Virtual Public Meeting

Friday, June 19, 2020 at 9:00AM

VIRTUAL PUBLIC MEETING AGENDA
Friday, June 19, 2020 at 9:00am
Livestream at:
https://youtu.be/iG3_1yGlNFM

Call to Order

Indigenous Land Acknowledgement

Declarations of Interest under the *Municipal Conflict of Interest Act*.

1. Notice of Motion

2. Confirmation of the Minutes from the virtual meeting held on May 21, 2020.

Items for Consideration

3. June 17, 2020
   Re: Recommendations for the Board Related to Current Events (report is not complete at the time the agenda was published, and this report will be published separately by June 17, 2020)

4. June 11, 2020 from Jim Hart, Chair
   Re: Amendments to the Board's Procedural By-Law

5. June 9, 2020 from Jim Hart, Chair
   Re: Amendments to the Board's "Board Members: Media Relations" Policy

6. June 4, 2020 from Mark Saunders, Chief of Police
   Re: Receipt of Donation from The Moffat Foundation Inc.

7. May 7, 2020 from Mark Saunders, Chief of Police
   Re: Supply of Information Technology Research Services

8. May 27, 2020 from Mark Saunders, Chief of Police
   Re: **Pre-Qualified List of Vendors for Information Technology Professional Services**

9. June 4, 2020 from Mark Saunders, Chief of Police
   Re: **Vendor of Record Bell Mobility Inc. to Supply Sierra Wireless Devices, Hardware, Software, Licences, Maintenance, Training and Professional Services**

10. May 27, 2020 from Mark Saunders, Chief of Police
    Re: **Purchase of Additional Network Attached Isilon Storage**

11. April 29, 2020 from Mark Saunders, Chief of Police
    Re: **Minor Building Repairs Contract Extension - New Park Contracting Incorporated**

12. May 25, 2020 from Mark Saunders, Chief of Police
    Re: **Special Constable Re-Appointments – June 2020**

Consent Agenda

13. June 4, 2020 from Ryan Teschner, Executive Director
    Re: **Independent Civilian Review into Missing Persons Investigations – Account for Professional Services**

14. May 28, 2020 from Mark Saunders, Chief of Police
    Re: **Capital Budget Variance Report for the Toronto Police Service - Period Ending April 30, 2020**

15. May 28, 2020 from Mark Saunders, Chief of Police
    Re: **Operating Budget Variance Report for the Toronto Police Service Parking Enforcement Unit, Period Ending April 30, 2020**

16. May 27, 2020 from Mark Saunders, Chief of Police
    Re: **2020 Operating Budget Variance for the Toronto Police Service, Period Ending April 30, 2020**

17. June 9, 2020 from Ryan Teschner, Executive Director
    Re: **Operating Budget Variance Report for the Toronto Police Services Board, Period Ending April 30, 2020**

18. April 17, 2020 from Mark Saunders, Chief of Police
    Re: **Annual Report: 2019 Training Program**

19. May 29, 2020 from Mark Saunders, Chief of Police
    Re: **Annual Report: 2019 Non-Competitive Purchases**

20. April 8, 2020 from Mark Saunders, Chief of Police
    Re: **Annual Report: Corporate Risk Management – 2019**

21. May 26, 2020 from Mark Saunders, Chief of Police
    Re: **2019 Annual Hate Crime Statistical Report**

22. May 25, 2020 from Mark Saunders, Chief of Police
    Re: **Annual Report: April 1, 2019 to March 31, 2020 – Grant Applications and Contracts**

23. April 24, 2020 from Mark Saunders, Chief of Police
    Re: **Semi-Annual Report: Publication of Expenses – July to December 2019**

24. April 15, 2020 from Mark Saunders, Chief of Police
    Re: **Quarterly Report: Occupational Health & Safety Update for January 1, 2020 to March 31, 2020**

25. April 29, 2020 from Mark Saunders, Chief of Police
    Re: **New Peer to Peer Data Centre – Closeout Report**

26. May 26, 2020 from Mark Saunders, Chief of Police
    Re: Awarding of a 1-year Towing and Storage Services Contract for Towing District No.5

27. May 12, 2020 from Mark Saunders, Chief of Police
    Re: 2019 Annual Reports: University of Toronto - Special Constables

28. May 12, 2020 from Mark Saunders, Chief of Police
    Re: 2019 Annual Report: Toronto Transit Commission - Special Constables

29. May 12, 2020 from Mark Saunders, Chief of Police
    Re: 2019 Annual Report: Toronto Community Housing Corporation - Special Constables

30. May 28, 2020 from Mark Saunders, Chief of Police
    Re: Chief's Administrative Investigation into the Custody Injury to Complainant 2019.14

31. May 28, 2020 from Mark Saunders, Chief of Police
    Re: Chief's Administrative Investigation into the Custody Injury to Complainant 2019.12

32. December 23, 2019 from Mark Saunders, Chief of Police
    Re: Chief's Administrative Investigation into the Vehicle Injuries to Complainants 2018.55a, 2018.55b and 2018.55c

Correspondence

33. Correspondence received from Ryerson University regarding the Special Constable Program approved by the Board at its May 21, 2020 public meeting (Minute number P57/20).

Other Business

34. Status of the section 11 investigation by Waterloo Regional Police Service

Adjournment

Next Meeting

Thursday, July 30, 2020
Time and location to be announced closer to the date.

Members of the Toronto Police Services Board

Jim Hart, Chair
Uppala Chandrasekera, Member
Michael Ford, Councillor & Member
Ainsworth Morgan, Member
Marie Moliner, Vice-Chair
Frances Nunziata, Councillor & Member
John Tory, Mayor & Member

NOTICE OF MOTION

Procedural changes for the June 19, 2020 Regular Public Meeting of the Toronto Police Services Board in response to the COVID-19 Pandemic

Moved by: Marie Moliner, Vice-Chair

Seconded by: Frances Nunziata, Councillor and Member

RECOMMENDATIONS:

1) Permit, at this Regular Public Board Meeting of June 19, 2020:

   a) Board Members to participate in the Board meeting virtually;

   b) Board Members to be deemed present for the purpose of quorum when participating virtually; and,

   c) Board Members who are participating virtually to vote at this meeting.

2) Ensure this Regular Public Board Meeting of June 19, 2020 remains open to the public and media through the use of live webcasting technology and that a complete recording of this Regular Public Board Meeting be posted on the Internet at the meeting's completion.;

3) Any deputations are to be heard in accordance with rule 17 of the Procedural By-law; and,

4) The waiving, pursuant to section 4.4 of the Procedural By-law, of any rules of procedure necessary to proceed in accordance with items 1, 2 and 3 of this motion.

SUMMARY:

On March 17, 2020, the Premier of Ontario declared a state of emergency under section 7.0.1(1) of the *Emergency Management and Civil Protection Act* in response to the novel coronavirus (COVID-19). The Province initially prohibited organized public

gatherings in excess of 50 people. This limitation was further restricted to no more than 5 people. On June 2, 2020, the provincial declaration of emergency was extended to June 30, 2020, including the prohibition on events and gatherings of more than 5 people.

On March 23, 2020, Mayor Tory declared an emergency under section 4 of the *Emergency Management and Civil Protection Act*, and section 59-5.1 of City of Toronto Municipal Code Chapter 59, Emergency Management.

As part of the City of Toronto's COVID-19 response, all City buildings, including Police Headquarters, are closed to the public. Encouraging physical distancing has also been a key component of the City's response to help minimize COVID-19 transmission in the community. Physical distancing measures include:

- keeping 2 metres (6 feet) apart from others
- avoiding mass gatherings
- avoiding crowds.

Meeting practices need to be adapted to reflect physical distancing measures and limitations on public gatherings.

The City of Toronto cancelled all regular Council and Committee meetings until April 3, 2020 before holding its first meeting during the emergency electronically on April 30, 2020. The Toronto Police Services Board (Board) cancelled its Regular Public Meetings scheduled March 26 and April 23, 2020, but held a Special Public Meeting on March 26, 2020 by teleconference, and resumed Regular Public Meetings on May 21, 2020 by teleconference.

The Board recognizes that we are in the midst of an unprecedented public health emergency at this time and it is critical to ensure the continuity of adequate and effective policing services, as well as to provide reassurance to the community that the Board remains continually engaged in its governance and civilian role.

The Board recognizes the importance of open and public meetings and values the participation of members of the public through their attendance and deputations at those meetings. However, the Board must also take appropriate steps to ensure transparency and openness while respecting Provincial orders and the recommendations of health experts and authorities during the COVID-19 pandemic.

As a result, and to protect public health and safety, I am recommending that the Board approve this motion.

The Board is unable to hold an in-person public meeting at this time because of the prohibition on gatherings and because the locations where meetings are held are currently closed to the public.

This motion, if approved, would permit the Board to proceed with this Regular Public Meeting with Board Members participating virtually. To ensure that members of the public can participate in this meeting, this motion, if approved, would also permit the

Board to hear deputations through electronic means. Finally, this motion, if approved, would allow members of the public to virtually listen to and watch the proceedings live by way of the webcast.

I recommend these steps be taken to balance the importance of open, public and transparent Board meetings with the importance of protecting the health and safety of Board members, members of the public and Board, Board Staff and TPS Staff. This approach is in line with a memorandum sent to all Ontario police services boards from the Ontario Ministry of the Solicitor General (Public Safety Division and Public Safety Training Division), which stated that police services board meetings may be held virtually if they are open to the public and boards "take all feasible measures to facilitate public and media participation in open meetings."[1]

The approach proposed in this motion ensures that the recommendations of health experts are followed during the COVID-19 pandemic while also allowing the public and media to observe and participate in the Board meeting in these challenging circumstances.

June 19, 2020

[1] Ontario Ministry of the Solicitor General, Memorandum dated March 23, 2020, "Guidance to Police Services Boards Regarding Meetings" at p. 1.

Toronto Police Services Board Report

June 11, 2020

To: Board Members
Toronto Police Services Board

From: Jim Hart, Chair

Subject: Amendments to the Board's Procedural By-Law

Recommendation(s):

It is recommended that the Board approve the proposed amendments to the Board's Procedural By-law as described in this report.

Financial Implications:

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

Background / Purpose:

The Board's current Procedural By-law was enacted in 1996 and was updated and expanded in 2017 (Min. No. P33/17 refers). The procedural by-law governs the meetings of the Board (both regular and Special) as well as all of the associated procedural elements, along with a number of other areas such as the duties of the Chair and Vice Chair, agendas and Minutes, and Committees of the Board.

Recently, a need was identified to further revise the procedural by-law to reflect desired modifications to the Board's meeting procedures – including with respect to holding electronic meetings – as well as other Board practices, and the changing role of the Board's Executive Director. Board Staff, in consultation with counsel from City Legal, drafted a number of amendments to incorporate these changes.

As set out in the procedural By-law at 26.2, "[t]he Board will only consider amendments or repeal of this by By-law at a Board meeting if a previous regular board meeting received notice of the proposed amendment or repeal." In accordance with this provision, at the Board's meeting of May 21, 2020, such notice was provided by the Board's Executive Director, who read out a statement at the meeting advising that proposed amendments to the By-law would be brought forward for consideration at a future public Board meeting (Min. No. P83/20 refers)

Discussion:

This report recommends amending the Board's Procedural By-law by adding the **bolded and underlined** words and removing the struck out words in the following sections as described below, as well as the rationale for each amendment:

6. DUTIES OF THE CHAIR

6.1 The Chair of the Board will:

(l) act as the spokesperson for the Board **or designate the Vice-Chair or the Executive Director to do so**;

(m) represent the Board at public or official functions or designate another Board Member **or the Executive Director** to do so;

These proposed amendments provide greater ability for the Board to respond both swiftly and with greater frequency to items in the public interest in order to communicate the Board's position to members of the media. In addition, these amendments will allow the Board to be represented at a greater number of public or official functions, heightening the Board's visibility and enhancing opportunities for the Board as an entity to be involved in both Service and community events.

8. AGENDA

8.1 The Board Administrator will prepare an agenda, for approval by the **Executive Director and** Chair, in that order, for the use of the Members at the meetings of the Board:

This proposed amendment more accurately reflects the way in which agendas are now prepared in the Board Office, and the extent to which the Executive Director is involved in such preparation.

11. REGULAR MEETINGS OF THE BOARD

11.2 The Board will hold its regular public meetings ~~at Police Headquarters~~ according to the schedule **and locations** set annually and approved by the Board, or at such other place or time as may be determined by the Chair, in consultation with the Executive Director. Should a Board meeting be held at a place or time other than that approved annually by the Board, these changes will be publicly communicated.

This proposed amendment incorporates the concept that Board meetings will be held not only at Police Headquarters, but in locations across the city, to make the Board and its processes more accessible to a broader cross-section of the community.

13.A ELECTRONIC MEETINGS

13.A.1 The Board may, at the direction of the Chair, hold a regular or special meeting where some or all Members participate electronically and are not physically present in the same location.

13.A.2 Where a meeting is being held in accordance with section 13.A.1:

(a) notice of the meeting and instructions on how members of the public can view and/or participate in the meeting will be included in the agenda and/or notice for the meeting;

(b) any Member participating in the meeting electronically will be deemed present for the purposes of Quorum under section 15 of the By-law, voting under section 21 of the By-law and for all other purposes; and

(c) this By-law will apply to the meeting with any other necessary modifications as may be required.

These proposed amendments represent an important addition to the Board's Procedural By-law, codifying the Board's ability to hold electronic meetings under the Police Services Act *and outlining the provisions governing them.*

17. HEARING OF PUBLIC DEPUTATIONS AT BOARD MEETINGS

Items on the Agenda

17.1 (e) or otherwise at the discretion of the Chair.

Deputations after meeting has commenced

17.7 Requests to make a deputation ~~will not be considered once the meeting has commenced~~ **after the meeting has commenced will be considered by the Chair and approved at their discretion.**

Use of translator

17.10 A person making a deputation may use a translator, and the translation time does not count towards the five-minute limit.

This proposed amendment affirms the ability of a deputant to use a translator and makes clear that the five-minute deputation time limit will not be reduced by the amount of translation time.

20. RULES OF DEBATE AT THE BOARD

20.5 Questions may only be asked of:

(c) an official of the Toronto Police Service or the City of Toronto Legal Division or **the** ~~Board~~ **Executive** **Director or their designate** ~~staff;~~ and

20.6 The following matters may be introduced by Members at a meeting of the Board without written notice and without the consent of the Board:

(c) a motion to **recess or** adjourn the meeting;

The first proposed amendment details that it is the Executive Director specifically of whom questions may be asked during a Board meeting, rather than the generic "Board staff" that was written before. The second proposed amendment broadens the categories for which a matter can be introduced by a Board Member without written notice or consent to include a recess in order to allow for the more efficient and effective administration of Board meetings.

Conclusion:

The changes to the Board's Procedural By-law will bring it in line with the changing role of the Board's Executive Director and allow for meetings at different locations and translators as needed. It will also include provisions for the holding of electronic meetings, something the Board has done recently during the COVID-19 state of emergency.

Therefore, it is recommended that the Board approve the amendments to the Procedural By-law as described in this report, and the amended Procedural By-law as attached.

Respectfully submitted,

Jim Hart
Chair

Att.

PROCEDURAL BY-LAW TPSB

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TORONTO POLICE SERVICES BOARD

BY-LAW NUMBER 161

A By-Law to Govern the Proceedings of the Toronto Police Services Board and its Committees

1. PREAMBLE

1.1 Subsection 27(1) of the Police Services Act provides that there will be a police services board for every municipality that maintains a police force.

1.2 Section 37 of the Police Services Act provides that a board will establish its own rules and procedures in performing its duties under the Act.

1.3 The Toronto Police Services Board wants to establish rules governing the conduct of its meetings and other related matters.

1.4 The Toronto Police Services Board wants to ensure that those rules reflect the principles of accessibility, responsiveness and accountability to the community, fairness, respect and full debate in the conduct of its meetings and flexibility in responding to changing circumstances at meetings of the Board.

1.5 The Toronto Police Services Board wants to ensure that the application and interpretation of the procedural rules contained in this by-law are consistent with the principles set out above.

NOW THEREFORE, the Toronto Police Services Board hereby enacts as follows:

2. INTERPRETATION

2.1 This By-law will be interpreted to be consistent with the following principles:

(a) The majority of Members have the right to decide;

(b) The minority of Members have the right to be heard;

(c) All Members have the right to information to help make decisions, unless otherwise prevented by law;

(d) Members have a right to an efficient meeting;

(e) All Members have the right to be treated with respect and courtesy; and

(f) All Members have equal rights, privileges and obligations, subject

to additional rights, privileges and obligations granted to the Chair under this By-law.

3. DEFINITIONS

3.1 In this By-law:

(a) “Act” means the Police Services Act, R.S.O. 1990, c.P.15, as amended;

(b) “Agenda Deadline” ” means the time by which reports or requests must be received in order to be considered by the Chair as a potential matter for an upcoming Board meeting agenda;

(c) “Board” means the Toronto Police Services Board;

(d) “Board Administrator” means the administrator of the Board;

(e) “Business Days” means calendar days exclusive of Saturdays, Sundays and statutory holidays in the Province of Ontario;

(f) "By-law” means this by-law as amended from time to time;

(g) “Chair” means the Member elected as Chair of the Board pursuant to subsection 28(1) of the Act;

(h) “Chief” means the Chief of the Toronto Police Service;

(i) “Committee” means a committee of the Board which is established by the Board in accordance with section 10;

(j) “Consent Agenda” means a listing of reports on an agenda which are considered routine, non-contentious and self-explanatory;

(k) “Council” means the Council of the City of Toronto;

(l) “Deputation” means an address to the Board or its Committees at the request of a person or representative of a group or organization wishing to speak;

(m) “Executive Director” means the Executive Director of the Board;

(n) “Improper Conduct” means behaviour which causes any obstruction to the deliberations or proper conduct of a meeting;

(o) “Member” means a member of the Board;

(p) “motion to defer” means a motion made for the purpose of disposing of a matter with or without any proposed amendment, by delaying its consideration indefinitely or until some specified time or event;

(q) “motion to receive” means a motion made for the purpose of acknowledging receipt of a particular item and placing the item in the records of the Board for future reference;

(r) “motion to refer” means a motion made for the purpose of disposing of a matter under consideration, with or without any proposed amendment, by referring it and seeking its consideration by any designated Committee, body or official;

(s) “point of order” means the raising of a question for the purpose of calling attention to any departure from the terms of this By-law or the customary modes of proceedings in debate or in the conduct of the Board’s business;

(t) “point of procedure” means a question directed to the Chair to obtain information on the rules of the Board bearing on the business at hand in order to assist a Member to make an appropriate motion, raise a point of order or understand the effect of a motion;

(u) “Presentation” means an address to the Board or Committee at the request or invitation of the Board or a Committee;

(v) “Quorum” means a majority of the Members of the Board and this means four members of the Board pursuant to section 35(2) of the Act;

(w) “Recorded Vote” means a vote for which the Board Administrator records all Members present and how they voted; and

(x) “Vice-Chair” means the Member elected as the Vice-Chair of the Board pursuant to subsection 28(1) of the Act.

3.2 In this By-law, words importing the singular number include the plural and vice-versa, and all references to gender will be read as gender neutral.

4. APPLICATION

4.1 Subject to section 4.3, the rules of procedure set out in this By-law will be observed in all proceedings of the Board, other than in proceedings conducted pursuant to Part V of the Act, and will govern the order and dispatch of business conducted by the Board.

4.2 The rules of procedure contained in this By-law, with necessary modifications, are likewise applicable to a Committee.

4.3 All points of order or procedure for which rules have not been provided in this By-law will be decided by the Chair, as far as is reasonably possible, first, in accordance with the established rules of City of Toronto Council and second, in accordance with the rules of parliamentary procedure as contained in Robert's Rules of Order.

4.4 The Board may waive any rules of procedure established by this By-law as it considers appropriate.

4.5 Notwithstanding section 4.4, the Board cannot waive the following rules:

(a) Meetings open to the public (section 13);

(b) Quorum necessary for Board and committee meetings (section 15);

(c) Reconsidering decisions (section 22); and

(d) Amending the procedure by-law (section 26).

5. ELECTION OF CHAIR AND VICE-CHAIR

5.1 In accordance with subsections 28(1) and (2) of the Act, the Members of the Board will, at the first public meeting of the Board in each calendar year, elect from amongst its Members present, a Chair and Vice-Chair for the year, in the following manner:

(a) The election of Chair and Vice-Chair will be conducted by the Board Administrator;

(b) The Board Administrator will call for nominations;

(c) Nominations will require a mover and seconder;

(d) Prior to the vote being taken, when there is more than one nominee, each nominee will be given an opportunity to speak to the nomination for up to five (5) minutes. Candidates will be called upon in alphabetical order of their surname;

(e) Where more than one nominee stands for election, a vote will be taken;

(f) After the nominees have completed their speeches, a vote will be taken;

(g) If there are more than two nominees who choose to stand and upon the first vote no nominee receives the majority required for election, the name of the nominee receiving the least number of votes will be dropped and the Board will proceed to vote again and continue to do so until either,

(i) A nominee receives the majority required for election; or

(ii) It becomes apparent by reason of an equality of votes that no nominee can be elected.

(h) Where the votes cast in a vote under this section are equal for all the candidates:

(i) if there are three or more candidates nominated or remaining, the Board Administrator will by lot select one such candidate to be excluded from subsequent voting; or

(ii) if only two candidates remain, the tie will be broken and the position of Chair filled by the candidate selected by lot conducted by the Board Administrator.

(i) For the purpose of subsection (i), “lot” means the method for determining the candidate to be excluded or the candidate to fill the position, as the case may be, by placing the names of the candidates on equal size pieces of paper placed in a box and one name being drawn by the Board Administrator.

6. DUTIES OF THE CHAIR

6.1 The Chair of the Board will:

(a) preside at all meetings of the Board;

(b) open the meeting of the Board by taking the chair and calling the Members to order;

(c) receive and submit all motions presented by the Members;

(d) put to vote all questions which are duly made and announce the result;

(e) decline to put to a vote, motions which infringe upon the rules of procedure or which are beyond the jurisdiction of the Board;

(f) ensure that the Members, when engaged in debate, act within the rules of procedure;

(g) enforce, on all occasions, the observance of order and decorum at a meeting;

(h) call by name, any Member persisting in breach of the rules of procedure and order him or her to vacate the room in which the meeting is being held;

(i) advise the Board on any point of order as necessary;

(j) adjourn the meeting upon motion duly made when the business is concluded;

(k) adjourn the meeting or suspend or recess the meeting for a time to be specified by him or her, if considered necessary;

(l) act as the spokesperson for the Board or designate the Vice-Chair or the Executive Director to do so;

(m) represent the Board at public or official functions or designate another Board Member or the Executive Director to do so;

(n) sign all documents for, and on behalf of, the Board including but not limited to, by-laws, resolutions, orders, and agreements which have been approved by the Board;

(o) perform any and all other duties when directed to do so by motion of the Board; and

(p) where appropriate, expel or exclude from a meeting any person for Improper Conduct.

7. DUTIES OF THE VICE-CHAIR

7.1 When the Chair is absent or refuses to act, the Vice-Chair will act in his or her place, and, while acting, will have the authority, rights, duties and powers of a Chair.

7.2 If the position of Chair becomes vacant, the Vice-Chair, if willing, will act in his or her place and assume the position of Chair for the remainder of the term until an election is held at the first meeting in the calendar year. If the Vice-Chair assumes the position of Chair, an election will be held for the position of Vice-Chair at the next regular meeting. If the Vice-Chair declines to assume the position of Chair, the Members will elect an interim Chair in accordance with the procedures set out in section 5 of this By-law.

8. AGENDA

8.1 The Board Administrator will prepare an agenda, for approval by the Executive Director and the Chair, in that order, for the use of the Members at the meetings of the Board:

1. Call to Order

2. Declarations of Interest

3. Confirmation of the Minutes from the Previous Meeting

4. Presentations

5. Deputations

6. Consent Agenda

7. Reports Deferred from the Previous Meeting

8. Items for Consideration

9. Correspondence Arising from Previous Business

10. Adjournment

8.2 Each regular meeting will include a public and confidential agenda, as prepared by the Board Administrator and approved by the Chair.

8.3 Information on a confidential agenda of the Board will be marked "Confidential".

8.4 Any Member may submit an item to be put on an agenda provided that it is received by the Executive Director prior to the Agenda Deadline.

8.5 The agenda for each regular meeting will be available to each Member at least five (5) clear Business Days preceding the day appointed for the holding of the meeting.

8.6 The main public agenda for regular board meetings will be posted on the Board's website no later than five (5) clear Business Days prior to the Board meeting.

8.7 The Board will deal with matters in the order established by the order of business as shown on the agenda. The Chair may, at his or her discretion, alter the established order to facilitate the business of the meeting.

8.8 Any Member may add new business to the agenda after the Agenda Deadline if it relates to an urgent matter and the Board consents to the addition.

8.9 The Chair will use his or her reasonable efforts to satisfy the notice provisions set out in this section. Failure to satisfy any of the notice provisions contained in this section does not invalidate the meeting or any proceeding at the meeting.

9. MINUTES

9.1 The Board Administrator will cause minutes to be taken of each meeting of the Board, which will include:

(a) the place, date and time of the meeting;

(b) the name of the Chair and the attendance of the Members, the

Executive Director, senior staff of the Toronto Police Service, names of presenters and persons making deputations;

(c) the confirmation and correction, if required, of the minutes of the previous meeting;

(d) declarations of interest; and

(e) all other proceedings of the Board.

9.2 Unless otherwise decided by the Board, the minutes of each Board meeting will be submitted for confirmation or amendment to the Board at its next regular meeting or as soon thereafter as is reasonably practicable.

9.3 The draft public minutes of the Board, as approved by the Chair, will be posted on the Board's website.

10. COMMITTEES OF THE BOARD

10.1 The Board may, at any time, appoint two or more Members to a Committee to exercise any authority conferred on the Board in order to address any matter within the jurisdiction of the Board.

10.2 The rules governing the procedures of the Board and the conduct of Members will be observed in all Committee meetings so far as they are applicable.

10.3 The Chair will be an ex-officio Member of any Committee appointed pursuant to section 10.1 and will be entitled to vote as a Member of any such Committee.

10.4 The Board will appoint Members to Committees for a specified period of time.

10.5 The Board will appoint a Chair of each Committee.

10.6 Members who are not Members of a specific Committee may attend meetings of that Committee and may, with the consent of the Chair of that Committee, take part in the discussion, but will not be counted in the quorum or entitled to make motions or to vote at these meetings.

10.7 Committee members may deal directly with the Chief or his or her designates, the Deputy Chiefs or their designates, or the CAO, when the Committee requires the assistance of the Toronto Police Service.

10.8 The Committee will report on its work to the Board as directed by the Board.

10.9 The Board may establish ad hoc Committees of limited duration, to inquire and report on a particular matter or concern. An ad hoc Committee will dissolve automatically upon submitting its final report to the Board.

11. REGULAR MEETINGS OF THE BOARD

11.1 The regular meetings of the Board will be held at least four times each year pursuant to subsection 35(1) of the Act or more frequently at the direction of the Board.

11.2 The Board will hold its regular public meetings at according to the schedule and locations set annually and approved by the Board, or at such other place or time as may be determined by the Board.

11.3 Regular meetings will not be scheduled for a time which conflicts with a regular meeting or a meeting previously called of the Council of the City of Toronto or any of its committees on which Members sit.

11.4 The Chair will preside at all Board meetings. In the event the Chair does not attend a meeting at which he or she is to preside within thirty (30) minutes after the time appointed for the meeting, the Vice-Chair will call the Members to order and will preside until the arrival of the Chair. If the Chair and Vice-Chair are not in attendance, then those Members in attendance will, by resolution, appoint one of themselves to act as Acting Chair for that meeting or until the arrival of the Chair or Vice-Chair.

11.5 The Board may alter the meeting schedule as it considers necessary.

12. SPECIAL MEETINGS OF THE BOARD

12.1 The Chair may, at any time, call a special meeting of the Board on twenty-four hours' notice and will do so whenever requested in writing by a majority of the Members of the Board.

12.2 The Board Administrator may give notice of special meetings to the Members of the Board by electronic means.

The notice calling a special me13.A.1 The Board may, at the direction of the Chair, hold a regular or special meeting where some or all Members participate electronically and are not physically present in the same location.

13.A.2 Where a meeting is being held in accordance with section 13.A.1:

(a) notice of the meeting and instructions on how members of the public can view and/or participate in the meeting will be included in the agenda and/or notice for the meeting;

(b) any Member participating in the meeting electronically will be deemed present for the purposes of Quorum under section 15 of the By-law, voting under section 21 of the By-law and for all other purposes; and

(c) this By-law will apply to the meeting with any other necessary modifications as may be required.

12.3 eting of the Board will state the business to be considered at the special meeting and no business may be considered at a special meeting of the Board other than that specified in the notice, unless approved by the Board.

12.4 Special meetings will not be called for a time which conflicts with a regular meeting or a meeting previously called of the Council of the City of Toronto or any of its committees on which Members sit, unless all City Councillors who are also Members consent to the time of the special meeting.

12.5 Notwithstanding any other provision contained in this section, the Chair may cancel a special meeting if he or she called the meeting. The Chair may only cancel a special meeting that was requested by the Members if a majority of the Members consent to the cancellation.

13. PUBLIC AND CONFIDENTIAL MEETINGS

13.1 Meetings of the Board will be open to the public except as authorized by subsection 35(4) of the Act or as may be legally permitted or required.

13.2 No people other than Members and those permitted by the Board will attend confidential meetings, and all others will vacate the meetings when asked by the Chair.

13.3 All information pertaining to a confidential meeting will be treated as confidential by all persons in attendance unless the Board agrees to disclose it publicly.

13.4 During a confidential meeting, the Board may move any item from the confidential agenda to a public agenda.

13.A ELECTRONIC MEETINGS

13.A.1 The Board may, at the direction of the Chair, hold a regular or special meeting where some or all Members participate electronically and are not physically present in the same location.

13.A.2 Where a meeting is being held in accordance with section 13.A.1:

(a) notice of the meeting and instructions on how members of the public can view and/or participate in the meeting will be included in the agenda and/or notice for the meeting;

(b) any Member participating in the meeting electronically will be deemed present for the purposes of Quorum

under section 15 of the By-law, voting under section 21 of the By-law and for all other purposes; and

(c) this By-law will apply to the meeting with any other necessary modifications as may be required.

14. CALLING MEETINGS TO ORDER

14.1 As soon as possible after the hour fixed for a meeting of the Board, and where a quorum is present, the Chair will take the chair and call the meeting to order.

15. QUORUM

15.1 If a Quorum for either a regular or special Board meeting is not present within thirty (30) minutes of the time fixed for the commencement of the meeting, or the resumption of a meeting after an adjournment or recess, the Board Administrator will record the names of the Members present and the meeting will stand adjourned until the time identified in a motion to "fix the time to which to adjourn", or the next regular meeting of the Board.

15.2 If Quorum is lost during a meeting of the Board, the Chair will, upon determining that a Quorum is not present, request the Board Administrator to call for a Quorum period of fifteen (15) minutes, or until a Quorum is present, whichever is sooner.

15.3 If there is still no Quorum of the Board after fifteen (15) minutes, the meeting will stand adjourned and the Board Administrator will record the names of the Members present. In this case, all unfinished business will be carried forward to the next meeting of the Board.

16. CONFLICT OF INTEREST DISCLOSURE

16.1 Members will be governed by the Municipal Conflict of Interest Act, R.S.O 1990, c. M.50, as amended.

16.2 To fulfill the Board's function pursuant to Part V of the Act (Complaints and Disciplinary Procedures), Members should not take part in the administration of Part V matters if they have a personal interest or where they may be perceived as having a personal interest or bias.

16.3 The Board Administrator will record in reasonable detail, the particulars of any disclosure of conflict of interest made by a Member, and the particulars will appear in the minutes of that meeting of the Board.

17. HEARING OF PUBLIC DEPUTATIONS AT BOARD MEETINGS

Items on the Agenda

17.1 Persons wishing to make a deputation to the Board regarding an item on

the meeting agenda may be heard with the permission of the Chair provided the following requirements are met:

(a) the request must be received no later than noon on the business day preceding the day of the meeting;

(b) the request must be made to the Board Administrator in a form prescribed by the Board;

(c) the request must set out the particulars of the matter and include a copy of any materials that will be presented; and

(d) the request must indicate the name, telephone number and email address of the person who will speak to the matter.

(e) or otherwise at the discretion of the Chair.

Items not on an Agenda

17.2 Persons wishing to make a deputation to the Board regarding an item not on a meeting agenda will only be heard at regular meetings, provided the following requirements are met:

(a) the request must be received no later than five (5) Business Days before the Agenda Deadline for the meeting;

(b) the request must be made to the Board Administrator in writing or by email;

(c) the request must set out the particulars of the matter and include a copy of any materials that will be presented;

(d) the request must indicate the name, telephone number and email address of the person who will speak to the matter; and

(e) the request must pertain to a matter that falls within the jurisdiction of the Board.

