitated by eDeal Services Corp., the Board approved the issuance of a Request for Quotation (RFQ) for on-line auctioneering services at its December 11, 2003 meeting. (Min. No. P342/03 refers).

On April 30, 2004, the City of Toronto, Management Services, Purchasing and Materials Management Division, on behalf of the Toronto Police Service (TPS), issued an RFQ for on-line auctioneering services (RFQ #9109-04-7184 refers). Twenty firms were invited to bid. In addition, the RFQ was posted on the City of Toronto web-site. A mandatory meeting for firms interested in providing this service was held on May 11, 2004. Twelve firms attended the mandatory meeting. Only one firm, Rite Auctions (now known as Police Auctions Canada), submitted a quotation. At its meeting of July 29, 2004, the Board awarded the quotation for on-line auctioneering services to Rite Auctions for a period of three (3) years effective August 1, 2004 until July 31, 2007, with the Board’s option to extend for an additional two (2) twelve-month periods (Min. No. P228/04 refers). At its meeting of March 22, 2007, the Board exercised

its option to extend the contract for an additional two (2) twelve-month periods (Min. No. P107/07 refers).

On March 30, 2009, Purchasing Support Services issued an RFQ for on-line auctioneering services (RFQ #1107835-09 refers). Eighteen (18) RFQ information packages were disseminated to potential vendors. In addition, the RFQ was posted on the TPS web-site. A mandatory meeting for potential vendors interested in providing this service was held on April 17, 2009. Four vendors attended the mandatory meeting. Only two bids were received, and the lowest bid was submitted by Police Auctions Canada. There has not been a significant shift in the on-line auction market place, particularly in the GTA, since the RFQ was published in 2009. Therefore, it is not anticipated that the issuance of a new RFQ would garner any greater interest than was experienced in 2004 and 2009.

Client Satisfaction

The TPS is satisfied with the existing arrangement and with the level of service and value being provided by Police Auctions Canada Inc. In fact, the quality of the customer service provided by Police Auctions Canada Inc. has been exceptional. The client satisfaction rating on the eBay web-site currently resides at ninety-nine point seven percent (99.7%). The auction company has also been designated as a “Top-rated Seller” by eBay for consistently receiving the highest ratings from buyers, quick shipment of items, and a proven track record of excellent service. Clients of Police Auctions Canada Inc. include Halton Regional Police Service, Hamilton Police Service, Owen Sound Police Service, St. Thomas Police Service, and the Toronto Transit Commission.

Conclusion:

In summary, the extension of the existing on-line auctioneering services contract will ensure a seamless and fluid continuation of effective inventory management, reduce storage constraints, maintain exceptional levels of client satisfaction, and ensure compliance with the Police Services Act of Ontario.

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

Mr. Tony Veneziano, Chief Administrative Officer, was in attendance and discussed this report with the Board.

In response to a question by the Board, Mr. Veneziano said that a Request for Proposal was issued in 2009 and that Rite Auctions submitted the lowest bid. The Board approved a contract for a period of three years as well as two extension provisions. The foregoing request is the first extension request.

cont...d

The Board received the foregoing report and approved the following Motions:

- 1. THAT the Board request the Chief of Police to issue a new Request for Quotations for the provision of on-line auctioneering services, effective August 01, 2013; and**
- 2. THAT the Board agree to extend the present contract from August 1, 2012 to July 31, 2013.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P60. SECURITY/CAMERA SYSTEM AND MAINTENANCE VENDOR OF
RECORD – CONTRACT EXTENSION FIRST OPTION YEAR**

The Board was in receipt of the following report February 15, 2012 from William Blair, Chief of Police:

Subject: SECURITY/CAMERA SYSTEM AND MAINTENANCE VENDOR OF
RECORD – CONTRACT EXTENSION FIRST OPTION YEAR

Recommendation:

It is recommended that the Board approve the first option year extension of the current contract with Johnson Controls Limited for the provision of equipment, design, installation and maintenance services for facility security and camera equipment for a one year period commencing July 1, 2012 to June 30, 2013, under the same terms and conditions.

Financial Implications:

There are no financial implications related to the recommendation contained within this report. The equipment requirements, design and installation services are budgeted and approved on a project by project basis.

The required maintenance of the Service's facility security system and security cameras is estimated based on installed equipment (at the time of budget preparation) and funds are included in the annual operating budget request. The 2012 operating budget includes an estimate of \$270,400 for the facility security and camera system maintenance. The security system estimate is \$185,400 and the camera system estimate is \$85,000. This budget amount also includes an allowance for unexpected repairs that may occur during the year.

Background/Purpose:

This report provides information on the Service's recommendation to exercise the first option year extension with Johnson Controls Limited (JCL).

Discussion:

JCL is the current Board-approved vendor of record for the provision of equipment, design, installation and maintenance of facility security and camera equipment (Min. No. P201/09 refers). The current agreement with JCL is for a three year period, expiring on June 30, 2012 and contains two one-year options at the discretion of the Board.

The Service has been satisfied with the performance of JCL with respect to the quality of their services, the added value in design, installation, maintenance and cost control. The first option year extension is therefore being recommended. In addition, at the request of the Service, JCL has provided the Service with some options for potential cost savings and is reviewing its materials price list for any further cost saving opportunities.

Conclusion:

The current agreement with JCL expires on June 30, 2012 and includes an option to extend for two additional one-year periods. The Service has been satisfied with the performance of JCL over the term of the current contract, and JCL has and continues to work with the Service to identify efficiencies and/or cost savings. As a result, the Service is recommending that the Board approve the option to extend the current agreement with JCL for one year.

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

The Board approved the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

#P61. WRITE-OFF OF CUSTOMER ACCOUNT

The Board was in receipt of the following report February 29, 2012 from William Blair, Chief of Police:

Subject: WRITE-OFF OF CUSTOMER ACCOUNT

Recommendation:

It is recommended that the Board approve the write-off of \$142,954 owing from the Downtown Towing Group.

Financial Implications:

The current balance in the allowance for uncollectible accounts is approximately \$451,600. The balance is sufficient to cover the write-off of the receivable from Downtown Towing Group. The write-off of the Downtown Towing Group balance will reduce the allowance to \$308,100.

Background/Purpose:

Part IX, Section 29, Subsection (3) of the Board's Financial Control By-law 147 requires that any customer balances with amounts over \$50,000 receive the authorization of the Board in order to be written off (Min. No. P132/03 refers).

The purpose of this report is to seek Board approval to write off the Downtown Towing Group amount owing of \$142,954.

Discussion:

Downtown Towing Group was one of six operators providing towing and pound services in six towing districts across the City. The company was responsible for Towing District No. 5. On November 21, 2011, the company filed an assignment of bankruptcy, which immediately ceased their operations. On a quarterly basis, the company was invoiced cost recovery amounts resulting from the proration of tows between the six towing companies with which the Service had a contract. Interest was applied to each outstanding balance on a monthly basis when the balance became 30 days overdue.

The balance owing represents several invoices and accumulated interest that remained unpaid at the time of the bankruptcy. As the Board is an unsecured creditor and the trustee in bankruptcy has determined that there are limited assets available to any creditor, there is no likelihood that any of the outstanding amount balance would be collected. As a result, the Board is being

requested to approve writing off the balance owing at the time of the bankruptcy. The amount was included in the allowance for uncollectible accounts and will have no financial impact on the Service's operating budget in 2012.

Conclusion:

In accordance with Section 29 – Authorization for Write-offs of By-law 147, this report requests the Board's approval to write-off the balance outstanding from Downtown Towing Group of \$142,954.

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

The Board approved the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P62. INDEPENDENT CIVILIAN REVIEW INTO MATTERS RELATING TO
THE G20 SUMMIT – ACCOUNT FOR PROFESSIONAL SERVICES**

The Board was in receipt of the following report March 02, 2012 from Alok Mukherjee, Chair:

Subject: INDEPENDENT CIVILIAN REVIEW INTO MATTERS RELATING TO THE
G20 SUMMIT (ICR) - ACCOUNT FOR PROFESSIONAL SERVICES

Recommendation:

It is recommended that the Board approve payment of an account dated February 23, 2012, in the amount of \$67,766.05 and that such payment be drawn from the Board's operating budget.

Financial Implications:

City Council approved the use of \$480,000 in 2011 surplus funds to continue funding the Independent Civilian Review of matters relating to the G20 Summit (ICR). Surplus funds from the Toronto Police Services Board's 2011 operating budget will be supplemented with surplus funds from the Toronto Police Service 2011 operating budget to make up the \$480,000. This surplus amount will be used to pay invoices received from the Reviewer in 2012.

The total amount invoiced to date is \$872,800.63. The balance of the Special Fund as at January 2012 is estimated at \$329,283.00.

Background/Purpose:

At its meeting on September 23, 2010, the Board approved the appointment of Justice John W. Morden to conduct the Independent Civilian Review (ICR) into matters relating to the G20 Summit.

Since September 2010, Justice Morden has submitted the following invoices for services rendered for the ICR:

| Period Ending | Amount |
|----------------------|---------------|
| October 14, 2010 | \$24,008.99 |
| November 14, 2010 | \$45,402.32 |
| December 17, 2010 | \$42,462.62 |
| January 14, 2011 | \$19,899.15 |
| February 10, 2011 | \$43,165.19 |
| March 14, 2011 | \$84,775.57 |
| April 14, 2011 | \$64,935.58 |

| | |
|--------------------|--------------|
| May 13, 2011 | \$28,365.43 |
| June 13, 2011 | \$64,385.37 |
| June 28, 2011* | \$3,295.00 |
| July 14, 2011 | \$58,990.88 |
| August 15, 2011 | \$27,378.81 |
| September 22, 2011 | \$100,448.00 |
| October 28, 2011 | \$50,607.60 |
| November 14, 2011 | \$64,102.13 |
| December 15, 2011 | \$61,870.28 |
| January 20, 2012 | \$20,941.66 |
| February 23, 2012 | \$67,766.05 |

* Invoice from the City of Toronto related to the rental of a room for the public hearings.

Discussion:

I have attached a copy of Justice Morden's most recent account for services rendered up to and including February 14, 2012, in the amount of \$67,766.05. A detailed statement is included on the in-camera agenda for information. It should be noted that a reduction of \$4,144.50 for fees and disbursements have been applied to this account.

Conclusion:

It is, therefore, recommended that the Board approve payment of an account dated February 14, 2012, in the amount of \$67,766.05 and that such payment be drawn from the Board's operating budget.

The Board approved the foregoing report and noted that a detailed statement of account was considered during the in-camera meeting (Min. No. C76/12 refers).

Heenan Blaikie

Via Email and Regular Mail

Of Counsel

The Right Honourable Pierre Elliott Trudeau, P.C., C.C., C.H., Q.C., FRSC (1984 - 2000)
The Right Honourable Jean Chrétien, P.C., C.C., O.M., Q.C.
The Honourable Donald J. Johnston, P.C., O.C., Q.C.
Pierre Marc Johnson, G.O.Q., FRSC
The Honourable Michel Bastarache, C.C.
The Honourable René Dussault, O.C., O.Q., FRSC, Ad. E.
The Honourable John W. Morden
Peter M. Blaikie, Q.C.
André Bureau, O.C.

February 28, 2012

Dr. Alok Mukherjee
Chair
Toronto Police Services Board
40 College Street
Toronto, Ontario
M5G 2J3

File No. 058057-0001

Dear Dr. Mukherjee:

Re: Independent Civilian Review of Matters Related to the G20 Summit

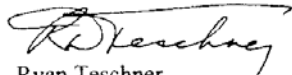
Enclosed please find our account for services rendered up to and including February 14, 2012, which we trust you will find satisfactory. Please note that we have provided the Toronto Police Services Board with a reduction of \$4,144.50 for fees and disbursements with respect to this account.

Ryan Teschner
T 416 643.6890
F 1 866 615.8263
rteschner@heenan.ca

Bay Adelaide Centre
333 Bay Street, Suite 2900
P.O. Box 2900
Toronto, Ontario
Canada M5H 2T4
heenanblaikie.com

Yours truly,

Heenan Blaikie LLP



Ryan Teschner

RT/dk
Encl.

c.c. Joanne Campbell [Toronto Police Services Board]
[By email and regular mail]

c.c. Sheri Chapman [Toronto Police Services Board]
[By email and regular mail]

HBdocs - 12002343v1

Heenan Blaikie LLP

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F. 416 360.8425

LAWYERS

N^o 23030062

Page 1

February 23, 2012

PRIVATE & CONFIDENTIAL

Toronto Police Services Board
40 College Street
Toronto, ON
M5G 2J3

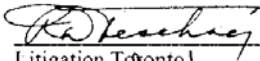

Attention : Joanne Campbell

Reference: File: 058057-0001 Confidential

FOR PROFESSIONAL SERVICES RENDERED for the period ending February 14, 2012

| | |
|-----------------------------|--------------|
| FEES | \$ 59,498.50 |
| DISBURSEMENTS (TAXABLE) | \$ 336.60 |
| SUB-TOTAL | \$ 59,835.10 |
| HST (13%) | \$ 7,778.57 |
| DISBURSEMENTS (NON TAXABLE) | \$ 152.38 |
| AMOUNT DUE | \$ 67,766.05 |

HEENAN BLAIKIE LLP


Litigation Toronto


| | |
|--|---|
| TERM: | Payment due upon receipt in accordance with section 33 of the <i>Solicitors Act</i> . Interest will be charged at the rate of 3.3% per annum on unpaid fees, charge or disbursements calculated from a date that is one month after this statement is delivered |
| We have made every effort to include fees and disbursements incurred on your behalf for the current billing period. In the event additional fees or disbursements are subsequently incurred and/or recorded, a subsequent account will be forwarded. | |

Reference / File: 058057-0001

GST / HST N^o 864865936

Initials: Tit

PAYABLE UPON RECEIPT

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

#P63. ANNUAL REPORT: 2011 PUBLIC SECTOR SALARY DISCLOSURE

The Board was in receipt of the following report March 02, 2012 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2011 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:

In accordance with the *Public Sector Salary Disclosure Act, 1996*, the Toronto Police Service (TPS) 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.

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 2011 reporting year, TPS had seventeen (17) members seconded to the Ministry of Community Safety and Correctional Services and two (2) members seconded to the Ministry of the Solicitor General. Separate listings of the members appearing on the Public Sector Salary Disclosure listing have also been provided to those ministries.

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)."

The salary paid amount includes regular salary, acting pay, premium pay (including court time and overtime), and retroactive adjustments paid in 2011. Beginning in 2010, the Canada Revenue Agency (CRA) altered T4 reporting requirements. Consequently, payments to

members for retiring allowances, such as sick pay gratuities and the 2011 retirement incentive for senior officers, paid upon retirement or termination are now reported on the T4. However, such amounts are not reported in Box 14 and therefore do not require disclosure as salary paid.

Taxable benefits are reported as a separate line item. Taxable benefits for TPS include the value of life insurance premiums for coverage provided by the employer and employer-provided parking. Taxable benefits also include an amount for the standby charge and operating benefit of being assigned and utilizing an employer provided vehicle for non-business related travel.

Number of Employees on the 2011 Disclosure Listing (Appendix A – Alphabetic order and Appendix B – Descending order by salary paid):

In 2011, 2,027 employees earned more than \$100,000. This total includes 1,569 employees whose base salary is normally under \$100,000. The earnings for these employees were the result of their combined base salary, premium pay and other payouts such as final vacation pay.

Base salaries have increased over the years due to contract settlements. The increase in the base salaries combined with premium pay earnings is causing more and more members to appear on the salary disclosure listing. In 2011, the top base salary level (including applicable retention pay) was \$102,719 for a Sergeant/Detective and \$91,398 for a First Class Constable.

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. For example, in 2011, the continuation of the Toronto Anti-Violence Intervention Strategy (TAVIS) initiative increased the number of call-backs and therefore, the premium pay earned by members. Provincial TAVIS grant funds are used to fund these call-backs.

19 members of the Service seconded to the Ministry of Community Safety and Correctional Services and the Ministry of the Solicitor General have been included in the complete report as their earnings exceeded \$100,000 for the 2011 year.

Paid Duty Earnings:

Most paid duty requests are centrally managed and distributed to units. Members are paid for the hours worked on paid duties by the individuals or businesses requesting the service.

Based on an agreement with the Canada Revenue Agency (CRA), paid duty earnings were previously included in a statement of paid duty income, available to members and reported to the CRA. However, the CRA now requires that paid duty earnings be reported on a T4 separate from members' regular earnings. As a result of this change in reporting, the Service contacted the Ministry of Finance to determine if there was now a requirement to report paid duty earnings as part of the Public Sector Salary Disclosure listing. The Ministry has confirmed that since the officers are being paid by the client, the earnings are not considered "salary paid" under the *Public Sector Salary Disclosure Act, 1996*. Therefore, members' paid duty earnings have no impact on and are not taken into account in the preparation of the Service's public sector salary disclosure listing.

Conclusion:

In accordance with the *Public Sector Salary Disclosure Act, 1996*, this report provides the names, positions, salaries and taxable benefits of Service and Board employees who were paid more than \$100,000 in 2011. 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, Administrative Command, will be in attendance to answer any questions from the Board.

In response to questions by the Board, Chief Blair said that the Service had taken significant steps to control all expenditures and that it has achieved considerable success in reducing costs Service-wide. The Board was advised that there has been a 25% reduction in premium pay expenditures during the past two years and that all situations which may result in premium pay are subject to intense management scrutiny to ensure that only those expenditures which are necessary are incurred. Chief Blair also said that the impact of inflation and the most recent collective agreement have contributed to an increase in the base salaries for some positions.

The Board received the foregoing report.