Assessment of Request for items not on an Agenda

17.3 Upon receipt of the notice requesting a deputation and provided the requirements in section 17.2 are met, the Chair in consultation with the Executive Director may decide to:

(a) list the deputation on the agenda of any future meeting;

(b) direct the Executive Director to respond in writing and not put the matter which is the subject matter of the deputation before the Board; or

(c) refuse the request.

General Rules for Deputations

17.4 Unless otherwise directed by the Board, deputations will be restricted to five (5) minutes and will be addressed only to the stated business. The time allotted for any deputation may be extended or reduced as considered necessary at the discretion of the Board.

17.5 A deputation on behalf of any organization or group may be made by more than a single representative but the entire submission on behalf of an organization or group will be limited to five (5) minutes. If a person is speaking both on his or her own behalf and as a representative of an organization or group, the entire submission will be limited to five (5) minutes.

17.6 Upon the completion of a deputation to the Board, any discourse between Members and the persons making the deputation will be limited to Members asking questions for clarification for up to five (5) minutes. Members of the Board will not enter into debate with the person making the deputation.

17.7 Requests to make a deputation after the meeting has commenced will be considered by the Chair and approved at their discretion.

17.8 A person making a deputation will not:

(i) speak disrespectfully of any person;

(ii) use offensive words or language;

(iii) speak on any subject other than the subject for which they have received approval to address the Board;

(iv) speak concerning the conduct of a police officer or make a complaint against a police officer or member of the Toronto Police Service, staff and Members of the Board; or

(v) disobey the rules of procedure or a decision of the Chair.

17.9 The Chair may curtail any deputation or debate during a deputation for Improper Conduct or any other breach of this By-law and where, after giving a caution, the Chair rules that the deputation is concluded, the person or persons appearing will immediately withdraw.

Use of translator

17.10 A person making a deputation may use a translator, and the translation time does not count towards the five-minute limit.

18. CONDUCT OF THE PUBLIC

18.1 Members of the public in attendance at a meeting will not:

(a) address the Board without permission;

(b) bring signage, placards or banners into meetings and will refrain from any activity or behaviour that would interfere with Board deliberations; or

(c) engage in Improper Conduct.

19. CONDUCT OF MEMBERS

19.1 No Member will:

(a) use offensive words or language in meetings of the Board;

(b) speak on any subject other than the subject in debate;

(c) criticize any decision of the Board at a meeting except for the purpose of moving that the question be reconsidered; or

(d) disobey the rules set out in this By-law or a decision of the Chair on questions of order or procedure as set out in this By-law or resolution of the Board, or on the interpretation of the rules of the Board.

19.2 If a Member persists in a breach of section 19.1 after having been called to order by the Chair, the Chair shall without debate put the question, "Shall the member be ordered to leave for the rest of the meeting?"

19.3 If the Board votes in the affirmative, the Chair shall order the Member to leave for the rest of the meeting.

19.4 If the Member apologizes, the Chair, with the approval of the Board, may permit the Member to return to the meeting.

20. RULES OF DEBATE AT THE BOARD

20.1 Before speaking to a question or motion, every Member will first receive recognition from the Chair and then the Member will address the Chair.

(a) When two or more Members wish to speak, the Chair will designate the Member who, in his or her opinion, first requested to speak as the Member who speaks first.

(b) For each matter under consideration, the Chair will maintain a list of Members who have requested to speak and will designate Members to speak in accordance with that list.

(c) No Member will speak more than once until every Member who wishes to speak has done so.

(d) A Member may speak more than once on the same matter.

20.2 When a Member is speaking, no other Member will interrupt him or her except to raise a point of order.

20.3 Any Member may require the question or motion under discussion to be read at any time during the debate but not so as to interrupt a Member while speaking.

20.4 A Member may ask a question only for the purpose of obtaining information relating to the matter then under discussion.

20.5 Questions may only be asked of:

(a) a Member who has already spoken on the matter under discussion;

(b) the Chair;

(c) an official of the Toronto Police Service or the City of Toronto Legal Division or the Executive Director or their designate; and

(d) any other person in attendance who may be able to assist the Board.

20.6 The following matters may be introduced by Members at a meeting of the Board without written notice and without the consent of the Board:

(a) a point of order or procedure;

(b) a motion to suspend or not follow a rule of procedure;

(c) a motion to recess or adjourn the meeting;

(d) a motion that the vote on a matter be taken; and

(e) other motions of a purely procedural nature.

21. VOTING

21.1 The Chair will ensure that all Members who wish to speak on a matter have spoken and that the Members are ready to vote and will then put the matter to a vote.

21.2 Every Member present at a meeting of the Board when a question is put will vote on the question, unless legally prohibited, in which case the fact of the prohibition will be recorded in the Minutes of the meeting.

21.3 The matter put to a vote will be in the form of a motion addressing the matter then under consideration.

21.4 Any Member may propose a motion in writing on the matter then under consideration and submit it to the Board Administrator who will receive it.

21.5 If there is more than one motion with respect to a matter, the Board Administrator will receive all motions and read the various motions to the Members prior to the vote being taken.

21.6 When a vote is taken, and a Member requests a Recorded Vote, the Board Administrator will record each Member's vote, and a failure to vote by a Member will be deemed to be a negative vote.

21.7 Any motion on which there is an equality of votes will be deemed to be lost.

22. RECONSIDERATIONS

22.1 Subject to section 22.2, after any matter has been decided, any Member may move a motion for reconsideration of the matter.

22.2 In the case of a Recorded Vote, after any matter has been decided, any Member who voted with the majority may move a motion for a reconsideration of the matter.

22.3 No discussion of the matter will occur until the motion for reconsideration is carried.

23. POINTS OF ORDER AND PROCEDURE

23.1 Subject to being overruled by a majority vote of the Members, which vote will be taken without debate, the Chair

(a) will maintain order and preserve decorum of the meeting;

(b) will rule upon points of order and points of procedure without debate or comment, other than to state the applicable rule;

(c) will rule as to whether a motion or proposed amendment is in order or out of order; and

(d) may call a Member to order.

23.2 When a Member raises a point of order or procedure, he or she will ask leave of the Chair to do so, and after leave is granted, will state the point of order to the Chair and request the Chair's ruling on the point.

23.3 A Member may further address the Chair on the same point of order or procedure for the purpose of appealing to the Board from the Chair's decision.

23.4 If no Member appeals, the decision of the Chair will be final.

23.5 The Board, if appealed to, will decide the question without debate and its decision will be final.

23.6 Whenever any point of order or point of procedure is raised by a Member, it will be immediately taken into consideration and ruled upon by the Chair, and subject to appeal in accordance with section 23.3, the Chair's ruling is final.

23.7 When the Chair considers that the integrity of the Chief of Police or other official has been impugned or questioned by a Member, the Chair may permit the Chief or other official to make a statement to the Board on the matter.

24. BY-LAWS

24.1 Every by-law when introduced, will be in typewritten form and will contain no blanks except such as may be required to conform to accepted procedure or to comply with the provisions of any Act, and will be complete with the exception of the number and the date of the by-law.

24.2 Every by-law which has been passed by the Board will be numbered, dated and signed by the Chair and Executive Director, and will be filed in the Board office.

25. RECORDING DEVICES

25.1 The use of cameras, recording equipment, television cameras and any other device of a mechanical, electronic or similar nature used for recording the proceedings of a meeting by Members of the public, including the news media, must be used in accordance with the directions of the Board.

26. AMENDMENTS TO BY-LAW

26.1 To pass a motion to amend or repeal this By-law requires a two-thirds vote of Members present.

26.2 The Board will only consider amendments or repeal of this By-law at a Board meeting if a previous regular Board meeting received notice of the proposed amendment or repeal.

27. ADMINISTRATION

27.1 That By-law No 107 is hereby repealed.

27.2 This By-law will come into force upon the date immediately following the Board meeting at which it is enacted.

28. **EFFECTIVE DATE**

This by-law is hereby enacted by the Toronto Police Services Board on this 23rd day of February, 2017.

_____
Chair

_____
Executive Director

Toronto Police Services Board Report

June 9, 2020

To: Chair and Members
Toronto Police Services Board

From: Jim Hart

Subject: Amendments to the Board's "Board Members: Media Relations" Policy

Recommendation(s):

It is recommended that the Board approve the proposed amendments to its Policy entitled "Board Members: Media Relations" as described in this report.

Financial Implications:

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

Background / Purpose:

The Board Policy entitled "Board Members: Media Relations" was approved in May 2000 (Min. No. P156/00 refers) and has been amended a number of times since its original approval.

Discussion:

In recent years, the work of the Board has evolved and changed in many respects, with the Board taking on an increased public profile, issuing more proactive statements and engaging with the media on a more regular basis.

Along with the changing work of the Board, there have been changes to the staffing of the Board Office, including the addition of new positions, the re-profiling of existing positions to align them with the Board's priorities, and a revised staff structure in the Board Office. The role of different members of Board Staff in relation to the work of the Board has also evolved.

While the spirit of the Board Policy, "Board Members: Media Relations" remains the same, in terms of ensuring that the Board generally speaks with one voice, it is

recommended at this time that the Board formally adopt the practice of many public organizations, by allowing its professional staff to communicate on behalf of the Board on matters the Board has considered or that generate public interest. These changes should be codified within the existing Board Policy on the subject.

As a result, this report recommends amending the Board's "Board Members: Media Relations Policy" by adding the **bolded and underlined** words to the following sections:

2. The Chair of the Board will be considered the Board spokesperson for all media inquiries. When the Chair is unavailable, the Vice Chair will be considered the Board spokesperson for all media inquiries. **The Chair or Vice Chair, as the case may be, may also designate the Board's Executive Director to speak on behalf of the Board**;

3. In special circumstances, such as during contract negotiations or where a Board sub-committee has been established on a specific issue, the Board may designate the Member leading the negotiations, or the Chair of the sub-committee, as the case may be, to act as spokesperson for the Board on the subject in question. **In such circumstances, the Chair may also designate the Board's Executive Director to speak on behalf of the Board**;

5. When a media inquiry is made directly to Board Members regarding sensitive or confidential matters, Board Members will not comment but will advise the Chair **and Executive Director** or Senior Advisor of the inquiry so that it may be directed to the most appropriate person;

6. When a media inquiry is made by a member of the media with respect to factual information, **the** administration of the Board, or decisions **that have been** made by the Board during a public meeting, the Board's **Executive Director**, Senior Advisor **or Advisor, Strategic Policy & Stakeholder Relations**, may provide information in response to the inquiry;

8. Media releases **or Board Statements** will be approved prior to release by the Chair, or, in the Chair's absence, by the Vice Chair**, as well as by the Executive Director**. **Alternatively, where the Chair or Vice Chair has designated the Executive Director to do so, media releases may be approved by the Board's Executive Director.** Board Members will receive a copy of the release as soon as possible once it has been approved.

Conclusion:

The changes to the Board Policy, "Board Members: Media Relations," will ensure that this Policy reflects the changing nature of the role of different Board Staff with respect to communications, and in particularly, lays out a policy framework that captures the changing role of the Board's Executive Director and the Board's professional staff.

These changes will also ensure the Board is able to provide public comment on matters that have been considered by the Board or that otherwise generate public interest.

Therefore, it is recommended that the Board approve the amendments to its Policy entitled “Board Members: Media Relations Policy” as described in this report, and the amended Policy as attached.

Respectfully submitted,

Jim Hart
Chair

Att.

TORONTO POLICE SERVICES BOARD

BOARD MEMBERS: MEDIA RELATIONS

DATE APPROVED	May 1, 2000	Minute No: P156/00
DATE(S) AMENDED	March 27, 2003 November 15, 2010	Minute No: P79/03 Minute No: P292/10
DATE REVIEWED	November 15, 2010	Minute No: P292/10
REPORTING REQUIREMENT		
LEGISLATION	*Police Services Act,* R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). *Members of Police Services Boards – Code of Conduct,* O. Reg. 421/97, ss. 4-6.	
DERIVATION		

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

1. Board Members will fully uphold the *Code of Conduct* for Board Members, specifically the sections pertaining to media relations:

Section (4): *Board members will keep confidential any information disclosed or discussed at a meeting of the Board, or part of a meeting of the Board, that was closed to the public.*

Section (5): *No Board member will purport to speak on behalf of the Board unless he or she is authorized by the board to do so.*

Section (6): *A Board member who expresses disagreement with a decision of the Board shall make it clear that he or she is expressing a personal opinion.*

2. The Chair of the Board will be considered the Board spokesperson for all media inquiries. When the Chair is unavailable, the Vice Chair will be considered the Board spokesperson for all media inquiries. The Chair or Vice Chair, as the case may be, may also designate the Board’s Executive Director to speak on behalf of the Board;

3. In special circumstances, such as during contract negotiations or where a Board sub-committee has been established on a specific issue, the Board may designate the member leading the negotiations, or the Chair of the sub-committee, as the case may be, to act as spokesperson for the Board on the subject in question. In such circumstances, the Chair may also designate the Board's Executive Director to speak on behalf of the Board;

4. Board Members may communicate a position of the Board. However, should a Board Member publicly disagree with a position of the Board, or wish to comment on a matter not yet before the Board, the Board Member will clearly identify that he or she is speaking as an individual and not on the Board's behalf. A Board Member will not state that the Board has taken a position on a matter until the matter has been formally considered by the Board;

5. When a media inquiry is made directly to Board Members regarding sensitive or confidential matters, Board Members will not comment but will advise the Chair and Executive Director or Senior Advisor of the inquiry so that it may be directed to the most appropriate person;

6. When a media inquiry is made by a member of the media with respect to factual information, the administration of the Board, or decisions that have been made by the Board during a public meeting, the Board's Executive Director, Senior Advisor or Advisor, Strategic Policy & Stakeholder Relations, may provide information in response to the inquiry;

7. The Board's Senior Advisor will serve as a liaison between members of the media and the Board spokesperson when requests are received for interviews or comments; and

8. Media releases or Board Statements will be approved prior to release by the Chair, or, in the Chair's absence, by the Vice Chair, as well as by the Executive Director. Alternatively, where the Chair or Vice Chair has designated the Executive Director to do so, media releases may be approved by the Board's Executive Director. Board Members will receive a copy of the release as soon as possible once it has been approved.

Toronto Police Services Board Report

June 4, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Receipt of Donation from The Moffat Foundation Inc.

Recommendation:

It is recommended that the Toronto Police Services Board (the Board) approve the acceptance of a donation in the amount of $20,000 from the Moffat Foundation Inc., to facilitate immediate emergency funding for victims of human trafficking that Toronto Police Service (Service) members encounter during investigations.

Financial Implications:

The Service will be in receipt of a $20,000 donation for the express purpose of helping victims of human trafficking. Total expenses will be capped to the value of the donation, and as a result there will be a net zero impact to the Service's operating budget.

Background / Purpose:

The Service's Human Trafficking Enforcement Team (H.T.E.T.) was approached by Ms. Karen Moffat, on behalf of the Moffat Foundation, to discuss a donation she would like to direct as emergency funding for victims of human trafficking. The mission statement of the Moffat Foundation is as follows:

The vision of the Moffat Family Fund is a Canadian society where all individuals have equal opportunity to develop their potential.

The intention of this donation is to provide the investigators from the H.T.E.T. the resources needed to offer immediate and supportive financial aid to victims of human trafficking. Currently, investigators willingly utilize their own personal finances to provide monetary support to ensure the basic needs of victims are met during initial contact and during the prosecution phase. The approval on this donation will reduce the gaps or timelines experienced when investigators are providing aid for basic human needs that may include, but are not limited to; items such as food, clothing and

transportation. This donation will also ensure funds are readily available for use in non-regular business hours when many of these calls for urgent assistance are being made.

Discussion:

The H.T.E.T. is a sub-unit of Sex Crimes, within the Detective Operations pillar of Specialized Operations Command. The H.T.E.T supports investigative units within its command, as well as investigative and uniform officers in the field. The unit is staffed with 2 Detectives and 13 Detective Constables.

Members of the team are consulted in all human trafficking investigations within the City of Toronto and take carriage of the majority of human trafficking prosecutions that are initiated. As a result of these investigations, the H.T.E.T. regularly liaises with a dedicated Human Trafficking prosecution team, non-government agencies and victim support groups across the country.

Investigations into human trafficking often involve many unique challenges which require a heightened level of victim support. Providing immediate support to victims at inopportune times, outside of regular business hours, represents its own unique challenges, therefore; having access to immediate funds in those situations would eliminate the delay in acquiring funds from other partner agencies.

On many occasions, investigators do not have access to immediate funds to pay for basic needs like meals, groceries, transportation and lodging. These types of investigations commonly involve the need for a victim to be removed from their current location immediately, often in emergency situations. These victims are often left with very little personal belongings as a result of the quick action taken and the only clothing available to them is often the collection of clothes used to advertise sexual services. This funding would also be used to commence the healing process upon immediate contact with a victim by purchasing new clothes for them to change into immediately after leaving their situation.

The funds would be accessible to the officers and a ledger would be kept to account for the distribution and items purchased. The Service will complete a report in the second quarter of 2020 that will cover the first six months, from the time that the donation is received, which will update the Board on the status of the funds and how many victims the H.T.E.T. have been able to support as a result of this donation.

The acceptance of this donation is consistent with the criteria outlined in the Board Policy regarding Donations and Sponsorship, and with the Service's Procedure 18-08 – Donations.

Conclusion:

This donation will ensure that our members are able to provide the much needed support to victims of human trafficking when they are at their most vulnerable and in great need of assistance.

The Moffat Foundation contacted the Service after learning about the work done by the H.T.E.T. They have expressed their strong support of the commitment the investigators have to this growing concern as well as the devotion to ensuring the well-being of the victims they encounter.

Deputy Chief James Ramer, Specialized Operations Command, will be in attendance to respond to any questions from the Board.

Respectfully submitted,

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

*original copy with signature on file at Board office

Toronto Police Services Board Report

May 7, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Supply of Information Technology Research Services

Recommendations:

It is recommended that the Toronto Police Services Board (Board):

(1) approve a contract award to Gartner Canada Co. for a subscription to Information Technology (I.T.) Research Services for a one year period, April 1, 2020 to March 31, 2021, at a cost of $237,300, with the option of four one-year extensions at a cost of $949,200, for a total five year cost of $1,186,500 (excluding taxes);

(2) authorize the Chief of Police to exercise the four one year option years, subject to satisfactory performance and other considerations; and

(3) authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

The cost of information technology (I.T.) research services required by the Toronto Police Service (Service) is estimated at $237,300 (excluding taxes), for each year of the contract with a five year cost of $1,186,500, if all four option years are exercised.

These funds are provided for in the Service's 2020 operating budget, and will be included in future year operating budget requests, for each subsequent year of the agreement.

Background / Purpose:

The purpose of this report is to obtain Board approval for a contract award regarding the supply of I.T. research services, based on the results of a Request for Services (R.F.S.) to the pre-qualified vendors established under the Ministry of Government and Consumer Services (M.G.C.S.) Vendor of Record (V.O.R.) Tender-10941 for I.T. Research Subscription Services on March 6, 2020.

Discussion:

As most core policing and administrative process has become dependent to varying extents on I.T., it is vital that Information Technology Services (I.T.S.) leaders and staff have available to them trusted and independent expertise for actionable insight. I.T.S. have subscribed to expert research services since 2007 for improving information technology planning, strategy development, information modelling, research, objective advice and tools to achieve Service priorities and build the I.T. organization for today and tomorrow.

R.F.S. Process:

The M.G.C.S. established a list of V.O.R.s through Tender-10941. As required by the VOR, a second stage procurement was initiated, by issuing an invitational R.F.S. #1360462-20 for I.T. Research Subscription Services to only those proponents listed on the V.O.R.

The Service used the M.G.C.S process as the basis of its R.F.S., and thereby requested those pre-qualified proponents selected by M.G.C.S. to provide responses for the following I.T. research services for the period April 1, 2020 to March 31, 2021, with the option to extend the contract for four additional one-year periods to March 31, 2025:

- An Enterprise licence to accommodate at least 1000 users for all research topics;
- An I.T. Leader licence for access to subject matter expert analysts and all research topics; and
- An Executive license for access to individualized support for an I.T. Executive and delegates, Chief Information Officer (C.I.O.) level events and educational opportunities, peer-level coaching, and all I.T. research and reference materials.

Four vendors responded to the R.F.S. All four submissions were scored against the Stage One criteria for Submission Requirements and proceeded to Stage Two, scoring for pricing.

The criteria and weighing for the evaluation of the proposals were as follows:

- Stage One – 70% - Submission Requirements services for the Executive Licence, Topic Coverage, Research Analysis / Advisor Team, Client Base, Client Briefings, Global Presence, Research Toolkits, Research Leadership
- Stage Two – 30% - Pricing

Stage one evaluation was finalized by I.T.S. prior to the consideration of the pricing criteria.

Conclusion:

The evaluation of the four responses, including pricing, resulted in Gartner Canada Co. achieving the highest overall score.

Gartner Canada Co. is therefore being recommended as the vendor for the supply of I.T. Research Services.

The contract award would be for a one year period commencing April 1, 2020 to March 31, 2021, with the right to extend the contract at the discretion of the Chief, and subject to budget availability, satisfactory vendor performance and other considerations at the time of the renewal, for four additional one-year periods to March 31, 2025.

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

Respectfully submitted,

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

*original copy with signature on file at Board Office

Toronto Police Services Board Report

May 27, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Pre-Qualified List of Vendors for Information Technology Professional Services

Recommendations:

It is recommended that the Toronto Police Services Board (the Board):

(1) approve the pre-qualified vendors listed below for information technology related professional services, for a two-year period commencing June 1, 2020 to May 31, 2022,

- Ian Martin Limited
- PricewaterhouseCoopers LLP
- SRA Staffing Solutions Ltd
- Gartner Canada Co
- RS Tec Systems Inc.
- Eagle Professional Resources Inc.
- Procom Consultants Group Ltd
- Mindwire Systems Ltd
- Buchanan Technologies Ltd
- Archipelago Alliance Inc.
- Bevertec CST Inc.
- TeraMach Technologies Inc.

(2) authorize the Chair to execute all required agreements and related documents on behalf of the Board subject to approval by the City Solicitor as to form; and

(3) authorize the Chief of Police to extend the contract for an additional one-year term, at his discretion.

Financial Implications:

There are no immediate financial implications resulting from this award. The acquisition of information technology professional services is subject to the availability of funds in the appropriate capital project or annual operating budget.

Background / Purpose:

At its meeting on December 15, 2014, the Board approved a pre-qualified list of vendors to provide the Toronto Police Service (Service) with various information technology professional services for the period January 1, 2015 to December 31, 2017 (Min. No. P284/14 refers).

At its meeting on February 19, 2015, the Board was required to amend the minutes from December 15, 2014 to correctly reflect the award to the successful vendors, which were incorrect due to an error in the original recommendation (Min. No. P42/15 refers).

At its meeting on November 16, 2017, the Board approved a one-year extension of the pre-qualified list of vendors for the period January 1, 2018 to December 31, 2018 (Min. No. P252/17 refers). At that meeting, the Board also approved the delegation of authority to the Chief of Police to approve the second one-year option to extend the current non-exclusive agreements on behalf of the Board for the period of January 1, 2019 to December 31, 2019.

Under the authority provided within Purchasing By-law No 163, the Chief Administrative Officer extended the prequalified vendors from January 1, 2020 to May 31, 2020 on a month to month basis and based on the same terms and conditions, to allow for sufficient time to complete a new competitive process.

The purpose of this report is to establish a new pre-qualified list of vendors for the acquisition of information technology professional services required by the Service.

Discussion:

Establishing a list of prequalified vendors for information technology professional services will enable the Service to acquire these services in a timely manner and at a competitive price. This process will also:

- reduce the administrative costs associated with repeated formal procurement calls;
- provide specialized expertise required on a short term basis; and
- improve the turnaround time to acquire needed temporary contract resources.

Request for Pre-Qualification (R.F.P.Q.) Process and Results:

R.F.P.Q. # 1344302-19 was issued by the Service's Purchasing Services Unit on December 20, 2019, and the R.F.P.Q. closed on February 18, 2020. The objective of the R.F.P.Q. was to establish a list of Pre-Qualified Vendors for information technology professional services.

The R.F.P.Q. invited vendors to submit responses to provide professional services for all or any of the pre-defined services or roles, as outlined in Appendix A.

The R.F.P.Q. received 28 responses and the process required vendors to meet pre-established mandatory requirements in order to proceed to the evaluation phase.

A total of 25 responses qualified for the evaluation phase and were scored against the following criteria:

Evaluation Criteria	Maximum Points
Proponent's profile and experience	10
Proponent's capability and capacity	15
Proponent's project profiles and references	75
Proponent's quality process	20
Total	120

Based on the evaluation results, 12 vendors are being recommended. Appendix A provides the details upon which services each prequalified vendor can bid.

Request for Services (R.F.S.) Process:

Each time professional services are required, a R.F.S. will be issued through the Purchasing Services Unit to the pre-qualified vendors eligible to bid on that service. The RFS will provide qualified vendors with a:

- description of the professional service(s) required;
- statement of work including, if appropriate, a component for the transfer of skills;
- list of deliverables; and
- timetable for the work.

At least five eligible vendors will be requested to bid for the services required depending on the role required.

The qualified vendors will be requested to:

- propose an appropriately skilled resource(s) to provide the service(s); and
- bid a cost for the service(s).

The selection of the vendor will be based on the scoring of the proposal using a combination of the evaluation criteria and the hourly rate for the services requested.

In the event that permanent position recruitment services are required, the applicable Service human resource and hiring processes will be followed.

Conclusion:

A pre-qualified list of vendors facilitates the process for acquiring information technology professional services required for projects and operational needs, in a timely and efficient manner, and through a competitive process wherein the approved pre-qualified vendors can participate. As a result of the R.F.P.Q. process completed by the Service for this purpose, a list of 12 vendors is being recommended to the Board. The vendors on this list will be eligible to bid on requested services for a two-year period from June 1, 2020 to May 31, 2022, with an option to renew for one-year at the Chief's discretion, taking into account vendor performance and the continued need for these services.

Mr. Colin Stairs, Chief Information Officer, Information Technology Command and Mr. Tony Veneziano, Chief Administrative Officer, Corporate Support Command, will be in attendance to answer any questions from the Board.

Respectfully submitted,

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

*original copy with signature on file at Board Office

Appendix A: Pre-qualified List of Vendors and Professional Services

	Vendor											
Role	Ian Martin Information Technology Inc.	PricewaterhouseCoopers LLP	SRA Staffing solutions Ltd	Gartner Canada Co	RS Tec Systems Inc.	Eagle Professional Resources Inc.	Procom consultants Ltd	Mindwire Systems Ltd	Buchannan Technologies	Archipelago Alliance Inc.	Bevertec CST Inc.	Teramach Technologies Inc.
Project Manager / co-ordinator	x	x	x	x	x							
Business Analyst	x	x	x	x	x							
Architect	x	x	x	x	x							
Programmer / Developer	x	x	x		x	x						
Server Administrator (Windows or Linux)	x	x	x		x	x						
Database Administrator	x	x	x		x	x						
Business Transformation process improvement Specialist	x	x	x	x	x							
Contract Negotiations Support Specialist	x	x	x	x	x							
Organizational Transformation Consultant	x	x	x	x	x							
Strategic Advisor	x	x	x	x	x							
Strategic Review and Program Evaluation Specialist	x	x	x	x	x							
Other IT roles or expertise	x	x	x	x	x	x	x	x	x	x		
Permanent positions	x		x		x	x	x	x	x	x	x	x

Toronto Police Services Board Report

June 4, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Vendor of Record Bell Mobility Inc. to Supply Sierra Wireless Devices, Hardware, Software, Licences, Maintenance, Training and Professional Services

Recommendation:

It is recommended that the Toronto Police Services Board (Board):

1) approve a contract award to Bell Mobility Inc. for the supply of Sierra Wireless devices, hardware, software, licences, maintenance and professional services for a one-year period, with the option of four additional one-year extensions for an estimated five year cost of $3.5M for the items quoted on the Request for Quotation (R.F.Q.);

2) authorize the Chief of Police to exercise the four one-year options subject to budget availability, satisfactory vendor performance and other considerations; and

3) authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

Funding of $3.5M for the lifecycle replacement of the current Sierra Wireless devices is included in the Service's approved 2020-2029 Capital Budget Program (Min. No. P237/2019). These costs are included in the Vehicle and Equipment Reserve as part of the following projects: Mobile Workstations (M.W.S.), Automated Vehicle Locator (A.V.L.) and Public Space Closed Circuit Television (C.C.T.V.).

Provisional pricing for additional devices, hardware, software, licences, maintenance, training and professional services was also requested in the Request for Quotation (R.F.Q.). This pricing was requested in order to meet future ad hoc requirements not known at this time, without having to go through another R.F.Q. These requirements

are dependent on additional quantity, frequency and nature of support work required during the contract term. The additional requirements could cost up to an estimated additional $1M, increasing the total contract value to approximately $4.5M, however; any additional purchases would be subject to the availability of funds for the specific project, initiative or need.

Background / Purpose:

The purpose of this report is to request Board approval for a contract award to Bell Mobility Inc., for the supply of Sierra Wireless devices, hardware, software, licences, maintenance, training and professional services necessary to maintain a state of good repair.

The Sierra Wireless devices provide wireless network connections through cellular systems. The current devices are used to operate the A.V.L., M.W.S., Voice Radio system and C.C.T.V. systems.

Discussion:

The Service's Telecommunications Services Unit (T.S.U.) manages the installation, maintenance and lifecycle replacement of the Sierra Wireless devices in all Service systems. These devices represent approximately 900 A.V.L., 680 M.W.S. and 100 remote access devices for C.C.T.V. cameras and radio systems that provide critical data transmission for the Service's vehicles and equipment.

The current models of Sierra Wireless devices implemented during 2013 to 2015 are now end of support and must be replaced in order to maintain critical communication between the Service vehicles, C.C.T.V., A.V.L., M.W.S. and Radio systems.

The R.F.Q. #1354175-20 was issued on March 4, 2020 by the Purchasing Services Unit to establish an authorized vendor of Sierra Wireless devices, hardware, software, licences, maintenance, training and professional services. The R.F.Q. closed on April 22, 2020 and three responses were received, with Bell Mobility Inc. providing the lowest price.

The contract term as defined in the R.F.Q., includes a five year warranty maintenance support and provides annual review by the Service, to address and adapt to technological changes or any significant changes to Service vehicles.

Conclusion:

Based on the results of an open R.F.Q., the Service is requesting Board approval of a contract award to Bell Mobility Inc. for the supply of Sierra Wireless devices, hardware, software, licences, maintenance, training and professional services at an estimated cost

of $3.5M. The contract award is for a one-year term, with an option to renew for four additional one-year periods at the discretion of the Chief.

Provisional pricing to meet ad hoc requirements during the term of the contract could result in a further amount of up to $1M being spent during the potential five-year term of this contract, increasing the total contract value to approximately $4.5M (excluding taxes). However, any spending beyond the $3.5M quoted in response to the R.F.Q. would be subject to availability of funds.

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

Respectfully submitted,

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

*original on file at Board office

Toronto Police Services Board Report

May 27, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Purchase of Additional Network Attached Isilon Storage

Recommendations:

It is recommended that the Toronto Police Services Board (the Board)

(1) approve the purchase of Isilon Storage from OnX Enterprise Solutions, for the supply of hardware, software licences, professional services and maintenance for a period commencing from the date of Board approval until December 31, 2022, with the option to renew the contract for two additional one year periods, at the discretion of the Chief of Police, and in the amount of $2,579,660 (excluding taxes); and

(2) authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

The cost to purchase the Network Attached Isilon Storage, including professional services and maintenance support for both the initial contract term and option periods is $2,579,660 (excluding taxes). This cost is included in the Toronto Police Service (Service) approved capital program and funded from the Service Vehicle and Equipment Reserve. Funds for the Server Lifecycle and Business Resumption Lifecycle projects are included in the respective capital projects (Min. No. P6/19 refers).

Provisional pricing for additional Isilon equipment/services was also requested in the Request for Quotation (R.F.Q.) and included in the submissions. This pricing was requested in order to meet ad hoc requirements not known at this time, without having to go through a further R.F.Q. However, any additional purchases would be subject to the availability of funds for the specific project or initiative.

Background / Purpose:

Over the past few years, the evolution and proliferation of technology has exposed the Service to greater volumes of data in the form of unstructured data (e.g. video surveillance, social media, mobile devices, etc.). The demand to store this data as per the Service's needs is growing exponentially and this trend is expected to continue into the future.

The existing storage infrastructure in the Service is built on a combination of IBM and Dell EMC Isilon storage technology.

The benefits we have seen with the Isilon storage are as follows:

- Higher level of return for every dollar spent on storage;
- Ability to respond more effectively to business capacity and performance needs;
- Ability to achieve more storage deployment agility; and
- Greater ability to assign the right storage for different workloads.

The purpose of this report to obtain Board approval for a contract award to augment the existing storage capacity and to improve responsiveness and proactively align storage infrastructure and operations with business needs.