APPENDIX A

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|---------------------|--|--------------|------------------|
| ABBOTT | DEBORAH LYNN | Staff Sergeant | \$113,743.27 | \$826.07 |
| ABDEL-MALIK | MAHER | Sergeant | \$108,899.47 | \$337.18 |
| ABDULLA | AL RAHIM | Senior Technical Analyst, Information Technology | \$125,626.89 | \$351.45 |
| ACCIAROLI | SHERI DARLENE | Sergeant | \$107,644.42 | \$771.54 |
| ACORN | CHRISTOPHER ALLAN | Police Constable | \$118,032.02 | \$730.24 |
| ADACH | EDWARD HIERONIM | Detective | \$103,292.15 | \$789.64 |
| ADAM | BARBARA ANNE | Detective | \$103,205.45 | \$780.72 |
| ADAM | MICHAEL JASON | Sergeant | \$101,458.48 | \$760.62 |
| ADAMS | CLAYTON EDWARD | Detective | \$113,050.58 | \$771.54 |
| ADAMSON | JAMES GRAHAM | Sergeant | \$106,238.91 | \$789.64 |
| ADELSON | SANDY | Senior Advisor, Policy and Communication | \$115,405.60 | \$400.72 |
| AGUIAR | STEVEN CABRAL | Police Constable | \$108,676.06 | \$731.29 |
| AHMAD | MANSOOR | Police Constable | \$103,919.29 | \$746.96 |
| AIELLO | ANTONIO | Plainclothes Police Constable | \$112,865.56 | \$751.24 |
| AIKMAN | SCOTT DOUGLAS | Plainclothes Police Constable | \$140,337.39 | \$333.75 |
| AL-NASS | WALID | Police Constable | \$114,489.14 | \$731.29 |
| ALBANESE | JASON JOHN | Sergeant | \$103,193.99 | \$771.54 |
| ALBRECHT | IRVIN JOHN | Plainclothes Police Constable | \$115,317.20 | \$751.24 |
| ALDERDICE | JEFFERY PAUL | Sergeant | \$104,867.88 | \$771.54 |
| ALEKSANDROWICZ | LUKASZ | Police Constable | \$103,463.77 | \$706.44 |
| ALEXA | BRENDAN JAMES | Plainclothes Police Constable | \$104,100.02 | \$742.23 |
| ALEXANDER | CHARLES BOLTON | Detective | \$106,205.16 | \$781.26 |
| ALEXANDER | DAVID WALTER | Detective | \$106,345.21 | \$780.72 |
| ALEXANDER | LYNNE MARIE | Plainclothes Police Constable | \$104,512.95 | \$739.89 |
| ALEXIOU | DEMITRIOS | Plainclothes Police Constable | \$101,333.34 | \$769.31 |
| ALLDRIT | DARREN LEE | Detective | \$116,122.70 | \$784.86 |
| ALLEN | MICHAEL DAVID | Detective | \$106,889.12 | \$771.54 |
| ALLINGTON | JEFFREY SCOTT | Detective | \$115,825.60 | \$771.54 |
| ALLISON | ELAINE HUNTER | Sergeant | \$104,487.58 | \$789.64 |
| ALPHONSO | MARK ANDREW | Staff Sergeant | \$112,063.55 | \$826.07 |
| ALPHONSO | WADE LEONARD | Staff Sergeant | \$111,858.53 | \$826.07 |
| ALS | ANTHONY CHRISTOPHER | Plainclothes Police Constable | \$108,547.30 | \$748.90 |
| ALTOBELLO | DOMENIC JOESPH | Plainclothes Police Constable | \$107,208.23 | \$736.77 |
| ALTOMARE | ALDO MARCHELO | Staff Sergeant | \$112,034.96 | \$826.07 |
| AMOS | SEAN DAVID | Plainclothes Police Constable | \$108,508.60 | \$743.82 |
| ANAND | ANIL | Inspector | \$133,046.72 | \$878.26 |
| ANDERSEN | CARL HENRIK | Plainclothes Police Constable | \$100,864.75 | \$769.31 |
| ANDRICI | IULIAN | Police Constable | \$122,165.93 | \$731.29 |
| ANSARI | ALI AKBAR | Detective | \$100,938.95 | \$355.72 |
| ANSTEY | JASON CHRISTOPHER | Police Constable | \$108,607.56 | \$742.22 |
| ANTOINE | KEVIN FRANCIS | Plainclothes Police Constable | \$107,836.33 | \$751.24 |
| APOSTOLIDIS | JOHN | Detective | \$100,358.90 | \$771.54 |
| ARCAND | BRIAN CHRISTOPHER | Police Constable | \$100,211.56 | \$733.80 |
| ARMSTRONG | CHRISTOPHER RICHARD | Plainclothes Police Constable | \$112,638.01 | \$748.90 |
| ARMSTRONG | FREDERICK SHANE | Plainclothes Police Constable | \$113,226.48 | \$751.24 |
| ARMSTRONG | KAREN | Plainclothes Police Constable | \$100,430.43 | \$748.79 |
| ARMSTRONG | MARK RICHARD | Sergeant | \$110,809.70 | \$789.64 |
| ARMSTRONG | RICHARD DAVID | Staff Sergeant | \$105,195.99 | \$376.57 |
| ARMSTRONG | ROBERT KENNETH | Plainclothes Police Constable | \$108,208.20 | \$751.24 |
| ARMSTRONG | ROBERT PAUL | Plainclothes Police Constable | \$105,050.26 | \$751.24 |
| ARNOTT | ROBERT WILLIAM | Plainclothes Police Constable | \$107,149.70 | \$769.31 |
| ARODA | SANJEE | Detective | \$118,192.54 | \$771.54 |
| ARP | JAMES ANDREW | Plainclothes Police Constable | \$105,870.00 | \$731.89 |
| ARTINIAN | PEGLAR | Plainclothes Police Constable | \$114,471.70 | \$751.24 |
| ASHLEY | MARK NICHOLAS | Detective | \$116,065.90 | \$364.64 |
| ASHMAN | AILEEN ALBERTA | Director, Human Resource Management | \$184,558.96 | \$1,339.06 |
| ASNER | ROBERT EDWARD | Police Constable | \$110,639.92 | \$297.33 |
| ASSELIN | GLENN ANDRE | Detective | \$120,451.27 | \$780.72 |
| ASSELSTINE | SHAUN DAVID | Police Constable | \$105,592.97 | \$722.33 |
| ASTOLFO | ROBERT | Plainclothes Police Constable | \$102,470.11 | \$733.26 |
| ATKINSON | GRAHAM STEPHEN | Plainclothes Police Constable | \$104,719.83 | \$751.24 |
| ATTENBOROUGH | JEFFREY BRUCE | Detective | \$102,737.08 | \$781.26 |
| AUCLAIR | JANE MARILYN | Sergeant | \$102,915.01 | \$789.64 |
| AUDETTE | DAVID FRANCIS | Police Constable | \$135,071.94 | \$745.09 |
| AWAD | ASHRAF SAMIR | Sergeant | \$106,759.84 | \$771.54 |
| AZARRAGA | JOSE MATIAS | Detective | \$127,196.51 | \$780.72 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|-------------------|-------------------|-------------------------------|--------------------|-------------------------|
| BABIAR | JOHN JAMES | Staff Sergeant | \$126,442.62 | \$401.07 |
| BABINEAU | JARED MICHAEL | Sergeant | \$103,325.14 | \$766.08 |
| BACHLY | CHRISTOPHER DAVID | Sergeant | \$100,698.26 | \$771.54 |
| BACKUS | LESLIE DOUGLAS | Detective | \$106,905.31 | \$784.86 |
| BAGSHAW | ROBERT BRUCE | Plainclothes Police Constable | \$103,749.89 | \$769.31 |
| BAINARD | PAUL CRAIG | Sergeant | \$104,773.61 | \$789.64 |
| BAJ | STANISLAW | Sergeant | \$114,481.78 | \$789.64 |
| BAKER | RICHARD JAMES | Sergeant | \$106,486.87 | \$771.54 |
| BALAGA | ARTUR | Plainclothes Police Constable | \$105,100.91 | \$751.24 |
| BALINT | MICHAEL ANDREW | Detective | \$122,492.89 | \$771.54 |
| BANGILD | JEFFREY | Detective | \$106,625.14 | \$771.54 |
| BANKS | WAYNE MICHAEL | Detective Sergeant | \$129,624.07 | \$826.07 |
| BANTON | ROBIN HORATIO | Sergeant | \$101,213.99 | \$780.72 |
| BAPTIST | CHARLENE M | Staff Sergeant | \$114,754.82 | \$401.07 |
| BAPTIST | ROBERT SCOTT | Inspector | \$133,046.72 | \$1,073.04 |
| BARATTO | ANTONIO | Sergeant | \$105,841.71 | \$789.64 |
| BARATTO | MICHELLE TERESA | Detective | \$114,362.54 | \$789.64 |
| BARCLAY | TAMMY LYNN | Police Constable | \$103,326.29 | \$731.29 |
| BARENTHIN | GLENN KARL | Detective Sergeant | \$112,026.52 | \$826.07 |
| BARKLEY | MARK EDWIN | Inspector | \$130,901.86 | \$854.88 |
| BARNES | MURRAY WINSTANLEY | Detective | \$106,973.00 | \$771.54 |
| BARREDO | FRANCISCO JAVIER | Staff Sergeant | \$120,874.42 | \$826.07 |
| BARREIRA | NELSON | Plainclothes Police Constable | \$101,552.59 | \$751.24 |
| BARSKY | MICHAEL STEVEN | Detective Sergeant | \$115,951.40 | \$819.36 |
| BARTLETT | ALAN ANDREW | Plainclothes Police Constable | \$103,570.59 | \$742.23 |
| BARTLETT | JASON MITCHELL | Plainclothes Police Constable | \$103,539.02 | \$729.94 |
| BARWELL | DAVID ERIC | Detective | \$111,678.65 | \$718.81 |
| BASS | LORNE WILLIAM | Police Constable | \$116,454.10 | \$749.41 |
| BASSINGTHWAITE | STEVEN JEFFREY | Plainclothes Police Constable | \$100,868.77 | \$751.24 |
| BATES | BARRY MICHAEL | Police Constable | \$126,911.35 | \$671.80 |
| BATES | KIMBERLEY MICHELE | Detective | \$123,121.77 | \$789.64 |
| BATES | SANDY | Staff Sergeant | \$116,625.44 | \$821.16 |
| BATES | TIMOTHY BRIAN | Sergeant | \$102,908.42 | \$789.64 |
| BATES | WAYNE EDWARD | Detective | \$123,913.19 | \$789.64 |
| BAYES | JOHN ARTHUR | Police Constable | \$106,489.92 | \$731.29 |
| BEARD | BENJAMIN JAMES | Plainclothes Police Constable | \$107,796.53 | \$750.89 |
| BEAUPARLANT | PAUL JOSEPH | Detective | \$116,951.73 | \$780.72 |
| BEAUSOLEIL | MARC | Plainclothes Police Constable | \$109,032.05 | \$760.33 |
| BEAVEN-DESJARDINS | JOANNA RUTH | Inspector | \$133,046.72 | \$1,073.04 |
| BEERS | CLAY ALBERT | Manager, Telecom | \$140,350.52 | \$916.00 |
| BELANGER | DANIEL JOSEPH | Sergeant | \$106,144.90 | \$780.72 |
| BELANGER | DONALD RENE | Detective | \$113,793.24 | \$346.54 |
| BELGRADE | ALEXANDER NORMAN | Detective Sergeant | \$115,613.16 | \$826.07 |
| BELL | DANIEL | Staff Sergeant | \$114,328.60 | \$816.13 |
| BELL | DARYL EDWARD | Plainclothes Police Constable | \$100,879.97 | \$751.24 |
| BELLEC | FRANCOIS MARIE | Plainclothes Police Constable | \$121,356.86 | \$751.24 |
| BELLION | LAURENT HUGUES | Police Constable | \$113,635.89 | \$731.29 |
| BELLON | CORINNE | Detective Sergeant | \$113,927.99 | \$826.07 |
| BENNETT | BRIAN ROBERT | Police Constable | \$106,218.54 | \$746.96 |
| BENNETT | WINSTON ANTHONY | Staff Sergeant | \$107,501.19 | \$807.21 |
| BENNEY | PETER | Plainclothes Police Constable | \$102,580.63 | \$769.31 |
| BENOIT | JASON REGIS | Plainclothes Police Constable | \$101,579.35 | \$751.24 |
| BENOIT | LISABET JANE | Detective Sergeant | \$112,794.71 | \$820.39 |
| BENSON | RODNEY WELLON | Plainclothes Police Constable | \$107,430.75 | \$751.24 |
| BERCHARD | RENNIE | Detective | \$103,940.04 | \$789.64 |
| BEREZOWSKI | JOHN | Detective | \$108,571.48 | \$784.86 |
| BERG | MICHAEL ANDREW | Sergeant | \$106,898.44 | \$766.51 |
| BERGEN | FRANCIS | Superintendent | \$141,580.79 | \$13,148.29 |
| BERNARD | CYNTHIA LEE | Plainclothes Police Constable | \$113,302.18 | \$751.24 |
| BERNARDO | ISRAEL FARIA | Detective | \$117,960.37 | \$771.54 |
| BERNOBIC | KEVIN | Police Constable | \$101,341.62 | \$722.33 |
| BESON | MARK WILLIAM | Plainclothes Police Constable | \$103,241.93 | \$751.24 |
| BEVAN | WILLIAM | Detective | \$108,189.26 | \$783.06 |
| BEVERIDGE | KATHRYN ANNE | Detective | \$128,192.14 | \$788.62 |
| BEVERIDGE | LYNN | Plainclothes Police Constable | \$100,335.16 | \$765.41 |
| BEVERS | DONALD | Manager, Corporate Planning | \$151,425.22 | \$1,182.72 |
| BEVILACQUA | FILIPPO | Detective | \$111,382.84 | \$771.54 |
| BHATHAL | HARJEET SINGH | Police Constable | \$107,418.44 | \$733.80 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|----------------------|---|--------------------|-------------------------|
| BILAK | STEPHEN | Sergeant | \$107,316.96 | \$789.64 |
| BIRD | KEITH STANLEY | Project Leader, Information Technology | \$109,420.92 | \$379.32 |
| BIRRELL | JOHN THOMAS | Plainclothes Police Constable | \$121,465.28 | \$760.33 |
| BISHOP | ALLAN SCOTT | Plainclothes Police Constable | \$109,214.32 | \$751.24 |
| BISHOP | ANNE-MARIE | Staff Sergeant | \$113,847.31 | \$392.08 |
| BISHOP | DAVID | Detective Sergeant | \$117,703.17 | \$819.36 |
| BISHOP | LEONA | Sergeant | \$107,190.20 | \$789.64 |
| BISHOP | STEPHEN | Detective | \$119,043.25 | \$789.64 |
| BISSONNETTE | PAUL MARCEL | Sergeant | \$101,955.97 | \$762.47 |
| BLACKER | FREDERICK | Detective | \$101,878.58 | \$364.64 |
| BLACKLOCK | GUY | Sergeant | \$103,490.07 | \$789.64 |
| BLACKMAN | ARLINGTON | Staff Sergeant | \$112,086.66 | \$821.16 |
| BLAIR | JEFFREY KELVIN | Police Constable | \$122,404.86 | \$731.29 |
| BLAIR | WILLIAM STERLING | Chief of Police | \$328,557.60 | \$3,559.05 |
| BLAKE | CLARENCE | Sergeant | \$104,449.17 | \$789.64 |
| BLAKELEY | JANICE | Sergeant | \$115,754.39 | \$789.64 |
| BLANCHARD | RICHARD | Staff Sergeant | \$113,798.50 | \$826.07 |
| BOBBIS | RICHARD ROBERT | Sergeant | \$124,670.58 | \$771.54 |
| BOCKUS | CORY | Inspector | \$133,046.72 | \$878.26 |
| BODDY | CHRISTOPHER EDWARD | Staff Sergeant | \$110,079.48 | \$392.08 |
| BOIS | PAUL ROBERT | Sergeant | \$115,017.15 | \$771.54 |
| BOKALO | NIKOLAJ | Plainclothes Police Constable | \$102,103.08 | \$769.31 |
| BOND | MARLIN | Sergeant | \$114,942.43 | \$789.64 |
| BOOTH | KENNETH COURTLAND | Detective | \$110,787.03 | \$800.56 |
| BOPARA | GURMOKH | Sergeant | \$107,948.36 | \$771.54 |
| BOPARA | GURWINDER | Sergeant | \$103,917.63 | \$780.72 |
| BORG | BRIAN | Detective Sergeant | \$135,609.65 | \$401.07 |
| BORG | SUSANNE JOSEPHENE | Plainclothes Police Constable | \$102,035.29 | \$751.24 |
| BORNEMAN | MARK ROBERT | Plainclothes Police Constable | \$100,037.34 | \$766.51 |
| BORSBOOM | MARCELINUS HENDRIKUS | Plainclothes Police Constable | \$108,584.80 | \$745.78 |
| BORTKIEWICZ | CHRISTINE | Manager, Human Resources Support Services | \$140,350.52 | \$1,126.10 |
| BOSWARD | WILLIAM | Detective Sergeant | \$118,677.71 | \$826.07 |
| BOTT | BRYAN | Inspector | \$132,123.25 | \$875.26 |
| BOUCHER | ROBERT DANIEL | Detective | \$122,076.14 | \$780.72 |
| BOULET | SCOTT | Detective | \$103,312.46 | \$364.64 |
| BOURQUE | DOUGLAS | Sergeant | \$120,339.80 | \$789.64 |
| BOWEN | ROBERT | Plainclothes Police Constable | \$101,618.52 | \$363.46 |
| BOWER | MARC ALAN | Police Constable | \$101,408.22 | \$722.33 |
| BOWMAN | BRIAN | Staff Sergeant | \$123,822.38 | \$826.07 |
| BOYCE | JOHN | Staff Sergeant | \$128,514.16 | \$826.07 |
| BOYCE | RONALD | Staff Sergeant | \$121,419.49 | \$826.07 |
| BOYD | ANDREW | Police Constable | \$100,502.91 | \$731.29 |
| BOYD | EDWARD | Inspector | \$133,046.72 | \$1,073.04 |
| BOYER | DENIS | Plainclothes Police Constable | \$104,740.48 | \$765.11 |
| BOYKO | JEREMY JEFFREY | Sergeant | \$109,935.41 | \$768.42 |
| BOYLE | KENNETH | Staff Sergeant | \$123,078.54 | \$826.07 |
| BRADSHAW | KEITH | Detective | \$107,317.19 | \$364.64 |
| BRAGG | LORNE GORDON | Detective | \$102,746.33 | \$771.54 |
| BRAMMALL | MICHAEL | Detective | \$145,594.91 | \$789.64 |
| BRANTON | SHANE | Staff Sergeant | \$109,426.34 | \$392.08 |
| BRAR | GURSHARNJIT SINGH | Police Constable | \$108,907.84 | \$724.99 |
| BRAR | SHANE GURSHARAN | Detective | \$106,431.68 | \$780.72 |
| BRASCA | WALTER | Sergeant | \$111,836.93 | \$789.64 |
| BRAUND | JAMES RAYMOND | Plainclothes Police Constable | \$103,699.66 | \$751.24 |
| BRAUTIGAM | JAZEN LORNE | Detective | \$100,203.61 | \$771.54 |
| BRAYMAN | GEOFFREY ROBERT | Plainclothes Police Constable | \$110,142.53 | \$735.57 |
| BREEN | FRANCIS | Superintendent | \$150,351.37 | \$8,504.21 |
| BRESSAN | LORENZO | Detective | \$101,896.58 | \$789.64 |
| BRESSE | JEAN | Police Constable | \$112,383.64 | \$722.33 |
| BRETT | BRYAN DONALD | Police Constable | \$102,107.30 | \$722.33 |
| BRIDEAU | RENE ALYRE | Plainclothes Police Constable | \$101,020.60 | \$751.24 |
| BRIGGS | IAN | Sergeant | \$101,237.76 | \$328.24 |
| BRIGHAM | JOHN | Sergeant | \$107,597.40 | \$789.64 |
| BRINN | NORMAN | Detective Sergeant | \$109,648.57 | \$816.13 |
| BRISTER | JOHN WILLIAM | Plainclothes Police Constable | \$114,156.95 | \$751.24 |
| BRITO | SERGIO AGOSTINHO | Plainclothes Police Constable | \$103,226.42 | \$742.23 |
| BRITTON | FRANCES | Sergeant | \$106,876.77 | \$789.64 |
| BROADFOOT | ALEXANDER | Sergeant | \$122,957.76 | \$780.72 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|---|--------------------|-------------------------|
| BRONS | JAMES | Detective | \$114,177.07 | \$780.72 |
| BRONSEMA | TANYA LISETTE | Plainclothes Police Constable | \$107,285.87 | \$320.78 |
| BRONSON | SCOTT | Detective Sergeant | \$113,778.35 | \$401.07 |
| BROOKES | LEVERNE MCCOURCEY | Plainclothes Police Constable | \$119,500.29 | \$764.41 |
| BROOKES | RALPH | Staff Sergeant | \$113,969.70 | \$826.07 |
| BROSNAN | SEAN | Staff Sergeant | \$112,292.16 | \$821.16 |
| BROWN | DOUGLAS | Sergeant | \$109,617.02 | \$789.64 |
| BROWN | JACQUELINE | Plainclothes Police Constable | \$106,808.99 | \$752.61 |
| BROWN | JAMES | Staff Sergeant | \$113,160.66 | \$401.07 |
| BROWN | ROBERT | Staff Sergeant | \$112,209.08 | \$826.07 |
| BROWN | SCOTT DEREK | Police Constable | \$104,562.47 | \$746.96 |
| BROWNE | JIMMY | Sergeant | \$106,904.14 | \$789.64 |
| BROWNE | TERRENCE | Detective Sergeant | \$127,089.08 | \$819.36 |
| BRUZZESE | DOMENICO | Detective | \$101,987.35 | \$788.96 |
| BRYAN | KEITH XAVIER | Sergeant | \$106,978.68 | \$788.62 |
| BRYCE | ROBERT FRANCIS | Sergeant | \$104,888.76 | \$789.64 |
| BRYL | BOGUMIL | Police Constable | \$110,195.32 | \$749.41 |
| BRYSON | LAWRENCE NEIL | Staff Sergeant | \$125,556.29 | \$826.07 |
| BUCKLEY | DONALD | Sergeant | \$106,747.84 | \$789.64 |
| BUI | TAM THACH | Detective | \$116,449.55 | \$769.38 |
| BULBROOK | CALVIN MILORAD | Plainclothes Police Constable | \$101,299.67 | \$742.23 |
| BULLOCK | NEIL | Staff Sergeant | \$112,045.10 | \$826.07 |
| BURGESS | TROY | Sergeant | \$102,569.53 | \$789.64 |
| BURKE | GARY EDWIN | Sergeant | \$104,464.54 | \$771.54 |
| BURKE | MICHAEL DAVID | Police Constable | \$109,949.52 | \$749.41 |
| BURKE | PATRICK | Detective | \$104,470.01 | \$789.64 |
| BURKHOLDER | HERBERT | Sergeant | \$107,636.25 | \$781.26 |
| BURKS | CHARLES DEAN | Detective Sergeant | \$113,112.17 | \$826.07 |
| BURLEAU | MICHAEL JEFFERY | Plainclothes Police Constable | \$108,167.67 | \$745.78 |
| BURLEY | DAVID JOSEPH | Plainclothes Police Constable | \$101,246.32 | \$751.24 |
| BURNETT | ANSON RICHARD | Police Constable | \$100,234.61 | \$722.33 |
| BURNINGHAM | GRANT NEIL | Staff Sergeant | \$117,123.21 | \$826.07 |
| BURNS | ALISON MARION | Plainclothes Police Constable | \$105,087.62 | \$311.77 |
| BURNS | STEPHEN GEORGE | Sergeant | \$107,066.91 | \$779.15 |
| BURNSIDE | SEAN KELLY | Police Constable | \$110,402.87 | \$722.33 |
| BURROWS | TIMOTHY SCOTT | Sergeant | \$102,709.51 | \$780.72 |
| BUSTOS | HARRY SANTIAGO | Police Constable | \$104,251.94 | \$722.33 |
| BUTTON | BERNADETTE | Inspector | \$133,046.72 | \$878.26 |
| BYERS | DEREK JONATHAN | Sergeant | \$101,135.10 | \$759.84 |
| BYRNES | ELIZABETH | Superintendent | \$145,768.88 | \$7,694.64 |
| CACCAVALE | ERASMO | Plainclothes Police Constable | \$100,524.92 | \$760.33 |
| CAISSIE | PAUL | Sergeant | \$110,056.70 | \$789.64 |
| CALIFARETTI | SANDRA ANGELA | Manager, Financial Management | \$140,350.52 | \$916.00 |
| CALLAGHAN | PETER EDWARD | Staff Sergeant | \$115,768.93 | \$821.16 |
| CAMACHO | JOSE | Sergeant | \$108,997.98 | \$789.64 |
| CAMERON | ALAN | Plainclothes Police Constable | \$109,038.88 | \$769.31 |
| CAMERON | NEIL ROBERT | Police Constable | \$108,035.26 | \$722.33 |
| CAMPANILE | EMANUELE | Sergeant | \$103,583.17 | \$789.64 |
| CAMPBELL | BRYAN EDWARD | Detective | \$102,141.40 | \$771.54 |
| CAMPBELL | DEBORAH ANNE | Senior Operations Supervisor | \$105,510.08 | \$767.30 |
| CAMPBELL | DONALD ALEXANDER | Superintendent | \$146,295.76 | \$16,018.78 |
| CAMPBELL | DOUGLAS | Sergeant | \$109,806.58 | \$783.06 |
| CAMPBELL | JOANNE ELIZABETH | Executive Director, Police Services Board | \$154,567.18 | \$955.80 |
| CAMPBELL | MICHELLE DIANE | Plainclothes Police Constable | \$104,525.90 | \$326.24 |
| CAMPBELL | NICOLE | Plainclothes Police Constable | \$104,658.86 | \$769.31 |
| CAMPBELL | PHILLIP SCOTT | Plainclothes Police Constable | \$104,697.89 | \$738.72 |
| CAMPOLI | STEVEN ROBERT | Plainclothes Police Constable | \$116,361.36 | \$750.89 |
| CANEPÀ | ANTONIO | Plainclothes Police Constable | \$135,509.45 | \$769.31 |
| CANNATA | DAVID | Plainclothes Police Constable | \$102,239.90 | \$769.31 |
| CANNELLA | ANGELO GIUSEPPE | Police Constable | \$103,645.95 | \$731.29 |
| CANNON | MICHAEL | Staff Sergeant | \$111,950.53 | \$826.07 |
| CANTELON | GREGORY | Staff Sergeant | \$112,503.49 | \$826.07 |
| CAPIZZO | GIUSEPPE DINO | Detective | \$110,900.66 | \$780.72 |
| CAPONE | DAVID JOSEPH | Police Constable | \$115,123.72 | \$740.30 |
| CAPUTO | JOSEPH | Detective | \$121,798.41 | \$789.64 |
| CARACCIOLLO | ROGER DOMINIC | Detective | \$107,635.96 | \$771.54 |
| CARBONE | MIKE | Detective | \$128,127.01 | \$789.64 |
| CAREFOOT | TODD | Plainclothes Police Constable | \$110,963.17 | \$769.31 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|----------------------|--|--------------------|-------------------------|
| CARGILL | PAUL SCOTT | Detective | \$118,625.29 | \$780.72 |
| CARLES | MATTHEW MOSES | Plainclothes Police Constable | \$102,261.16 | \$751.24 |
| CARLETON | STEPHEN JAMES | Plainclothes Police Constable | \$104,552.67 | \$751.24 |
| CARMICHAEL | STEPHEN FRANCIS | Sergeant | \$100,487.80 | \$771.54 |
| CARTER | DALE | Sergeant | \$103,725.27 | \$789.64 |
| CARTER | MARVA MARIE | Project Leader, Information Technology | \$107,803.03 | \$379.32 |
| CARTER | MAXWELL | Staff Sergeant | \$121,708.56 | \$826.07 |
| CARTER | RANDOLPH | Inspector | \$133,046.72 | \$878.26 |
| CARTER | SCOTT | Detective | \$102,856.89 | \$789.64 |
| CARVALHO | AVELINO MOTA | Sergeant | \$108,399.78 | \$780.72 |
| CASCADEN | KELLY | Sergeant | \$102,632.56 | \$364.64 |
| CASHMAN | GERALD | Inspector | \$132,123.25 | \$1,068.54 |
| CASTELL | TIFFANY ALICIA | Plainclothes Police Constable | \$102,226.33 | \$733.65 |
| CASTELLUCCI | ANTHONY | Sergeant | \$103,284.32 | \$780.72 |
| CATENACCIO | MARIO | Police Constable | \$122,615.09 | \$722.33 |
| CATES | STEVEN RICHARD | Plainclothes Police Constable | \$113,526.63 | \$751.24 |
| CATON | MATTHEW MICHAEL | Plainclothes Police Constable | \$100,611.03 | \$751.24 |
| CAUNTER | BENJAMINTHOMAS | Plainclothes Police Constable | \$103,604.78 | \$732.49 |
| CECILE | GLEN | Detective | \$117,000.12 | \$780.72 |
| CERESOLI | MAURIZIO | Plainclothes Police Constable | \$101,383.82 | \$751.24 |
| CERNOWSKI | ANDREW JOHN | Financial Planner | \$115,127.14 | \$995.28 |
| CHADHA | AVININDER | Detective | \$102,025.52 | \$364.64 |
| CHAMBERS | COURTNEY | Staff Sergeant | \$116,880.85 | \$826.07 |
| CHAN | ALPHA HAWK-BUNG | Plainclothes Police Constable | \$100,854.48 | \$760.33 |
| CHANG | CHU THAO | Detective | \$113,408.09 | \$771.54 |
| CHANT | JAMES ELLIOT | Plainclothes Police Constable | \$111,469.75 | \$751.24 |
| CHAPMAN | KAREN | Detective | \$107,386.98 | \$771.54 |
| CHAPMAN | MARK | Detective | \$102,924.76 | \$780.72 |
| CHARLES | ANTHONY | Detective Sergeant | \$117,550.71 | \$826.07 |
| CHARUK | MARK | Detective | \$104,013.59 | \$789.64 |
| CHASE | WILLIAM OLIVER | Plainclothes Police Constable | \$109,133.78 | \$742.23 |
| CHEECHOO | NELSON THOMAS | Plainclothes Police Constable | \$102,552.89 | \$751.24 |
| CHELLEW | STEPHEN | Sergeant | \$103,703.53 | \$789.64 |
| CHHABRA | AJAY | Plainclothes Police Constable | \$101,505.01 | \$723.16 |
| CHIASSON | MARCEL ANDRE | Sergeant | \$115,931.39 | \$780.72 |
| CHILDS | CYNTHIA | Detective Sergeant | \$114,428.13 | \$825.02 |
| CHILVERS | CHRISTOPHER CLIFFORD | Detective | \$119,463.45 | \$771.54 |
| CHOE | ROBERT | Detective | \$107,001.32 | \$771.54 |
| CHOO-WING | DEXTER MICHAEL | Plainclothes Police Constable | \$117,022.99 | \$751.24 |
| CHORNOOK | STEPHEN | Police Constable | \$104,012.86 | \$749.41 |
| CHOURYGUINE | DMITRY | Plainclothes Police Constable | \$105,524.33 | \$307.09 |
| CHOW | HAROLD | Sergeant | \$111,111.06 | \$780.72 |
| CHRISTIE | PETER | Detective | \$104,821.12 | \$364.64 |
| CHRISTOPOULOS | GEORGE | Communications Co-ordinator | \$102,043.90 | \$776.45 |
| CHUDOBA | MYRON | Detective | \$124,260.18 | \$789.64 |
| CHUNG | PHILIP | Detective | \$102,026.56 | \$400.06 |
| CHUNG | RYAN ANTHONY | Plainclothes Police Constable | \$104,453.24 | \$751.24 |
| CHURKOO | DOODNATH DEODATH | Sergeant | \$120,267.79 | \$771.54 |
| CHUTKO | JAN | Plainclothes Police Constable | \$102,211.14 | \$769.31 |
| CIBULIS | CLINTON FRANK | Police Constable | \$108,983.59 | \$722.33 |
| CIESLIK | SUSAN HELENA | Plainclothes Police Constable | \$103,105.07 | \$766.51 |
| CIOFFI | MARC ANGELO | Sergeant | \$104,667.58 | \$771.54 |
| CLARK | CORINNE | Detective | \$104,558.57 | \$789.64 |
| CLARK | JAMIE ANDERSON | Sergeant | \$102,139.57 | \$341.08 |
| CLARK | PRESTON MICHAEL | Plainclothes Police Constable | \$105,010.55 | \$751.24 |
| CLARK | ROY | Police Constable | \$132,401.66 | \$749.41 |
| CLARK | RUSSELL | Sergeant | \$106,516.90 | \$789.64 |
| CLARK | STEVEN | Detective | \$103,888.19 | \$789.64 |
| CLARK | TRAVIS DAYMOND | Plainclothes Police Constable | \$114,613.14 | \$751.24 |
| CLARKE | DOUGLAS | Plainclothes Police Constable | \$118,742.46 | \$769.31 |
| CLARKE | JOHN | Detective | \$120,048.43 | \$789.64 |
| CLARKE | MATTHEW FRANCIS | Plainclothes Police Constable | \$158,639.16 | \$751.24 |
| CLARKE | ROBERT | Superintendent | \$152,693.16 | \$7,188.62 |
| CLARKE | STACYANN MARIA | Sergeant | \$105,701.05 | \$771.54 |
| CLARKE | STEVEN F | Detective Sergeant | \$111,856.88 | \$401.07 |
| CLAUDIO | DONALD | Plainclothes Police Constable | \$100,073.36 | \$735.64 |
| CLEMENS | JEFFREY | Sergeant | \$104,803.48 | \$801.57 |
| CLEMENTS | HOWARD | Police Constable | \$109,051.37 | \$749.41 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|--|--------------------|-------------------------|
| CLENDINNING | MARK WILLIAM | Detective | \$111,285.78 | \$784.86 |
| CLIFFORD | HUGH ANTHONY | Police Constable | \$104,056.46 | \$722.33 |
| CODE | PETER | Staff Sergeant | \$112,470.30 | \$817.08 |
| COFFIN | PHILIP | Police Constable | \$106,472.45 | \$749.41 |
| COGHLIN | JAMES GARFIELD | Staff Sergeant | \$110,680.36 | \$817.08 |
| COHEN | ALAN LAWRENCE | Police Constable | \$117,148.65 | \$731.29 |
| COLE | DONALD | Staff Sergeant | \$113,284.36 | \$826.07 |
| COLE | GREGORY | Inspector | \$133,046.72 | \$1,073.04 |
| COLE | JASON ARTHUR | Detective | \$114,464.22 | \$781.62 |
| COLLINS | ROBERT SCOTT | Sergeant | \$108,649.60 | \$789.64 |
| COLLYMORE | BRIAN MATTHEW | Police Constable | \$101,887.79 | \$721.20 |
| CONNELL | DALE | Sergeant | \$102,027.08 | \$718.81 |
| CONNOLLY | MAUREEN ALICE | Senior Corporate Planning Analyst | \$110,399.90 | \$745.06 |
| CONNOR | BRUCE ALEXANDER | Plainclothes Police Constable | \$116,728.87 | \$751.24 |
| COOK | THOMAS WILLIAM | Plainclothes Police Constable | \$103,142.84 | \$742.23 |
| COOKE | LEE SCOTT | Police Constable | \$132,503.15 | \$731.29 |
| COOMBS | ALBERT GEORGE | Plainclothes Police Constable | \$102,410.85 | \$760.87 |
| COOPER | ROBERT | Detective | \$101,885.78 | \$718.81 |
| CORDEIRO | ELIZABETT MARIA | Detective | \$103,322.69 | \$780.72 |
| CORKHILL | KAREN LINDA | Training Constable | \$101,685.25 | \$778.56 |
| CORMACK | BRIAN JAMES | Detective | \$105,233.84 | \$771.54 |
| CORRA | DALE | Sergeant | \$105,380.33 | \$780.72 |
| CORREA | DAVID RODRIGUEZ | Sergeant | \$101,603.76 | \$771.54 |
| CORREA | IRWIN | Police Constable | \$121,875.32 | \$749.41 |
| CORREIA | BRYAN MEDEIROS | Plainclothes Police Constable | \$102,179.09 | \$746.56 |
| CORREIA | JEFFERY | Plainclothes Police Constable | \$106,494.64 | \$742.23 |
| CORRIGAN | NEIL DAVID | Staff Inspector | \$133,411.13 | \$1,074.00 |
| COSCARELLA | ANTHONY | Detective Sergeant | \$109,993.15 | \$817.08 |
| COSENTINO | SALVATORE | Detective Sergeant | \$118,250.17 | \$401.07 |
| COSGROVE | SEAN DAVID | Plainclothes Police Constable | \$100,054.86 | \$751.24 |
| COSTA | ANGELO | Sergeant | \$106,257.31 | \$789.64 |
| COSTA CORREIA | ZENON PIO | Detective | \$123,169.46 | \$771.54 |
| COSTABILE | GINO | Plainclothes Police Constable | \$110,520.89 | \$750.05 |
| COSTELLO | PATRICK WILLIAM | Police Constable | \$103,491.53 | \$722.33 |
| COULSON | WILLIAM | Staff Sergeant | \$112,088.13 | \$826.07 |
| COULTER | ALLAN JOHN | Sergeant | \$110,043.67 | \$789.64 |
| COULTER | JOHN ALAN | Detective Sergeant | \$111,857.63 | \$826.07 |
| COULTHARD | JASON MILES | Detective | \$103,224.77 | \$771.54 |
| COURT | ANDREW JAMES | Police Constable | \$111,179.94 | \$722.33 |
| COWAN | ANDRIA | Sergeant | \$103,943.45 | \$780.72 |
| COWAN | JAMES | Sergeant | \$108,727.95 | \$789.64 |
| COWL | LAWRENCE | Sergeant | \$106,934.88 | \$789.64 |
| COX | DARREN ANDREW | Detective | \$112,661.96 | \$780.72 |
| COXON | SHAWNA MICHELLE | Detective Sergeant | \$108,075.26 | \$382.76 |
| COYNE | PATRICK KEVIN | Plainclothes Police Constable | \$100,770.89 | \$723.51 |
| CRADDOCK | STEPHEN | Sergeant | \$119,389.21 | \$788.62 |
| CRAGHILL | DAVID | Sergeant | \$102,571.88 | \$789.64 |
| CRAIG | SCOTT | Sergeant | \$101,376.53 | \$786.56 |
| CRAMPTON | DAVID ALAN | Police Constable | \$106,821.64 | \$741.50 |
| CRANE | ROBERT JASON | Police Constable | \$102,484.46 | \$746.96 |
| CRAWFORD | CHRISTIAN | Staff Inspector | \$160,807.74 | \$9,313.30 |
| CREWS | ALEXANDER | Police Constable | \$101,869.17 | \$749.41 |
| CREWS | WILLIAM | Detective Sergeant | \$114,697.97 | \$401.07 |
| CRICHTON | NORMAN | Sergeant | \$105,849.63 | \$789.64 |
| CRISTIANO | GUIDO | Police Constable | \$136,091.16 | \$749.41 |
| CRISTOFARO | ANGELO | Director, Finance and Administration | \$163,459.06 | \$1,244.72 |
| CRONE | SUSAN | Detective Sergeant | \$113,601.78 | \$826.07 |
| CRONE | TIMOTHY | Staff Sergeant | \$119,431.29 | \$842.49 |
| CROOKER | LISA CATHERINE | Detective | \$101,500.70 | \$771.54 |
| CROSBY | DANIEL PATRICK | Sergeant | \$105,644.82 | \$789.64 |
| CROWLEY | JANINE | Detective | \$104,455.96 | \$789.64 |
| CURTIN | HELEN MARGARET | Manager, Information Technology Governance | \$140,350.52 | \$916.00 |
| D'ONOFRIO | ANTONIO | Plainclothes Police Constable | \$116,746.96 | \$741.45 |
| D'SILVA | ALLISTER | Plainclothes Police Constable | \$104,771.65 | \$748.79 |
| D'SOUZA | RYAN ASHLEY | Plainclothes Police Constable | \$111,661.14 | \$742.23 |
| D'SOUZA | TYRON IAN | Police Constable | \$100,844.92 | \$722.33 |
| DA COSTA | ANTONIO NORBERTO | Police Constable | \$110,821.62 | \$740.30 |
| DA SILVA | JOSE | Police Constable | \$107,126.09 | \$749.41 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|--|--------------------|-------------------------|
| DAFOE | DALE | Detective | \$108,553.18 | \$789.64 |
| DAL GRANDE | MAURO ANGELO | Police Constable | \$111,787.77 | \$749.41 |
| DALE | DONALD | Sergeant | \$107,941.15 | \$789.64 |
| DALEY | KEVIN | Police Constable | \$115,685.27 | \$740.30 |
| DALGARNO | GORDON | Inspector | \$155,293.77 | \$938.60 |
| DAMANI | ZAHIR | Project Leader, Information Technology | \$106,937.47 | \$379.32 |
| DAMASO | RODNEY | Detective | \$110,225.41 | \$771.54 |
| DANIELS | MARK CHARLES | Detective | \$116,532.95 | \$780.72 |
| DARBYSHIRE | JAMES EDWARD | Staff Sergeant | \$114,414.24 | \$401.07 |
| DARNBROUGH | DANIEL ROBERT | Detective | \$121,723.25 | \$789.64 |
| DAVEY | AMY LEE | Plainclothes Police Constable | \$103,147.65 | \$326.24 |
| DAVEY | ROBIN | Police Constable | \$110,500.58 | \$740.30 |
| DAVEY | THOMAS | Sergeant | \$103,503.92 | \$789.64 |
| DAVEY | TIMOTHY | Detective Sergeant | \$111,067.23 | \$396.16 |
| DAVIDSON | JOHN ALAN | Sergeant | \$108,332.55 | \$789.64 |
| DAVIES | ROBERT EARLE | Sergeant | \$118,775.61 | \$758.88 |
| DAVIS | KENNETH | Sergeant | \$104,086.30 | \$789.64 |
| DAVIS | SHARON | Staff Sergeant | \$127,616.21 | \$401.07 |
| DAWSON | GEORGE JOSEPH | Staff Sergeant | \$111,862.08 | \$826.07 |
| DAWSON | KEITH | Sergeant | \$102,951.47 | \$789.64 |
| DAWSON | VICKI | Sergeant | \$102,074.39 | \$787.26 |
| DAYLER | NATHAN DAVID | Training Constable | \$102,773.17 | \$740.28 |
| DE GUZMAN | NOEL ENRIQUEZ | Police Constable | \$102,946.42 | \$745.78 |
| DE LIO | FRANK PAUL | Sergeant | \$110,522.81 | \$780.72 |
| DE SOUSA | JOHN PAUL | Plainclothes Police Constable | \$126,846.14 | \$751.24 |
| DESILVA | JULIUS THEODORE | Senior Analyst, Information Technology | \$113,646.23 | \$351.45 |
| DEAN | JESSE RUSSELL | Plainclothes Police Constable | \$114,872.80 | \$748.24 |
| DEARBORN | ROBERT FREDERICK | Police Constable | \$106,991.65 | \$740.84 |
| DECOURCY | JOHN | Staff Sergeant | \$116,937.10 | \$826.07 |
| DELPORT | MICHAEL | Plainclothes Police Constable | \$107,545.52 | \$769.31 |
| DEMKIW | MYRON ANDREY | Inspector | \$125,554.13 | \$979.30 |
| DEMOE | KEVIN | Detective | \$103,501.44 | \$789.64 |
| DENNIS | AARON | Sergeant | \$103,426.68 | \$771.54 |
| DENTON | MARK | Plainclothes Police Constable | \$114,235.55 | \$769.31 |
| DERRY | KIM WALTER | Deputy Chief | \$181,278.52 | \$9,790.07 |
| DESJARDINS | JOSEPH FRANCOIS | Police Constable | \$102,988.17 | \$722.33 |
| DESMARAIS | JOHN PAUL | Police Constable | \$106,844.93 | \$731.29 |
| DESROCHERS | ROGER HENRI | Detective | \$107,655.81 | \$771.54 |
| DEVEREUX | CHRISTOPHER LEE | Plainclothes Police Constable | \$104,452.72 | \$751.24 |
| DEVINE | PHILIP | Detective | \$102,241.49 | \$789.64 |
| DEWLING | NORMAN | Staff Sergeant | \$114,950.80 | \$826.07 |
| DEWSNAP | JAMIE DUNCAN | Plainclothes Police Constable | \$104,181.33 | \$751.24 |
| DEY | ROBIN HUGH | Sergeant | \$129,927.82 | \$789.64 |
| DHALIWAL | SURINDERJIT | Senior Technical Analyst, Information Technology | \$117,122.23 | \$351.45 |
| DHATT | RUBINDER | Sergeant | \$104,085.12 | \$771.54 |
| DI GIACOMO | ROBERTO | Detective | \$106,907.91 | \$771.54 |
| DI PASSA | DOMENICO | Detective | \$124,919.23 | \$355.72 |
| DI PASSA | JULIE | Detective | \$107,162.73 | \$364.64 |
| DI POCE | EMILIO | Detective | \$104,358.74 | \$789.64 |
| DI TOMMASO | MARIO | Superintendent | \$145,768.88 | \$12,495.92 |
| DIDANIELI | ROBERTO | Detective Sergeant | \$118,921.89 | \$825.02 |
| DIAZ | ANGELA MARIA | Plainclothes Police Constable | \$100,154.44 | \$739.11 |
| DIAZ | PEDRO EDUARDO | Detective | \$137,736.66 | \$780.72 |
| DICK | MICHAEL DAVID | Plainclothes Police Constable | \$103,976.12 | \$742.23 |
| DICKIE | CRAIG WILLIAM | Police Constable | \$104,084.57 | \$731.29 |
| DICKINSON | DAVID THORPE | Detective | \$110,528.92 | \$771.54 |
| DICOSOLA | MICHELE | Detective | \$118,468.66 | \$780.72 |
| DIGIOVANNI | GIUSEPPE | Detective | \$133,119.00 | \$783.06 |
| DION | DANIEL | Detective | \$101,574.62 | \$780.72 |
| DIONNE | CHRISTOPHER | Detective | \$101,878.58 | \$364.64 |
| DIRENZO | RAYMOND MARTIN | Sergeant | \$101,408.57 | \$780.72 |
| DISALVO | SHARON | Sergeant | \$100,338.76 | \$780.72 |
| DIVIESTI | TONY | Sergeant | \$103,120.44 | \$789.64 |
| DIZON | JOSE BENEDICTO | Detective | \$104,507.23 | \$771.54 |
| DOBBS | CHRISTIAN DANIEL | Plainclothes Police Constable | \$107,615.70 | \$742.23 |
| DODDS | LESLIE GRAHAM | Plainclothes Police Constable | \$109,473.67 | \$746.56 |
| DOHERTY | BRADEN SPENCER | Plainclothes Police Constable | \$100,908.88 | \$751.24 |
| DOKURNO | RICHARD MICHAEL | Detective Sergeant | \$111,219.41 | \$819.36 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|--|--------------------|-------------------------|
| DOMINEY | PAUL LAURIE | Detective | \$121,575.99 | \$771.54 |
| DONISON | KIM | Police Constable | \$100,196.69 | \$749.41 |
| DONOGHUE | TIMOTHY | Police Constable | \$107,404.36 | \$749.41 |
| DOREY | JOSEPH THOMAS | Project Leader, Information Technology | \$107,431.70 | \$379.32 |
| DORY | KELLY | Staff Sergeant | \$112,030.48 | \$826.07 |
| DOUCETTE | CHRISTIAN GERARD | Plainclothes Police Constable | \$101,792.41 | \$751.24 |
| DOUGLAS | BARBARA ANN | Detective | \$113,436.39 | \$780.72 |
| DOUGLAS | JEFFREY | Sergeant | \$104,655.07 | \$789.64 |
| DOUGLAS | STEPHEN MICHAEL | Plainclothes Police Constable | \$110,294.21 | \$751.24 |
| DOUGLIN | CHARLES VANCE | Plainclothes Police Constable | \$101,939.74 | \$751.24 |
| DRAKE | KEVIN CHRISTOPHER | Police Constable | \$114,825.99 | \$731.29 |
| DRAKE | WILLIAM | Sergeant | \$109,020.62 | \$789.64 |
| DRAPER | KIRSTAN GILES | Police Constable | \$109,874.64 | \$737.93 |
| DRENNAN | CRAIG | Detective | \$111,378.97 | \$788.62 |
| DREWS | JASON | Plainclothes Police Constable | \$100,108.78 | \$734.80 |
| DRURY | PAUL | Detective | \$107,288.15 | \$789.64 |
| DUARTE | JOAO RODRIGO | Plainclothes Police Constable | \$113,509.28 | \$745.00 |
| DUBE | DAVID | Sergeant | \$106,397.82 | \$789.64 |
| DUBREUIL | JEAN | Sergeant | \$105,780.92 | \$785.56 |
| DUCKWORTH | SCOTT | Sergeant | \$108,347.13 | \$789.64 |
| DUFFUS | RICHARD HUGH | Detective | \$103,867.14 | \$780.72 |
| DUFFY | MARJORIE ARLEEN | Sergeant | \$111,527.29 | \$780.72 |
| DUGAN | ERIC | Sergeant | \$110,866.24 | \$789.64 |
| DUKE | BRIAN DOUGLAS | Sergeant | \$101,917.28 | \$788.62 |
| DUNCAN | JEANINE | Detective | \$100,196.76 | \$780.72 |
| DUNCAN | MELISSA JOY | Plainclothes Police Constable | \$105,519.57 | \$751.24 |
| DUNCAN | PHILLIP ZVI | Plainclothes Police Constable | \$105,517.04 | \$751.24 |
| DUNKLEY | LESLIE | Detective | \$124,413.07 | \$783.06 |
| DUNLOP | JOHN PAUL | Detective | \$107,017.95 | \$788.96 |
| DUNN | BEVERLY | Police Constable | \$115,264.63 | \$749.41 |
| DUNNING | ANDREW RICHARD | Plainclothes Police Constable | \$106,161.92 | \$733.26 |
| DUNSTAN | DOUGLAS | Detective | \$127,398.39 | \$789.64 |
| DURAN | ADRIAN ROGELIO | Plainclothes Police Constable | \$105,225.48 | \$725.07 |
| DURHAM | CAMERON EDWARD | Staff Sergeant | \$116,596.93 | \$826.07 |
| DUROCHER | DAVID LEONARD | Police Constable | \$109,025.15 | \$297.33 |
| DURY | BENJAMIN MICHAEL | Sergeant | \$107,257.71 | \$771.54 |
| DUTHIE | ROBERT | Sergeant | \$113,030.13 | \$789.64 |
| DWYER | ANTHONY | Plainclothes Police Constable | \$106,810.57 | \$769.31 |
| DZIEMIANKO | STAISLAW | Plainclothes Police Constable | \$104,639.85 | \$769.31 |
| DZINGALA | EDWARD | Staff Sergeant | \$112,013.48 | \$826.07 |
| DZINGALA | RICHARD GEORGE | Police Constable | \$105,030.70 | \$746.53 |
| EAGLESON | DAWN MICHELLE | Detective | \$109,438.90 | \$771.54 |
| EARL | MICHAEL | Staff Inspector | \$140,315.68 | \$13,545.50 |
| EATON | DOUGLAS BRIAN | Police Constable | \$104,867.38 | \$722.33 |
| EBRAHIMI | POOYA | Police Constable | \$103,303.18 | \$720.07 |
| ECKLUND | ANDREW DOUGLAS | Sergeant | \$115,524.99 | \$771.54 |
| ECKLUND | DAVID GRENVILLE | Detective | \$116,855.16 | \$771.54 |
| EDGAR | LESLIE ADAM | Plainclothes Police Constable | \$108,560.17 | \$751.24 |
| EDWICKER | ALEXIS GRACE | Sergeant | \$103,373.34 | \$771.54 |
| ELDRIDGE | REGINALD | Sergeant | \$102,636.24 | \$789.64 |
| ELEY | STUART | Inspector | \$133,046.72 | \$878.26 |
| ELFORD | WILLIAM CHARLES | Police Constable | \$130,290.49 | \$749.41 |
| ELGAR | KAREN ELIZABETH | Plainclothes Police Constable | \$101,558.81 | \$760.33 |
| ELLIOT | BENJAMIN GEORGE | Police Constable | \$102,051.54 | \$722.33 |
| ELLIOTT | EVERETT | Plainclothes Police Constable | \$107,824.74 | \$769.31 |
| ELLIOTT | PAUL | Sergeant | \$106,205.81 | \$781.26 |
| ELLIOTT | SHAWN WILLIAM | Sergeant | \$102,421.00 | \$780.72 |
| ELLIS | GEOFFREY WILLIAM | Plainclothes Police Constable | \$104,084.44 | \$751.24 |
| ELLIS | MICHAEL DAVID | Manager, Facilities Management | \$130,122.12 | \$648.04 |
| EMERSON | TERRY EVAN | Police Constable | \$101,253.99 | \$741.15 |
| EMIGH | DAVID | Sergeant | \$105,003.83 | \$364.64 |
| EMMS | JEFFREY BRIAN | Plainclothes Police Constable | \$102,356.43 | \$751.24 |
| ENTWISTLE | DAVID | Detective | \$105,180.23 | \$789.64 |
| ENTWISTLE | WARREN CLAYTON | Plainclothes Police Constable | \$106,629.71 | \$326.24 |
| ERNST | TIMOTHY | Police Constable | \$101,274.27 | \$324.41 |
| ERVICK | DALE | Staff Sergeant | \$112,156.74 | \$826.07 |
| ESCUDERO WHU | TSUI-CHEE | Project Leader, Information Technology | \$106,825.53 | \$379.32 |
| ESKEN | INDREK | Detective | \$103,606.29 | \$789.64 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|---------------------|--|--------------------|-------------------------|
| ESTEVEZ | RUI MANUEL | Police Constable | \$102,137.53 | \$722.33 |
| EUSTACE | DAVID | Detective | \$110,226.86 | \$789.64 |
| EVANS | BART | Sergeant | \$105,779.29 | \$789.64 |
| EVANS | BRYCE | Staff Inspector | \$140,315.68 | \$14,362.58 |
| EVANS | JACQUELINE | Sergeant | \$104,160.31 | \$789.64 |
| EVELYN | DION | Manager, Communications Services | \$114,347.72 | \$992.29 |
| EVELYN | JOEL JAMSON | Plainclothes Police Constable | \$107,894.22 | \$751.24 |
| EVEREST | JOHN ALFRED | Sergeant | \$106,705.63 | \$789.64 |
| EXTON | CHARLES | Police Constable | \$107,913.00 | \$749.41 |
| EZEKIEL | SCOTT CARL | Police Constable | \$100,462.72 | \$731.29 |
| FACOETTI | MICHAEL PAUL | Sergeant | \$110,167.42 | \$780.72 |
| FAIRCLOUGH | JAMES STEPHEN | Plainclothes Police Constable | \$105,149.54 | \$749.84 |
| FAIREY | RUSSILL | Detective | \$111,181.22 | \$353.70 |
| FALCONER | GREGORY | Detective | \$112,833.00 | \$789.64 |
| FALKINSON | FRANK | Sergeant | \$102,147.22 | \$789.64 |
| FARAHBAKSH | JEANETTE ISABEL | Manager, Labour Relations | \$126,319.00 | \$578.48 |
| FARRELL | CHRISTINE MARIE | Detective | \$105,342.45 | \$355.72 |
| FARRELL | GEORGE | Staff Sergeant | \$121,799.51 | \$401.07 |
| FARRUGIA | MARIE | Detective | \$107,776.03 | \$789.64 |
| FEAGAN | GREGORY DAVID | Plainclothes Police Constable | \$105,058.66 | \$744.22 |
| FEBBO | OLIVER | Detective | \$114,616.73 | \$780.72 |
| FEDERICO | MATTHEW MICHAEL | Senior Technical Analyst, Information Technology | \$111,184.27 | \$768.64 |
| FEDERICO | MICHAEL | Deputy Chief | \$203,360.22 | \$13,044.03 |
| FENTON | DAVID | Superintendent | \$151,435.36 | \$15,431.40 |
| FERADAY | MARK DANIEL | Sergeant | \$101,878.58 | \$364.64 |
| FERGUSON | HUGH | Superintendent | \$151,435.36 | \$14,192.64 |
| FERGUSON | JAY MARIE | Detective | \$109,980.81 | \$789.64 |
| FERGUSON | SCOTT CAVANAGH | Detective | \$123,773.62 | \$784.44 |
| FERGUSON | STEPHEN | Sergeant | \$114,377.73 | \$789.64 |
| FERKO | CHRISTOPHER ROBIN | Police Constable | \$102,002.43 | \$731.29 |
| FERNANDES | CHRISTOPHER | Inspector | \$133,046.72 | \$1,073.04 |
| FERNANDES | CYRIL | Staff Superintendent | \$149,871.51 | \$9,943.74 |
| FERNANDES | KERI ANN | Sergeant | \$103,249.76 | \$771.54 |
| FERNANDES | MICHAEL FREITAS | Police Constable | \$104,829.21 | \$722.33 |
| FERNANDES | SELWYN JOHN | Superintendent | \$151,435.36 | \$8,483.19 |
| FERREIRA | MARK | Plainclothes Police Constable | \$120,462.32 | \$748.50 |
| FERRIS | JOHN | Sergeant | \$101,891.68 | \$789.64 |
| FERRIS | KEVIN | Sergeant | \$103,062.81 | \$789.64 |
| FERRIS | LISA | Detective | \$119,415.29 | \$789.64 |
| FERRY | MICHAEL BERNARD | Sergeant | \$141,134.16 | \$358.42 |
| FIDLER | ANDREW CLARENCE | Police Constable | \$104,004.54 | \$721.20 |
| FIELD | CAMERON DOUGLAS | Detective Sergeant | \$113,755.99 | \$826.07 |
| FIELDING | SHAWN MICHAEL | Police Constable | \$123,480.95 | \$297.33 |
| FILIPPIN | GIANNI ALAN | Plainclothes Police Constable | \$105,752.46 | \$735.57 |
| FINLAY | ALLAN | Sergeant | \$111,802.28 | \$789.64 |
| FISHER | BRADLEY | Sergeant | \$104,809.95 | \$780.72 |
| FISHER | SUSAN | Police Constable | \$115,388.94 | \$749.41 |
| FITZGERALD | THOMAS | Superintendent | \$152,803.17 | \$10,492.56 |
| FLANDERS | TODD MATTHEW | Detective | \$102,768.67 | \$771.54 |
| FLIS | ALBERT | Detective | \$116,389.59 | \$780.72 |
| FLIS | CANDICE LYNN | Detective | \$106,281.32 | \$780.72 |
| FODEN | STEPHEN | Detective Sergeant | \$112,231.22 | \$826.07 |
| FOLLERT | RICHARD | Sergeant | \$101,878.58 | \$789.64 |
| FORCHIONE | ANTONIO | Sergeant | \$105,453.57 | \$789.64 |
| FORDE | RYAN | Detective | \$100,510.59 | \$771.54 |
| FORESTALL | GREGORY | Detective | \$113,529.56 | \$789.64 |
| FORESTELL | MICHAEL | Sergeant | \$102,067.79 | \$783.06 |
| FORSYTHE | ROSS | Plainclothes Police Constable | \$100,480.89 | \$769.31 |
| FORTIN | LOUIS-MARIE RAYMOND | Detective Sergeant | \$120,431.78 | \$826.07 |
| FOSTER | ANTHONY JOSEPH | Police Constable | \$100,694.01 | \$731.29 |
| FOSTER | ROY | Detective | \$122,770.27 | \$789.64 |
| FOTHERINGHAM | SCOTT MONTEITH | Plainclothes Police Constable | \$105,228.66 | \$769.31 |
| FOTOPOULOS | GEORGE | Sergeant | \$107,264.54 | \$780.72 |
| FOUGERE | CORY TRENTON | Plainclothes Police Constable | \$113,593.57 | \$746.56 |
| FOWLDS | GORDON BRUCE | Police Constable | \$101,188.05 | \$749.41 |
| FOWLDS | SCOTT MACKENZIE | Sergeant | \$107,528.89 | \$780.72 |
| FOWLER | WAYNE LEONARD | Detective | \$115,078.52 | \$781.26 |
| FOX | JAMES | Sergeant | \$102,697.16 | \$783.06 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|---|--------------------|-------------------------|
| FOX | STEVEN ANDREW | Police Constable | \$109,052.77 | \$731.29 |
| FRANKLIN | RICHARD | Plainclothes Police Constable | \$105,061.76 | \$769.31 |
| FRANKS | RANDY | Staff Inspector | \$135,610.93 | \$11,880.06 |
| FRASER | SIMON | Sergeant | \$104,341.01 | \$789.64 |
| FRASER | SPENCER ROBERT | Plainclothes Police Constable | \$107,854.03 | \$742.50 |
| FREDERICK | ANTONIO RUDOLPH | Police Constable | \$102,316.54 | \$739.09 |
| FREEMAN | ERIC MICHAEL | Plainclothes Police Constable | \$100,316.73 | \$738.72 |
| FREEMAN | JEFFREY BRYANT | Plainclothes Police Constable | \$101,358.70 | \$751.24 |
| FRENCH | JOHN | Staff Sergeant | \$115,911.09 | \$826.07 |
| FRIGON | ROBERT | Plainclothes Police Constable | \$110,739.09 | \$760.87 |
| FRIMETH | KEVIN DAVID | Detective | \$125,148.75 | \$780.72 |
| FRITZ | GORDON | Plainclothes Police Constable | \$104,222.18 | \$769.31 |
| FRITZ | THEODOR | Detective | \$115,666.30 | \$789.64 |
| FROSCH | JAY JACKSON | Detective Sergeant | \$116,844.10 | \$401.07 |
| FRY | RONALD | Sergeant | \$104,740.66 | \$789.64 |
| FYFE | JOHN | Plainclothes Police Constable | \$101,688.90 | \$760.33 |
| FYNES | ADRIAN | Detective Sergeant | \$112,039.56 | \$826.07 |
| FYNES | BRONAGH MARIA | Sergeant | \$103,695.34 | \$771.54 |
| GAGLIARDI | VITO | Detective | \$104,349.81 | \$771.54 |
| GAJRAJ | SYED SEAN | Plainclothes Police Constable | \$103,444.89 | \$751.24 |
| GALDIKS | ROLAND GERHARD | Police Constable | \$101,616.73 | \$731.29 |
| GALLAGHER | IAN JAMES | Police Constable | \$101,000.07 | \$722.33 |
| GALLANT | DENISE | Sergeant | \$100,026.87 | \$355.72 |
| GALLANT | KELLY-ANN | Detective Sergeant | \$111,431.64 | \$820.39 |
| GALLANT | ROBERT | Detective | \$111,560.49 | \$789.64 |
| GALLANT | STACY | Detective Sergeant | \$109,872.33 | \$801.57 |
| GALLANT | TIMOTHY | Detective | \$118,115.88 | \$355.72 |
| GALLO | DANIEL | Plainclothes Police Constable | \$108,707.12 | \$751.24 |
| GANJ | ARRAN | Police Constable | \$103,855.15 | \$722.33 |
| GARDNER | RONALD FRANKLIN | Sergeant | \$103,028.55 | \$771.54 |
| GARRISON | HEIDI ELSIE | Detective Sergeant | \$107,257.35 | \$407.65 |
| GASKIN | THEODORE | Detective | \$103,440.52 | \$364.64 |
| GAUDET | DERRICK | Sergeant | \$100,319.16 | \$780.72 |
| GAUTHIER | LEO | Detective | \$103,357.31 | \$780.72 |
| GAUTHIER | PAUL RICHARD | Detective | \$108,717.57 | \$771.54 |
| GAUTHIER | RICHARD | Staff Superintendent | \$160,818.35 | \$6,260.20 |
| GEE | WILLIAM EDWARD | Police Constable | \$116,340.84 | \$730.94 |
| GENOVY | SHAUN | Detective | \$109,263.23 | \$789.30 |
| GEORGE | GLEN | Sergeant | \$115,307.58 | \$789.64 |
| GEORGE | KEITH JOSEPH | Police Constable | \$100,453.90 | \$722.33 |
| GEORGEFF | MARCUS WILLIAM | Police Constable | \$100,621.28 | \$743.46 |
| GEORGOPOULOS | KEVIN | Plainclothes Police Constable | \$101,476.47 | \$732.49 |
| GERRITS | JOHN | Police Constable | \$127,168.71 | \$749.41 |
| GERRY | DARYLE | Staff Sergeant | \$120,069.79 | \$826.07 |
| GERRY | DONALD | Detective | \$104,421.67 | \$784.86 |
| GETTY | GREGORY | Superintendent | \$161,310.74 | \$14,850.90 |
| GETTY | SHAWN | Detective Sergeant | \$115,288.81 | \$401.07 |
| GHEYSAR | MAKDA | Financial Planner | \$115,127.14 | \$995.28 |
| GIANCOLA | FRANCESCO | Detective | \$124,016.65 | \$789.64 |
| GIANNOTTA | CELESTINO P | Director, Information Technology Services | \$163,459.06 | \$1,244.72 |
| GIBB | LOUIS | Sergeant | \$103,182.61 | \$789.64 |
| GIBILLINI | RICHARD | Sergeant | \$108,097.66 | \$789.64 |
| GIBSON | ANDREW NEIL | Sergeant | \$108,918.95 | \$780.72 |
| GIBSON | GRAHAM | Detective Sergeant | \$127,713.01 | \$819.36 |
| GIBSON | JAMES | Staff Sergeant | \$122,929.86 | \$834.57 |
| GIBSON | NATHAN EDWARD | Plainclothes Police Constable | \$102,641.30 | \$726.63 |
| GIBSON | ROGER | Sergeant | \$110,765.40 | \$789.64 |
| GICZI | JIM FRANK | Sergeant | \$104,051.00 | \$780.72 |
| GIEDROYC | KAROL ZYGMUNT | Detective Sergeant | \$111,425.51 | \$392.08 |
| GIESCHE | CHAD ALLEN | Plainclothes Police Constable | \$105,518.49 | \$751.24 |
| GILBERT | DONNA ELLEN | Information Security Officer | \$107,339.06 | \$804.32 |
| GILBERT | SCOTT | Inspector | \$133,046.72 | \$1,073.04 |
| GILFOY | LEAH DAWN | Staff Sergeant | \$114,578.62 | \$815.67 |
| GILL | AMANPREET SINGH | Police Constable | \$118,778.76 | \$731.29 |
| GILLAN | JEFFREY JOHN | Plainclothes Police Constable | \$104,681.01 | \$736.36 |
| GILLESPIE | MICHAEL PATRICK | Plainclothes Police Constable | \$112,321.53 | \$736.77 |
| GILLIS | DAVID WILLIAM | Staff Sergeant | \$109,763.12 | \$817.60 |
| GINI | GUILLERMO STEVE | Plainclothes Police Constable | \$101,901.33 | \$726.63 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|---------------------|---|--------------------|-------------------------|
| GIRMENIA | FRANCESCO | Police Constable | \$100,014.87 | \$731.29 |
| GIROUX | GARY | Detective Sergeant | \$143,607.35 | \$401.07 |
| GLANCY | DAVID | Police Constable | \$117,683.21 | \$740.30 |
| GLAVIN | LYDIA STEPHANY | Detective Sergeant | \$109,360.39 | \$817.08 |
| GLAVIN | PHILLIP | Sergeant | \$118,803.63 | \$789.64 |
| GLENDINNING | GREGORY DAVID | Detective | \$106,904.62 | \$789.64 |
| GOH | ANDRE PIERRE | Manager, Human Rights and Employment Equality | \$130,122.12 | \$453.26 |
| GOLDSMITH | ERIC CHARLES | Detective | \$105,395.03 | \$771.54 |
| GOMES | JUSTIN DAVID | Plainclothes Police Constable | \$111,317.08 | \$751.24 |
| GOMES | SUSAN ELIZABETH | Detective | \$119,209.36 | \$780.72 |
| GONZALES | ANGELO ENRIQUEZ | Police Constable | \$104,055.65 | \$731.29 |
| GOOBIE | DERRICK | Training Constable | \$101,126.08 | \$769.31 |
| GOODWIN | RALPH | Sergeant | \$110,848.14 | \$780.72 |
| GORDON | CHRISTOPHER | Sergeant | \$101,889.80 | \$780.72 |
| GORDON | DAVID EOIN | Analyst, Compensation and Benefits | \$102,838.71 | \$652.12 |
| GOSS | GEOFFREY | Police Constable | \$103,485.36 | \$749.41 |
| GOTELL | JAMES ELWOOD | Detective Sergeant | \$111,362.06 | \$817.08 |
| GOTTSCHALK | BRIAN | Staff Sergeant | \$112,757.82 | \$826.07 |
| GOTTSCHALK | MICHAEL | Staff Sergeant | \$112,069.98 | \$401.07 |
| GOTTSCHALK | PAUL JAMES | Superintendent | \$165,579.47 | \$11,508.62 |
| GOTTSCHLING | RONALD EDMUND | Police Constable | \$100,851.09 | \$731.29 |
| GOULAH | ANTHONY LEO | Plainclothes Police Constable | \$103,233.59 | \$751.24 |
| GOUTHRO | CRAIG JOSEPH | Sergeant | \$103,592.21 | \$780.72 |
| GOWANLOCK | CAROL LYNN | Location Administrator, Document Services | \$109,127.96 | \$619.73 |
| GRACE | TIMOTHY | Police Constable | \$100,882.44 | \$740.30 |
| GRAFFMANN | GORDON | Detective Sergeant | \$111,860.38 | \$401.07 |
| GRANATA | SALVATORE FRANCESCO | Sergeant | \$103,009.62 | \$781.62 |
| GRANBERG | DINO | Detective | \$102,068.02 | \$780.72 |
| GRANDE | PIETRO | Plainclothes Police Constable | \$109,386.29 | \$750.46 |
| GRANT | CHRISTOPHER RICHARD | Police Constable | \$107,377.93 | \$750.04 |
| GRANT | CINDYLOU CHRISTINA | Project and Policy Co-ordinator | \$115,127.14 | \$995.28 |
| GRAY | GLENN | Staff Sergeant | \$113,900.07 | \$826.07 |
| GRAY | PAULINE | Detective Sergeant | \$129,437.30 | \$823.27 |
| GRAY | ROBERT | Sergeant | \$101,797.61 | \$360.56 |
| GREAVES | BRANDON LLOYD | Police Constable | \$100,376.25 | \$721.20 |
| GREEN | JOHN | Detective | \$105,326.96 | \$789.64 |
| GREENAWAY | COLIN | Detective Sergeant | \$111,860.18 | \$826.07 |
| GREENWOOD | JAMES | Detective Sergeant | \$113,316.43 | \$826.07 |
| GREENWOOD | KIMBERLEY SARA | Staff Superintendent | \$153,259.10 | \$11,087.10 |
| GREER | MARIE | Detective Sergeant | \$113,851.80 | \$826.07 |
| GREER | THOMAS ROBERT | Detective | \$114,154.86 | \$780.72 |
| GREGORY | ROBERT | Staff Sergeant | \$109,756.67 | \$817.60 |
| GREGORY | ROBERT | Detective | \$102,105.39 | \$789.64 |
| GREGORY | SANDRA | Sergeant | \$100,534.24 | \$780.72 |
| GREIG | ROBERT | Detective | \$111,960.96 | \$789.64 |
| GREKOS | MICHAEL | Detective | \$118,349.41 | \$780.72 |
| GREWAL | DHARMENDRA SINGH | Plainclothes Police Constable | \$109,167.72 | \$751.24 |
| GREWAL | NARINDERPAL SINGH | Plainclothes Police Constable | \$101,202.49 | \$722.33 |
| GRIALDI | THIERRY | Detective | \$111,151.43 | \$780.72 |
| GRIERSON | MICHAEL | Detective | \$100,925.61 | \$780.72 |
| GRIEVE | TREVOR SCOTT | Plainclothes Police Constable | \$104,064.17 | \$742.23 |
| GRIFFIN | LINDSAY GLENA | Police Constable | \$101,064.25 | \$744.51 |
| GRIFFIN | PAUL | Police Constable | \$100,263.66 | \$749.41 |
| GRIFFITHS | DAVID | Detective | \$116,289.61 | \$789.64 |
| GRIFFITHS | SEAN RONALD | Sergeant | \$102,173.42 | \$781.62 |
| GRINTON | GARY | Staff Sergeant | \$117,644.05 | \$401.07 |
| GRISOLIA | LISA | Sergeant | \$100,859.92 | \$355.72 |
| GROSS | KIMBERLY | Detective Sergeant | \$127,496.75 | \$826.07 |
| GROSS | PAVEL | Manager, Information Systems | \$140,350.52 | \$1,126.10 |
| GROVER | TODD | Sergeant | \$101,611.07 | \$780.72 |
| GROVES | GREGORY | Detective | \$101,878.58 | \$789.64 |
| GUEST | DALE | Sergeant | \$101,878.58 | \$364.64 |
| GUEST | KEVIN | Detective Sergeant | \$111,526.61 | \$825.02 |
| GURMAN | MICHAEL | Detective | \$108,963.83 | \$789.64 |
| GURR | JACK JACOB | Sergeant | \$103,556.77 | \$771.54 |
| HABIBULLAH | JAMSHID | Police Constable | \$103,233.64 | \$720.07 |
| HABUDA | JERRY | Plainclothes Police Constable | \$105,536.87 | \$769.31 |
| HADDEN | ELIZABETH ANNE | Police Constable | \$110,930.96 | \$315.30 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|------------------|--------------------|--|--------------------|-------------------------|
| HAFIZ | AMIN | Sergeant | \$108,321.89 | \$789.64 |
| HAGERMAN | DAVID | Plainclothes Police Constable | \$117,087.14 | \$769.31 |
| HAINES | DAVID PAUL | Sergeant | \$103,089.19 | \$771.54 |
| HAINES | KEITH | Staff Sergeant | \$118,502.34 | \$826.07 |
| HAITZER | GARY | Sergeant | \$101,878.58 | \$789.64 |
| HAJI | MOHAMMAD ABID | Police Constable | \$104,972.20 | \$722.33 |
| HALE | DONALD | Staff Sergeant | \$111,859.58 | \$826.07 |
| HALJASTE | MARK HARIVALD | Plainclothes Police Constable | \$111,380.11 | \$736.77 |
| HALL | ALVIN DALTON | Sergeant | \$106,852.90 | \$780.72 |
| HALL | JOHN | Police Constable | \$100,949.78 | \$749.41 |
| HALL | NEIL HARCOURT | Plainclothes Police Constable | \$123,595.79 | \$751.24 |
| HALL | WILLIAM MICHAEL | Plainclothes Police Constable | \$114,630.06 | \$735.57 |
| HALMAN | DARREN | Staff Sergeant | \$111,351.29 | \$817.08 |
| HAMILTON-GREENER | MICHAEL | Staff Sergeant | \$111,875.66 | \$810.45 |
| HAMPSON | SCOTT ANDREW | Police Constable | \$119,452.66 | \$731.29 |
| HANCOCK | JANINE RHONA | Sergeant | \$100,803.14 | \$780.72 |
| HANCOCK | KIMBERLY | Detective | \$103,584.35 | \$358.06 |
| HANDSOR | PHILIP ALLEN | Detective | \$111,219.90 | \$771.54 |
| HANLON | ERIN VALENTINE | Plainclothes Police Constable | \$111,149.60 | \$742.23 |
| HANS | DALJIT | Sergeant | \$105,889.61 | \$786.92 |
| HARGAN | ROBERT | Sergeant | \$112,930.89 | \$789.64 |
| HARLOCK | DAVID | Sergeant | \$112,207.44 | \$789.64 |
| HARMOSEN | PETER | Detective | \$135,844.61 | \$789.64 |
| HARNETT | ROBERT | Detective | \$118,868.63 | \$780.72 |
| HARNISH | MICHAEL STEVENS | Police Constable | \$106,887.63 | \$731.29 |
| HARON | USMAN | Police Constable | \$110,733.56 | \$722.33 |
| HARRAS | JOHN | Detective | \$115,116.56 | \$789.64 |
| HARRIS | DAVID | Detective | \$113,414.67 | \$789.64 |
| HARRIS | DEBBIE | Detective | \$142,063.59 | \$789.64 |
| HARRIS | RICHARD VICTOR | Sergeant | \$108,349.78 | \$339.52 |
| HARRIS | STEPHEN ARTHUR | Staff Inspector | \$140,315.68 | \$13,957.70 |
| HART | DOUGLAS | Detective | \$116,916.98 | \$789.64 |
| HARTFORD | DEBORAH | Detective | \$102,667.08 | \$789.64 |
| HARTFORD | THOMAS JOSEPH | Detective | \$106,972.05 | \$364.64 |
| HARVEY | MARK | Sergeant | \$110,524.54 | \$780.72 |
| HARVEY | ROBERT | Sergeant | \$106,853.27 | \$789.64 |
| HASSALL | ANDREW | Plainclothes Police Constable | \$104,170.91 | \$769.31 |
| HATCHARD | CINDI GAIL | Police Constable | \$100,111.57 | \$731.29 |
| HAUNTS | ALAN | Detective Sergeant | \$113,970.59 | \$826.07 |
| HAWCO | BERNARD THOMAS | Sergeant | \$105,946.69 | \$780.72 |
| HAWRYLIW | KERRY-ANNE | Senior Operations Supervisor | \$111,860.70 | \$767.30 |
| HAYES | ASHLEY JEAN | Police Constable | \$108,279.81 | \$727.79 |
| HAYES | JEREMY MATTHEW | Detective | \$118,805.23 | \$771.54 |
| HAYES | ROY EDWARD | Plainclothes Police Constable | \$100,667.11 | \$760.87 |
| HAYLES | MICHAEL BANCROFT | Sergeant | \$105,627.44 | \$771.54 |
| HAYNES | ERNEST DAVID | Plainclothes Police Constable | \$100,834.31 | \$751.24 |
| HAYWARD | MARK | Sergeant | \$162,771.63 | \$789.64 |
| HEALY | MICHAEL DAVID | Detective | \$108,449.36 | \$789.64 |
| HEANEY | GERALD | Staff Sergeant | \$111,743.10 | \$392.08 |
| HEARD | CHRISTOPHER SHAYNE | Sergeant | \$112,988.78 | \$780.72 |
| HEARD | JASON MARK | Plainclothes Police Constable | \$101,900.06 | \$326.24 |
| HEGARTY | NATALIE MONIQUE | Detective | \$103,059.61 | \$355.72 |
| HEGEDUS | RICHARD | Inspector | \$136,177.41 | \$1,068.54 |
| HEILIMO | KARL | Staff Sergeant | \$112,056.11 | \$826.07 |
| HEITZNER | ROBERT MATTHEW | Detective | \$110,140.83 | \$780.72 |
| HENDERSON | GEOFFREY PAUL | Police Constable | \$101,655.35 | \$736.75 |
| HENDERSON | NORMAN GEORGE | Administrator, Fleet and Materials Management | \$151,425.22 | \$1,182.72 |
| HENDRICKS | KEITH | Detective | \$101,878.58 | \$364.64 |
| HENKEL | HEINZ | Detective | \$108,190.86 | \$784.86 |
| HENRY | ANN-MARIE PATRICIA | Manager, Compensation and Human Resource Systems | \$126,167.65 | \$1,036.38 |
| HENRY | PETER | Staff Sergeant | \$113,156.37 | \$817.60 |
| HESSE | GEOFFREY | Sergeant | \$104,310.39 | \$789.64 |
| HEUGHAN | DEBORAH | Police Constable | \$111,693.62 | \$749.41 |
| HEWITT | STEPHEN MARK | Plainclothes Police Constable | \$140,184.58 | \$734.03 |
| HEWNER | ELIZABETH JANINE | Manager, Budgeting and Control | \$144,449.16 | \$1,146.78 |
| HEWSON | BROOKE LESLIE | Plainclothes Police Constable | \$119,003.67 | \$751.24 |
| HEWSON | KENT | Sergeant | \$101,927.55 | \$789.64 |
| HIBBELN | PHILIP JOSEPH | Detective | \$105,434.42 | \$364.64 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-----------------------|------------------------------------|--------------------|-------------------------|
| HICKMOTT | MARCIE LYNN | Detective | \$100,752.65 | \$771.54 |
| HICKS | LAWRENCE | Detective | \$110,709.70 | \$789.64 |
| HICKS | STEPHEN | Sergeant | \$103,053.34 | \$789.64 |
| HIGO | TODD ELLIOT | Plainclothes Police Constable | \$106,131.30 | \$734.80 |
| HILDRED | LESLEY | Staff Sergeant | \$113,575.45 | \$826.07 |
| HILL | IRA NORMAN | Detective | \$121,144.14 | \$789.64 |
| HILL | SHANE | Detective | \$116,321.96 | \$779.64 |
| HILLIER | JASON SABINO | Plainclothes Police Constable | \$104,388.31 | \$742.23 |
| HILTON | TYRONE CHRISTOPHER | Detective | \$108,353.65 | \$771.54 |
| HIND | D'ARCY LIAM | Plainclothes Police Constable | \$113,874.24 | \$751.24 |
| HINES | GORDON IAN | Police Constable | \$103,565.81 | \$731.29 |
| HISCOX | PATRICK JAMES | Police Constable | \$101,416.89 | \$736.75 |
| HO | KENNY KONG-LEUNG | Staff Sergeant | \$113,028.81 | \$792.14 |
| HOBOR | TERENCE ALEC | Plainclothes Police Constable | \$103,536.41 | \$751.24 |
| HODGERT | DOUGLAS | Police Constable | \$106,542.00 | \$749.41 |
| HODGINS | MARK GREGORY | Police Constable | \$103,353.79 | \$731.29 |
| HODKIN | JASON JOSEPH | Plainclothes Police Constable | \$101,190.35 | \$742.66 |
| HOELLER | CHRISTOPHER ALEXANDER | Plainclothes Police Constable | \$111,576.99 | \$739.11 |
| HOFFMAN | GREGORY RODNEY | Plainclothes Police Constable | \$115,854.25 | \$751.24 |
| HOGAN | JAMES | Detective Sergeant | \$107,490.65 | \$811.44 |
| HOLDER | PAUL | Plainclothes Police Constable | \$103,512.78 | \$760.33 |
| HOLLAND | MARK LEWIS | Plainclothes Police Constable | \$110,448.90 | \$751.24 |
| HOLLYWOOD | NEIL | Plainclothes Police Constable | \$100,101.19 | \$760.33 |
| HOLMES | JOHN | Sergeant | \$109,482.91 | \$789.64 |
| HOLT | GLENN | Inspector | \$133,046.72 | \$1,073.04 |
| HONG | ANDREW | Police Constable | \$109,645.08 | \$731.29 |
| HOOPER | KEVIN JOSEPH | Sergeant | \$105,594.76 | \$769.38 |
| HOOVER | BRADLEY | Sergeant | \$103,973.78 | \$364.64 |
| HOPTON | RICHARD FREDERICK | Police Constable | \$100,527.29 | \$722.33 |
| HORNBY | GREGORY ALLEN | Police Constable | \$104,572.15 | \$740.30 |
| HORNER | GAVIN | Detective | \$162,048.57 | \$363.96 |
| HORTON | BRIAN | Police Constable | \$107,005.89 | \$740.30 |
| HOUSTON | DEBRA | Detective Sergeant | \$105,608.33 | \$801.57 |
| HOUSTON | JEANETTE MARIE | Analyst, Compensation and Benefits | \$100,548.94 | \$920.02 |
| HOVEY | GWENYTH | Detective | \$101,880.98 | \$789.64 |
| HOWARD | ELDON | Police Constable | \$124,158.09 | \$324.41 |
| HOWARD | SHAWN | Police Constable | \$114,766.72 | \$740.30 |
| HOWELL | JEFFREY | Staff Sergeant | \$113,638.09 | \$826.07 |
| HOWELL | JOHN | Staff Sergeant | \$118,363.15 | \$826.07 |
| HOWELL | WAYNE VINCENT | Plainclothes Police Constable | \$113,323.40 | \$751.24 |
| HREPIC | MARIO | Sergeant | \$107,693.15 | \$780.72 |
| HRZHORSKY | MICHAEL THOMAS | Plainclothes Police Constable | \$102,962.34 | \$750.89 |
| HUBBARD | SIMON | Plainclothes Police Constable | \$117,495.56 | \$760.33 |
| HUBER | ERWIN WERNER | Plainclothes Police Constable | \$105,528.83 | \$745.78 |
| HUGHES | GUY | Police Constable | \$111,312.69 | \$740.30 |
| HUGHES | LYNN | Sergeant | \$102,053.37 | \$780.72 |
| HUGHES | TRUDY | Detective | \$102,093.56 | \$788.62 |
| HUGHSON | REGINALD GUY | Plainclothes Police Constable | \$106,614.87 | \$750.06 |
| HUMFREY | ROBERT | Police Constable | \$101,516.71 | \$749.41 |
| HUNG | JAMES | Sergeant | \$113,192.03 | \$789.64 |
| HUNT | CHRISTOPHER DAVID | Plainclothes Police Constable | \$114,557.73 | \$742.23 |
| HUNT | GLEN STEPHEN | Police Constable | \$113,287.87 | \$740.30 |
| HUNT | ROBERT | Detective | \$103,725.18 | \$789.64 |
| HUNTE | KAREN | Detective | \$104,857.45 | \$780.72 |
| HUNTER | JASON COLIN | Police Constable | \$107,636.25 | \$746.61 |
| HURLEY | JASON LESLIE | Police Constable | \$100,743.58 | \$722.33 |
| HURLEY | WILLIAM ANTHONY | Staff Sergeant | \$114,888.78 | \$826.07 |
| HUSAIN | MOHAMMED SALEEM | Detective | \$105,796.48 | \$771.54 |
| HUSSEIN | RIYAZ | Inspector | \$136,710.87 | \$875.26 |
| HUTCHEON | WILLIAM | Detective | \$107,305.89 | \$789.64 |
| HWANG | THOMAS YUNG-YIH | Police Constable | \$102,670.32 | \$625.04 |
| IANCU | VLADIM ADRIAN | Police Constable | \$112,421.19 | \$722.33 |
| IDSINGA | HANK | Detective Sergeant | \$134,917.83 | \$392.08 |
| IHASZ | JOHN CHRISTOPHER | Detective | \$113,028.69 | \$789.64 |
| ILSON | DANIEL JAMES | Plainclothes Police Constable | \$100,334.13 | \$735.99 |
| IMRIE | THOMAS ALLEN | Detective | \$106,408.03 | \$771.54 |
| INNES | RONALD | Police Constable | \$105,218.63 | \$749.41 |
| IONTA | ALESSANDRO | Sergeant | \$100,011.86 | \$771.54 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|-------------------------------|--------------------|-------------------------|
| IRELAND | MORGAN HARRIS | Police Constable | \$144,649.21 | \$731.29 |
| IRISH | DAVID | Detective | \$116,017.36 | \$789.64 |
| IRISH | PETER | Plainclothes Police Constable | \$103,465.88 | \$769.31 |
| IRISH | TIMOTHY GARNET | Detective | \$122,225.82 | \$780.72 |
| IRWIN | STEPHEN | Inspector | \$132,300.89 | \$1,005.94 |
| ISABELLO | DAVID ANTHONY | Plainclothes Police Constable | \$121,701.09 | \$742.23 |
| IZZETT | STEVEN | Staff Inspector | \$135,347.68 | \$5,973.78 |
| JACKSON | LAURIE | Staff Sergeant | \$109,591.74 | \$817.08 |
| JACKSON | PAUL EDWARD | Police Constable | \$108,668.32 | \$749.41 |
| JACOB | TIMOTHY ALFRED | Detective | \$115,009.04 | \$780.72 |
| JAMES | BRIAN STEVEN | Police Constable | \$105,740.97 | \$731.29 |
| JAMES | GARY | Plainclothes Police Constable | \$108,131.05 | \$769.31 |
| JAMES | RITA ANNE | Police Constable | \$102,887.15 | \$731.29 |
| JAMISON | JAMES WILLIAM | Police Constable | \$105,606.40 | \$660.46 |
| JAMSHIDI | JOSHUA PAYAM | Detective Sergeant | \$103,728.59 | \$367.14 |
| JANES | GARY AMBROSE | Plainclothes Police Constable | \$102,038.30 | \$751.24 |
| JAROSZ | RUSSELL | Staff Sergeant | \$113,934.95 | \$826.07 |
| JATTAN | CLINT | Police Constable | \$104,145.60 | \$749.41 |
| JENKINS | ALLEN | Sergeant | \$102,478.19 | \$789.64 |
| JHAJJ | CHARANJIT | Police Constable | \$110,438.74 | \$740.30 |
| JIMENEZ | FRANCISCO RAUL | Police Constable | \$106,603.70 | \$722.33 |
| JOCKO | TODD JOSEPH | Detective | \$104,786.38 | \$771.54 |
| JOHNS | MARK DOUGLAS | Plainclothes Police Constable | \$102,542.36 | \$751.24 |
| JOHNSON | DAVID EDWARD | Sergeant | \$100,163.11 | \$780.72 |
| JOHNSON | JENNIFER ANNE | Staff Sergeant | \$104,520.17 | \$797.82 |
| JOHNSON | ROBERT | Inspector | \$128,315.03 | \$1,021.52 |
| JOHNSTON | BRENT ANDREW | Plainclothes Police Constable | \$106,982.20 | \$744.89 |
| JOHNSTON | BRIAN HUGH | Detective | \$121,358.09 | \$781.26 |
| JOHNSTON | CHARLES | Sergeant | \$105,114.24 | \$780.72 |
| JOHNSTON | JEFFREY | Plainclothes Police Constable | \$120,375.20 | \$769.31 |
| JOHNSTON | JOHN DAVID | Plainclothes Police Constable | \$124,056.45 | \$751.24 |
| JOHNSTON | ROBERT BRUCE | Inspector | \$133,557.46 | \$766.12 |
| JOHNSTON | TRICIA MARLENE | Sergeant | \$101,720.81 | \$771.54 |
| JOHNSTONE | ADRIANNE | Detective Sergeant | \$106,873.90 | \$807.76 |
| JOHNSTONE | ANDREW PAUL | Detective Sergeant | \$111,990.67 | \$817.08 |
| JOHNSTONE | TIMOTHY | Detective | \$113,304.27 | \$789.64 |
| JONES | COREY LEE | Sergeant | \$106,308.39 | \$757.50 |
| JONES | DOUGLAS ALBERT | Plainclothes Police Constable | \$124,199.51 | \$339.41 |
| JONES | GORDON | Inspector | \$133,046.72 | \$1,073.04 |
| JONES | JASON NEIL | Police Constable | \$104,157.71 | \$731.29 |
| JONES | LEANNE | Sergeant | \$101,831.18 | \$780.72 |
| JONES | SANDRA MAUREEN | Sergeant | \$100,935.66 | \$780.72 |
| JONES | THOMAS | Plainclothes Police Constable | \$100,929.08 | \$769.31 |
| JONGDONG | LHAWANG TOPGYAL | Sergeant | \$106,715.70 | \$771.54 |
| JOSEPH | TREVOR JOHN | Police Constable | \$100,187.98 | \$731.29 |
| JOSEPHS | ADAM KIRK | Police Constable | \$102,752.93 | \$740.30 |
| JOSIFOVIC | MLADEN | Sergeant | \$109,220.17 | \$788.62 |
| JOSTIAK | JOSEPH | Staff Sergeant | \$115,625.20 | \$690.22 |
| JUHASZ | ALEXANDER GYOZO | Plainclothes Police Constable | \$105,801.61 | \$735.99 |
| JUPP | BRUCE | Police Constable | \$117,160.87 | \$749.41 |
| KALDIS | GEORGE | Sergeant | \$100,442.59 | \$781.26 |
| KANE | SHAWN GERALD | Police Constable | \$101,089.94 | \$722.33 |
| KANG | GURJOT SINGH | Police Constable | \$108,847.11 | \$722.33 |
| KARJALAINEN | TREVOR VINCENT | Plainclothes Police Constable | \$103,532.75 | \$335.33 |
| KARKOULAS | TREVOR DANIEL | Plainclothes Police Constable | \$109,153.79 | \$742.23 |
| KARMALI | FAIZAL SHIRAZ | Plainclothes Police Constable | \$101,914.38 | \$751.24 |
| KARPIK | JAMES | Police Constable | \$108,654.56 | \$749.41 |
| KARPOW | PETER | Detective | \$108,763.07 | \$789.64 |
| KARR | JOCELYN | Detective | \$105,138.97 | \$789.64 |
| KARRAS | STELLA STAUROULA | Sergeant | \$100,342.05 | \$768.42 |
| KASZYCA | JOSEPH LUDWIK | Plainclothes Police Constable | \$101,428.38 | \$751.24 |
| KATAFIGIOTIS | CONSTANTINE | Plainclothes Police Constable | \$104,932.50 | \$751.24 |
| KAVANAGH | TIMOTHY | Sergeant | \$104,236.32 | \$789.64 |
| KAY | BRIAN | Detective | \$115,749.42 | \$783.06 |
| KAY | COLIN | Sergeant | \$119,883.91 | \$789.64 |
| KAY | WILLIAM DONALD | Police Constable | \$116,323.19 | \$731.29 |
| KEALEY | DEVIN | Detective Sergeant | \$112,344.47 | \$826.07 |
| KEANE | PATRICK | Staff Sergeant | \$112,387.98 | \$826.07 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-----------------------|----------------------------------|--------------------|-------------------------|
| KEEFER | DAVID | Police Constable | \$101,981.44 | \$749.41 |
| KELL | JEFFREY STEWART | Police Constable | \$118,613.55 | \$731.29 |
| KELLY | BRIAN WAYNE | Detective Sergeant | \$111,299.54 | \$817.08 |
| KELLY | JOHN | Sergeant | \$102,156.50 | \$789.64 |
| KELLY | RYAN ANDREW | Plainclothes Police Constable | \$101,404.87 | \$751.24 |
| KELLY | TERENCE PETER | Detective | \$120,118.75 | \$353.56 |
| KEMP | WILLIAM | Staff Sergeant | \$114,981.12 | \$826.07 |
| KENNEDY | CHRISTOPHER | Police Constable | \$109,405.39 | \$738.20 |
| KENNEDY | GEOFFREY | Sergeant | \$103,901.81 | \$789.64 |
| KENNY | BRIAN | Staff Sergeant | \$112,032.48 | \$826.07 |
| KERNOHAN | SUZANNE | Detective | \$101,919.28 | \$789.64 |
| KERR | KYLE | Detective | \$107,690.15 | \$789.64 |
| KERR | MICHAEL WILLIAM | Plainclothes Police Constable | \$105,999.13 | \$751.24 |
| KERR | ROBERT | Police Constable | \$109,156.99 | \$749.41 |
| KERR | SAMUEL WILLIAM | Police Constable | \$102,515.78 | \$749.41 |
| KERR | STEVEN HAROLD | Plainclothes Police Constable | \$107,011.64 | \$751.24 |
| KESIC | ZELJKO | Plainclothes Police Constable | \$100,049.99 | \$745.78 |
| KEVEZA | RYAN MATHEW | Plainclothes Police Constable | \$105,582.55 | \$739.11 |
| KEYS | GARY | Staff Sergeant | \$112,253.20 | \$826.07 |
| KHAN | AHMAR ALI | Police Constable | \$117,804.07 | \$722.33 |
| KHAN | OMAR ASHRAF | Detective | \$113,959.00 | \$771.54 |
| KHAN | RONALD ARLINGTON | Staff Sergeant | \$116,820.57 | \$817.08 |
| KHIMANI | ZULFIQAR ALI | Parking Enforcement Officer | \$101,467.12 | \$638.83 |
| KHOW | SIEWING | Legal Counsel | \$121,717.64 | \$706.18 |
| KHURSHID | SHEIKH AHMAD | Plainclothes Police Constable | \$111,223.97 | \$725.85 |
| KIJEWSKI | KRISTINE JEAN | Director, Corporate Services | \$163,459.06 | \$1,244.72 |
| KIM | HYOK KYUN | Police Constable | \$106,933.03 | \$297.33 |
| KIM | MIN CHUL | Police Constable | \$122,950.29 | \$731.29 |
| KIM | SANG-RAE SAM | Manager, Enterprise Architecture | \$151,425.22 | \$1,182.72 |
| KIM | SIN-JOONG SIN | Plainclothes Police Constable | \$112,589.14 | \$742.50 |
| KING | CHERYL | Staff Sergeant | \$114,378.18 | \$817.08 |
| KING | STUART MACPHERSON | Sergeant | \$107,162.64 | \$783.42 |
| KINGDON | SCOTT ANTHONY | Sergeant | \$101,572.63 | \$771.54 |
| KINNEAR | KATHRYN | Sergeant | \$109,984.10 | \$789.64 |
| KIRINDE | RANJAN WICKRAMASINGHE | Police Constable | \$117,370.46 | \$740.30 |
| KIRKPATRICK | CHRISTOPHER JOHN | Detective | \$100,807.14 | \$771.54 |
| KIS | ANDREW | Sergeant | \$114,201.13 | \$789.64 |
| KISIELEWSKI | DARIUSZ | Police Constable | \$108,282.20 | \$748.69 |
| KITCHENER | ANDREW JAMES | Detective | \$106,877.03 | \$781.26 |
| KLAAS | PETER | Plainclothes Police Constable | \$101,327.95 | \$733.26 |
| KLACZA | CAROL | Sergeant | \$103,808.30 | \$362.60 |
| KLODT | SHAWN EDWARD | Plainclothes Police Constable | \$123,090.43 | \$760.33 |
| KMIECIAK | JOHN | Sergeant | \$106,528.91 | \$780.72 |
| KNAAP | JOHN | Staff Sergeant | \$111,856.88 | \$401.07 |
| KNAPPER | ROBBERT NICOLAAS | Staff Sergeant | \$115,759.65 | \$826.07 |
| KNOWLES | DAVID | Detective | \$127,867.25 | \$789.64 |
| KOCANOVIC | ALEKSANDAR SASHA | Police Constable | \$107,504.11 | \$746.96 |
| KOHL | BARBARA LOUISE | Detective | \$102,646.59 | \$780.72 |
| KOLAR | ANDREW | Plainclothes Police Constable | \$106,713.36 | \$344.31 |
| KONDO | JASON | Detective | \$118,095.03 | \$783.06 |
| KONKEL | KAZIMIERZ | Staff Sergeant | \$102,875.12 | \$826.07 |
| KORAC | PAUL LOUIS | Plainclothes Police Constable | \$108,056.75 | \$751.24 |
| KOTAS | ARTUR JACEK | Sergeant | \$103,291.79 | \$771.54 |
| KOVACIC | JOSEPH MARK | Police Constable | \$102,301.03 | \$722.59 |
| KOZMIK | LORNA | Sergeant | \$101,883.70 | \$364.64 |
| KRANJAC | JOSEPH ANTHONY | Sergeant | \$102,319.61 | \$771.54 |
| KRAWCZYK | PAUL THOMAS | Detective | \$102,433.47 | \$346.54 |
| KRAWCZYK | RICHARD | Police Constable | \$101,241.17 | \$749.23 |
| KRUCZEK | PIOTR PAWEL | Police Constable | \$100,765.98 | \$736.40 |
| KUCK | HEINZ | Staff Inspector | \$134,408.67 | \$1,074.00 |
| KULMATYCKI | JOEL PATRICK | Detective Sergeant | \$112,608.02 | \$392.08 |
| KUNG | TOMMY WING | Police Constable | \$105,327.50 | \$722.33 |
| KYRIACOU | SAVAS | Detective Sergeant | \$114,557.53 | \$401.07 |
| LA FOSSE | JEFFERY GUY | Police Constable | \$107,649.88 | \$736.75 |
| LAVALLEE | DAVID VIKTOR | Plainclothes Police Constable | \$104,776.26 | \$677.96 |
| LABELLE | JOSEPH | Police Constable | \$105,829.37 | \$740.30 |
| LAHEY | MARY REGINA | Sergeant | \$102,088.53 | \$780.72 |
| LAI | VICTOR TZE-KAU | Police Constable | \$113,244.81 | \$731.29 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------|---|--------------------|-------------------------|
| LAING | DARREN | Detective | \$111,209.96 | \$789.64 |
| LAING | RICHARD ANTHONY | Police Constable | \$100,727.79 | \$731.29 |
| LAKEY | WAYNE | Sergeant | \$109,141.66 | \$780.72 |
| LALLA | LESTER ROYSON | Plainclothes Police Constable | \$104,022.15 | \$750.89 |
| LAM | IAN WAYNE | Police Constable | \$111,958.29 | \$722.33 |
| LAMBIE | DARRYL BRADLEY | Police Constable | \$102,435.39 | \$721.20 |
| LAMOND | IAN DAVID | Staff Sergeant | \$115,540.37 | \$817.08 |
| LAND | STEPHEN | Detective Sergeant | \$110,129.53 | \$778.60 |
| LANDRY | JOEL CHRISTIAN | Plainclothes Police Constable | \$114,030.02 | \$744.89 |
| LANE | ARTHUR | Plainclothes Police Constable | \$118,200.78 | \$769.31 |
| LANE | MICHEAL WILLIAM | Police Constable | \$113,523.10 | \$722.33 |
| LANGLOIS | MARK | Sergeant | \$107,988.04 | \$780.72 |
| LARAMY | STEPHEN WILLIAM | Detective | \$113,336.22 | \$771.54 |
| LAROCHE | WINSTON | Sergeant | \$102,353.52 | \$364.64 |
| LATTER | JORDAN CHRISTOPHER | Detective Sergeant | \$109,205.01 | \$801.57 |
| LAUFER | PETER | Sergeant | \$108,907.00 | \$789.64 |
| LAUSH | CHRISTOPHER ALLEN | Detective | \$100,512.68 | \$780.72 |
| LAWR | GREGORY EDWARD | Detective | \$108,909.40 | \$781.26 |
| LAWRENCE | SHAWN | Sergeant | \$102,164.11 | \$780.72 |
| LAWSON | ANTHONY | Sergeant | \$108,635.42 | \$780.72 |
| LAWSON | JAMES THOMAS | Sergeant | \$117,677.90 | \$789.64 |
| LE | NAM-NHAT | Police Constable | \$105,188.96 | \$731.29 |
| LEARY | DEREK WILLIAM | Plainclothes Police Constable | \$113,083.89 | \$742.23 |
| LEBLANC | ADAM LIONEL | Plainclothes Police Constable | \$110,276.21 | \$751.24 |
| LEBLANC | NORMAN | Detective Sergeant | \$114,981.47 | \$826.07 |
| LECK | DAVID | Sergeant | \$101,023.49 | \$783.06 |
| LEDGERWOOD | KIM | Sergeant | \$105,270.98 | \$780.72 |
| LEE | JAMES STANTON | Plainclothes Police Constable | \$100,866.17 | \$742.23 |
| LEE | KENNY | Detective | \$116,357.68 | \$771.54 |
| LEE | KWANG JAE | Police Constable | \$102,907.08 | \$693.54 |
| LEE | NICOLE DENISE | Staff Sergeant | \$112,795.56 | \$825.37 |
| LEE | NOEL THOMAS | Staff Sergeant | \$114,871.90 | \$826.07 |
| LEE | PHILIP BRIAN | Detective | \$105,708.65 | \$771.54 |
| LEE | RANDALL JAMES | Sergeant | \$103,166.87 | \$771.54 |
| LEERMAKERS | WILLIAM ANTHONY | Plainclothes Police Constable | \$109,585.93 | \$751.24 |
| LEITCH | JASON | Detective | \$113,131.48 | \$780.72 |
| LEMAITRE | ROBERT JAMES | Sergeant | \$109,634.43 | \$346.54 |
| LEMBKE | KRISTIN NICOLE | Police Constable | \$100,412.07 | \$297.33 |
| LENFESTY | SEAN | Detective Sergeant | \$108,411.71 | \$797.82 |
| LENNOX | PETER | Superintendent | \$140,868.89 | \$1,815.39 |
| LENTSCH | PAUL TONY | Detective | \$116,106.59 | \$771.54 |
| LEONARD | ANNE | Sergeant | \$102,000.83 | \$364.64 |
| LEONE | MICHIELE MARIO | Detective Sergeant | \$114,968.06 | \$817.08 |
| LESLIE | HAMIL THEODORE | Sergeant | \$102,575.65 | \$771.54 |
| LEUNG | SHEUNG | Detective | \$108,788.48 | \$780.72 |
| LEVERT | BRYCE STERLING | Police Constable | \$110,042.51 | \$731.29 |
| LEVESQUE | MARTIN | Sergeant | \$101,555.76 | \$771.54 |
| LEWERS | CRAIG | Sergeant | \$105,610.74 | \$718.81 |
| LI | ROBERT CHAK | Police Constable | \$119,401.06 | \$731.29 |
| LINDALE | MICHAEL | Police Constable | \$100,666.74 | \$749.41 |
| LINDSAY | HOWARD ROSS | Sergeant | \$109,345.79 | \$789.64 |
| LING | JONATHAN | Detective | \$103,357.80 | \$786.92 |
| LINQUIST | DARRYL ANDREW | Sergeant | \$108,951.51 | \$769.98 |
| LIONTI | CALOGERO | Plainclothes Police Constable | \$105,283.87 | \$751.24 |
| LIUMANIS | METODIOS | Detective | \$110,137.70 | \$771.54 |
| LIPSEY | WILLIAM NORMAN | Police Constable | \$107,404.24 | \$731.29 |
| LISKA | IRENE | Detective | \$128,001.50 | \$789.64 |
| LITTLE | ARTHUR | Inspector | \$133,046.72 | \$648.04 |
| LITTLE | DARRIN | Detective | \$101,900.26 | \$789.64 |
| LITTLE | DAVID | Plainclothes Police Constable | \$104,256.99 | \$769.31 |
| LITTLE | MICHELLE LYNNE | Sergeant | \$123,629.85 | \$779.94 |
| LITTLE | TERENCE ANTHONY | Detective | \$103,700.48 | \$771.54 |
| LIU | JUN | Senior Telecom Engineer | \$107,537.67 | \$797.42 |
| LIU | SHUXIN TONY | Senior Programmer, Information Technology | \$103,179.47 | \$322.46 |
| LLOYD | BRADFORD | Detective | \$118,483.97 | \$780.72 |
| LOCKE | DONOVAN | Sergeant | \$104,363.60 | \$771.54 |
| LOCKEN | ALAN | Sergeant | \$110,206.93 | \$789.64 |
| LOGAN | BEVERLEY | Sergeant | \$105,267.78 | \$789.64 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|---------------------|---|--------------------|-------------------------|
| LOMBARDI | LORENZO | Detective | \$109,494.44 | \$789.64 |
| LONG | CHRISTINE | Detective | \$101,929.40 | \$364.64 |
| LONG | GARRY | Detective | \$117,035.00 | \$789.64 |
| LONG | JOHN MICHAEL | Police Constable | \$106,079.76 | \$748.33 |
| LOPES | JUDE ALEXANDER | Detective | \$100,816.11 | \$771.54 |
| LORIMER | TROY WILLIAM | Plainclothes Police Constable | \$101,513.13 | \$751.24 |
| LOUGHLIN | EDWARD | Detective Sergeant | \$111,856.88 | \$401.07 |
| LOUHIKARI | RENATA | Detective | \$116,727.26 | \$788.62 |
| LOURENCO | ADAM COLIN | Police Constable | \$100,798.87 | \$731.29 |
| LOVE | ALLEN ROBERT | Detective | \$103,356.10 | \$771.54 |
| LOVE | DAVID MATTHEW | Police Constable | \$101,967.82 | \$738.19 |
| LOWE | SCOTT MARTIN | Sergeant | \$102,230.17 | \$788.96 |
| LOWREY | ALAN | Staff Sergeant | \$112,436.88 | \$826.07 |
| LUCAS | PATRICK | Detective | \$115,551.50 | \$789.64 |
| LUFF | DANIEL | Detective | \$122,416.69 | \$789.64 |
| LUM | SOON | Plainclothes Police Constable | \$109,331.28 | \$759.95 |
| LUPSON | CHRISTOPHER BRYDON | Police Constable | \$106,325.74 | \$722.33 |
| LYNCH | ERINN ANDREA | Police Constable | \$101,122.39 | \$746.96 |
| LYNCH | THOMAS | Staff Sergeant | \$114,660.50 | \$401.07 |
| LYON | ROBERT KIRK | Detective | \$112,651.19 | \$780.72 |
| MAADANIAN | NAZARET | Detective | \$102,514.32 | \$771.54 |
| MAC | OVID RUBEN | Police Constable | \$106,392.47 | \$731.29 |
| MACDONALD | AARON ROYCE | Detective | \$109,318.75 | \$800.72 |
| MACDONALD | ANNE | Detective Sergeant | \$107,474.76 | \$807.21 |
| MACDONALD | GREGORY | Staff Sergeant | \$116,785.51 | \$826.07 |
| MACDONALD | HECTOR MURDO | Plainclothes Police Constable | \$104,505.47 | \$735.57 |
| MACDONALD | IAN KENNETH | Detective | \$111,639.24 | \$775.68 |
| MACDONALD | JOHN | Staff Sergeant | \$109,193.66 | \$813.72 |
| MACDONALD | LEO | Detective | \$108,283.75 | \$780.72 |
| MACDONELL | SUSAN | Sergeant | \$103,604.36 | \$789.64 |
| MACDONNELL | BRIAN | Detective Sergeant | \$127,817.36 | \$819.36 |
| MACGILLIVRAY | CRAIG ANTHONY | Police Constable | \$103,039.06 | \$731.29 |
| MACGREGOR | JASON JAMES | Detective | \$109,669.95 | \$771.54 |
| MACINNIS | ROBERT FRANCIS | Sergeant | \$100,290.36 | \$780.72 |
| MACINTYRE | BRIAN PAUL | Staff Sergeant | \$131,780.82 | \$821.16 |
| MACKAY | RONALD ERNEST | Police Constable | \$100,540.46 | \$731.29 |
| MACKENZIE | ROBERT DEAN | Plainclothes Police Constable | \$100,611.11 | \$742.23 |
| MACKINNON | RICHARD JAMES | Plainclothes Police Constable | \$103,379.86 | \$751.24 |
| MACKRELL | JAMES | Inspector | \$132,123.25 | \$643.54 |
| MACKRELL | PAUL | Detective | \$100,464.91 | \$784.86 |
| MACLEAN | RODERICK | Sergeant | \$108,766.18 | \$789.64 |
| MACNEIL | STEVEN JAMES | Plainclothes Police Constable | \$105,866.18 | \$751.24 |
| MACPHERSON | DONALD WADE | Police Constable | \$110,731.71 | \$731.29 |
| MACARAEG | JUANITA | Senior Advisor, Quality Assurance | \$115,127.14 | \$995.28 |
| MACDONALD | ROBERT | Sergeant | \$111,173.50 | \$754.22 |
| MACIAS | ANTONIO DELGADO | Detective | \$102,307.86 | \$780.72 |
| MACIEK | JOHN | Plainclothes Police Constable | \$110,967.42 | \$760.33 |
| MADILL | ALLAN NEIL | Sergeant | \$124,292.61 | \$709.89 |
| MAHARAJ | BRYAN SANJEEV | Plainclothes Police Constable | \$105,320.67 | \$751.24 |
| MAHARAJ | ZALINA | Supervisor, Networks and Communications | \$103,337.14 | \$379.32 |
| MAHONEY | JULIE | Plainclothes Police Constable | \$104,399.59 | \$751.37 |
| MAHONEY | SHAWN | Detective | \$129,080.94 | \$789.64 |
| MAISONNEUVE | DANIEL | Sergeant | \$111,023.89 | \$780.72 |
| MAK | MA YING | Senior Corporate Planning Analyst | \$104,762.11 | \$753.21 |
| MALENFANT | ANDREW DEREK | Plainclothes Police Constable | \$115,988.74 | \$751.24 |
| MALTAR | MICHAEL CHRISTOPHER | Plainclothes Police Constable | \$103,860.79 | \$751.24 |
| MANCUSO | FRANCESCO | Sergeant | \$109,849.18 | \$768.42 |
| MANHERZ | JOEL NICHOLAS | Plainclothes Police Constable | \$100,914.22 | \$751.24 |
| MANIQUIS | ALVIN KEITH | Plainclothes Police Constable | \$104,020.76 | \$751.24 |
| MANN | AMARJIT SINGH | Plainclothes Police Constable | \$101,756.62 | \$737.15 |
| MANSON | SANDRA | Sergeant | \$108,950.94 | \$789.64 |
| MANTLE | BRYAN LARRY | Plainclothes Police Constable | \$106,082.73 | \$742.23 |
| MARCH | JOHN | Detective | \$102,723.56 | \$789.64 |
| MARCHACK | ROGER | Sergeant | \$117,101.99 | \$780.72 |
| MARCHEN | LEANNE | Plainclothes Police Constable | \$100,700.64 | \$760.33 |
| MARCHEN | MICHAEL | Plainclothes Police Constable | \$100,364.99 | \$769.31 |
| MARCHIS | SERENA JANE | Police Constable | \$110,082.03 | \$722.33 |
| MARGETSON | JOHN | Sergeant | \$138,205.72 | \$780.72 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|--|--------------------|-------------------------|
| MARKS | DAVID | Staff Inspector | \$140,315.68 | \$9,348.83 |
| MARSMAN | HENRI | Detective | \$108,798.15 | \$780.72 |
| MARTELL | BRIAN | Detective | \$101,150.31 | \$780.72 |
| MARTELLUZZI | CLAUDIO | Sergeant | \$115,467.21 | \$780.72 |
| MARTIN | ANTHONY | Plainclothes Police Constable | \$108,223.74 | \$760.33 |
| MARTIN | KATHRYN | Superintendent | \$150,351.37 | \$9,512.32 |
| MARTIN | PAUL GEORGE | Plainclothes Police Constable | \$100,460.23 | \$751.24 |
| MARTIN | ROBERT | Plainclothes Police Constable | \$107,378.40 | \$769.31 |
| MARTIN | RUDOLF | Detective | \$102,950.13 | \$784.86 |
| MARTIN-DOTO | CATHERINE ANN | Corporate Psychologist | \$124,310.80 | \$1,118.50 |
| MARTINO | JOSEPH LOUIS | Manager, Purchasing Support Services | \$117,035.18 | \$766.12 |
| MARTSENYUK | VADYM | Police Constable | \$105,337.67 | \$714.42 |
| MASLOWSKI | BRIAN WERNER | Sergeant | \$100,083.61 | \$771.54 |
| MASON | ROBERT HAROLD | Plainclothes Police Constable | \$116,630.51 | \$769.31 |
| MASTERS | MICHELLE | Detective | \$105,570.04 | \$780.72 |
| MATIC | MICHAEL | Staff Sergeant | \$118,644.31 | \$401.07 |
| MATTHEWS | JOHN | Staff Sergeant | \$112,033.68 | \$826.07 |
| MATTHEWS | JOSEPH BLAKE | Detective | \$119,209.95 | \$355.72 |
| MATTHEWS | STEPHEN MICHAEL | Detective | \$130,130.06 | \$771.54 |
| MATTHESS | WAYNE | Detective | \$104,905.77 | \$789.64 |
| MATYS | JOSEPH PAUL | Detective | \$113,583.42 | \$771.54 |
| MAVROU | DANNY | Police Constable | \$111,870.86 | \$722.33 |
| MAY | CHRISTOPHER | Sergeant | \$103,789.39 | \$789.64 |
| MAYWOOD | SCOTT | Sergeant | \$101,878.58 | \$364.64 |
| MCALEER | KEVIN | Police Constable | \$113,240.87 | \$749.41 |
| MARTHUR | PAUL IAN | Detective Sergeant | \$110,419.07 | \$821.16 |
| MCASKILL | MELINDA JEAN | Sergeant | \$101,487.17 | \$770.76 |
| MCBRATNEY | GARY | Staff Sergeant | \$112,349.00 | \$826.07 |
| MCBRIDE | KEITH ROBERT | Police Constable | \$101,158.50 | \$722.33 |
| MCCALL | ANDREW JOHN | Sergeant | \$107,040.39 | \$781.26 |
| MCCALL | JAYANT JOHN | Sergeant | \$100,263.88 | \$771.54 |
| MCCAUSLAND | YOSHIO MICHAEL | Sergeant | \$100,722.16 | \$762.18 |
| MCCLELLAND | ROBERT | Sergeant | \$112,423.26 | \$789.64 |
| MCCLOREY | SEAN MICHAEL | Plainclothes Police Constable | \$106,504.35 | \$769.31 |
| MCCONKEY | RONALD FRANK | Police Constable | \$108,281.90 | \$749.41 |
| MCCONNELL | BRADLEY | Police Constable | \$117,574.73 | \$749.41 |
| MCCORMACK | DAVID | Superintendent | \$140,369.40 | \$12,717.33 |
| MCCORMACK | INKERI HELENA | Sergeant | \$102,789.91 | \$789.64 |
| MCCORMACK | JAMES | Detective | \$102,494.54 | \$789.64 |
| MCCRAN | ROBERT | Detective | \$115,960.96 | \$789.64 |
| MCCREADY | WILLIAM | Detective Sergeant | \$116,710.06 | \$401.07 |
| MCCULLOCH | MICHAEL | Detective | \$106,494.58 | \$780.72 |
| MCCULLOUGH | DAVID | Police Constable | \$125,526.91 | \$749.41 |
| MCCUTCHEON | DOUGLAS | Detective | \$103,167.51 | \$789.64 |
| MCCUTCHEON | SEAN CAMERON | Sergeant | \$101,919.36 | \$763.74 |
| MCDERMOTT | DANIEL | Sergeant | \$109,191.38 | \$789.64 |
| MCDONALD | CINDY | Staff Sergeant | \$112,509.14 | \$401.07 |
| MCDONALD | JAMES WILLIAM | Plainclothes Police Constable | \$118,101.29 | \$751.24 |
| MCDONALD | JOHN | Detective | \$127,512.49 | \$789.64 |
| MCDONALD | ROBERT JAMES | Plainclothes Police Constable | \$101,799.34 | \$583.40 |
| MCDONALD | SPENCER MATTHEW | Detective | \$105,207.82 | \$771.54 |
| MCDUGALL | ROBERT GORDON | Sergeant | \$125,551.93 | \$764.52 |
| MCFADYEN | DANIEL GORDON | Detective | \$120,778.44 | \$771.54 |
| MCGAHERN | JOHN ANTHONY | Police Constable | \$103,137.42 | \$749.41 |
| MCGARRY | WILLIAM MICHAEL | Detective | \$104,487.23 | \$355.72 |
| MCGARVEY | WILLIAM | Training Constable | \$101,127.58 | \$769.31 |
| MCGHEE | MICHAEL | Sergeant | \$102,029.86 | \$780.72 |
| MCGOVERN | MICHAEL PATRICK | Senior Analyst, Information Technology | \$101,492.65 | \$351.45 |
| MCGOWN | JOHN | Staff Sergeant | \$113,312.54 | \$826.07 |
| MCGRADE | KATHRYN | Sergeant | \$102,856.67 | \$789.64 |
| MCGRADE | PATRICK | Detective | \$105,269.07 | \$789.64 |
| MCGUIRE | JEFFREY | Staff Superintendent | \$167,547.95 | \$11,564.55 |
| MCILHONE | THOMAS | Superintendent | \$141,215.18 | \$8,628.62 |
| MCILWAIN | STEVEN GEORGE | Sergeant | \$103,517.03 | \$781.62 |
| MCINNIS | JESSICA MICHELLE | Sergeant | \$103,989.19 | \$771.54 |
| MCINTOSH | DANIEL | Detective | \$110,925.30 | \$780.72 |
| MCKAY | CARYN | Sergeant | \$101,898.68 | \$783.06 |
| MCKAY | EDWARD | Sergeant | \$101,961.10 | \$786.92 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------|--|--------------------|-------------------------|
| MCKAY | SCOTT | Detective | \$101,854.55 | \$780.72 |
| MCKEOWN | RICHARD | Staff Sergeant | \$113,017.62 | \$401.07 |
| MCKINNIE | AMANDA | Sergeant | \$101,863.11 | \$786.92 |
| MCLANE | GREGORY | Staff Inspector | \$135,610.93 | \$11,008.08 |
| MCLANE | JAMES RUSSELL | Detective | \$119,004.58 | \$783.42 |
| MCLANE | KRISTINE ANN | Plainclothes Police Constable | \$106,812.75 | \$751.24 |
| MCLAUGHLIN | IAN | Sergeant | \$106,279.16 | \$789.64 |
| MCLEAN | BARBARA | Staff Sergeant | \$112,982.40 | \$817.08 |
| MCLEAN | NANCY MARY | Sergeant | \$100,407.42 | \$780.72 |
| MCLEISH | PATRICIA LOUISE | Senior Technical Analyst, Information Technology | \$106,495.56 | \$351.45 |
| MCLEOD | MATTHEW ALEXANDER | Plainclothes Police Constable | \$101,807.93 | \$742.23 |
| MCLEOD | VERNETT | Superintendent | \$141,817.28 | \$16,834.41 |
| MCMANUS | MICHAEL | Sergeant | \$126,980.17 | \$789.64 |
| MCNEIL | RONALD | Detective | \$105,344.39 | \$789.64 |
| MCNEILLY | JOSEPH GORDON | Detective | \$121,218.87 | \$789.64 |
| MCQUEEN | GARY | Detective | \$107,217.53 | \$789.64 |
| MCQUEEN | SHERRY LYNN | Police Constable | \$109,356.36 | \$731.29 |
| MCVEIGH | EDWARD | Sergeant | \$103,384.96 | \$789.64 |
| MCINTYRE | RYAN DOUGLAS | Plainclothes Police Constable | \$102,800.10 | \$742.23 |
| MEANEY | SHAWN | Detective | \$100,433.26 | \$780.72 |
| MEECH | RAYMOND JOHN | Sergeant | \$100,643.62 | \$781.26 |
| MEEHAN | PATRICK | Sergeant | \$116,845.25 | \$783.06 |
| MEIK | VIVIAN | Detective | \$118,939.40 | \$784.86 |
| MEISSNER | CAROL | Detective | \$101,585.91 | \$361.92 |
| MEISSNER | GERHARD | Inspector | \$133,046.72 | \$1,073.04 |
| MELOCHE | SHAWN RONALD | Staff Sergeant | \$123,902.90 | \$817.60 |
| MEMME | NICOLAS | Staff Inspector | \$137,618.16 | \$6,782.72 |
| MERSEREAU | MICHAEL | Sergeant | \$109,455.62 | \$789.64 |
| METCALFE | MARY | Staff Inspector | \$134,408.67 | \$4,685.41 |
| MI | YAOMING | Senior Technical Analyst, Information Technology | \$110,004.51 | \$351.45 |
| MILDENBERGER | KAINE JOHANN | Plainclothes Police Constable | \$103,419.68 | \$750.47 |
| MILES | JEREMY OLIVER | Plainclothes Police Constable | \$105,383.36 | \$735.57 |
| MILIC | DANY | Police Constable | \$125,005.33 | \$744.38 |
| MILLER | DUNCAN | Sergeant | \$114,960.96 | \$784.86 |
| MILLER | HELEN DIANE | Superintendent | \$151,435.36 | \$11,620.32 |
| MILLER | PAUL | Staff Sergeant | \$113,803.14 | \$401.07 |
| MINOR | DOUGLAS ALLAN | Sergeant | \$100,877.00 | \$780.72 |
| MIRANDA | EDUARDO CANDIDO | Plainclothes Police Constable | \$106,685.32 | \$751.24 |
| MIRON | BRUNO JOSEPH | Detective | \$114,008.68 | \$771.54 |
| MISTEROWICZ | RICHARD JOHN | Police Constable | \$103,991.57 | \$738.31 |
| MITCHELL | CHARLES | Sergeant | \$101,980.03 | \$789.64 |
| MITCHELL | JODI LYNN | Plainclothes Police Constable | \$110,925.82 | \$751.24 |
| MITCHELL | STEPHEN | Sergeant | \$103,962.57 | \$789.64 |
| MIU | WAI-SANG | Detective | \$104,414.06 | \$789.64 |
| MNUSHKIN | SERGEY AFROYIM | Police Constable | \$104,158.68 | \$746.17 |
| MOED | JEREMY CLARK | Police Constable | \$103,018.24 | \$731.29 |
| MOFFATT | MICHAEL | Police Constable | \$100,164.12 | \$749.41 |
| MOI | NATALIE BOBO | Police Constable | \$105,430.36 | \$731.29 |
| MOLINARO | ANTONIO | Shift and Area Supervisor, Parking Enforcement | \$126,125.24 | \$666.69 |
| MOLYNEAUX | STEVEN | Staff Sergeant | \$116,134.18 | \$826.07 |
| MOMENI | ORANG | Sergeant | \$139,546.13 | \$780.72 |
| MONAGHAN | PATRICK JAMES | Detective Sergeant | \$115,110.09 | \$401.07 |
| MONAGHAN | THERESA | Detective | \$101,554.15 | \$783.06 |
| MONTCALM | ALAIN JEAN | Police Constable | \$101,079.34 | \$722.33 |
| MOONEY | RICHARD | Detective | \$105,543.92 | \$789.64 |
| MOORCROFT | CHRISTOPHER ROBERT | Police Constable | \$105,349.59 | \$714.42 |
| MOORE | BRETT CALVIN | Detective | \$119,532.74 | \$771.54 |
| MOORE | DARCY | Sergeant | \$102,100.19 | \$789.64 |
| MOORE | DAVID CHRISTOPHER | Police Constable | \$102,128.94 | \$737.93 |
| MOORE | KEVIN ROBERT | Plainclothes Police Constable | \$106,688.91 | \$751.24 |
| MOORE | SCOTT WILLIAM | Detective | \$100,405.81 | \$771.54 |
| MORAES | TIMOTHY | Plainclothes Police Constable | \$103,337.64 | \$335.33 |
| MORAN | RUTH MARIAN | Detective | \$101,429.63 | \$771.54 |
| MOREAU | PAUL ROBERT | Plainclothes Police Constable | \$101,230.50 | \$751.24 |
| MOREHOUSE | RITA | Sergeant | \$102,209.07 | \$788.62 |
| MOREIRA | JOHN | Detective | \$115,158.87 | \$787.26 |
| MOREIRA | PETER MICHAEL | Staff Sergeant | \$118,585.85 | \$392.08 |
| MORELL | ADAM | Police Constable | \$100,813.96 | \$740.30 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------|-----------------------------------|--------------------|-------------------------|
| MORELLI | JOSEPH MICHAEL | Plainclothes Police Constable | \$107,232.31 | \$749.27 |
| MORGAN | DANIEL PHILIP | Plainclothes Police Constable | \$101,676.88 | \$742.23 |
| MORI | DEBORAH ANN | Staff Sergeant | \$113,688.84 | \$401.07 |
| MORIN | MICHAEL | Police Constable | \$123,884.24 | \$749.41 |
| MORRIS | HAROLD | Detective | \$121,517.52 | \$780.72 |
| MORRIS | LESLIE | Detective | \$117,871.86 | \$780.72 |
| MORRIS | MANDY DAWN | Sergeant | \$101,704.66 | \$771.54 |
| MORRIS | NICKOLAS JOSEPH | Police Constable | \$135,247.82 | \$749.41 |
| MORRISON | BRUCE | Staff Sergeant | \$116,146.74 | \$826.07 |
| MORRISON | MICHAEL ROBERT | Detective | \$106,187.21 | \$772.44 |
| MORRISON | MICHELLE YVETTE | Plainclothes Police Constable | \$100,192.22 | \$766.51 |
| MORSE | STEPHEN | Detective Sergeant | \$111,856.88 | \$826.07 |
| MORSE | VICTORIA JANE | Plainclothes Police Constable | \$113,544.47 | \$751.24 |
| MOTA | DANNY LABAO | Police Constable | \$101,541.15 | \$734.43 |
| MOUNTFORD | GERALD | Staff Sergeant | \$112,362.48 | \$826.07 |
| MOXAM | DARREN KENNETH | Detective | \$113,937.67 | \$771.54 |
| MOXLEY | KEITH | Detective | \$103,694.44 | \$789.64 |
| MOYER | IAN | Staff Sergeant | \$112,364.19 | \$826.07 |
| MOYER | JEFFREY | Sergeant | \$103,558.26 | \$783.06 |
| MOYER | MATTHEW IGNATIUS | Detective | \$103,101.39 | \$780.72 |