Discussion:

To meet the increasing demand for storage, it is imperative for the Service to add storage capacity to the existing infrastructure in order to accommodate future growth, by buying a more agile, scalable, and cost-efficient storage platform.

R.F.Q. 1332661-20 for Isilon Storage was posted on MERX, by the Service's Purchasing Services unit on April 6, 2020, and closed on May 12, 2020. Four submissions were received. OnX Enterprise Solutions had the lowest compliant bid for the solution in the amount of $2,579,660 (excluding taxes) and is being recommended for approval.

Conclusion:

Law enforcement is experiencing a significant evolution, which is featured by the proliferation of technology and the prevalence of data collection. One of the biggest challenges is the exponential growth of unstructured, file-based data. The Service needs to have enough storage capacity to keep up with the challenge in an efficient and effective way.

The Board's approval to purchase the Dell EMC Isilon storage solution from OnX Enterprise Solutions will be used to augment the existing data storage capacity to stay ahead of the Service's needs. The Service will be in a better position to transition into the future of policing and the ever increasing storage requirements.

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

Respectfully submitted,

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

*original copy with signature on file at Board office

Toronto Police Services Board Report

April 29, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Minor Building Repairs Contract Extension - New Park Contracting Incorporated

Recommendation:

It is recommended that the Toronto Police Services Board (Board) approve an extension of the existing agreement with New Park Contracting Incorporated (New Park) for the supply of all labour, materials, equipment, tools, and supervision required to perform minor building repairs at Toronto Police Service (Service) facilities commencing July 1, 2020 to December 31, 2020, at an approximate value of $0.5 Million (M), excluding taxes.

Financial Implications:

It is estimated that the expenditure for minor building repair and handyman services from July 1, 2020 to December 31, 2020 will be approximately $0.5M (excluding taxes). For this purpose, $100,000 in funding is included in the Service's 2020 annual operating budget and the remaining balance is included in various facility-related capital projects (Min. No. P237/19 refers). The total amount spent with New Park over the three and a half year term to December 2020 will be approximately $3.25M.

Background / Purpose:

In January 2014, the City of Toronto's (City) Purchasing and Materials Management Division issued a Request for Quotation (R.F.Q. #3907-14-5000) for the supply of all labour, materials, equipment, tools, and supervision necessary to perform minor building repairs at various locations throughout the City. New Park was the successful proponent and was awarded a one-year contract (April 1, 2014 to March 31, 2015) with four additional one-year optional extensions. At the Board's May 2017 meeting, the Board approved the Service's utilization of the piggy-back clause in the City's contract with New Park for the supply of renovation services for the balance of the contract (Min. No. P120/17 refers).

The purpose of this report is to request an extension of the existing agreement with New Park through to December 31, 2020 to allow the Service's Purchasing Services and Facilities Management Units sufficient time to develop a R.F.Q. for these services and complete a procurement process and contract award.

Discussion:

The Service requires a contract for handyman and minor building repair services at its facilities. This contract allows the Service to respond to ad hoc requests for building repairs and to resolve minor building deficiencies in a timely manner.

The Service's Facilities Management staff have utilized the services of New Park continuously, following Board approval in 2017, and have found the performance of the vendor to be satisfactory in all areas.

Prior to the expiration of the City's agreement with New Park, the City's Purchasing and Materials Management Division initiated work to secure a new contract for the provision of minor building repair services at various locations across the City.

The City's purchasing process faced several delays and challenges over the course of 2019 and into 2020. Based on information provided by City Purchasing staff regarding a pending contract award, the Service extended its agreement with New Park to June 30, 2019, and subsequently, to year-end 2019. This extension was done using the Chief Administrative Officer's authority under the Board's Purchasing by-law. In anticipation of a contract award early 2020, the Service again extended its agreement with New Park through to the end of June 2020. However, to date, the City has not initiated a new R.F.Q. process or awarded a new contract for minor building repair services.

The Service is, therefore, requesting a six-month extension from July 1, 2020 to December 31, 2020. This time allows the Service's Facilities Management unit to work with the Purchasing Services unit to develop a R.F.Q. to secure a new contract by year-end 2020. Should the City resume its efforts to secure a contract for the same services, the Service will consider partnering with the City in a joint purchasing process.

Conclusion:

The Service's Facilities Management staff have utilized the services of New Park Contracting Incorporated since May 2017 for handyman and minor building repair services. The vendor's performance in all areas has been satisfactory.

There are many ongoing projects managed by Facilities Management that vary in nature and scope. It is, therefore, imperative that an agreement be in place with a reliable contractor with sufficient resources to meet the demands for minor building repairs and renovation projects. Accordingly, it is recommended that the agreement

with New Park continue to year-end 2020 to allow sufficient time to conduct a new procurement process.

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

Respectfully submitted,

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

*original copy with signature on file in Board office

Toronto Police Services Board Report

May 25, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Special Constable Re-Appointments - June 2020

Recommendation:

It is recommended that the Board approve the re-appointments of the individuals listed in this report as special constables for the Toronto Community Housing Corporation (T.C.H.C.) and the Toronto Transit Commission (T.T.C.), subject to the approval of the Ministry of the Solicitor General.

Financial Implications:

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

Background / Purpose:

Under Section 53 of the *Police Services Act*, the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Ministry of the Solicitor General. Pursuant to this authority, the Board has agreements with the University of Toronto (U. of T.), Toronto Community Housing Corporation (T.C.H.C.) and Toronto Transit Commission (T.T.C.) governing the administration of special constables (Min. Nos. P571/94, P41/98 and P289/13 refer).

The Service has received requests from the T.C.H.C, and T.T.C. to re-appoint the following individuals as special constables:

Table 1 Name of Agency and Special Constable Applicant

Agency	Name	Status Request
T.T.C.	Jason Barber	Re - Appointment
T.C.H.C	Andrew Imade	Re - Appointment

Discussion:

Special constables are appointed to enforce the *Criminal Code* and certain sections of the *Controlled Drugs and Substances Act, Trespass to Property Act, Liquor Licence Act* and *Mental Health Act* on their respective properties within the City of Toronto.

The agreements between the Board and each agency require that background investigations be conducted on all individuals who are being recommended for appointment and re-appointment as special constables. The Service's Talent Acquisition Unit completed background investigations on these individuals and there is nothing on file to preclude them from being appointed as special constables for a five year term.

The agencies have advised the Service that the above individuals satisfy all of the appointment criteria as set out in their agreement with the Board. The agencies' approved strength and current complements are indicated below:

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

Agency	Approved Complement	Current Complement
T.C.H.C.	300	158
T.T.C.	N/A	82

Conclusion:

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

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

Respectfully submitted,

Mark Saunders, O.O.M.

Chief of Police

*original copy with signature on file at Board Office

Toronto Police Services Board Report

June 4, 2020

To: Chair and Members
Toronto Police Services Board

From: Ryan Teschner
Executive Director

Subject: Independent Civilian Review into Missing Persons Investigations – Account for Professional Services

Recommendation(s):

It is recommended that the Board receive the following invoices for professional services rendered by Honourable Gloria Epstein and Cooper, Sandler, Shime and Bergman LLP:

1. Invoice dated April, 30 2020 in the amount of $208,516.04, and

2. Invoice dated May 31, 2020 in the amount of $159,253.72.

Financial Implications:

The total invoiced to date, including the above invoices, is $2,667.587.79.

Background / Purpose:

The Board established the Independent Civilian Review into Missing Persons Investigations and appointed the Honourable Gloria Epstein as the Reviewer ("the Independent Reviewer"). Ms. Epstein has appointed Cooper, Sandler, Shim and Bergman LLP as Counsel to the Review.

The City has agreed to provide funding to the Board to pay for the cost of the Review (Min.P112/18 refers). In addition, the City approved the increase of additional funding for $1.0 million as recommended by the Board at its January 22, 2020 Board meeting (Min. P7/20).

At its meeting on September 19, 2019 (Min. P189/19 refers), the Board delegated to the Chair the authority to approve payment of all future invoices from the Honourable Gloria

Epstein and Cooper, Sandler, Shime and Bergman LLP, not to exceed an amount of $4.0M (including the additional funding from the City, as stated above).

Discussion:

The Chair has approved the accounts referenced in these reports, pursuant to the delegated authority the Board has provided him.

I have attached a copy of the Review's account approved for services rendered, up to and including April 30, 2020 in the amount of $208,516.04, and May 31, 2020 in the amount of $159,253.72. Detailed statements are included on the in-camera agenda for information.

Conclusion:

It is, therefore, recommended that the Board receive the following invoices for professional services rendered by Honourable Gloria Epstein and Cooper, Sandler, Shime and Bergman LLP:

1. Invoice dated April, 30 2020 in the amount of $208,516.04, and

2. Invoice dated May 31, 2020 in the amount of $159,253.72

Respectfully submitted,

Ryan Teschner
Executive Director

ATT.

BARRISTERS & SOLICITORS

SUITE 1900
439 University Avenue
Toronto, Ontario
M5G 1Y8

TELEPHONE: (416) 585-9191
FAX: (416) 408-2372

April 30, 2020

CRO # 9312701
Contract #47021797
GR # 5000077903
Minute No: P189/19

PRIVATE AND CONFIDENTIAL

Mr. Ryan Teschner,
Executive Director
Toronto Police Services Board
40 College St.
Toronto, ON M5G 2J3

Re: The Independent Civilian Review into Missing Persons Investigations – Our File #CTinv001

FOR SERVICES RENDERED: From April 1, 2020 to April 30, 2020

Total Fees	$120,016.20	
HST on Fees (13%)	15,602.11	
Total Fees & HST		**$135,618.31**
Disbursements Sub-total	$63,722.36	
HST on Disbursements (13%)	8,175.37	
Total Disbursements & HST		**$71,897.73**
TOTAL FEES AND DISBURSEMENTS		**$207,516.04**

for this account dated April 30, 2020

OUTSTANDING BALANCE **(This is from January 31, 2020 account)**	**$1,000.00**
	$
BALANCE OWING	**$208,516.04**

THIS IS OUR ACCOUNT HEREIN

Cooper Sandler Shime & Bergman LLP

Mark J. Sandler

E. & O.E.

Total HST $23,777.48
HST #:122552227

Approved By:

Ryan Teschner
Executive Director
Police Services Board

Approved by : Jim Hart, Chair

Date: May 13, 2020

IN ACCOUNT WITH

COOPER, SANDLER
SHIME & BERGMAN LLP
BARRISTERS & SOLICITORS

SUITE 1900
439 University Avenue
Toronto, Ontario
M5G 1Y8

TELEPHONE: (416) 585-9191
FAX: (416) 408-2372

May 31, 2020

PRIVATE AND CONFIDENTIAL

Mr. Ryan Teschner,
Executive Director
Toronto Police Services Board
40 College St.
Toronto, ON M5G 2J3

Re: The Independent Civilian Review into Missing Persons Investigations – Our File #CTinv001

FOR SERVICES RENDERED: From May 1, 2020 to May 31, 2020

Total Fees	$101,575.40	
HST on Fees (13%)	13,204.80	
Total Fees & HST		**$114,780.20**
Disbursements Sub-total	$39,445.91	
HST on Disbursements (13%)	5,027.61	
Total Disbursements & HST		**$44,473.52**
TOTAL FEES AND DISBURSEMENTS		**$159,253.72**
for this account dated May 31, 2020		
BALANCE OWING		**$159,253.72**

THIS IS OUR ACCOUNT HEREIN

Cooper Sandler Shime & Bergman LLP

Mark J. Sandler

E. & O.E.

Total HST $18,232.41
HST #:122552227

Toronto Police Services Board Report

May 28, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Capital Budget Variance Report for the Toronto Police Service - Period Ending April 30, 2020

Recommendation:

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

Financial Implications:

Toronto City Council (Council), at its meeting of February 19, 2020, approved the Toronto Police Service's (Service) 2020-2029 capital program at a net amount of $21.7M and gross amount of $50.3M for 2020 (excluding carry forwards), and a 10-year total of $202.9M net and $587.2M gross. Please see Attachment A for more details.

Table 1 – Summary of 2020 Expenditures

Category	2020 Gross (M's)	2020 Net (M's)
2020 approved program excluding carry forward	$50.3	$21.7
2019 carry forwards	$29.3	$14.1
Total 2020 available funding	$79.6	$35.8
2020 Projection	$62.9	$26.9
Variance to available funding	$16.7	$8.9
Carry forward to 2021	$15.0	$7.4
Spending rate	79%	75%

The 2020 estimated spending rate is 79%. From the estimated 2020 gross under-expenditure of $16.7M, $15M will be carried forward to 2021. From the remaining balance of $1.7M, $1.5M will be returned to the City due to cost savings from the Automated Fingerprint Identification System project and $0.3M will be returned to the Vehicle and Equipment reserve for fingerprint capture equipment (Live Scan).

Background / Purpose:

The purpose of this report is to provide the Board with the status of the Service's capital projects as at April 30, 2020.

COVID-19 Impact on Capital Projects:

As the COVID-19 pandemic continues to exert major stresses globally, the City of Toronto is facing and focusing on significant financial challenges. In an effort to offset the City's financial pressures stemming from decreased revenues and increased costs, City staff have recommended that all Agencies, Boards, Commissions and Departments (A.B.C.D.s) review their capital programs for potential deferral of non-essential projects and cancellation of projects without a firm economic justification, and if contractually possible.

As the impacts of the pandemic continue, businesses and governments will have to deal with what will be a "new normal" and will have no real precedent to help us understand the impact the pandemic will have on construction and other capital projects. The impact on project schedules and costs, given the delays resulting from the pandemic shutdown and the restrictions that have been in place and that may continue to be in place, will be difficult to determine in some cases.

It should be noted that in an attempt to increase the 2020 capital program-spending rate and reduce borrowing costs for the City during these difficult times, the Service already deferred $13.2M on a gross level or $6.7M of net debt funding from the 2019 carry forward to 2021. The Service continues to review its programs to identify opportunities to help contain the City's financial pressures.

Discussion:

Attachment A provides the Service's approved 2020-2029 capital program.

Attachment B provides the Service's variance report as of April 30, 2020 with a status summary of the ongoing projects from 2019 as well as project description and status for projects that started in 2020.

Key Highlights / Issues:

As part of its project management framework, the Service tracks the project risk and issues to determine the status and health (i.e. Green, Yellow, and Red) of capital projects. The overall health of each capital project is based on budget, schedule and scope considerations. The colour codes are defined as follows:

- Green - on target to meet project goals (scope/functionalities), on budget and schedule and no corrective action is required;
- Yellow - at risk of not meeting certain goals, some scope, budget and/or schedule issues, and minimal corrective action is required; and
- Red - high risk of not meeting goals, significant scope, budget and/or schedule issues, and extensive corrective action is required.

Table 2 - 2020 Capital Budget Variance Report as at April 30, 2020 ($000s)

Project Name	2020 Cash Flow		Variance (Over)/ Under	Spending Rate	Carry Forward to 2021	Overall Project Health
	Available to Spend	Projected Actuals				
Debt - Funded Projects						
Facility Projects:						
54/55 Divisions Amalgamation	1,000.0	885.0	115.0	89%	115.0	**Red**
41 Division	2,404.0	1,404.0	1,000.0	58%	1,000.0	**Red**
32 Division Renovation	2,500.0	800.0	1,700.0	32%	1,700.0	**Yellow**
Communication Center Consulting	500.0	150.0	350.0	30%	350.0	**Yellow**
Peer to Peer Site	10.0	10.0	0.0	100%	0.0	**Green**
District Policing Program - District Model	2,326.6	1,961.6	365.0	84%	365.0	**Yellow**
Information Technology Modernization Projects:						
Transforming Corporate Support	1,717.6	1,317.6	400.0	77%	400.0	**Red**
ANCOE (Enterprise Business Intelligence and Global Search)	1,861.7	1,797.9	63.8	97%	63.8	**Green**
Connected Officer	288.4	268.4	20.0	93%	20.0	**Green**
Body Worn Camera - Phase II	2,250.0	1,448.8	801.2	64%	801.2	**Yellow**
Next Generation (N.G.) 9-1-1	5,028.1	5,028.1	0.0	100%	0.0	**Green**
Replacements/ Maintenance/ Equipment						
State-of-Good-Repair	5,715.6	3,615.6	2,100.0	63%	2,100.0	**Green**
Radio Replacement	4,640.2	3,640.2	1,000.0	78%	1,000.0	**Green**
Additional Vehicles	6,750.0	6,596.7	153.3	98%	153.3	**Green**
TPS Archiving	163.4	126.0	37.4	77%	37.4	**Green**
Property & Evidence Warehouse Racking	40.0	40.0	0.0	100%	0.0	**Green**
Automated Fingerprint Identification System (A.F.I.S.) Replacement	3,053.0	1,553.5	1,499.5	51%	0.0	**Yellow**
Total Debt - Funded Projects	**40,249**	**30,643**	**9,605**	**76%**	**8,106**	
Lifecycle Projects (Vehicle & Equipment Reserve)						
Vehicle Replacement	7,872.4	7,799.1	73.3	99%	73.3	
IT- Related Replacements	15,174.1	14,811.6	362.5	98%	362.5	
Other Equipment	16,315.6	9,609.6	6,706.0	59%	6,420.1	
Total Lifecycle Projects	**39,362.1**	**32,220.3**	**7,141.8**	**82%**	**6,855.9**	
Total Gross Expenditures	**79,610.7**	**62,863.7**	**16,746.9**	**79%**	**14,961.6**	
Less other-than-debt Funding						
Funding from Developmental Charges	(4,437.4)	(3,758.4)	(679.0)	85%	(679.0)	
Vehicle & Equipment Reserve	(39,362.1)	(32,220.3)	(7,141.8)	82%	(6,855.9)	
Total Other-than-debt Funding	**(43,799.5)**	**(35,978.7)**	**(7,820.8)**	82%	**(7,534.9)**	
Total Net Expenditures	**35,811.2**	**26,885.1**	**8,926.1**	**75%**	**7,426.7**	

The subsequent section provides project updates for key, on-going projects and includes high-level project descriptions for new projects within the 2020-2029 program.

Facility Projects:

As the COVID-19 situation continues to unfold, the Province of Ontario has taken significant and unprecedented measures to curb transmission of the virus by closing all non-essential businesses including the construction projects that have been removed from the essential workplace list. As a result, the potential impacts of COVID-19 include delays on planned construction schedules, including labour and critical supply chain disruptions, a delay or inability to obtain required permits and possible funding shortfalls from the City of Toronto. All these factors play a significant role in the progress of the Service's facility related projects and make progress and spending projections extremely challenging. These projections will be updated as more information becomes available.

54/55 Divisions Amalgamation (Red):

- The project is in the preliminary information discovery phase;
- The consultant team is working with CreateT.O. with respect to soil and site conditions;
- The process of rezoning, environmental assessment, and procurement has started and is expected to be completed by the third quarter of 2020;
- The architectural firm is proceeding to prepare the building design documentation from the first quarter of 2020 to the fourth quarter of 2021;
- A Request for Proposal (R.F.P.) is being finalized to secure construction management services with an anticipated closing date in the third/fourth quarter of 2020, followed by the start of construction by the first quarter of 2022;
- The status of the project is Red. There were significant delays in this project due to the lengthy public consultation, planning and approval processes, and now the project may be further impacted by the COVID-19 pandemic.

41 Division (Red):

- A feasibility study was completed in 2018 with options for a phased demolition and construction of a new building on the existing site;
- An architectural consulting firm was engaged in April 2019 and work is at the design development stage;
- The construction management services contract was approved by the Board at its May 2020 meeting, and the Service will commence working with the approved proponent;
- The approved funding of $38.9M was a preliminary estimate based on construction costs at the time the funding request was submitted as part of the 2018-2027 capital program (Min No. P58/18 refers). In order to obtain a definitive costing for the new build, the Service must retain the services of a

construction manager to explore all variables that will impact the overall project cost from inception to conclusion. This will include the provision of accurate budget estimates for all project components following the completion of detailed design drawings by the project architect;

- The Board will be advised of the construction budget for the project following receipt of the tender submissions from various sub-contractors that will be commissioned by the construction manager to complete the construction phase of the project;
- The overall status of the project is Red as project timelines are behind schedule; the total construction cost will very likely be higher than currently budgeted and COVID-19 impact on construction projects not fully known.

32 Division Renovation (Yellow)

- The schematic design has been approved and the construction tender documents will be developed after the pandemic;
- The status of this project is Yellow due to delays for a parking feasibility study, review of the required number of cells prior to tendering for construction services and COVID-19 impact on construction projects.

Communication Center Consulting (Yellow)

- This project provides funding to acquire external expertise to assist the Service with a comprehensive review of all the requirements for a new Communication Centre, taking into account the impact of N.G. 9-1-1 and other key considerations;
- The existing location for Communications Services (C.O.M.) has reached the maximum capacity for personnel, workspace and technology. The current facility cannot accommodate the anticipated expansion that will be required as a result of N.G. 9-1-1 project;
- The estimated cost for a new Communication Centre facility is not included in the Service's 2020-2029 capital program, as the Service felt it prudent to engage external expertise as an important first step to moving this project forward. The external expert would conduct a comprehensive analysis of the impact of technological changes from N.G.9-1-1, population growth, shifts in calling behaviour (text vs. voice, videos), staffing requirements, location, size, backup site, etc.;
- The status of this project is currently Yellow and is anticipated that a consultant will be engaged in 2020 and work will be completed in 2021.

District Policing Program – District Model (Yellow)

- A high-level plan is being developed to merge divisions to form interim divisions within the existing boundaries, and then adjusting boundaries to create Districts;

- A pilot project was launched for video bail from two separate police stations in collaboration with the Ministry of the Attorney General (M.A.G.) and other external agencies to reduce the congestion and delays at the Toronto Regional Bail Centre, streamline processes, and improve prisoner management and wellbeing. The concept of using video for officer testimonies is also being considered;
- Evaluation of the Communication Centre's operational dispatching ability for the district model is continuing. The Calls for Service study has expanded to include dispatcher expertise to help determine how future workloads will be predicted when boundaries change;
- Divisional operational processes are being reviewed to identify opportunities for eliminating or streamlining activities. Work is being done on system enhancements for shift schedule-related activities, the review of Criminal Investigation (C.I.B.) processes, and the standardization of non-emergency event processes and workflows at every Community Investigative Support Unit (C.I.S.U.) and alignment of their duties with Primary Report Intake, Management and Entry (P.R.I.M.E.);
- To ensure the wellbeing of front-line police officers, on the new shift schedules implemented January 2020, and who are working longer shifts, wellness rooms are in the process of being constructed;
- The status of the project is Yellow until internal alignment on the boundary implementation approach and subsequent timelines are approved. This project has also experienced some delays due to COVID-19.

Information Technology Modernization Projects:

Transforming Corporate Support (Human Resource Management System (H.R.M.S.) and Time Resource Management System (T.R.M.S.) (Red)

- Stabilization and continuous improvements to the H.R.M.S. functionality, reports and processes will continue into 2020 to increase system adoption, address gaps and increase process maturity;
- Due to ongoing resource challenges and project delays, the Service is reviewing the Phase III Time and Labour implementation scope, plan and solution options in order to determine the best, least risky and most cost efficient way to move forward;
- The status of this project will remain Red until the review is complete and a plan for moving forward is complete. The Board will be advised accordingly as part of future capital variance reports.

Analytics Centre of Excellence (A.N.C.O.E.) program; Enterprise Business Intelligence (E.B.I.) and Global Search (Green)

E.B.I.

- Streamlined Service processes that will make data and analytics products available to front-line members, management, and the public are in the process of being developed, as well as an enhanced reporting database and data marts for existing Service requirements from various operational data sources;

- Analytical reporting environments for internal members are being established using new PowerB.I. reporting technology.

Global Search

- The Service's Records Management System (R.M.S.) was changed on November 5, 2013 from e.C.O.P.S. to Versadex. Since that time, users have not been able to concurrently perform an integrated search of the current Versadex R.M.S. and the legacy databases through a single interface;
- With the production implementation of this platform, members of the Service will be able to conduct searches of internal systems more quickly and comprehensively and retrieve critical operational information;
- The A.N.C.O.E. program will deliver the pilot phase of Global Search for search capabilities in several units across the Service. This phase will conclude in the first half of 2020;
- Subsequent to the completion of the pilot phase, full implementation will commence in late 2020 and will be completed in 2023;
- The project will deliver ongoing enhancements to the search platform based on member feedback and user experience best practices.

Body Worn Cameras (B.W.C.) (Yellow)

- A non-binding R.F.P. was issued in April 2019, for an off-premise (cloud) solution. Selection of the final vendor is delayed to the second quarter of 2020;
- In parallel, the project team will be engaging with the necessary stakeholders such as City Legal and internal and external partners;
- The status of this project is Yellow until a vendor is selected, legal negotiations are completed, and Board approval of the recommended contract award, obtained.

Next Generation (N.G.) 9-1-1 (Green)

- As per the Canadian Radio-television and Telecommunications Commission (C.R.T.C.) mandate, Canadian telecommunications service providers will be upgrading their infrastructure to N.G. 9-1-1 Voice and Text Capable Networks; However, due to the COVID-19 pandemic and the resulting measures taken to

contain it, the Commission understands that the maintenance of current networks, including current 9-1-1 networks, is being prioritized over work relating to the deployment of N.G. 9-1-1 networks;

- The original and revised N.G. 9-1-1 deadlines are as follows:

- R.F.P. was posted on M.E.R.X. as of December 13, 2019 and closed on February 14, 2020; written submissions have been evaluated;
- Considering COVID-19 and recent extension of deadlines, demonstrations of the top three solutions have been pushed out to end of May/early June;
- Recommendation of the award is estimated to be presented to the Board for their July or August meeting;
- It is anticipated that the solution will be implemented by the end of 2021 and will go live in early 2022.

Replacements/ Maintenance/ Equipment Projects:

All projects in this category are on budget and on time except for the replacement of Automated Fingerprint Identification System. No other significant variance to report. Please refer to Attachment B for the list of projects.

Automated Fingerprint Identification System (A.F.I.S.) (Yellow)

- The current A.F.I.S. is a 2011 model first deployed in January 2013, and will reach end of life as of December 31, 2020;
- The new contract award to IDEMIA was approved by the Board Delegates on April 28, 2020;
- It is expected that the implementation of the new A.F.I.S. will take over 8 months;
- This project will have significant funding savings as the cost is $1.6M and the budget is $3.1M. The surplus of $1.5M will be returned to the City.

Lifecycle Projects (Vehicle and equipment Reserve):

Table 3 – Summary of Vehicle and equipment lifecycle replacement ($000s)

Project Name	Carry Forward from 2019	2020 Budget	Available to Spend	Year End Actuals	Year End Variance (Over)/ Under	Carry Forward to 2021	Total Project Cost	
							Budget	Life to Date
Vehicle Replacement	428.4	7,444.0	7,872.4	7,799.1	73.3	73.3	On-going	On-going
IT- Related Replacements	3,489.1	11,685.0	15,174.1	14,811.6	362.5	362.5	On-going	On-going
Other Equipment	9,943.6	6,372.0	16,315.6	9,609.6	6,706.0	6,706.0	On-going	On-going
Total Lifecycle Projects	**13,861.1**	**25,501.0**	**39,362.1**	**32,220.3**	**7,141.8**	**7,141.8**		

Projects listed in this category are funded from the Vehicle and Equipment Reserve (Reserve), which is in turn funded through annual contributions from the Service and Parking Enforcement operating budgets. The Reserve has no impact on the capital program at this time, as it does not require debt funding. Items funded through this reserve include the regular replacement of vehicles and information technology equipment, based on the deemed lifecycle for the various vehicles and equipment.

It is important to note that as the Service modernizes, new systems that have been implemented over the years (e.g. In-Car Camera program, data and analytics initiatives) and increasing storage requirements (e.g. to accommodate video), have put significant pressure on this Reserve, as the amount of equipment with maintenance and replacement requirements continues to increase year over year. This in turn puts pressure on the operating budget, as increased annual contributions are required to ensure the Reserve can adequately meet the Service's vehicle and equipment requirements.

While the Service has taken steps to create efficiencies, the amount of equipment that must be replaced continues to increase. The Service will continue to review all projects' planned expenditures to address the future pressures, including additional contributions that may be required.

Significant variances resulting in carry forwards of funding are:

- $1.7M - Automatic Vehicle Locator (A.V.L.) - Due to COVID-19 implications, Request for Quotation (R.F.Q.) has not been completed and will be deferred to 2021;

- $4.4M - Mobile Workstation - There have been delays in procurement process for workstations and mounting solutions. A procurement plan is in the process of being developed with the objective of getting Board approval by quarter three.

- $0.3M - Closed Circuit Television (C.C.T.V.) - Project team is completing Grant funding portion of the C.C.T.V. project. Existing equipment is functioning well and not required to change in 2020. Lifecycle replacement is delayed to 2021;
- $0.3M - Fingerprint capture equipment (Live Scan) cost was $285K below budget. This amount will be returned to the Vehicle and Equipment reserve;
- Various lifecycle projects such as vehicles, workstations, network equipment, server and business resumption replacement projects are on time and on budget and will continue their regular lifecycle in 2020 and beyond.

Conclusion:

The 2020-estimated spending rate is 79%. From the estimated 2020 gross under-expenditure of $16.7M, $15M will be carried forward to 2021. From the remaining balance of $1.7M, $1.5M will be returned to the City due to cost savings from the Automated Fingerprint Identification System replacement project and $0.3M will be returned to the Vehicle and Equipment reserve for fingerprint capture equipment (Live Scan).

Resourcing constraints that still exist from the hiring moratorium, competing operational priorities and the impact of the current COVID-19 pandemic situation will have an ongoing impact on planned future activities. Projects will continue to be monitored on an ongoing basis and known issues are being actively addressed. The Board will be kept apprised of any major issues as projects progress.

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

Respectfully submitted,

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

*original copy with signature on file in Board office

APPROVED 2020-2029 Capital Program Request ($000s)

Attachment A

Project Name	Plan to end of 2019	2020	2021	2022	2023	2024	Total 2020-2024 Request	2025	2026	2027	2028	2029	Total 2025-2029 Forecast	Total 2020-2029 Program	Total Project Cost
Work in Progress															
State-of-Good-Repair - Police		2,500	4,400	4,400	4,400	4,400	20,100	4,400	4,400	4,400	4,400	4,400	22,000	42,100	42,100
Transforming Corporate Support (HRMS, TRMS)	7,744	500	500				1,000		0	0	0	0	0	1,000	8,744
District Policing Program - 54/55 Amalgamation	1,184	0	5,019	6,508	11,296	10,375	33,198	4,843	0	0	0	0	4,843	38,041	39,225
District Policing Program - 32 Renovation	4,990	1,000	4,950	0	0	0	5,950	0	0	0	0	0	0	5,950	10,940
District Policing Program - 41 Division	2,956	0	12,723	12,800	10,449	0	35,972	0	0	0	0	0	0	35,972	38,928
District Policing Process Improvement	2,900	1,322	3,041	1,707	0	0	6,070	0	0	0	0	0	0	6,070	8,970
ANCOE (Enterprise Business Intelligence, Global Search)	10,842	585	485	485	485	0	2,040	0	0	0	0	0	0	2,040	12,882
Radio Replacement	25,176	4,509	5,074	3,292	0	0	12,875	0	0	14,141	4,250	6,025	24,416	37,291	62,467
Automated Fingerprint Identification System (A.F.I.S.) Replacement	3,053	0	0	0	0	0	0	3,053	0	0	0	0	3,053	3,053	6,106
Next Generation (N.G.) 9-1-1	500	4,750	5,700	0	0	0	10,450	0	0	0	0	0	0	10,450	10,950
Body Worn Camera - Phase II	1,032	2,250	1,500	0	0	0	3,750	0	0	0	0	0	0	3,750	4,782
TPS Archiving	510	140					140	0	0	0	0	0	0	140	650
Total, Work In Progress	**60,886**	**17,556**	**43,392**	**29,192**	**26,630**	**14,775**	**131,545**	**12,296**	**4,400**	**18,541**	**8,650**	**10,425**	**54,312**	**185,857**	**246,743**
Upcoming Projects															
District Policing Program - 13/53 Amalgamation New Build		0	400	6,316	16,596	12,896	36,208	4,164	0	0	0	0	4,164	40,372	40,372
District Policing Program - 22 Division New Build		0	0	0	0	0	0	400	6,316	15,396	12,996	5,292	40,400	40,400	40,400
District Policing Program - 51 Division Major Expansion		0	0	0	0	0	0	0	1,300	3,240	1,460	0	6,000	6,000	6,000
Additional Vehicles		6,750	0	0	0	0	6,750	0	0	0	0	0	0	6,750	6,750
Communication Centre - New Facility Assessment	0	500	0	0	0	0	500	0	0	0	0	0	0	500	500
Property & Evidence Warehouse Racking	0	40	0	0	1,000	0	1,040	0	0	0	0	0	0	1,040	1,040
Total, Upcoming Capital Projects:	**0**	**7,290**	**400**	**6,316**	**17,596**	**12,896**	**44,498**	**4,564**	**7,616**	**18,636**	**14,456**	**5,292**	**50,564**	**95,062**	**95,062**
Other than debt expenditure (Draw from Reserve) for Life Cycle Replacement															
Vehicle and Equipment	70,786	7,444	7,484	7,453	7,300	7,351	37,032	7,047	10,537	6,937	6,937	6,937	38,395	75,427	146,213
Remote Operated Vehicle (ROV) Marine unit	109	0	0	0	0	0	0	110	0	0	0	0	110	110	219
Workstation, Laptop, Printer- Lifecycle plan	38,815	3,800	3,287	4,233	1,970	5,496	18,786	5,095	4,493	2,770	3,674	6,183	22,215	41,001	79,816
Servers - Lifecycle Plan	43,749	2,941	4,384	3,075	4,113	6,512	21,025	4,678	3,825	3,825	3,825	3,825	19,978	41,003	84,752
IT Business Resumption	20,846	787	2,297	660	2,716	2,163	8,623	831	2,824	2,824	2,824	2,824	12,127	20,750	41,596
Mobile Workstations	24,696	500	500	0	300	10,044	11,344	1,000	0	0	300	9,144	10,444	21,788	46,484
Network Equipment	19,056	2,900	1,750	2,250	3,750	4,350	15,000	0	5,750	8,300	2,350	2,350	18,750	33,750	52,806
Locker Replacement	3,561	0	540	540	540	540	2,160	540	540	540	540	540	2,700	4,860	8,421
Furniture Replacement	9,660	0	500	500	500	500	2,000	500	500	475	500	500	2,475	4,475	14,135
Automatic Vehicle Locator (A.V.L.)	1,422	1,750	0	0	0	0	1,750	1,750	0	0	0	0	1,750	3,500	4,922
In - Car Camera	4,263	0	500	2,750	3,025	0	6,275	0	0	0	0	0	0	6,275	10,538
Voice Logging	1,461	0	0	0	0	500	500	0	0	0	0	0	0	500	1,961
Electronic Surveillance	2,255	0	0	0	0	1,090	1,090	0	105	0	205	0	310	1,400	3,655
Digital Photography	758	314	316	0	0	0	630	314	316	0	0	0	630	1,260	2,018
Digital Video Asset Management (D.V.A.M. I & II)	4,137	1,060	1,890	665	855	385	4,855	326	1,825	650	650	650	4,101	8,956	13,093
Property & Evidence Scanners	63	0	0	0	0	0	0	43	0	0	0		43	43	106
Divisional Parking Lot Network (D.P.L.N.)	499	1,500	0	0	0	0	1,500	0	1,700	0	0	0	1,700	3,200	3,699
Small Equipment (e.g. telephone handset)	1,220	750	750	0	0	0	1,500	0	750	750	0	0	1,500	3,000	4,220
Small Equipment - test analyzers	866	0	580	580	0	0	1,160	0	0	0	0	0	0	1,160	2,026
Small Equipment - In Car Camera (I.C.C.) Microphones	314	150					150						0	150	464
Small Equipment - Video Recording Equipment	866	20	70	64	78	40	272	72	82	70	58	60	342	614	1,480
Small Equipment - Video Recording Property & Video Evidence Management	6	47	30	17	0	47	141	30	17	30	17		94	235	241
Small Equipment - Auditorium Audio and Visual Equipment	0	0	0	500	0	0	500	0	0	0	500	0	500	1,000	1,000
Radar Unit Replacement	936	9	15	12	195	79	310	178	52	231	99	0	560	870	1,806
Livescan Machines	540	0	0	0	0	0	0	540	0	0	0	0	540	540	1,080
Wireless Parking System	3,738	0	0	5,023	0	0	5,023	0	0	5,023	0	0	5,023	10,046	13,784
Closed Circuit Television (C.C.T.V.)	701	275	275	0	0	0	550	300	300	0	0	0	600	1,150	1,851
Automated External Defibrillator (A.E.D.s.)	23	118	3	12	3	31	167	3	14	3	14	3	37	204	227
Conducted Energy Weapon (CEW)	1,302	675	675	0	1,210	0	2,560	1,350	0	0	1,210	0	2,560	5,120	6,422
Marine Vessel Electronics	481	0	0	785	0	0	785	0	0	600	0	0	600	1,385	1,866
Connected/Mobile Officer	0	461	824	1,551	1,236	1,570	5,642	1,236	1,588	1,236	1,607	1,236	6,903	12,545	12,545
Total Reserve Projects:	**257,129**	**25,501**	**26,670**	**30,670**	**27,791**	**40,698**	**151,330**	**25,943**	**35,218**	**34,264**	**25,310**	**34,252**	**154,987**	**306,317**	**563,446**
Total Gross Projects	**318,015**	**50,347**	**70,462**	**66,178**	**72,017**	**68,369**	**327,373**	**42,803**	**47,234**	**71,441**	**48,416**	**49,969**	**259,863**	**587,236**	**905,251**
Funding Sources:															
Vehicle and Equipment Reserve	(257,129)	(25,501)	(26,670)	(30,670)	(27,791)	(40,698)	(151,330)	(25,943)	(35,218)	(34,264)	(25,310)	(34,252)	(154,987)	(306,317)	(563,446)
DC and Grant funding applicable to Connected officer	(2,632)						0		1,029	75	1,491	1,236	3,831	3,831	1,199
Development charges Funding	(30,610)	(3,149)	(16,185)	(14,531)	(12,332)	(6,776)	(52,973)	(6,790)	(6,368)	(6,430)	(6,558)	(2,719)	(28,865)	(81,838)	(112,448)
Total Funding Sources:	**(290,371)**	**(28,650)**	**(42,855)**	**(45,201)**	**(40,124)**	**(47,474)**	**(204,303)**	**(32,733)**	**(40,557)**	**(40,619)**	**(30,377)**	**(35,735)**	**(180,021)**	**(384,324)**	**(674,695)**
Total Reserve Projects:	**(257,129)**	**(25,501)**	**(26,670)**	**(30,670)**	**(27,791)**	**(40,698)**	**(151,330)**	**(25,943)**	**(34,189)**	**(34,189)**	**(23,819)**	**(33,016)**	**(151,156)**	**(302,486)**	**(559,615)**
Total Net Debt-Funding Request:		**21,697**	**27,607**	**20,977**	**31,894**	**20,895**	**123,070**	**10,070**	**6,677**	**30,822**	**18,039**	**14,234**	**79,842**	**202,912**	**230,556**

2020 Capital Budget Variance Report as at April 30, 2020 ($000s)

Project Name	Carry Forward from 2019	2020 Cash Flow			Variance (Over)/ Under	Lost Funding/ Return to Reserve	Spending Rate	Carry Forward to 2021	Total Project Cost		Status	Start Date	End Date		Overall Project Health	Comments
		Budget	Available to Spend	Projected Actuals					Budget	Life to Date			Planned	Revised		
Debt - Funded Projects																
Facility Projects:																
54/55 Divisions Amalgamation	1,000.0	0.0	1,000.0	885.0	115.0	0.0	89%	115.0	39,225.0	183.8	Delayed	Jan-17	Dec-24	Dec-25	**Red**	Please refer to the body of the report
41 Division	2,404.0	0.0	2,404.0	1,404.0	1,000.0	0.0	58%	1,000.0	38,928.0	552.0	Delayed	Jan-18	Dec-22	Dec-23	**Red**	Please refer to the body of the report
32 Division Renovation	1,500.0	1,000.0	2,500.0	800.0	1,700.0	0.0	32%	1,700.0	10,940.0	350.2	Delayed	Jan-19	Dec-21	Dec-21	**Yellow**	Please refer to the body of the report
Communication Center Consulting	0.0	500.0	500.0	150.0	350.0	0.0	30%	350.0	0.0	0.0	On Time	Jan-20	Dec-20	Jun-21	**Yellow**	Please refer to the body of the report
Peer to Peer Site	10.0	0.0	10.0	10.0	0.0	0.0	100%	0.0	19,650.0	19,636.2	Completed	Jan-14	Dec-19	Dec-19	**Green**	Original budget was $20.1M of which $0.2M was returned in 2014 and budget was adjusted by that amount. $0.3K was also returned at the end of 2019 for a total of $0.5K Project is completed on time and below budget
District Policing Program - District	1,004.6	1,322.0	2,326.6	1,961.6	365.0	0.0	84%	365.0	15,900.0	695.4	Delayed	Jan-18	Dec-23	Dec-22	**Yellow**	Please refer to the body of the report
Information Technology Modernization Projects:																
Transforming Corporate Support	1,217.6	500.0	1,717.6	1,317.6	400.0	0.0	77%	400.0	8,742.5	6,217.0	Delayed	Jan-14	Dec-20	Dec-20	**Red**	Please refer to the body of the report
ANCOE (Enterprise Business Intelligence and Global Search)	1,276.7	585.0	1,861.7	1,797.9	63.8	0.0	97%	63.8	12,881.6	9,564.9	On Time	Jan-15	Dec-18	Dec-23	**Green**	Please refer to the body of the report
Connected Officer	288.4	0.0	288.4	268.4	20.0	0.0	93%	20.0	10,689.8	2,692.4	On Time	Jan-17	Dec-20	Dec-20	**Green**	Project is on time and on budget
Body Worn Camera - Phase II	0.0	2,250.0	2,250.0	1,448.8	801.2	0.0	64%	801.2	11,211.0	631.8	Delayed	Jan-17	Dec-20	Dec-21	**Yellow**	Please refer to the body of the report
Next Generation (N.G.) 9-1-1	278.1	4,750.0	5,028.1	5,028.1	0.0	0.0	100%	0.0	5,000.0	221.9	On Time	Jan-19	Dec-21	Dec-21	**Green**	Please refer to the body of the report
Replacements/ Maintenance/ Equipment Projects:																
State-of-Good-Repair	3,215.6	2,500.0	5,715.6	3,615.6	2,100.0	0.0	63%	2,100.0	on-going	on-going	On Time	on-going	on-going	on-going	**Green**	This is to maintain the safety, condition and customer requirements of existing buildings as well as technology upgrade. The Service has developed a work-plan to use these funds to optimize service delivery and enhance efficiencies for both buildings and technology improvements. The Service continues to work on SOGR priority projects and programs
Radio Replacement	131.2	4,509.0	4,640.2	3,640.2	1,000.0	0.0	78%	1,000.0	37,862.5	25,044.3	On Time	Jan-16	on-going	on-going	**Green**	This is for lifecycle replacement of radios and is on time and on budget
Additional Vehicles	0.0	6,750.0	6,750.0	6,596.7	153.3	0.0	98%	153.3	0.0	0.0	On Time	Jan-20	Dec-20	Dec-20	**Green**	This project provides for 90 additional cars for the revised shift schedule as well as to meet the needs of district special constables. The cost includes the vehicle cost as well as the cost of various operational systems, such as in-car cameras, automated vehicle location system, mobile workstations, etc. This project is on time and on budget
TPS Archiving	23.4	140.0	163.4	126.0	37.4	0.0	77%	37.4	650.0	486.6	On Time	Jan-18	Dec-18	Dec-20	**Green**	Remaining sprinkler work to be completed in 2020
Property & Evidence Warehouse Racking	0.0	40.0	40.0	40.0	0.0	0.0	100%	0.0	0.0	0.0	On Time	Jan-20	Dec-20	Dec-20	**Green**	This project provides for high density and pushback racking. This project is on time and on budget
Automated Fingerprint Identification System (A.F.I.S.) Replacement	3,053.0	0.0	3,053.0	1,553.5	1,499.5	1,499.5	51%	0.0	6,106.0	2,704.1	Delayed	Jan-19	Dec-20	Dec-20	**Yellow**	Please refer to the body of the report
Total Debt - Funded Projects	**15,403**	**24,846**	**40,249**	**30,643**	**9,605**	**1,500**	**76%**	**8,106**	**217,786**	**68,981**						
Lifecycle Projects (Vehicle & Equipment Reserve)																
Vehicle Replacement	428.4	7,444.0	7,872.4	7,799.1	73.3	0.0	99%	73.3	On-going	On-going	On-going					
IT- Related Replacements	3,489.1	11,685.0	15,174.1	14,811.6	362.5	0.0	98%	362.5	On-going	On-going	On-going					
Other Equipment	9,943.6	6,372.0	16,315.6	9,609.6	6,706.0	285.9	59%	6,420.1	On-going	On-going	On-going					
Total Lifecycle Projects	**13,861.1**	**25,501.0**	**39,362.1**	**32,220.3**	**7,141.8**	**285.9**	**82%**	**6,855.9**								
Total Gross Expenditures	**29,263.7**	**50,347.0**	**79,610.7**	**62,863.7**	**16,746.9**	**1,785.4**	**79%**	**14,961.6**								
Less other-than-debt Funding																
Funding from Developmental Charges	(1,288.4)	(3,149.0)	(4,437.4)	(3,758.4)	(679.0)	0.0	85%	(679.0)								
Vehicle & Equipment Reserve	(13,861.1)	(25,501.0)	(39,362.1)	(32,220.3)	(7,141.8)	(285.9)	82%	(6,855.9)								
Total Other-than-debt Funding	**(15,149.5)**	**(28,650.0)**	**(43,799.5)**	**(35,978.7)**	**(7,820.8)**	**(285.9)**	82%	**(7,534.9)**								
Total Net Expenditures	**14,114.2**	**21,697.0**	**35,811.2**	**26,885.1**	**8,926.1**	**1,499.5**	**75%**	**7,426.7**								

Toronto Police Services Board Report

May 28, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Operating Budget Variance Report for the Toronto Police Service Parking Enforcement Unit, Period Ending April 30, 2020

Recommendations:

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

Financial Implications:

At its December 16, 2019 meeting, the Board approved the Toronto Police Service Parking Enforcement Unit (P.E.U.) operating budget request at $49.2 Million (M) (Min. No. P237/19 refers), a 4.1% increase over the 2019 approved budget.

Subsequently, City Council, at its February 19, 2019 meeting, approved the P.E.U.'s 2020 operating budget at the same amount.

As at April 30, 2020, the Service is currently projecting a $1.2M favourable variance for the P.E.U..

Background / Purpose:

The P.E.U. operating budget is not part of the Toronto Police Service (Service) operating budget. While the P.E.U. is managed by the Service, the P.E.U.'s budget is maintained separately in the City's non-program budget. In addition, revenues from the collection of parking tags issued accrue to the City, not the Service.

The purpose of this report is to provide information on the P.E.U.'s 2020 projected year-end variance as at April 30, 2020.

Discussion:

While the Service is currently projecting a favourable variance of $1.2M for the P.E.U. budget, we will continue to review spending plans to ensure the P.E.U. stays within budget. This includes reviewing the timing and pace of hiring, premium pay spending and non-salary expenditures. For planning purposes, the projections below assume that the majority of the COVID-19 restrictions will end by July 1st, when it is anticipated that the City will move to a "new normal."

COVID-19:

Year to date P.E.U. expenditures associated with COVID-19 are approximately $20,000 and have been limited to cleaning supplies and services. Personal protective equipment is currently being supplied from the Service's inventory.

The impact of the pandemic has resulted in reduced parking tag enforcement activity. As a result, premium pay spending has been reduced and the P.E.U. is projecting premium pay savings attributed to COVID-19 of approximately $0.5M. Parking tag issuance is monitored by the City on a weekly basis and the City considers the reductions in tags and associated revenues when projecting the City's overall financial position due to COVID-19.

The following chart summarizes the variance by category of expenditure, followed by information on the variance for both salary and non-salary related expenses. The impact of COVID-19 is also shown.

Category	**2020 Budget ($Ms)**	**Actual to Apr 30/20 ($Ms)**	**Projected Year-End Actual ($Ms)**	**Fav/(Unfav) ($Ms)**	**COVID-19 Fav/ (Unfav) ($Ms)**	**Total Fav / (Unfav) ($Ms)**
Salaries	$32.9	$10.2	$32.6	$0.3	$0.0	$0.3
Premium Pay	$2.4	$0.4	$2.2	$0.2	$0.5	$0.7
Benefits	$8.0	$2.0	$7.9	$0.1	$0.0	$0.1
Total Salaries & Benefits	**$43.3**	**$12.6**	**$42.7**	**$0.6**	**$0.5**	**$1.1**
Materials & Equipment	$1.7	$0.3	$1.7	$0.0	$0.0	$0.0
Services	$5.7	$1.2	$5.7	$0.0	$0.0	$0.0
Total Non-Salary	**$7.4**	**$1.5**	**$7.4**	**$0.0**	**$0.0**	**$0.0**
Revenue (e.g. Toronto Transit Commission (T.T.C.), towing recoveries)	($1.5)	($0.2)	($1.6)	$0.1	$0.0	$0.1
Total Net	**$49.2**	**$13.9**	**$48.5**	**$0.7**	**$0.5**	**$1.2**

It is important to note that expenditures do not all follow a linear pattern and therefore year-to-date expenditures cannot be simply extrapolated to year-end. Rather, the projection of expenditures to year-end is done through an analysis of all accounts, taking into consideration factors such as expenditures to date, future commitments expected and spending patterns.

Salaries and Benefits (including Premium Pay):

A favourable variance of $0.4M is projected in salaries and benefits, excluding premium pay. The P.E.U. budget assumed hiring would take place at a sufficient pace to fully staff parking enforcement and support staff positions. Three recruit classes are currently scheduled for this year. However, in addition to regular parking enforcement attrition, several parking enforcement staff have been successful in obtaining other positions within the Service (e.g. police officers and special constables). As a result, the P.E.U. is projected to be slightly below its funded strength of parking enforcement officers, on average, during the year.

Historically, nearly all premium pay at the P.E.U. is related to enforcement activities, such as special events or directed enforcement activities. Directed enforcement activities are instituted to address specific problems. All premium pay expenditures are approved by supervisory staff and carefully controlled. A favourable variance of $0.2M is projected in premium pay at this time, excluding the COVID-19 impacts noted below.

COVID-19 Impact – The P.E.U. budget includes funding for three Parking Enforcement Officer (P.E.O.) classes in 2020. The first class has already been hired, and the timing of the second class, scheduled for July, is being reviewed as a result of the pandemic. No savings have been reflected at this time. However, the P.E.U. will take into account anticipated enforcement demands in the determination of the timing of the next class. It is important to note that continuing impacts of the pandemic are difficult to predict and it takes several weeks of training before a newly hired parking enforcement officer is independently issuing tickets.

Due to reduced enforcement during the pandemic, premium pay spending has been reduced and the P.E.U. is projecting additional premium pay savings of $0.5M. The level of spending / savings is directly related to the timing of when enforcement levels get back to historical pre COVID-19 levels.

Non-salary Expenditures:

No variance is anticipated in the non-salary accounts at this time.

COVID-19 Impact – Year to date expenditures associated with COVID-19 are approximately $20,000 and have been limited to cleaning supplies and services. Ongoing costs are expected to be under $10,000 per month. However, these are expected to be offset by reduced expenditures associated with a reduction in issuance

of parking tags (e.g. tag rolls, gasoline). Personal protective equipment is currently being supplied by the Service.

Revenue:

Revenues include towing recoveries, contribution from reserves and recoveries from the T.T.C. The recoveries from the T.T.C. are for premium pay expenditures that are incurred to enforce parking by-laws on T.T.C. right of ways, which are necessitated by the continuing weekend subway closures for signal replacements maintenance. A favourable variance of $0.1M is projected for these recoveries. However, the net impact is zero, as they are a direct reimbursement of billed premium pay expenditures.

COVID-19 Impact – As a result of COVID-19, the requirement to enforce the T.T.C. right of ways has been reduced. However, this will result in a net zero variance as there is an offsetting reduction in premium pay costs. Other revenues have not been impacted at this time.

Conclusion:

As at April 30, 2020, the P.E.U. operating budget is projected to be $1.2M under spent at year-end. The financial impacts of COVID-19, currently estimated at a $0.5M favourable variance and included in the $1.2M variance, are difficult to accurately predict, as this pandemic is without precedent and its duration is not known. The P.E.U. is continually reviewing its spending plans to manage this risk in order to continue to stay within budget.

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

Respectfully submitted,

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

*original copy with signature on file in Board office

Toronto Police Services Board Report

May 27, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: 2020 Operating Budget Variance for the Toronto Police Service, Period Ending April 30, 2020

Recommendation:

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

Financial Implications:

At its December 16, 2019 meeting, the Board approved the Toronto Police Service's (Service) budget request at $1,076.2M (Min. No. P237/19 refers), a 3.9% increase over the 2019 approved operating budget.

Subsequently, City Council, at its February 19, 2020 meeting, approved the Service's 2020 operating budget at the same amount.

Background / Purpose:

The purpose of this report is to provide the Board with the Service's 2020-projected year-end variance as at April 30, 2020.

Discussion:

As at April 30, 2020, the Service is projecting to come in on budget. However, it is important to note that we are still in the early phases of the COVID-19 pandemic and the financial implications are difficult to predict as they are for the most part without precedent. The Service is evaluating spending plans and opportunities to manage this risk to stay within budget, including reviewing the timing and pace of hiring, premium pay spending and non-salary expenditures. For planning purposes, the projections below assume that the majority of the COVID-19 restrictions will end by July 1st, when it's anticipated that the City will move to a "new normal."

COVID-19:

Since mid-March, the COVID-19 pandemic has greatly impacted how the Service conducts its operations and has altered demands for service. More specifically:

- Service facilities have been closed to the public;
- most courts have shut down;
- Special events have been cancelled;
- members have been in self- isolation for periods of time;
- personal protective equipment purchases have increased substantially;
- new social distancing rules have been created that require enforcement; and
- workplace adjustments to prevent COVID-19 spread are or will be made.

Despite the foregoing, the Service must still provide responsive public safety services to the communities we serve. While COVID-19 has presented service challenges, it has resulted in financial impacts as well.

As at April 30, 2020, the Service has incurred approximately $2.9M in costs and lost revenues, and saved approximately $2M, for a net pressure to the Service of $0.9M. While the year to date COVID-19 related spending is resulting in a pressure, the Service is projecting a net favourable financial impact of $2.7M due to COVID-19, by year end, mainly due to premium costs savings as a result of courts being closed.

The above pandemic impacts do not include:

- An unfavourable impact that may result from an increase in the lieu banks of members from less time off taken ;
- any additional vacation pay liability that may occur at year end due to greater vacation carryforwards;
- the on-going need for personal protective equipment, sanitizer, decontamination supplies, enhanced cleaning services etc.; and
- changes that may be required to some work spaces to enhance our members' health and safety.

These potential financial impacts and Service's response to them are discussed below in more detail.

Financial Controls Already Implemented:

In the Service's COVID-19 response, several steps have been taken to ensure that cost containment measures are put in place, balancing operational need with fiscal discipline:

- *Incident Command Model* – as part of an incident command system model, the Service's Emergency Management and Public Order (E.M.P.O.) unit in the COVID-19 Command Centre oversees all COVID-19 related non-salary purchases. This ensures that the Service has a coordinated approach to approving and securing the supplies, equipment and services necessary for our response and that all purchases are operationally necessary and in line with the Service's response strategy.

- *Emergency Purchases Justification Form* – a form was developed by the Finance & Business Management, Budget & Financial Analysis, and Purchasing Services units for emergency purchases (non-competitive purchases greater than $5,000 and competitive purchases greater than $25,000). This form is completed by the Incident Command Centre and has multiple purposes:
    - ensures all steps have been taken to identify synergies or the availability of required items within the Service first before purchasing them;
    - outlines why the item is urgent and operationally necessary at this time for the purposes of addressing public and member health and safety;
    - addresses where the item will be used, if applicable, after the COVID-19 response;
    - justifies, if applicable, why a non-competitive purchase was necessary; and
    - ensures all appropriate reviews and approvals for the purchases.

- *Civilian Hiring* – All vacant civilian positions are being reviewed before starting the hiring process, to determine if filling the position can be put on hold. Only those positions that are deemed critical from a service, risk mitigation, cost savings or legislative perspective will be posted. The impact of the COVID-19 pandemic on the position will also be considered in terms of the immediate need to fill the position.

  Some mass hiring classes have been put on hold such as for Auxiliaries and the Youth In Policing Initiatives (Y.I.P.I.s) and other classes have been deferred to later in the year (e.g. District Special Constables) to better balance resources with service demands.

- *Vacation* – In an effort to address wellness and contain costs, the Command team has encouraged all members to use their vacation time where operationally feasible. Members have been instructed to meet with supervisors to discuss the use of both 2020 vacation and carry-over time from 2019. The Command will continue to review the use of vacation time over the course of the year.

- *Travel* - All non-essential travel has been suspended.
- *Training* - is being limited to where it is required for policing or to maintain required designations and certifications.

Possible Additional Controls and Offset Measures:

Other measures currently being considered to control expenditures and offset costs include:

- The need for new or continued contract resources
- Potential reductions/deferral to the Service's capital program
- Review of accounts to determine whether any spending can be reduced or deferred without creating risks or service implications

The following chart summarizes the variance by expenditure and revenue category, and provides the COVID-19 impact for each category. Details regarding these categories are discussed in the section that follows.

Category	2020 Budget ($Ms)	Actual to Apr 30/20 ($Ms)	Projected Year-End Actual ($Ms)	Fav / (Unfav) ($Ms)	COVID-19 Fav / (Unfav) ($Ms)	Total Fav / (Unfav) ($Ms)
Salaries	$807.7	$252.4	$799.4	$8.3	$2.3	$10.6
Premium Pay	$49.6	$14.0	$66.3	($16.7)	$4.4	($12.3)
Benefits	$224.8	$76.6	$223.8	$1.0	$2.2	$3.2
Non Salary	$83.6	$49.8	$84.2	($0.6)	($1.7)	($2.3)
Contributions to / (Draws from) Reserves	$19.4	$0.0	$19.4	$0.0	$0.0	$0.0
Revenue	($109.0)	($12.9)	($111.4)	$2.4	($4.5)	($2.1)
Total Net Before Grants	**$1,076.1**	**$379.9**	**$1,081.7**	**($5.6)**	**$2.7**	**($2.9)**
Net Impact of Grants	$0.1	$1.9	($2.8)	$2.9	$0.0	$2.9
Total	**$1,076.2**	**$381.8**	**$1,078.9**	**($2.7)**	**$2.7**	**($0.0)**

It is important to note that expenditures do not all follow a linear pattern and therefore year-to-date expenditures cannot be simply extrapolated to year-end. Rather, the projection of expenditures to year-end is done through an analysis of all accounts, taking into consideration factors such as expenditures to date, future commitments expected and spending patterns. In addition, the Service receives significant amounts of in-year grant funding and the revenues from the grant funding offset any related expenditures.

Salaries:

A favourable variance of $10.6M is projected in the salaries category, including the COVID-19 impact.

Expenditure Category	2020 Budget ($Ms)	Actual to Apr 30/20 ($Ms)	Projected Year-End Actual ($Ms)	Fav / (Unfav) ($Ms)	COVID-19 Fav / (Unfav) ($Ms)	Total Fav / (Unfav) ($Ms)
Uniform	$598.6	$189.1	$596.7	$1.9	$0.6	$2.5
Civilian	$209.1	$63.3	$202.7	$6.4	$1.7	$8.1
Total Salaries	**$807.7**	**$252.4**	**$799.4**	**$8.3**	**$2.3**	**$10.6**

Uniform Officers - The 2020 approved budget includes funding for 341 uniform hires and assumed that there would be 230 uniform officer separations during the year. To date, 66 Officers have separated from the Service, as compared to 95 that was assumed in the budget over the same time period. As a result, the year-end projected separations has been lowered to 200. With the reduced number of separations, the Service will continue to monitor uniform separations and re-evaluate the size of the August class, which is budgeted at 126 cadets. The unfavourable variance from the reduced number of separations has been more than offset by a greater than budgeted number of members on unpaid leaves (e.g. maternity and parental).

COVID-19 Impact - The Service budget included ten lateral hires from other police services in May 2020. Due to COVID-19, these police services have not been able to provide the necessary background information to the Service that is required to process the applications for these lateral hires. As a result, these lateral hires will be replaced with cadets in the August class, with a net savings of $0.6M.

Since the onset of COVID-19, uniform separations have slowed down when compared with the same timeframe over the past several years. However, it is too early to predict if this trend will continue. As previously indicated, actual separations are monitored monthly, and the Service will reassess future recruiting efforts based on the actual pace of hiring and separations.

Civilians - The 2020 approved budget includes funding to continue the hiring of Special Constables, Communications Operators and Bookers to approved staffing levels. In addition, funding was included to backfill civilian vacancies such as Court Officers and information technology staff and to continue hiring in support of transformation initiatives. While the Service has been aggressively hiring to fill key positions, many of the positions have been filled through internal promotions thereby creating other vacancies. In addition, a greater than anticipated numbers of civilians were successful in obtaining cadet positions in the December 2019 and April 2020 recruit classes. While the Service significantly ramped up its hiring capacity in the weeks before COVID-19, it is still taking longer than anticipated to fully staff some positions and to backfill current year separations. Therefore, the Service is projecting a significant savings in civilian

salaries. The longer than anticipated hiring timelines have, however, resulted in civilian premium pay pressures (pre-pandemic) as described below.

COVID-19 Impact - The Service has limited hiring to critical vacancies in order to contain costs and not add to the budget pressures at the City. However, due to the past hiring freeze, the Service has a high vacancy rate and must continue to fill required positions to continue to effectively operate and support the delivery of core public safety services. With social distancing, personal contact has been greatly reduced or eliminated and therefore the Service has had to conduct interviews and background assessments over the phone or through video conference. The process is taking longer and the timing of hires has been delayed. As a result of the foregoing, the Service is projected to have an additional favourable variance of $1.7M in civilian salaries.

Premium Pay:

An unfavourable variance of $12.3M is projected in the premium pay category.

Expenditure Category	2020 Budget ($Ms)	Actual to Apr 30/20 ($Ms)	Projected Year-End Actual ($Ms)	Fav / (Unfav) ($Ms)	COVID-19 Fav / (Unfav) ($Ms)	Total Fav / (Unfav) ($Ms)
Uniform	$44.4	$12.0	$56.5	($12.1)	$4.4	($7.7)
Civilian	$5.2	$2.0	$9.8	($4.6)	$0.0	($4.6)
Total Premium Pay	**$49.6**	**$14.0**	**$66.3**	**($16.7)**	**$4.4**	**($12.3)**

Premium pay is incurred when staff are required to work beyond their normal assigned hours for extended tours of duty (e.g., when officers are involved in an arrest at the time their shift ends), court attendance scheduled for when the officer is off duty, or call-backs (e.g. when an officer is required to work additional shifts to ensure appropriate staffing levels are maintained or for specific initiatives). The Service's ability to deal with and absorb the impact of major unplanned events (e.g. demonstrations, emergency events, and homicide / missing persons) relies on the utilization of off-duty officers which results in premium pay costs.

The 2020 operating budget includes an opening premium pay pressure of approximately $20M, as the Service experienced an unfavourable premium pay variance of $14.1M in 2019 and the 2020 operating budget submission includes a $6.0M decrease to the premium pay budget. It is anticipated that moving to new shift schedules and filling more vacancies, will help reduce the requirement for premium pay. The 2019 level of premium pay expenditures is not sustainable from a financial, operational and member well-being perspective. However, it must be noted that there is a risk that the reduced premium pay budget is premised on certain assumptions, such as the timing of new hires and the anticipated levels of service demand will be, including unanticipated events. If these assumptions change, there may be a need to rely on premium pay more than anticipated. The Service will monitor and take steps to control premium pay and will report against budget through the variance reporting process to the Board.

The Service has implemented alternative work schedules by realigning staffing hours to better reflect demand. The objective is to help reduce response times and to increase proactive community safety and engagement activities by Priority Response officers.

The implementation of the new shift schedules, along with an increase in divisional staffing levels as compared to 2019 at this same point in time, has contributed to a reduction in divisional call-backs, resulting in premium pay savings as compared to 2019. However, these savings have been partially offset by increases in premium pay spending in Detective Services units to conduct criminal investigations.

Additional premium pay is also incurred as units address critical workload issues resulting from a significant number of civilian staff vacancies across the Service. Civilian overtime and call-backs are authorized when required to ensure deadlines are met, key service levels maintained, and tasks completed in order to ensure risks are mitigated and additional hard dollar costs are avoided. Civilian premium pay is projecting unfavourably at this time. Reductions in civilian premium pay spending are expected as civilian staffing vacancies decrease. However, many of the civilian positions require weeks or months of ongoing training before the staff can be utilized to their full potential. The projected higher than budgeted civilian premium pay expenditures have been fully offset by savings in civilian salaries.

COVID-19 Impact - Due to court closures and reduced special events, the Service is projecting savings in premium pay. It is unknown how long current conditions will continue. Given this unpredictability, the impacts cannot be determined with any degree of certainty. However, it can be assumed that the longer court closures continue, the greater the savings in court premium pay. These savings have been partially offset by costs associated with the enforcement of provincial and municipal laws related to attempts to control the spread of the virus.

While premium pay spending since the start of the pandemic is lower, it is difficult to accurately project the full impact COVID-19 may have on premium pay. For example, while premium pay spending is down, members have been taking less time off when compared to last year. This has resulted in an increase in members' lieu bank balances, which can be cashed out or represent a liability at year-end. In addition, while the Command is encouraging members to take vacation where operationally feasible, COVID-19 could significantly impact on members' ability to take vacation, resulting in significant balances at year-end that would have to be set up as liabilities. The level of gun and gang violence as we approach the summer season and the Service's action plans to address it, may also impact premium pay. The Service continues to assess impacts as more information becomes available.