| MOYNAGH | ROBERT | Police Constable | \$102,540.50 | \$749.41 |
| MUELLER | STEFAN | Plainclothes Police Constable | \$102,093.50 | \$768.26 |
| MULLEN | MICHAEL JEFFERY | Detective | \$116,559.86 | \$346.54 |
| MULLIN | GEORGE | Staff Sergeant | \$111,869.38 | \$826.07 |
| MUNGAL | MATTHEW | Sergeant | \$107,963.12 | \$780.72 |
| MUNROE | KELLY BRUCE | Police Constable | \$128,674.11 | \$749.41 |
| MURDOCH | RICHARD | Staff Sergeant | \$115,666.59 | \$401.07 |
| MURPHY | DANIEL | Detective | \$118,577.79 | \$789.64 |
| MURPHY | JOHN | Sergeant | \$103,214.48 | \$789.64 |
| MURPHY | LIAM | Police Constable | \$106,584.71 | \$749.41 |
| MURPHY | PETER | Plainclothes Police Constable | \$101,465.67 | \$769.31 |
| MURRAY | DAVID | Staff Sergeant | \$123,864.17 | \$817.55 |
| MURRAY | WILLIAM | Plainclothes Police Constable | \$100,295.25 | \$769.31 |
| MURRELL | KEVIN EARL | Staff Sergeant | \$112,263.96 | \$826.07 |
| MUSAH | ISHMAIL | Sergeant | \$103,496.43 | \$771.54 |
| MUSCLOW | CLAUDE | Sergeant | \$102,733.08 | \$780.72 |
| MUSSO DUARTE | SUSANA | Police Constable | \$114,424.44 | \$734.31 |
| MYERS | MILTON | Sergeant | \$101,845.98 | \$789.64 |
| NANTON | JASON STANLEY | Police Constable | \$112,550.65 | \$722.33 |
| NARINE | SHAUN | Staff Sergeant | \$118,703.82 | \$817.08 |
| NASNER | STEFAN | Plainclothes Police Constable | \$103,993.50 | \$769.31 |
| NASSER | AMAN | Plainclothes Police Constable | \$104,753.26 | \$742.23 |
| NASSIS | PAT | Sergeant | \$105,614.27 | \$789.64 |
| NEADLES | WILLIAM | Staff Inspector | \$139,315.65 | \$11,285.90 |
| NEAL | PETER | Detective | \$108,916.41 | \$364.64 |
| NEAL | WESLEY JOHN | Detective | \$125,706.29 | \$789.30 |
| NEALON | DANIEL | Detective Sergeant | \$123,661.49 | \$826.07 |
| NEEDHAM | ROSS ELLIOTT | Sergeant | \$101,878.58 | \$364.64 |
| NEVILL | STEPHEN | Detective | \$110,960.28 | \$789.64 |
| NEVIN | PATRICK | Detective | \$106,317.69 | \$789.64 |
| NEVHOOK | MATTHEW ALBERT | Sergeant | \$101,512.41 | \$780.72 |
| NEWMAN | BRUCE | Staff Sergeant | \$117,290.39 | \$816.13 |
| NEWTON | DEEDEE | Detective | \$104,028.32 | \$789.64 |
| NEWTON | JENNY | Detective | \$101,920.72 | \$364.64 |
| NG | WILLIAM | Police Constable | \$102,463.60 | \$722.33 |
| NG | YUEN | Detective | \$100,758.14 | \$780.72 |
| NGAN | EDWARD SHING-KEUNG | Senior Advisor, Quality Assurance | \$115,127.14 | \$995.28 |
| NICHOL | IAN FRASER | Detective | \$107,660.59 | \$786.92 |
| NICHOLS | HEATHER LAURY | Detective | \$104,402.02 | \$771.54 |
| NICHOLSON | LEONARD BRUCE | Police Constable | \$104,239.54 | \$739.09 |
| NICOL | BRETT DONALD | Detective Sergeant | \$125,467.94 | \$354.36 |
| NICOL | ROBERT | Plainclothes Police Constable | \$101,490.62 | \$751.24 |
| NICOLLE | CHAD EDWARD | Sergeant | \$109,788.08 | \$780.72 |
| NIELSEN | CHRISTIAN HINGE | Manager, Shop Operations | \$130,122.12 | \$878.26 |
| NIELSEN | DANIEL | Detective Sergeant | \$143,672.55 | \$826.07 |
| NIEZEN | MARK | Detective | \$110,656.06 | \$789.64 |
| NIJJAR | HARJIT SINGH | Detective | \$100,691.92 | \$771.54 |
| NIMMO | RICHARD JAMES | Sergeant | \$104,234.91 | \$771.54 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|---------------------|--|--------------------|-------------------------|
| NOLAN | CHRISTOPHER | Detective Sergeant | \$111,856.88 | \$826.07 |
| NOLL | CARL | Detective Sergeant | \$115,117.91 | \$826.07 |
| NOONAN | TIMOTHY JOHN | Plainclothes Police Constable | \$106,049.25 | \$764.41 |
| NORRIE | ANDREW | Staff Sergeant | \$114,378.53 | \$826.07 |
| NORSKI | PRZEMYSLAW | Plainclothes Police Constable | \$108,639.47 | \$724.29 |
| NORTH | ROBERT LLOYD | Detective | \$110,194.79 | \$771.54 |
| NORTHMORE | COLLEEN | Detective | \$120,507.36 | \$789.64 |
| NORTHRUP | JEFFREY JOHN | Plainclothes Police Constable | \$115,677.11 | \$760.33 |
| NORTON | DAVID JOHN | Sergeant | \$109,832.39 | \$770.76 |
| NOSWORTHY | JUDY | Detective | \$110,328.04 | \$789.64 |
| NOTAY | JAGMOHAN SINGH | Parking Enforcement Officer | \$102,953.50 | \$638.83 |
| NOVINC | BRANKO | Sergeant | \$102,739.79 | \$789.64 |
| NUNES | MARIA | Plainclothes Police Constable | \$110,772.60 | \$760.33 |
| NYKORCHUK | PASQUALINA | Senior Corporate Planning Analyst | \$104,147.74 | \$328.21 |
| O'BRIEN | DAVID | Training Constable | \$101,106.48 | \$769.31 |
| O'BRIEN | KENNETH | Police Constable | \$121,454.87 | \$749.41 |
| O'BRIEN | SEAN | Sergeant | \$107,726.40 | \$789.64 |
| O'CONNOR | BRIAN | Inspector | \$136,272.88 | \$878.26 |
| O'CONNOR | MIKE STEPHEN | Plainclothes Police Constable | \$104,760.19 | \$751.24 |
| O'DOHERTY | FRANK | Sergeant | \$106,423.75 | \$364.64 |
| O'DONOVAN | STEPHEN | Sergeant | \$115,384.93 | \$789.64 |
| O'DRISCOLL | DENNIS | Plainclothes Police Constable | \$100,194.56 | \$769.31 |
| O'KANE | GERAID DAVID | Detective | \$102,648.49 | \$771.54 |
| O'RIORDAN | WAYNE JAMES | Plainclothes Police Constable | \$102,734.29 | \$751.24 |
| O'TOOLE | KIMBERLEY ANNE | Detective | \$110,977.58 | \$772.44 |
| OAKES | JAMES | Police Constable | \$104,737.55 | \$740.30 |
| OBERFRANK | TIMOTHY | Detective | \$130,271.49 | \$789.64 |
| ODISHO | ASHUR | Police Constable | \$103,241.39 | \$722.33 |
| OGG | SHEILA ELIZABETH | Detective | \$117,444.65 | \$781.26 |
| OLIVER | MATTHEW TYLER | Plainclothes Police Constable | \$113,231.10 | \$751.24 |
| OLIVER | PAUL | Detective | \$106,115.95 | \$789.64 |
| OLIVER | STEVEN RONALD | Plainclothes Police Constable | \$100,072.19 | \$742.23 |
| OLSEN | FRANK | Detective | \$106,578.46 | \$789.64 |
| OLSEN | SHAUN | Sergeant | \$100,596.07 | \$780.72 |
| OLSON | GARY ALDRED | Detective | \$100,942.00 | \$784.86 |
| ONAMI | JASON MORITO | Plainclothes Police Constable | \$107,967.60 | \$735.99 |
| ONG | RHOEL VILLEGAS | Police Constable | \$117,909.65 | \$731.29 |
| ONYSZKIEWICZ | ANDREW | Detective Sergeant | \$121,468.50 | \$401.07 |
| OOSTERHOF | CAROLE JANE | Police Constable | \$104,628.61 | \$315.30 |
| OSBORN | ROBERT DANIEL | Police Constable | \$106,051.98 | \$722.33 |
| OSMANAJ | ARDIT | Police Constable | \$118,629.11 | \$722.33 |
| OUELLET | ANDREW | Police Constable | \$101,708.62 | \$731.29 |
| OUELLETTE | DAVID MARK | Plainclothes Police Constable | \$105,733.99 | \$751.24 |
| OUELLETTE | ROBERT BRUCE | Police Constable | \$101,650.75 | \$731.29 |
| OZKAN | NEDIM | Senior Analyst, Information Technology | \$109,271.18 | \$351.45 |
| OZOLS | JOHN | Police Constable | \$104,985.48 | \$744.38 |
| PABLA | SUKHVINDERPAL SINGH | Sergeant | \$101,203.92 | \$771.54 |
| PAGE | HOWARD | Inspector | \$133,139.44 | \$1,073.04 |
| PAGLIA | GIANCARLO | Plainclothes Police Constable | \$101,816.32 | \$751.24 |
| PAGNIELLO | MICHELE | Police Constable | \$121,396.13 | \$731.29 |
| PAIS | SCHARNIL VALERIAN | Police Constable | \$105,614.08 | \$722.33 |
| PAK | ANDREW JIN-HO | Plainclothes Police Constable | \$100,392.51 | \$735.57 |
| PALA | RASIH SAN | Plainclothes Police Constable | \$106,755.95 | \$742.23 |
| PALERMO | CARMINE | Sergeant | \$103,648.69 | \$789.64 |
| PALERMO | MICHAEL ANGELO | Detective | \$147,354.17 | \$771.54 |
| PALMER | JOHN | Sergeant | \$101,878.58 | \$789.64 |
| PANAYOTOV | LUBOMIR IVANOV | Police Constable | \$111,839.90 | \$722.33 |
| PAPADOPOULOS | KYRIAKOS | Police Constable | \$132,626.30 | \$731.29 |
| PAPIZEWSKI | LEEANN | Detective Sergeant | \$107,792.97 | \$807.21 |
| PARK | JOSEF | Police Constable | \$104,426.42 | \$736.75 |
| PARK | SUNG JIN | Plainclothes Police Constable | \$103,871.26 | \$751.24 |
| PARKIN | ANDREW WILFRED | Police Constable | \$106,848.65 | \$731.29 |
| PARMAR | MANDEEP SINGH | Plainclothes Police Constable | \$121,257.66 | \$748.79 |
| PARROTT | MICHAEL ERIC | Detective | \$104,715.37 | \$771.54 |
| PARSONS | STUART MAGRUDER | Plainclothes Police Constable | \$107,259.47 | \$761.23 |
| PARSRAM | RAMESH BRIAN | Sergeant | \$103,166.57 | \$780.72 |
| PARTRIDGE | FRANK | Staff Sergeant | \$116,271.54 | \$826.07 |
| PASINI | RUDY | Staff Sergeant | \$117,987.72 | \$401.07 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|--|--------------------|-------------------------|
| PATERSON | KYLE SCOTT | Police Constable | \$100,956.58 | \$711.03 |
| PATTERSON | JAMES | Sergeant | \$106,419.77 | \$789.64 |
| PATTERSON | ROBERT | Sergeant | \$103,418.95 | \$780.72 |
| PATTISON | STEVEN | Staff Sergeant | \$111,856.88 | \$401.07 |
| PAUL | MOHIT | Police Constable | \$104,614.79 | \$722.33 |
| PAYNE | GREGORY JAMES | Staff Sergeant | \$110,831.82 | \$821.87 |
| PAYNE | KARL SCOTT | Sergeant | \$101,039.50 | \$780.72 |
| PAYNE | THEODORE ALGERNON | Detective | \$109,821.51 | \$789.64 |
| PAYTON | HOWARD LEWIS | Sergeant | \$102,978.00 | \$781.26 |
| PEACOCK | JASON ALEXANDER | Police Constable | \$101,107.80 | \$739.09 |
| PEACOCKE | DOUGLAS | Detective Sergeant | \$112,911.79 | \$826.07 |
| PEARSON | JEFFREY | Detective Sergeant | \$138,089.52 | \$395.39 |
| PECK | JENNIFER LOUISE | Plainclothes Police Constable | \$102,029.44 | \$751.24 |
| PELLETIER | CHRISTIAN JOSEPH | Police Constable | \$130,505.27 | \$731.29 |
| PENTON | SHANE STEPHEN | Sergeant | \$104,037.85 | \$771.54 |
| PERA | ENRICO | Senior Project Co-ordinator, Facilities Management | \$116,377.59 | \$990.08 |
| PERCIVAL | KIMBERLY JANE | Plainclothes Police Constable | \$101,648.23 | \$751.24 |
| PERREAULT | SEAN MICHAEL | Sergeant | \$103,699.90 | \$780.72 |
| PERSHIN | ANDREI VALERI | Police Constable | \$111,650.00 | \$722.33 |
| PETRAKIS | MICHAEL | Plainclothes Police Constable | \$103,750.78 | \$751.24 |
| PETRAKIS | STAVROS | Police Constable | \$101,713.16 | \$722.33 |
| PETRIE | KYLE JOHNATHON | Sergeant | \$103,649.39 | \$771.54 |
| PETRIE | RICHARD | Detective | \$127,598.16 | \$780.72 |
| PHAIR | MARK GORDON | Sergeant | \$105,687.84 | \$780.72 |
| HELPS | JOHN | Detective | \$108,107.19 | \$789.64 |
| PHILIPSON | GRAEME | Sergeant | \$149,946.46 | \$355.72 |
| PHOON | NEWTON CHUN | Forensic System Administrator | \$101,414.84 | \$776.45 |
| PICKERING | STEPHEN | Plainclothes Police Constable | \$121,367.97 | \$769.31 |
| PIKE | JAMES WAYNE | Sergeant | \$101,879.78 | \$789.64 |
| PINTO | SUZANNE MARIE | Sergeant | \$103,838.21 | \$780.72 |
| PIPE | STEPHEN | Staff Sergeant | \$116,838.40 | \$401.07 |
| PLUNKETT | PATRICK JOHN | Plainclothes Police Constable | \$142,854.52 | \$751.24 |
| POCZAK | LISA | Sergeant | \$100,102.74 | \$780.72 |
| POGUE | LAUREN | Detective Sergeant | \$114,428.88 | \$815.52 |
| POOLE | CANDICE JENNIFER | Police Constable | \$106,014.22 | \$733.80 |
| POP | IAN | Police Constable | \$106,501.18 | \$749.41 |
| POULIMENOS | WILLIAM DEMETRE | Plainclothes Police Constable | \$102,580.52 | \$742.23 |
| POULIN | MARTIN FABIAN | Detective | \$105,762.89 | \$771.54 |
| POWELL | DANIEL JAMES | Detective | \$101,016.43 | \$356.62 |
| POYNTER | CHRISTOPHER REX | Police Constable | \$103,524.03 | \$731.29 |
| PRAVICA | DUSAN DAN | Detective | \$125,217.12 | \$771.54 |
| PRENTICE | STEFAN PATRICK | Detective | \$109,560.11 | \$771.54 |
| PRESS | MICHAEL ALLEN | Senior Firearms Officer | \$109,952.68 | \$367.56 |
| PRESTON | BRIAN | Inspector | \$132,696.92 | \$1,071.54 |
| PRESTON | DEBRA | Superintendent | \$142,186.10 | \$10,957.22 |
| PREVOST | JAYME THOMAS | Police Constable | \$108,203.81 | \$685.40 |
| PRICE | BRANDON LEE | Detective | \$104,234.43 | \$771.54 |
| PRICE | MARY | Staff Sergeant | \$111,866.73 | \$401.07 |
| PROCTOR | NORMAN EDWARD | Staff Sergeant | \$115,895.40 | \$825.37 |
| PROCTOR | RICHARD | Detective | \$112,805.61 | \$780.72 |
| PRODANOS | ALEXI | Police Constable | \$105,973.41 | \$736.75 |
| PROSAVICH | PAULA ANNE | Sergeant | \$102,404.95 | \$771.54 |
| PROULX | KEVIN EDWARD | Police Constable | \$105,567.37 | \$730.94 |
| PUGASH | MARK | Director, Corporate Communications | \$163,459.06 | \$8,486.08 |
| PURCHES | SCOTT ROBERT | Detective | \$113,808.62 | \$771.54 |
| PUTERBAUGH | MICHAEL FRANCIS | Detective | \$104,252.42 | \$639.05 |
| PUTNAM | KIMBERLEY JOAN | Senior Advisor, Quality Assurance | \$115,127.14 | \$570.28 |
| QUAIATTINI | SUSAN | Staff Sergeant | \$112,258.73 | \$826.07 |
| QUALTROUGH | JAMES | Staff Sergeant | \$113,686.73 | \$826.07 |
| QUAN | DOUGLAS | Inspector | \$133,046.72 | \$1,073.04 |
| QUEEN | GRAHAM | Staff Sergeant | \$127,753.52 | \$819.36 |
| QUESNELLE | CURTIS LEONARD | Police Constable | \$107,827.28 | \$746.96 |
| QUIGG | MARTIN | Sergeant | \$105,442.66 | \$789.64 |
| QUIJADA-MANCIA | JUAN CARLOS | Sergeant | \$106,769.44 | \$771.54 |
| QUINN | MICHAEL MARC | Sergeant | \$128,985.01 | \$771.54 |
| QURESHI | AJWAID NIAZ | Detective | \$110,935.00 | \$771.54 |
| RACETTE | ALLAN ROGER | Plainclothes Police Constable | \$105,167.96 | \$733.65 |
| RADFORD | BARRY | Detective | \$105,330.06 | \$783.06 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|---------------------|---|--------------------|-------------------------|
| RADIX | BRENDA REBECCA | Manager, Property and Evidence Management | \$130,122.12 | \$1,073.04 |
| RAHIM | KAMAL SEAN | Plainclothes Police Constable | \$102,574.06 | \$732.14 |
| RALPH | TIMOTHY | Staff Sergeant | \$112,333.78 | \$826.07 |
| RAMER | DONALD | Superintendent | \$151,435.36 | \$11,161.32 |
| RAMESAR | VICTOR | Sergeant | \$108,535.67 | \$789.64 |
| RAMJATTAN | RAMNARINE | Detective | \$112,725.38 | \$780.72 |
| RAMJI | ALY RAZA | Detective | \$103,946.69 | \$784.86 |
| RAMOS | LERMY | Assistant Manager, Accounting | \$100,272.30 | \$918.22 |
| RAMPERSAD | STEVEN | Police Constable | \$105,991.42 | \$731.29 |
| RAMPRASHAD | DWARKH | Police Constable | \$140,457.79 | \$740.30 |
| RAMSBOTTOM | CHRISTOPHER WILLIAM | Police Constable | \$115,768.27 | \$306.29 |
| RAND | RICHARD THEODORE | Plainclothes Police Constable | \$109,800.33 | \$734.03 |
| RANDLE | MARK RICHARD | Sergeant | \$112,548.45 | \$789.64 |
| RATHBONE | MELANIE LYNN | Police Constable | \$103,504.86 | \$731.29 |
| REBELLATO | LARRY | Detective | \$131,193.68 | \$780.72 |
| REDDEN | JEFFREY | Sergeant | \$133,273.31 | \$789.64 |
| REDDIN | KIRBY ALBERT | Sergeant | \$121,644.34 | \$771.54 |
| REDICK | AMANDA BROOKE | Plainclothes Police Constable | \$106,611.37 | \$732.09 |
| REDIGONDA | RICHARD | Sergeant | \$101,878.58 | \$789.64 |
| REDMAN | SUZANNE | Sergeant | \$106,360.52 | \$780.72 |
| REED | PHILIP | Staff Sergeant | \$112,031.73 | \$826.07 |
| REED | RONALD COLIN | Staff Sergeant | \$116,582.96 | \$826.07 |
| REED-PYEFINCH | JENNIFER CHRISTINE | Plainclothes Police Constable | \$105,332.00 | \$743.33 |
| REEVES | LAWRENCE | Staff Sergeant | \$116,898.20 | \$826.07 |
| REGAN | DOUGLAS FREDRICK | Staff Sergeant | \$111,197.55 | \$819.36 |
| REGAN | PAUL FRANCIS | Police Constable | \$104,029.72 | \$722.33 |
| REID | CHAD SCOTT | Plainclothes Police Constable | \$101,336.76 | \$751.24 |
| REID | JONATHAN DOUGLAS | Detective | \$126,236.05 | \$784.86 |
| REID | KYLE THOMAS | Plainclothes Police Constable | \$110,847.51 | \$751.24 |
| REID | WAVERLEY ELAINE | Detective | \$101,138.95 | \$786.92 |
| REIMER | KENNETH BRIAN | Detective Sergeant | \$113,375.11 | \$805.65 |
| REIMER | THOMAS ARTHUR | Police Constable | \$107,666.11 | \$722.33 |
| RELPH | BRADLEY GEORGE | Sergeant | \$100,073.50 | \$771.54 |
| REMY | SMEDLEY ANTHONY | Sergeant | \$104,657.14 | \$780.72 |
| RENNIE | ALEXANDER | Detective | \$106,825.23 | \$789.64 |
| REYNOLDS | JASON DAVID | Plainclothes Police Constable | \$102,246.90 | \$749.68 |
| REYNOLDS | STEPHEN THOMAS | Staff Sergeant | \$116,313.86 | \$826.07 |
| RHEAULT | DEAN GEORGE | Police Constable | \$107,066.12 | \$722.33 |
| RICCI | CHARLES MICHAEL | Detective | \$110,155.77 | \$771.54 |
| RICCIARDI | MARCO | Police Constable | \$103,997.38 | \$731.29 |
| RICHARDS | CLIVE | Detective Sergeant | \$117,435.85 | \$826.07 |
| RICHARDSON | ANDREW | Sergeant | \$104,083.37 | \$780.72 |
| RICHARDSON | SANDRA | Inspector | \$133,094.89 | \$878.26 |
| RICHARDSON | SHEILA ANN | Sergeant | \$101,348.10 | \$499.73 |
| RICHMOND | MICHAEL KENNETH | Staff Sergeant | \$109,609.24 | \$817.08 |
| RIDDELL | ALAN | Detective Sergeant | \$111,856.88 | \$401.07 |
| RIDDELL | LINDSAY DIANA | Plainclothes Police Constable | \$106,729.29 | \$729.75 |
| RIETKOEETTER | SETH ANDREW | Police Constable | \$104,767.09 | \$722.33 |
| RINKOFF | PAUL BARRY | Sergeant | \$108,810.82 | \$771.54 |
| RIPCO | MARK | Detective | \$106,709.46 | \$789.64 |
| RIVIERE | ANTHONY FRANCIS | Staff Inspector | \$134,956.85 | \$5,340.96 |
| ROBBINS | KEVIN SHAUN | Plainclothes Police Constable | \$102,239.21 | \$728.19 |
| ROBERTS | DAVID | Detective | \$103,577.49 | \$789.64 |
| ROBERTS | SCOTT | Staff Sergeant | \$117,062.50 | \$826.07 |
| ROBINSON | DANIEL | Detective | \$121,100.66 | \$788.62 |
| ROBINSON | MORGAN | Detective Sergeant | \$112,208.83 | \$401.07 |
| ROBITAILLE | PATRICK ANTOINE | Sergeant | \$104,330.53 | \$771.54 |
| RODGERS | ANGELA DAWN | Police Constable | \$103,692.42 | \$742.27 |
| ROHDE | DANNY WILLIAM | Police Constable | \$115,017.99 | \$731.29 |
| ROMAIN | JEAN-BERNARD | Sergeant | \$100,248.59 | \$780.72 |
| ROONEY | NIGEL PATRICK | Plainclothes Police Constable | \$104,466.08 | \$751.24 |
| ROSE | DAWN | Detective | \$100,050.78 | \$780.72 |
| ROSE | DOUGLAS GRANT | Sergeant | \$138,400.53 | \$783.06 |
| ROSENBERG | HOWARD | Police Constable | \$131,558.41 | \$749.41 |
| ROSETE | LESTER EDWARD | Detective | \$104,161.90 | \$771.54 |
| ROSETO | EGIDIO | Inspector | \$132,123.25 | \$1,038.98 |
| ROSINA | MICHAEL DREW | Sergeant | \$100,458.12 | \$780.72 |
| ROSS | CAMERON STEPHEN | Police Constable | \$104,065.28 | \$711.03 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|-----------------------------------|--------------------|-------------------------|
| ROSS | DARLENE | Detective | \$101,839.46 | \$363.62 |
| ROSS | JEFFREY ALAN | Sergeant | \$109,462.61 | \$764.52 |
| ROSS | KEITH | Plainclothes Police Constable | \$102,614.80 | \$760.33 |
| ROSS | MATTHEW DOUGLAS | Plainclothes Police Constable | \$103,107.97 | \$742.23 |
| ROSS | SCOTT JEREMY | Plainclothes Police Constable | \$114,258.00 | \$751.24 |
| ROSS | WILLIAM | Police Constable | \$104,432.17 | \$749.41 |
| ROSSANO | JOHN BENITO | Sergeant | \$112,632.86 | \$785.56 |
| ROSSI | KIMBERLY DAWN | Manager, Parking Support Services | \$127,199.74 | \$1,047.67 |
| ROUETTE | JOSEPH MICHEL | Sergeant | \$106,400.89 | \$789.64 |
| ROUTH | MATTHEW AARON | Sergeant | \$105,583.71 | \$771.54 |
| ROWETT | JOHN | Detective | \$101,878.58 | \$364.64 |
| ROZICH | SAMANTHA MILDRED | Sergeant | \$104,191.34 | \$774.44 |
| RUBBINI | DAVID | Police Constable | \$110,439.09 | \$749.41 |
| RUDNICK | JOANNE LINDA | Staff Sergeant | \$112,358.86 | \$398.27 |
| RUFFINO | STEPHEN | Detective | \$123,759.93 | \$789.64 |
| RUFFOLO | FRANK | Staff Inspector | \$102,953.63 | \$5,672.16 |
| RUSSELL | THOMAS | Superintendent | \$151,435.36 | \$13,580.64 |
| RUTTNER | ALEXANDER | Police Constable | \$116,974.62 | \$740.30 |
| RYAN | ERNEST WESLEY | Superintendent | \$136,462.04 | \$11,360.78 |
| RYAN | JENNIFER | Detective | \$112,663.26 | \$780.72 |
| RYAN | RICHARD | Detective | \$121,586.46 | \$780.72 |
| RYAN | STEPHEN CHARLES | Detective Sergeant | \$116,861.82 | \$825.37 |
| RYDZIK | DAVID BRIAN | Staff Sergeant | \$111,399.71 | \$817.08 |
| RYZEK | WENDY | Labour Relations Analyst | \$100,548.94 | \$920.02 |
| SABADICS | DANIEL | Staff Sergeant | \$119,523.49 | \$826.07 |
| SABADIN | MICHAEL ALEXANDER | Plainclothes Police Constable | \$118,812.89 | \$751.24 |
| SADLER | STEPHEN | Sergeant | \$103,700.97 | \$786.92 |
| SADRZADEH | MIR SIAMAK | Police Constable | \$103,779.56 | \$722.33 |
| SAFARI | MUSTAFA | Police Constable | \$102,205.49 | \$722.33 |
| SAGER | LAWRENCE | Sergeant | \$104,365.40 | \$780.72 |
| SAGGI | SHARNJIT SINGH | Police Constable | \$117,947.04 | \$722.33 |
| SAMM | SAMUEL JUNIOR | Sergeant | \$104,924.87 | \$780.72 |
| SAMMUT | DAVID | Sergeant | \$109,458.29 | \$780.72 |
| SAMSON | JEREMY CALVIN | Police Constable | \$105,982.86 | \$297.33 |
| SAMUEL | GLENN | Detective | \$102,381.37 | \$364.64 |
| SAMUELS | ROBERT | Sergeant | \$106,407.78 | \$789.64 |
| SANDEMAN | JOHN MICHAEL | Manager, Video Services | \$140,350.52 | \$1,126.10 |
| SANDERS | DAVID | Sergeant | \$101,908.57 | \$789.64 |
| SANDERS | NEIL GREGORY | Police Constable | \$135,225.40 | \$731.29 |
| SANDFORD | JUDY MARY | Manager, Records Management | \$133,993.07 | \$668.17 |
| SANDFORD | ROBERT | Detective | \$113,698.33 | \$789.64 |
| SANSOM | DOUGLAS | Detective | \$104,356.59 | \$789.64 |
| SANSON | CHERYL-ANNE | Detective | \$102,082.90 | \$789.64 |
| SARDELLA | GLENN DONATO | Detective | \$117,482.54 | \$771.54 |
| SARGENT | CHRISTOPHER SEAN | Sergeant | \$100,801.05 | \$780.72 |
| SARVANANDAN | BAHEERATHAN | Plainclothes Police Constable | \$104,982.31 | \$748.79 |
| SATTZ | STEVEN | Sergeant | \$104,053.74 | \$789.64 |
| SAUNDERS | DAVID | Inspector | \$133,046.72 | \$1,073.04 |
| SAUNDERS | MARK | Staff Inspector | \$139,315.65 | \$11,774.26 |
| SAVILLE | JASON LESLIE | Police Constable | \$109,580.43 | \$731.29 |
| SAVINO | LEONARDO | Police Constable | \$114,552.32 | \$731.29 |
| SCANLAN | KIMBERLY LYN | Staff Sergeant | \$112,463.52 | \$824.67 |
| SCAVONE | GABRIELE | Police Constable | \$110,335.17 | \$324.41 |
| SCEARCE | MARTIN KENDAL | Police Constable | \$101,316.30 | \$714.42 |
| SCHAFHAUSER | HANS PETER | Police Constable | \$101,779.89 | \$731.29 |
| SCHERK | CHRISTOPHER | Detective | \$114,616.27 | \$780.72 |
| SCHERTZER | JOYCE | Detective | \$117,804.93 | \$780.72 |
| SCHETTINI | ANTHONY | Sergeant | \$104,655.08 | \$364.64 |
| SCHNEIDER | ANDREW | Staff Sergeant | \$114,734.78 | \$826.07 |
| SCHOFIELD | GLENN | Detective | \$111,045.38 | \$780.72 |
| SCHUEDER | MARK | Detective | \$107,575.84 | \$789.64 |
| SCHULZE | FRANK THOMAS | Police Constable | \$105,069.30 | \$749.41 |
| SCOTT | DWAYNE | Plainclothes Police Constable | \$120,554.64 | \$768.26 |
| SCOTT | GORDON | Sergeant | \$103,455.59 | \$789.64 |
| SCRIVEN | PATRICK | Sergeant | \$107,099.77 | \$789.64 |
| SCUDDS | PAUL | Staff Sergeant | \$116,467.99 | \$826.07 |
| SEARLES | TREVOR | Sergeant | \$100,158.17 | \$355.72 |
| SEDORE | KEVIN ARTHUR | Detective | \$110,812.93 | \$771.54 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------|--|--------------------|-------------------------|
| SELDON | WILLIAM | Detective Sergeant | \$118,254.66 | \$826.07 |
| SEN | TAPAN KUMAR | Project Leader, Information Technology | \$109,811.88 | \$379.32 |
| SEREMETKOVSKI | KATHLIN | Plainclothes Police Constable | \$106,624.86 | \$751.24 |
| SERROUL | GORDON DAVID | Sergeant | \$101,878.58 | \$718.81 |
| SHANAHAH | MICHAEL | Detective | \$105,848.40 | \$364.64 |
| SHAND | JOSEPH EDWARD | Police Constable | \$105,872.50 | \$722.33 |
| SHANK | RICHARD | Detective Sergeant | \$130,154.49 | \$812.85 |
| SHANKARAN | JASON RAJESH | Detective | \$132,931.32 | \$771.54 |
| SHARMA | SANJAY KUMAR | Police Constable | \$103,680.30 | \$731.29 |
| SHAW | ANDREW DOUGLAS | Sergeant | \$111,135.13 | \$780.72 |
| SHAW | KATHLEEN | Staff Sergeant | \$115,530.53 | \$823.27 |
| SHAW | MARY | Detective Sergeant | \$105,153.60 | \$778.60 |
| SHAW | WILLIAM | Plainclothes Police Constable | \$103,727.83 | \$769.31 |
| SHEPPARD | DANIEL | Detective Sergeant | \$128,972.75 | \$715.15 |
| SHIELDS | GAIL PATRICIA | Police Constable | \$103,919.31 | \$719.61 |
| SHIN | JAY HO | Police Constable | \$103,276.86 | \$731.29 |
| SHREVE | CLARENCE BLAKE | Staff Sergeant | \$112,301.43 | \$826.07 |
| SIDHU | ARVIND PRAKASH | Police Constable | \$106,990.75 | \$731.29 |
| SIDORA | TERRY | Sergeant | \$102,808.67 | \$789.64 |
| SIEVERS | JOHN | Sergeant | \$122,982.94 | \$780.72 |
| SILLIKER | GARRY | Staff Sergeant | \$118,107.40 | \$826.07 |
| SIMAKOV | ALEXANDER DAVID | Plainclothes Police Constable | \$111,128.96 | \$745.78 |
| SIMON | DUANE | Police Constable | \$109,068.20 | \$746.53 |
| SIMPKINS | DAVID | Staff Sergeant | \$113,229.35 | \$826.07 |
| SIMS | ANDREW MICHAEL | Police Constable | \$110,859.42 | \$731.29 |
| SINCLAIR | LARRY WILLIAM | Staff Inspector | \$172,780.46 | \$5,614.76 |
| SINGH | AMARJIT PURBA | Sergeant | \$120,006.07 | \$771.30 |
| SINGH | AMRITPAL | Senior Technical Analyst, Information Technology | \$117,717.47 | \$984.75 |
| SINGH | ANGADVIR | Sergeant | \$101,335.75 | \$771.54 |
| SINOPOLI | DOMENIC | Detective Sergeant | \$118,550.20 | \$810.45 |
| SISK | DARREN | Detective | \$100,659.57 | \$785.56 |
| SKEETE | JUNIOR | Sergeant | \$100,564.42 | \$359.86 |
| SKINNER | KELLY SIMONE | Sergeant | \$103,987.38 | \$771.54 |
| SKINNER | ROBERT | Staff Sergeant | \$117,947.97 | \$826.07 |
| SKINNER | RONALD GARY | Detective | \$102,225.31 | \$789.64 |
| SKUBIC | FRANK | Detective Sergeant | \$132,476.65 | \$826.07 |
| SLAVEN | WILLIAM | Plainclothes Police Constable | \$109,255.51 | \$769.31 |
| SLOAN | CHRISTOPHER STUART | Sergeant | \$103,289.48 | \$771.54 |
| SLOLY | PETER JOHN | Deputy Chief | \$218,404.48 | \$2,359.74 |
| SMALL | BRYAN GEORGE | Plainclothes Police Constable | \$106,537.53 | \$742.23 |
| SMALL | VERNON | Detective | \$113,175.89 | \$789.64 |
| SMISSEN | JOHN MICHAEL | Plainclothes Police Constable | \$115,312.58 | \$751.24 |
| SMIT | BRIAN JOHN | Sergeant | \$115,126.98 | \$789.64 |
| SMITH | DEAN LARENY | Plainclothes Police Constable | \$103,984.75 | \$760.33 |
| SMITH | FREDERICK | Staff Superintendent | \$163,487.23 | \$15,256.08 |
| SMITH | HUNTER WELLINGTON | Detective | \$110,397.40 | \$771.54 |
| SMITH | KEITH | Sergeant | \$107,617.80 | \$798.16 |
| SMITH | LAWRENCE | Police Constable | \$109,538.89 | \$817.08 |
| SMITH | LAWRENCE OLIVER | Staff Sergeant | \$104,955.36 | \$661.70 |
| SMITH | MICHAEL WAYNE | Manager, Equipment and Supply | \$130,122.12 | \$1,073.04 |
| SMITH | RANDOLPH | Inspector | \$133,046.72 | \$1,073.04 |
| SMITH | RAYMOND ERNEST | Project Leader, Information Technology | \$106,247.60 | \$379.32 |
| SMITH | STEPHEN PATRICK | Detective | \$118,878.93 | \$771.54 |
| SMITH | STEVEN | Detective | \$112,782.67 | \$780.72 |
| SMYTH | CRAIG CHARLES | Supervisor, Video Services | \$117,590.83 | \$401.07 |
| SMYTHE | KAREN GRACE | Staff Sergeant | \$109,360.39 | \$392.08 |
| SMYTHE | KENT | Detective | \$115,988.07 | \$780.72 |
| SNEDDON | GORDON | Inspector | \$133,046.72 | \$1,073.04 |
| SO | YING HO | Plainclothes Police Constable | \$103,435.84 | \$751.24 |
| SOBOTKA | JANET MARIE | Detective | \$102,625.92 | \$780.72 |
| SOBOTKA | KARL | Detective Sergeant | \$116,808.97 | \$826.07 |
| SOMERS | CRAIG ALLAN | Sergeant | \$105,672.14 | \$771.54 |
| SONDERGAARD | NIELS | Staff Sergeant | \$112,554.24 | \$826.07 |
| SORGO | ROY | Detective | \$101,916.96 | \$789.64 |
| SOUSA-GUTHRIE | JONI | Sergeant | \$100,313.93 | \$355.72 |
| SOUVANDY | CHANTHIMA | Plainclothes Police Constable | \$101,286.23 | \$731.31 |
| SOVA | DANIEL | Sergeant | \$106,633.92 | \$785.56 |
| SOVA | DEBORAH | Sergeant | \$111,627.72 | \$788.28 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|--|--------------------|-------------------------|
| SPANTON | JOHN | Staff Sergeant | \$115,710.32 | \$826.07 |
| SPENCER | ENNIS STEWART | Sergeant | \$102,650.73 | \$771.54 |
| SPENCER | JASON GUEVARA | Plainclothes Police Constable | \$105,805.99 | \$751.24 |
| SPENCER | LAURA ELIZABETH | Plainclothes Police Constable | \$109,648.98 | \$738.33 |
| SPITZIG | GERARD | Plainclothes Police Constable | \$104,545.15 | \$760.87 |
| SPRATT | ALAN | Detective | \$104,166.44 | \$789.64 |
| SPRATT | SCOTT EDWARD | Detective Sergeant | \$123,429.55 | \$817.08 |
| SPRIGGS | BRETT HAROLD | Plainclothes Police Constable | \$117,743.11 | \$751.24 |
| SPROXTON | ROBERT | Detective Sergeant | \$112,156.04 | \$826.07 |
| SPURLING | PETER | Sergeant | \$103,172.35 | \$789.64 |
| ST CLAIR | KAREY ALOYSIUS | Police Constable | \$101,821.66 | \$722.33 |
| STACEY | BRIAN | Plainclothes Police Constable | \$102,164.73 | \$769.31 |
| STANLEY | WILLIAM | Detective Sergeant | \$111,856.88 | \$401.07 |
| STAPLETON | BRADLEY THOMAS | Detective | \$101,305.82 | \$771.54 |
| STASIAK | LESZEK EDWARD | Detective Sergeant | \$111,858.08 | \$826.07 |
| STEEVES | THOMAS WARREN | Plainclothes Police Constable | \$108,100.77 | \$751.24 |
| STEFFLER | RODNEY MORRIS | Police Constable | \$106,415.89 | \$730.94 |
| STEIN | WARREN MARK | Sergeant | \$101,708.30 | \$771.54 |
| STEINWALL | ANDREW TREVOR | Detective | \$106,369.42 | \$771.54 |
| STERN | CHARLES ANDREW | Detective | \$119,212.63 | \$788.62 |
| STEVENS | JOHN | Sergeant | \$100,551.89 | \$781.26 |
| STEVENSON | BRENDAN LEIGH | Plainclothes Police Constable | \$100,847.81 | \$748.79 |
| STEVENSON | SHANE | Sergeant | \$100,124.52 | \$780.72 |
| STEWART | COLIN ALEXANDER | Sergeant | \$100,218.62 | \$768.42 |
| STEWART | PATRICK ALEXANDER | Plainclothes Police Constable | \$110,031.94 | \$733.65 |
| STEWART | ROBERT | Detective Sergeant | \$111,856.88 | \$401.07 |
| STEWART | TERRY | Detective | \$104,106.27 | \$364.64 |
| STEWART | TINA MARIE | Detective | \$102,378.48 | \$364.64 |
| STIBBE | ROBERT LEE | Plainclothes Police Constable | \$114,264.61 | \$751.24 |
| STINSON | ANDREW GORDON | Detective | \$132,189.30 | \$353.20 |
| STIRLING | ROBERT | Sergeant | \$104,465.59 | \$789.64 |
| STOCKWELL | SEAN PAUL | Plainclothes Police Constable | \$120,107.29 | \$751.24 |
| STOJIC | NENAD | Police Constable | \$124,407.79 | \$731.29 |
| STOJKOV | SLOBODAN BOB | Police Constable | \$104,096.68 | \$722.33 |
| STOLF | ROBERT GUIDO | Sergeant | \$111,790.28 | \$762.18 |
| STONE | TERENCE | Training Constable | \$100,462.28 | \$758.39 |
| STONES | MICHAEL | Detective Sergeant | \$111,879.98 | \$826.07 |
| STOREY | TODD MELVYN | Plainclothes Police Constable | \$105,920.92 | \$751.24 |
| STOYKO | SANDRA LOUISE | Plainclothes Police Constable | \$100,813.04 | \$726.63 |
| STRAIN | ROBERT JAMES | Detective | \$105,287.36 | \$789.64 |
| STRANGWAYS | PAUL ROBERT | Sergeant | \$108,805.66 | \$762.29 |
| STRATFORD | IAN | Inspector | \$123,174.07 | \$827.03 |
| STRAVER | LAWRENCE | Sergeant | \$102,713.03 | \$789.64 |
| STROBLE | REUBEN | Inspector | \$132,458.92 | \$983.13 |
| STRONACH | MICHELLE LOUISE | Manager, Program Management | \$151,425.22 | \$955.80 |
| STRONG | DAVIS DUDLEY | Senior Technical Analyst, Information Technology | \$109,112.72 | \$351.45 |
| STUBBINGS | RICHARD | Staff Superintendent | \$157,334.03 | \$9,629.93 |
| STYRA | DANA TERESE | Manager, Quality Assurance | \$137,560.71 | \$1,126.10 |
| SUDDDES | KEVIN | Staff Sergeant | \$145,179.60 | \$826.07 |
| SUDDDES | MARLENE | Sergeant | \$101,993.71 | \$789.64 |
| SUKH | EMMANUEL | Police Constable | \$108,536.65 | \$749.41 |
| SUKUMARAN | RAJEEV | Detective | \$123,014.39 | \$780.72 |
| SUMAISAR | TOM NILAN | Police Constable | \$100,195.88 | \$747.23 |
| SUONGAS | CHRIS | Sergeant | \$102,579.18 | \$789.64 |
| SURPHLIS | DOUGLAS | Detective | \$108,048.32 | \$789.64 |
| SUTCLIFFE | DARRIN HERBERT | Sergeant | \$100,859.38 | \$783.42 |
| SUTTON | DANIEL | Sergeant | \$102,418.89 | \$789.64 |
| SUTTON | SEAN MATTHEW | Plainclothes Police Constable | \$104,714.59 | \$751.24 |
| SWACKHAMER | BRENT | Staff Sergeant | \$115,492.36 | \$812.85 |
| SWEENIE | CAROLYN | Sergeant | \$101,065.48 | \$786.92 |
| SWEENIE | PAUL MARTIN | Sergeant | \$112,476.87 | \$771.54 |
| SYBDLO | BOHDAN | Plainclothes Police Constable | \$102,352.67 | \$769.31 |
| SYRMBOS | TOM ANASTASIOS | Plainclothes Police Constable | \$109,775.13 | \$751.24 |
| TAIT | KEITH HAMILTON | Police Constable | \$107,790.39 | \$749.41 |
| TAIT | PAUL LEONARD | Police Constable | \$103,554.35 | \$722.33 |
| TAKEDA | ROBERT | Detective | \$101,477.27 | \$784.86 |
| TALBOT | DARRYL THOMAS | Sergeant | \$100,635.16 | \$355.72 |
| TAM | WING | Police Constable | \$111,266.41 | \$740.30 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------------|---|--------------------|-------------------------|
| TAN | MARK ANTHONY | Plainclothes Police Constable | \$116,141.89 | \$742.23 |
| TANABE | SHINGO OLIVER | Plainclothes Police Constable | \$137,775.38 | \$751.24 |
| TANHAM | JASON | Police Constable | \$100,177.08 | \$746.61 |
| TANNAHILL | DARLA | Sergeant | \$100,204.26 | \$355.72 |
| TANOUYE | JASON THOMAS | Plainclothes Police Constable | \$107,905.02 | \$742.23 |
| TANOUYE | JOHNNY | Superintendent | \$151,435.36 | \$12,025.92 |
| TAPLEY | RONALD | Staff Sergeant | \$114,773.40 | \$826.07 |
| TATONE | MAURO | Sergeant | \$101,887.11 | \$789.64 |
| TATTERSALL | MICHAEL EASTWOD | Police Constable | \$100,994.42 | \$722.33 |
| TAVARES | JEFFERY | Sergeant | \$112,215.48 | \$770.76 |
| TAVERNER | RONALD EDWARD | Superintendent | \$151,435.36 | \$16,629.16 |
| TAYLOR | JASON PETER | Plainclothes Police Constable | \$113,093.82 | \$326.24 |
| TAYLOR | JEFF | Police Constable | \$102,682.52 | \$749.41 |
| TAYLOR | JEFFREY | Staff Sergeant | \$109,622.29 | \$817.08 |
| TAYLOR | KENNETH | Inspector | \$129,155.06 | \$856.14 |
| TAYLOR | SCOTT DAVID | Plainclothes Police Constable | \$112,654.98 | \$751.24 |
| TEDFORD | STEVEN THOMAS | Sergeant | \$100,192.94 | \$780.72 |
| TEEFT | NADINE ALICE | Plainclothes Police Constable | \$103,244.02 | \$760.33 |
| TEIXEIRA | ANDREW PEREIRA | Plainclothes Police Constable | \$100,072.22 | \$751.24 |
| TEIXEIRA | MARIO JORGE | Sergeant | \$104,243.92 | \$780.72 |
| THAI | THANH | Plainclothes Police Constable | \$103,303.85 | \$760.33 |
| THERIAULT | ANGELA | Sergeant | \$102,360.86 | \$789.64 |
| THERIAULT | DONALD | Detective | \$110,424.70 | \$780.72 |
| THERIAULT | JOHN | Detective | \$110,098.18 | \$789.64 |
| TERRIEN | ALLAN | Police Constable | \$106,258.33 | \$749.41 |
| THIBODEAU | JOHN ROBERT | Sergeant | \$113,652.70 | \$780.72 |
| THOMAS | JENNIFER LOUISE | Police Constable | \$100,642.97 | \$749.27 |
| THOMAS | LEROY | Police Constable | \$102,270.23 | \$749.41 |
| THOMAS | MICHAEL | Police Constable | \$107,318.98 | \$760.46 |
| THOMAS | ROBERT | Detective | \$104,152.36 | \$781.26 |
| THOMAS | SONIA | Staff Sergeant | \$119,959.99 | \$826.07 |
| THOMAS | SYDNEY | Staff Sergeant | \$112,023.06 | \$826.07 |
| THOMPSON | ELSIE TINA | Supervisor, Systems Hardware and Software | \$107,629.92 | \$379.32 |
| THOMPSON | JAMES DUNCAN | Plainclothes Police Constable | \$104,639.55 | \$742.23 |
| THOMPSON | MICHAEL | Police Constable | \$153,276.67 | \$749.41 |
| THOMPSON | PAUL ANTHONY | Police Constable | \$104,198.58 | \$731.29 |
| THOMPSON | WAYNE | Police Constable | \$105,811.64 | \$749.41 |
| THOMS | HEATHER BERNADETTE | Assistant Manager, Computer Operations | \$115,127.14 | \$995.28 |
| THOMSON | ALLAN JOHN | Detective | \$109,152.85 | \$780.72 |
| THORNING | SHIRLEY | Sergeant | \$103,727.65 | \$780.72 |
| THORNTON | AMANDA DORIS | Detective | \$105,132.94 | \$771.54 |
| THORPE | GREGORY JOSEPH | Staff Sergeant | \$131,230.74 | \$817.08 |
| TILLEY | MARK | Staff Sergeant | \$113,804.26 | \$826.07 |
| TILLSLEY | JOHN | Detective | \$106,048.14 | \$789.64 |
| TINNEY | HARLEN | Sergeant | \$104,259.04 | \$771.54 |
| TINT | JULIE CHRISTINE | Sergeant | \$100,035.45 | \$780.72 |
| TJERKSTRA | ROELOF | Sergeant | \$111,041.88 | \$789.64 |
| TOBIN | ROBERT | Staff Sergeant | \$111,958.03 | \$804.91 |
| TOHM | DARIK GORDON | Police Constable | \$104,273.51 | \$748.69 |
| TOMASZEWSKI | MARCIN ROBERT | Police Constable | \$101,036.17 | \$722.33 |
| TOWNLEY | DARREN | Detective | \$100,294.28 | \$780.72 |
| TRACEY | CHRISTOPHER JAMES-ALBERT | Sergeant | \$107,882.49 | \$771.54 |
| TRACY | STEVEN | Detective Sergeant | \$119,671.00 | \$401.07 |
| TRAMONTOZZI | NUNZIATO | Detective | \$119,135.55 | \$359.86 |
| TRENOUTH | BRADLEY ROBERT | Police Constable | \$108,377.84 | \$722.33 |
| TRETTER | MADELAINE | Detective Sergeant | \$112,350.65 | \$826.07 |
| TRIAS | ETHELWALD DIOSA | Police Constable | \$102,524.91 | \$722.33 |
| TRIMBLE | PETER JOHN | Detective Sergeant | \$135,378.19 | \$801.57 |
| TRITES | CHRISTOPHER | Sergeant | \$106,073.21 | \$780.72 |
| TROINA | BENEDETTO | Sergeant | \$102,233.89 | \$364.64 |
| TROTMAN | KENNETH | Sergeant | \$105,446.10 | \$364.64 |
| TROUP | PETER | Staff Sergeant | \$117,030.45 | \$826.07 |
| TRUBECKI | ROBERT | Detective | \$108,478.49 | \$789.64 |
| TSERING | TENZIN CHODON | Plainclothes Police Constable | \$105,608.21 | \$751.24 |
| TSIANOS | DIMITRIOS | Plainclothes Police Constable | \$115,042.02 | \$751.24 |
| TSO | WING-IP | Sergeant | \$108,462.77 | \$780.72 |
| TU | BINH TU | Plainclothes Police Constable | \$104,238.34 | \$742.23 |
| TUCKER | ADRIANA PATRICIA | Plainclothes Police Constable | \$112,021.96 | \$741.10 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|-----------------|-------------------|--|--------------------|-------------------------|
| TUCKER | BRIAN DOUGLAS | Senior Technical Analyst, Information Technology | \$103,875.81 | \$351.45 |
| TUGHAN | MICHAEL PATRICK | Plainclothes Police Constable | \$104,338.12 | \$732.14 |
| TULIPANO | ROSARIO | Staff Sergeant | \$114,417.14 | \$826.07 |
| TUMANSKIY | MYKOLA | Police Constable | \$104,460.82 | \$722.33 |
| TUPLING | ANN-MARIE | Detective | \$103,752.31 | \$780.72 |
| TURNBULL | RONALD JAMES | Systems Integration Specialist | \$106,561.10 | \$379.32 |
| TURZA | JANICE | Sergeant | \$108,791.06 | \$789.64 |
| TUTCHENER | GARY | Staff Sergeant | \$114,604.27 | \$826.07 |
| TYMBURSKI | EDWARD | Staff Sergeant | \$111,998.53 | \$826.07 |
| TYNKALUK | DEAN ALLAN | Sergeant | \$100,261.91 | \$780.72 |
| UHRICH | ALLAN JOSEPH | Sergeant | \$108,342.01 | \$784.86 |
| UPPAL | VISHAL | Police Constable | \$114,449.02 | \$731.29 |
| URBANIAK | THOMAS | Sergeant | \$105,586.74 | \$789.64 |
| URKOSKY | BRIAN WILLIAM | Sergeant | \$101,242.16 | \$768.42 |
| VALENTINI | ENZO-LORETO | Police Constable | \$104,006.32 | \$731.29 |
| VALERIO | JOHN | Sergeant | \$100,406.25 | \$781.26 |
| VALLES | SHEHARA | Detective | \$111,566.48 | \$789.64 |
| VAN ANDEL | PHILLIP GEORGE | Staff Sergeant | \$117,960.83 | \$826.07 |
| VAN DER KRABBen | STEVEN JOHN | Police Constable | \$101,817.83 | \$736.75 |
| VAN HET VELD | JAN | Plainclothes Police Constable | \$101,497.89 | \$769.31 |
| VAN SCHUBERT | KEVIN JOHN | Sergeant | \$122,458.67 | \$780.72 |
| VAN SETERS | PAUL | Police Constable | \$125,446.90 | \$749.41 |
| VAN VEGHEL | NANCY | Detective | \$135,974.20 | \$718.81 |
| VANDALL | MARTIN PHILIP | Sergeant | \$103,086.55 | \$789.64 |
| VANDEMBERG | CAROLYN | Sergeant | \$100,863.58 | \$780.72 |
| VANDEBRINK | HENDRIK | Sergeant | \$102,486.62 | \$364.64 |
| VANDER HEYDEN | JUSTIN WILLIAM | Detective | \$114,363.26 | \$346.54 |
| VANDERHART | GREGORY | Police Constable | \$116,137.79 | \$749.41 |
| VAYANI | SHAFIQ ABDUL | Plainclothes Police Constable | \$110,512.15 | \$725.07 |
| VEIT | OSWALD | Sergeant | \$113,962.44 | \$780.72 |
| VELAUTHAM | KARTHIGESAN | Sergeant | \$109,658.62 | \$780.72 |
| VELLEND TAYLOR | KATHARINE | Sergeant | \$108,685.19 | \$789.64 |
| VENDRAMINI | LUIGI | Sergeant | \$103,160.88 | \$789.64 |
| VENEZIANO | TONY | Chief Administrative Officer | \$226,603.17 | \$13,529.72 |
| VENN | JOANNE MICHELE | Sergeant | \$105,828.84 | \$780.72 |
| VERDOOLD | LANCE SCOTT | Police Constable | \$100,294.60 | \$740.30 |
| VERSPEETEN | BRADLEY DENNIS | Plainclothes Police Constable | \$106,825.12 | \$726.63 |
| VERWEY | ALBERT | Detective | \$116,867.09 | \$789.64 |
| VICKERS | DAVID | Inspector | \$134,363.52 | \$1,073.04 |
| VIEIRA | ABILIO | Staff Sergeant | \$114,246.53 | \$826.07 |
| VIEIRA | LARRY GIL | Police Constable | \$100,311.75 | \$737.93 |
| VIGNA | RITA ELSA | Assistant Manager, Records Management | \$100,272.30 | \$918.22 |
| VILLANI | ANTHONY | Detective | \$101,893.93 | \$789.64 |
| VILLEMAIRE | DOUGLAS STEPHEN | Police Constable | \$109,083.07 | \$749.41 |
| VILLERS | SCOTT CHARLES | Plainclothes Police Constable | \$109,300.72 | \$751.24 |
| VINCENT | MATTHEW EDWARD | Project Leader, Information Technology | \$106,992.91 | \$379.32 |
| VIPARI | CAROL MARIE | Corporate Psychologist | \$163,459.06 | \$819.72 |
| VIRANI | ABDULHAMEED | Police Constable | \$134,598.88 | \$740.30 |
| VIRK | MAHEEP KAUR | Police Constable | \$102,829.38 | \$711.03 |
| VITTIE | DEBORAH | Detective | \$103,445.90 | \$364.64 |
| VO | THAO BA | Plainclothes Police Constable | \$111,871.38 | \$751.24 |
| VORVIS | PAUL | Inspector | \$142,961.25 | \$766.12 |
| VRUNA | MARIA | Detective | \$116,571.81 | \$780.72 |
| WALKER | JAMES | Staff Sergeant | \$114,896.78 | \$826.07 |
| WALKER | JEROME | Manager, Systems Operations | \$140,350.52 | \$916.00 |
| WALKER | JOHN | Sergeant | \$105,762.84 | \$789.64 |
| WALKER | KELLY LYNN | Senior Operations Supervisor | \$107,470.57 | \$767.30 |
| WALKER | MARK DOYLE | Police Constable | \$101,794.14 | \$750.64 |
| WALKER | SCOTT JAMES | Police Constable | \$108,798.00 | \$722.33 |
| WALKER | STEVEN | Plainclothes Police Constable | \$101,331.89 | \$769.31 |
| WALKER-KNAPPER | SUSAN COLETTE | Manager, Court Support Services | \$150,692.97 | \$981.12 |
| WALLACE | JAMES | Police Constable | \$139,594.80 | \$749.41 |
| WALLACE | JOHN DAVID | Plainclothes Police Constable | \$116,232.35 | \$751.24 |
| WALLACE | PETER | Sergeant | \$103,867.20 | \$768.42 |
| WALLACE | ROBERT BOYD | Plainclothes Police Constable | \$113,487.69 | \$751.24 |
| WALLI | ALYKHAN AMIR | Police Constable | \$100,846.06 | \$722.33 |
| WALSH | MARK | Detective | \$103,703.48 | \$789.64 |
| WALSH | SUZANNE MARIE | Staff Sergeant | \$116,166.18 | \$826.07 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------|---------------------------------------|--------------------|-------------------------|
| WALTERS | GREGORY | Detective | \$120,378.96 | \$780.72 |
| WALTERS | MICHAEL | Sergeant | \$108,733.65 | \$789.64 |
| WANNAMAKER | JEFFREY MICHAEL | Plainclothes Police Constable | \$105,843.43 | \$751.24 |
| WARD | KEVIN WALTER | Police Constable | \$103,626.30 | \$297.33 |
| WARD | PAUL | Detective | \$126,634.57 | \$780.72 |
| WARD | VANESSA | Detective | \$117,685.99 | \$789.64 |
| WARDLE | ROLAND | Sergeant | \$102,343.18 | \$364.64 |
| WARDLE | WILLIAM | Staff Inspector | \$140,315.68 | \$10,372.00 |
| WARNER | RUTH | Detective | \$100,322.51 | \$780.72 |
| WARR | ANTHONY JOHN | Deputy Chief | \$187,752.76 | \$11,798.76 |
| WARRENER | ROBERT JOSEPH | Plainclothes Police Constable | \$107,616.17 | \$751.24 |
| WASHINGTON | KATHARINE ANN | Sergeant | \$101,752.47 | \$775.26 |
| WATKINS | KERRY | Detective | \$102,316.75 | \$789.64 |
| WATSON | IAN ANDREW | Plainclothes Police Constable | \$105,336.11 | \$751.24 |
| WATTS | GREGORY MILES | Sergeant | \$100,717.11 | \$771.54 |
| WATTS | STEVEN MARK | Detective | \$127,137.42 | \$356.26 |
| WAUCHOPE | LIAM | Plainclothes Police Constable | \$115,763.56 | \$751.24 |
| WEBSTER | DAVID GREGORY | Detective | \$103,033.12 | \$780.72 |
| WEHBY | PETER MICHAEL | Detective | \$100,333.26 | \$771.54 |
| WEIDMARK | ARTHUR | Staff Inspector | \$134,956.85 | \$6,381.60 |
| WELSH | JONATHAN CLAYTON | Plainclothes Police Constable | \$103,030.60 | \$742.50 |
| WEST | JACK | Sergeant | \$104,157.90 | \$789.64 |
| WEST | LEE ANN | Plainclothes Police Constable | \$102,687.14 | \$751.24 |
| WHALEN | CHRISTOPHER ANDREW | Plainclothes Police Constable | \$101,750.10 | \$734.03 |
| WHALEN | ROBERT | Detective | \$110,588.92 | \$780.72 |
| WHEALY | GORDON | Detective Sergeant | \$129,187.68 | \$826.07 |
| WHEELER | CHRISTOPHER | Police Constable | \$121,257.33 | \$748.33 |
| WHITE | BARRY | Sergeant | \$101,835.88 | \$780.72 |
| WHITE | CATHERINE MARLENE | Sergeant | \$107,821.97 | \$780.72 |
| WHITE | CHRISTOPHER | Superintendent | \$151,435.36 | \$14,293.92 |
| WHITE | CRISALIDA MARIE | Manager, Staffing and Recruitment | \$142,444.21 | \$766.12 |
| WHITE | DEIDRA DENISE | Manager, Customer Service | \$140,350.52 | \$1,126.10 |
| WHITE | JOHN | Detective Sergeant | \$114,612.66 | \$401.07 |
| WHITE | KEVIN | Sergeant | \$145,650.26 | \$789.64 |
| WHITE | MARILYN EDNA | Detective | \$109,366.87 | \$789.64 |
| WHITE | PAUL | Sergeant | \$106,233.28 | \$789.64 |
| WHITE | RUTH | Superintendent | \$147,623.14 | \$9,604.55 |
| WHITLA | RONALD | Detective | \$105,256.16 | \$789.64 |
| WHITLEY | PAUL WILLIAM | Plainclothes Police Constable | \$113,704.59 | \$739.11 |
| WHITTEMORE | SCOTT | Detective | \$116,021.62 | \$783.06 |
| WHITTLE | ROY | Staff Inspector | \$144,279.36 | \$8,281.44 |
| WHITWORTH | ERNEST | Detective Sergeant | \$118,222.01 | \$826.07 |
| WHYNOT | CARROL ANNE | Senior Corporate Planner | \$130,122.12 | \$453.26 |
| WIGGERMANN | SVEN | Police Constable | \$104,154.16 | \$722.33 |
| WIGHTON | MATTHEW STEWART | Police Constable | \$105,104.93 | \$731.29 |
| WILCOX | JANE | Staff Superintendent | \$163,459.84 | \$8,922.20 |
| WILEY | JEROME | Criminal and Corporate Counsel | \$153,157.71 | \$11,263.39 |
| WILLAN | SUMMER LEE | Detective | \$101,390.29 | \$771.54 |
| WILLIAMS | ANTHONY | Detective | \$113,397.13 | \$780.72 |
| WILLIAMS | CAROL | Sergeant | \$107,538.94 | \$789.64 |
| WILLIAMS | CLAYTON | Sergeant | \$100,124.75 | \$780.72 |
| WILLIAMS | DEIRDRE ELIZABETH | Board Administrator | \$100,548.94 | \$346.64 |
| WILLIAMS | GHERARDT | Detective | \$123,644.84 | \$781.26 |
| WILLIAMS | KEVIN CHRISTOPHER | Plainclothes Police Constable | \$102,993.48 | \$751.24 |
| WILLIAMS | KYLE | Detective | \$115,639.92 | \$789.64 |
| WILLIAMS | MICHAEL JAMES | Sergeant | \$106,566.42 | \$771.54 |
| WILLIAMS | STEVEN THOMAS | Plainclothes Police Constable | \$104,703.69 | \$751.24 |
| WILLIAMSON | CHARLES | Training Constable | \$100,346.53 | \$769.31 |
| WILSON | DAVID | Sergeant | \$113,118.21 | \$789.64 |
| WILSON | DEREK SCOTT | Detective | \$102,424.63 | \$780.72 |
| WILSON | MICHAEL PAUL | Police Constable | \$102,798.53 | \$746.17 |
| WILSON | PAULA JEAN | Assistant Manager, Records Management | \$100,272.30 | \$918.22 |
| WILSON | TIMOTHY | Detective | \$116,232.33 | \$780.72 |
| WILSON | WARREN | Detective Sergeant | \$113,120.97 | \$826.07 |
| WINCHESTER | JOHN | Police Constable | \$105,692.22 | \$749.41 |
| WINDLE | TRACY GEORGINA | Police Constable | \$101,515.69 | \$722.33 |
| WINDMOLLER | THEODORE JOHN | Sergeant | \$103,189.95 | \$788.62 |
| WINTER | JEFFREY MATTHEW | Plainclothes Police Constable | \$106,597.12 | \$751.24 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX A