Benefits:

A favourable variance of $3.2M is projected in this category.

Expenditure Category	2020 Budget ($Ms)	Actual to Apr 30/20 ($Ms)	Projected Year-End Actual ($Ms)	Fav / (Unfav) ($Ms)	COVID-19 Fav / (Unfav) ($Ms)	Total Fav / (Unfav) ($Ms)
Medical / Dental	$44.5	$11.6	$44.5	$0.0	$1.7	$1.7
O.M.E.R.S. / C.P.P. / E.I. / E.H.T.	$139.4	$54.4	$138.4	$1.0	$0.2	$1.2
Sick Pay Gratuity /C.S.B./L.T.D.	$21.5	$5.1	$21.5	$0.0	$0.0	$0.0
Other (e.g., W.S.I.B., life insurance)	$19.4	$5.5	$19.4	$0.0	$0.3	$0.3
Total Benefits	**$224.8**	**$76.6**	**$223.8**	**$1.0**	**$2.2**	**$3.2**

Medical/Dental costs were trending to be on budget in January and February; therefore, no favourable variance is projected at this time. Favourable variances in the O.M.E.R.S. /C.P.P. /E.I. /E.H.T. category is a result of reduced civilian staffing levels. Year to date costs for W.S.I.B. cost are trending unfavourably; however, the Service is projecting no variance at this time, as costs tend to fluctuate, and will be closely monitored.

COVID-19 Impact - The Service expects to see a reduction in-group benefit costs associated with physiotherapy, chiropractor, massages, and non-emergency dental services as social distancing has resulted in the reduction or elimination of many of these services. The amount of savings is difficult to predict, because of not only the unknown timing of the pandemic, but also to what extent members may catch up on procedures when services become available again.

Non-Salary:

An unfavourable variance of $2.3M is projected in this category.

Non Salary	2020 Budget ($Ms)	Actual to Apr 30/20 ($Ms)	Projected Year-End Actual ($Ms)	Fav / (Unfav) ($Ms)	COVID-19 Fav / (Unfav) ($Ms)	Total Fav / (Unfav) ($Ms)
Vehicles (e.g. gas, parts)	$13.3	$10.6	$12.3	$1.0	($0.4)	$0.6
Information Technology	$28.7	$24.4	$29.0	($0.3)	($0.5)	($0.8)
Contracted Services	$12.5	$4.0	$13.3	($0.8)	$0.0	($0.8)
Uniforms and outfitting	$9.4	$5.1	$9.4	$0.0	$0.0	$0.0
Other	$19.7	$5.7	$20.2	($0.5)	($0.8)	($1.3)
Total Non Salary	**$83.6**	**$49.8**	**$84.2**	**($0.6)**	**($1.7)**	**($2.3)**

The projected favourable variance in Vehicles is mainly a result of lower than budgeted gasoline costs. The unfavourable variances in Information Technology, Contracted Services and Other categories are offset from recoveries and fees. The offsetting favourable variances can be found in the Revenues section below.

COVID-19 Impact - The Service needs to ensure its members have the equipment and supplies to keep them and the community safe as they do their work. As a result, there will be an on-going need to purchase gloves, masks, sanitizer and other supplies, equipment and services to keep our members safe and to keep their workspace, their vehicles and equipment, free from contamination. We have also asked the City to enhance their cleaning services, with particular attention given to high touch areas. All of these measures will require funds that were not budgeted for and which will therefore cause a pressure for the Service.

In order to enhance health and safety in the workplace, as the Service plans for a gradual return to normal operations, other actions to protect our members and enable physical distancing may need to be taken. These measures may require the installation protective barriers or the reconfiguration of the workspace in some areas and the expanded use of one-person patrol vehicles. These measures are not included in the Service's budget and would therefore cause a COVID-19 related financial pressure.

Contributions to / (Draws from) Reserves:

A net zero variance is projected in this category.

Reserves Category	**2020 Budget ($Ms)**	**Actual to Apr 30/20 ($Ms)**	**Projected Year-End Actual ($Ms)**	**Fav / (Unfav) ($Ms)**	**COVID-19 Fav / (Unfav) ($Ms)**	**Total Fav / (Unfav) ($Ms)**
Contribution to Reserves:						
Collective Agreement Mandated - Central Sick, Sick Pay Gratuity & Post-Retirement Health	$17.1	$0.0	$17.1	$0.0	$0.0	$0.0
Legal	$0.9	$0.0	$0.9	$0.0	$0.0	$0.0
Insurance	$10.2	$0.0	$10.2	$0.0	$0.0	$0.0
Vehicle & Equipment	$22.3	$0.0	$22.3	$0.0	$0.0	$0.0
Contribution to Reserves	**$50.5**	**$0.0**	**$50.5**	**$0.0**	**$0.0**	**$0.0**
Draws from Reserves:						

Reserves Category	2020 Budget ($Ms)	Actual to Apr 30/20 ($Ms)	Projected Year-End Actual ($Ms)	Fav / (Unfav) ($Ms)	COVID-19 Fav / (Unfav) ($Ms)	Total Fav / (Unfav) ($Ms)
Collective Agreement Mandated - Central Sick, Sick Pay Gratuity & Post-Retirement Health	($22.9)	$0.0	($22.9)	$0.0	$0.0	$0.0
Legal & Modernization	($8.2)	$0.0	($8.2)	$0.0	$0.0	$0.0
Draws from Reserves	**($31.1)**	**$0.0**	**($31.1)**	**$0.0**	**$0.0**	**$0.0**
Contributions to / (Draws from) Reserves	**$19.4**	**$0.0**	**$19.4**	**$0.0**	**$0.0**	**$0.0**

As part of the annual operating budget process, the Board and Council approve contributions to and expenditures from reserves. The various reserves are established to provide funding for anticipated expenditures to be incurred by the Service, and to avoid large swings in costs from year to year. The Service contributes to and/or draws from the following reserves: City Sick Pay Gratuity; City Insurance; Vehicle and Equipment; Central Sick; Post-Retirement Health; and Legal.

The adequacy of reserves is reviewed annually, based on the Service's estimated spending and asset replacement strategies. Contributions are made and expensed to the operating budget accordingly. At this time, no variance is anticipated.

Revenue:

An unfavourable variance of $2.1M is projected in this category.

Revenue Category	2020 Budget ($Ms)	Actual to Apr 30/20 ($Ms)	Projected Year-End Actual ($Ms)	Fav / (Unfav) ($Ms)	COVID-19 Fav / (Unfav) ($Ms)	Total Fav / (Unfav) ($Ms)
Provincial Recoveries	($52.3)	($1.0)	($53.4)	$1.1	$0.0	$1.1
Fees and Recoveries (e.g., paid duty, secondments, and reference checks.)	($31.3)	($5.8)	($32.4)	$1.1	($4.5)	($3.4)
Paid Duty - Officer Portion	($24.7)	($5.7)	($24.7)	$0.0	$0.0	$0.0
Miscellaneous Revenue	($0.7)	($0.4)	($0.9)	$0.2	$0.0	$0.2
Total Revenues	**($109.0)**	**($12.9)**	**($111.4)**	**$2.4**	**($4.5)**	**($2.1)**

Year to date recoveries to mid March for the paid duty administrative fees and reference checks are greater than expected. As a result, the Service is projecting a favourable

variance to year-end in fees and recoveries. Favourable variances in provincial recoveries and other recoveries are to fund specific associated expenditures.

COVID-19 Impact – The Service has been experiencing a reduction in revenues, as there is less demand for paid duties and vulnerable sector screenings. A large portion of the unfavourable variance, $2.4M, is associated with recoverable premium pay for officer off duty attendance at Provincial Offences Act courts, which are currently closed. The loss of this recovery results in a net zero variance as premium pay spending is favourable by the same amount.

Grants:

A favourable variance of $2.9M is projected in this category.

Grants	2020 Budget ($Ms)	Actual to Apr 30/20 ($Ms)	Projected Year-End Actual ($Ms)	Fav / (Unfav) ($Ms)	COVID-19 (Unfav) ($Ms)	Total Fav / (Unfav) ($Ms)
Expenses:						
Guns & Gangs	$5.0	$0.7	$3.7	$1.3	$0.0	$1.3
Community Safety & Policing	$0.0	$5.4	$7.1	($7.1)	$0.0	($7.1)
Other	$0.0	$1.2	$1.7	($1.7)	$0.0	($1.7)
Total Expenses	**$5.0**	**$7.3**	**$12.5**	**($7.5)**	**$0.0**	**($7.5)**
Revenues:						
Guns & Gangs	($4.9)	($0.1)	($6.5)	$1.6	$0.0	$1.6
Community Safety & Policing	$0.0	($4.1)	($7.1)	$7.1	$0.0	$7.1
Other	$0.0	($1.2)	($1.7)	$1.7	$0.0	$1.7
Total Revenues	**($4.9)**	**($5.4)**	**($15.3)**	**$10.4**	**$0.0**	**$10.4**
Net Impact From Grants	**$0.1**	**$1.9**	**($2.8)**	**$2.9**	**$0.0**	**$2.9**

Grant funding generally results in a net zero variance, as funds are provided for expenditures to achieve specific purposes. However, a net favourable variance is projected in this category as a portion of the grant funding is going towards funded positions that are assigned to provincially supported programs.

The Service is usually aware of grant opportunities prior to budget approval; however, revenue and expenditure budgets cannot be set up if the grant contracts are not approved. In addition, as the provincial fiscal year ends on March 31st, versus December 31st for the Service, unspent provincial grant funding from 2019 is carried forward into the first quarter of 2020. The amounts being carried forward are not

finalized until well after year-end. As a result, the base budgets for grants are often zero and the grants are reflected as in year funding.

As the Service receives other grant funding during the year, future variance reports will reflect these spending plans as the grant applications are approved and agreements are finalized.

COVID-19 Impact - The Service has not been notified of any changes in grant funding due to COVID-19.

Conclusion:

As at April 30, 2020, the Service is projecting to be on budget. The financial impacts of COVID-19, currently estimated at a $2.7M favourable variance, are difficult to accurately predict as this pandemic is without precedent and the length of the pandemic is unknown. Given the unpredictability of the pandemic situation and the unprecedented nature of its impact, it is not possible to fully anticipate the full financial impact. The Service is therefore evaluating spending plans and opportunities to manage this risk in order to continue to stay within budget, recognizing that unanticipated events as well as gun and gang violence could require increased action and response to keep our communities safe.

The Board will be kept apprised through the variance reporting process or ad hoc reports, as necessary and appropriate.

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

Respectfully submitted,

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

*original copy with signature on file in Board office

Toronto Police Services Board Report

June 9, 2020

To: Chair and Members
Toronto Police Services Board

From: Ryan Teschner
Executive Director

Subject: Operating Budget Variance Report for the Toronto Police Services Board, Period Ending April 30, 2020

Recommendations:

It is recommended that the Toronto Police Services Board (Board):

(1) Request City Council approve a gross adjustment of $575,000 (zero net) to the Board's 2020 operating budget, to be funded from the Board's Legal Reserve; and

(2) Forward a copy of this report to the City of Toronto (City) Chief Financial Officer and Treasurer for information and inclusion in the variance reporting to the City's Budget Committee.

Financial Implications:

At this time, the Board is anticipating a zero variance on its 2020 operating budget.

Background / Purpose:

The Board, at its December 16, 2019 meeting, approved the Toronto Police Services Board's 2020 operating budget at a net amount of $1,930,400 (Min. No. P237/19 refers), a 1.4% increase over the 2019 operating budget.

Subsequently, City Council, at its February 19, 2020 meeting, approved the Service's 2020 operating budget at the same net amount; however, the Council approved budget included an additional $1.0M gross, zero net, to fund the expanded scope of the Missing Persons Investigations Review, discussed further below.

The purpose of this report is to provide information on the Board's 2020 projected year-end variance.

Discussion:

As at April 30, 2020, a zero variance is anticipated. Details are discussed below.

COVID-19:

While COVID-19 has had a significant impact on the way the Board conducts its business and how it interacts with the public, the net financial impact has been marginal on the Board's budget, as the Board Office has found innovative ways – including through the use of virtual meetings – to support the Board's governance function and remain connected to communities across the city. As a result, no variances are projected at this time due to COVID-19.

The following chart summarizes the Board's variance by expenditure category. Details regarding these categories are discussed in the sections that follow.

Expenditure Category	2020 Budget ($000s)	Actual to Apr 30/20 ($000s)	Projected Year-End Actual ($000s)	Fav/(Unfav) ($000s)
Salaries & Benefits	$1,330.3	$406.0	$1,330.3	$0.0
Non-Salary Expenditures	$600.1	$137.7	$600.1	$0.0
Total	$1,930.4	$543.7	$1,930.4	$0.0

It is important to note that expenditures do not all follow a linear pattern and therefore year-to-date expenditures cannot be simply extrapolated to year-end. Rather, the projection of expenditures to year-end is done through an analysis of all accounts, taking into consideration factors such as expenditures to date, future commitments expected and spending patterns.

Salaries & Benefits

Year-to-date expenditures are consistent with the budget and therefore no year-end variance is projected at this time.

Non-salary Budget

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

The Toronto Police Services Board cannot predict or control the number of grievances filed or referred to arbitration as filings are at the discretion of bargaining units. In order to deal with this uncertainty, the 2020 budget includes a $424,800 contribution to a Reserve for costs of independent legal advice. Fluctuations in legal spending will be

dealt with by increasing or decreasing the budgeted reserve contribution in future years' operating budgets so that the Board has funds available in the Reserve for these variable expenditures.

City Legal Services

While the Board uses external legal counsel for labour relations and other matters, where external counsel is required, the Board also obtains legal services from the City of Toronto's Legal Services division on a regular basis. Prior to 2020, City Legal Services recovered the costs of providing these services through an interdepartmental chargeback to the Board. An interdepartmental charge or recovery is a payment made from one Agency or Department in the City to another for the delivery of goods or services.

As a part of the City's plan to modernize the budget process, a policy change has been made that required the removal of interdepartmental charges and recoveries from the 2020 operating budget request and the restatement of the 2019 approved budget. However, as the amount of legal services the Board requires can be considerable given the various statutory and governance functions the Board is responsible for. Given the consistent demand on City Legal Services to support the Board, it was subsequently decided that City Legal Services would still receive cost recovery for the Services they provide to the Board. The costs of these services would be funded from the Board's Legal Reserve. In order to facilitate the cost recovery, the Board's gross operating budget needs to be increased by $575,000, the estimated cost of legal services to be provided by the City for 2020. This would result in a net zero increase to the Board's approved operating budget, as the cost would be funded from the Board's Legal Reserve.

Missing Persons Investigations Review

The Board, at its June 21, 2018 meeting, approved the Missing Persons Investigation Review Working Group – Review's Terms of Reference and Budget Report (Min. No. P112/18 refers). The Board approved terms of reference for an independent review of the policies, practices and actions of the Board and the Toronto Police Service in relation to missing person reports and investigations. The Board also approved a request to the City of Toronto's Executive Committee to allocate and transfer to the Board funding for the review in an amount not to exceed $3.0M and that such funds be made available to the Board beginning in 2018 and until the conclusion of the Review. Subsequently, Toronto City Council, at its July 23, 2018 meeting, approved up to $3.0M for the Missing Persons Investigations Review. The Review is expected to require funding over the 2018, 2019 and 2020 budget years.

During 2019 it became evident that the interests of the community would best be serviced if the scope of the review were to be expanded. The cost of expanding the scope of the review, estimated at $1.0M, was approved by City Council at its meeting of February 19 2020, to be funded from a $1.0 million draw from the Tax Rate Stabilization reserve, bringing the total estimated cost of the review to $4.0M. Costs incurred from 2018 to 2019 totalled $1.6M. For 2020, it is projected that $2.3M in costs will be

incurred and, as a result, $2.3M is included in the Council approved 2020 Board operating budget being funded from the Tax Rate Stabilization Reserve. The Board will only draw on the reserve to the extent needed to fund the expenditure associated with the review.

The expanded scope of Independent Civilian Review into Missing Persons Investigations will have a high positive equity impact for many equity-seeking groups. With this expansion, this Review will now include an examination of the specific circumstances involving the investigations into the disappearances of victims associated with Bruce McArthur, which were previously excluded due to criminal proceedings being active at the time the Terms of Reference were established for this Review. The expanded scope will mean that additional significant and valuable experiences and perspectives of individuals, including members of the City's LGBTQ2S+ community, and some of Toronto's most marginalized and vulnerable communities, will be included in this Review, and will directly impact the recommendations that will be made. The expanded scope will ensure that the Review's ultimate conclusions and recommendations, which will be presented to the Toronto Police Service Board by January of 2021, are developed having regard to the specific and unique context of the Review, and informed by the people most impacted by the circumstances that gave rise to it, leading to recommendations aimed to promote efficient, effective and bias-free policing and improved trust between the Toronto Police Service and members of the affected communities.

Conclusion:

As at April 30, 2020, a zero variance is projected.

Respectfully submitted,

Ryan Teschner
Executive Director

Toronto Police Services Board Report

April 17, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2019 Training Program

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) receive the following report.

Financial Implications:

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

Background / Purpose:

At the meetings of August 24, 1995 and January 20, 1999, the Board requested that the Chief of Police provide annual reports that assess the effectiveness of training programs (Min. Nos. P333/95 and P66/99 refer). This report describes the training delivered by the Toronto Police College (T.P.C.) during the year 2019.

Discussion:

The Toronto Police Service (T.P.S.) continues to meet the training needs of its police officers and civilian members by providing quality learning both internally and externally. Members of the T.P.S. receive training through a number of different means: training offered by the T.P.C. through traditional in-class course, unit-specific training, courses offered online in an e-learning format, and course tuition reimbursement for training offered by external learning institutions.

In past years, T.P.S. members have been reimbursed a percentage of their tuition for participating in post-secondary training offered through external training institutions. This program was suspended in 2016 due to budget restrictions. Members who had prior approvals will continue to be reimbursed; however, no new applicants have been

approved since the third quarter of 2016.

Attached is a detailed report on the effectiveness of police training which provides an overview of T.P.C. operations and services and describes the results of an effectiveness study conducted on three courses delivered or sponsored by members of the T.P.C. This study focused on the transfer of knowledge acquired during the training to field units. The courses studied were:

1. C8 Requalification;
2. Effective Teaching for Adult Learners; and
3. Elder Abuse.

The Effectiveness of Police Training report is appended to this report as Appendix A.

Looking forward, the T.P.S. is reviewing its Course Training Standards in preparation for the development of a more comprehensive approach to training evaluation. This outcome is included in the 2020 goals for Human Resources Command.

Conclusion:

This report will provide the Board with an overview of the training provided by the T.P.C. during 2019.

Deputy Chief Barbara McLean, Human Resources Command, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

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

*original copy with signature on file in Board office

APPENDIX A

The Effectiveness of Policing Training

Toronto Police College

April 2020

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Executive Summary:

The T.P.S. continues to meet the training needs of its members by providing quality learning opportunities from within the T.P.S., through partner organizations such as the Ontario Police College (O.P.C.) and through other outreach initiatives. In order to address the evaluation of T.P.S. training effectively, members at the T.P.C. apply the four-level Kirkpatrick Hierarchy of Evaluation which includes the following criteria:

1. Reaction;
2. Learning;
3. Transfer; and
4. Results.

Every course has a specific evaluation strategy. All courses are evaluated for reaction and learning at the time of delivery. Transfer and impact evaluations are much more labour intensive and are part of a long-term analysis. This long-term analysis was conducted on selected programs. Specifically, three training courses or programs delivered in 2019 were reviewed based on the above criteria. These courses were as follows:

1. C8 Requalification;
2. Effective Teaching for Adult Learners; and
3. Elder Abuse.

T.P.S. training is an operational activity that supports identified needs, policies and statutes. The positive results measured by the transfer and synthesis of learning, as reported by members, is evidence that the teaching strategies employed by the T.P.C. have had a positive impact on learners. This analysis revealed that the training members received throughout 2019 made a difference in their abilities to perform their duties. Members also reported that the training they received was relevant to their job function and that they have applied the techniques they learned in their current roles. Members also consistently reported an increase in their confidence levels as well as a positive change in their performance.

The T.P.C. is continuing its efforts to meet and exceed the recommendations contained within the 2006 Auditor General's report entitled, "The Review of Police Training - Opportunities for Improvement". To this effect, the attached report highlights areas where courses offered at the T.P.C. have continued to evolve in order to address T.P.S. and community needs, as well as to incorporate academic adult education best practices. Finally, course delivery strategies have continued to expand, and liaisons with federal, provincial, community and private partners have continued to grow throughout 2019, all of which have enhanced the ability of the T.P.C. to deliver high-quality and relevant training to members of the T.P.S. in a timely and effective manner.

Introduction:

The T.P.S. continues to meet the training needs of its members by providing quality internal learning opportunities, through partner organizations such as the O.P.C. and through other outreach initiatives. Members of the T.P.S. receive training through a number of different means including: training offered by the T.P.C. through traditional in-class instruction, unit specific training offered to members of a particular unit, courses offered on-line in an e-learning format, outreach training offered by the T.P.C. through a network of field training supervisors, and course tuition reimbursement for training offered through external learning institutions. A summary of the courses offered/completed is attached (see Appendices A and B).

Effectiveness Study:

Measuring the effectiveness of training is a complex and challenging process. Many variables, both external and internal, affect the performance of any organization. While inferences may be drawn that performance improvement is due to training, it is often difficult to prove cause and effect. In order to effectively address this issue, the T.P.C. applies the four-level Kirkpatrick Hierarchy of Evaluation which includes the following:

- Reaction: Did participants find the program positive and worthwhile? This level of evaluation, which occurs during and after the course, has many sub-parts relating to course content including format, the approach taken by the facilitator, physical facilities and audio-visual aids.

- Learning: Did participants learn? This level of evaluation determines whether a change in knowledge, skills, or attitude has occurred during and at the end of the training. To determine if there has been a change in one's knowledge, skills, or attitude, various types of evaluation are conducted at the beginning of the course, during, and at the conclusion of the course.

- Transfer of Learning: Did the learning translate into changed behaviours in the workplace? This level of evaluation determines whether the knowledge, skills, or change in attitude that was acquired during the training has been applied in one's role upon return to the work environment. Methods used to conduct this level of evaluation include course surveys that are sent to the learners at approximately six months after the completion of the course; interviews of the learners by the course coordinators; and in-field observation of the learners by the course coordinators.

- Results of Learning: Did the program have the desired impact? Assuming that the training program was intended to solve an organizational problem, this level of evaluation determines whether an existing problem has been resolved. This level of evaluation can also be conducted at the completion of a course that has been instituted as a preventative measure. Such an evaluation can be

conducted between six months to over a year after the training has occurred.

The four categories of evaluation are carried out at different times during and after the program:

1. Reaction: occurs during and after the program;
2. Learning: occurs prior to, during, and at the end of a training program;
3. Transfer of Learning: occurs back in the work environment after at least six weeks;
4. Results of Learning: cannot be measured for at least six months and may not occur for a considerable time after the delivery of a program.

A key part of the analysis is determining the effectiveness of training. Every course has a specific evaluation strategy listed in the course training standard; all are evaluated on the reaction and learning categories. Transfer and results evaluations are much more labour intensive. They are part of a long-term, in-depth analysis conducted on selected programs.

Please note that the transfer of learning surveys for Elder Abuse and Effective Teaching for Adult Learners received less than 10 responses each to the on-line survey. This small response is believed a result of two factors; redirection of attention and focus to the COVID19 Pandemic response and the fact that these are niche courses that run only a few times per year with a small learner groups. Elder Abuse trained 41 members and Effective Teaching for Adult learners trained 51 members in total for 2019.

Scope of 2019 Transfer Study:

During 2019, three T.P.S. training courses were selected for review based on a number of considerations which included the number of members mandated to take the training and the regulatory requirements. These courses were selected as they explore evidence-based methods for understanding and responding to a range of functions within the T.P.S.

The courses chosen were as follows:

1. C8 Requalification;
2. Effective Teaching for Adult Learners; and
3. Elder Abuse.

Methodology:

To address the transfer of knowledge, anonymous surveys were used to collect data on whether learning translated into changed behaviours in the workplace. Internet-based surveys were created using Class Climate software. The surveys were sent to each

member who attended the courses and were completed anonymously on-line. The survey results were saved to the Class Climate database for analysis.

Findings by Course:

C8 Carbine Operators Recertification Course

The C8 Carbine Operators Recertification Course is a one day, 8 hour course designed specifically for constables and sergeants deployed to frontline and plainclothes policing duties. This course is based on a set of principles that foster the responsible and accountable use of the C8, while recognizing that they are an appropriate tool for officers who must use force.

Officers are required to demonstrate safe handling of the C-8 Carbine Rifle, performing emergency and tactical reloads. Officers will have further demonstrated their competency and shooting skills by shooting a variety of courses of fire from varying distances and positions followed by successfully passing an approved qualification standard

This course examines the following:

- Nomenclature and operating system;
- Safe handling of the weapon;
- Loading – Reloading (Tactical & Emergency reloads);
- Shooting fundamentals;
- Positional shooting;
- Marksmanship; and
- Field stripping & weapons maintenance.

Transfer of Learning:

In order to assess transfer of learning, a survey was conducted to members who completed their training in 2019. A total of 113 officers responded representing a sufficient sample size. The respondents clearly indicated that they applied the knowledge gained in their training and provided ways in which they used this knowledge.

The following table provides a detailed breakdown of the additional metrics used during this assessment. The questions were selected to highlight those areas where members were able to identify and apply course learning objectives. A Likert Scale of Strongly Agree to Strongly Disagree was used. The following results are an average of the aggregation of the responses where 0% would be Strongly Disagree and 100% would be Strongly Agree.

Question	Result in Percentage
As a result of my training I am better prepared to use the C8 if required.	94%
As a result of my training I improved my ability to use an alternative force option.	81%
As a result of my training I increased my ability to articulate my use of force.	77%
As a result of my training I am more proficient with my issued equipment.	88%
As a result of my training I am more comfortable operating my C8 from different positions.	92%
As a result of my training I am more proficient at using my iron sights	84%
As a result of my training I am more proficient at seeking cover and concealment when responding to calls for service	84%
As a result of my training I am more proficient at support side shooting	84%

Analysis of the survey results indicate that C8 training has positively impacted respondents with respect to preparedness, proficiency and the ability to operate their C8 rifles from different positions while seeking cover and concealment.

Effective Teaching for Adult Learners Course

The Effective Teaching for Adult Learners Course is designed to provide an intensive overview on various adult learning principles regarding teaching and learning and how to effectively construct and deliver a structured lesson plan.

This five day course is intended for members assigned to various dedicated training units who are required to deliver instruction on behalf of the Service.

The Effective Teaching for Adult Learners Course is deemed as an equivalent to the Ontario Police College's (O.P.C.) Facilitating and Assessing Police Learning course (F.A.P.L.) for Use of Course Candidates.

Learners are introduced to the theory of Andragogy and the concept of experiential learning; the significance of creating a safe learning environment; instructional skills; learning style inventory; the significance of Course Training Standards; how to write measurable learning outcomes following the Specific, Measurable, Attainable, Results Focused and Time Focused (S.M.A.R.T.) format which coincides with the development of lesson plans; implicit bias from the perspective of the instructor; the issue of

disruptive behaviour exhibited by learners and strategies to address said behaviour; evaluation methodologies; and how to design a rubric.

Transfer of Learning

In order to assess the transfer of learning and behaviour after the training, a survey was distributed to members who completed this course in 2019. The table below provides a breakdown of the areas in which the respondents work.

In 2019, to which area of the Service were you assigned?	**Percentage**
Human Resources	12.5%
Operational Support Services	37.5%
Area Field	12.5%
Central Field	12.5%
Public Safety Operations	12.5%
Detective Operations	12.5%

Respondents were asked a question which consists of responses that reflect the course's learning outcomes. Respondents were asked to check off all the relevant skills (learning outcomes) that they were currently applying to their role as an instructor or trainer. The following results are represented as a rounded up percentage to said skills:

Transfer of Learning Question 1: I am applying the following skills that I have learned in the course in my current role as an instructor or trainer. Please check off all that apply:	**Percentage**
Writing and delivering a structured lesson plan.	38%
Writing proper learning outcome statements with measurable verbs and a criterion or criteria.	38%
Creating proper formative and summative evaluation strategies to determine whether learning outcomes were achieved.	13%
Using authentic and relevant examples within the training to support the content.	50%
Incorporating the Toronto Police Service's Competencies and Core Values within the content, where applicable.	75%
Incorporating different instructional methods to meet the different learning styles (e.g. Lecture-Discussion;	88%

Transfer of Learning Question 1: I am applying the following skills that I have learned in the course in my current role as an instructor or trainer. Please check off all that apply:	**Percentage**
Cooperative Learning; Case Studies; Demonstration; Educational Technology as a game-based learning platform; etc.).	
Creating a safe learning environment.	88%
Creating presentations with MS PowerPoint.	75%
Designing an effective rubric to assess learning as a means of determining the success of my learners' understanding of the content.	13%
Designing and/or updating a Course Training Standard.	50%
Other (Please specify):	13%

Respondents were asked a second question regarding their individual performance as an instructor or trainer. Respondents were asked to perform a self-assessment by checking off all the relevant aspects that pertain to a recognized change in their individual performance as a result of taking this course. The following results are represented as a rounded up percentage to said aspects:

Transfer of Learning Question 2: Which aspects of your individual performance as an instructor or trainer have you noticed a change as a result of this training? Please check off all that apply:	**Percentage**
My ability to confidently deliver a training session in front of a class in an engaging manner.	75%
My ability to apply effective classroom management strategies.	75%
My ability to recognize and offset any implicit bias I may bring into the learning environment (e.g. avoiding the use of subjective infractions; ensuring the language, images within my presentations and scenarios are reflective of the diversity that comprise my class; ensuring that I schedule courses that are not in conflict with special holidays; etc.).	63%
My ability to engage the learners (e.g. walking around the classroom during the delivery of the training; using creative strategies to deliver the content; being prepared to answer	63%

Transfer of Learning Question 2: Which aspects of your individual performance as an instructor or trainer have you noticed a change as a result of this training? Please check off all that apply:	**Percentage**
why a particular topic or concept is being taught; being more understanding and considerate towards my learners' needs and expectations; ensuring that I believe in the topic that I am delivering; using proper cadence; making proper eye contact; etc.).	

Respondents were given the opportunity to provide general comments in addition to their responses. The following comments are written in verbatim:

General Comments
"The course was very well prepared and delivered, very informative with a lot of very valuable information. I do not have a teaching position right now, but I deliver presentations to the public both live and on line and I believe the course has helped me tremendously with my skills and confidence."
"This is very good course (sic). Learned many skills that I can apply in various situation (sic). I feel more comfortable delivering presentations and find that I am more engaging with my audience."
"Auditing and improving existing courses that we currently deliver."

Though only a small number of members responded to the survey, review of the responses received finds that the majority of the respondents report applying what they learned during the course.

Responses indicate that the majority of those that completed the survey have noticed a change in their ability to confidently deliver training, apply effective classroom management strategies; and to engage their learners. They also indicated that as a result of training they actively acknowledge and work to offset any implicit bias they may bring into the learning environment. Of particular note is that the majority of the respondents indicate that they are incorporating the T.P.S.'s Competencies and Core Values within their content, where applicable.

The ability to apply specific new skills efficiently takes time. This may explain the current responses to writing proper learning outcome statements; creating proper formative and summative evaluation strategies to determine whether the respondents' learning outcomes were achieved; and designing an effective rubric. The respondents' confidence in their ability to apply said tasks proficiently in their roles as an instructor or trainer will increase with experience.

Elder Abuse Investigators Course

Elder Abuse is a substantial problem for society on many levels, from crime to health care, to quality of life, involving one of the most vulnerable sections of our society. Addressing multifaceted problems requires multifaceted solutions, including but not necessarily limited to enforcement and lawfully-mandated interventions.

At the completion of this course investigators develop the skills required to be part of the enforcement solution at the grass-roots community level by engaging community partners as well as building on the foundational investigative techniques by understanding the fundamentals for effective thought processes, reasonable actions and sufficient lawful plantations as essential elements of successful investigations.

Transfer of Learning:

In order to assess the transfer of learning for Elder Abuse course a survey was created and completed by service members who have taken the course in 2019. The questions below were selected to highlight those areas where members were able to identify and apply knowledge gained.

The following table provides a detailed breakdown of the additional metrics used during the assessment.

Demographics	Percentage
Uniform	57%
Investigative	42%
Neighbourhood Officer	n/a
Other	n/a

Transfer Evaluation Question	Positive Percentage
I have attended calls for service or otherwise investigated incidents in which I recognized indicators of elder abuse	
Yes	75%
No	25%

Transfer Evaluation Question: Which of the topics from the course have provided you with the knowledge that you were able to apply in your duties/investigations?	Percentage
Concepts critical to understanding elder abuse (i.e.: capacity)	25%
Types of abuses i.e.: financial, physical, psychological, neglect	62%
Trust and authority/power and control	50%
Power of attorney (Property/Personal Care)	50%

Transfer Evaluation Question: Which of the topics from the course have provided you with the knowledge that you were able to apply in your duties/investigations?	Percentage
Interviewing Older victims in later life	25%
Barriers for older victims	25%
Office of the public guardian and trustee	37%
Risk factors for abuse	12%
Indicators of abuse	25%
Age and vulnerability	12%
Ageism	37%
Late life domestic violence	37%
Caregiver stress	25%

Transfer Evaluation Question: I have been involved in investigations where the course has helped me recognize capacity issues as they related to:	Positive Percentage
Financial issues	75%
Health and medical decisions	25%
Personal care	12%
Managing daily household affairs i.e.: groceries, transportation, up-keep.	12%
Disposition of assets	12%
I have not been involved in investigations involving capacity issues	12%

Transfer Evaluation Question: I have been involved in investigation that I now understand involved:	Positive Percentage
Procuring and use of joint accounts	12%
Fraud and/or forgery	12%
Abuse or misuse of Power of Attorney for property	25%
Neglect personal/medical care	25%
Stealing/transferring property and assets	37%
Psychological Issues – Elder victim	25%
Physical abuse – elder victim	12%
Physical abuse (domestic) - elder victim	12%
Physical abuse (sexual) - elder victim	

The course assisted in my investigation(s) of crimes involving elder abuse which led to criminal proceeding by laying of the following charges:	Percentage
Theft by power of attorney (s.331)	
Theft (s.322)	
Criminal breach of trust (s.335)	
Forgery (s. 366)	
Extortion (s.346)	
Fraud (s.2.386-388)	
Failure to provide necessities of life (s.2.216)	
Criminal Negligence (s.2.219)	12%
Assault (s.264,265,267,268)	
Sexual assault (s.271,272,273)	
I have not been involved in an elder abuse investigation that led to criminal charges	50%
My investigation into elder abuse led to civil proceedings	

Transfer Evaluation Question: Since taking the course, I have engaged/referred victims to the following support services, which I may not have before:	Positive Percentage
Crisis Services (416-640-1459)	12%
Psychological services – Outpatient/outreach	
Behavioural support Ontario services	
Community Services for Seniors (CPAC 1-877-540-6565)	12%
Housing – long term care, retirement home, supportive housing	
Advocacy centre for the elderly	12%
Elder abuse Ontario	25%
Scarborough Network (SEAN)	
Etobicoke/York Network (PEACE)	
Elder abuse consultation Team (family services Toronto)	
I have not referred any victims	37%

Transfer Evaluation Question: Since taking the course, I have engaged/referred victims to the following support services, which I may not have before:	Positive Percentage
Assisted me in preparing my case for court	37%
Assisted me in working with complainants	37%
Assisted me in the evaluation of offender behaviour	25%
Assisted me in developing partnerships with community and/or government public agencies/services/organizations	25%
Helped me approach a problem in a different manner	37%
Assisted me in conducting my duties and interactions with the public in a professional, non-biased and ethical manner	25%
Assisted me in interacting with members of the public	37%
Made me better prepared for judicial processes	12%
Made me become a more thorough investigator	75%

Analysis of the survey results is based on a response of eight students. The low response rate can be attributed to members refocusing their attention on unique requirements and situations presented by the COVID-19 pandemic. Further, two of the respondents indicated they have not been involved in any incidents involving elder abuse, which leaves a very small response group. Consequently, a single response represents approximately 12% on the rating scale. Given these limitations, any percentile lower than 50% has no value in analysis, as this would only represent the experiences of three or less respondents.

Overall, the majority of respondents recognized that there are different types of abuses, such as financial, physical or psychological neglect and that the information presented in the course was helpful to them in their investigations primarily in the areas of financial abuse involving Power of Attorney, and trust and authority along with power and control issues. Only half of the respondents were involved in investigations which resulted in the laying of criminal charges, however, analysis of the question involving support services indicates that majority have assisted victims of elder abuse with referrals and/or provided information to a number of the support services that are introduced to the students on the course.

Finally, vast majority of the respondents indicated that the knowledge gained by taking this course has contributed to them becoming overall a more thorough investigator.

Toronto Police College Section Highlights:

Administrative Support Section:

Administrative Support is responsible for recording, maintaining and archiving accurate training records for all T.P.S. members. Administrative staff provides customer service

and clerical assistance to all T.P.C. personnel. This section also provides assistance and direction to T.P.S. personnel, outside agencies and to our colleagues at the O.P.C. and Canadian Police College (C.P.C.).

This section is also responsible for:

- The delivery of Occupational Health and Safety Training;
- The coordination and administration of the First Aid with Cardio Pulmonary Resuscitation (C.P.R.) and Automated External Defibrillator (A.E.D.) training programs;
- Preparation and monitoring of T.P.C.'s Operational and Centralized Accounts annual budget;
- Training records management for internal and external courses taken by T.P.S. members; and
- T.P.S. member requests for external training and reimbursements.

Occupational Health and Safety:

The following first aid courses are offered and delivered by St. John Ambulance:

- Standard First Aid C.P.R. Level 'C' with A.E.D.;
- Standard First Aid C.P.R. Level 'C' with A.E.D.(Renewal);
- Marine Basic First Aid with C.P.R. Level 'C';
- Emergency First Aid C.P.R. Level 'C' with A.E.D.;
- Standard First Aid C.P.R. Health Care Provider;
- St. John Ambulance Instructor Development Program;
- Range Safety First Aid; and
- Standalone Naloxone Administration Training.

The Occupational Health and Safety courses offered include the following:

- Occupational Health and Safety for Supervisors; and
- Occupational Health and Safety for Civilians.

In addition, the Public Services Health and Safety Association deliver Joint Health and Safety Committee (J.H.S.C.) Certification courses. Upon successful completion of both parts, members will become a certified J.H.S.C. member under the *Occupational Health and Safety Act* by the Ontario Ministry of Labour.

- J.H.S.C. Certification Part 1; and
- J.H.S.C. Certification Part 2.

The Occupational Health and Safety Training Co-ordinator represents the T.P.S. as a member of the Ontario Police Health and Safety Association and also at the national level via the Law Enforcement Occupational Safety and Health association annual

forum.

Armament Section:

The Armament Section is responsible for approving, setting and maintaining standards of firearms training, qualification and tactical training exercises for T.P.S. members, and the purchase and maintenance of T.P.S. firearms and ammunition. The Section further undertakes research in firearms, C.E.W.s and officer safety equipment for the T.P.S. In 2018, the section was involved with the purchase of a new uniform duty holster which was distributed to all T.P.S. officers. The section works closely with the Emergency Task Force (E.T.F.) to ensure that it has the necessary weapons and equipment to fulfil its mandate.

In February 2018, the Board approved the expansion of C.E.W.s to frontline constables. Under the direction of the Armament Officer, the training was conducted by members of the Incident Response Training Team. In 2019, 716 constables were trained on the use of the C.E.W.

The following courses are delivered on an ongoing basis by members of the Armament Section in conjunction with the Incident Response Training Team:

- Conducted Energy Weapons Instructor and User;
- Shotgun Re-qualification and User;
- Glock 22 Pistol Training and Recertification;
- C8 Carbine User Course;
- MP 5 Sub Machine Gun Recertification;
- Glock 27 User Course;
- Recruit Firearms Training;
- Structured Range Pistol Practice; and
- Specialized Covert Firearms Training.

Use of Force Analyst:

The Use of Force Analyst is responsible for the research, co-ordination and dissemination of data used in the development of Use of Force course training materials. The Analyst also fulfils the function of training analysis in relation to Use of Force Reports and C.E.W. Reports, as submitted by T.P.S. officers.

Police Vehicle Operations (P.V.O.)

The T.P.S. employs a variety of specialized vehicles that include automobiles (including marked and unmarked police cars), trucks (wagons, command posts, property etc.), bicycles and all-terrain vehicles. Six P.V.O. instructors are assigned full-time to vehicle training duties. In addition to the full-time instructors, there are over one hundred sworn and civilian field trainers placed throughout the T.P.S.

Police officers, by the demands of their profession, are asked to perform far more difficult driving tasks than the average motorist on the road. Unique aspects of police driving can be broken down into three functions: patrol, emergency response and suspect apprehension pursuit. These driving functions can be difficult to replicate during training. P.V.O. delivers specialized decision-based driver training programs which are developed by subject matter experts. The program is highly engaging with interactive classroom activities, simulation exercises and practical in-car training.

T.P.S. is the only police service in Ontario that currently uses a driving simulator to enhance the delivery of driver training to frontline officers, making the T.P.S. a leader within Ontario in this type of training.

Frontline officers receive driver training in two learning streams. The Safe Skills and Emergency Driving Course is one day in length and refreshes members in the safe operation of police vehicles and Suspect Apprehension Pursuit (S.A.P.). The two day Police Officer Driving Course is delivered to members requiring remedial action due to at-fault involvement in a collision or S.A.P.

P.V.O. has a post-training reinforcement program. Every member who attends a P.V.O. course receives an email message providing quick access to a number of driving resources including reference manuals, videos and easy to follow driving tips in an engaging format that encourages positive behaviours.

P.V.O. also provides additional vehicle related training on the following courses:

- Supervisory Leadership Course;
- Coach Officer's Course;
- New Communications Operators Training;
- Post O.P.C. Police Recruit Training;
- Special Constable Course;
- Parking Enforcement Officer Course;
- Lateral Entry Police Officer Course; and
- Auxiliary Police Officer Recruit Training.

2019 P.V.O. Training Highlights:

Service Wide Suspect Apprehension Pursuit Training

In 2019 T.P.S. Service wide training was conducted for all police officers in S.A.P. S.A.P. training is a mandatory requirement for any officer who may engage in a pursuit. P.V.O. provides training for front line officers, supervisors and civilian communications personnel that is accredited by the Ministry of Community Safety and Correctional Services. The training ensures members are conversant with T.P.S. procedure, with a focus on identifying risks associated with pursuits and instruction on alternative

strategies. S.A.P. training is incorporated into all emergency vehicles driving instruction. Refresher training is required Service wide every two years.

Blue Cards

P.V.O. administers the issuing of Blue Cards (permits to drive Service vehicles) to T.P.S. members. A screening process, background checks and, where necessary, road tests are conducted to establish suitability to operate T.P.S. vehicles. In 2019, 351 new civilian drivers were approved within the T.P.S. This is twice the largest number issued in a single year in over a decade.

Bicycle Patrol Training

An annual requalification for all bicycle field instructors and patrol officers throughout the T.P.S. continued. 533 bicycle riders were qualified, while bicycle related injuries have been reduced by over 70% since 2012.

2020 Training Initiatives:

Post O.P.C. Recruit Training

Starting in January 2020 with recruit class 19-03 all post O.P.C. recruits will receive a two day P.V.O. Course. The first day will focus on emergency driving while the second day will address suspect apprehension pursuits. The course includes lecture, simulation and practical components with the goal of increasing public and officer safety at the earliest opportunity in our newest officer's careers.

Community Policing Section:

The Community Policing Section is responsible for the delivery of training to all Police Recruits, District Special Constables, Booking Officer, Lateral Entry Officers and Auxiliary Police Recruit Training as well as training for Service members in the areas of Ethics, Professionalism, Customer Service and Coach Officers.

This Section is responsible for the delivery of Wellness Programs to T.P.S. members (uniform and civilian). The Section provides programs and training to support the Global Wellness initiatives, which include organizational health, fitness, nutrition, fatigue management and work-life balance.

The Community Policing Section also delivers training to officers and civilians covering a wide range of topics:

- Community Mobilization and Crime Prevention;
- Crime Prevention through Environmental Design;
- Auxiliary Officer Course;

- Lateral Entry Course;
- Ethics and Professionalism in Policing;
- Drug Recognition Expert Intro;
- Versadex;
- The Working Mind-First Responders formerly known as *Road to Mental Readiness; and*
- Community Investigative Support Unit.

The Working Minds First Responder (T.W.M.F.R):

The T.W.M.F.R. program was developed by the Department of National Defence and adapted by the Mental Health Commission of Canada. This course offers two custom training programs: an eight hour course for those members in a supervisory/ management role and a four hour course for the remaining members. Each program is designed to help decrease the stigma regarding mental illness, increase awareness and create a common language that is recognizable throughout the organization surrounding mental health.

This training is designed to spark transformational culture change and better mental health for members of emergency service agencies. This has the potential to positively impact the resiliency of all T.P.S. members and enhance overall job performance. Members of the T.P.S., who are trained in T.W.M.F.R., will have a better understanding of mental health issues, and as a result, are better equipped to find positive resolutions both within the T.P.S. and when working within our communities.

This training has been delivered to all recruits during Basic Constable Training at O.P.C. since 2015 and has been rolled out in a majority of Ontario Police Services. This program teaches T.P.S. members and leaders about the mental health continuum model, enabling all members to be able to use a common language to address issues of mental health. The program provides information about barriers to care, resources available through T.P.S., practical skills for helping fellow members, and resiliency strategies for promoting mental health.

The eight hour leadership training is for all senior management, supervisors and managers (civilian and sworn), while six hours of primary training is designed for all police constables, detective constables and civilian support staff (non-supervisory). The primary training will be combined with the suicide prevention program to provide a full day of training at the T.P.C. This training was rolled out starting early in 2018 and concluded in February 2020.

Investigative Training Section:

The Investigative Training Section provides criminal investigative, traffic and provincial statute training to officers serving in uniform and detective functions within the T.P.S. The following courses are delivered on an on-going basis by members of this Section:

- Traffic Generalist;
- Provincial Statutes;
- Operation Pipeline/Convoy;
- Impaired Driving Investigations;
- General Investigations;
- Sexual Assault Investigations;
- Child Abuse Investigations;
- Sexual Assault/Child Abuse Update;
- Domestic Violence Investigations;
- Elder Abuse;
- Plainclothes Investigator/C.S. Handler Course;
- Introduction to Drug Investigations;
- Firearms Investigations;
- Youth Crime Investigations;
- Search Warrant Drafting;
- Death Investigators;
- Major Case Management (M.C.M.);
- Power Case (M.C.M. software);
- Internet Facilitated Investigations;
- Financial Crimes Investigations;
- Asset Forfeiture;
- Technical Collision Investigations; and
- At Scene Collision Investigations.

The Internet Facilitated Investigation, Financial Crimes, Technical Collision and At Scene Collision Investigations courses are delivered by external T.P.S. personnel and facilitated by Investigative Training Section.

Of note: Due to the influx of recruit training taking place throughout the year, a number of courses have been delivered less often or being offered in condensed alternatives. As an example, both the Traffic Generalist and Provincial Statutes course are generally delivered over a five day period; however, during this calendar year, seminars have been developed and offered to members over a period of fewer days. Other courses facilitated by this section, such as Sexual Assault and Child Abuse, have also been delivered less frequently than previous years.

Investigative Mentorship Network:

Members of the Investigative Training Section continue to support, guide and provide members with assistance on understanding case law, legal issues with respect to writing search warrants and preparation of operational plans in the execution of search warrants, writing memo book notes and testimony thereafter. The goals of the network, and the current informal work, are to:

- Conduct effective mock trials;
- Prepare officers for specific court cases;
- Mentor colleagues in investigative issues;
- Provide feedback to T.P.C. on effectiveness of current training strategies;
- Encourage cultural shift wherein officers increasingly discuss and engage in these topics among themselves; and
- Developing other mentors to exponentially increase these skills throughout the Service.

Investigative Assistance across College Subsections:

The instructors of the Investigative Training section continue to work with the other subsections of the T.P.C. to develop and deliver training on various courses, such as:

- Basic Constable Training (Pre and Post O.P.C. recruits);
- District Special Constable training;
- Lateral Officer Entry Course;
- Coach Officer Course; and
- Community Police Academy.

Topics:

- Language and cognition;
- Provincial and Federal Statutes;
- Interviewing;
- Delivering Court Testimony;
- Sexual Assault Investigations;
- Child Abuse Investigations;
- Crime Scene Management;
- Evidence Collection;
- Cyber Crimes; and
- Visible and non-visible disability awareness (including the *Accessibility for Ontarians with Disabilities Act,* and *Blind Persons Rights Act*).

Collaborative Training with External Agencies and Community Partners:

Members of the Investigative Training Section have continued to be involved in various committees and groups in partnership with the T.P.S., including;

- Sexual Assault Advisory Committee;
- Domestic Violence Advisory Committee;
- Ontario Association of Chiefs of Police – Traffic Sub-committee;
- Ontario Major Case Management Working Group;
- Federal and Provincial cannabis legislation training development; and

Members also continue to maintain and develop partnerships with various external agencies which include:

- Ministry of the Attorney General;
- Ministry of Transportation;
- Ministry of Community Safety and Correctional Services;
- Ministry of Housing;
- Ministry of Finance;
- Alcohol and Gaming Commission of Ontario;
- Correctional Services of Canada;
- Criminal Intelligence Services of Ontario;
- Canadian Society of Evidence Based Policing;
- Ontario Association of Chiefs of Police;
- Children's Aid Society (Toronto, Catholic, Jewish and Native);
- Toronto District School Board;
- Osgoode Hall;
- Canadian Identification Society; and
- Centre of Forensic Services.

Incident Response Training Teams (I.R.T.T.):

Police Use of Force training in the province of Ontario is mandated and informed by the Ministry of Community Safety and Correctional Services: Policing Standards Manual. These guidelines cover areas that are specific to the In-Service Training Program (I.S.T.P.) which is designed to exceed the basic requirements of an annual requalification. The *Police Services Act*, more specifically the Police Standards Manual sets out the framework for police training. The I.S.T.P. includes; communication, handcuffing, physical control techniques, blocks and strikes, intermediate weapons and judgement training. Concurrent to this training is training on case law, *Criminal Code* authorities and offences which could create criminal and civil liabilities.

For the 2019 I.S.T.P. the T.P.C. I.R.T.T. continued to focus on having officers demonstrate an awareness of de-escalation tactics and critical thinking with a focus on

the optimal outcome for all involved individuals. A component of this training was the surviving verbal conflict lecture which demonstrated to the officers the importance of self-control and the ability to adapt appropriately to changing circumstances and how to manage verbal conflict during an encounter with the public.

In the critical thinking portion the officers reviewed some of the principles of de-escalation and explored how critical thinking and decision-making will optimize an officer's ability to stabilize, manage and resolve critical incidents. A number of real-event videos were presented depicting officers performing at very high levels of competence in very difficult situations. There were also videos showing the importance of officer actions and reactions in the aftermath of a critical incident. At the conclusion of each video the instructor facilitated a de-briefing of the event among the class focusing on critical thinking and de-escalation.

During the defensive tactics portion of the 2019 I.S.T.P. the T.P.C. instruction continued to build off of the concepts and techniques from previous years with an emphasis on takedowns and a review of the Toronto Police Leg Restraint. The philosophy of dealing with a person in crisis differently than a person who is not was also reinforced throughout the program to address the needs of the mental health community and to increase the level of reasonableness used by officers during the course of their duties.

A total of 72 I.S.T.P. sessions were held during 2019 with 3835 officers trained.

Learning Development and Standards:

The Learning Development and Standards Section (L.D.S.) continued to provide training to both uniform and civilian members of the T.P.S. This section is responsible for e-Learning, trainer accreditation, adult education, conferences, records coordination, the administration and support of field-training supervisors (known as The Learning Network and Quality Assurance).

In 2019, Supervisor and Non-Supervisory Trainers continued to facilitate training as it relates to "day 1" of mandatory In-Service training. ; Recommendation 12 of the Police and Community Engagement Review (P.A.C.E.R.), the Iacobucci Report, Bias Avoidance, Emotional Intelligence and Ontario Regulation 58/16 "The Collection of Identifying Information in Certain Circumstances" (C.I.I.C.C.).

This training was also extended to the newly legislated Special Constables, Court Officers, Lateral Officer Transfers, as well as Pre and Post O.P.C. Recruits for 2019 with the intention that it become part of the regular curriculum moving forward.

Training Initiatives:

Electronic Learning (e-Learning):

The T.P.C. is responsible for the maintenance and development of the T.P.S. e-College, which is the primary Learning Management System (L.M.S.) for the Service. Through our e-Learning partner, the Canadian Police Knowledge Network (C.P.K.N.), training is delivered and tracked on hundreds of e-Learning courses that are available to all T.P.S. members. E-Learning continues to be the most effective method of delivering training to the large number of members in a succinct period and with consistent information. All new members are required to complete a set of mandatory courses that are either a legislated requirement or internally required T.P.S. training.

In 2019, pre-existing titles were used for mandatory training such as Suspect Apprehension Pursuits and Naloxone. E-Learning courses such as C.E.W. and Body Worn Camera Field Trial were used effectively as pre-learning for in class courses. The T.P.C. also developed key training for the Race Based Data Collection initiative and the implementation of the new Provincial Use of Force Report. These two initiatives were put into place in a very short period of time. Only by utilizing e-Learning, was the Service able to respond to this very large training requirement in such a time frame. The T.P.C. continues to develop e-Learning specific to our Service while also working with C.P.K.N. and other partners to create new titles for the greater policing community. In 2020 a new Lesbian, Gay, Bisexual, Transgender, Queer or Questioning and Two-Spirit (L.G.B.T.Q.2.S.) e-Learning module will be developed and released to coincide with PRIDE celebrations and will be mandatory for all members.

In-Service Training – Day 1:

In accordance with recommendation 12 of the P.A.C.E.R report, the T.P.S. will continue to ensure all uniform officers and investigators receive training that includes, but is not limited to:

- Canadian Charter of Rights and Freedoms;
- *Ontario Human Rights Code*;
- Articulable cause, reasonable suspicion and investigative detention;
- Police note-taking, case disclosure and court testimony;
- Customer service;
- Tactical communication, strategic disengagement and conflict de-escalation, mediation and resolution; and
- Prevention of discrimination, racism and Anti-Black racism.

The training incorporates role-play and scenario-based training in relation to community engagements. All training involves community participation in training design, delivery and evaluation.

This additional day of training, implemented in 2016, will continued to build on the 2017 and 2018 I.S.T.P. curriculum. The aim is to continue to expose our members to a variety of scenarios through practical role-playing exercises. This will provide them with an opportunity to think critically about their courses of action while identifying reasonable steps that may avoid biased policing. Members are provided with an opportunity to enhance their learning about human rights, profiling, mental health, community engagements, emotional intelligence, critical thinking and current legislation.

The designed curriculum for day 1 of the 2019 I.S.T. program, titled "Our Mindset Guiding Change, Why Every Contact Matters", consists of the following modules:

- Our Interactions;
- Confronting Anti-Black Racism;
- Visible and Non-Visible Disabilities;
- Group Scenario and Discussions;
- Video Scenario Debriefs; and
- Dynamic Acting Scenarios.

At the end of Day 1 of I.S.T. learners will be able to:

- Explain the concept of Lived Experience as it relates to their community interactions.
- Support the need to accommodate people with visible and non-visible disabilities.
- Construct methods to interrupt bias.
- Demonstrate effective communication strategies internally and externally.

In order to continue to scaffold training the L.D.S. section has begun to collaborate with the services Diversity & Inclusion Unit as well as the Aboriginal Consultative Committee. The focus will be the implementation of additional awareness training to confront Anti-Black Racism and Indigenous Awareness training.

This collaboration will culminate with further Anti-Black Racism awareness training and an introduction to Indigenous Peoples of Canada that will be included in the 2020 I.S.T.P.

The Collection of Identifying Information in Certain Circumstances (C.I.I.C.C.) (O. Reg. 58/16):

In late 2016, the Province required all police chiefs within Ontario to provide training to virtually every police officer in their police service as it pertains to Ontario Regulation 58/16 which came into effect on January 1, 2017.

The L.D.S. Section facilitated this training based on curriculum approved by the Director of the Ontario Police College (O.P.C.). This included the completion of a classroom session and then a C.P.K.N. online module.

Last year the L.D.S. Section continued to incorporate C.I.I.C.C. into I.S.T.P. training and facilitated the training for the Police Recruits, Special Constables, Frontline Supervisory Orientation classes and the Lateral Officer transfers to the T.P.S.

L.D.S. - Course Training Standards (C.T.S.):

The L.D.S. Section is responsible for creating Course Training Standards (C.T.S.) for the courses they teach at the T.P.C., as well as the substantial amount of training delivered for specialized units.

To ensure that standards are maintained, members of the L.D.S. Section deliver courses that teach best practices associated with C.T.Ss. These courses include the Effective Teaching for Adult Learners Course and the Effective Presentation Course.

These courses include instruction on topics dealing with lesson preparation, evaluation and documentation, instructional skills and adult education. When requested, the L.D.S. Section assists with reaction and learning evaluations for internal and external conferences.

Effective Presentation Course:

The Effective Presentation Course is designed to provide an intensive overview on how to deliver presentations effectively. Learners are provided with information on how to develop their confidence in delivering presentations by incorporating the essential skills that are necessary to format, research, and deliver a dynamic presentation. This course is intended for members who wish to hone their presentation skills and/or for members who are in positions which require them to deliver presentations on behalf of T.P.S.

This four day course examines the steps for formatting a presentation; how to write measurable super objectives which coincide with the development of a presentation outline; how to correctly use cue cards as prompts; the elements involved with the delivery of a dynamic and engaging presentation; how to give impromptu speeches; the issue of disruptive audience members and strategies to address said behavior; and how to design a feedback form to distribute to one's audience.

Effective Teaching for Adult Learners Course:

The Effective Teaching for Adult Learners Course is designed to provide an intensive overview on various adult learning principles regarding teaching and learning and how to effectively construct and deliver a structured lesson plan.
This five day course is intended for members assigned to various dedicated training units who are required to deliver instruction on behalf of the Service.

The Effective Teaching for Adult Learners Course is deemed as an equivalent to the Ontario Police College's Facilitating and Assessing Police Learning Course for Use of Force candidates.

Learners are introduced to the theory of Andragogy and the concept of experiential learning; the significance of creating a safe learning environment; instructional skills; learning style inventory; the significance of Course Training Standards; how to write measurable learning outcomes following the S.M.A.R.T. format which coincides with the development of lesson plans; implicit bias from the perspective of the instructor; the issue of disruptive learners and strategies to address said behavior; evaluation methodologies; and how to design a rubric.

Ethics and Inclusivity in the Workplace:

The Ethics and Inclusivity in the Workplace Course is designed to provide members with an overview on the complexity of ethics in the workplace and the realization that ethical situations in such an environment occur every day, regardless of the industry or sector. Despite the fact that people consider themselves to be fair, honest, and always wanting to "do the right thing", sometimes, good people become engrossed in workplace misconduct. When employees are involved in such an ethical dilemma, they need to know how to methodically eliminate unethical choices and to select the best ethical alternative. This course also examines the significance of diversity and the importance of inclusion which ensures that every employee is treated respectfully, fairly, and is given the same opportunities and resources for success which in turn contributes to the success of the Service.

This three day course examines ethics and the components of an ethical workplace; diversity and inclusivity; equity and human rights; Workplace Violence; Workplace Sexual Harassment; *Anti-Racism Act*; the significance of emotional intelligence; ethical leadership; people with disabilities (visible and invisible or hidden); the impact of implicit bias in the workplace and strategies to offset it; the Six Pillars of Character; the use of the A.S.C.T. Model as a decision-making tool when faced with ethical dilemmas; and the importance of self-care and being inclusive with colleagues who are facing the challenge of mental health issues.

During the course, the learners are required to work collaboratively on applying the concepts to practical challenges. The final component is a film study which is an opportunity to critically review a film by encompassing the principles that were discussed throughout the course.

Conclusion:

T.P.S. training is an operational activity that supports identified needs, policies and statutes. The positive results measured by the transfer and synthesis of learning, as reported by members, is evidence that the teaching strategies employed by the T.P.C. have had a positive impact on learners. Analyses revealed that the training members received throughout 2019 made a difference in their abilities to perform their duties.

The T.P.C. is continuing its efforts to meet and exceed the recommendations contained within the 2006 Auditor General's Report entitled, "The Review of Police Training - Opportunities for Improvement". To this effect, Appendix 'A' highlights areas where courses offered at the T.P.C. have continued to evolve to address T.P.S. and community needs, as well as incorporate best practices in adult education. Finally, course delivery strategies have continued to expand, and liaisons with federal, provincial, and private partners have continued to grow throughout 2019, all of which have enhanced the ability of the T.P.C. to deliver quality and relevant training to members of the T.P.S. in a timely and effective manner.