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|---|--------------------|-------------------------|
| WINTER | JOHN | Sergeant | \$103,795.85 | \$789.64 |
| WISZNIOWSKI | RYSZARD | Sergeant | \$102,014.48 | \$364.64 |
| WITTY | EARL | Superintendent | \$151,435.36 | \$12,517.92 |
| WOJDYLO | HENRYK | Sergeant | \$108,169.35 | \$789.64 |
| WOLF | RAYMOND | Detective | \$113,116.71 | \$789.64 |
| WOLLENZIEN | BERNHARD | Plainclothes Police Constable | \$111,586.36 | \$769.31 |
| WONG | CHUNG MAN | Sergeant | \$116,070.31 | \$780.72 |
| WONG | CONRAD EMERY | Police Constable | \$120,509.69 | \$722.33 |
| WONG | WAN-HOI M | Police Constable | \$103,670.43 | \$749.41 |
| WONG | WINSTON WEI-HON | Sergeant | \$109,947.69 | \$771.54 |
| WOO | CHI SHING | Senior Programmer, Information Technology | \$103,121.30 | \$322.46 |
| WOOD | JOHN ALAN | Plainclothes Police Constable | \$128,572.68 | \$751.24 |
| WOOD | NANCY | Sergeant | \$103,376.31 | \$789.64 |
| WOODHOUSE | STEPHEN | Detective | \$111,046.26 | \$789.64 |
| WOODLEY | DAVID | Staff Sergeant | \$116,851.39 | \$826.07 |
| WOODS | DOUGLAS STEPHEN | Police Constable | \$101,706.99 | \$731.29 |
| WOOKEY | CHARLES | Detective | \$119,758.01 | \$780.72 |
| WOOLLEY | RAYMOND | Police Constable | \$101,601.84 | \$749.41 |
| WORDEN | PAUL HAMILTON | Detective | \$112,788.90 | \$780.72 |
| WORRELL | PHILIP | Sergeant | \$101,980.22 | \$780.72 |
| WORSDALE | SHAYNE WILLIAM | Police Constable | \$102,188.79 | \$731.29 |
| WORTH | DARREN | Detective | \$122,270.98 | \$771.54 |
| WORTH | KANE WILSON | Sergeant | \$146,251.34 | \$780.72 |
| WRAY | TERRENCE | Sergeant | \$106,465.33 | \$789.64 |
| WRIGHT | LESTER | Detective | \$114,016.53 | \$789.64 |
| WRIGHT | REGINALD GEORGE | Detective | \$127,784.45 | \$789.64 |
| WRONG | JASON CHRISTOPHER | Police Constable | \$113,590.36 | \$744.38 |
| WULFF | EDUARDO IGNACIO | Sergeant | \$107,494.87 | \$780.72 |
| WYNIA | RANDALL | Police Constable | \$110,000.21 | \$740.30 |
| WYNNE | TRAVERS | Sergeant | \$102,600.02 | \$789.64 |
| XINOS | EVAGELOS | Police Constable | \$102,086.32 | \$746.96 |
| YANG | YANJIAO | Enterprise Data Architect | \$115,127.14 | \$570.28 |
| YARMOLUK | DAVID GEORGE | Detective | \$106,339.33 | \$780.72 |
| YEANDLE | KIMBERLEY | Staff Inspector | \$139,315.65 | \$8,786.08 |
| YEANDLE | MARK | Sergeant | \$102,994.22 | \$789.64 |
| YEO | DARREN ROY | Detective | \$111,633.20 | \$771.54 |
| YOUNG | BLAIN | Sergeant | \$117,437.38 | \$787.26 |
| YOUNG | CRAIG | Staff Sergeant | \$117,864.30 | \$825.02 |
| YOUNG | DEREK | Detective | \$105,595.76 | \$789.64 |
| YOUNG | RONALD | Detective Sergeant | \$119,414.76 | \$401.07 |
| YOUNG | WARREN | Detective | \$123,498.30 | \$355.72 |
| YOUNGER | CHAD ANDREW | Plainclothes Police Constable | \$110,936.38 | \$751.24 |
| YU | CLIFFORD | Police Constable | \$109,112.97 | \$749.41 |
| YUEN | PETER | Inspector | \$133,046.72 | \$912.60 |
| ZAJAC | DAVID | Detective | \$105,238.03 | \$789.64 |
| ZAMBRI | CARMELO | Detective | \$114,791.27 | \$780.72 |
| ZAMMIT | JEFFREY | Sergeant | \$129,235.16 | \$789.64 |
| ZAMPARO | DANIEL | Plainclothes Police Constable | \$111,250.79 | \$751.24 |
| ZARB | RAYMOND | Staff Sergeant | \$111,856.88 | \$826.07 |
| ZEBROWSKI | TOMASZ | Police Constable | \$101,402.28 | \$722.33 |
| ZELENY | JOHN DARYN | Detective | \$104,553.64 | \$788.62 |
| ZIELENIEWSKI | STANLEY | Police Constable | \$104,046.80 | \$749.41 |
| ZIMMERMAN | LAWRENCE | Sergeant | \$103,554.55 | \$789.64 |
| ZISIS | MARY LYNN | Senior Corporate Planning Analyst | \$104,782.47 | \$308.17 |
| ZUBAIR | MOHAMMAD | Plainclothes Police Constable | \$101,663.13 | \$726.63 |
| ZUBEK | JOSEPH | Staff Sergeant | \$111,858.88 | \$401.07 |
| ZYCH | STEFAN | Police Constable | \$118,345.34 | \$749.41 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|---|--------------------|-------------------------|
| BLAIR | WILLIAM STERLING | Chief of Police | \$328,557.60 | \$3,559.05 |
| VENEZIANO | TONY | Chief Administrative Officer | \$226,603.17 | \$13,529.72 |
| SLOLY | PETER JOHN | Deputy Chief | \$218,404.48 | \$2,359.74 |
| FEDERICO | MICHAEL | Deputy Chief | \$203,360.22 | \$13,044.03 |
| WARR | ANTHONY JOHN | Deputy Chief | \$187,752.76 | \$11,798.76 |
| ASHMAN | AILEEN ALBERTA | Director, Human Resource Management | \$184,558.96 | \$1,339.06 |
| DERRY | KIM WALTER | Deputy Chief | \$181,278.52 | \$9,790.07 |
| SINCLAIR | LARRY WILLIAM | Staff Inspector | \$172,780.46 | \$5,614.76 |
| MCGUIRE | JEFFREY | Staff Superintendent | \$167,547.95 | \$11,564.55 |
| GOTTSCHALK | PAUL JAMES | Superintendent | \$165,579.47 | \$11,508.62 |
| SMITH | FREDERICK | Staff Superintendent | \$163,487.23 | \$15,256.08 |
| WILCOX | JANE | Staff Superintendent | \$163,459.84 | \$8,922.20 |
| CRISTOFARO | ANGELO | Director, Finance and Administration | \$163,459.06 | \$1,244.72 |
| GIANNOTTA | CELESTINO P | Director, Information Technology Services | \$163,459.06 | \$1,244.72 |
| KIJEWSKI | KRISTINE JEAN | Director, Corporate Services | \$163,459.06 | \$1,244.72 |
| PUGASH | MARK | Director, Corporate Communications | \$163,459.06 | \$8,486.08 |
| VIPARI | CAROL MARIE | Corporate Psychologist | \$163,459.06 | \$819.72 |
| HAYWARD | MARK | Sergeant | \$162,771.63 | \$789.64 |
| HORNER | GAVIN | Detective | \$162,048.57 | \$363.96 |
| GETTY | GREGORY | Superintendent | \$161,310.74 | \$14,850.90 |
| GAUTHIER | RICHARD | Staff Superintendent | \$160,818.35 | \$6,260.20 |
| CRAWFORD | CHRISTIAN | Staff Inspector | \$160,807.74 | \$9,313.30 |
| CLARKE | MATTHEW FRANCIS | Plainclothes Police Constable | \$158,639.16 | \$751.24 |
| STUBBINGS | RICHARD | Staff Superintendent | \$157,334.03 | \$9,629.93 |
| DALGARNO | GORDON | Inspector | \$155,293.77 | \$938.60 |
| CAMPBELL | JOANNE ELIZABETH | Executive Director, Police Services Board | \$154,567.18 | \$955.80 |
| THOMPSON | MICHAEL | Police Constable | \$153,276.67 | \$749.41 |
| GREENWOOD | KIMBERLEY SARA | Staff Superintendent | \$153,259.10 | \$11,087.10 |
| WILEY | JEROME | Criminal and Corporate Counsel | \$153,157.71 | \$11,263.39 |
| FITZGERALD | THOMAS | Superintendent | \$152,803.17 | \$10,492.56 |
| CLARKE | ROBERT | Superintendent | \$152,693.16 | \$7,188.62 |
| FENTON | DAVID | Superintendent | \$151,435.36 | \$15,431.40 |
| FERGUSON | HUGH | Superintendent | \$151,435.36 | \$14,192.64 |
| FERNANDES | SELWYN JOHN | Superintendent | \$151,435.36 | \$8,483.19 |
| MILLER | HELEN DIANE | Superintendent | \$151,435.36 | \$11,620.32 |
| RAMER | DONALD | Superintendent | \$151,435.36 | \$11,161.32 |
| RUSSELL | THOMAS | Superintendent | \$151,435.36 | \$13,580.64 |
| TANOUYE | JOHNNY | Superintendent | \$151,435.36 | \$12,025.92 |
| TAVERNER | RONALD EDWARD | Superintendent | \$151,435.36 | \$16,629.16 |
| WHITE | CHRISTOPHER | Superintendent | \$151,435.36 | \$14,293.92 |
| WITTY | EARL | Superintendent | \$151,435.36 | \$12,517.92 |
| BEVERS | DONALD | Manager, Corporate Planning | \$151,425.22 | \$1,182.72 |
| HENDERSON | NORMAN GEORGE | Administrator, Fleet and Materials Management | \$151,425.22 | \$1,182.72 |
| KIM | SANG-RAE SAM | Manager, Enterprise Architecture | \$151,425.22 | \$1,182.72 |
| STRONACH | MICHELLE LOUISE | Manager, Program Management | \$151,425.22 | \$955.80 |
| WALKER-KNAPPER | SUSAN COLETTE | Manager, Court Support Services | \$150,692.97 | \$981.12 |
| BREEN | FRANCIS | Superintendent | \$150,351.37 | \$8,504.21 |
| MARTIN | KATHRYN | Superintendent | \$150,351.37 | \$9,512.32 |
| PHILIPSON | GRAEME | Sergeant | \$149,946.46 | \$355.72 |
| FERNANDES | CYRIL | Staff Superintendent | \$149,871.51 | \$9,943.74 |
| WHITE | RUTH | Superintendent | \$147,623.14 | \$9,604.55 |
| PALERMO | MICHAEL ANGELO | Detective | \$147,354.17 | \$771.54 |
| CAMPBELL | DONALD ALEXANDER | Superintendent | \$146,295.76 | \$16,018.78 |
| WORTH | KANE WILSON | Sergeant | \$146,251.34 | \$780.72 |
| BYRNES | ELIZABETH | Superintendent | \$145,768.88 | \$7,694.64 |
| DI TOMMASO | MARIO | Superintendent | \$145,768.88 | \$12,495.92 |
| WHITE | KEVIN | Sergeant | \$145,650.26 | \$789.64 |
| BRAMMALL | MICHAEL | Detective | \$145,594.91 | \$789.64 |
| SUDDER | KEVIN | Staff Sergeant | \$145,179.60 | \$826.07 |
| IRELAND | MORGAN HARRIS | Police Constable | \$144,649.21 | \$731.29 |
| HEWNER | ELIZABETH JANINE | Manager, Budgeting and Control | \$144,449.16 | \$1,146.78 |
| WHITTLE | ROY | Staff Inspector | \$144,279.36 | \$8,281.44 |
| NIELSEN | DANIEL | Detective Sergeant | \$143,672.55 | \$826.07 |
| GIROUX | GARY | Detective Sergeant | \$143,607.35 | \$401.07 |
| VORVIS | PAUL | Inspector | \$142,961.25 | \$766.12 |
| PLUNKETT | PATRICK JOHN | Plainclothes Police Constable | \$142,854.52 | \$751.24 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|--|--------------------|-------------------------|
| WHITE | CRISALIDA MARIE | Manager, Staffing and Recruitment | \$142,444.21 | \$766.12 |
| PRESTON | DEBRA | Superintendent | \$142,186.10 | \$10,957.22 |
| HARRIS | DEBBIE | Detective | \$142,063.59 | \$789.64 |
| MCLEOD | VERNETT | Superintendent | \$141,817.28 | \$16,834.41 |
| BERGEN | FRANCIS | Superintendent | \$141,580.79 | \$13,148.29 |
| MCILHONE | THOMAS | Superintendent | \$141,215.18 | \$8,628.62 |
| FERRY | MICHAEL BERNARD | Sergeant | \$141,134.16 | \$358.42 |
| LENNOX | PETER | Superintendent | \$140,868.89 | \$11,815.39 |
| RAMPRASHAD | DWARKH | Police Constable | \$140,457.79 | \$740.30 |
| MCCORMACK | DAVID | Superintendent | \$140,369.40 | \$12,717.33 |
| BEERS | CLAY ALBERT | Manager, Telecom | \$140,350.52 | \$916.00 |
| BORTKIEWICZ | CHRISTINE | Manager, Human Resources Support Services | \$140,350.52 | \$1,126.10 |
| CALIFARETTI | SANDRA ANGELA | Manager, Financial Management | \$140,350.52 | \$916.00 |
| CURTIN | HELEN MARGARET | Manager, Information Technology Governance | \$140,350.52 | \$916.00 |
| GROSS | PAVEL | Manager, Information Systems | \$140,350.52 | \$1,126.10 |
| SANDEMAN | JOHN MICHAEL | Manager, Video Services | \$140,350.52 | \$1,126.10 |
| WALKER | JEROME | Manager, Systems Operations | \$140,350.52 | \$916.00 |
| WHITE | DEIDRA DENISE | Manager, Customer Service | \$140,350.52 | \$1,126.10 |
| AIKMAN | SCOTT DOUGLAS | Plainclothes Police Constable | \$140,337.39 | \$333.75 |
| EARL | MICHAEL | Staff Inspector | \$140,315.68 | \$13,545.50 |
| EVANS | BRYCE | Staff Inspector | \$140,315.68 | \$14,362.58 |
| HARRIS | STEPHEN ARTHUR | Staff Inspector | \$140,315.68 | \$13,957.70 |
| MARKS | DAVID | Staff Inspector | \$140,315.68 | \$9,348.83 |
| WARDLE | WILLIAM | Staff Inspector | \$140,315.68 | \$10,372.00 |
| HEWITT | STEPHEN MARK | Plainclothes Police Constable | \$140,184.58 | \$734.03 |
| WALLACE | JAMES | Police Constable | \$139,594.80 | \$749.41 |
| MOMENI | ORANG | Sergeant | \$139,546.13 | \$780.72 |
| NEADLES | WILLIAM | Staff Inspector | \$139,315.65 | \$11,285.90 |
| SAUNDERS | MARK | Staff Inspector | \$139,315.65 | \$11,774.26 |
| YEANDLE | KIMBERLEY | Staff Inspector | \$139,315.65 | \$8,786.08 |
| ROSE | DOUGLAS GRANT | Sergeant | \$138,400.53 | \$783.06 |
| MARGETSON | JOHN | Sergeant | \$138,205.72 | \$780.72 |
| PEARSON | JEFFREY | Detective Sergeant | \$138,089.52 | \$395.39 |
| TANABE | SHINGO OLIVER | Plainclothes Police Constable | \$137,775.38 | \$751.24 |
| DIAZ | PEDRO EDUARDO | Detective | \$137,736.66 | \$780.72 |
| MEMME | NICOLAS | Staff Inspector | \$137,618.16 | \$6,782.72 |
| STYRA | DANA TERESE | Manager, Quality Assurance | \$137,560.71 | \$1,126.10 |
| HUSSEIN | RIYAZ | Inspector | \$136,710.87 | \$875.26 |
| RYAN | ERNEST WESLEY | Superintendent | \$136,462.04 | \$11,360.78 |
| O'CONNOR | BRIAN | Inspector | \$136,272.88 | \$878.26 |
| HEGEDUS | RICHARD | Inspector | \$136,177.41 | \$1,068.54 |
| CRISTIANO | GUIDO | Police Constable | \$136,091.16 | \$749.41 |
| VAN VEGHEL | NANCY | Detective | \$135,974.20 | \$718.81 |
| HARMSSEN | PETER | Detective | \$135,844.61 | \$789.64 |
| FRANKS | RANDY | Staff Inspector | \$135,610.93 | \$11,880.06 |
| MCLANE | GREGORY | Staff Inspector | \$135,610.93 | \$11,008.08 |
| BORG | BRIAN | Detective Sergeant | \$135,609.65 | \$401.07 |
| CANEPA | ANTONIO | Plainclothes Police Constable | \$135,509.45 | \$769.31 |
| TRIMBLE | PETER JOHN | Detective Sergeant | \$135,378.19 | \$801.57 |
| IZZETT | STEVEN | Staff Inspector | \$135,347.68 | \$5,973.78 |
| MORRIS | NICKOLAS JOSEPH | Police Constable | \$135,247.82 | \$749.41 |
| SANDERS | NEIL GREGORY | Police Constable | \$135,225.40 | \$731.29 |
| AUDETTE | DAVID FRANCIS | Police Constable | \$135,071.94 | \$745.09 |
| RIVIERE | ANTHONY FRANCIS | Staff Inspector | \$134,956.85 | \$5,340.96 |
| WEIDMARK | ARTHUR | Staff Inspector | \$134,956.85 | \$6,381.60 |
| IDSINGA | HANK | Detective Sergeant | \$134,917.83 | \$392.08 |
| VIRANI | ABDULHAMEED | Police Constable | \$134,598.88 | \$740.30 |
| KUCK | HEINZ | Staff Inspector | \$134,408.67 | \$1,074.00 |
| METCALFE | MARY | Staff Inspector | \$134,408.67 | \$4,685.41 |
| VICKERS | DAVID | Inspector | \$134,363.52 | \$1,073.04 |
| SANDFORD | JUDY MARY | Manager, Records Management | \$133,993.07 | \$668.17 |
| JOHNSTON | ROBERT BRUCE | Inspector | \$133,557.46 | \$766.12 |
| CORRIGAN | NEIL DAVID | Staff Inspector | \$133,411.13 | \$1,074.00 |
| REDDEN | JEFFREY | Sergeant | \$133,273.31 | \$789.64 |
| PAGE | HOWARD | Inspector | \$133,139.44 | \$1,073.04 |
| DIGIOVANNI | GIUSEPPE | Detective | \$133,119.00 | \$783.06 |
| RICHARDSON | SANDRA | Inspector | \$133,094.89 | \$878.26 |
| ANAND | ANIL | Inspector | \$133,046.72 | \$878.26 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|-------------------|-------------------|---|--------------------|-------------------------|
| BAPTIST | ROBERT SCOTT | Inspector | \$133,046.72 | \$1,073.04 |
| BEAVEN-DESJARDINS | JOANNA RUTH | Inspector | \$133,046.72 | \$1,073.04 |
| BOCKUS | CORY | Inspector | \$133,046.72 | \$878.26 |
| BOYD | EDWARD | Inspector | \$133,046.72 | \$1,073.04 |
| BUTTON | BERNADETTE | Inspector | \$133,046.72 | \$878.26 |
| CARTER | RANDOLPH | Inspector | \$133,046.72 | \$878.26 |
| COLE | GREGORY | Inspector | \$133,046.72 | \$1,073.04 |
| ELEY | STUART | Inspector | \$133,046.72 | \$878.26 |
| FERNANDES | CHRISTOPHER | Inspector | \$133,046.72 | \$1,073.04 |
| GILBERT | SCOTT | Inspector | \$133,046.72 | \$1,073.04 |
| HOLT | GLENN | Inspector | \$133,046.72 | \$1,073.04 |
| JONES | GORDON | Inspector | \$133,046.72 | \$1,073.04 |
| LITTLE | ARTHUR | Inspector | \$133,046.72 | \$648.04 |
| MEISSNER | GERHARD | Inspector | \$133,046.72 | \$1,073.04 |
| QUAN | DOUGLAS | Inspector | \$133,046.72 | \$1,073.04 |
| SAUNDERS | DAVID | Inspector | \$133,046.72 | \$1,073.04 |
| SMITH | RANDOLPH | Inspector | \$133,046.72 | \$1,073.04 |
| SNEDDON | GORDON | Inspector | \$133,046.72 | \$1,073.04 |
| YUEN | PETER | Inspector | \$133,046.72 | \$912.60 |
| SHANKARAN | JASON RAJESH | Detective | \$132,931.32 | \$771.54 |
| PRESTON | BRIAN | Inspector | \$132,696.92 | \$1,071.54 |
| PAPADOPOULOS | KYRIAKOS | Police Constable | \$132,626.30 | \$731.29 |
| COOKE | LEE SCOTT | Police Constable | \$132,503.15 | \$731.29 |
| SKUBIC | FRANK | Detective Sergeant | \$132,476.65 | \$826.07 |
| STROBLE | REUBEN | Inspector | \$132,458.92 | \$983.13 |
| CLARK | ROY | Police Constable | \$132,401.66 | \$749.41 |
| IRWIN | STEPHEN | Inspector | \$132,300.89 | \$1,005.94 |
| STINSON | ANDREW GORDON | Detective | \$132,189.30 | \$353.20 |
| BOTT | BRYAN | Inspector | \$132,123.25 | \$875.26 |
| CASHMAN | GERALD | Inspector | \$132,123.25 | \$1,068.54 |
| MACKRELL | JAMES | Inspector | \$132,123.25 | \$643.54 |
| ROSETO | EGIDIO | Inspector | \$132,123.25 | \$1,038.98 |
| MACINTYRE | BRIAN PAUL | Staff Sergeant | \$131,780.82 | \$821.16 |
| ROSENBERG | HOWARD | Police Constable | \$131,558.41 | \$749.41 |
| THORPE | GREGORY JOSEPH | Staff Sergeant | \$131,230.74 | \$817.08 |
| REBELLATO | LARRY | Detective | \$131,193.68 | \$780.72 |
| BARKLEY | MARK EDWIN | Inspector | \$130,901.86 | \$854.88 |
| PELLETIER | CHRISTIAN JOSEPH | Police Constable | \$130,505.27 | \$731.29 |
| ELFORD | WILLIAM CHARLES | Police Constable | \$130,290.49 | \$749.41 |
| OBERFRANK | TIMOTHY | Detective | \$130,271.49 | \$789.64 |
| SHANK | RICHARD | Detective Sergeant | \$130,154.49 | \$812.85 |
| MATTHEWS | STEPHEN MICHAEL | Detective | \$130,130.06 | \$771.54 |
| ELLIS | MICHAEL DAVID | Manager, Facilities Management | \$130,122.12 | \$648.04 |
| GOH | ANDRE PIERRE | Manager, Human Rights and Employment Equality | \$130,122.12 | \$453.26 |
| NIELSEN | CHRISTIAN HINGE | Manager, Shop Operations | \$130,122.12 | \$878.26 |
| RADIX | BRENDA REBECCA | Manager, Property and Evidence Management | \$130,122.12 | \$1,073.04 |
| SMITH | MICHAEL WAYNE | Manager, Equipment and Supply | \$130,122.12 | \$1,073.04 |
| WHYNOT | CARROL ANNE | Senior Corporate Planner | \$130,122.12 | \$453.26 |
| DEY | ROBIN HUGH | Sergeant | \$129,927.82 | \$789.64 |
| BANKS | WAYNE MICHAEL | Detective Sergeant | \$129,624.07 | \$826.07 |
| GRAY | PAULINE | Detective Sergeant | \$129,437.30 | \$823.27 |
| ZAMMIT | JEFFREY | Sergeant | \$129,235.16 | \$789.64 |
| WHEALY | GORDON | Detective Sergeant | \$129,187.68 | \$826.07 |
| TAYLOR | KENNETH | Inspector | \$129,155.06 | \$856.14 |
| MAHONEY | SHAWN | Detective | \$129,080.94 | \$789.64 |
| QUINN | MICHAEL MARC | Sergeant | \$128,985.01 | \$771.54 |
| SHEPPARD | DANIEL | Detective Sergeant | \$128,972.75 | \$715.15 |
| MUNROE | KELLY BRUCE | Police Constable | \$128,674.11 | \$749.41 |
| WOOD | JOHN ALAN | Plainclothes Police Constable | \$128,572.68 | \$751.24 |
| BOYCE | JOHN | Staff Sergeant | \$128,514.16 | \$826.07 |
| JOHNSON | ROBERT | Inspector | \$128,315.03 | \$1,021.52 |
| BEVERIDGE | KATHRYN ANNE | Detective | \$128,192.14 | \$788.62 |
| CARBONE | MIKE | Detective | \$128,127.01 | \$789.64 |
| LISKA | IRENE | Detective | \$128,001.50 | \$789.64 |
| KNOWLES | DAVID | Detective | \$127,867.25 | \$789.64 |
| MACDONNELL | BRIAN | Detective Sergeant | \$127,817.36 | \$819.36 |
| WRIGHT | REGINALD GEORGE | Detective | \$127,784.45 | \$789.64 |
| QUEEN | GRAHAM | Staff Sergeant | \$127,753.52 | \$819.36 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------|--|--------------------|-------------------------|
| GIBSON | GRAHAM | Detective Sergeant | \$127,713.01 | \$819.36 |
| DAVIS | SHARON | Staff Sergeant | \$127,616.21 | \$401.07 |
| PETRIE | RICHARD | Detective | \$127,598.16 | \$780.72 |
| MCDONALD | JOHN | Detective | \$127,512.49 | \$789.64 |
| GROSS | KIMBERLY | Detective Sergeant | \$127,496.75 | \$826.07 |
| DUNSTAN | DOUGLAS | Detective | \$127,398.39 | \$789.64 |
| ROSSI | KIMBERLY DAWN | Manager, Parking Support Services | \$127,199.74 | \$1,047.67 |
| AZARRAGA | JOSE MATIAS | Detective | \$127,196.51 | \$780.72 |
| GERRITS | JOHN | Police Constable | \$127,168.71 | \$749.41 |
| WATTS | STEVEN MARK | Detective | \$127,137.42 | \$356.26 |
| BROWNE | TERRENCE | Detective Sergeant | \$127,089.08 | \$819.36 |
| MCMANUS | MICHAEL | Sergeant | \$126,980.17 | \$789.64 |
| BATES | BARRY MICHAEL | Police Constable | \$126,911.35 | \$671.80 |
| DE SOUSA | JOHN PAUL | Plainclothes Police Constable | \$126,846.14 | \$751.24 |
| WARD | PAUL | Detective | \$126,634.57 | \$780.72 |
| BABIAR | JOHN JAMES | Staff Sergeant | \$126,442.62 | \$401.07 |
| FARAHBAKSHSH | JEANETTE ISABEL | Manager, Labour Relations | \$126,319.00 | \$578.48 |
| REID | JONATHAN DOUGLAS | Detective | \$126,236.05 | \$784.86 |
| HENRY | ANN-MARIE PATRICIA | Manager, Compensation and Human Resource Systems | \$126,167.65 | \$1,036.38 |
| MOLINARO | ANTONIO | Shift and Area Supervisor, Parking Enforcement | \$126,125.24 | \$666.69 |
| NEAL | WESLEY JOHN | Detective | \$125,706.29 | \$789.30 |
| MARTIN-DOTO | CATHERINE ANN | Corporate Psychologist | \$124,310.80 | \$1,118.50 |
| ABDULLA | AL RAHIM | Senior Technical Analyst, Information Technology | \$125,626.89 | \$351.45 |
| BRYSON | LAWRENCE NEIL | Staff Sergeant | \$125,556.29 | \$826.07 |
| DEMKIW | MYRON ANDREY | Inspector | \$125,554.13 | \$979.30 |
| MCDOUGALL | ROBERT GORDON | Sergeant | \$125,551.93 | \$764.52 |
| MCCULLOUGH | DAVID | Police Constable | \$125,526.91 | \$749.41 |
| NICOL | BRETT DONALD | Detective Sergeant | \$125,467.94 | \$354.36 |
| VAN SETERS | PAUL | Police Constable | \$125,446.90 | \$749.41 |
| PRAVICA | DUSAN DAN | Detective | \$125,217.12 | \$771.54 |
| FRIMETH | KEVIN DAVID | Detective | \$125,148.75 | \$780.72 |
| MILIC | DANY | Police Constable | \$125,005.33 | \$744.38 |
| DI PASSA | DOMENICO | Detective | \$124,919.23 | \$355.72 |
| BOBBIS | RICHARD ROBERT | Sergeant | \$124,670.58 | \$771.54 |
| DUNKLEY | LESLIE | Detective | \$124,413.07 | \$783.06 |
| STOJIC | NENAD | Police Constable | \$124,407.79 | \$731.29 |
| MADILL | ALLAN NEIL | Sergeant | \$124,292.61 | \$709.89 |
| CHUDOBA | MYRON | Detective | \$124,260.18 | \$789.64 |
| JONES | DOUGLAS ALBERT | Plainclothes Police Constable | \$124,199.51 | \$339.41 |
| HOWARD | ELDON | Police Constable | \$124,158.09 | \$324.41 |
| JOHNSTON | JOHN DAVID | Plainclothes Police Constable | \$124,056.45 | \$751.24 |
| GIANCOLA | FRANCESCO | Detective | \$124,016.65 | \$789.64 |
| BATES | WAYNE EDWARD | Detective | \$123,913.19 | \$789.64 |
| MELOCHE | SHAWN RONALD | Staff Sergeant | \$123,902.90 | \$817.60 |
| MORIN | MICHAEL | Police Constable | \$123,884.24 | \$749.41 |
| MURRAY | DAVID | Staff Sergeant | \$123,864.17 | \$817.55 |
| BOWMAN | BRIAN | Staff Sergeant | \$123,822.38 | \$826.07 |
| FERGUSON | SCOTT CAVANAGH | Detective | \$123,773.62 | \$784.44 |
| RUFFINO | STEPHEN | Detective | \$123,759.93 | \$789.64 |
| NEALON | DANIEL | Detective Sergeant | \$123,661.49 | \$826.07 |
| WILLIAMS | GHERARDT | Detective | \$123,644.84 | \$781.26 |
| LITTLE | MICHELLE LYNNE | Sergeant | \$123,629.85 | \$779.94 |
| HALL | NEIL HARCOURT | Plainclothes Police Constable | \$123,595.79 | \$751.24 |
| YOUNG | WARREN | Detective | \$123,498.30 | \$355.72 |
| FIELDING | SHAWN MICHAEL | Police Constable | \$123,480.95 | \$297.33 |
| SPRATT | SCOTT EDWARD | Detective Sergeant | \$123,429.55 | \$817.08 |
| STRATFORD | IAN | Inspector | \$123,174.07 | \$827.03 |
| COSTA CORREIA | ZENON PIO | Detective | \$123,169.46 | \$771.54 |
| BATES | KIMBERLEY MICHELE | Detective | \$123,121.77 | \$789.64 |
| KLODT | SHAWN EDWARD | Plainclothes Police Constable | \$123,090.43 | \$760.33 |
| BOYLE | KENNETH | Staff Sergeant | \$123,078.54 | \$826.07 |
| SUKUMARAN | RAJEEV | Detective | \$123,014.39 | \$780.72 |
| SIEVERS | JOHN | Sergeant | \$122,982.94 | \$780.72 |
| BROADFOOT | ALEXANDER | Sergeant | \$122,957.76 | \$780.72 |
| KIM | MIN CHUL | Police Constable | \$122,950.29 | \$731.29 |
| GIBSON | JAMES | Staff Sergeant | \$122,929.86 | \$834.57 |
| FOSTER | ROY | Detective | \$122,770.27 | \$789.64 |
| CATENACCIO | MARIO | Police Constable | \$122,615.09 | \$722.33 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|----------------------|-------------------------------|--------------------|-------------------------|
| BALINT | MICHAEL ANDREW | Detective | \$122,492.89 | \$771.54 |
| VAN SCHUBERT | KEVIN JOHN | Sergeant | \$122,458.67 | \$780.72 |
| LUFF | DANIEL | Detective | \$122,416.69 | \$789.64 |
| BLAIR | JEFFREY KELVIN | Police Constable | \$122,404.86 | \$731.29 |
| WORTH | DARREN | Detective | \$122,270.98 | \$771.54 |
| IRISH | TIMOTHY GARNET | Detective | \$122,225.82 | \$780.72 |
| ANDRICI | IULIAN | Police Constable | \$122,165.93 | \$731.29 |
| BOUCHER | ROBERT DANIEL | Detective | \$122,076.14 | \$780.72 |
| CORREA | IRWIN | Police Constable | \$121,875.32 | \$749.41 |
| FARRELL | GEORGE | Staff Sergeant | \$121,799.51 | \$401.07 |
| CAPUTO | JOSEPH | Detective | \$121,798.41 | \$789.64 |
| DARNBROUGH | DANIEL ROBERT | Detective | \$121,723.25 | \$789.64 |
| KHOW | SIEWING | Legal Counsel | \$121,717.64 | \$706.18 |
| CARTER | MAXWELL | Staff Sergeant | \$121,708.56 | \$826.07 |
| ISABELLO | DAVID ANTHONY | Plainclothes Police Constable | \$121,701.09 | \$742.23 |
| REDDIN | KIRBY ALBERT | Sergeant | \$121,644.34 | \$771.54 |
| RYAN | RICHARD | Detective | \$121,586.46 | \$780.72 |
| DOMINEY | PAUL LAURIE | Detective | \$121,575.99 | \$771.54 |
| MORRIS | HAROLD | Detective | \$121,517.52 | \$780.72 |
| ONYSZKIEWICZ | ANDREW | Detective Sergeant | \$121,468.50 | \$401.07 |
| BIRRELL | JOHN THOMAS | Plainclothes Police Constable | \$121,465.28 | \$760.33 |
| O'BRIEN | KENNETH | Police Constable | \$121,454.87 | \$749.41 |
| BOYCE | RONALD | Staff Sergeant | \$121,419.49 | \$826.07 |
| PAGNIELLO | MICHELE | Police Constable | \$121,396.13 | \$731.29 |
| PICKERING | STEPHEN | Plainclothes Police Constable | \$121,367.97 | \$769.31 |
| JOHNSTON | BRIAN HUGH | Detective | \$121,358.09 | \$781.26 |
| BELLECC | FRANCOIS MARIE | Plainclothes Police Constable | \$121,356.86 | \$751.24 |
| PARMAR | MANDEEP SINGH | Plainclothes Police Constable | \$121,257.66 | \$748.79 |
| WHEELER | CHRISTOPHER | Police Constable | \$121,257.33 | \$748.33 |
| MCNEILLY | JOSEPH GORDON | Detective | \$121,218.87 | \$789.64 |
| HILL | IRA NORMAN | Detective | \$121,144.14 | \$789.64 |
| ROBINSON | DANIEL | Detective | \$121,100.66 | \$788.62 |
| BARREDO | FRANCISCO JAVIER | Staff Sergeant | \$120,874.42 | \$826.07 |
| MCFADYEN | DANIEL GORDON | Detective | \$120,778.44 | \$771.54 |
| SCOTT | DWAYNE | Plainclothes Police Constable | \$120,554.64 | \$768.26 |
| WONG | CONRAD EMERY | Police Constable | \$120,509.69 | \$722.33 |
| NORTHMORE | COLLEEN | Detective | \$120,507.36 | \$789.64 |
| FERREIRA | MARK | Plainclothes Police Constable | \$120,462.32 | \$748.50 |
| ASSELIN | GLENN ANDRE | Detective | \$120,451.27 | \$780.72 |
| FORTIN | LOUIS-MARIE RAYMOND | Detective Sergeant | \$120,431.78 | \$826.07 |
| WALTERS | GREGORY | Detective | \$120,378.96 | \$780.72 |
| JOHNSTON | JEFFREY | Plainclothes Police Constable | \$120,375.20 | \$769.31 |
| BOURQUE | DOUGLAS | Sergeant | \$120,339.80 | \$789.64 |
| CHURKOO | DOODNATH DEODATH | Sergeant | \$120,267.79 | \$771.54 |
| KELLY | TERENCE PETER | Detective | \$120,118.75 | \$353.56 |
| STOCKWELL | SEAN PAUL | Plainclothes Police Constable | \$120,107.29 | \$751.24 |
| GERRY | DARYLE | Staff Sergeant | \$120,069.79 | \$826.07 |
| CLARKE | JOHN | Detective | \$120,048.43 | \$789.64 |
| SINGH | AMARJIT PURBA | Sergeant | \$120,006.07 | \$771.30 |
| THOMAS | SONIA | Staff Sergeant | \$119,959.99 | \$826.07 |
| KAY | COLIN | Sergeant | \$119,883.91 | \$789.64 |
| WOOKEY | CHARLES | Detective | \$119,758.01 | \$780.72 |
| TRACY | STEVEN | Detective Sergeant | \$119,671.00 | \$401.07 |
| MOORE | BRETT CALVIN | Detective | \$119,532.74 | \$771.54 |
| SABADICS | DANIEL | Staff Sergeant | \$119,523.49 | \$826.07 |
| BROOKES | LEVERNE MCCOURCEY | Plainclothes Police Constable | \$119,500.29 | \$764.41 |
| CHILVERS | CHRISTOPHER CLIFFORD | Detective | \$119,463.45 | \$771.54 |
| HAMPSON | SCOTT ANDREW | Police Constable | \$119,452.66 | \$731.29 |
| CRONE | TIMOTHY | Staff Sergeant | \$119,431.29 | \$842.49 |
| FERRIS | LISA | Detective | \$119,415.29 | \$789.64 |
| YOUNG | RONALD | Detective Sergeant | \$119,414.76 | \$401.07 |
| LI | ROBERT CHAK | Police Constable | \$119,401.06 | \$731.29 |
| CRADDOCK | STEPHEN | Sergeant | \$119,389.21 | \$788.62 |
| STERN | CHARLES ANDREW | Detective | \$119,212.63 | \$788.62 |
| MATTHEWS | JOSEPH BLAKE | Detective | \$119,209.95 | \$355.72 |
| GOMES | SUSAN ELIZABETH | Detective | \$119,209.36 | \$780.72 |
| TRAMONTOZZI | NUNZIATO | Detective | \$119,135.55 | \$359.86 |
| BISHOP | STEPHEN | Detective | \$119,043.25 | \$789.64 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-----------------------|--|--------------------|-------------------------|
| MCLANE | JAMES RUSSELL | Detective | \$119,004.58 | \$783.42 |
| HEWSON | BROOKE LESLIE | Plainclothes Police Constable | \$119,003.67 | \$751.24 |
| MEIK | VIVIAN | Detective | \$118,939.40 | \$784.86 |
| DIDANIELI | ROBERTO | Detective Sergeant | \$118,921.89 | \$825.02 |
| SMITH | STEPHEN PATRICK | Detective | \$118,878.93 | \$771.54 |
| HARNETT | ROBERT | Detective | \$118,868.63 | \$780.72 |
| SABADIN | MICHAEL ALEXANDER | Plainclothes Police Constable | \$118,812.89 | \$751.24 |
| HAYES | JEREMY MATTHEW | Detective | \$118,805.23 | \$771.54 |
| GLAVIN | PHILLIP | Sergeant | \$118,803.63 | \$789.64 |
| GILL | AMANPREET SINGH | Police Constable | \$118,778.76 | \$731.29 |
| DAVIES | ROBERT EARLE | Sergeant | \$118,775.61 | \$758.88 |
| CLARKE | DOUGLAS | Plainclothes Police Constable | \$118,742.46 | \$769.31 |
| NARINE | SHAUN | Staff Sergeant | \$118,703.82 | \$817.08 |
| BOSWARD | WILLIAM | Detective Sergeant | \$118,677.71 | \$826.07 |
| MATIC | MICHAEL | Staff Sergeant | \$118,644.31 | \$401.07 |
| OSMANAJ | ARDIT | Police Constable | \$118,629.11 | \$722.33 |
| CARGILL | PAUL SCOTT | Detective | \$118,625.29 | \$780.72 |
| KELL | JEFFREY STEWART | Police Constable | \$118,613.55 | \$731.29 |
| MOREIRA | PETER MICHAEL | Staff Sergeant | \$118,585.85 | \$392.08 |
| MURPHY | DANIEL | Detective | \$118,577.79 | \$789.64 |
| SINOPOLI | DOMENIC | Detective Sergeant | \$118,550.20 | \$810.45 |
| HAINES | KEITH | Staff Sergeant | \$118,502.34 | \$826.07 |
| LLOYD | BRADFORD | Detective | \$118,483.97 | \$780.72 |
| DICOSOLA | MICHELE | Detective | \$118,468.66 | \$780.72 |
| HOWELL | JOHN | Staff Sergeant | \$118,363.15 | \$826.07 |
| GREKOS | MICHAEL | Detective | \$118,349.41 | \$780.72 |
| ZYCH | STEFAN | Police Constable | \$118,345.34 | \$749.41 |
| SELDON | WILLIAM | Detective Sergeant | \$118,254.66 | \$826.07 |
| COSENTINO | SALVATORE | Detective Sergeant | \$118,250.17 | \$401.07 |
| WHITWORTH | ERNEST | Detective Sergeant | \$118,222.01 | \$826.07 |
| LANE | ARTHUR | Plainclothes Police Constable | \$118,200.78 | \$769.31 |
| ARODA | SANJEE | Detective | \$118,192.54 | \$771.54 |
| GALLANT | TIMOTHY | Detective | \$118,115.88 | \$355.72 |
| SILLIKER | GARRY | Staff Sergeant | \$118,107.40 | \$826.07 |
| MCDONALD | JAMES WILLIAM | Plainclothes Police Constable | \$118,101.29 | \$751.24 |
| KONDO | JASON | Detective | \$118,095.03 | \$783.06 |
| ACORN | CHRISTOPHER ALLAN | Police Constable | \$118,032.02 | \$730.24 |
| PASINI | RUDY | Staff Sergeant | \$117,987.72 | \$401.07 |
| VAN ANDEL | PHILLIP GEORGE | Staff Sergeant | \$117,960.83 | \$826.07 |
| BERNARDO | ISRAEL FARIA | Detective | \$117,960.37 | \$771.54 |
| SKINNER | ROBERT | Staff Sergeant | \$117,947.97 | \$826.07 |
| SAGGI | SHARNJIT SINGH | Police Constable | \$117,947.04 | \$722.33 |
| ONG | RHOEL VILLEGAS | Police Constable | \$117,909.65 | \$731.29 |
| MORRIS | LESLIE | Detective | \$117,871.86 | \$780.72 |
| YOUNG | CRAIG | Staff Sergeant | \$117,864.30 | \$825.02 |
| SCHERTZER | JOYCE | Detective | \$117,804.93 | \$780.72 |
| KHAN | AHMAR ALI | Police Constable | \$117,804.07 | \$722.33 |
| SPRIGGS | BRETT HAROLD | Plainclothes Police Constable | \$117,743.11 | \$751.24 |
| SINGH | AMRITPAL | Senior Technical Analyst, Information Technology | \$117,717.47 | \$984.75 |
| BISHOP | DAVID | Detective Sergeant | \$117,703.17 | \$819.36 |
| WARD | VANESSA | Detective | \$117,685.99 | \$789.64 |
| GLANCY | DAVID | Police Constable | \$117,683.21 | \$740.30 |
| LAWSON | JAMES THOMAS | Sergeant | \$117,677.90 | \$789.64 |
| GRINTON | GARY | Staff Sergeant | \$117,644.05 | \$401.07 |
| SMYTH | CRAIG CHARLES | Supervisor, Video Services | \$117,590.83 | \$401.07 |
| MCCONNELL | BRADLEY | Police Constable | \$117,574.73 | \$749.41 |
| CHARLES | ANTHONY | Detective Sergeant | \$117,550.71 | \$826.07 |
| HUBBARD | SIMON | Plainclothes Police Constable | \$117,495.56 | \$760.33 |
| SARDELLA | GLENN DONATO | Detective | \$117,482.54 | \$771.54 |
| OGG | SHEILA ELIZABETH | Detective | \$117,444.65 | \$781.26 |
| YOUNG | BLAIN | Sergeant | \$117,437.38 | \$787.26 |
| RICHARDS | CLIVE | Detective Sergeant | \$117,435.85 | \$826.07 |
| KIRINDE | RANJAN WICKRAMASINGHE | Police Constable | \$117,370.46 | \$740.30 |
| NEWMAN | BRUCE | Staff Sergeant | \$117,290.39 | \$816.13 |
| JUPP | BRUCE | Police Constable | \$117,160.87 | \$749.41 |
| COHEN | ALAN LAWRENCE | Police Constable | \$117,148.65 | \$731.29 |
| BURNINGHAM | GRANT NEIL | Staff Sergeant | \$117,123.21 | \$826.07 |
| DHALIWAL | SURINDERJIT | Senior Technical Analyst, Information Technology | \$117,122.23 | \$351.45 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|--|--------------------|-------------------------|
| MARCHACK | ROGER | Sergeant | \$117,101.99 | \$780.72 |
| HAGERMAN | DAVID | Plainclothes Police Constable | \$117,087.14 | \$769.31 |
| ROBERTS | SCOTT | Staff Sergeant | \$117,062.50 | \$826.07 |
| MARTINO | JOSEPH LOUIS | Manager, Purchasing Support Services | \$117,035.18 | \$766.12 |
| LONG | GARRY | Detective | \$117,035.00 | \$789.64 |
| TROUP | PETER | Staff Sergeant | \$117,030.45 | \$826.07 |
| CHOO-WING | DEXTER MICHAEL | Plainclothes Police Constable | \$117,022.99 | \$751.24 |
| CECILE | GLEN | Detective | \$117,000.12 | \$780.72 |
| RUTTNER | ALEXANDER | Police Constable | \$116,974.62 | \$740.30 |
| BEAUPARLANT | PAUL JOSEPH | Detective | \$116,951.73 | \$780.72 |
| DECOURCY | JOHN | Staff Sergeant | \$116,937.10 | \$826.07 |
| HART | DOUGLAS | Detective | \$116,916.98 | \$789.64 |
| REEVES | LAWRENCE | Staff Sergeant | \$116,898.20 | \$826.07 |
| CHAMBERS | COURTNEY | Staff Sergeant | \$116,880.85 | \$826.07 |
| VERWEY | ALBERT | Detective | \$116,867.09 | \$789.64 |
| RYAN | STEPHEN CHARLES | Detective Sergeant | \$116,861.82 | \$825.37 |
| ECKLUND | DAVID GRENVILLE | Detective | \$116,855.16 | \$771.54 |
| WOODLEY | DAVID | Staff Sergeant | \$116,851.39 | \$826.07 |
| MEEHAN | PATRICK | Sergeant | \$116,845.25 | \$783.06 |
| FROSCH | JAY JACKSON | Detective Sergeant | \$116,844.10 | \$401.07 |
| PIPE | STEPHEN | Staff Sergeant | \$116,838.40 | \$401.07 |
| KHAN | RONALD ARLINGTON | Staff Sergeant | \$116,820.57 | \$817.08 |
| SOBOTKA | KARL | Detective Sergeant | \$116,808.97 | \$826.07 |
| MACDONALD | GREGORY | Staff Sergeant | \$116,785.51 | \$826.07 |
| D'ONOFRIO | ANTONIO | Plainclothes Police Constable | \$116,746.96 | \$741.45 |
| CONNOR | BRUCE ALEXANDER | Plainclothes Police Constable | \$116,728.57 | \$751.24 |
| LOUHIKARI | RENATA | Detective | \$116,727.26 | \$788.62 |
| MCCREADY | WILLIAM | Detective Sergeant | \$116,710.06 | \$401.07 |
| MASON | ROBERT HAROLD | Plainclothes Police Constable | \$116,630.51 | \$769.31 |
| BATES | SANDY | Staff Sergeant | \$116,625.44 | \$821.16 |
| DURHAM | CAMERON EDWARD | Staff Sergeant | \$116,596.93 | \$826.07 |
| REED | RONALD COLIN | Staff Sergeant | \$116,582.96 | \$826.07 |
| VRUNA | MARIA | Detective | \$116,571.81 | \$780.72 |
| MULLEN | MICHAEL JEFFERY | Detective | \$116,559.86 | \$346.54 |
| DANIELS | MARK CHARLES | Detective | \$116,532.95 | \$780.72 |
| SCUDDS | PAUL | Staff Sergeant | \$116,467.99 | \$826.07 |
| BASS | LORNE WILLIAM | Police Constable | \$116,454.10 | \$749.41 |
| BUI | TAM THACH | Detective | \$116,449.55 | \$769.38 |
| FLIS | ALBERT | Detective | \$116,389.59 | \$780.72 |
| PERA | ENRICO | Senior Project Co-ordinator, Facilities Management | \$116,377.59 | \$990.08 |
| CAMPOLI | STEVEN ROBERT | Plainclothes Police Constable | \$116,361.36 | \$750.89 |
| LEE | KENNY | Detective | \$116,357.68 | \$771.54 |
| GEE | WILLIAM EDWARD | Police Constable | \$116,340.84 | \$730.94 |
| KAY | WILLIAM DONALD | Police Constable | \$116,323.19 | \$731.29 |
| HILL | SHANE | Detective | \$116,321.96 | \$779.64 |
| REYNOLDS | STEPHEN THOMAS | Staff Sergeant | \$116,313.86 | \$826.07 |
| GRIFFITHS | DAVID | Detective | \$116,289.61 | \$789.64 |
| PARTRIDGE | FRANK | Staff Sergeant | \$116,271.54 | \$826.07 |
| WALLACE | JOHN DAVID | Plainclothes Police Constable | \$116,232.35 | \$751.24 |
| WILSON | TIMOTHY | Detective | \$116,232.33 | \$780.72 |
| WALSH | SUZANNE MARIE | Staff Sergeant | \$116,166.18 | \$826.07 |
| MORRISON | BRUCE | Staff Sergeant | \$116,146.74 | \$826.07 |
| TAN | MARK ANTHONY | Plainclothes Police Constable | \$116,141.89 | \$742.23 |
| VANDERHART | GREGORY | Police Constable | \$116,137.79 | \$749.41 |
| MOLYNEAUX | STEVEN | Staff Sergeant | \$116,134.18 | \$826.07 |
| ALLDRIT | DARREN LEE | Detective | \$116,122.70 | \$784.86 |
| LENTSCH | PAUL TONY | Detective | \$116,106.59 | \$771.54 |
| WONG | CHUNG MAN | Sergeant | \$116,070.31 | \$780.72 |
| ASHLEY | MARK NICHOLAS | Detective | \$116,065.90 | \$364.64 |
| WHITTEMORE | SCOTT | Detective | \$116,021.62 | \$783.06 |
| IRISH | DAVID | Detective | \$116,017.36 | \$789.64 |
| MALENFANT | ANDREW DEREK | Plainclothes Police Constable | \$115,988.74 | \$751.24 |
| SMYTHE | KENT | Detective | \$115,988.07 | \$780.72 |
| MCCRAN | ROBERT | Detective | \$115,960.96 | \$789.64 |
| BARSKY | MICHAEL STEVEN | Detective Sergeant | \$115,951.40 | \$819.36 |
| CHIASSON | MARCEL ANDRE | Sergeant | \$115,931.39 | \$780.72 |
| FRENCH | JOHN | Staff Sergeant | \$115,911.09 | \$826.07 |
| PROCTOR | NORMAN EDWARD | Staff Sergeant | \$115,895.40 | \$825.37 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|---------------------|--|--------------------|-------------------------|
| HOFFMAN | GREGORY RODNEY | Plainclothes Police Constable | \$115,854.25 | \$751.24 |
| ALLINGTON | JEFFREY SCOTT | Detective | \$115,825.60 | \$771.54 |
| CALLAGHAN | PETER EDWARD | Staff Sergeant | \$115,768.93 | \$821.16 |
| RAMSBOTTOM | CHRISTOPHER WILLIAM | Police Constable | \$115,768.27 | \$306.29 |
| WAUCHOPE | LIAM | Plainclothes Police Constable | \$115,763.56 | \$751.24 |
| KNAPPER | ROBBERT NICOLAAS | Staff Sergeant | \$115,759.65 | \$826.07 |
| BLAKELEY | JANICE | Sergeant | \$115,754.39 | \$789.64 |
| KAY | BRIAN | Detective | \$115,749.42 | \$783.06 |
| SPANTON | JOHN | Staff Sergeant | \$115,710.32 | \$826.07 |
| DALEY | KEVIN | Police Constable | \$115,685.27 | \$740.30 |
| NORTHROP | JEFFREY JOHN | Plainclothes Police Constable | \$115,677.11 | \$760.33 |
| MURDOCH | RICHARD | Staff Sergeant | \$115,666.59 | \$401.07 |
| FRITZ | THEODOR | Detective | \$115,666.30 | \$789.64 |
| WILLIAMS | KYLE | Detective | \$115,639.92 | \$789.64 |
| JOSTIAK | JOSEPH | Staff Sergeant | \$115,625.20 | \$690.22 |
| BELGRADE | ALEXANDER NORMAN | Detective Sergeant | \$115,613.16 | \$826.07 |
| LUCAS | PATRICK | Detective | \$115,551.50 | \$789.64 |
| LAMOND | IAN DAVID | Staff Sergeant | \$115,540.37 | \$817.08 |
| SHAW | KATHLEEN | Staff Sergeant | \$115,530.53 | \$823.27 |
| ECKLUND | ANDREW DOUGLAS | Sergeant | \$115,524.99 | \$771.54 |
| SWACKHAMER | BRENT | Staff Sergeant | \$115,492.36 | \$812.85 |
| MARTELLUZZI | CLAUDIO | Sergeant | \$115,467.21 | \$780.72 |
| ADELSON | SANDY | Senior Advisor, Policy and Communication | \$115,405.60 | \$400.72 |
| FISHER | SUSAN | Police Constable | \$115,388.94 | \$749.41 |
| O'DONOVAN | STEPHEN | Sergeant | \$115,384.93 | \$789.64 |
| ALBRECHT | IRVIN JOHN | Plainclothes Police Constable | \$115,317.20 | \$751.24 |
| SMISSEN | JOHN MICHAEL | Plainclothes Police Constable | \$115,312.58 | \$751.24 |
| GEORGE | GLEN | Sergeant | \$115,307.58 | \$789.64 |
| GETTY | SHAWN | Detective Sergeant | \$115,288.81 | \$401.07 |
| DUNN | BEVERLY | Police Constable | \$115,264.63 | \$749.41 |
| MOREIRA | JOHN | Detective | \$115,158.87 | \$787.26 |
| CERNOWSKI | ANDREW JOHN | Financial Planner | \$115,127.14 | \$995.28 |
| GHEYSAR | MAKDA | Financial Planner | \$115,127.14 | \$995.28 |
| GRANT | CINDYLOU CHRISTINA | Project and Policy Co-ordinator | \$115,127.14 | \$995.28 |
| MACARAEG | JUANITA | Senior Advisor, Quality Assurance | \$115,127.14 | \$995.28 |
| NGAN | EDWARD SHING-KEUNG | Senior Advisor, Quality Assurance | \$115,127.14 | \$995.28 |
| PUTNAM | KIMBERLEY JOAN | Senior Advisor, Quality Assurance | \$115,127.14 | \$570.28 |
| THOMS | HEATHER BERNADETTE | Assistant Manager, Computer Operations | \$115,127.14 | \$995.28 |
| YANG | YANJIAO | Enterprise Data Architect | \$115,127.14 | \$570.28 |
| SMIT | BRIAN JOHN | Sergeant | \$115,126.98 | \$789.64 |
| CAPONE | DAVID JOSEPH | Police Constable | \$115,123.72 | \$740.30 |
| NOLL | CARL | Detective Sergeant | \$115,117.91 | \$826.07 |
| HARRAS | JOHN | Detective | \$115,116.56 | \$789.64 |
| MONAGHAN | PATRICK JAMES | Detective Sergeant | \$115,110.09 | \$401.07 |
| FOWLER | WAYNE LEONARD | Detective | \$115,078.52 | \$781.26 |
| TSIANOS | DIMITRIOS | Plainclothes Police Constable | \$115,042.02 | \$751.24 |
| ROHDE | DANNY WILLIAM | Police Constable | \$115,017.99 | \$731.29 |
| BOIS | PAUL ROBERT | Sergeant | \$115,017.15 | \$771.54 |
| JACOB | TIMOTHY ALFRED | Detective | \$115,009.04 | \$780.72 |
| LEBLANC | NORMAN | Detective Sergeant | \$114,981.47 | \$826.07 |
| KEMP | WILLIAM | Staff Sergeant | \$114,981.12 | \$826.07 |
| LEONE | MICHIELE MARIO | Detective Sergeant | \$114,968.06 | \$817.08 |
| MILLER | DUNCAN | Sergeant | \$114,960.96 | \$784.86 |
| DEWLING | NORMAN | Staff Sergeant | \$114,950.80 | \$826.07 |
| BOND | MARLIN | Sergeant | \$114,942.43 | \$789.64 |
| WALKER | JAMES | Staff Sergeant | \$114,896.78 | \$826.07 |
| HURLEY | WILLIAM ANTHONY | Staff Sergeant | \$114,888.78 | \$826.07 |
| DEAN | JESSE RUSSELL | Plainclothes Police Constable | \$114,872.80 | \$748.24 |
| LEE | NOEL THOMAS | Staff Sergeant | \$114,871.90 | \$826.07 |
| DRAKE | KEVIN CHRISTOPHER | Police Constable | \$114,825.99 | \$731.29 |
| ZAMBRI | CARMELO | Detective | \$114,791.27 | \$780.72 |
| TAPLEY | RONALD | Staff Sergeant | \$114,773.40 | \$826.07 |
| HOWARD | SHAWN | Police Constable | \$114,766.72 | \$740.30 |
| BAPTIST | CHARLENE M | Staff Sergeant | \$114,754.82 | \$401.07 |
| SCHNEIDER | ANDREW | Staff Sergeant | \$114,734.78 | \$826.07 |
| CREWS | WILLIAM | Detective Sergeant | \$114,697.97 | \$401.07 |
| LYNCH | THOMAS | Staff Sergeant | \$114,660.50 | \$401.07 |
| HALL | WILLIAM MICHAEL | Plainclothes Police Constable | \$114,630.06 | \$735.57 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|--|--------------------|-------------------------|
| FEBO | OLIVER | Detective | \$114,616.73 | \$780.72 |
| SCHERK | CHRISTOPHER | Detective | \$114,616.27 | \$780.72 |
| CLARK | TRAVIS DAYMOND | Plainclothes Police Constable | \$114,613.14 | \$751.24 |
| WHITE | JOHN | Detective Sergeant | \$114,612.66 | \$401.07 |
| TUTCHENER | GARY | Staff Sergeant | \$114,604.27 | \$826.07 |
| GILFOY | LEAH DAWN | Staff Sergeant | \$114,578.62 | \$815.67 |
| HUNT | CHRISTOPHER DAVID | Plainclothes Police Constable | \$114,557.73 | \$742.23 |
| KYRIACOU | SAVAS | Detective Sergeant | \$114,557.53 | \$401.07 |
| SAVINO | LEONARDO | Police Constable | \$114,552.32 | \$731.29 |
| AL-NASS | WALID | Police Constable | \$114,489.14 | \$731.29 |
| BAJ | STANISLAW | Sergeant | \$114,481.78 | \$789.64 |
| ARTINIAN | PEGLAR | Plainclothes Police Constable | \$114,471.70 | \$751.24 |
| COLE | JASON ARTHUR | Detective | \$114,464.22 | \$781.62 |
| UPPAL | VISHAL | Police Constable | \$114,449.02 | \$731.29 |
| POGUE | LAUREN | Detective Sergeant | \$114,428.88 | \$815.52 |
| CHILDS | CYNTHIA | Detective Sergeant | \$114,428.13 | \$825.02 |
| MUSSO DUARTE | SUSANA | Police Constable | \$114,424.44 | \$734.31 |
| TULIPANO | ROSARIO | Staff Sergeant | \$114,417.14 | \$826.07 |
| DARBYSHIRE | JAMES EDWARD | Staff Sergeant | \$114,414.24 | \$401.07 |
| NORRIE | ANDREW | Staff Sergeant | \$114,378.53 | \$826.07 |
| KING | CHERYL | Staff Sergeant | \$114,378.18 | \$817.08 |
| FERGUSON | STEPHEN | Sergeant | \$114,377.73 | \$789.64 |
| VANDER HEYDEN | JUSTIN WILLIAM | Detective | \$114,363.26 | \$346.54 |
| BARATTO | MICHELLE TERESA | Detective | \$114,362.54 | \$789.64 |
| EVELYN | DION | Manager, Communications Services | \$114,347.72 | \$992.29 |
| BELL | DANIEL | Staff Sergeant | \$114,328.60 | \$816.13 |
| STIBBE | ROBERT LEE | Plainclothes Police Constable | \$114,264.61 | \$751.24 |
| ROSS | SCOTT JEREMY | Plainclothes Police Constable | \$114,258.00 | \$751.24 |
| VIEIRA | ABILIO | Staff Sergeant | \$114,246.53 | \$826.07 |
| DENTON | MARK | Plainclothes Police Constable | \$114,235.55 | \$769.31 |
| KIS | ANDREW | Sergeant | \$114,201.13 | \$789.64 |
| BRONS | JAMES | Detective | \$114,177.07 | \$780.72 |
| BRISTER | JOHN WILLIAM | Plainclothes Police Constable | \$114,156.95 | \$751.24 |
| GREER | THOMAS ROBERT | Detective | \$114,154.86 | \$780.72 |
| LANDRY | JOEL CHRISTIAN | Plainclothes Police Constable | \$114,030.02 | \$744.89 |
| WRIGHT | LESTER | Detective | \$114,016.53 | \$789.64 |
| MIRON | BRUNO JOSEPH | Detective | \$114,008.68 | \$771.54 |
| HAUNTS | ALAN | Detective Sergeant | \$113,970.59 | \$826.07 |
| BROOKES | RALPH | Staff Sergeant | \$113,969.70 | \$826.07 |
| VEIT | OSWALD | Sergeant | \$113,962.44 | \$780.72 |
| KHAN | OMAR ASHRAF | Detective | \$113,959.00 | \$771.54 |
| MOXAM | DARREN KENNETH | Detective | \$113,937.67 | \$771.54 |
| JAROSZ | RUSSELL | Staff Sergeant | \$113,934.95 | \$826.07 |
| BELLON | CORINNE | Detective Sergeant | \$113,927.99 | \$826.07 |
| GRAY | GLENN | Staff Sergeant | \$113,900.07 | \$826.07 |
| HIND | D'ARCY LIAM | Plainclothes Police Constable | \$113,874.24 | \$751.24 |
| GREER | MARIE | Detective Sergeant | \$113,851.80 | \$826.07 |
| BISHOP | ANNE-MARIE | Staff Sergeant | \$113,847.31 | \$392.08 |
| PURCHES | SCOTT ROBERT | Detective | \$113,808.62 | \$771.54 |
| TILLEY | MARK | Staff Sergeant | \$113,804.26 | \$826.07 |
| MILLER | PAUL | Staff Sergeant | \$113,803.14 | \$401.07 |
| BLANCHARD | RICHARD | Staff Sergeant | \$113,798.50 | \$826.07 |
| BELANGER | DONALD RENE | Detective | \$113,793.24 | \$346.54 |
| BRONSON | SCOTT | Detective Sergeant | \$113,778.35 | \$401.07 |
| FIELD | CAMERON DOUGLAS | Detective Sergeant | \$113,755.99 | \$826.07 |
| ABBOTT | DEBORAH LYNN | Staff Sergeant | \$113,743.27 | \$826.07 |
| WHITLEY | PAUL WILLIAM | Plainclothes Police Constable | \$113,704.59 | \$739.11 |
| SANDFORD | ROBERT | Detective | \$113,698.33 | \$789.64 |
| MORI | DEBORAH ANN | Staff Sergeant | \$113,688.84 | \$401.07 |
| QUALTROUGH | JAMES | Staff Sergeant | \$113,686.73 | \$826.07 |
| THIBODEAU | JOHN ROBERT | Sergeant | \$113,652.70 | \$780.72 |
| DESILVA | JULIUS THEODORE | Senior Analyst, Information Technology | \$113,646.23 | \$351.45 |
| HOWELL | JEFFREY | Staff Sergeant | \$113,638.09 | \$826.07 |
| BELLION | LAURENT HUGUES | Police Constable | \$113,635.89 | \$731.29 |
| CRONE | SUSAN | Detective Sergeant | \$113,601.78 | \$826.07 |
| FOUGERE | CORY TRENTON | Plainclothes Police Constable | \$113,593.57 | \$746.56 |
| WRONG | JASON CHRISTOPHER | Police Constable | \$113,590.36 | \$744.38 |
| MATYS | JOSEPH PAUL | Detective | \$113,583.42 | \$771.54 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|---------------------|-------------------------------|--------------------|-------------------------|
| HILDRED | LESLEY | Staff Sergeant | \$113,575.45 | \$826.07 |
| MORSE | VICTORIA JANE | Plainclothes Police Constable | \$113,544.47 | \$751.24 |
| FORESTALL | GREGORY | Detective | \$113,529.56 | \$789.64 |
| CATES | STEVEN RICHARD | Plainclothes Police Constable | \$113,526.63 | \$751.24 |
| LANE | MICHEAL WILLIAM | Police Constable | \$113,523.10 | \$722.33 |
| DUARTE | JOAO RODRIGO | Plainclothes Police Constable | \$113,509.28 | \$745.00 |
| WALLACE | ROBERT BOYD | Plainclothes Police Constable | \$113,487.69 | \$751.24 |
| DOUGLAS | BARBARA ANN | Detective | \$113,436.39 | \$780.72 |
| HARRIS | DAVID | Detective | \$113,414.67 | \$789.64 |
| CHANG | CHU THAO | Detective | \$113,408.09 | \$771.54 |
| WILLIAMS | ANTHONY | Detective | \$113,397.13 | \$780.72 |
| REIMER | KENNETH BRIAN | Detective Sergeant | \$113,375.11 | \$805.65 |
| LARAMY | STEPHEN WILLIAM | Detective | \$113,336.22 | \$771.54 |
| HOWELL | WAYNE VINCENT | Plainclothes Police Constable | \$113,323.40 | \$751.24 |
| GREENWOOD | JAMES | Detective Sergeant | \$113,316.43 | \$826.07 |
| MCGOWN | JOHN | Staff Sergeant | \$113,312.54 | \$826.07 |
| JOHNSTONE | TIMOTHY | Detective | \$113,304.27 | \$789.64 |
| BERNARD | CYNTHIA LEE | Plainclothes Police Constable | \$113,302.18 | \$751.24 |
| HUNT | GLEN STEPHEN | Police Constable | \$113,287.87 | \$740.30 |
| COLE | DONALD | Staff Sergeant | \$113,284.36 | \$826.07 |
| LAI | VICTOR TZE-KAU | Police Constable | \$113,244.81 | \$731.29 |
| MCALDER | KEVIN | Police Constable | \$113,240.87 | \$749.41 |
| OLIVER | MATTHEW TYLER | Plainclothes Police Constable | \$113,231.10 | \$751.24 |
| SIMPKINS | DAVID | Staff Sergeant | \$113,229.35 | \$826.07 |
| ARMSTRONG | FREDERICK SHANE | Plainclothes Police Constable | \$113,226.48 | \$751.24 |
| HUNG | JAMES | Sergeant | \$113,192.03 | \$789.64 |
| SMALL | VERNON | Detective | \$113,175.89 | \$789.64 |
| BROWN | JAMES | Staff Sergeant | \$113,160.66 | \$401.07 |
| HENRY | PETER | Staff Sergeant | \$113,156.37 | \$817.60 |
| LEITCH | JASON | Detective | \$113,131.48 | \$780.72 |
| WILSON | WARREN | Detective Sergeant | \$113,120.97 | \$826.07 |
| WILSON | DAVID | Sergeant | \$113,118.21 | \$789.64 |
| WOLF | RAYMOND | Detective | \$113,116.71 | \$789.64 |
| BURKS | CHARLES DEAN | Detective Sergeant | \$113,112.17 | \$826.07 |
| TAYLOR | JASON PETER | Plainclothes Police Constable | \$113,093.82 | \$326.24 |
| LEARY | DEREK WILLIAM | Plainclothes Police Constable | \$113,083.89 | \$742.23 |
| ADAMS | CLAYTON EDWARD | Detective | \$113,050.58 | \$771.54 |
| DUTHIE | ROBERT | Sergeant | \$113,030.13 | \$789.64 |
| HO | KENNY KONG-LEUNG | Staff Sergeant | \$113,028.81 | \$792.14 |
| IHASZ | JOHN CHRISTOPHER | Detective | \$113,028.69 | \$789.64 |
| MCKEOWN | RICHARD | Staff Sergeant | \$113,017.62 | \$401.07 |
| HEARD | CHRISTOPHER SHAYNE | Sergeant | \$112,988.78 | \$780.72 |
| MCLEAN | BARBARA | Staff Sergeant | \$112,982.40 | \$817.08 |
| HARGAN | ROBERT | Sergeant | \$112,930.89 | \$789.64 |
| PEACOCKE | DOUGLAS | Detective Sergeant | \$112,911.79 | \$826.07 |
| AIELLO | ANTONIO | Plainclothes Police Constable | \$112,865.56 | \$751.24 |
| FALCONER | GREGORY | Detective | \$112,833.00 | \$789.64 |
| PROCTOR | RICHARD | Detective | \$112,805.61 | \$780.72 |
| LEE | NICOLE DENISE | Staff Sergeant | \$112,795.56 | \$825.37 |
| BENOIT | LISABET JANE | Detective Sergeant | \$112,794.71 | \$820.39 |
| WORDEN | PAUL HAMILTON | Detective | \$112,788.90 | \$780.72 |
| SMITH | STEVEN | Detective | \$112,782.67 | \$780.72 |
| GOTTSCHALK | BRIAN | Staff Sergeant | \$112,757.82 | \$826.07 |
| RAMJATTAN | RAMNARINE | Detective | \$112,725.38 | \$780.72 |
| RYAN | JENNIFER | Detective | \$112,663.26 | \$780.72 |
| COX | DARREN ANDREW | Detective | \$112,661.96 | \$780.72 |
| TAYLOR | SCOTT DAVID | Plainclothes Police Constable | \$112,654.98 | \$751.24 |
| LYON | ROBERT KIRK | Detective | \$112,651.19 | \$780.72 |
| ARMSTRONG | CHRISTOPHER RICHARD | Plainclothes Police Constable | \$112,638.01 | \$748.90 |
| ROSSANO | JOHN BENITO | Sergeant | \$112,632.86 | \$785.56 |
| KULMATYCKI | JOEL PATRICK | Detective Sergeant | \$112,608.02 | \$392.08 |
| KIM | SIN-JOONG SIN | Plainclothes Police Constable | \$112,589.14 | \$742.50 |
| SONDERGAARD | NIELS | Staff Sergeant | \$112,554.24 | \$826.07 |
| NANTON | JASON STANLEY | Police Constable | \$112,550.65 | \$722.33 |
| RANDLE | MARK RICHARD | Sergeant | \$112,548.45 | \$789.64 |
| MCDONALD | CINDY | Staff Sergeant | \$112,509.14 | \$401.07 |
| CANTELON | GREGORY | Staff Sergeant | \$112,503.49 | \$826.07 |
| SWEENIE | PAUL MARTIN | Sergeant | \$112,476.87 | \$771.54 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|------------------|-------------------|-------------------------------|--------------------|-------------------------|
| CODE | PETER | Staff Sergeant | \$112,470.30 | \$817.08 |
| SCANLAN | KIMBERLY LYN | Staff Sergeant | \$112,463.52 | \$824.67 |
| LOWREY | ALAN | Staff Sergeant | \$112,436.88 | \$826.07 |
| MCCLELLAND | ROBERT | Sergeant | \$112,423.26 | \$789.64 |
| IANCU | VLADIM ADRIAN | Police Constable | \$112,421.19 | \$722.33 |
| KEANE | PATRICK | Staff Sergeant | \$112,387.98 | \$826.07 |
| BRESSE | JEAN | Police Constable | \$112,383.64 | \$722.33 |
| MOYER | IAN | Staff Sergeant | \$112,364.19 | \$826.07 |
| MOUNTFORD | GERALD | Staff Sergeant | \$112,362.48 | \$826.07 |
| RUDNICK | JOANNE LINDA | Staff Sergeant | \$112,358.86 | \$398.27 |
| TRETTER | MADELAINE | Detective Sergeant | \$112,350.65 | \$826.07 |
| MCBRATNEY | GARY | Staff Sergeant | \$112,349.00 | \$826.07 |
| KEALEY | DEVIN | Detective Sergeant | \$112,344.47 | \$826.07 |
| RALPH | TIMOTHY | Staff Sergeant | \$112,333.78 | \$826.07 |
| GILLESPIE | MICHAEL PATRICK | Plainclothes Police Constable | \$112,321.53 | \$736.77 |
| SHREVE | CLARENCE BLAKE | Staff Sergeant | \$112,301.43 | \$826.07 |
| BROSNAN | SEAN | Staff Sergeant | \$112,292.16 | \$821.16 |
| MURRELL | KEVIN EARL | Staff Sergeant | \$112,263.96 | \$826.07 |
| QUALATTINI | SUSAN | Staff Sergeant | \$112,258.73 | \$826.07 |
| KEYS | GARY | Staff Sergeant | \$112,253.20 | \$826.07 |
| FODEN | STEPHEN | Detective Sergeant | \$112,231.22 | \$826.07 |
| TAVARES | JEFFERY | Sergeant | \$112,215.48 | \$770.76 |
| BROWN | ROBERT | Staff Sergeant | \$112,209.08 | \$826.07 |
| ROBINSON | MORGAN | Detective Sergeant | \$112,208.83 | \$401.07 |
| HARLOCK | DAVID | Sergeant | \$112,207.44 | \$789.64 |
| ERVICK | DALE | Staff Sergeant | \$112,156.74 | \$826.07 |
| SPROXTON | ROBERT | Detective Sergeant | \$112,156.04 | \$826.07 |
| COULSON | WILLIAM | Staff Sergeant | \$112,088.13 | \$826.07 |
| BLACKMAN | ARLINGTON | Staff Sergeant | \$112,086.66 | \$821.16 |
| GOTTSCHALK | MICHAEL | Staff Sergeant | \$112,069.98 | \$401.07 |
| ALPHONSO | MARK ANDREW | Staff Sergeant | \$112,063.55 | \$826.07 |
| HEILIMO | KARL | Staff Sergeant | \$112,056.11 | \$826.07 |
| BULLOCK | NEIL | Staff Sergeant | \$112,045.10 | \$826.07 |
| FYNES | ADRIAN | Detective Sergeant | \$112,039.56 | \$826.07 |
| ALDOMARE | ALDO MARCHELO | Staff Sergeant | \$112,034.96 | \$826.07 |
| MATTHEWS | JOHN | Staff Sergeant | \$112,033.68 | \$826.07 |
| KENNY | BRIAN | Staff Sergeant | \$112,032.48 | \$826.07 |
| REED | PHILIP | Staff Sergeant | \$112,031.73 | \$826.07 |
| DORY | KELLY | Staff Sergeant | \$112,030.48 | \$826.07 |
| BARENTHIN | GLENN KARL | Detective Sergeant | \$112,026.52 | \$826.07 |
| THOMAS | SYDNEY | Staff Sergeant | \$112,023.06 | \$826.07 |
| TUCKER | ADRIANA PATRICIA | Plainclothes Police Constable | \$112,021.96 | \$741.10 |
| DZINGALA | EDWARD | Staff Sergeant | \$112,013.48 | \$826.07 |
| TYMBURSKI | EDWARD | Staff Sergeant | \$111,998.53 | \$826.07 |
| JOHNSTONE | ANDREW PAUL | Detective Sergeant | \$111,990.67 | \$817.08 |
| GREIG | ROBERT | Detective | \$111,960.96 | \$789.64 |
| LAM | IAN WAYNE | Police Constable | \$111,958.29 | \$722.33 |
| TOBIN | ROBERT | Staff Sergeant | \$111,958.03 | \$804.91 |
| CANNON | MICHAEL | Staff Sergeant | \$111,950.53 | \$826.07 |
| STONES | MICHAEL | Detective Sergeant | \$111,879.98 | \$826.07 |
| HAMILTON-GREENER | MICHAEL | Staff Sergeant | \$111,875.66 | \$810.45 |
| VO | THAO BA | Plainclothes Police Constable | \$111,871.38 | \$751.24 |
| MAVROU | DANNY | Police Constable | \$111,870.86 | \$722.33 |
| MULLIN | GEORGE | Staff Sergeant | \$111,869.38 | \$826.07 |
| PRICE | MARY | Staff Sergeant | \$111,866.73 | \$401.07 |
| DAWSON | GEORGE JOSEPH | Staff Sergeant | \$111,862.08 | \$826.07 |
| HAWRYLIW | KERRY-ANNE | Senior Operations Supervisor | \$111,860.70 | \$767.30 |
| GRAFFMANN | GORDON | Detective Sergeant | \$111,860.38 | \$401.07 |
| GREENAWAY | COLIN | Detective Sergeant | \$111,860.18 | \$826.07 |
| HALE | DONALD | Staff Sergeant | \$111,859.58 | \$826.07 |
| ZUBEK | JOSEPH | Staff Sergeant | \$111,858.88 | \$401.07 |
| ALPHONSO | WADE LEONARD | Staff Sergeant | \$111,858.53 | \$826.07 |
| STASIAK | LESZEK EDWARD | Detective Sergeant | \$111,858.08 | \$826.07 |
| COULTER | JOHN ALAN | Detective Sergeant | \$111,857.63 | \$826.07 |
| CLARKE | STEVEN F | Detective Sergeant | \$111,856.88 | \$401.07 |
| KNAAP | JOHN | Staff Sergeant | \$111,856.88 | \$401.07 |
| LOUGHLIN | EDWARD | Detective Sergeant | \$111,856.88 | \$401.07 |
| MORSE | STEPHEN | Detective Sergeant | \$111,856.88 | \$826.07 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-----------------------|--|--------------------|-------------------------|
| NOLAN | CHRISTOPHER | Detective Sergeant | \$111,856.88 | \$826.07 |
| PATTISON | STEVEN | Staff Sergeant | \$111,856.88 | \$401.07 |
| RIDDELL | ALAN | Detective Sergeant | \$111,856.88 | \$401.07 |
| STANLEY | WILLIAM | Detective Sergeant | \$111,856.88 | \$401.07 |
| STEWART | ROBERT | Detective Sergeant | \$111,856.88 | \$401.07 |
| ZARB | RAYMOND | Staff Sergeant | \$111,856.88 | \$826.07 |
| PANAYOTOV | LUBOMIR IVANOV | Police Constable | \$111,839.90 | \$722.33 |
| BRASCA | WALTER | Sergeant | \$111,836.93 | \$789.64 |
| FINLAY | ALLAN | Sergeant | \$111,802.28 | \$789.64 |
| STOLF | ROBERT GUIDO | Sergeant | \$111,790.28 | \$762.18 |
| DAL GRANDE | MAURO ANGELO | Police Constable | \$111,787.77 | \$749.41 |
| HEANEY | GERALD | Staff Sergeant | \$111,743.10 | \$392.08 |
| HEUGHAN | DEBORAH | Police Constable | \$111,693.62 | \$749.41 |
| BARWELL | DAVID ERIC | Detective | \$111,678.65 | \$718.81 |
| D'SOUZA | RYAN ASHLEY | Plainclothes Police Constable | \$111,661.14 | \$742.23 |
| PERSHIN | ANDREI VALERI | Police Constable | \$111,650.00 | \$722.33 |
| MACDONALD | IAN KENNETH | Detective | \$111,639.24 | \$775.68 |
| YEO | DARREN ROY | Detective | \$111,633.20 | \$771.54 |
| SOVA | DEBORAH | Sergeant | \$111,627.72 | \$788.28 |
| WOLLENZIEN | BERNHARD | Plainclothes Police Constable | \$111,586.36 | \$769.31 |
| HOELLER | CHRISTOPHER ALEXANDER | Plainclothes Police Constable | \$111,576.99 | \$739.11 |
| VALLES | SHEHARA | Detective | \$111,566.48 | \$789.64 |
| GALLANT | ROBERT | Detective | \$111,560.49 | \$789.64 |
| DUFFY | MARJORIE ARLEEN | Sergeant | \$111,527.29 | \$780.72 |
| GUEST | KEVIN | Detective Sergeant | \$111,526.61 | \$825.02 |
| CHANT | JAMES ELLIOT | Plainclothes Police Constable | \$111,469.75 | \$751.24 |
| GALLANT | KELLY-ANN | Detective Sergeant | \$111,431.64 | \$820.39 |
| GIEDROYC | KAROL ZYGMUNT | Detective Sergeant | \$111,425.51 | \$392.08 |
| RYDZIK | DAVID BRIAN | Staff Sergeant | \$111,399.71 | \$817.08 |
| BEVILACQUA | FILIPPO | Detective | \$111,382.84 | \$771.54 |
| HALJASTE | MARK HARIVALD | Plainclothes Police Constable | \$111,380.11 | \$736.77 |
| DRENNAN | CRAIG | Detective | \$111,378.97 | \$788.62 |
| GOTELL | JAMES ELWOOD | Detective Sergeant | \$111,362.06 | \$817.08 |
| HALMAN | DARREN | Staff Sergeant | \$111,351.29 | \$817.08 |
| GOMES | JUSTIN DAVID | Plainclothes Police Constable | \$111,317.08 | \$751.24 |
| HUGHES | GUY | Police Constable | \$111,312.69 | \$740.30 |
| KELLY | BRIAN WAYNE | Detective Sergeant | \$111,299.54 | \$817.08 |
| CLENDINNING | MARK WILLIAM | Detective | \$111,285.78 | \$784.86 |
| TAM | WING | Police Constable | \$111,266.41 | \$740.30 |
| ZAMPARO | DANIEL | Plainclothes Police Constable | \$111,250.79 | \$751.24 |
| KHURSHID | SHEIKH AHMAD | Plainclothes Police Constable | \$111,223.97 | \$725.85 |
| HANDSOR | PHILIP ALLEN | Detective | \$111,219.90 | \$771.54 |
| DOKURNO | RICHARD MICHAEL | Detective Sergeant | \$111,219.41 | \$819.36 |
| LAING | DARREN | Detective | \$111,209.96 | \$789.64 |
| REGAN | DOUGLAS FREDRICK | Staff Sergeant | \$111,197.55 | \$819.36 |
| FEDERICO | MATTHEW MICHAEL | Senior Technical Analyst, Information Technology | \$111,184.27 | \$768.64 |
| FAIREY | RUSSILL | Detective | \$111,181.22 | \$353.70 |
| COURT | ANDREW JAMES | Police Constable | \$111,179.94 | \$722.33 |
| MACDONALD | ROBERT | Sergeant | \$111,173.50 | \$754.22 |
| GRIALDI | THIERRY | Detective | \$111,151.43 | \$780.72 |
| HANLON | ERIN VALENTINE | Plainclothes Police Constable | \$111,149.60 | \$742.23 |
| SHAW | ANDREW DOUGLAS | Sergeant | \$111,135.13 | \$780.72 |
| SIMAKOV | ALEXANDER DAVID | Plainclothes Police Constable | \$111,128.96 | \$745.78 |
| CHOW | HAROLD | Sergeant | \$111,111.06 | \$780.72 |
| DAVEY | TIMOTHY | Detective Sergeant | \$111,067.23 | \$396.16 |
| WOODHOUSE | STEPHEN | Detective | \$111,046.26 | \$789.64 |
| SCHOFIELD | GLENN | Detective | \$111,045.38 | \$780.72 |
| TJERKSTRA | ROELOF | Sergeant | \$111,041.88 | \$789.64 |
| MAISONNEUVE | DANIEL | Sergeant | \$111,023.89 | \$780.72 |
| O'TOOLE | KIMBERLEY ANNE | Detective | \$110,977.58 | \$772.44 |
| MACIEK | JOHN | Plainclothes Police Constable | \$110,967.42 | \$760.33 |
| CAREFOOT | TODD | Plainclothes Police Constable | \$110,963.17 | \$769.31 |
| NEVILL | STEPHEN | Detective | \$110,960.28 | \$789.64 |
| YOUNGER | CHAD ANDREW | Plainclothes Police Constable | \$110,936.38 | \$751.24 |
| QURESHI | AJWAID NIAZ | Detective | \$110,935.00 | \$771.54 |
| HADDEN | ELIZABETH ANNE | Police Constable | \$110,930.96 | \$315.30 |
| MITCHELL | JODI LYNN | Plainclothes Police Constable | \$110,925.82 | \$751.24 |
| MCINTOSH | DANIEL | Detective | \$110,925.30 | \$780.72 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------|--|--------------------|-------------------------|
| CAPIZZO | GIUSEPPE DINO | Detective | \$110,900.66 | \$780.72 |
| DUGAN | ERIC | Sergeant | \$110,866.24 | \$789.64 |
| SIMS | ANDREW MICHAEL | Police Constable | \$110,859.42 | \$731.29 |
| GOODWIN | RALPH | Sergeant | \$110,848.14 | \$780.72 |
| REID | KYLE THOMAS | Plainclothes Police Constable | \$110,847.51 | \$751.24 |
| PAYNE | GREGORY JAMES | Staff Sergeant | \$110,831.82 | \$821.87 |
| DA COSTA | ANTONIO NORBERTO | Police Constable | \$110,821.62 | \$740.30 |
| SEDORE | KEVIN ARTHUR | Detective | \$110,812.93 | \$771.54 |
| ARMSTRONG | MARK RICHARD | Sergeant | \$110,809.70 | \$789.64 |
| BOOTH | KENNETH COURTLAND | Detective | \$110,787.03 | \$800.56 |
| NUNES | MARIA | Plainclothes Police Constable | \$110,772.60 | \$760.33 |
| GIBSON | ROGER | Sergeant | \$110,765.40 | \$789.64 |
| FRIGON | ROBERT | Plainclothes Police Constable | \$110,739.09 | \$760.87 |
| HAROON | USMAN | Police Constable | \$110,733.56 | \$722.33 |
| MACPHERSON | DONALD WADE | Police Constable | \$110,731.71 | \$731.29 |
| HICKS | LAWRENCE | Detective | \$110,709.70 | \$789.64 |
| COGHLIN | JAMES GARFIELD | Staff Sergeant | \$110,680.36 | \$817.08 |
| NIEZEN | MARK | Detective | \$110,656.06 | \$789.64 |
| ASNER | ROBERT EDWARD | Police Constable | \$110,639.92 | \$297.33 |
| WHALEN | ROBERT | Detective | \$110,588.92 | \$780.72 |
| DICKINSON | DAVID THORPE | Detective | \$110,528.92 | \$771.54 |
| HARVEY | MARK | Sergeant | \$110,524.54 | \$780.72 |
| DE LIO | FRANK PAUL | Sergeant | \$110,522.81 | \$780.72 |
| COSTABILE | GINO | Plainclothes Police Constable | \$110,520.89 | \$750.05 |
| VAYANI | SHAFIQ ABDUL | Plainclothes Police Constable | \$110,512.15 | \$725.07 |
| DAVEY | ROBIN | Police Constable | \$110,500.58 | \$740.30 |
| HOLLAND | MARK LEWIS | Plainclothes Police Constable | \$110,448.90 | \$751.24 |
| RUBBINI | DAVID | Police Constable | \$110,439.09 | \$749.41 |
| JHAJJ | CHARANJIT | Police Constable | \$110,438.74 | \$740.30 |
| THERIAULT | DONALD | Detective | \$110,424.70 | \$780.72 |
| MCARTHUR | PAUL IAN | Detective Sergeant | \$110,419.07 | \$821.16 |
| BURNSIDE | SEAN KELLY | Police Constable | \$110,402.87 | \$722.33 |
| CONNOLLY | MAUREEN ALICE | Senior Corporate Planning Analyst | \$110,399.90 | \$745.06 |
| SMITH | HUNTER WELLINGTON | Detective | \$110,397.40 | \$771.54 |
| SCAVONE | GABRIELE | Police Constable | \$110,335.17 | \$324.41 |
| NOSWORTHY | JUDY | Detective | \$110,328.04 | \$789.64 |
| DOUGLAS | STEPHEN MICHAEL | Plainclothes Police Constable | \$110,294.21 | \$751.24 |
| LEBLANC | ADAM LIONEL | Plainclothes Police Constable | \$110,276.21 | \$751.24 |
| EUSTACE | DAVID | Detective | \$110,226.86 | \$789.64 |
| DAMASO | RODNEY | Detective | \$110,225.41 | \$771.54 |
| LOCKEN | ALAN | Sergeant | \$110,206.93 | \$789.64 |
| BRYL | BOGUMIL | Police Constable | \$110,195.32 | \$749.41 |
| NORTH | ROBERT LLOYD | Detective | \$110,194.79 | \$771.54 |
| FACOETTI | MICHAEL PAUL | Sergeant | \$110,167.42 | \$780.72 |
| RICCI | CHARLES MICHAEL | Detective | \$110,155.77 | \$771.54 |
| BRAYMAN | GEOFFREY ROBERT | Plainclothes Police Constable | \$110,142.53 | \$735.57 |
| HEITZNER | ROBERT MATTHEW | Detective | \$110,140.83 | \$780.72 |
| LIUMANIS | METHODIOS | Detective | \$110,137.70 | \$771.54 |
| LAND | STEPHEN | Detective Sergeant | \$110,129.53 | \$778.60 |
| THERIAULT | JOHN | Detective | \$110,098.18 | \$789.64 |
| MARCHIS | SERENA JANE | Police Constable | \$110,082.03 | \$722.33 |
| BODDY | CHRISTOPHER EDWARD | Staff Sergeant | \$110,079.48 | \$392.08 |
| CAISSIE | PAUL | Sergeant | \$110,056.70 | \$789.64 |
| COULTER | ALLAN JOHN | Sergeant | \$110,043.67 | \$789.64 |
| LEVERT | BRYCE STERLING | Police Constable | \$110,042.51 | \$731.29 |
| STEWART | PATRICK ALEXANDER | Plainclothes Police Constable | \$110,031.94 | \$733.65 |
| MI | YAOMING | Senior Technical Analyst, Information Technology | \$110,004.51 | \$351.45 |
| WYNIA | RANDALL | Police Constable | \$110,000.21 | \$740.30 |
| COSCARELLA | ANTHONY | Detective Sergeant | \$109,993.15 | \$817.08 |
| KINNEAR | KATHRYN | Sergeant | \$109,984.10 | \$789.64 |
| FERGUSON | JAY MARIE | Detective | \$109,980.81 | \$789.64 |
| PRESS | MICHAEL ALLEN | Senior Firearms Officer | \$109,952.68 | \$367.56 |
| BURKE | MICHAEL DAVID | Police Constable | \$109,949.52 | \$749.41 |
| WONG | WINSTON WEI-HON | Sergeant | \$109,947.69 | \$771.54 |
| BOYKO | JEREMY JEFFREY | Sergeant | \$109,935.41 | \$768.42 |
| DRAPER | KIRSTAN GILES | Police Constable | \$109,874.64 | \$737.93 |
| GALLANT | STACY | Detective Sergeant | \$109,872.33 | \$801.57 |
| MANCUSO | FRANCESCO | Sergeant | \$109,849.18 | \$768.42 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------|--|--------------------|-------------------------|
| NORTON | DAVID JOHN | Sergeant | \$109,832.39 | \$770.76 |
| PAYNE | THEODORE ALGERNON | Detective | \$109,821.51 | \$789.64 |
| SEN | TAPAN KUMAR | Project Leader, Information Technology | \$109,811.88 | \$379.32 |
| CAMPBELL | DOUGLAS | Sergeant | \$109,806.58 | \$783.06 |
| RAND | RICHARD THEODORE | Plainclothes Police Constable | \$109,800.33 | \$734.03 |
| NICOLLE | CHAD EDWARD | Sergeant | \$109,788.08 | \$780.72 |
| SYRMBOS | TOM ANASTASIOS | Plainclothes Police Constable | \$109,775.13 | \$751.24 |
| GILLIS | DAVID WILLIAM | Staff Sergeant | \$109,763.12 | \$817.60 |
| GREGORY | ROBERT | Staff Sergeant | \$109,756.67 | \$817.60 |
| MACGREGOR | JASON JAMES | Detective | \$109,669.95 | \$771.54 |
| VELAUTHAM | KARTHIGESAN | Sergeant | \$109,658.62 | \$780.72 |
| SPENCER | LAURA ELIZABETH | Plainclothes Police Constable | \$109,648.98 | \$738.33 |
| BRINN | NORMAN | Detective Sergeant | \$109,648.57 | \$816.13 |
| HONG | ANDREW | Police Constable | \$109,645.08 | \$731.29 |
| LEMAITRE | ROBERT JAMES | Sergeant | \$109,634.43 | \$346.54 |
| TAYLOR | JEFFREY | Staff Sergeant | \$109,622.29 | \$817.08 |
| BROWN | DOUGLAS | Sergeant | \$109,617.02 | \$789.64 |
| RICHMOND | MICHAEL KENNETH | Staff Sergeant | \$109,609.24 | \$817.08 |
| JACKSON | LAURIE | Staff Sergeant | \$109,591.74 | \$817.08 |
| LEERMAKERS | WILLIAM ANTHONY | Plainclothes Police Constable | \$109,585.93 | \$751.24 |
| SAVILLE | JASON LESLIE | Police Constable | \$109,580.43 | \$731.29 |
| PRENTICE | STEFAN PATRICK | Detective | \$109,560.11 | \$771.54 |
| SMITH | LAWRENCE | Police Constable | \$109,538.89 | \$817.08 |
| LOMBARDI | LORENZO | Detective | \$109,494.44 | \$789.64 |
| HOLMES | JOHN | Sergeant | \$109,482.91 | \$789.64 |
| DODDS | LESLIE GRAHAM | Plainclothes Police Constable | \$109,473.67 | \$746.56 |
| ROSS | JEFFREY ALAN | Sergeant | \$109,462.61 | \$764.52 |
| SAMMUT | DAVID | Sergeant | \$109,458.29 | \$780.72 |
| MERSEREAU | MICHAEL | Sergeant | \$109,455.62 | \$789.64 |
| EAGLESON | DAWN MICHELLE | Detective | \$109,438.90 | \$771.54 |
| BRANTON | SHANE | Staff Sergeant | \$109,426.34 | \$392.08 |
| BIRD | KEITH STANLEY | Project Leader, Information Technology | \$109,420.92 | \$379.32 |
| KENNEDY | CHRISTOPHER | Police Constable | \$109,405.39 | \$738.20 |
| GRANDE | PIETRO | Plainclothes Police Constable | \$109,386.29 | \$750.46 |
| WHITE | MARILYN EDNA | Detective | \$109,366.87 | \$789.64 |
| GLAVIN | LYDIA STEPHANY | Detective Sergeant | \$109,360.39 | \$817.08 |
| SMYTHE | KAREN GRACE | Staff Sergeant | \$109,360.39 | \$392.08 |
| MCQUEEN | SHERRY LYNN | Police Constable | \$109,356.36 | \$731.29 |
| LINDSAY | HOWARD ROSS | Sergeant | \$109,345.79 | \$789.64 |
| LUM | SOON | Plainclothes Police Constable | \$109,331.28 | \$759.95 |
| MACDONALD | AARON ROYCE | Detective | \$109,318.75 | \$780.72 |
| VILLERS | SCOTT CHARLES | Plainclothes Police Constable | \$109,300.72 | \$751.24 |
| OZKAN | NEDIM | Senior Analyst, Information Technology | \$109,271.18 | \$351.45 |
| GENOVY | SHAUN | Detective | \$109,263.23 | \$789.30 |
| SLAVEN | WILLIAM | Plainclothes Police Constable | \$109,255.51 | \$769.31 |
| JOSIFOVIC | MLADEN | Sergeant | \$109,220.17 | \$788.62 |
| BISHOP | ALLAN SCOTT | Plainclothes Police Constable | \$109,214.32 | \$751.24 |