Appendix A

2019 Courses Delivered by Toronto Police College and Online and Training Videos

Unit	Course	Title	Duration	Sessions	Completed
TPC - ADMIN	TM0112	Health and Safety for Civilian	1 Day	2	5
TPC - ADMIN	TM0113	Health & Safety for Supervisors	1 Day	8	44
TPC - ADMIN	TM0122	OHS for Workers	1 Day	7	40
TPC - ADMIN	TO0001	JHSC Certification Part 1	3 Days	2	22
TPC - ADMIN	TO0002	ESS Police Specific Hazards	2 Days	2	27
TPC - ADMIN	TR0001	First Aid AED and CPR C	2 Days	90	1,305
TPC - ADMIN	TR0004	First Aid Renewal	1 Day	37	694
TPC - ADMIN	TR0033	YIPI 1st Aid & CPR/AED	1 Day	10	225
Sub-Total				158	**2,362**
TPC - ARM	TF0002	Less Lethal Shotgun New User	2 Days	1	35
TPC - ARM	TF0004	MP5 Recertification	1 Day	1	9
TPC - ARM	TF0010	Glock 27 Compact	1 Day	3	38
TPC - ARM	TF0028	C8 Carbine Requalification	1 Day	55	492
TPC - ARM	TF0032	X2 Taser User Course	2 Days	25	398
TPC - ARM	TF0035	C8 Carbine Rifle User	4 Days	10	119
TPC - ARM	TU0084	Less Lethal Shotgun	10 Hours	34	324
Sub-Total				129	**1,415**
TPC - CP	100022	Special Constable Recruit Training	12 Weeks	2	63
TPC - CP	100039	Direct Entry Versadex Intro	3 Days	5	38
TPC - CP	S00215	Social Media in Communications	2 Days	4	29
TPC - CP	S00232	Versadex PRU Refresher	1 Day	4	4
TPC - CP	S00233	Versadex Supervisor	1 Day	4	23
TPC - CP	S00234	Introduction to Versadex	3 Days	2	33
TPC - CP	S00236	Versadex DRE Refresher	2 Days	4	17
TPC - CP	S00238	Coach Officer Versadex Refresher	1 Day	3	23
TPC - CP	S00239	CISU Intro to Versadex Report Writing	2 Days	1	15
TPC - CP	TM0026	Pre-Aylmer Recruit Training	17 Days	3	394
TPC - CP	TM0027	Uniform Coach Officer	5 Days	3	82
TPC - CP	TM0028	Civilian Coach Officer	3 Days	21	63
TPC - CP	TM0107	Post-Aylmer Recruit Training	9 Weeks	3	379
TPC - CP	TM0118	Road 2 Mental Readiness Supervisor	1 Day	14	198
TPC - CP	TM0119	Road 2 Mental Readiness Non-Supervisor	1 Day	178	2,826
TPC - CP	TR0026	Lateral Entry PC	2 Days	4	34
Sub-Total				255	**4,221**

Unit	Course	Title	Duration	Sessions	Completed
TPC – INV	100031	Provincial Statutes Seminar	3 Days	4	47
TPC - INV	100032	Traffic Generalist Seminar	2 Days	4	15
TPC - INV	TC0003	Drug Investigation	3 Days	3	41
TPC - INV	TC0013	General Investigators Blended	10 Days	4	61
TPC - INV	TC0042	Domestic Violence Investigator	5 Days	3	58
TPC - INV	TC0043	Financial Crimes	3 Days	1	49
TPC - INV	TC0052	Death Investigators	5 Days	3	113
TPC - INV	TC0091	Search Warrant Drafting	3 Days	4	62
TPC - INV	TC0092	Sexual Assault Investigators	10 Days	2	64
TPC - INV	TC0093	Child Abuse Investigators	5 Days	2	28
TPC - INV	TC0102	Ontario Major Case Management - Full	8 Days	5	118
TPC - INV	TC0108	Police Services Act Course	5 Days	3	48
TPC - INV	TC0111	Impaired Driving Investigation	3 Days	4	75
TPC - INV	TC0118	Elder Abuse	5 Days	3	43
TPC - INV	TC0119	Open Source Info Gathering II	3 Days	7	203
TPC - INV	TC0120	Online Investigations III	2 Days	6	158
TPC - INV	TC0121	Advanced Online Invest IV	5 Days	1	20
TPC - INV	TC0124	PLC Investigate/Source Handler	9 Days	6	132
TPC - INV	TO0014	Operation Pipeline / Convoy	2 Days	1	16
Sub-Total				66	**1,351**
TPC - IRT	100030	Full Body Scanner Operator AS	1 Day	20	74
TPC - IRT	100046	Body Worn Camera User Training	12 Hours	4	65
TPC - IRT	TF0036	X26 Taser Requalification	1.5 Hours	1	1
TPC - IRT	TF0037	X2 Taser Requalification	4 Hours	93	1,477
TPC - IRT	TF0038	Glock 27 Requalification	2 Hours	87	398
TPC - IRT	TU0045	School Lockdown for Frontline	4 Hours	16	261
TPC - IRT	TU0061	Reset Use of Force	1 Day	5	135
TPC - IRT	TU0062	Shotgun Requalification	6 Hours	4	61
TPC - IRT	TU0065	Use of Force ETF	3 Days	10	90
TPC - IRT	TU0070	Senior Officer Use of Force	1 Day	40	83
TPC - IRT	TU0076	Booking Hall Safety Versadex	4 Days	5	60
TPC - IRT	TU0080	Patch Use of Force - 90 Day Recertification	1 Day	11	155
TPC - IRT	TU0088	In Service Training Program	3 Days	83	4,140
Sub-Total				379	**7,000**
TPC - LDS	HU0002	Advanced Leadership Course	5 Days	1	30
TPC - LDS	LDS002	Teaching Effectiveness Certificate	90 Hours	1	19
TPC - LDS	LDS008	Teaching Adult Learners	35 Hours	10	70
TPC - LDS	TH0031	Ethics and Inclusivity	3 Days	14	278
TPC - LDS	TM0032	Effective Presentation	4 Days	6	49
Sub-Total				32	**446**

Unit	Course	Title	Duration	Sessions	Completed
TPC – PVO	TV0001	Civilian Driving	1 Day	22	195
TPC - PVO	TV0003	Police Officers Vehicle Ops	2 Days	11	65
TPC - PVO	TV0004	Advanced Driving Course	3 Days	2	8
TPC - PVO	TV0009	Bus Operations Course	5 Days	1	1
TPC - PVO	TV0019	Truck (Wagon) Operator	2 Days	16	16
TPC - PVO	TV0020	Command Post Course	2 Days	14	24
TPC - PVO	TV0023	Bicycle Patrol Officer	2 Days	58	153
TPC - PVO	TV0025	All Terrain Vehicle Course	3 Days	5	25
TPC - PVO	TV0028	Bicycle Instructor	4 Days	3	15
TPC - PVO	TV0037	M/C Ops Requalification L1	1 Day	2	6
TPC - PVO	TV0040	Driver Assessment	1 Day	10	10
TPC - PVO	TV0041	Truck Operator Train Trainer	4 Days	4	8
TPC - PVO	TV0042	Safe Skills Emergency Driving	10 Hours	57	240
TPC - PVO	TV0052	Blue Card	N/A	0	296
TPC - PVO	TV0057	Advanced Bicycle Patrol	4 Days	4	21
TPC - PVO	TV0062	Bicycle Crowd Management	1 Day	2	42
TPC - PVO	TV0063	Bicycle Instructor Recertification	10 Hours	4	43
TPC - PVO	TV0064	Bicycle Patrol Recertification	5 Hours	109	356
Sub-Total				324	**1,524**
CPKN	TP3053	Body Worn Camera eLearning	N/A		76
CPKN	TP3052	VDX Supervisor Review of GO	N/A		460
CPKN	TP3051	Intro to Fed ON Cannabis Leg	N/A		1,331
CPKN	TP3050	Spit Shield Training	N/A		1,082
CPKN	TP3049	Naloxone Nasal Spray Administration	N/A		899
CPKN	TP3042	Internet Facilitated Investigations – Level 1	N/A		421
CPKN	TP3041	Dom Violence Risk Management (DVRM) Report	N/A		450
CPKN	TP3040	ArcMap Training	N/A		1
CPKN	TP3039	Mobile Paid Duty Escort Training	N/A		114
CPKN	TP3037	IMS - 100 - Final Assessment	N/A		366
CPKN	TP3035	AODA Module 3 – Part 4	N/A		543
CPKN	TP3034	AODA Module 3 – Part 3	N/A		538
CPKN	TP3033	AODA Module 3 – Part 2	N/A		562
CPKN	TP3032	AODA Module 3 – Part 1	N/A		550
CPKN	TP3029	FOS Dealing Potential Homicide	N/A		413
CPKN	TP3026	Worker HAS - 4 Steps	N/A		450
CPKN	TP3025	Items of Religious Significance: Islam	N/A		450
CPKN	TP3024	LGBT Issues	N/A		47
CPKN	TP3021	Hindu Religion: Item of Religious Significance	N/A		393
CPKN	TP3020	AODA - Working Together	N/A		552

Unit	Course	Title	Duration	Sessions	Completed
CPKN	TP3018	Threats to School Safety	N/A		2
CPKN	TP3017	Source Management	N/A		350
CPKN	TP3016	Sikh Religion: Items of Religious Significance	N/A		447
CPKN	TP3015	Racially Biased Policing	N/A		224
CPKN	TP3014	Police Response Tracking of Level Emergencies	N/A		39
CPKN	TP3011	In-Car Camera 2010	N/A		1
CPKN	TP3008	Healthy Eating	N/A		4
CPKN	TP3007	Fatigue Management	N/A		44
CPKN	TP3006	DVAM System Update	N/A		18
CPKN	TP3005	Drinking and Driving	N/A		147
CPKN	TP3004	Death Notification	N/A		8
CPKN	TP3003	Crown Attorney Divisional Training – Articulation	N/A		16
CPKN	TP3001	Characteristics of an Armed Person	N/A		61
CPKN	OP9085	Suspect Apprehension Pursuit 2017	N/A		4
CPKN	OP9083	Vol.155 - X2 CEW	N/A		598
CPKN	OP9080	Vol. 152 - Fentanyl	N/A		3
CPKN	OP9079	Vol. 153 - Chemical Suicide	N/A		5
CPKN	OP9078	Vol. 150 – Justice Panel	N/A		3
CPKN	OP9076	Vol. 148–Investigative Detention Articulation	N/A		4
CPKN	OP9075	Vol 133 Human Trafficking	N/A		4
CPKN	OP9074	Vol. 145 - Metal Thefts Affect	N/A		4
CPKN	OP9073	Vol.146 - Aftermath	N/A		4
CPKN	OP9072	Vol. 147 - Ebola 2014: Lessons	N/A		3
CPKN	OP9071	Vol144 Confidential Informant	N/A		4
CPKN	OP9070	Vol 143 CEW	N/A		1
CPKN	OP9068	Vol 142 Federal Parolees	N/A		3
CPKN	OP9067	Vol 141 Reliability Credibility	N/A		2
CPKN	OP9059	Vol 100 Plastic Attack	N/A		1
CPKN	OP9057	Vol 088 The Driving Zone	N/A		1
CPKN	OP9056	Vol 138 Every Step Counts	N/A		3
CPKN	OP9055	Vol 137 Traffic Stop Articulation	N/A		3
CPKN	OP9054	Vol 140 Freeman on the Land	N/A		6
CPKN	OP9053	Vol 136 Cover & Concealment	N/A		3
CPKN	OP9052	Vol 135 Impaired Driving	N/A		4
CPKN	OP9051	Vol 132 Sexual Assault	N/A		1
CPKN	OP9050	Vol 131 Entry Warrants	N/A		4
CPKN	OP9049	Vol 130 SM for Policing	N/A		4
CPKN	OP9048	Vol 129 Suspect Apprehension Pursuits	N/A		1

Unit	Course	Title	Duration	Sessions	Completed
CPKN	OP9047	OPVTA 128 Trauma Doesn't Bleed	N/A		1
CPKN	OP9046	Vol 127 CEW Tactics	N/A		2
CPKN	OP9045	Vol 126 Obstruct Police	N/A		4
CPKN	OP9044	Vol 125 The Balanced Life	N/A		1
CPKN	OP9043	Vol 124 From Call to Court	N/A		1
CPKN	OP9042	OPVTA 123 Firearm Seizures	N/A		2
CPKN	OP9041	OPVTA 122 Search of Persons	N/A		2
CPKN	OP9040	OPVTA 121 Training to Succeed	N/A		1
CPKN	OP9039	Vol 120 Use of Force	N/A		1
CPKN	OP9038	OPVTA 119 Liquor License Act	N/A		3
CPKN	OP9037	OPVTA 118 Warrantless Searches	N/A		1
CPKN	OP9036	OPVTA 117 Psychosis	N/A		2
CPKN	OP9035	Vol 116 Building Searches	N/A		1
CPKN	OP9034	OPVTA 115 Sex Offenders	N/A		2
CPKN	OP9033	OPVTA 112/113 Faith Diversity	N/A		1
CPKN	OP9032	OPVTA 110 Prescribed Drug Enforcement	N/A		1
CPKN	OP9031	OPVTA 109 Spontaneous Disorder	N/A		1
CPKN	OP9030	OPVTA 107 Motorcycle Enforcement	N/A		1
CPKN	OP9029	Vol 106 Investigating Threats of Communicable Diseases	N/A		1
CPKN	OP9028	Vol 105 Terrorism	N/A		2
CPKN	OP9027	OPVTA 104 Domestic Violence	N/A		1
CPKN	OP9025	OPVTA 098 Field Interviews	N/A		3
CPKN	OP9024	Vol 097 Seized Firearm Safety	N/A		2
CPKN	OP9021	OPVTA 104 Foot Pursuit	N/A		3
CPKN	OP9020	Vol 091 Death Notification	N/A		1
CPKN	OP9019	Vol 090 Suicide Intervention	N/A		2
CPKN	OP9017	OPVTA 087 Characteristics of Armed Persons	N/A		3
CPKN	OP9016	Vol 083 First Officer to Scene	N/A		2
CPKN	OP9015	OPVTA 082 Meth Labs	N/A		3
CPKN	OP9014	Vol 079 Live Wires	N/A		1
CPKN	OP9013	OPVTA 078 Edged Weapons	N/A		3
CPKN	OP9012	Vol 070 Conditional Sentences	N/A		3
CPKN	OP9011	Vol 069 Video: Best Witness	N/A		1
CPKN	OP9010	OPVTA 068 Grow House Menace	N/A		2
CPKN	OP9008	OPVTA 063 Active Killers	N/A		2
CPKN	OP9006	Vol 055 Guaranteed Safe Arrival	N/A		1
CPKN	OP9004	OPVTA 038 Suspect App Pursuits	N/A		2
CPKN	OP9003	OPVTA 037 Crack	N/A		3
CPKN	OP9002	OPVTA 036 Sins of Testifying	N/A		2

Unit	Course	Title	Duration	Sessions	Completed
CPKN	OP9001	Vol 030 Blue Canaries	N/A		3
CPKN	OP9000	Vol 024 Life in the Fast Lane	N/A		1
CPKN	CP8186	Basic Impaired Driving Detection Techniques	N/A		1
CPKN	CP8184	SFST Rev & Intro to Drug Impaired Driving	N/A		1
CPKN	CP8182	Autism Spectrum Disorder	N/A		43
CPKN	CP8180	Basic Online Investigations	N/A		9
CPKN	CP8175	Back in Step Help Homeless Vet	N/A		4
CPKN	CP8173	Criminal Justice Info Management	N/A		1
CPKN	CP8168	SB Mental Health and De-escalation-1	N/A		1
CPKN	CP8167	Suicide Awareness and Prevention	N/A		3
CPKN	CP8166	Assessing Interpreting Dog Behaviour	N/A		7
CPKN	CP8164	Missing Adults L1 Investigations	N/A		1
CPKN	CP8163	Courtroom Testimony Skills	N/A		147
CPKN	CP8162	AST Mod 2 High Risk Procedures	N/A		1
CPKN	CP8161	AST Mod 1 Role of NCO	N/A		1
CPKN	CP8157	Risk Effective Decision Making	N/A		2
CPKN	CP8155	Precursor Control Regulations	N/A		1
CPKN	CP8150	Spit Hood Familiarization	N/A		9
CPKN	CP8149	Uniform Crime Reporting	N/A		1
CPKN	CP8148	Cyberbullying Awareness	N/A		2
CPKN	CP8147	Homelessness Awareness	N/A		4
CPKN	CP8145	Dräger Alco test 6810	N/A		2
CPKN	CP8144	Youth at Risk	N/A		6
CPKN	CP8143	Elder Abuse	N/A		1
CPKN	CP8142	Digital Evidence: FL Invest	N/A		1
CPKN	CP8139	Sex Work and Sex Workers Aware	N/A		3
CPKN	CP8138	Financial Crimes the Road Forward	N/A		1
CPKN	CP8136	Highway E T-Consent Search Requalification	N/A		1
CPKN	CP8134	Recognition and Response Seizures	N/A		1
CPKN	CP8132	Social Media: Covert Investigations	N/A		2
CPKN	CP8131	Workplace Harassment and Violence	N/A		5
CPKN	CP8129	Customer Service in the Police	N/A		8
CPKN	CP8125	Supervisor HAS - in 5 Steps	N/A		349
CPKN	CP8123	Overview of the YCJA	N/A		1
CPKN	CP8121	IIS: IVW Pt 1	N/A		1
CPKN	CP8120	Surveillance Techniques	N/A		2
CPKN	CP8108	Note Taking	N/A		5

Unit	Course	Title	Duration	Sessions	Completed
CPKN	CP8107	National Police Info. Systems	N/A		2
CPKN	CP8105	Meth Lab: First Responder	N/A		1
CPKN	CP8100	Domestic Violence Invest	N/A		5
CPKN	CP8095	Suspect Apprehension Pursuits 13	N/A		2
CPKN	CP8094	Intro Criminal Intelligence Analysis	N/A		3
CPKN	CP8093	Police Information Portal	N/A		1
CPKN	CP8091	National Sex Offender Registry	N/A		1
CPKN	CP8088	Search & Seizure: Warrantless Authorizations V3	N/A		1
CPKN	CP8085	Forensic DNA Evidence	N/A		1
CPKN	CP8079	Terrorism New Dimensions Front-Line Policing	N/A		3
CPKN	CP8078	Terrorism Event Pre-Incident In-doctrine	N/A		3
CPKN	CP8077	SAP v.4 Refresher Online	N/A		3,101
CPKN	CP8074	Stolen Innocence	N/A		3
CPKN	CP8072	Seized Firearms Safety	N/A		1
CPKN	CP8069	Recognition of Emotionally Disturbed Persons	N/A		3
CPKN	CP8067	Preventing Officer Involved Collisions	N/A		1
CPKN	CP8066	Police Ethic & Accountability	N/A		1
CPKN	CP8064	OHS: Supervisor	N/A		2
CPKN	CP8063	OHS: Frontline Officer	N/A		1
CPKN	CP8059	Intro to Major Case Management	N/A		1
CPKN	CP8058	Intro to Human Trafficking	N/A		1
CPKN	CP8057	Intro to Criminal Intelligence	N/A		3
CPKN	CP8052	Infectious Disease-Pandemic	N/A		77
CPKN	CP8050	Identifying Staged Collisions	N/A		3
CPKN	CP8048	Hate Crimes Awareness	N/A		2
CPKN	CP8046	Graffiti Investigation	N/A		2
CPKN	CP8045	General Investigations Training Part 1	N/A		3
CPKN	CP8041	Frontline Supervisor Leadership	N/A		1
CPKN	CP8039	Forensic ID Pre-course	N/A		2
CPKN	CP8038	Forensic Evidence Collection	N/A		4
CPKN	CP8035	Firearms ID Public Agents 2.0	N/A		4
CPKN	CP8033	Fight Fraud on the Front Line	N/A		4
CPKN	CP8032	Fed Parolees & Community Corrections	N/A		3
CPKN	CP8031	Explosives Awareness v2.0	N/A		4
CPKN	CP8029	Deception Detection Tech	N/A		1
CPKN	CP8027	Critical Incident Stress Management	N/A		2
CPKN	CP8026	Crisis Intervention De-escalation	N/A		4
CPKN	CP8024	CPIC Query Narrative	N/A		6
CPKN	CP8023	Counterfeit Travel and Identification Documents	N/A		1

Unit	Course	Title	Duration	Sessions	Completed
CPKN	CP8022	Counterfeit Currency Analysis	N/A		1
CPKN	CP8017	Collision Investigation Level 2	N/A		1
CPKN	CP8016	Coach Officer Training	N/A		1
CPKN	CP8015	Child Abduction Legislation & Charges	N/A		1
CPKN	CP8012	Canadian Firearms Registry Online	N/A		3
CPKN	CP8010	Basic Investigation Skills	N/A		1
CPKN	CP8009	APT-Search-Seizure WO Warrant	N/A		1
CPKN	CP8008	APT - Provincial Statutes	N/A		2
CPKN	CP8007	APT - Law Drinking and Driving	N/A		1
CPKN	CP8006	APT - Investigative Detention	N/A		2
CPKN	CP8005	APT - Drugs	N/A		1
CPKN	CP8004	APT - Domestic Violence	N/A		3
CPKN	CP8003	APT - Criminal Offences	N/A		2
CPKN	CP8002	APT - Arrest	N/A		2
CPKN	CP8001	Airport Policing	N/A		4
CPKN	CP8000	Aboriginal Awareness	N/A		3
Sub-Total					**15,728**
TPC Total				**1,343**	**18,319**
CPKN Total					**15,728**
TPS Total				**489**	**7,502**
C.S.C.E.D Total					**872**
OPC/CPC/CISO Total					**4,624**
Grand Total				**1,832**	**47,045**

Appendix B

2019 Courses Completed External Units & Conferences - Seminars & Continuing Education Courses

Unit	Course	Title	Duration	Sessions	Completed
TPS - B&C	100029	Retirement Information Seminar	3 Days	10	358
Sub Total				**10**	**358**
TPS - COM	TO0044	Communication Operation Coach & Mentoring Course	3 Days	2	28
TPS - COM	TS0002	Police Communication / Call Taker Course	640 Hours	2	21
TPS - COM	TS0005	Communication Supervisor Systems/Unit Training	2 Days	1	13
TPS - COM	TS0006	Police Communication/ Dispatcher Course	600 Hours	3	43
Sub Total				**8**	**105**
TPS - COURTS	100011	DNA Biological Biometrics	3 Days	2	25
TPS - COURTS	100014	Prisoner Transportation Section Wagon Video	1 Day	11	40
TPS - COURTS	100033	Human Relations Awareness	1 Day	43	667
TPS - COURTS	100041	Naloxone AWS Presentation	4 Hours	39	796
TPS - COURTS	100052	Active Attacker Courthouse Training	1 Hour	27	287
TPS - COURTS	100053	Emergency Incidents Courthouse	1 Hour	23	272
TPS - COURTS	T00001	CRT-Recruit Training Program	24 Days	3	69
TPS - COURTS	TO0084	CRT APTV Operators Course	1 Day	4	11
TPS - COURTS	TO0089	Fentanyl Awareness	4 Hours	3	3
TPS - COURTS	TO0090	MAG Emergency Procedures	4 Hours	10	21
TPS - COURTS	TU0087	Court Officer Use of Force	1 Day	44	575
Sub Total				**209**	**2,766**

Unit	Course	Title	Duration	Sessions	Completed
TPS - CPEU	100043	Violence Threat Risk Assessment L1	2 Days	5	100
TPS - CPEU	100060	Violence Threat Risk Assessment L2	2 Days	3	40
TPS - CPEU	TO0071	Auxiliary Use Of Force Requalification	4 Hours	13	277
TPS - CPEU	TO0080	Mobile Crisis Intervention Team	5 Days	1	35
TPS - CPEU	TR0033	YIPI 1st Aid & CPR/AED	1 Day	10	225
Sub Total				**32**	**677**
TPS - D&I	100054	Race Based Data Collection Technical Briefing	2 Hours	4	274
Sub Total				**4**	**274**
TPS - EMPO	100005	Less Lethal Weapons Requalification POU	8 Days	1	16
TPS - EMPO	100025	Incident Response 200	5 Days	2	34
TPS - EMPO	100037	RPAS Basic Flight Training	3 Days	3	9
TPS - EMPO	TO3008	PSU Incident Management System 200	2 Days	5	68
TPS - EMPO	TO3009	PSU Incident Management System 300	3 Days	5	75
TPS - EMPO	TO3011	PSU Basic Emergency Management	2 Days	4	72
TPS - EMPO	TO3012	POU Less Lethal Weapons	2 Days	1	16
TPS - EMPO	TO3014	POU-Public Order Commander	5 Days	1	20
TPS - EMPO	TO3019	POU - Block A Training	2 Days	5	248
TPS - EMPO	TO3025	PSU - Use of Force/Fitness Requalification	1 Day	6	271
TPS - EMPO	TO3027	POU - Block B Training	2 Days	5	238
TPS - EMPO	TO3031	First Responder Operations Search Tactics	4 Days	5	69
TPS - EMPO	TO3033	OPOAC - POCM Basic Course	5 Days	1	88
TPS - EMPO	TO3034	PO&CM Enhanced Ops & Tactics	5 Days	1	67
Sub Total				**45**	**1,291**

Unit	Course	Title	Duration	Sessions	Completed
TPS – ETF	100023	Tactical Rope Access Basic ETF	5 Days	1	7
TPS - ETF	100035	Advanced Tactical Rope Access	10 Days	1	4
TPS - ETF	100036	Tactical Rope Access Instructor	10 Days	1	3
TPS - ETF	TO1001	Basic Tactical Operations ETF	20 Days	2	8
TPS - ETF	TO1004	Hostage Rescue ETF	3 Weeks	1	8
TPS - ETF	TO1006	ETF Tactical Commander	5 Days	1	3
TPS - ETF	TO1007	Basic Sniper/Observer Course ETF	10 Days	1	4
TPS - ETF	TO1010	Advanced Sniper/Observer Course ETF	5 Days	1	3
TPS - ETF	TO1015	Urban Sniper Ops ETF	5 Days	1	3
TPS - ETF	TO1016	ETF - Tactical Breacher	5 Days	1	7
Sub Total				**11**	**50**
TPS - Fin Admin	S00162	Systems Applications & Product	2 Days	5	16
TPS - Fin Admin	S00209	S.A.P. Unit Commander's Course	4 Hours	2	3
Sub Total				**7**	**19**
TPS - FIS	TC0048	Scenes of Crime Officers Course	35 Days	5	50
Sub Total				**5**	**50**
TPS - HRMS	S00237	HRMS for Training Instructors	4 Hours	2	8
Sub Total				**2**	**8**
TPS - INTEL	100028	CTIO Workshop	3 Days	3	260
Sub Total				**3**	**260**
TPS - MARINE	TO2011	MARINE Basic First Aid	2 Days	1	17
Sub Total				**1**	**17**

Unit	Course	Title	Duration	Sessions	Completed
TPS - P&C	100034	Leading Change for Managers/Leaders	2 Days	5	96
TPS - P&C	100055	TPS Foundations of Leadership Development	4 Days	2	14
Sub Total				**7**	**110**
TPS - PDMS	TM0058	Scotia Arena Paid Duty Training for Supervisors	3 Hours	4	109
Sub Total				**4**	**109**
TPS - PDS	TO0007	PDS - Gen Purpose Dog Training	63 Days	2	2
Sub Total				**2**	**2**
TPS - PKG	PEO001	Parking Enforcement Officer Recruit Training	25 Days	1	31
Sub Total				**1**	**31**
TPS - PRS	TO0015	Firearm Discharge Investigator	4 Hours	2	13
Sub Total				**2**	**13**
TPS - PVEMU	TO0013	Safety on the Move	1 Day	2	15
Sub Total				**2**	**15**
TPS - RMS	100048	Bail Entries on CPIC	4 Days	3	42
TPS - RMS	100049	Warrant Entries on CPIC	4 Days	4	32
TPS - RMS	100050	Accused Entries on CPIC	4 Days	3	48
TPS - RMS	100051	Transcription	35 Days	2	38
Sub Total				**12**	**160**
TPS - TSV	100016	Stationary Radar - Theory	1 Day	3	26
TPS - TSV	100018	Laser LIDAR - Theory	1 Day	18	403
TPS - TSV	100019	Laser LIDAR - Practical	1 Day	41	43
TPS - TSV	100020	Mobile Radar - Theory	1 Day	4	27
TPS - TSV	SFST2	Standard Field Sobriety Testing	4 Days	16	132

Unit	Course	Title	Duration	Sessions	Completed
TPS - TSV	TO0073	TSV - ASD Alco test 6810	1 Hour	24	403
TPS - TSV	TT0001	At Scene Collision Investigation	10 Days	1	12
TPS - TSV	TT0002	Technical Collision Invest	10 Days	1	19
TPS - TSV	TT0005	Collision Reconstruction IV	10 Days	1	18
TPS - TSV	TT0028	Intoxilyzer 8000 C Technician	5 Days	1	6
TPS - TSV	TT0029	I8000 Annual Examination	1 Day	5	21
TPS - TSV	TV0058	Motorcycle VIP Escort	5	1	4
TPS - TSV	TV0059	Motorcycle VIP Escort Refresher	10 Hours	2	39
TPS - TSV	TV0069	Police Motorcycle Operator L1	10 Days	1	4
TPS - TSV	TV0071	M/C Operator L2 Refresher	10 Hours	2	8
Sub Total				**121**	**1,165**
TPS - WELLNES	TO0070	CIRT - Peer Support Volunteer	5 Days	1	22
Sub Total				**1**	**22**
C.S.C.E.D		13th CPSI Workshop	N/A		1
C.S.C.E.D		18th Annual ONGIA Conference	N/A		1
C.S.C.E.D		2019 Fall Pre-Workshop 6.5	N/A		1
C.S.C.E.D		2019 Fall Workshop 10.75	N/A		1
C.S.C.E.D		2019 IFCI Conference	N/A		2
C.S.C.E.D		2019 MIAA Spring Workshop	N/A		4
C.S.C.E.D		2019 NENA Training Session	N/A		3
C.S.C.E.D		28 Annual Executive Education Conference	N/A		1

Unit	Course	Title	Duration	Sessions	Completed
C.S.C.E.D		2nd World LGBTQ Conference	N/A		1
C.S.C.E.D		3GPP Mobile Systems Overview	N/A		1
C.S.C.E.D		6820 Repair & Maintenance	N/A		1
C.S.C.E.D		Address Geocoding with ArcGIS	N/A		6
C.S.C.E.D		Adjudication for Admin Agencies	N/A		1
C.S.C.E.D		Admin Assistant Training	N/A		42
C.S.C.E.D		Administering Cisco Unified Communications	N/A		1
C.S.C.E.D		Advanced Cellphone Analysis	N/A		1
C.S.C.E.D		Advanced CPTED L2	N/A		26
C.S.C.E.D		Advanced Forensic Interviewing	N/A		1
C.S.C.E.D		Advanced VRAM Workshop	N/A		2
C.S.C.E.D		Agile Project Management Workshop	N/A		47
C.S.C.E.D		Analytics in Public Safety	N/A		1
C.S.C.E.D		Annual IACP Conference	N/A		1
C.S.C.E.D		Anti Money Laundering Symposium	N/A		1
C.S.C.E.D		AUETE Breaching Operations	N/A		6
C.S.C.E.D		Basic Incident Management System	N/A		1
C.S.C.E.D		Basic Life Support	N/A		1
C.S.C.E.D		Basic Locksmithing	N/A		2
C.S.C.E.D		Be Safe	N/A		1
C.S.C.E.D		Bill C75 Training	N/A		95
C.S.C.E.D		Bio Basics Course	N/A		2
C.S.C.E.D		Bit Torrent Update & Challenges	N/A		1

Unit	Course	Title	Duration	Sessions	Completed
C.S.C.E.D		BM for GIS Analysis u/ArcGIS	N/A		1
C.S.C.E.D		BOPC Guth M12V500 Simulator	N/A		1
C.S.C.E.D		BPMO Instructor Course	N/A		1
C.S.C.E.D		Building Models for GIS Analysis	N/A		2
C.S.C.E.D		Building Models for GIS with ArcGIS	N/A		1
C.S.C.E.D		C 24 Lawful Justification	N/A		3
C.S.C.E.D		Canadian Privacy Online Training	N/A		2
C.S.C.E.D		Cartography	N/A		1
C.S.C.E.D		CAS Creating Info Products	N/A		2
C.S.C.E.D		CAS Data Management	N/A		1
C.S.C.E.D		CAS Investigative Analysis	N/A		1
C.S.C.E.D		CAS Selections and Queries	N/A		2
C.S.C.E.D		CAS Tactical & Strategical Analysis	N/A		1
C.S.C.E.D		CBRNE Technician Course	N/A		1
C.S.C.E.D		CCNA Routing & Switching Boot	N/A		1
C.S.C.E.D		Certified Forensic Comp Examiner	N/A		1
C.S.C.E.D		CEW Instructor Course	N/A		8
C.S.C.E.D		CEW Master Trainer Recertification	N/A		5
C.S.C.E.D		CFS Traffic Accident Investigation	N/A		2
C.S.C.E.D		CFSFC Training	N/A		1
C.S.C.E.D		Child Homicide Investigations	N/A		1
C.S.C.E.D		CIED Training	N/A		3
C.S.C.E.D		Cisco ROUTE	N/A		1

Unit	Course	Title	Duration	Sessions	Completed
C.S.C.E.D		CMFBSBG IM AED Instructor	N/A		1
C.S.C.E.D		Command Leadership Institute	N/A		4
C.S.C.E.D		Communication Skills for Police Personnel	N/A		1
C.S.C.E.D		Confidential Informer	N/A		1
C.S.C.E.D		Counter Terrorism CTIO Workshop	N/A		1
C.S.C.E.D		Countering Violent Extremism	N/A		1
C.S.C.E.D		Court Testimony	N/A		1
C.S.C.E.D		Creating & Sharing Animation	N/A		1
C.S.C.E.D		Crime Analysis Applications	N/A		2
C.S.C.E.D		Crime Analysis/Data Analysis	N/A		1
C.S.C.E.D		Crime Scene Management	N/A		1
C.S.C.E.D		Critical Thinking	N/A		2
C.S.C.E.D		Cross Border CART Program	N/A		2
C.S.C.E.D		CVE Conference	N/A		1
C.S.C.E.D		Cyber Threat Intelligence Leadership Forum	N/A		1
C.S.C.E.D		DDT 5000 Maintenance and Annual Check	N/A		1
C.S.C.E.D		Defibrillation Training AED	N/A		1
C.S.C.E.D		Deploying Cisco Wireless Enter	N/A		1
C.S.C.E.D		Disasters Concepts and Causes	N/A		1
C.S.C.E.D		Diverse Communities	N/A		1
C.S.C.E.D		Do it Yourself Geo Apps	N/A		1
C.S.C.E.D		Drug Evaluation & Classification Training	N/A		1
C.S.C.E.D		DT Platform Strategies Success	N/A		1

Unit	Course	Title	Duration	Sessions	Completed
C.S.C.E.D		Effective Decision Making	N/A		1
C.S.C.E.D		ESWG Face to Face Conference	N/A		3
C.S.C.E.D		Ethics & Integrity at the UN	N/A		1
C.S.C.E.D		EWP & Fall Arrest Prevention	N/A		38
C.S.C.E.D		Executive Leadership Institute	N/A		6
C.S.C.E.D		Exploring GIS Maps	N/A		1
C.S.C.E.D		Explosive Handlers & Breaching	N/A		1
C.S.C.E.D		Face Comparison & Identification Training	N/A		1
C.S.C.E.D		FARO Focus 3 D Scanner	N/A		1
C.S.C.E.D		FIP Train the Trainer Program	N/A		4
C.S.C.E.D		Firearms Safety Course	N/A		6
C.S.C.E.D		First AED & CPR Training	N/A		1
C.S.C.E.D		First Aid & CPR/AED Instructor	N/A		1
C.S.C.E.D		FIVE with AMPED FIVE	N/A		3
C.S.C.E.D		FRTAP CTIO Workshop	N/A		1
C.S.C.E.D		FVA Workflow Training	N/A		5
C.S.C.E.D		Gender Base Analysis	N/A		1
C.S.C.E.D		Genetec Security Center 5.7	N/A		1
C.S.C.E.D		Getting Started w Geodatabase	N/A		4
C.S.C.E.D		Getting Started with GIS	N/A		2
C.S.C.E.D		GIS Basics	N/A		1
C.S.C.E.D		GOC Professional Development Conference	N/A		1
C.S.C.E.D		Going Places-Spatial Analysis	N/A		1

Unit	Course	Title	Duration	Sessions	Completed
C.S.C.E.D		Gracie Survival Tactics L1 Instructor	N/A		1
C.S.C.E.D		GSW - Geocortext Essentials	N/A		1
C.S.C.E.D		Hate Crime Investigation	N/A		1
C.S.C.E.D		Hells Angels Training Symposium	N/A		1
C.S.C.E.D		Human Trafficking Invest	N/A		1
C.S.C.E.D		I-8000 Service Perspective	N/A		1
C.S.C.E.D		I-9000 Service Perspective	N/A		1
C.S.C.E.D		ICAC Freenet Investigations	N/A		1
C.S.C.E.D		Implementing Cisco IP Telephone	N/A		1
C.S.C.E.D		Implementing Cisco Secure Location	N/A		1
C.S.C.E.D		IMS 300	N/A		1
C.S.C.E.D		IMS Map 360 Fundamentals Point Cloud	N/A		1
C.S.C.E.D		Incident Mobilization to Terrorism Training	N/A		4
C.S.C.E.D		Intermediate MS Excel 2016	N/A		1
C.S.C.E.D		Interview Model for Suspects	N/A		1
C.S.C.E.D		Interviewing Witnesses & Victims	N/A		1
C.S.C.E.D		Intoxylizer 9000 BAAIOMC	N/A		1
C.S.C.E.D		Intro to CAS	N/A		2
C.S.C.E.D		Intro to Child Abuse Investigations	N/A		1
C.S.C.E.D		Intro to Databases & SQL Query	N/A		1
C.S.C.E.D		Intro to Human Sources	N/A		1
C.S.C.E.D		Intro to ITALES	N/A		1
C.S.C.E.D		Intro to Microsoft Excel 2016	N/A		1