| LATTER | JORDAN CHRISTOPHER | Detective Sergeant | \$109,205.01 | \$801.57 |
| MACDONALD | JOHN | Staff Sergeant | \$109,193.66 | \$813.72 |
| MCDERMOTT | DANIEL | Sergeant | \$109,191.38 | \$789.64 |
| GREWAL | DHARMENDRA SINGH | Plainclothes Police Constable | \$109,167.72 | \$751.24 |
| KERR | ROBERT | Police Constable | \$109,156.99 | \$749.41 |
| KARKOULAS | TREVOR DANIEL | Plainclothes Police Constable | \$109,153.79 | \$742.23 |
| THOMSON | ALLAN JOHN | Detective | \$109,152.85 | \$780.72 |
| LAKEY | WAYNE | Sergeant | \$109,141.66 | \$780.72 |
| CHASE | WILLIAM OLIVER | Plainclothes Police Constable | \$109,133.78 | \$742.23 |
| GOWANLOCK | CAROL LYNN | Location Administrator, Document Services | \$109,127.96 | \$619.73 |
| YU | CLIFFORD | Police Constable | \$109,112.97 | \$749.41 |
| STRONG | DAVIS DUDLEY | Senior Technical Analyst, Information Technology | \$109,112.72 | \$351.45 |
| VILLEMAIRE | DOUGLAS STEPHEN | Police Constable | \$109,083.07 | \$749.41 |
| SIMON | DUANE | Police Constable | \$109,068.20 | \$746.53 |
| FOX | STEVEN ANDREW | Police Constable | \$109,052.77 | \$731.29 |
| CLEMENTS | HOWARD | Police Constable | \$109,051.37 | \$749.41 |
| CAMERON | ALAN | Plainclothes Police Constable | \$109,038.88 | \$769.31 |
| BEAUSOLEIL | MARC | Plainclothes Police Constable | \$109,032.05 | \$760.33 |
| DUROCHER | DAVID LEONARD | Police Constable | \$109,025.15 | \$297.33 |
| DRAKE | WILLIAM | Sergeant | \$109,020.62 | \$789.64 |
| CAMACHO | JOSE | Sergeant | \$108,997.98 | \$789.64 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|----------------------|-------------------------------|--------------------|-------------------------|
| CIBULIS | CLINTON FRANK | Police Constable | \$108,983.59 | \$722.33 |
| GURMAN | MICHAEL | Detective | \$108,963.83 | \$789.64 |
| LINQUIST | DARRYL ANDREW | Sergeant | \$108,951.51 | \$769.98 |
| MANSON | SANDRA | Sergeant | \$108,950.94 | \$789.64 |
| GIBSON | ANDREW NEIL | Sergeant | \$108,918.95 | \$780.72 |
| NEAL | PETER | Detective | \$108,916.41 | \$364.64 |
| LAWR | GREGORY EDWARD | Detective | \$108,909.40 | \$781.26 |
| BRAR | GURSHARNJIT SINGH | Police Constable | \$108,907.84 | \$724.99 |
| LAUFER | PETER | Sergeant | \$108,907.00 | \$789.64 |
| ABDEL-MALIK | MAHER | Sergeant | \$108,899.47 | \$337.18 |
| KANG | GURJOT SINGH | Police Constable | \$108,847.11 | \$722.33 |
| RINKOFF | PAUL BARRY | Sergeant | \$108,810.82 | \$771.54 |
| STRANGWAYS | PAUL ROBERT | Sergeant | \$108,805.66 | \$762.29 |
| MARSMAN | HENRI | Detective | \$108,798.15 | \$780.72 |
| WALKER | SCOTT JAMES | Police Constable | \$108,798.00 | \$722.33 |
| TURZA | JANICE | Sergeant | \$108,791.06 | \$789.64 |
| LEUNG | SHEUNG | Detective | \$108,788.48 | \$780.72 |
| MACLEAN | RODERICK | Sergeant | \$108,766.18 | \$789.64 |
| KARPOW | PETER | Detective | \$108,763.07 | \$789.64 |
| WALTERS | MICHAEL | Sergeant | \$108,733.65 | \$789.64 |
| COWAN | JAMES | Sergeant | \$108,727.95 | \$789.64 |
| GAUTHIER | PAUL RICHARD | Detective | \$108,717.57 | \$771.54 |
| GALLO | DANIEL | Plainclothes Police Constable | \$108,707.12 | \$751.24 |
| VELLEND TAYLOR | KATHARINE | Sergeant | \$108,685.19 | \$789.64 |
| AGUIAR | STEVEN CABRAL | Police Constable | \$108,676.06 | \$731.29 |
| JACKSON | PAUL EDWARD | Police Constable | \$108,668.32 | \$749.41 |
| KARPIK | JAMES | Police Constable | \$108,654.56 | \$749.41 |
| COLLINS | ROBERT SCOTT | Sergeant | \$108,649.60 | \$789.64 |
| NORSKI | PRZEMYSLAW | Plainclothes Police Constable | \$108,639.47 | \$724.29 |
| LAWSON | ANTHONY | Sergeant | \$108,635.42 | \$780.72 |
| ANSTEY | JASON CHRISTOPHER | Police Constable | \$108,607.56 | \$742.22 |
| BORSBOOM | MARCELINUS HENDRIKUS | Plainclothes Police Constable | \$108,584.80 | \$745.78 |
| BEREZOWSKI | JOHN | Detective | \$108,571.48 | \$784.86 |
| EDGAR | LESLIE ADAM | Plainclothes Police Constable | \$108,560.17 | \$751.24 |
| DAFOE | DALE | Detective | \$108,553.18 | \$789.64 |
| ALS | ANTHONY CHRISTOPHER | Plainclothes Police Constable | \$108,547.30 | \$748.90 |
| SUKH | EMMANUEL | Police Constable | \$108,536.65 | \$749.41 |
| RAMESAR | VICTOR | Sergeant | \$108,535.67 | \$789.64 |
| AMOS | SEAN DAVID | Plainclothes Police Constable | \$108,508.60 | \$743.82 |
| TRUBECKI | ROBERT | Detective | \$108,478.49 | \$789.64 |
| TSO | WING-IP | Sergeant | \$108,462.77 | \$780.72 |
| HEALY | MICHAEL DAVID | Detective | \$108,449.36 | \$789.64 |
| LENFESTY | SEAN | Detective Sergeant | \$108,411.71 | \$797.82 |
| CARVALHO | AVELINO MOTA | Sergeant | \$108,399.78 | \$780.72 |
| TRENOUTH | BRADLEY ROBERT | Police Constable | \$108,377.84 | \$722.33 |
| HILTON | TYRONE CHRISTOPHER | Detective | \$108,353.65 | \$771.54 |
| HARRIS | RICHARD VICTOR | Sergeant | \$108,349.78 | \$339.52 |
| DUCKWORTH | SCOTT | Sergeant | \$108,347.13 | \$789.64 |
| UHRICH | ALLAN JOSEPH | Sergeant | \$108,342.01 | \$784.86 |
| DAVIDSON | JOHN ALAN | Sergeant | \$108,332.55 | \$789.64 |
| HAFIZ | AMIN | Sergeant | \$108,321.89 | \$789.64 |
| MACDONALD | LEO | Detective | \$108,283.75 | \$780.72 |
| KISIELEWSKI | DARIUSZ | Police Constable | \$108,282.20 | \$748.69 |
| MCCONKEY | RONALD FRANK | Police Constable | \$108,281.90 | \$749.41 |
| HAYES | ASHLEY JEAN | Police Constable | \$108,279.81 | \$727.79 |
| MARTIN | ANTHONY | Plainclothes Police Constable | \$108,223.74 | \$760.33 |
| ARMSTRONG | ROBERT KENNETH | Plainclothes Police Constable | \$108,208.20 | \$751.24 |
| PREVOST | JAYME THOMAS | Police Constable | \$108,203.81 | \$685.40 |
| HENKEL | HEINZ | Detective | \$108,190.86 | \$784.86 |
| BEVAN | WILLIAM | Detective | \$108,189.26 | \$783.06 |
| WOJDYLO | HENRYK | Sergeant | \$108,169.35 | \$789.64 |
| BURLEAU | MICHAEL JEFFERY | Plainclothes Police Constable | \$108,167.67 | \$745.78 |
| JAMES | GARY | Plainclothes Police Constable | \$108,131.05 | \$769.31 |
| PHELPS | JOHN | Detective | \$108,107.19 | \$789.64 |
| STEEVES | THOMAS WARREN | Plainclothes Police Constable | \$108,100.77 | \$751.24 |
| GIBILLINI | RICHARD | Sergeant | \$108,097.66 | \$789.64 |
| COXON | SHAWNA MICHELLE | Detective Sergeant | \$108,075.26 | \$382.76 |
| KORAC | PAUL LOUIS | Plainclothes Police Constable | \$108,056.75 | \$751.24 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------------|---|--------------------|-------------------------|
| SURPHLIS | DOUGLAS | Detective | \$108,048.32 | \$789.64 |
| CAMERON | NEIL ROBERT | Police Constable | \$108,035.26 | \$722.33 |
| LANGLOIS | MARK | Sergeant | \$107,988.04 | \$780.72 |
| ONAMI | JASON MORITO | Plainclothes Police Constable | \$107,967.60 | \$735.99 |
| MUNGAL | MATTHEW | Sergeant | \$107,963.12 | \$780.72 |
| BOPARA | GURMOKH | Sergeant | \$107,948.36 | \$771.54 |
| DALE | DONALD | Sergeant | \$107,941.15 | \$789.64 |
| EXTON | CHARLES | Police Constable | \$107,913.00 | \$749.41 |
| TANOUYE | JASON THOMAS | Plainclothes Police Constable | \$107,905.02 | \$742.23 |
| EVELYN | JOEL JAMSON | Plainclothes Police Constable | \$107,894.22 | \$751.24 |
| TRACEY | CHRISTOPHER JAMES-ALBERT | Sergeant | \$107,882.49 | \$771.54 |
| FRASER | SPENCER ROBERT | Plainclothes Police Constable | \$107,854.03 | \$742.50 |
| ANTOINE | KEVIN FRANCIS | Plainclothes Police Constable | \$107,836.33 | \$751.24 |
| QUESNELLE | CURTIS LEONARD | Police Constable | \$107,827.28 | \$746.96 |
| ELLIOTT | EVERETT | Plainclothes Police Constable | \$107,824.74 | \$769.31 |
| WHITE | CATHERINE MARLENE | Sergeant | \$107,821.97 | \$780.72 |
| CARTER | MARVA MARIE | Project Leader, Information Technology | \$107,803.03 | \$379.32 |
| BEARD | BENJAMIN JAMES | Plainclothes Police Constable | \$107,796.53 | \$750.89 |
| PAPIZEWSKI | LEEANN | Detective Sergeant | \$107,792.97 | \$807.21 |
| TAIT | KEITH HAMILTON | Police Constable | \$107,790.39 | \$749.41 |
| FARRUGIA | MARIE | Detective | \$107,776.03 | \$789.64 |
| O'BRIEN | SEAN | Sergeant | \$107,726.40 | \$789.64 |
| HREPIC | MARIO | Sergeant | \$107,693.15 | \$780.72 |
| KERR | KYLE | Detective | \$107,690.15 | \$789.64 |
| REIMER | THOMAS ARTHUR | Police Constable | \$107,666.11 | \$722.33 |
| NICHOL | IAN FRASER | Detective | \$107,660.59 | \$786.92 |
| DESROCHERS | ROGER HENRI | Detective | \$107,655.81 | \$771.54 |
| LA FOSSE | JEFFERY GUY | Police Constable | \$107,649.88 | \$736.75 |
| ACCIAROLI | SHERI DARLENE | Sergeant | \$107,644.42 | \$771.54 |
| BURKHOLDER | HERBERT | Sergeant | \$107,636.25 | \$781.26 |
| HUNTER | JASON COLIN | Police Constable | \$107,636.25 | \$746.61 |
| CARACCILOLO | ROGER DOMINIC | Detective | \$107,635.96 | \$771.54 |
| THOMPSON | ELSIE TINA | Supervisor, Systems Hardware and Software | \$107,629.92 | \$379.32 |
| SMITH | KEITH | Sergeant | \$107,617.80 | \$798.16 |
| WARRENER | ROBERT JOSEPH | Plainclothes Police Constable | \$107,616.17 | \$751.24 |
| DOBBS | CHRISTIAN DANIEL | Plainclothes Police Constable | \$107,615.70 | \$742.23 |
| BRIGHAM | JOHN | Sergeant | \$107,597.40 | \$789.64 |
| SCHUEDER | MARK | Detective | \$107,575.84 | \$789.64 |
| DELPORT | MICHAEL | Plainclothes Police Constable | \$107,545.52 | \$769.31 |
| WILLIAMS | CAROL | Sergeant | \$107,538.94 | \$789.64 |
| LIU | JUN | Senior Telecom Engineer | \$107,537.67 | \$797.42 |
| FOWLDS | SCOTT MACKENZIE | Sergeant | \$107,528.89 | \$780.72 |
| KOCANOVIC | ALEKSANDAR SASHA | Police Constable | \$107,504.11 | \$746.96 |
| BENNETT | WINSTON ANTHONY | Staff Sergeant | \$107,501.19 | \$807.21 |
| WULFF | EDUARDO IGNACIO | Sergeant | \$107,494.87 | \$780.72 |
| HOGAN | JAMES | Detective Sergeant | \$107,490.65 | \$811.44 |
| MACDONALD | ANNE | Detective Sergeant | \$107,474.76 | \$807.21 |
| WALKER | KELLY LYNN | Senior Operations Supervisor | \$107,470.57 | \$767.30 |
| DOREY | JOSEPH THOMAS | Project Leader, Information Technology | \$107,431.70 | \$379.32 |
| BENSON | RODNEY WELLON | Plainclothes Police Constable | \$107,430.75 | \$751.24 |
| BHATHAL | HARJEET SINGH | Police Constable | \$107,418.44 | \$733.80 |
| DONOGHUE | TIMOTHY | Police Constable | \$107,404.36 | \$749.41 |
| LIPSEY | WILLIAM NORMAN | Police Constable | \$107,404.24 | \$731.29 |
| CHAPMAN | KAREN | Detective | \$107,386.98 | \$771.54 |
| MARTIN | ROBERT | Plainclothes Police Constable | \$107,378.40 | \$769.31 |
| GRANT | CHRISTOPHER RICHARD | Police Constable | \$107,377.93 | \$750.04 |
| GILBERT | DONNA ELLEN | Information Security Officer | \$107,339.06 | \$804.32 |
| THOMAS | MICHAEL | Police Constable | \$107,318.98 | \$760.46 |
| BRADSHAW | KEITH | Detective | \$107,317.19 | \$364.64 |
| BILAK | STEPHEN | Sergeant | \$107,316.96 | \$789.64 |
| HUTCHEON | WILLIAM | Detective | \$107,305.89 | \$789.64 |
| DRURY | PAUL | Detective | \$107,288.15 | \$789.64 |
| BRONSEMA | TANYA LISETTE | Plainclothes Police Constable | \$107,285.87 | \$320.78 |
| FOTOPOULOS | GEORGE | Sergeant | \$107,264.54 | \$780.72 |
| PARSONS | STUART MAGRUDER | Plainclothes Police Constable | \$107,259.47 | \$761.23 |
| DURY | BENJAMIN MICHAEL | Sergeant | \$107,257.71 | \$771.54 |
| GARRISON | HEIDI ELSIE | Detective Sergeant | \$107,257.35 | \$407.65 |
| MORELLI | JOSEPH MICHAEL | Plainclothes Police Constable | \$107,232.31 | \$749.27 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|--|--------------------|-------------------------|
| MCQUEEN | GARY | Detective | \$107,217.53 | \$789.64 |
| ALTOBELLO | DOMENIC JOESPH | Plainclothes Police Constable | \$107,208.23 | \$736.77 |
| BISHOP | LEONA | Sergeant | \$107,190.20 | \$789.64 |
| DI PASSA | JULIE | Detective | \$107,162.73 | \$364.64 |
| KING | STUART MACPHERSON | Sergeant | \$107,162.64 | \$783.42 |
| ARNOTT | ROBERT WILLIAM | Plainclothes Police Constable | \$107,149.70 | \$769.31 |
| DA SILVA | JOSE | Police Constable | \$107,126.09 | \$749.41 |
| SCRIVEN | PATRICK | Sergeant | \$107,099.77 | \$789.64 |
| BURNS | STEPHEN GEORGE | Sergeant | \$107,066.91 | \$779.15 |
| RHEAULT | DEAN GEORGE | Police Constable | \$107,066.12 | \$722.33 |
| MCCALL | ANDREW JOHN | Sergeant | \$107,040.39 | \$781.26 |
| DUNLOP | JOHN PAUL | Detective | \$107,017.95 | \$788.96 |
| KERR | STEVEN HAROLD | Plainclothes Police Constable | \$107,011.64 | \$751.24 |
| HORTON | BRIAN | Police Constable | \$107,005.89 | \$740.30 |
| CHOE | ROBERT | Detective | \$107,001.32 | \$771.54 |
| VINCENT | MATTHEW EDWARD | Project Leader, Information Technology | \$106,992.91 | \$379.32 |
| DEARBORN | ROBERT FREDERICK | Police Constable | \$106,991.65 | \$740.84 |
| SIDHU | ARVIND PRAKASH | Police Constable | \$106,990.75 | \$731.29 |
| JOHNSTON | BRENT ANDREW | Plainclothes Police Constable | \$106,982.20 | \$744.89 |
| BRYAN | KEITH XAVIER | Sergeant | \$106,978.68 | \$788.62 |
| BARNES | MURRAY WINSTANLEY | Detective | \$106,973.00 | \$771.54 |
| HARTFORD | THOMAS JOSEPH | Detective | \$106,972.05 | \$364.64 |
| DAMANI | ZAHIR | Project Leader, Information Technology | \$106,937.47 | \$379.32 |
| COWL | LAWRENCE | Sergeant | \$106,934.88 | \$789.64 |
| KIM | HYOK KYUN | Police Constable | \$106,933.03 | \$297.33 |
| DI GIACOMO | ROBERTO | Detective | \$106,907.91 | \$771.54 |
| BACKUS | LESLIE DOUGLAS | Detective | \$106,905.31 | \$784.86 |
| GLENDINNING | GREGORY DAVID | Detective | \$106,904.62 | \$789.64 |
| BROWNE | JIMMY | Sergeant | \$106,904.14 | \$789.64 |
| BERG | MICHAEL ANDREW | Sergeant | \$106,898.44 | \$766.51 |
| ALLEN | MICHAEL DAVID | Detective | \$106,889.12 | \$771.54 |
| HARNISH | MICHAEL STEVENS | Police Constable | \$106,887.63 | \$731.29 |
| KITCHENER | ANDREW JAMES | Detective | \$106,877.03 | \$781.26 |
| BRITTON | FRANCES | Sergeant | \$106,876.77 | \$789.64 |
| JOHNSTONE | ADRIANNE | Detective Sergeant | \$106,873.90 | \$807.76 |
| HARVEY | ROBERT | Sergeant | \$106,853.27 | \$789.64 |
| HALL | ALVIN DALTON | Sergeant | \$106,852.90 | \$780.72 |
| PARKIN | ANDREW WILFRED | Police Constable | \$106,848.65 | \$731.29 |
| DESMARAIS | JOHN PAUL | Police Constable | \$106,844.93 | \$731.29 |
| ESCUDE RO WHU | TSUI-CHEE | Project Leader, Information Technology | \$106,825.53 | \$379.32 |
| RENNIE | ALEXANDER | Detective | \$106,825.23 | \$789.64 |
| VERSPREETEN | BRADLEY DENNIS | Plainclothes Police Constable | \$106,825.12 | \$726.63 |
| CRAMPTON | DAVID ALAN | Police Constable | \$106,821.64 | \$741.50 |
| MCLANE | KRISTINE ANN | Plainclothes Police Constable | \$106,812.75 | \$751.24 |
| DWYER | ANTHONY | Plainclothes Police Constable | \$106,810.57 | \$769.31 |
| BROWN | JACQUELINE | Plainclothes Police Constable | \$106,808.99 | \$752.61 |
| QUIJADA-MANCIA | JUAN CARLOS | Sergeant | \$106,769.44 | \$771.54 |
| AWAD | ASHRAF SAMIR | Sergeant | \$106,759.84 | \$771.54 |
| PALA | RASIH SAN | Plainclothes Police Constable | \$106,755.95 | \$742.23 |
| BUCKLEY | DONALD | Sergeant | \$106,747.84 | \$789.64 |
| RIDDELL | LINDSAY DIANA | Plainclothes Police Constable | \$106,729.29 | \$729.75 |
| JONGDONG | LHAWANG TOPGYAL | Sergeant | \$106,715.70 | \$771.54 |
| KOLAR | ANDREW | Plainclothes Police Constable | \$106,713.36 | \$344.31 |
| RIPCO | MARK | Detective | \$106,709.46 | \$789.64 |
| EVEREST | JOHN ALFRED | Sergeant | \$106,705.63 | \$789.64 |
| MOORE | KEVIN ROBERT | Plainclothes Police Constable | \$106,688.91 | \$751.24 |
| MIRANDA | EDUARDO CANDIDO | Plainclothes Police Constable | \$106,685.32 | \$751.24 |
| SOVA | DANIEL | Sergeant | \$106,633.92 | \$785.56 |
| ENTWISTLE | WARREN CLAYTON | Plainclothes Police Constable | \$106,629.71 | \$326.24 |
| BANGILD | JEFFREY | Detective | \$106,625.14 | \$771.54 |
| SEREMETKOVSKI | KATHLIN | Plainclothes Police Constable | \$106,624.86 | \$751.24 |
| HUGHSON | REGINALD GUY | Plainclothes Police Constable | \$106,614.87 | \$750.06 |
| REDICK | AMANDA BROOKE | Plainclothes Police Constable | \$106,611.37 | \$732.09 |
| JIMENEZ | FRANCISCO RAUL | Police Constable | \$106,603.70 | \$722.33 |
| WINTER | JEFFREY MATTHEW | Plainclothes Police Constable | \$106,597.12 | \$751.24 |
| MURPHY | LIAM | Police Constable | \$106,584.71 | \$749.41 |
| OLSEN | FRANK | Detective | \$106,578.46 | \$789.64 |
| WILLIAMS | MICHAEL JAMES | Sergeant | \$106,566.42 | \$771.54 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------|--|--------------------|-------------------------|
| TURNBULL | RONALD JAMES | Systems Integration Specialist | \$106,561.10 | \$379.32 |
| HODGERT | DOUGLAS | Police Constable | \$106,542.00 | \$749.41 |
| SMALL | BRYAN GEORGE | Plainclothes Police Constable | \$106,537.53 | \$742.23 |
| KMIECIAK | JOHN | Sergeant | \$106,528.91 | \$780.72 |
| CLARK | RUSSELL | Sergeant | \$106,516.90 | \$789.64 |
| MCCLOREY | SEAN MICHAEL | Plainclothes Police Constable | \$106,504.35 | \$769.31 |
| POP | IAN | Police Constable | \$106,501.18 | \$749.41 |
| MCLEISH | PATRICIA LOUISE | Senior Technical Analyst, Information Technology | \$106,495.56 | \$351.45 |
| CORREIA | JEFFERY | Plainclothes Police Constable | \$106,494.64 | \$742.23 |
| MCCULLOCH | MICHAEL | Detective | \$106,494.58 | \$780.72 |
| BAYES | JOHN ARTHUR | Police Constable | \$106,489.92 | \$731.29 |
| BAKER | RICHARD JAMES | Sergeant | \$106,486.87 | \$771.54 |
| COFFIN | PHILIP | Police Constable | \$106,472.45 | \$749.41 |
| WRAY | TERRENCE | Sergeant | \$106,465.33 | \$789.64 |
| BRAR | SHANE GURSHARAN | Detective | \$106,431.68 | \$780.72 |
| O'DOHERTY | FRANK | Sergeant | \$106,423.75 | \$364.64 |
| PATTERSON | JAMES | Sergeant | \$106,419.77 | \$789.64 |
| STEFFLER | RODNEY MORRIS | Police Constable | \$106,415.89 | \$730.94 |
| IMRIE | THOMAS ALLEN | Detective | \$106,408.03 | \$771.54 |
| SAMUELS | ROBERT | Sergeant | \$106,407.78 | \$789.64 |
| ROUETTE | JOSEPH MICHEL | Sergeant | \$106,400.89 | \$789.64 |
| DUBE | DAVID | Sergeant | \$106,397.82 | \$789.64 |
| MAC | OVID RUBEN | Police Constable | \$106,392.47 | \$731.29 |
| STEINWALL | ANDREW TREVOR | Detective | \$106,369.42 | \$771.54 |
| REDMAN | SUZANNE | Sergeant | \$106,360.52 | \$780.72 |
| ALEXANDER | DAVID WALTER | Detective | \$106,345.21 | \$780.72 |
| YARMOLUK | DAVID GEORGE | Detective | \$106,339.33 | \$780.72 |
| LUPSON | CHRISTOPHER BRYDON | Police Constable | \$106,325.74 | \$722.33 |
| NEVIN | PATRICK | Detective | \$106,317.69 | \$789.64 |
| JONES | COREY LEE | Sergeant | \$106,308.39 | \$757.50 |
| FLIS | CANDICE LYNN | Detective | \$106,281.32 | \$780.72 |
| MCLAUGHLIN | IAN | Sergeant | \$106,279.16 | \$789.64 |
| TERRIEN | ALLAN | Police Constable | \$106,258.33 | \$749.41 |
| COSTA | ANGELO | Sergeant | \$106,257.31 | \$789.64 |
| SMITH | RAYMOND ERNEST | Project Leader, Information Technology | \$106,247.60 | \$379.32 |
| ADAMSON | JAMES GRAHAM | Sergeant | \$106,238.91 | \$789.64 |
| WHITE | PAUL | Sergeant | \$106,233.28 | \$789.64 |
| BENNETT | BRIAN ROBERT | Police Constable | \$106,218.54 | \$746.96 |
| ELLIOTT | PAUL | Sergeant | \$106,205.81 | \$781.26 |
| ALEXANDER | CHARLES BOLTON | Detective | \$106,205.16 | \$781.26 |
| MORRISON | MICHAEL ROBERT | Detective | \$106,187.21 | \$772.44 |
| DUNNING | ANDREW RICHARD | Plainclothes Police Constable | \$106,161.92 | \$733.26 |
| BELANGER | DANIEL JOSEPH | Sergeant | \$106,144.90 | \$780.72 |
| HIGO | TODD ELLIOT | Plainclothes Police Constable | \$106,131.30 | \$734.80 |
| OLIVER | PAUL | Detective | \$106,115.95 | \$789.64 |
| MANTLE | BRYAN LARRY | Plainclothes Police Constable | \$106,082.73 | \$742.23 |
| LONG | JOHN MICHAEL | Police Constable | \$106,079.76 | \$748.33 |
| TRITES | CHRISTOPHER | Sergeant | \$106,073.21 | \$780.72 |
| OSBORN | ROBERT DANIEL | Police Constable | \$106,051.98 | \$722.33 |
| NOONAN | TIMOTHY JOHN | Plainclothes Police Constable | \$106,049.25 | \$764.41 |
| TILLSLEY | JOHN | Detective | \$106,048.14 | \$789.64 |
| POOLE | CANDICE JENNIFER | Police Constable | \$106,014.22 | \$733.80 |
| KERR | MICHAEL WILLIAM | Plainclothes Police Constable | \$105,999.13 | \$751.24 |
| RAMPERSAD | STEVEN | Police Constable | \$105,991.42 | \$731.29 |
| SAMSON | JEREMY CALVIN | Police Constable | \$105,982.86 | \$297.33 |
| PRODANOS | ALEXI | Police Constable | \$105,973.41 | \$736.75 |
| HAWCO | BERNARD THOMAS | Sergeant | \$105,946.69 | \$780.72 |
| STOREY | TODD MELVYN | Plainclothes Police Constable | \$105,920.92 | \$751.24 |
| HANS | DALJIT | Sergeant | \$105,889.61 | \$786.92 |
| SHAND | JOSEPH EDWARD | Police Constable | \$105,872.50 | \$722.33 |
| ARP | JAMES ANDREW | Plainclothes Police Constable | \$105,870.00 | \$731.89 |
| MACNEIL | STEVEN JAMES | Plainclothes Police Constable | \$105,866.18 | \$751.24 |
| CRICHTON | NORMAN | Sergeant | \$105,849.63 | \$789.64 |
| SHANAHAN | MICHAEL | Detective | \$105,848.40 | \$364.64 |
| WANNAMAKER | JEFFREY MICHAEL | Plainclothes Police Constable | \$105,843.43 | \$751.24 |
| BARATTO | ANTONIO | Sergeant | \$105,841.71 | \$789.64 |
| LABELLE | JOSEPH | Police Constable | \$105,829.37 | \$740.30 |
| VENN | JOANNE MICHELE | Sergeant | \$105,828.84 | \$780.72 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------|-------------------------------|--------------------|-------------------------|
| THOMPSON | WAYNE | Police Constable | \$105,811.64 | \$749.41 |
| SPENCER | JASON GUEVARA | Plainclothes Police Constable | \$105,805.99 | \$751.24 |
| JUHASZ | ALEXANDER GYOZO | Plainclothes Police Constable | \$105,801.61 | \$735.99 |
| HUSAIN | MOHAMMED SALEEM | Detective | \$105,796.48 | \$771.54 |
| DUBREUIL | JEAN | Sergeant | \$105,780.92 | \$785.56 |
| EVANS | BART | Sergeant | \$105,779.29 | \$789.64 |
| POULIN | MARTIN FABIAN | Detective | \$105,762.89 | \$771.54 |
| WALKER | JOHN | Sergeant | \$105,762.84 | \$789.64 |
| FILIPPIN | GIANNI ALAN | Plainclothes Police Constable | \$105,752.46 | \$735.57 |
| JAMES | BRIAN STEVEN | Police Constable | \$105,740.97 | \$731.29 |
| OUELLETTE | DAVID MARK | Plainclothes Police Constable | \$105,733.99 | \$751.24 |
| LEE | PHILIP BRIAN | Detective | \$105,708.65 | \$771.54 |
| CLARKE | STACYANN MARIA | Sergeant | \$105,701.05 | \$771.54 |
| WINCHESTER | JOHN | Police Constable | \$105,692.22 | \$749.41 |
| PHAIR | MARK GORDON | Sergeant | \$105,687.84 | \$780.72 |
| SOMERS | CRAIG ALLAN | Sergeant | \$105,672.14 | \$771.54 |
| CROSBY | DANIEL PATRICK | Sergeant | \$105,644.82 | \$789.64 |
| HAYLES | MICHAEL BANCROFT | Sergeant | \$105,627.44 | \$771.54 |
| NASSIS | PAT | Sergeant | \$105,614.27 | \$789.64 |
| PAIS | SCHARNIL VALERIAN | Police Constable | \$105,614.08 | \$722.33 |
| LEWERS | CRAIG | Sergeant | \$105,610.74 | \$718.81 |
| HOUSTON | DEBRA | Detective Sergeant | \$105,608.33 | \$801.57 |
| TSERING | TENZIN CHODON | Plainclothes Police Constable | \$100,548.94 | \$751.24 |
| JAMISON | JAMES WILLIAM | Police Constable | \$105,606.40 | \$660.46 |
| YOUNG | DEREK | Detective | \$105,595.76 | \$789.64 |
| HOOPER | KEVIN JOSEPH | Sergeant | \$105,594.76 | \$769.38 |
| ASSELSTINE | SHAUN DAVID | Police Constable | \$105,592.97 | \$722.33 |
| URBANIAK | THOMAS | Sergeant | \$105,586.74 | \$789.64 |
| ROUTH | MATTHEW AARON | Sergeant | \$105,583.71 | \$771.54 |
| KEVEZA | RYAN MATHEW | Plainclothes Police Constable | \$105,582.55 | \$739.11 |
| MASTERS | MICHELLE | Detective | \$105,570.04 | \$780.72 |
| PROULX | KEVIN EDWARD | Police Constable | \$105,567.37 | \$730.94 |
| MOONEY | RICHARD | Detective | \$105,543.92 | \$789.64 |
| HABUDA | JERRY | Plainclothes Police Constable | \$105,536.87 | \$769.31 |
| HUBER | ERWIN WERNER | Plainclothes Police Constable | \$105,528.83 | \$745.78 |
| CHOURYGUINE | DMITRY | Plainclothes Police Constable | \$105,524.33 | \$307.09 |
| DUNCAN | MELISSA JOY | Plainclothes Police Constable | \$105,519.57 | \$751.24 |
| GIESCHE | CHAD ALLEN | Plainclothes Police Constable | \$105,518.49 | \$751.24 |
| DUNCAN | PHILLIP ZVI | Plainclothes Police Constable | \$105,517.04 | \$751.24 |
| CAMPBELL | DEBORAH ANNE | Senior Operations Supervisor | \$105,510.08 | \$767.30 |
| FORCHIONE | ANTONIO | Sergeant | \$105,453.57 | \$789.64 |
| TROTMAN | KENNETH | Sergeant | \$105,446.10 | \$364.64 |
| QUIGG | MARTIN | Sergeant | \$105,442.66 | \$789.64 |
| HIBBELN | PHILIP JOSEPH | Detective | \$105,434.42 | \$364.64 |
| MOI | NATALIE BOBO | Police Constable | \$105,430.36 | \$731.29 |
| GOLDSMITH | ERIC CHARLES | Detective | \$105,395.03 | \$771.54 |
| MILES | JEREMY OLIVER | Plainclothes Police Constable | \$105,383.36 | \$735.57 |
| CORRA | DALE | Sergeant | \$105,380.33 | \$780.72 |
| MOORCROFT | CHRISTOPHER ROBERT | Police Constable | \$105,349.59 | \$714.42 |
| MCNEIL | RONALD | Detective | \$105,344.39 | \$789.64 |
| FARRELL | CHRISTINE MARIE | Detective | \$105,342.45 | \$355.72 |
| MARTSENYUK | VADYM | Police Constable | \$105,337.67 | \$714.42 |
| WATSON | IAN ANDREW | Plainclothes Police Constable | \$105,336.11 | \$751.24 |
| REED-PYEFINCH | JENNIFER CHRISTINE | Plainclothes Police Constable | \$105,332.00 | \$743.33 |
| RADFORD | BARRY | Detective | \$105,330.06 | \$783.06 |
| KUNG | TOMMY WING | Police Constable | \$105,327.50 | \$722.33 |
| GREEN | JOHN | Detective | \$105,326.96 | \$789.64 |
| MAHARAJ | BRYAN SANJEEV | Plainclothes Police Constable | \$105,320.67 | \$751.24 |
| STRAIN | ROBERT JAMES | Detective | \$105,287.36 | \$789.64 |
| LIONTI | CALOGERO | Plainclothes Police Constable | \$105,283.87 | \$751.24 |
| LEDGERWOOD | KIM | Sergeant | \$105,270.98 | \$780.72 |
| MCGRADE | PATRICK | Detective | \$105,269.07 | \$789.64 |
| LOGAN | BEVERLEY | Sergeant | \$105,267.78 | \$789.64 |
| WHITLA | RONALD | Detective | \$105,256.16 | \$789.64 |
| ZAJAC | DAVID | Detective | \$105,238.03 | \$789.64 |
| CORMACK | BRIAN JAMES | Detective | \$105,233.84 | \$771.54 |
| FOTHERINGHAM | SCOTT MONTEITH | Plainclothes Police Constable | \$105,228.66 | \$769.31 |
| DURAN | ADRIAN ROGELIO | Plainclothes Police Constable | \$105,225.48 | \$725.07 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|-----------------------------------|--------------------|-------------------------|
| INNES | RONALD | Police Constable | \$105,218.63 | \$749.41 |
| MCDONALD | SPENCER MATTHEW | Detective | \$105,207.82 | \$771.54 |
| ARMSTRONG | RICHARD DAVID | Staff Sergeant | \$105,195.99 | \$376.57 |
| LE | NAM-NHAT | Police Constable | \$105,188.96 | \$731.29 |
| ENTWISTLE | DAVID | Detective | \$105,180.23 | \$789.64 |
| RACETTE | ALLAN ROGER | Plainclothes Police Constable | \$105,167.96 | \$733.65 |
| SHAW | MARY | Detective Sergeant | \$105,153.60 | \$778.60 |
| FAIRCLOUGH | JAMES STEPHEN | Plainclothes Police Constable | \$105,149.54 | \$749.84 |
| KARR | JOCELYN | Detective | \$105,138.97 | \$789.64 |
| THORNTON | AMANDA DORIS | Detective | \$105,132.94 | \$771.54 |
| JOHNSTON | CHARLES | Sergeant | \$105,114.24 | \$780.72 |
| WIGHTON | MATTHEW STEWART | Police Constable | \$105,104.93 | \$731.29 |
| BALAGA | ARTUR | Plainclothes Police Constable | \$105,100.91 | \$751.24 |
| BURNS | ALISON MARION | Plainclothes Police Constable | \$105,087.62 | \$311.77 |
| SCHULZE | FRANK THOMAS | Police Constable | \$105,069.30 | \$749.41 |
| FRANKLIN | RICHARD | Plainclothes Police Constable | \$105,061.76 | \$769.31 |
| FEAGAN | GREGORY DAVID | Plainclothes Police Constable | \$105,058.66 | \$744.22 |
| ARMSTRONG | ROBERT PAUL | Plainclothes Police Constable | \$105,050.26 | \$751.24 |
| DZINGALA | RICHARD GEORGE | Police Constable | \$105,030.70 | \$746.53 |
| CLARK | PRESTON MICHAEL | Plainclothes Police Constable | \$105,010.55 | \$751.24 |
| EMIGH | DAVID | Sergeant | \$105,003.83 | \$364.64 |
| OZOLS | JOHN | Police Constable | \$104,985.48 | \$744.38 |
| SARVANANDAN | BAHEERATHAN | Plainclothes Police Constable | \$104,982.31 | \$748.79 |
| HAJI | MOHAMMAD ABID | Police Constable | \$104,972.20 | \$722.33 |
| SMITH | LAWRENCE OLIVER | Staff Sergeant | \$104,955.36 | \$661.70 |
| KATAFIGIOTIS | CONSTANTINE | Plainclothes Police Constable | \$104,932.50 | \$751.24 |
| SAMM | SAMUEL JUNIOR | Sergeant | \$104,924.87 | \$780.72 |
| MATTESS | WAYNE | Detective | \$104,905.77 | \$789.64 |
| BRYCE | ROBERT FRANCIS | Sergeant | \$104,888.76 | \$789.64 |
| ALDERDICE | JEFFERY PAUL | Sergeant | \$104,867.88 | \$771.54 |
| EATON | DOUGLAS BRIAN | Police Constable | \$104,867.38 | \$722.33 |
| HUNTE | KAREN | Detective | \$104,857.45 | \$780.72 |
| FERNANDES | MICHAEL FREITAS | Police Constable | \$104,829.21 | \$722.33 |
| CHRISTIE | PETER | Detective | \$104,821.12 | \$364.64 |
| FISHER | BRADLEY | Sergeant | \$104,809.95 | \$780.72 |
| CLEMENS | JEFFREY | Sergeant | \$104,803.48 | \$801.57 |
| JOCKO | TODD JOSEPH | Detective | \$104,786.38 | \$771.54 |
| ZISIS | MARY LYNN | Senior Corporate Planning Analyst | \$104,782.47 | \$308.17 |
| LAVALLEE | DAVID VIKTOR | Plainclothes Police Constable | \$104,776.26 | \$677.96 |
| BAINARD | PAUL CRAIG | Sergeant | \$104,773.61 | \$789.64 |
| D'SILVA | ALLISTER | Plainclothes Police Constable | \$104,771.65 | \$748.79 |
| RIETKOETTER | SETH ANDREW | Police Constable | \$104,767.09 | \$722.33 |
| MAK | MA YING | Senior Corporate Planning Analyst | \$104,762.11 | \$753.21 |
| O'CONNOR | MIKE STEPHEN | Plainclothes Police Constable | \$104,760.19 | \$751.24 |
| NASSER | AMAN | Plainclothes Police Constable | \$104,753.26 | \$742.23 |
| FRY | RONALD | Sergeant | \$104,740.66 | \$789.64 |
| BOYER | DENIS | Plainclothes Police Constable | \$104,740.48 | \$765.11 |
| OAKES | JAMES | Police Constable | \$104,737.55 | \$740.30 |
| ATKINSON | GRAHAM STEPHEN | Plainclothes Police Constable | \$104,719.83 | \$751.24 |
| PARROT | MICHAEL ERIC | Detective | \$104,715.37 | \$771.54 |
| SUTTON | SEAN MATTHEW | Plainclothes Police Constable | \$104,714.59 | \$751.24 |
| WILLIAMS | STEVEN THOMAS | Plainclothes Police Constable | \$104,703.69 | \$751.24 |
| CAMPBELL | PHILLIP SCOTT | Plainclothes Police Constable | \$104,697.89 | \$738.72 |
| GILLAN | JEFFREY JOHN | Plainclothes Police Constable | \$104,681.01 | \$736.36 |
| CIOFFI | MARC ANGELO | Sergeant | \$104,667.58 | \$771.54 |
| CAMPBELL | NICOLE | Plainclothes Police Constable | \$104,658.86 | \$769.31 |
| REMY | SMEDLEY ANTHONY | Sergeant | \$104,657.14 | \$780.72 |
| SCHETTINI | ANTHONY | Sergeant | \$104,655.08 | \$364.64 |
| DOUGLAS | JEFFREY | Sergeant | \$104,655.07 | \$789.64 |
| DZIEMIANKO | STAI SLAW | Plainclothes Police Constable | \$104,639.85 | \$769.31 |
| THOMPSON | JAMES DUNCAN | Plainclothes Police Constable | \$104,639.55 | \$742.23 |
| OOSTERHOF | CAROLE JANE | Police Constable | \$104,628.61 | \$315.30 |
| PAUL | MOHIT | Police Constable | \$104,614.79 | \$722.33 |
| HORNBY | GREGORY ALLEN | Police Constable | \$104,572.15 | \$740.30 |
| BROWN | SCOTT DEREK | Police Constable | \$104,562.47 | \$746.96 |
| CLARK | CORINNE | Detective | \$104,558.57 | \$789.64 |
| ZELENY | JOHN DARYN | Detective | \$104,553.64 | \$788.62 |
| CARLETON | STEPHEN JAMES | Plainclothes Police Constable | \$104,552.67 | \$751.24 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|-----------------------------------|--------------------|-------------------------|
| SPITZIG | GERARD | Plainclothes Police Constable | \$104,545.15 | \$760.87 |
| CAMPBELL | MICHELLE DIANE | Plainclothes Police Constable | \$104,525.90 | \$326.24 |
| JOHNSON | JENNIFER ANNE | Staff Sergeant | \$104,520.17 | \$797.82 |
| ALEXANDER | LYNNE MARIE | Plainclothes Police Constable | \$104,512.95 | \$739.89 |
| DIZON | JOSE BENEDICTO | Detective | \$104,507.23 | \$771.54 |
| MACDONALD | HECTOR MURDO | Plainclothes Police Constable | \$104,505.47 | \$735.57 |
| ALLISON | ELAINE HUNTER | Sergeant | \$104,487.58 | \$789.64 |
| MCGARRY | WILLIAM MICHAEL | Detective | \$104,487.23 | \$355.72 |
| BURKE | PATRICK | Detective | \$104,470.01 | \$789.64 |
| ROONEY | NIGEL PATRICK | Plainclothes Police Constable | \$104,466.08 | \$751.24 |
| STIRLING | ROBERT | Sergeant | \$104,465.59 | \$789.64 |
| BURKE | GARY EDWIN | Sergeant | \$104,464.54 | \$771.54 |
| TUMANSKIY | MYKOLA | Police Constable | \$104,460.82 | \$722.33 |
| CROWLEY | JANINE | Detective | \$104,455.96 | \$789.64 |
| CHUNG | RYAN ANTHONY | Plainclothes Police Constable | \$104,453.24 | \$751.24 |
| DEVEREUX | CHRISTOPHER LEE | Plainclothes Police Constable | \$104,452.72 | \$751.24 |
| BLAKE | CLARENCE | Sergeant | \$104,449.17 | \$789.64 |
| ROSS | WILLIAM | Police Constable | \$104,432.17 | \$749.41 |
| PARK | JOSEF | Police Constable | \$104,426.42 | \$736.75 |
| GERRY | DONALD | Detective | \$104,421.67 | \$784.86 |
| MIU | WAI-SANG | Detective | \$104,414.06 | \$789.64 |
| NICHOLS | HEATHER LAURY | Detective | \$104,402.02 | \$771.54 |
| MAHONEY | JULIE | Plainclothes Police Constable | \$104,399.59 | \$751.37 |
| HILLIER | JASON SABINO | Plainclothes Police Constable | \$104,388.31 | \$742.23 |
| SAGER | LAWRENCE | Sergeant | \$104,365.40 | \$780.72 |
| LOCKE | DONOVAN | Sergeant | \$104,363.60 | \$771.54 |
| DI POCE | EMILIO | Detective | \$104,358.74 | \$789.64 |
| SANSOM | DOUGLAS | Detective | \$104,356.59 | \$789.64 |
| GAGLIARDI | VITO | Detective | \$104,349.81 | \$771.54 |
| FRASER | SIMON | Sergeant | \$104,341.01 | \$789.64 |
| TUGHAN | MICHAEL PATRICK | Plainclothes Police Constable | \$104,338.12 | \$732.14 |
| ROBITAILLE | PATRICK ANTOINE | Sergeant | \$104,330.53 | \$771.54 |
| HESSE | GEOFFREY | Sergeant | \$104,310.39 | \$789.64 |
| TOHM | DARIK GORDON | Police Constable | \$104,273.51 | \$748.69 |
| TINNEY | HARLEN | Sergeant | \$104,259.04 | \$771.54 |
| LITTLE | DAVID | Plainclothes Police Constable | \$104,256.99 | \$769.31 |
| PUTERBAUGH | MICHAEL FRANCIS | Detective | \$104,252.42 | \$639.05 |
| BUSTOS | HARRY SANTIAGO | Police Constable | \$104,251.94 | \$722.33 |
| TEIXEIRA | MARIO JORGE | Sergeant | \$104,243.92 | \$780.72 |
| NICHOLSON | LEONARD BRUCE | Police Constable | \$104,239.54 | \$739.09 |
| TU | BINH TU | Plainclothes Police Constable | \$104,238.34 | \$742.23 |
| KAVANAGH | TIMOTHY | Sergeant | \$104,236.32 | \$789.64 |
| NIMMO | RICHARD JAMES | Sergeant | \$104,234.91 | \$771.54 |
| PRICE | BRANDON LEE | Detective | \$104,234.43 | \$771.54 |
| FRITZ | GORDON | Plainclothes Police Constable | \$104,222.18 | \$769.31 |
| THOMPSON | PAUL ANTHONY | Police Constable | \$104,198.58 | \$731.29 |
| ROZICH | SAMANTHA MILDRED | Sergeant | \$104,191.34 | \$774.44 |
| DEWSNAP | JAMIE DUNCAN | Plainclothes Police Constable | \$104,181.33 | \$751.24 |
| HASSALL | ANDREW | Plainclothes Police Constable | \$104,170.91 | \$769.31 |
| SPRATT | ALAN | Detective | \$104,166.44 | \$789.64 |
| ROSETE | LESTER EDWARD | Detective | \$104,161.90 | \$771.54 |
| EVANS | JACQUELINE | Sergeant | \$104,160.31 | \$789.64 |
| MNUSHKIN | SERGEY AFROYIM | Police Constable | \$104,158.68 | \$746.17 |
| WEST | JACK | Sergeant | \$104,157.90 | \$789.64 |
| JONES | JASON NEIL | Police Constable | \$104,157.71 | \$731.29 |
| WIGGERMANN | SVEN | Police Constable | \$104,154.16 | \$722.33 |
| THOMAS | ROBERT | Detective | \$104,152.36 | \$781.26 |
| NYKORCHUK | PASQUALINA | Senior Corporate Planning Analyst | \$104,147.74 | \$328.21 |
| JATTAN | CLINT | Police Constable | \$104,145.60 | \$749.41 |
| STEWART | TERRY | Detective | \$104,106.27 | \$364.64 |
| ALEXA | BRENDAN JAMES | Plainclothes Police Constable | \$104,100.02 | \$742.23 |
| STOJKOV | SLOBODAN BOB | Police Constable | \$104,096.68 | \$722.33 |
| DAVIS | KENNETH | Sergeant | \$104,086.30 | \$789.64 |
| DHATT | RUBINDER | Sergeant | \$104,085.12 | \$771.54 |
| DICKIE | CRAIG WILLIAM | Police Constable | \$104,084.57 | \$731.29 |
| ELLIS | GEOFFREY WILLIAM | Plainclothes Police Constable | \$104,084.44 | \$751.24 |
| RICHARDSON | ANDREW | Sergeant | \$104,083.37 | \$780.72 |
| ROSS | CAMERON STEPHEN | Police Constable | \$104,065.28 | \$711.03 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|---------------------|--|--------------------|-------------------------|
| GRIEVE | TREVOR SCOTT | Plainclothes Police Constable | \$104,064.17 | \$742.23 |
| CLIFFORD | HUGH ANTHONY | Police Constable | \$104,056.46 | \$722.33 |
| GONZALES | ANGELO ENRIQUEZ | Police Constable | \$104,055.65 | \$731.29 |
| SATTZ | STEVEN | Sergeant | \$104,053.74 | \$789.64 |
| GICZI | JIM FRANK | Sergeant | \$104,051.00 | \$780.72 |
| ZIELENIEWSKI | STANLEY | Police Constable | \$104,046.80 | \$749.41 |
| PENTON | SHANE STEPHEN | Sergeant | \$104,037.85 | \$771.54 |
| REGAN | PAUL FRANCIS | Police Constable | \$104,029.72 | \$722.33 |
| NEWTON | DEEDEE | Detective | \$104,028.32 | \$789.64 |
| LALLA | LESTER ROYSON | Plainclothes Police Constable | \$104,022.15 | \$750.89 |
| MANIQUIS | ALVIN KEITH | Plainclothes Police Constable | \$104,020.76 | \$751.24 |
| CHARUK | MARK | Detective | \$104,013.59 | \$789.64 |
| CHORNOOK | STEPHEN | Police Constable | \$104,012.86 | \$749.41 |
| VALENTINI | ENZO-LORETO | Police Constable | \$104,006.32 | \$731.29 |
| FIDLER | ANDREW CLARENCE | Police Constable | \$104,004.54 | \$721.20 |
| RICCIARDI | MARCO | Police Constable | \$103,997.38 | \$731.29 |
| NASNER | STEFAN | Plainclothes Police Constable | \$103,993.50 | \$769.31 |
| MISTEROWICZ | RICHARD JOHN | Police Constable | \$103,991.57 | \$738.31 |
| MCINNIS | JESSICA MICHELLE | Sergeant | \$103,989.19 | \$771.54 |
| SKINNER | KELLY SIMONE | Sergeant | \$103,987.38 | \$771.54 |
| SMITH | DEAN LARENY | Plainclothes Police Constable | \$103,984.75 | \$760.33 |
| DICK | MICHAEL DAVID | Plainclothes Police Constable | \$103,976.12 | \$742.23 |
| HOOVER | BRADLEY | Sergeant | \$103,973.78 | \$364.64 |
| MITCHELL | STEPHEN | Sergeant | \$103,962.57 | \$789.64 |
| RAMJI | ALY RAZA | Detective | \$103,946.69 | \$784.86 |
| COWAN | ANDRIA | Sergeant | \$103,943.45 | \$780.72 |
| BERCHARD | RENNIE | Detective | \$103,940.04 | \$789.64 |
| SHIELDS | GAIL PATRICIA | Police Constable | \$103,919.31 | \$719.61 |
| AHMAD | MANSOOR | Police Constable | \$103,919.29 | \$746.96 |
| BOPARA | GURWINDER | Sergeant | \$103,917.63 | \$780.72 |
| KENNEDY | GEOFFREY | Sergeant | \$103,901.81 | \$789.64 |
| CLARK | STEVEN | Detective | \$103,888.19 | \$789.64 |
| TUCKER | BRIAN DOUGLAS | Senior Technical Analyst, Information Technology | \$103,875.81 | \$351.45 |
| PARK | SUNG JIN | Plainclothes Police Constable | \$103,871.26 | \$751.24 |
| WALLACE | PETER | Sergeant | \$103,867.20 | \$768.42 |
| DUFFUS | RICHARD HUGH | Detective | \$103,867.14 | \$780.72 |
| MALTAR | MICHAEL CHRISTOPHER | Plainclothes Police Constable | \$103,860.79 | \$751.24 |
| GANJ | ARRAN | Police Constable | \$103,855.15 | \$722.33 |
| PINTO | SUZANNE MARIE | Sergeant | \$103,838.21 | \$780.72 |
| KLACZA | CAROL | Sergeant | \$103,808.30 | \$362.60 |
| WINTER | JOHN | Sergeant | \$103,795.85 | \$789.64 |
| MAY | CHRISTOPHER | Sergeant | \$103,789.39 | \$789.64 |
| SADRZADEH | MIR SIAMAK | Police Constable | \$103,779.56 | \$722.33 |
| TUPLING | ANN-MARIE | Detective | \$103,752.31 | \$780.72 |
| PETRAKIS | MICHAEL | Plainclothes Police Constable | \$103,750.78 | \$751.24 |
| BAGSHAW | ROBERT BRUCE | Plainclothes Police Constable | \$103,749.89 | \$769.31 |
| JAMSHIDI | JOSHUA PAYAM | Detective Sergeant | \$103,728.59 | \$367.14 |
| SHAW | WILLIAM | Plainclothes Police Constable | \$103,727.83 | \$769.31 |
| THORNING | SHIRLEY | Sergeant | \$103,727.65 | \$780.72 |
| CARTER | DALE | Sergeant | \$103,725.27 | \$789.64 |
| HUNT | ROBERT | Detective | \$103,725.18 | \$789.64 |
| CHELLEW | STEPHEN | Sergeant | \$103,703.53 | \$789.64 |
| WALSH | MARK | Detective | \$103,703.48 | \$789.64 |
| SADLER | STEPHEN | Sergeant | \$103,700.97 | \$786.92 |
| LITTLE | TERENCE ANTHONY | Detective | \$103,700.48 | \$771.54 |
| PERREAULT | SEAN MICHAEL | Sergeant | \$103,699.90 | \$780.72 |
| BRAUND | JAMES RAYMOND | Plainclothes Police Constable | \$103,699.66 | \$751.24 |
| FYNES | BRONAGH MARIA | Sergeant | \$103,695.34 | \$771.54 |
| MOXLEY | KEITH | Detective | \$103,694.44 | \$789.64 |
| RODGERS | ANGELA DAWN | Police Constable | \$103,692.42 | \$742.27 |
| SHARMA | SANJAY KUMAR | Police Constable | \$103,680.30 | \$731.29 |
| WONG | WAN-HOI M | Police Constable | \$103,670.43 | \$749.41 |
| PETRIE | KYLE JOHNATHON | Sergeant | \$103,649.39 | \$771.54 |
| PALERMO | CARMINE | Sergeant | \$103,648.69 | \$789.64 |
| CANNELLA | ANGELO GIUSEPPE | Police Constable | \$103,645.95 | \$731.29 |
| WARD | KEVIN WALTER | Police Constable | \$103,626.30 | \$297.33 |
| ESKEN | INDREK | Detective | \$103,606.29 | \$789.64 |
| CAUNTER | BENJAMINTHOMAS | Plainclothes Police Constable | \$103,604.78 | \$732.49 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|--------------------|---|--------------------|-------------------------|
| MACDONELL | SUSAN | Sergeant | \$103,604.36 | \$789.64 |
| GOUTHRO | CRAIG JOSEPH | Sergeant | \$103,592.21 | \$780.72 |
| HANCOCK | KIMBERLY | Detective | \$103,584.35 | \$358.06 |
| CAMPANILE | EMANUELE | Sergeant | \$103,583.17 | \$789.64 |
| ROBERTS | DAVID | Detective | \$103,577.49 | \$789.64 |
| BARTLETT | ALAN ANDREW | Plainclothes Police Constable | \$103,570.59 | \$742.23 |
| HINES | GORDON IAN | Police Constable | \$103,565.81 | \$731.29 |
| MOYER | JEFFREY | Sergeant | \$103,558.26 | \$783.06 |
| GURR | JACK JACOB | Sergeant | \$103,556.77 | \$771.54 |
| ZIMMERMAN | LAWRENCE | Sergeant | \$103,554.55 | \$789.64 |
| TAIT | PAUL LEONARD | Police Constable | \$103,554.35 | \$722.33 |
| BARTLETT | JASON MITCHELL | Plainclothes Police Constable | \$103,539.02 | \$729.94 |
| HOBOR | TERENCE ALEC | Plainclothes Police Constable | \$103,536.41 | \$751.24 |
| KARJALAINEN | TREVOR VINCENT | Plainclothes Police Constable | \$103,532.75 | \$335.33 |
| POYNTER | CHRISTOPHER REX | Police Constable | \$103,524.03 | \$731.29 |
| MCLWAIN | STEVEN GEORGE | Sergeant | \$103,517.03 | \$781.62 |
| HOLDER | PAUL | Plainclothes Police Constable | \$103,512.78 | \$760.33 |
| RATHBONE | MELANIE LYNN | Police Constable | \$103,504.86 | \$731.29 |
| DAVEY | THOMAS | Sergeant | \$103,503.92 | \$789.64 |
| DEMOE | KEVIN | Detective | \$103,501.44 | \$789.64 |
| MUSAH | ISHMAIL | Sergeant | \$103,496.43 | \$771.54 |
| COSTELLO | PATRICK WILLIAM | Police Constable | \$103,491.53 | \$722.33 |
| BLACKLOCK | GUY | Sergeant | \$103,490.07 | \$789.64 |
| GOSS | GEOFFREY | Police Constable | \$103,485.36 | \$749.41 |
| IRISH | PETER | Plainclothes Police Constable | \$103,465.88 | \$769.31 |
| ALEKSANDROWICZ | LUKASZ | Police Constable | \$103,463.77 | \$706.44 |
| SCOTT | GORDON | Sergeant | \$103,455.59 | \$789.64 |
| VITTIE | DEBORAH | Detective | \$103,445.90 | \$364.64 |
| GAJRAJ | SYED SEAN | Plainclothes Police Constable | \$103,444.89 | \$751.24 |
| GASKIN | THEODORE | Detective | \$103,440.52 | \$364.64 |
| SO | YING HO | Plainclothes Police Constable | \$103,435.84 | \$751.24 |
| DENNIS | AARON | Sergeant | \$103,426.68 | \$771.54 |
| MILDENBERGER | KAINE JOHANN | Plainclothes Police Constable | \$103,419.68 | \$750.47 |
| PATTERSON | ROBERT | Sergeant | \$103,418.95 | \$780.72 |
| MCVEIGH | EDWARD | Sergeant | \$103,384.96 | \$789.64 |
| MACKINNON | RICHARD JAMES | Plainclothes Police Constable | \$103,379.86 | \$751.24 |
| WOOD | NANCY | Sergeant | \$103,376.31 | \$789.64 |
| EDWICKER | ALEXIS GRACE | Sergeant | \$103,373.34 | \$771.54 |
| LING | JONATHAN | Detective | \$103,357.80 | \$786.92 |
| GAUTHIER | LEO | Detective | \$103,357.31 | \$780.72 |
| LOVE | ALLEN ROBERT | Detective | \$103,356.10 | \$771.54 |
| HODGINS | MARK GREGORY | Police Constable | \$103,353.79 | \$731.29 |
| MORAES | TIMOTHY | Plainclothes Police Constable | \$103,337.64 | \$335.33 |
| MAHARAJ | ZALINA | Supervisor, Networks and Communications | \$103,337.14 | \$379.32 |
| BARCLAY | TAMMY LYNN | Police Constable | \$103,326.29 | \$731.29 |
| BABINEAU | JARED MICHAEL | Sergeant | \$103,325.14 | \$766.08 |
| CORDEIRO | ELIZABETT MARIA | Detective | \$103,322.69 | \$780.72 |
| BOULET | SCOTT | Detective | \$103,312.46 | \$364.64 |
| THAI | THANH | Plainclothes Police Constable | \$103,303.85 | \$760.33 |
| EBRAHIMI | POOYA | Police Constable | \$103,303.18 | \$720.07 |
| ADACH | EDWARD HIERONIM | Detective | \$103,292.15 | \$789.64 |
| KOTAS | ARTUR JACEK | Sergeant | \$103,291.79 | \$771.54 |
| SLOAN | CHRISTOPHER STUART | Sergeant | \$103,289.48 | \$771.54 |
| CASTELLUCCI | ANTHONY | Sergeant | \$103,284.32 | \$780.72 |
| SHIN | JAY HO | Police Constable | \$103,276.86 | \$731.29 |
| FERNANDES | KERI ANN | Sergeant | \$103,249.76 | \$771.54 |
| TEEFT | NADINE ALICE | Plainclothes Police Constable | \$103,244.02 | \$760.33 |
| BESON | MARK WILLIAM | Plainclothes Police Constable | \$103,241.93 | \$751.24 |
| ODISHO | ASHUR | Police Constable | \$103,241.39 | \$722.33 |
| HABIBULLAH | JAMSHID | Police Constable | \$103,233.64 | \$720.07 |
| GOULAH | ANTHONY LEO | Plainclothes Police Constable | \$103,233.59 | \$751.24 |
| BRITO | SERGIO AGOSTINHO | Plainclothes Police Constable | \$103,226.42 | \$742.23 |
| COULTHARD | JASON MILES | Detective | \$103,224.77 | \$771.54 |
| MURPHY | JOHN | Sergeant | \$103,214.48 | \$789.64 |
| ADAM | BARBARA ANNE | Detective | \$103,205.45 | \$780.72 |
| ALBANESE | JASON JOHN | Sergeant | \$103,193.99 | \$771.54 |
| WINDMOLLER | THEODORE JOHN | Sergeant | \$103,189.95 | \$788.62 |
| GIBB | LOUIS | Sergeant | \$103,182.61 | \$789.64 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|---------------------|---|--------------------|-------------------------|
| LIU | SHUXIN TONY | Senior Programmer, Information Technology | \$103,179.47 | \$322.46 |
| SPURLING | PETER | Sergeant | \$103,172.35 | \$789.64 |
| MCCUTCHEON | DOUGLAS | Detective | \$103,167.51 | \$789.64 |
| LEE | RANDALL JAMES | Sergeant | \$103,166.87 | \$771.54 |
| PARSRAM | RAMESH BRIAN | Sergeant | \$103,166.57 | \$780.72 |
| VENDRAMINI | LUIGI | Sergeant | \$103,160.88 | \$789.64 |
| DAVEY | AMY LEE | Plainclothes Police Constable | \$103,147.65 | \$326.24 |
| COOK | THOMAS WILLIAM | Plainclothes Police Constable | \$103,142.84 | \$742.23 |
| MCGAHERN | JOHN ANTHONY | Police Constable | \$103,137.42 | \$749.41 |
| WOO | CHI SHING | Senior Programmer, Information Technology | \$103,121.30 | \$322.46 |
| DIVIESTI | TONY | Sergeant | \$103,120.44 | \$789.64 |
| ROSS | MATTHEW DOUGLAS | Plainclothes Police Constable | \$103,107.97 | \$742.23 |
| CIESLIK | SUSAN HELENA | Plainclothes Police Constable | \$103,105.07 | \$766.51 |
| MOYER | MATTHEW IGNATIUS | Detective | \$103,101.39 | \$780.72 |
| HAINES | DAVID PAUL | Sergeant | \$103,089.19 | \$771.54 |
| VANDALL | MARTIN PHILIP | Sergeant | \$103,086.55 | \$789.64 |
| FERRIS | KEVIN | Sergeant | \$103,062.81 | \$789.64 |
| HEGARTY | NATALIE MONIQUE | Detective | \$103,059.61 | \$355.72 |
| HICKS | STEPHEN | Sergeant | \$103,053.34 | \$789.64 |
| MACGILLIVRAY | CRAIG ANTHONY | Police Constable | \$103,039.06 | \$731.29 |
| WEBSTER | DAVID GREGORY | Detective | \$103,033.12 | \$780.72 |
| WELSH | JONATHAN CLAYTON | Plainclothes Police Constable | \$103,030.60 | \$742.50 |
| GARDNER | RONALD FRANKLIN | Sergeant | \$103,028.55 | \$771.54 |
| MOED | JEREMY CLARK | Police Constable | \$103,018.24 | \$731.29 |
| GRANATA | SALVATORE FRANCESCO | Sergeant | \$103,009.62 | \$781.62 |
| YEANDLE | MARK | Sergeant | \$102,994.22 | \$789.64 |
| WILLIAMS | KEVIN CHRISTOPHER | Plainclothes Police Constable | \$102,993.48 | \$751.24 |
| DESJARDINS | JOSEPH FRANCOIS | Police Constable | \$102,988.17 | \$722.33 |
| HOUSTON | JEANETTE MARIE | Analyst, Compensation and Benefits | \$102,987.56 | \$920.02 |
| PAYTON | HOWARD LEWIS | Sergeant | \$102,978.00 | \$781.26 |
| HRYHORSKY | MICHAEL THOMAS | Plainclothes Police Constable | \$102,962.34 | \$750.89 |
| RUFFOLO | FRANK | Staff Inspector | \$102,953.63 | \$5,672.16 |
| NOTAY | JAGMOHAN SINGH | Parking Enforcement Officer | \$102,953.50 | \$638.83 |
| DAWSON | KEITH | Sergeant | \$102,951.47 | \$789.64 |
| MARTIN | RUDOLF | Detective | \$102,950.13 | \$784.86 |
| DE GUZMAN | NOEL ENRIQUEZ | Police Constable | \$102,946.42 | \$745.78 |
| CHAPMAN | MARK | Detective | \$102,924.76 | \$780.72 |
| AUCLAIR | JANE MARILYN | Sergeant | \$102,915.01 | \$789.64 |
| BATES | TIMOTHY BRIAN | Sergeant | \$102,908.42 | \$789.64 |
| LEE | KWANG JAE | Police Constable | \$102,907.08 | \$693.54 |
| JAMES | RITA ANNE | Police Constable | \$102,887.15 | \$731.29 |
| KONKEL | KAZIMIERZ | Staff Sergeant | \$102,875.12 | \$826.07 |
| CARTER | SCOTT | Detective | \$102,856.89 | \$789.64 |
| MCGRADY | KATHRYN | Sergeant | \$102,856.67 | \$789.64 |
| GORDON | DAVID EOIN | Analyst, Compensation and Benefits | \$102,838.71 | \$652.12 |
| VIRK | MAHEEP KAUR | Police Constable | \$102,829.38 | \$711.03 |
| SIDORA | TERRY | Sergeant | \$102,808.67 | \$789.64 |
| MCINTYRE | RYAN DOUGLAS | Plainclothes Police Constable | \$102,800.10 | \$742.23 |
| WILSON | MICHAEL PAUL | Police Constable | \$102,798.53 | \$746.17 |
| MCCORMACK | INKERI HELENA | Sergeant | \$102,789.91 | \$789.64 |
| DAYLER | NATHAN DAVID | Training Constable | \$102,773.17 | \$740.28 |
| FLANDERS | TODD MATTHEW | Detective | \$102,768.67 | \$771.54 |
| JOSEPHS | ADAM KIRK | Police Constable | \$102,752.93 | \$740.30 |
| BRAGG | LORNE GORDON | Detective | \$102,746.33 | \$771.54 |
| NOVINC | BRANKO | Sergeant | \$102,739.79 | \$789.64 |
| ATTENBOROUGH | JEFFREY BRUCE | Detective | \$102,737.08 | \$781.26 |
| O'RIORDAN | WAYNE JAMES | Plainclothes Police Constable | \$102,734.29 | \$751.24 |
| MUSCLOW | CLAUDE | Sergeant | \$102,733.08 | \$780.72 |
| MARCH | JOHN | Detective | \$102,723.56 | \$789.64 |
| STRAVER | LAWRENCE | Sergeant | \$102,713.03 | \$789.64 |
| BURROWS | TIMOTHY SCOTT | Sergeant | \$102,709.51 | \$780.72 |
| FOX | JAMES | Sergeant | \$102,697.16 | \$783.06 |
| WEST | LEE ANN | Plainclothes Police Constable | \$102,687.14 | \$751.24 |
| TAYLOR | JEFF | Police Constable | \$102,682.52 | \$749.41 |
| HWANG | THOMAS YUNG-YIH | Police Constable | \$102,670.32 | \$625.04 |
| HARTFORD | DEBORAH | Detective | \$102,667.08 | \$789.64 |
| SPENCER | ENNIS STEWART | Sergeant | \$102,650.73 | \$771.54 |
| O'KANE | GERAID DAVID | Detective | \$102,648.49 | \$771.54 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|-------------------------------|--------------------|-------------------------|
| KOHL | BARBARA LOUISE | Detective | \$102,646.59 | \$780.72 |
| GIBSON | NATHAN EDWARD | Plainclothes Police Constable | \$102,641.30 | \$726.63 |
| ELDRIDGE | REGINALD | Sergeant | \$102,636.24 | \$789.64 |
| CASCADDEN | KELLY | Sergeant | \$102,632.56 | \$364.64 |
| SOBOTKA | JANET MARIE | Detective | \$102,625.92 | \$780.72 |
| ROSS | KEITH | Plainclothes Police Constable | \$102,614.80 | \$760.33 |
| WYNNE | TRAVERS | Sergeant | \$102,600.02 | \$789.64 |
| BENNEY | PETER | Plainclothes Police Constable | \$102,580.63 | \$769.31 |
| POULIMENOS | WILLIAM DEMETRE | Plainclothes Police Constable | \$102,580.52 | \$742.23 |
| SUONGAS | CHRIS | Sergeant | \$102,579.18 | \$789.64 |
| LESLIE | HAMIL THEODORE | Sergeant | \$102,575.65 | \$771.54 |
| RAHIM | KAMAL SEAN | Plainclothes Police Constable | \$102,574.06 | \$732.14 |
| CRAGHILL | DAVID | Sergeant | \$102,571.88 | \$789.64 |
| BURGESS | TROY | Sergeant | \$102,569.53 | \$789.64 |
| CHEECHOO | NELSON THOMAS | Plainclothes Police Constable | \$102,552.89 | \$751.24 |
| JOHNS | MARK DOUGLAS | Plainclothes Police Constable | \$102,542.36 | \$751.24 |
| MOYNAGH | ROBERT | Police Constable | \$102,540.50 | \$749.41 |
| TRIAS | ETHELWALD DIOSA | Police Constable | \$102,524.91 | \$722.33 |
| KERR | SAMUEL WILLIAM | Police Constable | \$102,515.78 | \$749.41 |
| MAADANIAN | NAZARET | Detective | \$102,514.32 | \$771.54 |
| MCCORMACK | JAMES | Detective | \$102,494.54 | \$789.64 |
| VANDENBRINK | HENDRIK | Sergeant | \$102,486.62 | \$364.64 |
| CRANE | ROBERT JASON | Police Constable | \$102,484.46 | \$746.96 |
| JENKINS | ALLEN | Sergeant | \$102,478.19 | \$789.64 |
| ASTOLFO | ROBERT | Plainclothes Police Constable | \$102,470.11 | \$733.26 |
| NG | WILLIAM | Police Constable | \$102,463.60 | \$722.33 |
| LAMBIE | DARRYL BRADLEY | Police Constable | \$102,435.39 | \$721.20 |
| KRAWCZYK | PAUL THOMAS | Detective | \$102,433.47 | \$346.54 |
| WILSON | DEREK SCOTT | Detective | \$102,424.63 | \$780.72 |
| ELLIOTT | SHAWN WILLIAM | Sergeant | \$102,421.00 | \$780.72 |
| SUTTON | DANIEL | Sergeant | \$102,418.89 | \$789.64 |
| COOMBS | ALBERT GEORGE | Plainclothes Police Constable | \$102,410.85 | \$760.87 |
| PROSAVICH | PAULA ANNE | Sergeant | \$102,404.95 | \$771.54 |
| SAMUEL | GLENN | Detective | \$102,381.17 | \$364.64 |
| STEWART | TINA MARIE | Detective | \$102,378.48 | \$364.64 |
| THERIAULT | ANGELA | Sergeant | \$102,360.86 | \$789.64 |
| EMMS | JEFFREY BRIAN | Plainclothes Police Constable | \$102,356.43 | \$751.24 |
| LAROCHE | WINSTON | Sergeant | \$102,353.52 | \$364.64 |
| SYBYDLO | BOHDAN | Plainclothes Police Constable | \$102,352.67 | \$769.31 |
| WARDLE | ROLAND | Sergeant | \$102,343.18 | \$364.64 |
| KRANJAC | JOSEPH ANTHONY | Sergeant | \$102,319.61 | \$771.54 |
| WATKINS | KERRY | Detective | \$102,316.75 | \$789.64 |
| FREDERICK | ANTONIO RUDOLPH | Police Constable | \$102,316.54 | \$739.09 |
| MACIAS | ANTONIO DELGADO | Detective | \$102,307.86 | \$780.72 |
| KOVACIC | JOSEPH MARK | Police Constable | \$102,301.03 | \$722.59 |
| THOMAS | LEROY | Police Constable | \$102,270.23 | \$749.41 |
| CARLES | MATTHEW MOSES | Plainclothes Police Constable | \$102,261.16 | \$751.24 |
| REYNOLDS | JASON DAVID | Plainclothes Police Constable | \$102,246.90 | \$749.68 |
| DEVINE | PHILIP | Detective | \$102,241.49 | \$789.64 |
| CANNATA | DAVID | Plainclothes Police Constable | \$102,239.90 | \$769.31 |
| ROBBINS | KEVIN SHAUN | Plainclothes Police Constable | \$102,239.21 | \$728.19 |
| TROINA | BENEDETTO | Sergeant | \$102,233.89 | \$364.64 |
| LOWE | SCOTT MARTIN | Sergeant | \$102,230.17 | \$788.96 |
| CASTELL | TIFFANY ALICIA | Plainclothes Police Constable | \$102,226.33 | \$733.65 |
| SKINNER | RONALD GARY | Detective | \$102,225.31 | \$789.64 |
| CHUTKO | JAN | Plainclothes Police Constable | \$102,211.14 | \$769.31 |
| MOREHOUSE | RITA | Sergeant | \$102,209.07 | \$788.62 |
| SAFARI | MUSTAFA | Police Constable | \$102,205.49 | \$722.33 |
| WORSDALE | SHAYNE WILLIAM | Police Constable | \$102,188.79 | \$731.29 |
| CORREIA | BRYAN MEDEIROS | Plainclothes Police Constable | \$102,179.09 | \$746.56 |
| GRIFFITHS | SEAN RONALD | Sergeant | \$102,173.42 | \$781.62 |
| STACEY | BRIAN | Plainclothes Police Constable | \$102,164.73 | \$769.31 |
| LAWRENCE | SHAWN | Sergeant | \$102,164.11 | \$780.72 |
| KELLY | JOHN | Sergeant | \$102,156.50 | \$789.64 |
| FALKINSON | FRANK | Sergeant | \$102,147.22 | \$789.64 |
| CAMPBELL | BRYAN EDWARD | Detective | \$102,141.40 | \$771.54 |
| CLARK | JAMIE ANDERSON | Sergeant | \$102,139.57 | \$341.08 |
| ESTEVEZ | RUI MANUEL | Police Constable | \$102,137.53 | \$722.33 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|-------------------------------|--------------------|-------------------------|
| MOORE | DAVID CHRISTOPHER | Police Constable | \$102,128.94 | \$737.93 |
| BRETT | BRYAN DONALD | Police Constable | \$102,107.30 | \$722.33 |
| GREGORY | ROBERT | Detective | \$102,105.39 | \$789.64 |
| BOKALO | NIKOLAJ | Plainclothes Police Constable | \$102,103.08 | \$769.31 |
| MOORE | DARCY | Sergeant | \$102,100.19 | \$789.64 |
| HUGHES | TRUDY | Detective | \$102,093.56 | \$788.62 |
| MUELLER | STEFAN | Plainclothes Police Constable | \$102,093.50 | \$768.26 |
| LAHEY | MARY REGINA | Sergeant | \$102,088.53 | \$780.72 |
| XINOS | EVAGELOS | Police Constable | \$102,086.32 | \$746.96 |
| SANSON | CHERYL-ANNE | Detective | \$102,082.90 | \$789.64 |
| DAWSON | VICKI | Sergeant | \$102,074.39 | \$787.26 |
| GRANBERG | DINO | Detective | \$102,068.02 | \$780.72 |
| FORESTELL | MICHAEL | Sergeant | \$102,067.79 | \$783.06 |
| HUGHES | LYNN | Sergeant | \$102,053.37 | \$780.72 |
| ELLIOT | BENJAMIN GEORGE | Police Constable | \$102,051.54 | \$722.33 |
| CHRISTOPOULOS | GEORGE | Communications Co-ordinator | \$102,043.90 | \$767.45 |
| JANES | GARY AMBROSE | Plainclothes Police Constable | \$102,038.30 | \$751.24 |
| BORG | SUSANNE JOSEPHENE | Plainclothes Police Constable | \$102,035.29 | \$751.24 |
| MCGHEE | MICHAEL | Sergeant | \$102,029.86 | \$780.72 |
| PECK | JENNIFER LOUISE | Plainclothes Police Constable | \$102,029.44 | \$751.24 |
| CONNELL | DALE | Sergeant | \$102,027.08 | \$718.81 |
| CHUNG | PHILIP | Detective | \$102,026.56 | \$400.06 |
| CHADHA | AVININDER | Detective | \$102,025.52 | \$364.64 |
| WISZNIOWSKI | RYSZARD | Sergeant | \$102,014.48 | \$364.64 |
| FERKO | CHRISTOPHER ROBIN | Police Constable | \$102,002.43 | \$731.29 |
| LEONARD | ANNE | Sergeant | \$102,000.83 | \$364.64 |
| SUDES | MARLENE | Sergeant | \$101,993.71 | \$789.64 |
| BRUZZESE | DOMENICO | Detective | \$101,987.35 | \$788.96 |
| KEEFER | DAVID | Police Constable | \$101,981.44 | \$749.41 |
| WORRELL | PHILIP | Sergeant | \$101,980.22 | \$780.72 |
| MITCHELL | CHARLES | Sergeant | \$101,980.03 | \$789.64 |
| LOVE | DAVID MATTHEW | Police Constable | \$101,967.82 | \$738.19 |
| MCKAY | EDWARD | Sergeant | \$101,961.10 | \$786.92 |
| BISSONNETTE | PAUL MARCEL | Sergeant | \$101,955.97 | \$762.47 |
| DOUGLIN | CHARLES VANCE | Plainclothes Police Constable | \$101,939.74 | \$751.24 |
| LONG | CHRISTINE | Detective | \$101,929.40 | \$364.64 |
| HEWSON | KENT | Sergeant | \$101,927.55 | \$789.64 |
| NEWTON | JENNY | Detective | \$101,920.72 | \$364.64 |
| MCCUTCHEON | SEAN CAMERON | Sergeant | \$101,919.36 | \$763.74 |
| KERNOHAN | SUZANNE | Detective | \$101,919.28 | \$789.64 |
| DUKE | BRIAN DOUGLAS | Sergeant | \$101,917.28 | \$788.62 |
| SORGO | ROY | Detective | \$101,916.96 | \$789.64 |
| KARMALI | FAIZAL SHIRAZ | Plainclothes Police Constable | \$101,914.38 | \$751.24 |
| SANDERS | DAVID | Sergeant | \$101,908.57 | \$789.64 |
| GINI | GUILLERMO STEVE | Plainclothes Police Constable | \$101,901.33 | \$726.63 |
| LITTLE | DARRIN | Detective | \$101,900.26 | \$789.64 |
| HEARD | JASON MARK | Plainclothes Police Constable | \$101,900.06 | \$326.24 |
| MCKAY | CARYN | Sergeant | \$101,898.68 | \$783.06 |
| BRESSAN | LORENZO | Detective | \$101,896.58 | \$789.64 |
| VILLANI | ANTHONY | Detective | \$101,893.93 | \$789.64 |
| FERRIS | JOHN | Sergeant | \$101,891.68 | \$789.64 |
| GORDON | CHRISTOPHER | Sergeant | \$101,889.80 | \$780.72 |
| COLLYMORE | BRIAN MATTHEW | Police Constable | \$101,887.79 | \$721.20 |
| TATONE | MAURO | Sergeant | \$101,887.11 | \$789.64 |
| COOPER | ROBERT | Detective | \$101,885.78 | \$718.81 |
| KOZMIK | LORNA | Sergeant | \$101,883.70 | \$364.64 |
| HOVEY | GWENYTH | Detective | \$101,880.98 | \$789.64 |
| PIKE | JAMES WAYNE | Sergeant | \$101,879.78 | \$789.64 |
| BLACKER | FREDERICK | Detective | \$101,878.58 | \$364.64 |
| DIONNE | CHRISTOPHER | Detective | \$101,878.58 | \$364.64 |
| FERADAY | MARK DANIEL | Sergeant | \$101,878.58 | \$364.64 |
| FOLLERT | RICHARD | Sergeant | \$101,878.58 | \$789.64 |
| GROVES | GREGORY | Detective | \$101,878.58 | \$789.64 |
| GUEST | DALE | Sergeant | \$101,878.58 | \$364.64 |
| HAITZER | GARY | Sergeant | \$101,878.58 | \$789.64 |
| HENDRICKS | KEITH | Detective | \$101,878.58 | \$364.64 |
| MAYWOOD | SCOTT | Sergeant | \$101,878.58 | \$364.64 |
| NEEDHAM | ROSS ELLIOTT | Sergeant | \$101,878.58 | \$364.64 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|-----------------|--------------------|--|--------------------|-------------------------|
| PALMER | JOHN | Sergeant | \$101,878.58 | \$789.64 |
| REDIGONDA | RICHARD | Sergeant | \$101,878.58 | \$789.64 |
| ROWETT | JOHN | Detective | \$101,878.58 | \$364.64 |
| SERROUL | GORDON DAVID | Sergeant | \$101,878.58 | \$718.81 |
| CREWS | ALEXANDER | Police Constable | \$101,869.17 | \$749.41 |
| MCKINNIE | AMANDA | Sergeant | \$101,863.11 | \$786.92 |
| MCKAY | SCOTT | Detective | \$101,854.55 | \$780.72 |
| MYERS | MILTON | Sergeant | \$101,845.98 | \$789.64 |
| ROSS | DARLENE | Detective | \$101,839.46 | \$363.62 |
| WHITE | BARRY | Sergeant | \$101,835.88 | \$780.72 |
| JONES | LEANNE | Sergeant | \$101,831.18 | \$780.72 |
| ST CLAIR | KAREY ALOYSIUS | Police Constable | \$101,821.66 | \$722.33 |
| VAN DER KRABBen | STEVEN JOHN | Police Constable | \$101,817.83 | \$736.75 |
| PAGLIA | GIANCARLO | Plainclothes Police Constable | \$101,816.32 | \$751.24 |
| MCLEOD | MATTHEW ALEXANDER | Plainclothes Police Constable | \$101,807.93 | \$742.23 |
| MCDONALD | ROBERT JAMES | Plainclothes Police Constable | \$101,799.34 | \$583.40 |
| GRAY | ROBERT | Sergeant | \$101,797.61 | \$360.56 |
| WALKER | MARK DOYLE | Police Constable | \$101,794.14 | \$750.64 |
| DOUCETTE | CHRISTIAN GERARD | Plainclothes Police Constable | \$101,792.41 | \$751.24 |
| SCHAFHAUSER | HANS PETER | Police Constable | \$101,779.89 | \$731.29 |
| MANN | AMARJIT SINGH | Plainclothes Police Constable | \$101,756.62 | \$737.15 |
| WASHINGTON | KATHARINE ANN | Sergeant | \$101,752.47 | \$775.26 |
| WHALEN | CHRISTOPHER ANDREW | Plainclothes Police Constable | \$101,750.10 | \$734.03 |
| JOHNSTON | TRICIA MARLENE | Sergeant | \$101,720.81 | \$771.54 |
| PETRAKIS | STAVROS | Police Constable | \$101,713.16 | \$722.33 |
| OUELLET | ANDREW | Police Constable | \$101,708.62 | \$731.29 |
| STEIN | WARREN MARK | Sergeant | \$101,708.30 | \$771.54 |
| WOODS | DOUGLAS STEPHEN | Police Constable | \$101,706.99 | \$731.29 |
| MORRIS | MANDY DAWN | Sergeant | \$101,704.66 | \$771.54 |
| FYFE | JOHN | Plainclothes Police Constable | \$101,688.90 | \$760.33 |
| CORKHILL | KAREN LINDA | Training Constable | \$101,685.25 | \$778.56 |
| MORGAN | DANIEL PHILIP | Plainclothes Police Constable | \$101,676.88 | \$742.23 |
| ZUBAIR | MOHAMMAD | Plainclothes Police Constable | \$101,663.13 | \$726.63 |
| HENDERSON | GEOFFREY PAUL | Police Constable | \$101,655.35 | \$736.75 |
| OUELLETTE | ROBERT BRUCE | Police Constable | \$101,650.75 | \$731.29 |
| PERCIVAL | KIMBERLY JANE | Plainclothes Police Constable | \$101,648.23 | \$751.24 |
| BOWEN | ROBERT | Plainclothes Police Constable | \$101,618.52 | \$363.46 |
| GALDIKS | ROLAND GERHARD | Police Constable | \$101,616.73 | \$731.29 |
| GROVER | TODD | Sergeant | \$101,611.07 | \$780.72 |
| CORREA | DAVID RODRIGUEZ | Sergeant | \$101,603.76 | \$771.54 |
| WOOLLEY | RAYMOND | Police Constable | \$101,601.84 | \$749.41 |
| MEISSNER | CAROL | Detective | \$101,585.91 | \$361.92 |
| BENOIT | JASON REGIS | Plainclothes Police Constable | \$101,579.35 | \$751.24 |
| DION | DANIEL | Detective | \$101,574.62 | \$780.72 |
| KINGDON | SCOTT ANTHONY | Sergeant | \$101,572.63 | \$771.54 |
| ELGAR | KAREN ELIZABETH | Plainclothes Police Constable | \$101,558.81 | \$760.33 |
| LEVESQUE | MARTIN | Sergeant | \$101,555.76 | \$771.54 |
| MONAGHAN | THERESA | Detective | \$101,554.15 | \$783.06 |
| BARREIRA | NELSON | Plainclothes Police Constable | \$101,552.59 | \$751.24 |
| MOTA | DANNY LABAO | Police Constable | \$101,541.15 | \$734.43 |
| HUMFREY | ROBERT | Police Constable | \$101,516.71 | \$749.41 |
| WINDLE | TRACY GEORGINA | Police Constable | \$101,515.69 | \$722.33 |
| LORIMER | TROY WILLIAM | Plainclothes Police Constable | \$101,513.13 | \$751.24 |
| NEWHOOK | MATTHEW ALBERT | Sergeant | \$101,512.41 | \$780.72 |
| CHHABRA | AJAY | Plainclothes Police Constable | \$101,505.01 | \$723.16 |
| CROOKER | LISA CATHERINE | Detective | \$101,500.70 | \$771.54 |
| VAN HET VELD | JAN | Plainclothes Police Constable | \$101,497.89 | \$769.31 |
| MCGOVERN | MICHAEL PATRICK | Senior Analyst, Information Technology | \$101,492.65 | \$351.45 |
| NICOL | ROBERT | Plainclothes Police Constable | \$101,490.62 | \$751.24 |
| MCASKILL | MELINDA JEAN | Sergeant | \$101,487.17 | \$770.76 |
| TAKEDA | ROBERT | Detective | \$101,477.27 | \$784.86 |
| GEORGOPOULOS | KEVIN | Plainclothes Police Constable | \$101,476.47 | \$732.49 |
| KHIMANI | ZULFIQAR ALI | Parking Enforcement Officer | \$101,467.12 | \$638.83 |
| MURPHY | PETER | Plainclothes Police Constable | \$101,465.67 | \$769.31 |
| ADAM | MICHAEL JASON | Sergeant | \$101,458.48 | \$760.62 |
| MORAN | RUTH MARIAN | Detective | \$101,429.63 | \$771.54 |
| KASZYCA | JOSEPH LUDWIK | Plainclothes Police Constable | \$101,428.38 | \$751.24 |
| HISCOX | PATRICK JAMES | Police Constable | \$101,416.89 | \$736.75 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|---------------------|-------------------------------|--------------------|-------------------------|
| PHOON | NEWTON CHUN | Forensic System Administrator | \$101,414.84 | \$776.45 |
| DIRENZO | RAYMOND MARTIN | Sergeant | \$101,408.57 | \$780.72 |
| BOWER | MARC ALAN | Police Constable | \$101,408.22 | \$722.33 |
| KELLY | RYAN ANDREW | Plainclothes Police Constable | \$101,404.87 | \$751.24 |
| ZEBROWSKI | TOMASZ | Police Constable | \$101,402.28 | \$722.33 |
| WILLAN | SUMMER LEE | Detective | \$101,390.29 | \$771.54 |
| CERESOLI | MAURIZIO | Plainclothes Police Constable | \$101,383.82 | \$751.24 |
| CRAIG | SCOTT | Sergeant | \$101,376.53 | \$786.56 |
| FREEMAN | JEFFREY BRYANT | Plainclothes Police Constable | \$101,358.70 | \$751.24 |
| RICHARDSON | SHEILA ANN | Sergeant | \$101,348.10 | \$499.73 |
| BERNOBIC | KEVIN | Police Constable | \$101,341.62 | \$722.33 |
| REID | CHAD SCOTT | Plainclothes Police Constable | \$101,336.76 | \$751.24 |
| SINGH | ANGADVIR | Sergeant | \$101,335.75 | \$771.54 |
| ALEXIOU | DEMITRIOS | Plainclothes Police Constable | \$101,333.34 | \$769.31 |
| WALKER | STEVEN | Plainclothes Police Constable | \$101,331.89 | \$769.31 |
| KLAAS | PETER | Plainclothes Police Constable | \$101,327.95 | \$733.26 |
| SCEARCE | MARTIN KENDAL | Police Constable | \$101,316.30 | \$714.42 |
| STAPLETON | BRADLEY THOMAS | Detective | \$101,305.82 | \$771.54 |
| BULBROOK | CALVIN MILORAD | Plainclothes Police Constable | \$101,299.67 | \$742.23 |
| SOUVANDY | CHANTHIMA | Plainclothes Police Constable | \$101,286.23 | \$731.31 |
| ERNST | TIMOTHY | Police Constable | \$101,274.27 | \$324.41 |
| EMERSON | TERRY EVAN | Police Constable | \$101,253.99 | \$741.15 |
| BURLEY | DAVID JOSEPH | Plainclothes Police Constable | \$101,246.32 | \$751.24 |
| URKOSKY | BRIAN WILLIAM | Sergeant | \$101,242.16 | \$768.42 |
| KRAWCZYK | RICHARD | Police Constable | \$101,241.17 | \$749.23 |
| BRIGGS | IAN | Sergeant | \$101,237.76 | \$328.24 |
| MOREAU | PAUL ROBERT | Plainclothes Police Constable | \$101,230.50 | \$751.24 |
| BANTON | ROBIN HORATIO | Sergeant | \$101,213.99 | \$780.72 |
| PABLA | SUKHVINDERPAL SINGH | Sergeant | \$101,203.92 | \$771.54 |
| GREWAL | NARINDERPAL SINGH | Plainclothes Police Constable | \$101,202.49 | \$722.33 |
| HODKIN | JASON JOSEPH | Plainclothes Police Constable | \$101,190.35 | \$742.66 |
| FOWLDS | GORDON BRUCE | Police Constable | \$101,188.05 | \$749.41 |
| MCBRIDE | KEITH ROBERT | Police Constable | \$101,158.50 | \$722.33 |
| MARTELL | BRIAN | Detective | \$101,150.31 | \$780.72 |
| REID | WAVERLEY ELAINE | Detective | \$101,138.95 | \$786.92 |
| BYERS | DEREK JONATHAN | Sergeant | \$101,135.10 | \$759.84 |
| MCGARVEY | WILLIAM | Training Constable | \$101,127.58 | \$769.31 |
| GOOBIE | DERRICK | Training Constable | \$101,126.08 | \$769.31 |
| LYNCH | ERINN ANDREA | Police Constable | \$101,122.39 | \$746.96 |
| PEACOCK | JASON ALEXANDER | Police Constable | \$101,107.80 | \$739.09 |
| O'BRIEN | DAVID | Training Constable | \$101,106.48 | \$769.31 |
| KANE | SHAWN GERALD | Police Constable | \$101,089.94 | \$722.33 |
| MONTCALM | ALAIN JEAN | Police Constable | \$101,079.34 | \$722.33 |
| SWEENIE | CAROLYN | Sergeant | \$101,065.48 | \$786.92 |
| GRIFFIN | LINDSAY GLENA | Police Constable | \$101,064.25 | \$744.51 |
| PAYNE | KARL SCOTT | Sergeant | \$101,039.50 | \$780.72 |
| TOMASZEWSKI | MARCIN ROBERT | Police Constable | \$101,036.17 | \$722.33 |
| LECK | DAVID | Sergeant | \$101,023.49 | \$783.06 |
| BRIDEAU | RENE ALYRE | Plainclothes Police Constable | \$101,020.60 | \$751.24 |
| POWELL | DANIEL JAMES | Detective | \$101,016.43 | \$356.62 |
| GALLAGHER | IAN JAMES | Police Constable | \$101,000.07 | \$722.33 |
| TATTERSALL | MICHAEL EASTWOD | Police Constable | \$100,994.42 | \$722.33 |
| PATERSON | KYLE SCOTT | Police Constable | \$100,956.58 | \$711.03 |
| HALL | JOHN | Police Constable | \$100,949.78 | \$749.41 |
| OLSON | GARY ALDRED | Detective | \$100,942.00 | \$784.86 |
| ANSARI | ALI AKBAR | Detective | \$100,938.95 | \$355.72 |
| JONES | SANDRA MAUREEN | Sergeant | \$100,935.66 | \$780.72 |
| JONES | THOMAS | Plainclothes Police Constable | \$100,929.08 | \$769.31 |
| GRIERSON | MICHAEL | Detective | \$100,925.61 | \$780.72 |
| MANHERZ | JOEL NICHOLAS | Plainclothes Police Constable | \$100,914.22 | \$751.24 |
| DOHERTY | BRADEN SPENCER | Plainclothes Police Constable | \$100,908.88 | \$751.24 |
| GRACE | TIMOTHY | Police Constable | \$100,882.44 | \$740.30 |
| BELL | DARYL EDWARD | Plainclothes Police Constable | \$100,879.97 | \$751.24 |
| MINOR | DOUGLAS ALLAN | Sergeant | \$100,877.00 | \$780.72 |
| BASSINGTHWAITE | STEVEN JEFFREY | Plainclothes Police Constable | \$100,868.77 | \$751.24 |
| LEE | JAMES STANTON | Plainclothes Police Constable | \$100,866.17 | \$742.23 |
| ANDERSEN | CARL HENRIK | Plainclothes Police Constable | \$100,864.75 | \$769.31 |
| VANDENBERG | CAROLYN | Sergeant | \$100,863.58 | \$780.72 |

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

APPENDIX B

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|----------------|-------------------|-------------------------------|--------------------|-------------------------|
| GRISOLIA | LISA | Sergeant | \$100,859.92 | \$355.72 |
| SUTCLIFFE | DARRIN HERBERT | Sergeant | \$100,859.38 | \$783.42 |
| CHAN | ALPHA HAWK-BUNG | Plainclothes Police Constable | \$100,854.48 | \$760.33 |
| GOTTSCHLING | RONALD EDMUND | Police Constable | \$100,851.09 | \$731.29 |
| STEVENSON | BRENDAN LEIGH | Plainclothes Police Constable | \$100,847.81 | \$748.79 |
| WALLI | ALYKHAN AMIR | Police Constable | \$100,846.06 | \$722.33 |
| D'SOUZA | TYRON IAN | Police Constable | \$100,844.92 | \$722.33 |
| HAYNES | ERNEST DAVID | Plainclothes Police Constable | \$100,834.31 | \$751.24 |
| LOPES | JUDE ALEXANDER | Detective | \$100,816.11 | \$771.54 |
| MORELL | ADAM | Police Constable | \$100,813.96 | \$740.30 |
| STOYKO | SANDRA LOUISE | Plainclothes Police Constable | \$100,813.04 | \$726.63 |
| KIRKPATRICK | CHRISTOPHER JOHN | Detective | \$100,807.14 | \$771.54 |
| HANCOCK | JANINE RHONA | Sergeant | \$100,803.14 | \$780.72 |
| SARGENT | CHRISTOPHER SEAN | Sergeant | \$100,801.05 | \$780.72 |
| LOURENCO | ADAM COLIN | Police Constable | \$100,798.87 | \$731.29 |
| COYNE | PATRICK KEVIN | Plainclothes Police Constable | \$100,770.89 | \$723.51 |
| KRUCZEK | PIOTR PAWEL | Police Constable | \$100,765.98 | \$736.40 |
| NG | YUEN | Detective | \$100,758.14 | \$780.72 |
| HICKMOTT | MARCIE LYNN | Detective | \$100,752.65 | \$771.54 |
| HURLEY | JASON LESLIE | Police Constable | \$100,743.58 | \$722.33 |
| LAING | RICHARD ANTHONY | Police Constable | \$100,727.79 | \$731.29 |
| MCCAUSLAND | YOSHIO MICHAEL | Sergeant | \$100,722.16 | \$762.18 |
| WATTS | GREGORY MILES | Sergeant | \$100,717.11 | \$771.54 |
| MARCHEN | LEANNE | Plainclothes Police Constable | \$100,700.64 | \$760.33 |
| BACHLY | CHRISTOPHER DAVID | Sergeant | \$100,698.26 | \$771.54 |
| FOSTER | ANTHONY JOSEPH | Police Constable | \$100,694.01 | \$731.29 |
| NIJAR | HARJIT SINGH | Detective | \$100,691.92 | \$771.54 |
| HAYES | ROY EDWARD | Plainclothes Police Constable | \$100,667.11 | \$760.87 |
| LINDALE | MICHAEL | Police Constable | \$100,666.74 | \$749.41 |
| SISK | DARREN | Detective | \$100,659.57 | \$785.56 |
| MEECH | RAYMOND JOHN | Sergeant | \$100,643.62 | \$781.26 |
| THOMAS | JENNIFER LOUISE | Police Constable | \$100,642.97 | \$749.27 |
| TALBOT | DARRYL THOMAS | Sergeant | \$100,635.16 | \$355.72 |
| GEORGEFF | MARCUS WILLIAM | Police Constable | \$100,621.28 | \$743.46 |
| MACKENZIE | ROBERT DEAN | Plainclothes Police Constable | \$100,611.11 | \$742.23 |
| CATON | MATTHEW MICHAEL | Plainclothes Police Constable | \$100,611.03 | \$751.24 |
| OLSEN | SHAUN | Sergeant | \$100,596.07 | \$780.72 |
| SKEETE | JUNIOR | Sergeant | \$100,564.42 | \$359.86 |
| STEVENS | JOHN | Sergeant | \$100,551.89 | \$781.26 |
| RYZEK | WENDY | Labour Relations Analyst | \$100,548.94 | \$920.02 |
| WILLIAMS | DEIRDRE ELIZABETH | Board Administrator | \$100,548.94 | \$346.64 |
| MACKAY | RONALD ERNEST | Police Constable | \$100,540.46 | \$731.29 |
| GREGORY | SANDRA | Sergeant | \$100,534.24 | \$780.72 |
| HOPTON | RICHARD FREDERICK | Police Constable | \$100,527.29 | \$722.33 |
| CACCAVALE | ERASMO | Plainclothes Police Constable | \$100,524.92 | \$760.33 |
| LAUSH | CHRISTOPHER ALLEN | Detective | \$100,512.68 | \$780.72 |
| FORDE | RYAN | Detective | \$100,510.59 | \$771.54 |
| BOYD | ANDREW | Police Constable | \$100,502.91 | \$731.29 |
| CARMICHAEL | STEPHEN FRANCIS | Sergeant | \$100,487.80 | \$771.54 |
| FORSYTHE | ROSS | Plainclothes Police Constable | \$100,480.89 | \$769.31 |
| MACKRELL | PAUL | Detective | \$100,464.91 | \$784.86 |
| EZEKIEL | SCOTT CARL | Police Constable | \$100,462.72 | \$731.29 |
| STONE | TERENCE | Training Constable | \$100,462.28 | \$758.39 |
| MARTIN | PAUL GEORGE | Plainclothes Police Constable | \$100,460.23 | \$751.24 |
| ROSINA | MICHAEL DREW | Sergeant | \$100,458.12 | \$780.72 |
| GEORGE | KEITH JOSEPH | Police Constable | \$100,453.90 | \$722.33 |
| KALDIS | GEORGE | Sergeant | \$100,442.59 | \$781.26 |
| MEANEY | SHAWN | Detective | \$100,433.26 | \$780.72 |
| ARMSTRONG | KAREN | Plainclothes Police Constable | \$100,430.43 | \$748.79 |
| LEMBKE | KRISTIN NICOLE | Police Constable | \$100,412.07 | \$297.33 |
| MCLEAN | NANCY MARY | Sergeant | \$100,407.42 | \$780.72 |
| VALERIO | JOHN | Sergeant | \$100,406.25 | \$781.26 |
| MOORE | SCOTT WILLIAM | Detective | \$100,405.81 | \$771.54 |
| PAK | ANDREW JIN-HO | Plainclothes Police Constable | \$100,392.51 | \$735.57 |
| GREAVES | BRANDON LLOYD | Police Constable | \$100,376.25 | \$721.20 |
| MARCHEN | MICHAEL | Plainclothes Police Constable | \$100,364.99 | \$769.31 |
| APOSTOLIDIS | JOHN | Detective | \$100,358.90 | \$771.54 |
| WILLIAMSON | CHARLES | Training Constable | \$100,346.53 | \$769.31 |

APPENDIX B

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS

| Surname | Given Name | Position | Salary Paid | Taxable Benefits |
|---------------|-------------------|---------------------------------------|--------------|------------------|
| KARRAS | STELLA STAUROULA | Sergeant | \$100,342.05 | \$768.42 |
| DISALVO | SHARON | Sergeant | \$100,338.76 | \$780.72 |
| BEVERIDGE | LYNN | Plainclothes Police Constable | \$100,335.16 | \$765.41 |
| ILSON | DANIEL JAMES | Plainclothes Police Constable | \$100,334.13 | \$735.99 |
| WEHBY | PETER MICHAEL | Detective | \$100,333.26 | \$771.54 |
| WARNER | RUTH | Detective | \$100,322.51 | \$780.72 |
| GAUDET | DERRICK | Sergeant | \$100,319.16 | \$780.72 |
| FREEMAN | ERIC MICHAEL | Plainclothes Police Constable | \$100,316.73 | \$738.72 |
| SOUSA-GUTHRIE | JONI | Sergeant | \$100,313.93 | \$355.72 |
| VIEIRA | LARRY GIL | Police Constable | \$100,311.75 | \$737.93 |
| MURRAY | WILLIAM | Plainclothes Police Constable | \$100,295.25 | \$769.31 |
| VERDOOLD | LANCE SCOTT | Police Constable | \$100,294.60 | \$740.30 |
| TOWNLEY | DARREN | Detective | \$100,294.28 | \$780.72 |
| MACINNIS | ROBERT FRANCIS | Sergeant | \$100,290.36 | \$780.72 |
| RAMOS | LERMY | Assistant Manager, Accounting | \$100,272.30 | \$918.22 |
| VIGNA | RITA ELSA | Assistant Manager, Records Management | \$100,272.30 | \$918.22 |
| WILSON | PAULA JEAN | Assistant Manager, Records Management | \$100,272.30 | \$918.22 |
| MCCALL | JAYANT JOHN | Sergeant | \$100,263.88 | \$771.54 |
| GRIFFIN | PAUL | Police Constable | \$100,263.66 | \$749.41 |
| TYNKALUK | DEAN ALLAN | Sergeant | \$100,261.91 | \$780.72 |
| ROMAIN | JEAN-BERNARD | Sergeant | \$100,248.59 | \$780.72 |
| BURNETT | ANSON RICHARD | Police Constable | \$100,234.61 | \$722.33 |
| STEWART | COLIN ALEXANDER | Sergeant | \$100,218.62 | \$768.42 |
| ARCAND | BRIAN CHRISTOPHER | Police Constable | \$100,211.56 | \$733.80 |
| TANNAHILL | DARLA | Sergeant | \$100,204.26 | \$355.72 |
| BRAUTIGAM | JAZEN LORNE | Detective | \$100,203.61 | \$771.54 |
| DUNCAN | JEANINE | Detective | \$100,196.76 | \$780.72 |
| DONISON | KIM | Police Constable | \$100,196.69 | \$749.41 |
| SUMAISAR | TOM NILAN | Police Constable | \$100,195.88 | \$747.23 |
| O'DRISCOLL | DENNIS | Plainclothes Police Constable | \$100,194.56 | \$769.31 |
| TEDFORD | STEVEN THOMAS | Sergeant | \$100,192.94 | \$780.72 |
| MORRISON | MICHELLE YVETTE | Plainclothes Police Constable | \$100,192.22 | \$766.51 |
| JOSEPH | TREVOR JOHN | Police Constable | \$100,187.98 | \$731.29 |
| TANHAM | JASON | Police Constable | \$100,177.08 | \$746.61 |
| MOFFATT | MICHAEL | Police Constable | \$100,164.12 | \$749.41 |
| JOHNSON | DAVID EDWARD | Sergeant | \$100,163.11 | \$780.72 |
| SEARLES | TREVOR | Sergeant | \$100,158.17 | \$355.72 |
| DIAZ | ANGELA MARIA | Plainclothes Police Constable | \$100,154.44 | \$739.11 |
| WILLIAMS | CLAYTON | Sergeant | \$100,124.75 | \$780.72 |
| STEVENSON | SHANE | Sergeant | \$100,124.52 | \$780.72 |
| HATCHARD | CINDI GAIL | Police Constable | \$100,111.57 | \$731.29 |
| DREWS | JASON | Plainclothes Police Constable | \$100,108.78 | \$734.80 |
| POCZAK | LISA | Sergeant | \$100,102.74 | \$780.72 |
| HOLLYWOOD | NEIL | Plainclothes Police Constable | \$100,101.19 | \$760.33 |
| MASLOWSKI | BRIAN WERNER | Sergeant | \$100,083.61 | \$771.54 |
| RELPH | BRADLEY GEORGE | Sergeant | \$100,073.50 | \$771.54 |
| CLAUDIO | DONALD | Plainclothes Police Constable | \$100,073.36 | \$735.64 |
| TEIXEIRA | ANDREW PEREIRA | Plainclothes Police Constable | \$100,072.22 | \$751.24 |
| OLIVER | STEVEN RONALD | Plainclothes Police Constable | \$100,072.19 | \$742.23 |
| COSGROVE | SEAN DAVID | Plainclothes Police Constable | \$100,054.86 | \$751.24 |
| ROSE | DAWN | Detective | \$100,050.78 | \$780.72 |
| KESIC | ZELJKO | Plainclothes Police Constable | \$100,049.99 | \$745.78 |
| BORNEMAN | MARK ROBERT | Plainclothes Police Constable | \$100,037.34 | \$766.51 |
| TINT | JULIE CHRISTINE | Sergeant | \$100,035.45 | \$780.72 |
| GALLANT | DENISE | Sergeant | \$100,026.87 | \$355.72 |
| GIRMENIA | FRANCESCO | Police Constable | \$100,014.87 | \$731.29 |
| IONTA | ALESSANDRO | Sergeant | \$100,011.86 | \$771.54 |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

#P64. ANNUAL REPORT: 2011 CORPORATE & COMMUNITY DONATIONS

The Board was in receipt of the following report February 24, 2012 from William Blair, Chief of Police:

Subject: ANNUAL REPORT : 2011 CORPORATE & COMMUNITY DONATIONS

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

At its meeting of March 26, 1998, the Board approved a report from the Chief of Police regarding a policy with respect to the acceptance of donations to the Service and requested that regular updates be provided to the Board for its information. (Min. No. 113/98 refers).

In November of 2010, the Board amended their policy governing the acceptance of donations and sponsorships.

It is the policy of the Toronto Police Services Board that:

The Chief of Police will ensure that Service members not solicit or accept donations from any person, including any organization or corporation, for the benefit of the Service, without the consent of the Board in accordance with the established policy;

Acceptance of donations valued at ten thousand dollars (\$10,000) or less, requires the approval of the Unit Commander and the completion of a Donor's Declaration Form (TPS 668);

Acceptance of donations valued at more than ten thousand dollars (\$10,000.00) requires the approval of the Board and the submission of a completed Donor's Declaration Form (TPS 668); or

Where there is insufficient time to seek Board approval for the donation, approval may be delegated to the Chair and Vice Chair.

Discussion:

A chronological listing of all requests submitted for the period of January 1, 2011 to December 31, 2011, is appended to this report.

A total of ten (10) requests were received, all of which were approved.

All donations accepted were in compliance with the criteria as outlined in Service Procedure 18-08, entitled 'Donations' governing corporate and community donations.

Conclusion:

In summary, this report provides the Board with a summary of all corporate and community donations in the year of 2011.

Inspector Stu Eley, Executive Officer, Office of the Chief of Police will be in attendance to respond to any questions, if required.

The Board received the foregoing report.

**CENTRAL DIRECTORY
CORPORATE & COMMUNITY DONATIONS: 2011**

| Donor | Purpose | Decision & Date |
|---------------------------------------|--|--|
| Microsoft | Donation of \$2,500.00 to support the 2010 Emergency Management Symposium – “The Road to Resiliency” held on November 17 and 18, 2010. | Approved by: Toronto Police Services Board on February 3, 2011 (Min. No. P29/2011 refers). |
| Infusion | Donation of \$2,500.00 to support the 2010 Emergency Management Symposium – “The Road to Resiliency” held on November 17 and 18, 2010. | Approved by: Toronto Police Services Board on February 3, 2011 (Min. No. P29/2011 refers). |
| The Probus Club of Scarborough Centre | Donation of \$100.00 to support the North American Police Equestrian Competition hosted by the Toronto Police Service in September 2011. | Approved by: Chief William Blair on March 18, 2011. |
| Teddland Inc. | Donation of teddy bears valued at \$579.68 for the Good Bear on Patrol Program which is designed to provide comfort to children involved in traumatic incidents. | Approved by: Chief William Blair on April 15, 2011. |
| Teddland Inc. | Donation of teddy bears valued at \$624.65 for the Good Bear on Patrol Program which is designed to provide comfort to children involved in traumatic incidents. | Approved by: Chief William Blair on May 10, 2011. |
| Toronto Maple Leafs | Donation of \$6,650.00 toward the purchase of a police horse for the Toronto Police Service. | Approved by: Chief William Blair on May 26, 2011 |
| Ms. Dorothy Keith | Donation of \$9,500.00 in support of the North American Police Equestrian Competition hosted by the Toronto Police Service in September 2011. | Approved by: Chief William Blair on June 26, 2011. |
| The Horse Palace Riding Academy Inc. | Donation of \$5,000.00 in support of the North American Police Equestrian Competition hosted by the Toronto Police Service in September 2011. | Approved by: Chief William Blair on September 19, 2011. |

| | | |
|----------------------------------|--|---|
| Sunnybrook Stables | Donation of \$5,000.00 in support of the North American Police Equestrian Competition hosted by the Toronto Police Service in September 2011. | Approved by: Chief William Blair on September 19, 2011. |
| Apple Canada Inc – iTunes Canada | Donation of various unwrapped children's gifts valued at approximately \$500.00 for distribution to needy children within the 55 Division community. | Approved by: Chief William Blair on December 8, 2011. |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P65. ANNUAL REPORT: TORONTO POLICE SERVICES BOARD'S 2011
CONSULTING EXPENDITURES**

The Board was in receipt of the following report February 21, 2012 from Alok Mukherjee, Chair:

Subject: ANNUAL REPORT: TORONTO POLICE SERVICES BOARD'S 2011
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 Finance 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 Deputy City Manager and Chief Financial Officer. Attachment A reflects the 2011 consulting expenditures for the Police Services Board.

Discussion:

City Finance requires the attached information by February 17, 2012 and in order to comply with this, the attached has been forwarded to the City's Deputy City Manager and Chief Financial Officer.

Conclusion:

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

The Board received the foregoing report.

Attachment A

TORONTO POLICE SERVICES BOARD 2011 Consulting Expenses - Operating

| Expense Category | Agency/Board | Contract Date mm-dd-yr) | Contract#/ PO #/DPO # | Consultant's Name | Description of the Work | Contract/PO Balance Remaining 2011.12.31 | 2011 Budget | 2011 Expenditure | 2010 Expenditure |
|--|--------------------------------------|----------------------------|---------------------------------|-------------------------------------|--|---|----------------|---------------------|---------------------|
| | | | | | | \$ | \$ | \$ | \$ |
| External Lawyers & Planners | Toronto Police Services Board | 11/21/2011 12/30/2011 | 6034051 6034391 Liability | Heenan Blaikie LLP | As an independent civilian reviewer hired by the Board, provides consultative services into matters relating to the G20 Summit (On-going) (BM#P189/2010) | - | - | \$266,613.00 | |
| | | 03/14/2011 | 6032544 | Fraser Milner | provides expertise on matters related to Canada Revenue Agency Compliance Audit on Parking Taxable Benefits (On-going) (PO is rolled over for use in 2012) | 102,802.00 | - | \$26,395.00 | |
| | | 02/22/2011 | 8568464 | Hicks Morley Hamilton Stewart | provides expert advice/opinion on general labour relations issues (BM#P290/07 - renewed until September 30/2012) | - | - | \$62,070.00 | |
| | Sub-Total | | | | | \$ 102,802.00 | \$356,000.00 | \$355,078.00 | |
| TOTAL | | | | | | \$ 102,802.00 | \$356,000.00 | \$355,078.00 | |
| GRAND TOTAL | | | | | | \$ 102,802.00 | \$ 356,000.00 | \$ 355,078.00 | \$ 26,873.00 |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P66. ANNUAL REPORT: TORONTO POLICE SERVICE'S 2011
CONSULTING EXPENDITURES**

The Board was in receipt of the following report February 09, 2012 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2011 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.

Background/Purpose:

The Board, at its meeting of February 20, 2003 (Min. No. P45/03 refers), requested that the Service report all consulting expenditures on an annual basis. In addition, the Board at its meeting of March 23, 2006 (Min. No. P103/06 refers), 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 2011 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 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, external lawyers and planners, and creative communications. The information 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 17, 2012 deadline.

Discussion:

Details of the 2011 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 2011 operating consulting expenditures (as reflected in Attachment A) were \$54,000 under spent against the 2011 budget for this line item. This under-expenditure is mainly attributable to less than expected spending in the Management/R&D category and the deferral of consulting projects in the Technical category. The Service is attempting to rely less on consultants and do more work in-house. The operating account estimate for consulting services is developed using zero-based budgeting. As such, the 2012 budget request for consulting services is based on the 2012 requirements.

The 2011 capital consulting expenditures (as reflected in Attachment B) were \$0.70M and this amount represents expenditures for two capital projects (Human Resource Management System Self-Service, and Integrated Records and Information System). Capital projects generally involve multi-year cash flow requirements, and the 2011 expenditure may therefore represent only a portion of the contract value.

Conclusion:

The 2011 consulting expenditures for 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 to the Service. 2011 consulting expenditures totalled \$0.73M (\$0.03M for operating and \$0.70M for capital).

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

The Board received the foregoing report.

ATTACHMENT A

2011 Consulting Expenses – Operating

| Expense Category | Contract Date (mm-dd-yr) | Contract # PO # DPO # | Consultant's Name | Description of the Work | Original Contract Value | 2011 Budget | 2011 Expenditure | 2010 Expenditure |
|-------------------------------|---------------------------------|------------------------------|--------------------------|--|--------------------------------|--------------------|-------------------------|-------------------------|
| Technical | | | | | \$ 0.00 | \$ 0.00 | \$ 0.00 | |
| Sub-Total | | | | | \$ 0.00 | \$ 13,400.00 | \$ 0.00 | \$ 3,640.00 |
| Information Technology | 10/19/2011 | 6033794 | Microsoft Canada Inc. | Conducted an assessment and provided recommendations and guidance in the development and implementation of SharePoint 2010. | 10,176.00 | | 10,176.00 | |
| Sub-Total | | | | | \$ 10,176.00 | \$ 10,300.00 | \$ 10,176.00 | \$ |
| Management/R &D | 01/04/2010 | 6029510 | Buck Consultants Limited | For the provision of actuarial valuation of benefits and general benefits consulting, all in accordance with the requirements of the Request for Proposal document | 37,800.00 | | 12,966.00 | |

| Expense Category | Contract Date (mm-dd-yr) | Contract # PO # DPO # | Consultant's Name | Description of the Work | Original Contract Value | 2011 Budget | 2011 Expenditure | 2010 Expenditure |
|-------------------------|---------------------------------|------------------------------|--------------------------------|---|--------------------------------|--------------------|-------------------------|-------------------------|
| | 08/30/2011 | 6033462 | Institute of Internal Auditors | Conducted an assessment of the Toronto Police Service Audit and Quality Assurance unit's activities, to determine compliance with the "International Standards for the Professional Practice of Internal Auditing". | 7,734.00 | | 8,222.00 | |
| Sub-Total | | | | | \$ 45,534.00 | \$ 61,800.00 | \$ 21,188.00 | \$ 107,340.00 |

| | | | | | | | | |
|--|------------|---------|-------------------|--|----------|---------|----------|--------------|
| Creative Communications | | | | | | | | |
| Sub-Total | | | | | \$ 0.00 | \$ 0.00 | \$ 0.00 | \$ 57,660.00 |
| External Lawyers & Planners | 05/12/2011 | 3462438 | Porter, Julian QC | Provided advice on whether to pursue matters regarding an individual's blog and membership to the Law Society of Upper Canada. | 1,526.00 | | 1,526.00 | |

| Expense Category | Contract Date (mm-dd-yr) | Contract # PO # DPO # | Consultant's Name | Description of the Work | Original Contract Value | 2011 Budget | 2011 Expenditure | 2010 Expenditure |
|-------------------------|---------------------------------|------------------------------|--------------------------|--------------------------------|--------------------------------|--------------------|-------------------------|-------------------------|
| Sub-Total | | | | | \$ 1,526.00 | \$ 1700.00 | \$ 1,526.00 | \$ 0.00 |
| TOTAL | | | | | \$ 57,236.00 | \$ 87,200.00 | \$ 32,890.00 | \$ 168,640.00 |

ATTACHMENT B

2011 CONSULTING EXPENSES – CAPITAL

| Expense Category | Project | Contract Date (mm-dd-yr) | Contract # PO # DPO # | Consultant's Name | Description of the Work | Original Contract Value | 2011 Expenditure | 2010 Expenditure |
|-----------------------------------|--|-------------------------------------|--------------------------------------|------------------------------|---|--|-----------------------------|-----------------------------|
| Information Technology | Human Resource Management System (HRMS) Additional Functionality | 05/20/2011 | 6032907 | Katalogic Inc. | Assessment of the PeopleSoft Human Resource Management System's (HRMS) environment; providing guidance on hardware/software procurement, system configuration, design, development, and report design; knowledge transfer. | 167,863.00 | 103,070.00 | |
| | Human Resource Management System (HRMS) Additional Functionality | 05/20/2011 | 6032908 | Katalogic Inc. | For the provision of leadership in process design sessions, as well as fit/gap workshops; advice on how to leverage technology for the improvement of administrative business processes; management of project including allocation of resources, tracking down progress and prioritization of key milestones. | 89,651.00 | 75,020.00 | |
| | Integrated Records and Information System (IRIS) | 12/14/2010 | 6032052 | Provision Resources Ltd | Leads the cross functional project team in the day to day planning, management and control of the Integrated Records and Information System (IRIS) project; reviewed the statement of work and master agreement with the vendor, including recommendations on scheduling, implementation and configuration phases, and sequencing business functionality technical requirements and implementation impacts . Min. No. P145/10 refers. | 671,616.00 | 293,044.00 | |

| Expense Category | Project | Contract Date (mm-dd-yr) | Contract # PO # DPO # | Consultant's Name | Description of the Work | Original Contract Value | 2011 Expenditure | 2010 Expenditure |
|-------------------------|--|---------------------------------|------------------------------|--------------------------|---|--------------------------------|-------------------------|-------------------------|
| | Integrated Records and Information System (IRIS) | 09/14/2010 | 6031187 | Modis Canada Inc. | Assist and support the Business Analysis team in the development of business requirements documentation, in preparation for the implementation of the commercial off-the-shelf integrated, electronic records management system for the Integrated Records & Information System (IRIS) project. | 354,328.00 | 231,691.00 | |
| Sub-Total | | | | | | \$ 1,283,458.00 | \$ 702,825.00 | \$ 564,005.00 |
| TOTAL | | | | | | \$ 1,283,458.00 | \$ 702,825.00 | \$ 564,005.00 |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P67. ANNUAL REPORT: 2011 POLICE COOPERATIVE PURCHASING
GROUP**

The Board was in receipt of the following report February 22, 2012 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2011 POLICE COOPERATIVE PURCHASING GROUP

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 Toronto Police Services Board Financial Control By-Law 147 amended by By-law No. 148, 151, 153, 156, and 157, requires that the Chief of Police report annually to the Board on any expenditure over \$500,000 processed through the Police Cooperative Purchasing Group (PCPG) in the preceding year. In response to this requirement the following information is provided.

Discussion:

During 2011, the following expenditures with a value exceeding \$500,000 were made through PCPG in accordance with the By-law.

| Item | Vendor | 2011 Expenditure (\$) |
|--------------------------|-----------------|------------------------------|
| Unmarked Vehicles | Chrysler Canada | 1,116,267.99 |
| Unmarked Patrol Vehicles | Yorkdale Ford | 957,722.50 |
| Marked Patrol Vehicles | Yorkdale Ford | 5,472,220.50 |

Conclusion:

The Service has been and continues to be a member of the PCPG since its inception in 1996. The group continues to provide its members (Police Services) throughout the Province the opportunity for cost savings through volume buying and standardization of equipment. Pricing agreements are awarded through the PCPG process for related items such as marked and unmarked police cars, tires, ammunition, pepper spray, body armour, uniform clothing, and

footwear. The process continues to work well with the PCPG members sharing the administration of the various procurement processes.

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

The Board received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

#P68. ANNUAL REPORT: 2011 SOLE AND SINGLE SOURCE PURCHASES

The Board was in receipt of the following report February 15, 2012 from William Blair, Chief of Police:

Subject: ANNUAL REPORT 2011: SOLE AND SINGLE SOURCE PURCHASES

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 Toronto Police Services Board Financial Control By-Law No. 147 amended by By-Law No. 148, 151, 153, 156 and 157, requires that the Chief of Police report annually to the Board on any sole and single source purchases for goods or services with a value greater than \$10,000 in the preceding year. In response to this requirement, the following information is provided.

Discussion:

Sole and single source purchases are used for: emergency situations; proprietary rights; to match existing equipment; health and safety concerns; time constraints; scarcity of supply in the market; and to avoid violating warranties and guarantees where service is required. In these cases, the award is made to a specific vendor without going through a competitive process.

In accordance with the Service's Purchasing and Expenditure Procedures, a request is submitted to the Service's Purchasing Support Services (PUR) unit with justification to retain a vendor as a sole or single source. If the justification is acceptable to the Manager, PUR, and the purchase meets the above criteria, the request is processed.

The following tables summarize the sole and single source purchases over \$10,000 that occurred in 2011.

Sole Source Purchases:

The sole source purchases identified in the table below were made based on proprietary rights for the good or service.

| Vendor | 2011 Expenditures | Reason for Sole Source designation | Description of the good or service provided |
|-----------------------------|--------------------------|---|---|
| MD Charlton Co. Ltd. | \$50,467.50 | Proprietary rights | Conducted Energy Weapon (Taser) cartridges |
| Ram Power Systems | \$140,786.29 | Proprietary rights | Range maintenance and replacement parts |
| Met-Scan | \$124,603.10 | Proprietary rights | Evertz transmit/receivers, rapid deployment antenna |
| Panasonic | \$101,296.00 | Proprietary rights | Wireless microphones for In-Car-Camera |
| I2 Inc. | \$10,296.00 | Proprietary rights | Licence fees |
| Hewlett Packard (HP) Canada | \$148,920.00 | Proprietary rights | Upgrade HP Radia (Windows 7 project) |
| Net Presenter | \$29,367.00 | Proprietary rights | Netpresenter licence renewal |
| Supergravity Incorporated | \$16,952.00 | Proprietary rights | Supertext software licenses |
| Canadian Police Knowledge | \$92,938.00 | Proprietary rights | Training licence renewals/portal access |
| Colt Canada | \$13,579.40 | Proprietary rights | Firearm repair parts |
| Telecorp Products | \$26,200.00 | Proprietary rights | LED reader boards/NetQ products |
| TOTAL | \$755,405.29 | | |

Single Source Purchases:

Single source purchases are made based on time constraints, emergency requirements, and the requirement to match existing equipment and to maintain continuity of services, where necessary, on projects.

| Vendor | 2011 Expenditures | Reason for Sole Source designation | Description of the good or service provided |
|--------------------------------|--------------------------|--|--|
| Cansel Survey equipment | \$26,135.09 | Maintain continuity of services | Trimble R8 survey products |
| CCM Electronics | \$26,000.00 | Emergency requirements | Marine radar equipment |
| Cobham Tracking & Locating Ltd | \$18,117.31 | Match existing equipment and maintain continuity of services | Amplifier/Receiver |
| Dyplex Communications | \$18,138.00 | Match existing equipment and maintain continuity of services | Surveillance equipment |
| TOTAL | \$88,390.40 | | |

The sole and single source purchases included in this report represent a total of 0.9% of the total number (1,266) of purchase orders greater than \$10,000 issued by the Service in 2011. They also represent 1.3% of the total dollar value of purchase orders, greater than \$10,000, issued by the Service.

Conclusion:

The Service's purchasing procedures require that goods/services be obtained through a competitive process, and the Service is committed to keeping single source purchases to an absolute minimum. However, there are situations where goods/services must be single or sole

sourced. These types of procurements are managed through a formal procedure that is overseen by the Manager, Purchasing Support Services, and require proper justification and approval before a commitment is made. To further increase the transparency of this process, this report provides the Board with a list of sole and single source expenditures over \$10,000 in 2011, as well as what percentage of total purchase orders (greater than \$10,000) issued, they represent.

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

The Board received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P69. SEMI-ANNUAL REPORT: WRITE-OFF OF UNCOLLECTIBLE
ACCOUNTS RECEIVABLE BALANCES: JULY TO DECEMBER 2011**

The Board was in receipt of the following report March 01, 2012 from William Blair, Chief of Police:

Subject: SEMI-ANNUAL REPORT 2011: WRITE-OFF OF UNCOLLECTIBLE
ACCOUNTS RECEIVABLE BALANCES - JULY TO DECEMBER 2011

Recommendation:

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

Financial Implications:

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

The write-off amount of \$128,788 in the second half of 2011 has been expensed against the allowance for uncollectible accounts. Each year end, the adequacy of the allowance for uncollectible accounts is reviewed and adjusted based on accounts which may pose collection issues. The current balance in the allowance for uncollectible accounts is approximately \$451,600.

Background/Purpose:

At its meeting of May 29, 2003 the Board approved the 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, 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, 2011.

Discussion:

External customers receiving goods and/or services from Toronto Police Service units are provided with an invoice for the value of such goods or services. The Service's Financial Management 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:

Customers 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 to customers requesting payment. Customers with outstanding balances have an opportunity to make payment arrangements with Financial Management. 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 has been successful in collecting many accounts on behalf of the Service. However, in situations where amounts are small, company principals can not be located, organizations are no longer in business or circumstances indicate that no further work is warranted, the collection agency may recommend write-off.

In 2010, the Service began invoicing property owners for cost recovery related to Police administration of marihuana grow operations. City of Toronto By-law No. 1076-2007, as amended, provides for the recovery of administration and enforcement costs for city agencies in relation to marihuana grow operations located at properties within the City of Toronto. The total recoverable cost of \$1,785 is contained in Schedule 2 to By-law No. 1076-2007. The by-law allows the Toronto Police Service to invoice the property owner, the tenant or the property management company, based on the circumstances.

All payments for marihuana grow operation invoices are due within 30 days of the invoice date. Late payment charges accrue at a monthly rate of 1.25%, and a \$35 processing charge applies to all dishonoured cheques returned by the bank.

If fees and any accumulated interest are not received within 90 days, the outstanding amount is transferred to the City of Toronto Revenue Services Division where the balance is applied to the tax roll attached to the property. The tax roll transfer provision only applies where the individual invoiced continues to own the property on which the grow operation was found. In situations where the original property owner was not invoiced or the property changed hands, the amount follows the normal collection process applied by the Service, including referral to our collection agency. Since the by-law allows flexibility with respect to charging fees to those accountable for the grow operations, there is some exposure and collection risk to the Service for amounts that we are eventually unable to transfer to the City's tax roll.

There are also situations where additional information is uncovered by the Service's Drug Squad in relation to the original charge or invoice decision. In such circumstances, the Unit Commander, Toronto Drug Squad (TDS), can rescind the original amount invoiced and any applicable interest accrued to that date. The Unit Commander, TDS, advises Financial

Management that an invoice is to be rescinded and acknowledges that reasons for reversing the charge remain in TDS files.

Amounts written off during the July to December 31, 2011 Period:

During the six month period of July 1 to December 31, 2011, 61 accounts totalling \$128,788 were written off, in accordance with By-law 147. The write-offs relate to marihuana grow operation fees, paid duties and a cost recovery from a partner agency. Additional information on the accounts written off is provided in the sections that follow.

Marihuana Grow Operation invoices (\$105,337):

The \$105,337 amount written off consists of 56 items. The largest invoice amounts to \$5,560 and represents 2010 administrative fees to one property owner for three properties. The balance of the account was originally sent to the City of Toronto for inclusion in the facility property taxes. However, as a result of new information relating to the investigation, the invoice was rescinded in 2011 and charged against the allowance for uncollectible accounts. This amount was not written off due to non-payment, but rather, charged to the allowance as a routine accounting entry.

The remaining 55 balances total \$99,777 and relate to recovery fees and associated interest which could not be collected by the City of Toronto through property taxes as ownership of the residence has changed since the original charge. The accounts were forwarded to the Service's collection agency, who spent several months attempting to collect the funds. In all instances, the invoices date back to 2010, but relate to charges laid in 2008 and 2009. The collection agency indicated that collection was unlikely because of the age of the original charges. However, they followed their standard collection process which includes finding the principle, sending payment demand letters and investigating the individual's ability to pay. After considerable effort, the collection agency determined that payment was unlikely and recommended write-off.

Paid Duty Administrative Fees and Equipment Rentals (\$2,958):

Eight balances from paid duty customers were written off during the second half of 2011. The largest balance totals \$2,088 and relates to a customer that organized an annual special event. In the past, the account went into arrears but the customer always paid the outstanding balance from the previous year when new paid duties were requested for the current year. In 2011, despite continued efforts by Financial Management to collect the 2010 outstanding balance, the customer did not hold the 2011 event and therefore did not have funds to pay the outstanding balance. Since the customer is a charitable organization established for the purpose of the special event, no principles could be located from which to collect the outstanding balance. As a result, the amount was written off.

The remaining seven balances are all small and did not warrant any further work by both the Service and the collection agency.

Other (\$20,493):

In 2010, transcription services were provided to a Service partner agency. An invoice was provided following the completion of the work, as per the normal process. The invoices and services provided were disputed by the partner agency, as they indicated that the service received exceeded the request made, resulting in an overcharge for the transcription documents. The account has been in dispute for several years. Collection attempts included several letters from the Director, Finance and Administration and the Chief Administrative Officer. At the end of 2011, an agreement was reached between the partner agency and the Unit Commander of the unit providing the services at a reduced charge. Therefore, the original invoice was amended accordingly. Since the revenue for this invoice was accounted for in the year the original invoice was sent, the adjustment to the account balance has to be made against the allowance for uncollectible accounts. The partner agency has indicated that there should not be any issue making payment on the amended invoice for \$7,113.

Recovery of Previous Write-Offs (\$102)

Between July and December, 2011, Financial Management was able to recover \$102 which represents one previously written off account balance for a paid duty customer.

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 July 1 to December 31, 2011.

For all receivables, action 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, Administrative Command, will be in attendance to answer any questions from the Board.

The Board received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P70. APPOINTMENT – ACTING VICE-CHAIR DURING THE PERIOD
BETWEEN APRIL 18, 2012 AND APRIL 21, 2012, INCLUSIVE**

The Board was in receipt of the following report March 08, 2012 from Alok Mukherjee, Chair:

Subject: Appointment – Acting Vice-Chair During the Period Between April 18, 2012 and April 21, 2012, Inclusive

Recommendation:

It is recommended that the Board appoint one member to act as Acting Vice-Chair during the period between April 18, 2012 and April 21, 2012, inclusive, for the purposes of the execution of all documents that would normally be signed by the Vice-Chair on behalf of the Board and to perform any other duties that may be required during that time.

Financial Implications:

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

Background:

I will be attending the Ontario Association of Police Services Board's 2012 Annual General Meeting and Spring Conference in Ottawa, Ontario from April 18, 2012 to April 21, 2012. Given that Vice-Chair Michael Thompson would automatically assume the role of Acting Chair in my absence, and he is available to do so on this occasion, it will be necessary to appoint one member to act as Acting Vice-Chair during this period.

The Acting Vice-Chair may also be called upon to preside, or assist the Acting Chair in presiding, at the Board meeting scheduled for April 19, 2012.

Conclusion:

It is, therefore, requested that the Board appoint one member to act as Acting Vice-Chair during the period between April 18, 2012 and April 21, 2012, inclusive, for the purposes of the execution of all documents, that would normally be signed by the Vice-Chair on behalf of the Board and to perform any other duties as may be required during that time.

The Board approved the following Motion:

THAT the Board receive the foregoing report and appoint Dr. Noria as acting vice-chair during the period between April 18, 2012 and April 21, 2012, inclusive.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P71. SPECIAL CONSTABLES – UNIVERSITY OF TORONTO, ST. GEORGE
CAMPUS - APPOINTMENT**

The Board was in receipt of the following report March 05, 2012 from William Blair, Chief of Police:

Subject: APPOINTMENT OF SPECIAL CONSTABLE FOR THE UNIVERSITY OF
TORONTO ST. GEORGE CAMPUS

Recommendation:

It is recommended that the Board approve the appointment of the individual listed in this report as special constable for the University of Toronto, 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 University of Toronto (U of T) for the administration of special constables (Min. No. P571/94 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 U of T on January 1, 2012, to appoint the following individual as a special constable.

Wesley KILLMAN

Discussion:

U of T 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 U of T property within the City of Toronto.

The agreement between the Board and the U of T requires that background investigations be conducted on all individuals recommended for appointment and re-appointment as special constables. The Service's Employment Unit completed a background investigation on this individual and there is nothing on file to preclude her from being appointed as a special constable for a five year term.

The U of T has advised that the individual satisfies all the appointment criteria as set out in the agreement between the Board and the U of T for special constable appointment. The U of T approved strength of special constables is 34; the current complement is 27.

Conclusion:

The Toronto Police Service and the U of T 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 U of T property. The individual currently before the Board for consideration has satisfied the criteria contained in the agreement between the Board and the University of Toronto.

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

The Board approved the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P72. SPECIAL CONSTABLES – UNIVERSITY OF TORONTO, ST. GEORGE
CAMPUS - APPOINTMENT**

The Board was in receipt of the following report March 07, 2012 from William Blair, Chief of Police:

Subject: APPOINTMENT OF SPECIAL CONSTABLE FOR THE UNIVERSITY OF
TORONTO ST. GEORGE CAMPUS

Recommendation:

It is recommended that the Board approve the appointment of the individual listed in this report as special constable for the University of Toronto, 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 University of Toronto (U of T) for the administration of special constables (Min. No. P571/94 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 U of T on January 5, 2012, to appoint the following individual as a special constable.

Sean TOMPA

Discussion:

U of T 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 U of T property within the City of Toronto.

The agreement between the Board and the U of T requires that background investigations be conducted on all individuals recommended for appointment and re-appointment as special constables. The Service's Employment Unit completed a background investigation on this individual and there is nothing on file to preclude him from being appointed as a special constable for a five year term.

The U of T has advised that the individual satisfies all the appointment criteria as set out in the agreement between the Board and the U of T for special constable appointment. The U of T approved strength of special constables is 34; the current complement is 28.

Conclusion:

The Toronto Police Service and the U of T 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 U of T property. The individual currently before the Board for consideration has satisfied the criteria contained in the agreement between the Board and the University of Toronto.

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

The Board approved the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P73. SPECIAL CONSTABLES – TORONTO COMMUNITY HOUSING
CORPORATION – APPOINTMENTS**

The Board was in receipt of the following report March 08, 2012 from William Blair, Chief of Police:

Subject: APPOINTMENT OF SPECIAL CONSTABLES FOR THE TORONTO
COMMUNITY HOUSING CORPORATION

Recommendation:

It is recommended that the Board approve the appointment of the individuals listed in this report as special constables for the Toronto Community Housing Corporation (TCHC), 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 Community Housing Corporation (TCHC) for the administration of special constables (Min. No. P414/99 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 TCHC on December 6, 2011, to appoint the following individuals as special constables:

**Janet TEH
Gurmeet SINGH
Nikolce ILIEV**

Discussion:

The TCHC 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 TCHC property within the City of Toronto.

The agreement between the Board and the TCHC 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 TCHC has advised that the individuals satisfy all the appointment criteria as set out in the agreement between the Board and the TCHC for special constable appointment. The TCHC approved strength of special constables is 83; the current complement is 79.

Conclusion:

The Toronto Police Service and the TCHC 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 TCHC property. The individuals currently before the Board for consideration have satisfied the criteria contained in the agreement between the Board and the Toronto Community Housing Corporation.

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

The Board approved the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P74. COMPLIANCE OF SERVICE MEMBERS WITH THE REQUIREMENT
TO WEAR NAME IDENTIFICATION**

The Board was in receipt of the following report February 21, 2012 from William Blair, Chief of Police:

Subject: COMPLIANCE OF SERVICE MEMBERS WITH THE REQUIREMENT TO WEAR NAME IDENTIFICATION

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 public meeting held on July 21, 2011, the Board requested that the Chief provide a report to the Board on whether or not Service members are complying with the requirement to wear name identification, the number of members who have been disciplined for not complying with this requirement to wear name identification, and an explanation of any exceptions to the Procedure (Min. No. P177/11 refers).

Discussion:

A member's requirement to wear their issued name badge is prescribed in Service Procedure 15-16 entitled Uniform, Equipment and Appearance Standards and the associated appendix to the procedure; Appendix 'H' entitled Wearing of Name Badges. The appendix advises that the name badge shall be clearly visible and worn on the outermost garment with the only exception being that a name badge is not required on rainwear.

A review of the Professional Standards Information System (PSIS) has shown that since January 1, 2007, there have been 139 police officers investigated for not wearing their required name badge. Of the 139, 136 occurred during the 2010 G20 Economic Summit.

The disposition of these 139 investigations is detailed in the table below:

| DISPOSITION | G20 RELATED | NON-G20 RELATED | TOTAL |
|---------------------|--------------------|------------------------|--------------|
| Informal Resolution | 0 | 1 | 1 |
| Unsubstantiated | 14 | 0 | 14 |

| | | | |
|------------------------|------------|----------|------------|
| 8-hour Assessment | 67 | 0 | 67 |
| 16-hour Assessment | 54 | 1 | 55 |
| No Disposition To-Date | 1 | 1 | 2 |
| TOTAL | 136 | 3 | 139 |

Conclusion:

In summary, 122 of the 139 officers investigated for not wearing their required name badge since January 1, 2007, have been disciplined. 121 of these are in relation to the G20 Economic Summit.

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

The Board received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

#P75. LIFEGUARD SALARY RATES FOR 2012

The Board was in receipt of the following report March 06, 2012 from Aileen Ashman, Director, Human Resources Management:

Subject: LIFEGUARD SALARY RATES FOR 2012

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:

Since 2001, the Toronto Police Service has been solely responsible for lifeguard services at designated beaches in the City of Toronto. Historically, the Service has matched the City of Toronto salary rates for lifeguards.

Discussion:

At its meeting on February 16, 2012, the Board approved a recommendation that the Service align its lifeguard rates with the City of Toronto's 2011 rates (Min. No.C43/12 refers). The anticipated cost of \$82,600 is within the approved operating budget.

The last salary increase, covering the year 2008, was approved by the Board on March 27, 2008 (Min. No. P78/08 refers). This rate has not changed. In 2011, the Service was unable to fill all its lifeguard positions and lifeguards severed employment part way through the summer for better opportunities. It was therefore recognized that in order to attract the required level of skilled new hires and retain the mature experienced returning lifeguards, a significant increase is required for 2012.

The following salary rates for lifeguards and head lifeguards were approved:

| | 2008 Hourly Rate | City of Toronto 2011 Hourly Rate | Recommended 2012 Hourly Rate |
|----------------|------------------|----------------------------------|------------------------------|
| Lifeguard | \$ 13.23 | \$14.55 | \$14.55 |
| Head Lifeguard | \$ 15.15 | \$16.90 | \$16.90 |

Conclusion:

In summary, the approved increase in lifeguard salary rates for 2012 is consistent with the rates paid by the City of Toronto, and allows the Service to compete for good quality guards against, not only the City of Toronto and surrounding municipalities, but also with the private sector.

I will be in attendance to respond to any questions the Board may have.

The Board received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

#P76. ANNUAL REPORT: 2011 SECONDARY ACTIVITIES

The Board was in receipt of the following report February 07, 2012 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2011 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 (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 revised Service Procedure 14-25 is attached as Appendix "A". Members are still 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 (P.S.A.)*. Service Procedure 14-25 no longer outlines a non-exhaustive list of activities that may be considered to contravene Section 49(1) of the *P.S.A.* Approval to engage in the secondary activity is granted, provided the secondary activity does not contravene the restrictions set out in Section 49(1) of the *P.S.A.*

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 *P.S.A.* 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 *P.S.A.*, 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 *P.S.A.*

Auxiliary police officers and school crossing guards are not covered under Section 49(1) of the *P.S.A.* or Service Procedure 14-25. Auxiliary police officers are volunteers, not employees of the Service, and school crossing guards are considered employees of the City of Toronto, although the co-ordination of the crossing guards is administered by the Service.

Discussion:

During 2011, there were 36 new applications for secondary activity received from members requesting approval to engage in secondary activities. Of these 36 applications, 33 were not considered to be in conflict with Section 49(1) of the *P.S.A.* and 3 were deferred pending further review.

The attached 2011 Annual Report on New Applications for Secondary Activity details the type of activities and the number of applications received from uniform and civilian members. A copy of the 2011 Annual Report is attached as Appendix “B”.

Historically, for the period covering January, 1996 to December, 2011, our records reflect that there were a total of 1,130 uniform and civilian members of the Service who were granted approval to engage in secondary activities. The chart below reflects the number of approved applications for uniform and civilian members during this time frame:

| Approved Secondary Activity Applications 1996 - 2011 | | | |
|---|---------|--------------|--------------|
| | Uniform | Civilian | Total |
| 1996 | 91 | 23 | 114 |
| 1997 | 46 | 36 | 82 |
| 1998 | 44 | 32 | 76 |
| 1999 | 69 | 67 | 136 |
| 2000 | 37 | 43 | 80 |
| 2001 | 43 | 96 | 139 |
| 2002 | 36 | 83 | 119 |
| 2003 | 56 | 22 | 78 |
| 2004 | 54 | 16 | 70 |
| 2005 | 18 | 4 | 22 |
| 2006 | 13 | 11 | 24 |
| 2007 | 44 | 8 | 52 |
| 2008 | 31 | 7 | 38 |
| 2009 | 30 | 8 | 38 |
| 2010 | 10 | 19 | 29 |
| 2011 | 13 | 20 | 33 |
| | | | |
| | | Total | 1,130 |

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

Conclusion:

This report provides the Board with an annual summary of secondary activities approved for 2011.

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

The Board received the foregoing report.

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.

**2011 ANNUAL REPORT
NEW APPLICATIONS FOR
SECONDARY ACTIVITY**

| <i>TYPE OF ACTIVITY</i> | NUMBER OF UNIFORM APPLICATIONS | NUMBER OF CIVILIAN APPLICATIONS |
|--------------------------------|---|--|
| Arts/Media | 2 | 2 |
| Business Services | | 4 |
| Food and Beverage | 1 | 2 |
| Labourer | | 2 |
| Limousine transportation | 1 | |
| On-line gun selling | 2 | |
| Programmer | | 1 |
| Real Estate Agent | 2 | 2 |
| Residential Services | | 1 |
| Retail | | 1 |
| Security | 1 | 2 |
| Social Services | 2 | 1 |
| Sports – Tennis Coach | 1 | |
| Teacher/Lecturer | 2 | 1 |
| Translator/Interpreter | | 2 |
| Volunteer Firefighter | 1 | |
| TOTAL | 15 | 21 |

Of the 36 applications received, 33 of the applications were not deemed to contravene the restrictions set out in Section 49(1) of the *PSA* and 3 applications have been deferred pending further review.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

#P77. ANNUAL REPORT: 2011 SUMMARY OF GRIEVANCES

The Board was in receipt of the following report February 13, 2012 from William Blair, Chief of Police:

Subject: 2011 ANNUAL REPORT: SUMMARY OF GRIEVANCES

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 confidential meeting on February 20, 2003, the Board requested that an annual summary report on grievances be provided for the public meeting in February of each year (Min. No. C30/03 refers). The Board further requested that the public report include the cost of the grievances, the total costs for the year and the number of arbitrations where the Board, Association or both were successful.

Discussion:

During the year 2011, there were twenty-nine (29) new grievances filed. Of this number, seven (7) grievances were either withdrawn or resolved by the parties, and twenty-two (22) remain ongoing.

In addition to the above, fourteen (14) grievances that were outstanding from previous years were resolved in 2011. Two (2) grievances were resolved through arbitration decisions which were both in favour of the Board. Twelve (12) grievances were either settled, withdrawn or abandoned.

The overall legal costs expended in 2011 for all grievance activity, including matters which commenced prior to 2011, amounted to \$177,988.04. The following is an itemization of costs by type of grievance:

| Number | Type of Grievance | Costs Expended in 2011 |
|---------------|--------------------------|-------------------------------|
| 4 | Suspensions | \$56,218.76 |
| 7 | Policy Cases | \$52,998.64 |

| | | |
|-----------|--------------------------------------|---------------------|
| 1 | Terminations | \$21,423.20 |
| 2 | Harassment | \$18,448.83 |
| 1 | Accommodation | \$16,381.61 |
| 2 | Abuse of Benefits (Sick, WSIB, CSLB) | \$12,490.00 |
| 1 | Resignation/Retirement | \$27.00 |
| 18 | TOTAL COSTS 2011 * | \$177,988.04 |

* These costs include interim or final billings for cases filed prior to 2011 as well as new cases filed in 2011. These costs also include fees for legal counsel, disbursements and arbitrator fees related to the arbitration hearings. The breakdown is as follows:

- Legal Counsel and Disbursement Fees - \$146,047.06
- Arbitrator Fees - \$31,940.98

Conclusion:

In summary, this report provides the Board with the total number of grievances and total costs for the year 2011.

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

The Board received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P78. QUARTERLY REPORT: TORONTO POLICE SERVICES BOARD
SPECIAL FUND UNAUDITED STATEMENT: OCTOBER TO
DECEMBER 2011**

The Board was in receipt of the following report February 22, 2012 from Alok Mukherjee, Chair:

Subject: QUARTERLY REPORT: TORONTO POLICE SERVICES BOARD SPECIAL
FUND UNAUDITED STATEMENT: OCTOBER TO DECEMBER 2011

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, 2011.

As at December 31, 2011, the balance in the Special Fund was \$318,675. During the fourth quarter, the Special Fund recorded receipts of \$143,506 and disbursements of \$81,247. There has been a net decrease of \$145,529 against the December 31, 2010 fund balance of \$464,204.

Auction proceeds have been estimated for the months of October to December 2011 as the actual deposits have not yet been made. The contract with Rite Auctions for the on-line auctioneering services was renewed until July 31, 2012.

For this quarter, the Board received \$9,004 representing the balance from the Toronto Police Trust Fund to the Special Fund. Further, the Board also received \$81,832 representing unclaimed money.

With the Board approval of the continuation of a moratorium on expenditures, plus higher than expected proceeds from unclaimed money, the fund balance closed at \$318,675 (compared with the projected balance of \$150,000).

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.

| THE TORONTO POLICE SERVICES BOARD SPECIAL FUND 2011 FOURTH QUARTER RESULTS WITH REVISED PROJECTIONS | | | | | | | | |
|--|---------------------|---------------------|---------------------|----------------------|---------------------|----------------------------|----------------------------|---|
| PARTICULARS | 2011 | | | | | 2010 | | COMMENTS RELATING TO THIS QUARTER |
| | REVISED PROJ. | JAN 01 TO MAR 31/11 | APR 01 TO JUN 30/11 | JUL 01 TO SEPT 30/11 | OCT 01 TO DEC 31/11 | JAN 01 TO DEC 31/11 TOTALS | JAN 01 TO DEC 31/10 ACTUAL | |
| <i>BALANCE FORWARD</i> | 464,204 | 464,204 | 417,235 | 313,326 | 256,416 | 464,204 | 1,022,401 | |
| <u>REVENUE</u> | | | | | | | | |
| PROCEEDS FROM AUCTIONS LESS OVERHEAD COST | 200,000 (74,000) | 44,587 (16,497) | 52,176 (19,305) | 64,356 (23,812) | 82,460 (28,026) | 243,579 (87,640) | 226,135 (83,670) | Auction proceeds for the fourth quarter are based on estimates. Overhead is at 37% of the proceeds. |
| UNCLAIMED MONEY LESS RETURN OF UNCLAIMED MONEY | 230,000 (7,000) | 108,406 (1,062) | 82,531 (1,091) | 37,933 (1,735) | 81,832 (2,505) | 310,703 (6,393) | 162,181 (7,050) | |
| INTEREST LESS BANK SERVICE CHARGES | 2,700 (1,000) | 731 (82) | 934 (660) | 792 (140) | 830 (89) | 3,287 (871) | 2,046 (632) | Interest income is based on the average monthly bank balance. |
| OTHERS | 2,400 | 1,623 | 0 | 748 | 9,004 | 11,375 | 699 | Balance of Trust Fund transferred to Special Fund |
| <i>TOTAL REVENUE</i> | 353,100 | 137,705 | 114,585 | 78,143 | 143,506 | 473,939 | 299,709 | |
| <i>BALANCE FORWARD BEFORE EXPENSES</i> | 817,304 | 601,909 | 531,820 | 391,469 | 399,922 | 938,143 | 1,322,110 | |
| <u>DISBURSEMENTS</u> | | | | | | | | |
| <u>POLICE COMMUNITY INITIATIVES</u> | | | | | | | | |
| <u>SERVICE</u> | | | | | | | | |
| CPLC & COMM. OUTREACH ASSISTANCE | 15,000 | 0 | 14,500 | 0 | (2,695) | 11,805 | 29,000 | Return of unused funds. |
| UNITED WAY | 0 | 0 | 0 | 0 | 0 | 0 | 10,000 | |
| OTHER | 0 | 0 | 0 | 0 | 0 | 0 | 9,900 | |
| <u>COMMUNITY</u> | | | | | | | | |
| VICTIM SERVICES PROGRAM | 0 | 0 | 0 | 0 | 0 | 0 | 12,000 | |
| VARIOUS ORGANIZATIONS | 45,000 | 10,000 | 34,399 | 0 | 500 | 44,899 | 506,210 | Occupational Health and Safety Awareness Day |
| FUNDS RETURNED - SPONSORSHIPS | (4,500) | (810) | (1,208) | (2,475) | 0 | (4,494) | (9,500) | |
| TPAAA ASSISTANCE | 12,800 | 5,800 | 0 | 0 | 0 | 5,800 | 25,112 | |
| RECOGNITION OF SERVICE MEMBERS | | | | | | | | |
| AWARDS | 62,000 | 0 | 6,519 | 37,816 | 815 | 45,150 | 49,154 | Award and recognition ceremonies for Police Officers |
| CATERING | 20,840 | 0 | 2,032 | 1,445 | 7,781 | 11,258 | 10,775 | Civilians, Crossing Guards, and Auxiliary Members. |
| RECOGNITION OF COMMUNITY MEMBERS | | | | | | | | |
| AWARDS | 2,000 | 0 | 1,030 | 0 | 0 | 1,030 | 1,018 | Award and recognition ceremonies for Community |
| CATERING | 2,000 | 0 | 180 | 0 | 2,157 | 2,337 | 2,254 | Members/Citizens. |
| RECOGNITION OF BOARD MEMBERS | | | | | | | | |
| AWARDS | 700 | 440 | 61 | 0 | 0 | 501 | 117 | |
| CATERING | 1,000 | 0 | 458 | 0 | 0 | 458 | 2,016 | |
| <u>CONFERENCES</u> | | | | | | | | |
| COMM. POLICE LIAISON COMMITTEES | 0 | 0 | 0 | 0 | 0 | 0 | 10,400 | |
| ONT. ASSO. OF POLICE SERVICES BOARD | 5,500 | 5,500 | 0 | 0 | 0 | 5,500 | 5,500 | |
| CDN ASSO. OF POLICE SERVICES BOARD | 0 | 0 | 0 | 0 | 0 | 0 | 10,000 | |
| DONATIONS - IN MEMORIAM | 800 | 400 | 0 | 200 | 0 | 600 | 400 | |
| TPSB/TPA RETIREMENT DINNER | 18,000 | 7,634 | 160 | 0 | 10,600 | 18,394 | 8,328 | As approved on BM P100/11 |
| DINNER TICKETS | 200 | 0 | 0 | 0 | 0 | 0 | 2,425 | |
| PROFESSIONAL FEES | 410,000 | 95,032 | 160,363 | 98,067 | 56,448 | 409,910 | 87,157 | Heenan Blaikie LLP - ICR and Communication consultant. |
| INTERNAL CONTROL REVIEW FEE | 6,000 | 0 | 0 | 0 | 5,640 | 5,640 | 5,640 | Pricewaterhouse Coopers |
| <i>OTHER EXPENSES</i> | 60,700 | 60,678 | 0 | 0 | 0 | 60,678 | 0 | |
| <i>TOTAL DISBURSEMENTS</i> | 658,040 | 184,675 | 218,494 | 135,053 | 81,247 | 619,468 | 857,906 | |
| <i>SPECIAL FUND BALANCE</i> | 159,264 | 417,235 | 313,326 | 256,416 | 318,675 | 318,675 | 464,204 | |

Board Approved Sponsorships**Net funds expended from January 1 to December 31, 2011**

| | |
|---|-----------------|
| York University Youth Initiatives | \$34,399 |
| Community Policing Liaison Committees (CPLC) | \$11,805 |
| Toronto Police Amateur Athletics Association (TPAAA) | \$5,800 |
| French Consultative Committee | \$3,792 |
| Asian Heritage Month | \$2,525 |
| Occupational Health and Safety | \$500 |
| Black History Month - return of funds (Funds granted in 2010 for \$6,000) | (\$249) |
| Human Rights - return of funds (Funds granted in 2010 for \$6,000) | (\$561) |
| Total | \$58,011 |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P79. RECEIPT OF FUNDS FROM THE ONTARIO HUMAN RIGHTS
COMMISSION**

The Board was in receipt of the following report March 14, 2012 from Alok Mukherjee, Chair:

Subject: RECEIPT OF FUNDS FROM THE ONTARIO HUMAN RIGHTS
COMMISSION

Recommendation:

It is recommended that the Board approve the receipt of a donation in the amount of \$10,000.00 from the Ontario Human Rights Commission (OHRC) as a contribution toward the total cost of the Ryerson University's Diversity Institute Assessment of the Human Right Project Charter (HRPC).

Financial Implications:

Approval of this recommendation will increase the Board Special Fund balance by \$10,000.00.

Background/Purpose:

At its meeting held on April 22, 2010, the Board approved the retention of Ryerson University's Diversity Institute to conduct an independent, comprehensive, long-term assessment of the HRPC (Min. No. P117/10 refers). The Board also approved that the cost of the assessment be borne from the Board Special Fund.

In November 2010, the Board imposed a moratorium on expenditures from the Special Fund, pending a review of the Special Fund's status. At its meeting held on April 7, 2011, the Board approved the continuation of the moratorium, as well as a motion that the Chair and the Vice Chair identify and implement options and strategies regarding Special Fund expenditures so that the Board can continue to meet its commitments to the Independent Civilian Review of the policing of the G20 Summit and corporate recognition programs (Min. No. P100/11 refers). The objective of the Chair/Vice Chair review was to identify options/strategies the Board could employ to continue to meet its Special Fund commitments and bring the Special Fund back to good health.

One of the recommendations of the Chair/Vice Chair review was to delay the Ryerson assessment until 2012.

Discussion:

As a result of the delay and in an effort to keep up the momentum of the HRPC, the OHRC, as one of the sponsors of the HRPC, identified funds in the amount of \$10,000.00 it could contribute to the assessment. The OHRC funds will be applied to a component identified in phase one of the assessment and the OHRC will be acknowledged for its contribution in the final assessment report.

It is the policy of the Board that acceptance of donations valued at more than ten thousand dollars (\$10,000) require the approval of the Board.

Conclusion:

Therefore, it is recommended that the Board approve the receipt of a donation in the amount of \$10,000.00 from the Ontario Human Rights Commission (OHRC) as a contribution toward the total cost of the Ryerson University's Diversity Institute Assessment of the Human Right Project Charter (HRPC).

The Board received the foregoing report and approved the following Motion:

THAT, given that a telephone/email poll was conducted last week after being advised that the donation transaction had to be completed prior to the province's fiscal year-end which is March 31, 2012, the Board ratify a decision made by a quorum of the Board through a telephone/email poll on March 29, 2012 to approve the receipt of a \$10,000 donation from the Ontario Human Rights Commission

Ontario
Human Rights
Commission

Commission
ontarienne des
droits de la personne



180 Dundas Street West, 9th Floor
Toronto ON M7A 2R9

180, rue Dundas ouest, 9^e étage
Toronto (Ontario) M7A 2R9

Tel. : (416) 314-4479
Fax. : (416) 314-4494

Tel. : (416) 314-4479
Télec. : (416) 314-4494

March 17, 2012

Toronto Police Services Board
40 College Street,
Toronto, Ontario
M5G2J3

Attention: Mr. Alok Mukerjee, Chair

Dear Mr. Mukerjee:

Re: Ryerson University's Diversity Institute Assessment of the Human Right Project Charter (HRPC)

Please be advised that the Ontario Human Rights Commission, as one of the sponsors of the above-noted project, will contribute \$10,000.00 to the HRPC .

The OHRC funds will be applied to a component identified in phase one of the assessment.

Sincerely,

A handwritten signature in black ink, appearing to read "S. H. Azmi".

Dr. Shaheen Azmi, Director
Policy, Education, Monitoring and Outreach

MGT-2010-000251

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P80. NOMINATION OF TORONTO POLICE SERVICES BOARD
REPRESENTATIVE TO THE ONTARIO ASSOCIATION OF POLICE
SERVICES BOARDS (OAPSB) BOARD OF DIRECTORS**

The Board was in receipt of the following report March 15, 2012 from Alok Mukherjee, Chair

Subject: NOMINATION OF TORONTO POLICE SERVICES BOARD
REPRESENTATIVE TO THE ONTARIO ASSOCIATION OF POLICE
SERVICES BOARDS (OAPSB) BOARD OF DIRECTORS

Recommendations:

It is recommended that:

1. the Board nominate 1 of its members to represent the Toronto Police Services Board, for a 1- year term, on the OAPSB Board of Directors; and,
2. The Board advise the OAPSB of its nominee.

Financial Implications:

The OAPSB pays most reasonable and necessary costs incurred by members of its Board of Directors.

Background/Purpose:

The Ontario Association of Police Service Boards (OAPSB) is the leading voice of police governance in Ontario. The OAPSB serves its members and stakeholders, as well as the general public, by:

- helping local police service boards fulfill their legislated responsibilities, by providing training and networking opportunities, and facilitating the transfer of knowledge; and
- advocating for improvements in public safety laws and regulations, practises and funding mechanisms.

OAPSB membership includes police services board members, police and law enforcement officials, and others persons involved in policing and public safety.

In terms of workload and time commitment for a member of the Board of Directors, the following is an estimate of the requirements:

- The OAPSB Board of Directors meets 5-6 times per year; most meetings are held on a weekday evening at a GTA location.

- The OAPSB currently has 8 internal committees, and participates on 18 provincial committees. Participation on committees is expected, and time can vary from a couple of hours a month to several days per month.
- Attendance at OASPB-hosted events is expected: Spring conference and AGM (4 days) and fall seminar (1 ½ days). Additional events are being planned. For 2012/2013.
- Queen's Park Day – 1 ½ days each spring
- Attendance at Zone/Big 12 meetings – 2-3 per year, typically ½ to full day each

Discussion:

The by-laws of the OAPSB provide that one seat on its Board of Directors is reserved for a member of the Toronto Police Services Board. I currently represent the TPSB on the OAPSB Board. My term will expire on April 18, 2012.

The OAPSB bylaws state:

4.04 Nomination of Directors

Not less than forty-five (45) days prior to the annual meeting of members, each of the following shall notify the Board of its nominee or nominees for election to the board at such annual meeting:

- (i) Each Zone shall submit one nominee;*
- (ii) The Big 12 (excluding Toronto) shall submit four (4) nominees; and*
- (iii) The Toronto Police Services Board each shall submit one nominee.*

At each such annual meeting, the representatives of the Police Services Boards operating pursuant to Section 10 of the PSA shall select and advise of three (3) nominees, one (1) selected by such Boards in Zones 1 and 1A, one (1) selected by such Boards in Zones 2 and 3 and one (1) selected by such Boards in Zones 4, 5 and 6.

4.05 Term of Office

Subject to the by-laws, the term of office for a director shall be one (1) year, and shall terminate at the close of the annual meeting held during such term. Provided, however, that a director shall be eligible to be re-elected for additional terms of office, but no director shall serve more than an aggregate of nine (9) consecutive terms.

The qualifications to be elected and hold office are the following:

4.02 Qualification of Directors

Any Member in good standing of the Association is eligible to run for and hold an elected position as a director on the Board; provided that such individual shall be eighteen (18) or more years of age; shall be a member of a Police Services Board in Ontario; and provided further that such individual shall, at the time of his election or within ten (10) days thereafter and throughout his term of office, be a member in good standing of the Association.

Provided, however, that not more than one (1) member of any Police Services Board in Ontario may be a Director at any one time.

Conclusion:

I recommend that the Board nominate 1 of its members to represent the Toronto Police Services Board, for a 1- year term, on the OAPSB Board of Directors; and, that the Board advise the OAPSB of its nominee.

The Board approved the following Motions:

- 1. THAT the Board receive the foregoing report and nominate Dr. Alok Mukherjee to represent the TPSB, for a one year term, on the OAPSB Board of Directors; and**
- 2. THAT the Board advise the OAPSB of its nominee.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

**#P81. INTERNATIONAL PEACE OPERATIONS BRANCH (IPOB) GROUP
INSURANCE**

The Board was in receipt of the following report March 20, 2012 from William Blair, Chief of Police:

Subject: INTERNATIONAL PEACE OPERATIONS BRANCH (IPOB) GROUP
INSURANCE

Recommendations:

It is recommended that the Board:

- (1) authorize the Chair to execute future agreements with respect to the Royal Canadian Mounted Police (RCMP)-IPOB Group insurance matters arising from international policing missions, subject to consultation with the City Solicitor and with the Solicitor's approval of any such agreements as to form.
- (2) authorize the Chair to sign the AON Hewitt Engagement for Services for Insurance Agreement.

Financial Implications:

Toronto Police Service (Service) is required to initially pay the AON Hewitt - AXA group insurance premiums for international policing missions. The premiums are 100% reimbursed to the Service according to the Memorandum of Understanding (MOU) between the Service and the RCMP which governs the deployment of Toronto police personnel to international peace operations.

Background/Purpose:

The Service has been deploying police officers on international peace missions since 2009 under the auspices of the RCMP. Officers on mission continue to be covered by all standard employer benefit policies in effect with the Service, and that coverage is adequate. The RCMP contracted with AON Hewitt - AXA Assurances to provide a standard level of coverage, mandatory for all officers deployed on missions from all police services. The AON Hewitt - AXA policy provides coverage for Health and Dental Care, Life Insurance, Accidental Death and Dismemberment (AD&D) and Long Term Disability.

Discussion:

At its meeting on October 20, 2011, the Board authorized the Chair of the Toronto Police Services Board to enter into future agreements with AXA Assurances Inc. (Min. No. P263/11 refers). The AXA Master Agreement Policy No. 9228872 was signed by the Chair of the Police Services Board on March 25, 2010 (Appendix "A" refers).

AXA Assurances Inc. amalgamated with SSQ Financial Group in January 2012. The AXA Master Agreement Policy remains in effect, with SSQ Financial Group now as the insurer of RCMP-IPOB. AON Consulting Inc. and Hewitt Associates Corp. are the group benefits advisors to the RCMP-IPOB and the Police Partners.

AON Hewitt –SSQ Financial Group insurance is mandatory for all RCMP-IPOB Police Partners. The RCMP fully reimburses Toronto Police Service for all AON Hewitt – SSQ Financial Group insurance premiums.

AON Hewitt – SSQ Financial Group have submitted an engagement of services endorsement to the policy dated February 21, 2012, which outlines: AON Consulting Inc. and Hewitt Associates Corporation services, Service responsibilities, compensation, work product, limitation of liability and confidentiality and personal information.

SSQ Financial Group insurance is additional benefit coverage for Toronto police officers deployed abroad that is mandatory according to the MOU agreement between the Service and the RCMP governing the deployment of Toronto police officers to international peace operations.

The Service also notifies Workplace Safety and Insurance Board (WSIB) when members are away on mission. As a result, the officers continue to be covered by WSIB for the deployment period.

SSQ Financial Group will be the first payer in the event of any claim.

Conclusion:

While the Board maintains adequate insurance coverage for members deployed on international peace missions, the RCMP now mandates that coverage also be provided by AON Hewitt - SSQ Financial Group in order to standardize coverage for all officers deployed on missions. The policy is now in effect for Service members currently on deployment.

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

The Board received the foregoing report and approved the following Motion:

THAT, given that a telephone/email poll was conducted last week after being advised that the new insurance coverage would be effective April 01, 2012 and that it was necessary to ensure that the TPS police officers who are currently on peace missions are covered by the new insurance effective April 01, 2012, the Board ratify a decision made by a quorum of the Board through a telephone/email poll on March 29, 2012 to approve the recommendations contained in the foregoing report from Chief Blair.

AXA ASSURANCES INC.
2020 University Street, Suite 700
Montréal (Québec)
H3A 2A5



APPENDIX "A"

Master Application

Application To AXA Assurances Inc.
Attached To And Made Part of Policy #9228872

Application is hereby made for a policy of group insurance based on the following statements and representations:

1. Name of Policyholder:

TORONTO POLICE SERVICES BOARD

Address: 40 College St.
Toronto, ON
M5G 2J3

It is hereby understood and agreed that this policy is governed by the Terms of Reference, a copy of which is attached to this Policy.

2. Description of Eligible Persons:

All Expatriate employees.

"Expatriate employee" means an employee of the Policyholder under the age of 65 who is a Canadian permanent resident, hired in Canada by the Policyholder, whose place of permanent posting is anywhere in the world except Canada and who is either eligible or ineligible under both a Canadian federal and/or provincial health and hospitalization insurance plan or the Policyholder's other group hospital and medical insurance plans solely by reason of losing permanent resident status.

Participation by an eligible Insured Employee in all benefits provided by this contract is mandatory.

3. Summary of Benefits:

Policy A: Basic Life Insurance Benefit

Principal Sum:

\$250,000 without proof of insurability

Policy B: Optional Life Insurance Benefit

Principal Sum:

Minimum of \$10,000, in units of \$10,000, up to a maximum of \$250,000.

Policy C: Accidental Death & Dismemberment Benefit

Principal Sum:

\$250,000

In the event Loss of Life is as a result of war, the amount of Principal Sum will be increased to \$500,000.

Aggregate Limit: \$50,000,000 for policies issued to all Police Partners of the RCMP - IPOB Program.

Benefits

Accidental Death & Dismemberment
Loss of Speech and/or Hearing
Paralysis & Loss of Use
Workplace modification and Accommodation
Repatriation
Education
Day-Care
Rehabilitation
Occupational Training
Family Transportation
Home Alteration/Vehicle Modification
Waiver of Premium

Policy D: Long Term Disability Benefit

Indemnity Amount: 0.667 times the Monthly Salary, rounded to the highest dollar, if not already the case.

Maximum without proof of insurability:
\$ 8,000

Indemnity Type: Taxable

Cost of Living Adjustment: Yes

✓ Elimination Period: 17 weeks

"Monthly Salary" means the monthly rate of wage or salary (exclusive of commissions, bonuses and overtime earnings), the Employee is receiving from the Policyholder immediately prior to the date of the disability.

Policy E: Medical Insurance Benefit

| <u>Benefits</u> | <u>Maximum Amount</u> |
|---|-----------------------|
| Medical Reimbursement Expense | \$ 1,000,000 |
| Accidental Dental Treatment | \$3,000 |
| Emergency Dental Treatment | \$1,500 |
| Vision Care | \$250 |
| Evacuation | \$100,000 |
| Emergency Treatment | Included |
| Repatriation | \$ 100,000 |
| Family Transportation & Accommodation | \$ 10,000 |
| Rental Expense | \$ 200 |
| Hotel Convalescence | \$ 1,000 |
| Coinurance, Medical Reimbursement Benefit | 100% |
| Deductible | NIL |
| Maximum Limit of Indemnity: | \$1,000,000 |

4. Premium Rate:

| <u>Benefits</u> | <u>Monthly rates</u> |
|----------------------|-------------------------------------|
| Basic Life Insurance | \$0.61 per \$1,000 of Principal Sum |

Optional Life Insurance Per \$1,000 of Principal Sum

| Age | Per \$1,000 of monthly reinsurance coverage | | | |
|-----|---|---------|------------|---------|
| | Smoker | | Non Smoker | |
| | Male | Female | Male | Female |
| 18 | \$0.255 | \$0.092 | \$0.135 | \$0.059 |
| 19 | \$0.255 | \$0.097 | \$0.135 | \$0.062 |
| 20 | \$0.255 | \$0.097 | \$0.135 | \$0.062 |
| 21 | \$0.255 | \$0.100 | \$0.135 | \$0.064 |
| 22 | \$0.255 | \$0.100 | \$0.135 | \$0.064 |
| 23 | \$0.255 | \$0.104 | \$0.135 | \$0.066 |
| 24 | \$0.255 | \$0.104 | \$0.135 | \$0.066 |
| 25 | \$0.255 | \$0.106 | \$0.135 | \$0.068 |
| 26 | \$0.255 | \$0.113 | \$0.135 | \$0.074 |
| 27 | \$0.255 | \$0.121 | \$0.135 | \$0.076 |
| 28 | \$0.255 | \$0.129 | \$0.135 | \$0.082 |
| 29 | \$0.255 | \$0.139 | \$0.135 | \$0.090 |
| 30 | \$0.255 | \$0.147 | \$0.135 | \$0.092 |
| 31 | \$0.255 | \$0.153 | \$0.135 | \$0.097 |
| 32 | \$0.255 | \$0.163 | \$0.135 | \$0.104 |
| 33 | \$0.266 | \$0.177 | \$0.139 | \$0.113 |
| 34 | \$0.286 | \$0.192 | \$0.149 | \$0.121 |
| 35 | \$0.318 | \$0.215 | \$0.163 | \$0.129 |

| | | | | |
|----|---------|---------|---------|---------|
| 36 | \$0.349 | \$0.233 | \$0.177 | \$0.139 |
| 37 | \$0.380 | \$0.253 | \$0.194 | \$0.151 |
| 38 | \$0.415 | \$0.274 | \$0.212 | \$0.165 |
| 39 | \$0.457 | \$0.294 | \$0.233 | \$0.177 |
| 40 | \$0.514 | \$0.323 | \$0.255 | \$0.192 |
| 41 | \$0.565 | \$0.349 | \$0.280 | \$0.205 |
| 42 | \$0.620 | \$0.375 | \$0.306 | \$0.221 |
| 43 | \$0.683 | \$0.410 | \$0.339 | \$0.243 |
| 44 | \$0.753 | \$0.450 | \$0.375 | \$0.264 |
| 45 | \$0.824 | \$0.480 | \$0.412 | \$0.288 |
| 46 | \$0.912 | \$0.523 | \$0.455 | \$0.311 |
| 47 | \$0.994 | \$0.568 | \$0.498 | \$0.339 |
| 48 | \$1.118 | \$0.624 | \$0.559 | \$0.372 |
| 49 | \$1.241 | \$0.676 | \$0.620 | \$0.403 |
| 50 | \$1.389 | \$0.733 | \$0.700 | \$0.441 |
| 51 | \$1.561 | \$0.806 | \$0.786 | \$0.486 |
| 52 | \$1.745 | \$0.886 | \$0.878 | \$0.533 |
| 53 | \$1.947 | \$0.989 | \$0.982 | \$0.596 |
| 54 | \$2.171 | \$1.102 | \$1.095 | \$0.664 |
| 55 | \$2.381 | \$1.227 | \$1.220 | \$0.747 |
| 56 | \$2.640 | \$1.371 | \$1.354 | \$0.834 |
| 57 | \$2.934 | \$1.526 | \$1.504 | \$0.928 |
| 58 | \$3.213 | \$1.675 | \$1.648 | \$1.018 |
| 59 | \$3.543 | \$1.820 | \$1.816 | \$1.106 |
| 60 | \$3.876 | \$1.971 | \$2.006 | \$1.216 |
| 61 | \$4.266 | \$2.152 | \$2.208 | \$1.326 |
| 62 | \$4.690 | \$2.354 | \$2.430 | \$1.451 |
| 63 | \$4.794 | \$2.442 | \$2.483 | \$1.502 |
| 64 | \$5.085 | \$2.528 | \$2.634 | \$1.557 |
| 65 | \$5.591 | \$2.769 | \$2.818 | \$1.651 |
| 66 | \$6.203 | \$3.115 | \$3.129 | \$1.858 |
| 67 | \$6.907 | \$3.513 | \$3.482 | \$2.095 |
| 68 | \$7.719 | \$3.972 | \$3.892 | \$2.369 |
| 69 | \$8.651 | \$4.492 | \$4.362 | \$2.679 |
| 70 | \$9.322 | \$4.855 | \$4.699 | \$2.895 |

| | |
|----------------------------------|---------------------------------------|
| Accidental Death & Dismemberment | \$0.80 per \$1,000 of Principal Sum |
| Long Term Disability | \$8.24 per \$100 of Monthly Indemnity |
| Medical Insurance | \$374.50 per Insured Employee |

The Insurer reserves the right to change the rates if there is a variation of at least 25% of the rates resulting from a change in the composition of the insured group or a change in the place of posting, this percentage being calculated based on the date of the variation and at the earlier of the following dates:

- the effective date of the aforementioned policy, or
- the date at which monthly rates were last modified.

5. Premium Due Date and Payment:

Premium for each Insured Person for the duration of the posting is due on the date the insurance becomes effective

The total premium for all Insured Persons is payable to the Insurer no later than the 15th of the following month.

In the event of any change or administrative error affecting premiums, an equitable adjustment in premiums will be made on the Premium Due Date next following the date of such change or the discovery of such error. Any premium adjustment which involves the return of unearned premium to the Policyholder will be authorized only after the Insurer has received evidence that such adjustment should be made.

6. Effective Date of Individual Insurance:

With respect to the Basic Life Insurance Benefit (Policy A), the Accidental and Dismemberment Benefit (Policy C), the Long Term Disability Benefit (Policy D) and the Medical Benefit (Policy E):

Insurance as to each eligible person becomes effective:

- A) With respect to any Insured Employee who is eligible for this insurance on the Effective Date of the Policy, on the latest of:
- 1) such effective date; or
 - 2) the date of the Insured Employee's departure from Canada for the purpose of assuming the posting; or
 - 3) the date the Policyholder advises in writing that coverage should commence.

B) With respect to any Insured Employee who becomes eligible for this insurance after the Effective Date of the Policy, on the latest of:

- 1) the date the Insured Employee becomes eligible for insurance hereunder.
- 2) the date of the Insured Employee's departure from Canada for the purpose of assuming the posting; or
- 3) the date the Policyholder advises in writing that coverage should commence.

With respect to the Optional Life Insurance Benefit (Policy B):

Insurance as to each eligible person becomes effective:

- A) if the approval from the Insurer is received by the Policyholder on or prior to the Effective Date of the Policy, coverage becomes effective on the Effective Date of the Policy;
- B) if the approval from the Insurer is received by the Policyholder after the Effective Date of the Policy, coverage becomes effective on the 1st of the month coincident with or following the date the approval is received by the Policyholder.

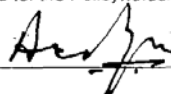
7. Effective Date of the Policy:

12:01 a.m., Standard Time, January 1st, 2011 at the address of the Policyholder.

8. Anniversary Date of the Policy:

12:01 a.m., Standard Time, January 1st, 2012 at the address of the Policyholder and 12:01 a.m., Standard Time, January 1st of each subsequent year.

Signed for the Policyholder by:



Title: CHAR

Date: 2001.03.25



February 21, 2012

PRIVATE & CONFIDENTIAL

Insp. Paul Vorvis
Toronto Police Service
40 College St.
Toronto, ON
M5G 2J3

Subject: Engagement for Services for Insurance Under the RCMP-IPOB Group Insurance Policy for Police Partners

Dear Insp. Vorvis:

As part of your arrangement for insurance with the RCMP-IPOB as described in the MOU, this agreement outlines the services that will be provided to your organization. The remuneration we receive for these services is included in the premium paid to the insurer. Any services you request outside this agreement will not be included in the current remuneration agreement.

On behalf of Aon Consulting Inc. and Hewitt Associates Corp., doing business as Aon Hewitt, we appreciate the opportunity to work with you and your colleagues. The purpose of this letter is to confirm our mutual understanding regarding the terms of our engagement.

1. Our Services

Aon Hewitt will provide you with the following services with an effective date of January 1, 2011:

- **Trend Alerts:** advise any plan design changes affected by trends/legislative changes in the industry.
- **Claims Monitoring:** monitor claims on quarterly basis and to provide assistance on major claims.
- **Communications:** provide support and advice with respect to standard communications in partnership with Toronto Police Service.
- **Renewal:** negotiate with the insurer to obtain the best rate in keeping with claims experience.
- **Review Plan Documentation:** ensure that all plan documentation is in place, accurate and maintained (i.e. policy/contract, amendments further to plan design changes, employee booklets, etc.)

2. Your Responsibilities

As our client, you are responsible for the completeness and accuracy of any data, facts, assumptions and all information that you provide to us in the course of this engagement. Aon Hewitt will not independently verify any such material that you provide to us.

Aon Hewitt
1525 Carling Avenue | Suite 712 | Ottawa, Ontario K1Z 8R9
Telephone: 613-728-5000 | Fax: 613-728-5534 | www.aonhewitt.com

3. Compensation

Aon Hewitt is named broker of record for your plan and will receive commissions for the services it provides to you. Where permitted by applicable law, these commissions will be used for the purpose of delivering services as described above related to the RCMP-IPOB Group Insurance Policy for Police Partners. Aon Hewitt will be responsible for the described delivery of services described in this Agreement.

Aon Hewitt will receive commissions as follows:

5 % of annual premium. This amount will be reviewed annually to ensure that the amount of commission received is reasonable and accurate for the services provided. If additional services are requested by Toronto Police Service, that are not covered by this Engagement for Services Letter, we agree to advise you in advance of the cost of the out-of-scope services and any fees involved in the delivery of such services.

4. Work Product

If we provide to you a report or any other material as part of this engagement, it is for your internal use only. You agree to obtain our written consent prior to using or disclosing this document for any other purpose. In the course of this mandate, we may use our proprietary material, including knowledge, software, ideas, concepts, methodologies and processes. We reserve all right, title and interest in and to any of this material. You will own all right, title and interest in and to any and all deliverables that we provide to you in this engagement except for our proprietary material that may form any part of this deliverable.

5. Limitation of Liability

Except where expressly prohibited by pension law, and except for damages resulting solely and directly from injury to, or death of, any person whatsoever or damage to property of any kind by whomever owned or in connection with any third party claim as to rights in and to any deliverable under this engagement letter, including without limitation, claims of infringement of any patent, copyright, trademark or trade secret or unfair competition rights of any third party, Aon Hewitt's liability (including that of its officers, directors, employees, agents, affiliates and parent companies) for damages shall be limited to the amount of compensation paid or payable by you in such applicable service year, meaning each sequential 12-month period in which this engagement letter agreement is in effect, commencing on the date of this letter. This section shall apply to your affiliates and subsidiaries wherever located that seek to assert claims against Aon Hewitt; however, nothing in this agreement shall imply, or operate as an admission, that Aon Hewitt owes or accepts any duty or responsibility to any such entities. This section will not apply to any liability resulting from the bad faith or intentional misconduct of Aon Hewitt's employees. Further, in no event will Aon Hewitt be liable to you for any indirect, incidental, special, consequential, exemplary or reliance damages (including, without limitation, loss of anticipated revenues or profits).

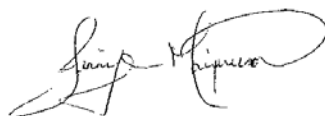
6. Confidentiality and Personal Information

Aon Hewitt will not disclose any confidential information received from you except as required for the performance of services or as required by law. We will take all necessary steps to protect any confidential information with the same degree of care that we use to protect our own confidential and proprietary information of like kind. If Aon Hewitt needs to collect, use and/or store any personal information received from you, we will do so in accordance with applicable provincial and federal privacy legislation and in accordance with Aon Hewitt's privacy policy. You agree to provide personal information to us in accordance with any such applicable legislation, and to obtain the prior written consent of any individual whose personal information is disclosed.

Either you or Aon Hewitt may terminate this engagement letter agreement at any time by providing the other with sixty (60) days prior written notice. Please note that you will be responsible for all charges up to the date of termination.

We look forward to working with you and your colleagues. Please indicate your agreement by signing where indicated below and returning to us. We appreciate this opportunity.

Yours very truly,



Jennifer Marjerrison
Associate
Aon Hewitt

**Aon Consulting Inc./Hewitt Associates Corp.
doing business as Aon Hewitt**

Per Jennifer Marjerrison

Accepted this _____ day of _____, 20__

Client: Toronto Police Service _____

Signature: _____ (Authorized Signatory)

Name: _____

Title: _____

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

#P82. THEFT OF CELLPHONES & ELECTRONIC DEVICES

The Board was in receipt of the attached correspondence dated March 19, 2012 from Frances Nunziata, Councillor, City of Toronto, and member, Toronto Police Services Board, with respect to the theft of cellphones and electronic devices.

Councillor Nunziata advised the Board that she has received many complaints about the thefts of cellphones and iPods from young people in her constituency.

Chief Blair advised the Board that the theft of electronic devices from young people is a significant issue across the country and that the major chiefs of police consider it the greatest growing crime problem involving young people. Chief Blair also said that there is technology which allows a cellphone to be disabled after it is stolen and that there is a proposal in the United States for new federal legislation that would compel cellphone manufacturers to add this technology to their cellphones.

The Board received the correspondence from Councillor Nunziata and asked Chief Blair to submit a report on the cellphone registry pilot project.



Councillor Frances Nunziata
Council Speaker
Toronto City Council
Ward 11
York South-Weston

City Hall
100 Queen Street West
Suite C49
Toronto, ON Canada M5H 2N2
Telephone: (416) 392-4091/92/93
Fax: (416) 392-4118
councillor_nunziata@toronto.ca
www.toronto.ca

March 19, 2012

To: Chair and Members of the Toronto Police Services Board

Re: Theft of smart phones

At recent meetings of the Weston Community Police Partnership (WCPP) it has been revealed that there are increasing numbers of students in 12 Division who have become victims of theft, and that a large number of these students are being robbed of their smart phones.

Earlier this year it was reported in the news that 23 Division would be launching a cell phone registry as a pilot project aimed at deterring cell phone theft and promoting recovery. I respectfully request that the Board be provided with a report on this initiative at the next Board meeting, including what further actions can be taken to deter such theft.

Yours Sincerely,

A handwritten signature in cursive script that reads "Frances Nunziata".

Frances Nunziata
Councillor, Ward 11, York South-Weston

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

#P83. CONTRACTS FOR CLEANING SERVICES

The Board was in receipt of correspondence dated March 15, 2012 from Frances Nunziata, Councillor, City of Toronto, and member, Toronto Police Services Board, with regard to the contracts for cleaning services. A copy of Councillor Nunziata's correspondence is attached to this Minute for information.

The Board received the correspondence from Councillor Nunziata. Additional information regarding this matter was also considered during the in-camera meeting (Min. No. C100/12 refers).



Councillor Frances Nunziata
Council Speaker
Toronto City Council
Ward 11
York South-Weston

City Hall
100 Queen Street West, Suite C49
Toronto, ON Canada M5H 2N2
Telephone: (416) 392-4091/92/93
Fax: (416) 392-4118
www.toronto.ca
councillor_nunziata@toronto.ca

March 15, 2012

Alok Mukherjee, Chair
Toronto Police Services Board
40 College Street
Toronto, Ontario
M5G 2J3

RE: Letter to the City Manager regarding contracts for cleaning services

Dear Dr. Mukherjee,

I read with interest the attached letter dated March 5, 2012 which you sent to Joseph Pennachetti, City Manager, regarding the status of contracts being entered into with private companies for cleaning services at Toronto Police Services facilities. As this letter was sent in your capacity as Chair of the Toronto Police Services Board, why was a copy not sent to all Board Members? I find it inappropriate for Members of the Board not to have been sent a copy of this letter, especially in light of the fact that contracting out of cleaning services at Toronto Police Services facilities was discussed by the Board during budget deliberations and supported.

I respectfully request that you update us at the next Board meeting regarding this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Frances Nunziata", written over a horizontal line.

Councillor Frances Nunziata
Ward 11, York South-Weston

Atch. (1)

cc: Vice-Chair and Members of the Toronto Police Services Board



Toronto Police Services Board

40 College Street, Toronto, Ontario, Canada. M5G 2J3
(416) 808-8080 FAX (416) 808-8082
www.tpsb.ca



March 5, 2012

Mr. Joseph Pennachetti
City Manager's Office
11th floor, East Tower, City Hall
100 Queen Street West
Toronto, ON M5H 2N2

Dear Mr. Pennachetti:

I am writing to inquire into the status of the contracts for cleaning services that the City of Toronto is entering into with private companies, which include cleaning services for Toronto Police Service facilities.

In particular, I am interested in knowing the following:

1. Have each of the new cleaning contracts now been entered into? If not, what is the status of each of the tendering processes?;
2. Were the contracting companies themselves, in addition to individual staff members employed by them, given a background check, prior to being awarded a contract?; and
3. Were the contracting companies reviewed in order to ensure that they do not engage in any unfair or illegal employment practices, including hiring illegal or non-documented workers or paying their employees at a rate that that is not in accordance with legislation?

I would appreciate any information you could provide with respect to this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Alok Mukherjee".

Alok Mukherjee
Chair
Toronto Police Services Board

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
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**#P84. APPOINTMENT – ACTING VICE CHAIR DURING THE PERIOD
BETWEEN APRIL 30, 2012 AND MAY 05, 2012**

The Board was in receipt of the following report March 28, 2012 from Alok Mukherjee, Chair:

Subject: Appointment – Acting Vice Chair During the Period Between April 30, 2012 and
May 05, 2012, Inclusive

Recommendation:

It is recommended that the Board appoint one member to act as Acting Vice-Chair during the period between April 30, 2012 and May 05, 2012, inclusive, for the purposes of the execution of all documents that would normally be signed by the Vice-Chair on behalf of the Board.

Financial Implications:

There are no financial implications relating to the approval of the recommendation contained in this report.

Background:

I am have been advised by Vice-Chair Michael Thompson that he will not be able to perform the duties of Vice-Chair of the Toronto Police Services Board during the period between April 30, 2012 and May 05, 2012, inclusive.

It will, therefore, be necessary to appoint an Acting Vice-Chair for the purposes of the execution of all documents normally signed by the Vice-Chair on behalf of the Board, including legal contracts, personnel and labour relations documents.

Conclusion:

I am requesting that the Board appoint one member who is available during that period of time to perform the duties of Acting Vice-Chair of the Board.

The Board approved the following Motion:

THAT the Board receive the foregoing report and appoint Councillor Chin Lee as acting vice-chair during the period between April 30, 2012 and May 05, 2012, inclusive.

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TORONTO POLICE SERVICES BOARD HELD ON APRIL 05, 2012**

#P85. WESTON COMMUNITY POLICE PARTNERSHIP

Councillor Frances Nunziata provided the Board with a copy of a letter sent to the Editorial Department at the Toronto Star by David McBride, Vice-Chair, Weston Community Police Partnership. A copy of the letter is appended to this Minute for information.

Councillor Nunziata said that a recent article in the Toronto Star did not include any comment on the success of the numerous revitalization projects that were developed jointly by the community and the police in the Weston and Mount Dennis neighbourhoods.

Chief Blair said that excellent work had been accomplished as a result of the community partnerships in these neighbourhoods and he offered to provide a presentation at a future Board meeting on the various community engagement and youth projects that have been developed by the Service and implemented across the city. Chief Blair also said that the presentation would describe some of the challenges that police experience in some communities.

The Board received the copy of the letter that was sent to the Toronto Star's Editorial Department and accepted Chief Blair's offer to deliver a presentation at a future meeting.

Weston Community Police Partnership
1901 Weston Road, Unit F
Toronto, ON
M9N 3P5

Tuesday, April 3, 2012

Ms. Patty Winsa
Editorial Department
Toronto Star
1 Yonge Street, Fifth Floor
Toronto, Ontario
M5E 1E6

RE: 'Known to police', March 09

Dear Ms. Winsa:

The Weston Community Police Partnership, a group comprising the Weston Village Residents Association, the Weston Village B.I.A., 12 Division, Councillor Nunziata's office, and interested residents and businesses, is worried by the negative reaction we have received from the community to your article regarding crime in Weston and Mount Dennis and the community's relationship with 12 Division. The negative tone of the article does not speak to the many positive developments in Weston-Mount Dennis, nor does it offer insight into the strong positive interactions between officers in 12 Division and residents in Weston and Mount Dennis.

Continuing to portray Weston and Mount Dennis as having a strong criminal element and a negative relationship with 12 Division negates the good work being done by all parties. Expounding the negative, without allowing for the positive, stymies the growth of our community and slows our community revitalization efforts.

We have sent the above comments to The Toronto Star by way of a Letter to the Editor and hope the paper sees fit to include additional points of view in the discussion around crime in Weston. We have included below, for your consideration, comments from the Weston Village Residents Association (WVRA) and the Weston Village B.I.A. Both I, the Chair of the WVRA, and Mr. Hossain, the Chair of the Weston B.I.A. would be happy to provide comments to you on how residents and businesses view Weston. In addition, you are more than welcome to contact Councillor Nunziata for her comments on policing in Weston and the many municipal initiatives underway in the community. I have included contact information for each of us below.

As Chair of the Weston Village Residents Association, I believe that your article showed disregard for the police and the service they provide to the community. I would have liked you to speak with other members of the community who are trying to clean up the troubled areas and welcome the police presence. I am particularly troubled to read quotes from youth leaders espousing their views on police interactions with the net result of causing distrust among the youth who look up to them. As program co-ordinators and directors, these kinds of personal

opinions only serve to create gaps and push the community farther apart. How many times do we continue to hear about shootings where people know the perpetrators, but refuse to come forward? It would have been beneficial to our community for you to have given greater credence to Superintendent Russell's comments on crime being down in the area. As we start to think and act like a community, we will be able to confront the challenges we still face.

Mr. Masum Hossain, Chair of the Weston Village B.I.A. has offered me his comments, which I summarize for you as follows: This article, 'Known to police', does not reflect all the positive things that are happening in the Weston Village B.I.A. community. The air-rail link from Union Station to Pearson Airport will bring hundreds of people through Weston each day. This will attract more shoppers to our businesses and spur revitalization of our community.

The Weston Village B.I.A. executes 2 major events for the community: the Santa Claus parade and the Best of Weston Festival. Both of these events engage our neighbourhood, employing many young artists and performers, as well as engaging them in volunteer hours, and bringing the community together. In addition, the annual Weston Farmers Market runs from May to June and brings out the families of Weston year after year to walk through the aisles of farm-fresh produce. The Market also provides free entertainment and the opportunity to mix and mingle with members of the community. Mr. Hossain provided me with many additional examples of the community spirit and positive relationships between residents, businesses, organizations, and 12 Division that characterize a face of Weston your article fails to note.

Ultimately, the Weston Community Police Partnership would like to clarify what Weston is to us and to its residents. When I speak with other residents of Weston, I cannot help but be struck by the pride we feel in our community. There are challenges that we all face – this group exists to address some of these challenges – but we have formed strong organizational relationships and have tremendous levels of participation in the community. As residents, businesses, and representatives of Weston, we would like to stress to you the importance of taking the positive view of our community. We choose to live and work in Weston because it is a community with many commendable qualities and tremendous potential.

Yours sincerely,

David McBride
Vice-Chair, Weston Community Police Partnership

cc: Councillor Frances Nunziata
William Blair, Chief of Police
Mark Saunders, Superintendent, 12 Division

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#P86. IN-CAMERA MEETING – APRIL 05, 2012

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
Mr. Michael Thompson, Vice-Chair & Councillor,
Mr. Chin Lee, Councillor & Member
Dr. Dhun Noria, Member
Ms. Frances Nunziata, Councillor & Member

Absent: Mr. Andrew Pringle, Member

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#P87. ADJOURNMENT

Alok Mukherjee
Chair