Unit	Course	Title	Duration	Sessions	Completed
C.S.C.E.D		Intro to Photoshop CC	N/A		1
C.S.C.E.D		Intro to Premiere Pro CC	N/A		3
C.S.C.E.D		Invent Users Workshop VDX	N/A		1
C.S.C.E.D		Invent Versaterm Workshop	N/A		1
C.S.C.E.D		Investigative Phased Interview	N/A		1
C.S.C.E.D		Investigator Development Program	N/A		1
C.S.C.E.D		Ionscan 600 Operator Course	N/A		21
C.S.C.E.D		ITAM - Certified Asset Management	N/A		7
C.S.C.E.D		JHSC Certification Refresher	N/A		1
C.S.C.E.D		L2 Processing Digital Multimedia Evidence	N/A		1
C.S.C.E.D		Lawful Justification Training	N/A		1
C.S.C.E.D		Leadership in Police Organisations	N/A		2
C.S.C.E.D		Leadership Presentation - Dean Crisp	N/A		123
C.S.C.E.D		Legal Guide to Sexual Misconduct	N/A		22
C.S.C.E.D		Less Lethal Basic Instructor	N/A		1
C.S.C.E.D		LinCT International Forum	N/A		4
C.S.C.E.D		Managing a Digital Forensic Lab	N/A		1
C.S.C.E.D		Mechanical & Ballistic Breach Instructor	N/A		2
C.S.C.E.D		Mental Health Addiction Crime	N/A		1
C.S.C.E.D		Missing & Unidentified Persons Conference	N/A		2
C.S.C.E.D		Mobile Surveillance	N/A		1
C.S.C.E.D		Models for GIS Analysis	N/A		1
C.S.C.E.D		Models of Policing	N/A		1

Unit	Course	Title	Duration	Sessions	Completed
C.S.C.E.D		National Sex Crime Investigator	N/A		1
C.S.C.E.D		Navigating Enforcement with Legalized Cannabis	N/A		2
C.S.C.E.D		NFPA 1006 Chapter 5 RRT- Instructor	N/A		1
C.S.C.E.D		Note taking	N/A		1
C.S.C.E.D		NTIM - Train the Trainer Course	N/A		1
C.S.C.E.D		OHS Insider Webinar	N/A		1
C.S.C.E.D		OPCVA CIICC Refresher	N/A		1
C.S.C.E.D		OPP Homemade Explosives Workshop	N/A		1
C.S.C.E.D		OS Forensics Triage Certification	N/A		1
C.S.C.E.D		Pepper-ball Incident Train the Trainer Course	N/A		10
C.S.C.E.D		Performance Management	N/A		1
C.S.C.E.D		Performing Spatial Interpolation	N/A		1
C.S.C.E.D		Performing Spatial Interpolation with ArcGIS	N/A		2
C.S.C.E.D		Photoshop Fundamentals	N/A		2
C.S.C.E.D		PMI Agile Certified Practitioner	N/A		2
C.S.C.E.D		PMP Exam Prep Boot Camp	N/A		1
C.S.C.E.D		Police Explosive Tech FEI	N/A		1
C.S.C.E.D		Police Parole Corrections Workshop	N/A		1
C.S.C.E.D		Police Response to TTC Emergency	N/A		21
C.S.C.E.D		Preliminary DEC Training	N/A		1
C.S.C.E.D		Presenting Evidence in CFIs	N/A		1
C.S.C.E.D		Preventing Harassment & Violence in Canadian Workplace	N/A		2

Unit	Course	Title	Duration	Sessions	Completed
C.S.C.E.D		Preventing Violent Extremism Conference	N/A		1
C.S.C.E.D		Professional Fiber Optic Installation	N/A		7
C.S.C.E.D		Professional Police Practice Delivering Service Excellence	N/A		2
C.S.C.E.D		Project Management, Leadership	N/A		1
C.S.C.E.D		PRS Investigator Course	N/A		1
C.S.C.E.D		PSI Using ArcGIS	N/A		1
C.S.C.E.D		Psychological First Aid	N/A		53
C.S.C.E.D		Public Safety Administration	N/A		1
C.S.C.E.D		Python for Everyone	N/A		1
C.S.C.E.D		Python Scripting for Map Automation	N/A		3
C.S.C.E.D		Rack Inspection Course	N/A		3
C.S.C.E.D		Realistic De-Escalation Instructor	N/A		4
C.S.C.E.D		Research Design & Qualitative Methodology	N/A		1
C.S.C.E.D		Returning Foreign Fighters CVE	N/A		1
C.S.C.E.D		Rope Rescue Tech Instructor	N/A		1
C.S.C.E.D		Routing and Switching	N/A		1
C.S.C.E.D		SFST 2 Course	N/A		1
C.S.C.E.D		SharePoint Power User	N/A		3
C.S.C.E.D		Standard First Aid/CPR	N/A		1
C.S.C.E.D		Stop The Bleed Course	N/A		3
C.S.C.E.D		Storytelling Power: SEC	N/A		1
C.S.C.E.D		Street Survival Seminar	N/A		1

Unit	Course	Title	Duration	Sessions	Completed
C.S.C.E.D		Supervisory Leadership Institute	N/A		7
C.S.C.E.D		SWITCH-Implementing Cisco IPS	N/A		2
C.S.C.E.D		Synthetic Drug Operations for Support Services	N/A		1
C.S.C.E.D		Tactical Weapons Instructor	N/A		1
C.S.C.E.D		Tactics & Rescue Unit Sniper	N/A		1
C.S.C.E.D		TDS Drug Expert Training	N/A		27
C.S.C.E.D		The Working Mind FRL Program	N/A		2
C.S.C.E.D		Toronto CBRNE Technician Course	N/A		2
C.S.C.E.D		TSHOOT-Troubleshooting & Maintenance	N/A		1
C.S.C.E.D		Tuer 2 CFMT Specialist	N/A		1
C.S.C.E.D		TWM 1st Responders Primary Program	N/A		2
C.S.C.E.D		TWMFRP Program	N/A		6
C.S.C.E.D		UCS Troubleshooting Boot-Camp	N/A		1
C.S.C.E.D		Undercover Workshop	N/A		3
C.S.C.E.D		Utilizing Video Evidence in Collision Investigation	N/A		2
C.S.C.E.D		VMWare NSX V6.4	N/A		1
C.S.C.E.D		vSphere 6.7: Installation and Configuration	N/A		1
C.S.C.E.D		VTRA L1 Training	N/A		1
C.S.C.E.D		WIDEPLOY-Deploy Cisco Wireless	N/A		1
C.S.C.E.D		Workplace Investigations	N/A		20
C.S.C.E.D		X2 Taser	N/A		1
Sub Total					**872**

Unit	Course	Title	Duration	Sessions	Completed
CISO	I00006	Interception of Private Communication	N/A		1
CISO	I00015	Intro to Undercover Techniques	N/A		2
CISO	I00017	Advanced Undercover Techniques	N/A		1
CISO	I00019	Covert Operation Handler	N/A		1
CISO	I00024	C-24 Lawful Justification	N/A		3
CISO	I00026	Digital Surveillance Photography	N/A		1
CISO	I00027	Confidential Informant Development	N/A		6
CISO	I00035	Intro to Mobile Surveillance	N/A		1
CISO	I00041	Undercover Workshop	N/A		4
Sub Total					**20**
CPC	C00016	Forensic Identification	N/A		1
CPC	C00019	Tactical Intelligence Analysis	N/A		1
CPC	C00027	Police Explosives Validation	N/A		2
CPC	C00030	Post Blast Scene Technician	N/A		2
CPC	C00033	Senior Police Administration	N/A		1
CPC	C00040	Basic Bloodstain Pattern Recognition	N/A		1
CPC	C00052	Police Explosives Technicians	N/A		2
CPC	C00062	Police Explosive Forced Entry Instructor	N/A		2
CPC	C00072	Using Internet as Intelligence Tool	N/A		2
CPC	C00075	Crisis Negotiators	N/A		2
CPC	C00076	Crisis Negotiators - Refresher	N/A		1
CPC	C00096	Hazardous Environment Recognition	N/A		1
CPC	C00108	Police Explosive Tech R&R	N/A		1
Sub Total					**19**

Unit	Course	Title	Duration	Sessions	Completed
OPC	P00014	Proceeds of Crime	N/A		1
OPC	P00019	Use of Force Trainer	N/A		5
OPC	P00024	Team Building	N/A		24
OPC	P00029	Homicide Investigation	N/A		3
OPC	P00035	Leading a Learning Org	N/A		1
OPC	P00059	Forensic Recovery of Human Remains	N/A		1
OPC	P00067	Communication Centre Supervisor Course	N/A		9
OPC	P00075	Advanced Footwear Analysis	N/A		1
OPC	P00084	Basic Constable Training	N/A		382
OPC	P00088	CEW Instructor Course	N/A		22
OPC	P00094	Site Safety Supervisor Course	N/A		3
OPC	P00096	Death Investigation Course	N/A		3
OPC	P00099	Emotional Intelligence Course	N/A		23
OPC	P00100	Forensic Shooting Scene Examination	N/A		1
OPC	P00104	Managing Investigations Using Power Case	N/A		2
OPC	P00106	Math & Physics for BPA Analysis	N/A		1
OPC	P00107	Photoshop for Forensics	N/A		2
OPC	P00115	Synthetic Drug Ops for Support Services	N/A		5
OPC	P00122	Building Leadership with Strength & Self-awareness	N/A		24
OPC	P00127	Forensic Identification Recertification	N/A		8
OPC	P00129	Hate Crime	N/A		10
OPC	P00138	CEW Master Trainer	N/A		9
OPC	P00141	Power-Case for the Command Triangle	N/A		2

Unit	Course	Title	Duration	Sessions	Completed
OPC	P00142	Human Trafficking Invest	N/A		1
OPC	P00143	Leadership in Police Orgs	N/A		1
OPC	P00144	OPCVA-CIICC Refresher	N/A		4,039
OPC	P00148	Multi Jurisdictional Major Case Management	N/A		2
OPC	P00152	OMCM Trainer Recertification	N/A		1
Sub Total					**4,585**
TPS Total				**489**	**7,502**
C.S.C.E.D Total					**872**
OPC/CPC/CISO Total					**4,624**

Toronto Police Services Board Report

May 29, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2019 Non-Competitive Purchases

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive this report.

Financial Implications:

Funding for the expenditures detailed in this report was included in the Toronto Police Service's (Service) 2019 operating budget and capital program. The goods or services expenditures referenced in this report are net of harmonized sales tax (H.S.T.).

Background/Purpose:

The Toronto Police Services Board Purchasing By-law 163 requires that the Chief of Police report annually to the Board on any non-competitive solicitations for goods or services with a value greater than $25,000 in the preceding year.

The purpose of this report is to respond to this requirement, which includes expenditures made by both the Service and the Board.

Discussion:

"Sole sourcing" is defined as the procurement of goods or services that are unique to a particular vendor and cannot be obtained from another source. In a sole source procurement arrangement, there is no choice but to use a certain vendor.

"Single sourcing" is defined as the procurement of goods or services from a particular vendor rather than through an open solicitation of bids from other vendors who can provide similar items.

Both sole and single source purchases are considered to be non-competitive procurements and can be justified as outlined in the Purchasing By-law 163 under *section 15 – Non-Competitive Procurement Exceptions – General*:

a) A statutory or market-based monopoly or scarcity of supply in the market;

b) An absence of competition in the market;

c) The existence of exclusive rights such as patent, copyright, licence or warranty restrictions;

d) The Goods or Services are purchased under circumstances which are exceptionally advantageous to the Service, such as in the case of bankruptcy or receivership or the acquisition of surplus goods from another Public Body;

e) Procurement of a work of art;

f) Additional purchases from a vendor of Goods or Services that were not included in the original procurement, when a change cannot be made for economic or technical reasons without causing significant inconvenience or substantial duplication of costs to the Service;

g) The need for compatibility with Goods or Services previously acquired when there are no reasonable alternatives, substitutes or accommodations or there is a need to avoid violating warranties and guarantees;

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

i) The Goods or Services are required as a result of an Emergency which would not reasonable permit the Solicitation of competitive submissions;

j) Construction, renovations, repairs or maintenance in respect of real estate leased or occupied by the Service which may only be carried out in accordance with the occupancy agreement;

k) It is advantageous to the Service to acquire Goods or Services from another Public Body;

l) Another organization is funding the procurement and as a condition of the funding the Service is required to use a specified vendor and the terms and conditions of the proposed Contract are beneficial to the Service;

m) To comply with the legal obligation; and

n) *The nature of the Goods or Services involves matters of security, confidentiality or covert operations and it would not be in the public interest to solicit competitive bids*.

In these cases, the award is made to a specific vendor without going through a competitive procurement process.

Appendix A and Appendix B summarizes the sole and single source purchases over $25,000 that occurred in 2019.

Sole Source Purchases:

There were 63 Purchase Orders (P.O.)'s over $25,000, where goods or services, totalling $6,797,930 were sole sourced. These purchases were made across the 37 line items identified in Appendix A.

These sole source purchases were made because of proprietary arrangements (i.e. rights, sole distributor, manufacturer), including, but not limited to annual maintenance, the avoidance of violating warranties and guarantees, to match existing equipment and to maintain continuity of services, where necessary, on projects.

The 63 P.O.s represent 5.2% of the 1,203 P.O.s issued by the Service in 2019. The dollar value ($6,797,930) of the sole source purchases represents 6.9% of the $99 Million (M) in total dollar value purchases made by the Service.

Single Source Purchases:

Appendix B identifies 18 P.O.s where goods or services, totalling $1,614,420 were single sourced. In addition, there were eight P.O.s totalling $439,239 that were classified as confidential for covert reasons. Therefore, the Service issued 26 P.O.s over $25,000 that were single sourced for a total of $2,053,659.

These single source purchases were made using one supply source without a competitive bidding process for reasons related to health and safety, time constraints, specialized services and confidentiality of the purchase.

Many of the P.O.s were the result of specialized services (e.g. legal services) which require a specific expertise to properly execute the required work.

The 26 P.O.s represent 2.2% of the 1,203 P.O.s issued by the Service in 2019. The total dollar value of $2,053,659 represents 2.1% of the $99M worth of purchases made by the Service.

Conclusion:

The Service's purchasing procedures require that goods or services be obtained through a competitive process, and the Service is committed to keeping non-competitive purchases to an absolute minimum. These types of procurements, managed through a formal procedure that is overseen by the Manager of Purchasing, must meet specific criteria and require proper justification and approval before a commitment is made.

In 2019, the Service engaged in 89 P.O.s where purchases were made on a single or sole source basis for a total of $8.85M, or 8.9% of the annual purchasing spend of

$99M. This represents 7.4% of the 1,203 P.O.s issued in 2019. The majority (69%) of the total are sole source purchases made for proprietary reasons.

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

Respectfully submitted,

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

*original copy with signature on file in Board office

Appendix A

2019 Sole Source Purchases

Vendor	Goods/Services	Vendor Total P.O. Value (Net of H.S.T. Rebate)
Access Group Incorporated	Media Kits	$113,768
Axon Public Safety Canada	Maintenance Digital Video Asset Management (D.V.A.M)	$129,000
Board Of Governors Of Exhibition Place	Landlord Requirements	$416,614
BRS Innovations	Equipment	$66,786
BRS Innovations	Software support	$77,542
Cellebrite U.S.A. Corporation	Maintenance, Support and Equipment	$317,127
Cherwell Software Incorporated	Maintenance and Support	$67,774
Colt Canada Corporation	Weapons and Rounds	$183,158
Draeger Safety Canada Limited	Breathalyzer Equipment	$102,424
Dyplex Communications Limited	Speciality Equipment	$110,725
Faro Technologies Inc.	Scanner	$78,456
Foster and Freeman U.S.A. Incorporated.	Laboratory System	$95,777
Gryphon Engineering Services	Breaching Entry Frames	$28,191
Hike Metal Products Limited	Boat Repairs	$93,366
ICOR Technology	Robot	$56,222
Idemia Indentity & Security Canada	Maintenance and Support	$96,598
Infor (Canada) Limited	Maintenance and Support	$319,944
Intergraph Canada Limited	Professional Services	$271,993
Latent Forensic Services	Imaging	$90,047

Appendix A

2019 Sole Source Purchases

Vendor	Goods/Services	Vendor Total P.O. Value (Net of H.S.T. Rebate)
Lloyd Libke Law Enforcement Sales	Ammunition	$28,745
Lockmasters Technologies Incorporated.	Speciality Equipment	$34,131
M.D. Charlton Co. Limited	Ammunition	$816,336
Med-Eng Holdings U.L.C.	Speciality Suit/ Equipment	$97,413
Mercury Marine	Engine and Parts	$126,383
Mitsubishi Electric Sales Canada	Service and Maintenance	$35,078
Off the X	Tools	$29,256
Oracle	Service, Licences, Software and Support	$930,499
Otec Solutions	Service and Maintenance	$62,430
Paradigm Business Systems North	Maintenance and Support	$85,478
P.L. Technology Solutions	Brokerage and Insurance	$34,173
Planview Incorporated	Maintenance and Support	$47,924
Public Safety Corporation	Maintenance and Support	$25,930
Quest Software Canada Incorporated	Maintenance and Support	$71,000
Rampart International Corporation	Weapons and Ammunition	$1,333,984
Stoeger Canada	Specialty Equipment	$160,196
Wajax Equipment	Vessel Parts	$113,462
Wajax Power Systems	Vessel Parts	$50,000
	TOTAL	$6,797,930

Appendix B

2019 Single Source Purchases

Vendor	Goods/ Services	Vendor Total P.O. Value (Net of H.S.T. Rebate)
400525 Ontario Limited	Specialized Services	$91,080
Andy Hunter Consultants Incorporated	Specialized Services	$30,528
Boost Child & Youth Advocacy Centre	Annual Landlord Requirements	$100,000
Deloitte L.L.P.	Specialized Services	$129,280
Esri Canada Limited	Specialized Services	$33,933
F.B.I.- Leeda	Training	$59,558
Foster, Sandra	Nurse	$54,700
Gartner Canada	Specialized Services	$116,617
Genesis Integration Incorporated	A.V. Equipment	$178,645
Grayshift, L.L.C.	Licences	$26,056
Henein Hutchison L.L.P.	Legal Services	$327,928
Johnstone & Cowling L.L.P.	Legal Services	$56,451
Lerners L.L.P.	Legal Services	$92,843
Markson Law Professional Corporation	Legal Services	$25,742
Procurement Law Office Professional	Legal Services	$159,153
S.R. Goodwin Consulting Service Incorporated	Specialized Services	$50,832
Tillson Cleaners	Dry Cleaning Services	$44,898
Wellpoint Health Corporation	Specialized Services	$36,176
Various	Confidential/Covert	$439,239
	TOTAL	$2,053,659

Toronto Police Services Board Report

April 8, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: Corporate Risk Management - 2019

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) receive the following report.

Financial Implications:

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

Background / Purpose:

The Corporate Risk Management (C.R.M.) Annual Report fulfils Toronto Police Service's (T.P.S.) compliance with reporting requirements regarding public complaints, civil litigation, charges under the *Police Services Act* (P.S.A.), use of force, Special Investigations Unit (S.I.U.), and suspect apprehension pursuits. It also reports on the achievements of members of the T.P.S. as recognized through Service awards. Attached is the C.R.M. Annual Report for 2019.

C.R.M. is responsible for promoting a competent and well-disciplined professional police service. It does so by providing training and awareness on critical issues, investigating allegations of misconduct, collecting and analysing data related to various aspects of a member's duties, and recognizing members' achievements with formal awards. To fulfil these functions, in 2019 C.R.M. was comprised of three units: Professional Standards (P.R.S.), Professional Standards Support (P.S.S.), and the Toronto Police College (T.P.C.).

Discussion:

The C.R.M. Annual Report provides statistical comparisons and trend analyses on the following topics: early intervention, awards, civil litigation, external applications to the Human Rights Tribunal of Ontario, public complaints, P.S.A. charges, use of force reporting, S.I.U. investigations, and suspect apprehension pursuits. The data contained in this report is taken from the Professional Standards Information System (P.S.I.S.).

The 2019 C.R.M. Annual Report will show a decrease in the number of incidents in which the S.I.U. invoked its mandate. Other trends within the report are as follows:

- an increase in the number of officers charged under the P.S.A.;
- a decrease in the number of public complaints;
- an increase in the notifications of civil actions against the Board, the T.P.S. and its members;
- a decrease in the number of external applications to the Human Rights Tribunal of Ontario
- an increase in the number of Use of Force incidents; and
- an increase in the number of Suspect Apprehension Pursuits initiated.

Conclusion:

In summary, this report provides the Board with an overview of the statistics gathered between January 1 and December 31, 2019.

A brief presentation will be provided by Staff Superintendent Myron Demkiw regarding this report.

Deputy Chief Barbara McLean, Human Resources Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

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

*original copy with signature on file in Board office

CORPORATE RISK MANAGEMENT
Annual Report
2019

Toronto Police Service
To Serve and Protect

Professional Standards
Semper Vigilis

Statistical information included in the Corporate Risk Management Annual Report has been compiled from data contained in the Professional Standards Information System (PSIS), with additional data from the following units:

- Awards
- Governance
- Human Resources
- Professional Standards
- Legal Services
- Prosecution Services
- Special Investigations Unit Liaison
- Toronto Police College

The data contained in this report includes records entered into PSIS between January 1 and December 31, 2019.

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Corporate Risk Management

Corporate Risk Management (C.R.M.) provides support to the Toronto Police Service (T.P.S.), ensuring that prescribed T.P.S. standards concerning the administration, promotion, and support of professionalism are advanced to strengthen public trust. C.R.M. also provides a liaison function to other T.P.S. units and committees such as the Disciplinary Hearings Office, Analytics and Innovation, the Incident Response Committee, the Service Vehicle Collision and Pursuit Reduction Committee, as well as to external agencies such as the Office of the Independent Police Review Director (O.I.P.R.D.) and the Special Investigations Unit (S.I.U.).

Reporting to the Deputy Chief of Human Resources Command, under the direction of a Staff Superintendent, C.R.M. is comprised of Professional Standards (P.R.S.), Professional Standards Support (P.S.S.), and the Toronto Police College (T.P.C.).

EXECUTIVE SUMMARY

The C.R.M. Annual Report provides statistical comparisons and trend analysis on the following topics: early intervention, awards, civil litigation, external applications to the Human Rights Tribunal of Ontario, public complaints, *Police Services Act* (P.S.A.) charges, use of force reporting, S.I.U. investigations, and suspect apprehension pursuits.

The data contained in this report is taken from the Professional Standards Information System (P.S.I.S.). P.S.I.S. was implemented in 2003 to collect salient data to proactively identify and analyze trends surrounding the practices, conduct, ethics, and integrity of T.P.S. members. P.S.I.S. utilizes database software designed specifically for the law enforcement industry and contains data pertaining to complaints, civil litigation, human rights applications, use of force reports, suspect apprehension pursuits, Service vehicle collisions, S.I.U. investigations, and additional investigative files. Analysis and Assessment (A. & A.), within P.S.S., is responsible for maintaining the data integrity of P.S.I.S. and producing statistical and trend analysis reports for T.P.S. units and management. The information is then used for a variety of purposes, including the development of targeted training programs, to ensure compliance with T.P.S. procedures, and to provide information on the performance of members and the T.P.S. as a whole.

Early Intervention

In 2019, there were 857 alerts triggered in relation to members and 67 Early Intervention (E.I.) reports generated, compared to 557 alerts triggered and 92 E.I. reports generated in 2018.

Awards

In 2019, the Awards section organized seven (7) award ceremonies in which 592 awards were presented to members of the T.P.S., the community, and other police services. In addition, T.P.S. members received 291 awards from external agencies.

Civil Litigation

In 2019, there were 110 civil actions and potential claims against the Toronto Police Services Board (T.P.S.B.) and T.P.S. members. This was a 25.0% increase from 2018.

Human Rights

In 2019, there were 16 Human Rights applications in relation to 16 incidents filed against the T.P.S.B., the Chief of Police, the T.P.S., or T.P.S. members by members of the public. This is the lowest number of applications received in the 10 years since the Human Rights system transitioned to a direct access model.

Public Complaints

In 2019, a total of 610 public complaints were received concerning the conduct of uniform members, the policies/services provided by, the TPS, a decrease of 3.3% from 2018. A total of 52 complaint files were referred by the OIPRD to the Customer Service Resolution (CSR) program and, of those referrals, 37 were resolved. There were also 16 successful local resolutions in 2019.

In 2019, complainants requested a complaint file be reviewed by the O.I.P.R.D. in relation to 15 cases, a decrease compared to 33 requests in 2018. The O.I.P.R.D. upheld 13 decisions, and two (2) are still being investigated.

Police Services Act Charges

In 2019, there was an increase in the number of new P.S.A. charges from 85 charges in 2018 to 145 charges; there was also an increase in the number of officers charged from 48 in 2018 to 55 officers in 2019.

Use of Force

Officers are required to submit the Ministry of the Solicitor General's Use of Force Form 1 Report (U.F.R.) when they use force in the performance of their duties. In 2019, there was an increase in the number of incidents during which officers reported force used from 1412 incidents in 2018 to 1495 incidents.

Special Investigative Unit Investigations

In 2019, there was a 39.5% decrease in the total number of incidents where the S.I.U. invoked their mandate, 46 compared to 76 in 2018.

Suspect Apprehension Pursuits

There was an increase in the number of pursuits initiated in 2019, from 179 in 2018 to 228 pursuits. The Police Vehicle Operations (P.V.O.) section continues to educate T.P.S. members about the risks involved in pursuing vehicles and to offer alternative strategies to engaging in pursuits. Officers and pursuit supervisors continue to call off the majority of pursuits (75.0%) in the interest of public safety.

2019 Year in Review

In 2019, C.R.M. remained focused on training and education. Member development opportunities are a key element of the T.P.S.'s proactive approach to minimize risk and liability to the Service while providing customer service excellence to the community.

Conducted Energy Weapon (C.E.W.) Expanded Deployment Program

In 2018, the T.P.S. introduced a frontline officer expanded C.E.W. training program. This expansion was part of the T.P.S.'s continued commitment to strive for zero harm in its interactions with the public. In 2019, the less lethal incident response option was incorporated into the In-Service Training Program (I.S.T.P.) and was also added as a mandatory component in new recruit training. This program continues to be closely monitored by P.S.S., the Incident Response Training Analyst at the T.P.C., as well as the T.P.S.'s Incident Response Committee (I.R.C.).

In-Service Training Program (I.S.T.P.)

The T.P.C. Incident Response Training Team (I.R.T.T.) develops and delivers the T.P.S.'s I.S.T.P. In 2019, training continued to build on the crisis resolution, critical thinking, and de-escalation capabilities of members.

The I.R.T.T. team incorporated concepts such as mindset, emotional intelligence, and effective communication strategies into tactical based exercises and scenarios. Training included interactive lectures where learning outcomes were aligned with the City of Toronto's Confronting Anti Black Racism action plan. Officers were provided insight into the lived experiences of community members, explored techniques to interrupt bias, and approaches to support community members. Specific training was also provided on how to best communicate with and accommodate persons with both visible and non-visible disabilities, including mental health.

Road to Mental Readiness (R.2.M.R.) Training and Member Wellness

Police services throughout the country are increasing their capacity to assist their members in their quality of life and wellness. In 2017, the T.P.S. introduced R.2.M.R. training which focussed on reducing the stigma associated with mental health and increasing the resiliency of our members. This training, in conjunction with other initiatives introduced by the T.P.S. Wellness Unit, the Toronto Police Association, and external partners, has created a more robust array of options to assist and engage members. To date 7400 T.P.S. members have completed R.2.M.R. training.

Investigative Initiatives and Workplace Harassment Training

P.R.S. and P.S.S. monitor, analyze, and investigate complaints involving workplace harassment (W.P.H.) and workplace violence (W.P.V.). In addition to providing investigative training to their members, P.R.S. established a cadre of specialized W.P.H./W.P.V. investigators. Also, in October 2019, the T.P.S. held a Workplace Harassment Symposium for members from all areas of the T.P.S.. Both internal and external subject matter experts provided attendees with anecdotal examples and best practices to promote awareness and strengthen their capacity to prevent and respond to W.P.H./W.P.V. complaints.

O.I.P.R.D. Review of Police Strip Searches

In 2019, the O.I.P.R.D. released a systemic review report entitled 'Breaking the Golden Rule: A Review of Police Strip Searches in Ontario'. In response, members of the C.R.M. Governance section were tasked with reviewing the recommendations made by the O.I.P.R.D.. The Governance team developed a comprehensive response to each recommendation, which was then presented to the T.P.S.B..

Mandatory and Optional Online Training

As part of the T.P.S.'s modernization goals to promote lifelong learning and development, the T.P.S. continued to offer its members access to Skillsoft's Percipio online learning experience platform. Members have access to a variety of optional eLearning courses, books, and videos, which focus on the development of the T.P.S.'s core competencies.

T.P.S. members also have ongoing access to a variety of courses through the Canadian Police Knowledge Network (C.P.K.N.). The network is an interactive online training portal for police services across the country. In 2019, as part of the T.P.S.'s undertaking to increase both member and public safety, officers, communications supervisors, and dispatchers were required to complete the mandatory 'Suspect Apprehension Pursuit Basic Refresher Course' through the training portal.

Additionally, all T.P.S. officers were required to complete the 'Collection of Identifying Information in Certain Circumstances' course through the Ontario Police College Virtual Academy. The course provided officers with a mix of realistic policing scenarios accompanied by video clips of community members who provided personal and professional experiences around race based issues.

Legislative Preparedness Committees – *Safer Ontario Act* (Bill 175)/Race-Based Data Collection

Members of the C.R.M. Prosecution Services attended 'Technical Tables' hosted by the Ministry of the Solicitor General. A committee was formed to discuss and prepare for legislative changes and proposed offences under the Code of Conduct for the new the *Safer Ontario Act.*

Member from all units of C.R.M. were involved in committee work to align T.P.S. procedures and practices with the T.P.S.B.'s 'Race-Based Data Collection, Analysis and Public Reporting' policy taking effect on January 1, 2020. The policy was developed in accordance with the Province of Ontario's Anti-Racism Data Standards under the *Anti-Racism Act.*

Judicial Comments

In 2013, as a result of a T.P.S.B. minute (Min. No. P74/13), C.R.M. began tracking and reporting comments from the judiciary regarding officer conduct and testimony. In 2019, a review was conducted and changes were made to the categorization and tracking of judicial comments and follow-up investigations. These changes were prompted in part by media inquiries and the necessity to create a more efficient and accurate method of data collection.

A result of the review, there was an increase in 2019 to 25 complaints in relation to 63 officers as compared to two (2) complaints in relation to three (3) officers in 2018. These new complaint files were assigned a 2019 intake number, however, 12 were historic as a result of judicial matters that occurred between 2010 and 2017. The remaining 13 complaints had been previously investigated, 10 of the 13 were files from 2014 to 2018, and only three (3) were from 2019.

Of the 25 complaints, misconduct was substantiated in three (3) complaints, two (2) complaints were informally resolved, one (1) complaint was withdrawn, three (3) complaints were unsubstantiated, eleven (11) complaints were discontinued, and five (5) complaints are still actively being investigated.

In 2019, members of C.R.M. continued to educate T.P.S. members on the following topics: note taking, articulation, evidence collection, and professional court testimony. These topics were incorporated into the following courses: Evidence Skills - Notes and Testimony, In-Service Training Program, Advanced Leadership, Coach Officer, and recruit training. In the coming year, C.R.M. will continue to educate members on these important topics in order to ensure our members' continued professionalism.

Public Contact

Community-based policing is a priority for the T.P.S. The residential population of Toronto is estimated at 2.96 million. Service members have extensive contact with members of the community in order to ensure public safety. In 2019, there were over 679,000 calls for service for events attended by the T.P.S., approximately 241,000 provincial offence tickets issued, just under 13,000 *Mental Health Act* (M.H.A.) apprehensions (including voluntary), and just under 27,000 arrests. In total, T.P.S. officers had approximately 1 million documented contacts with members of the public last year (this figure includes repeat contacts).

It is important to consider the amount of interaction T.P.S. members have with members of the public when evaluating the statistics presented in this report. For example, the total number of public complaints filed represents only a small fraction (less than 0.1%) of documented contacts. Further, when considering the total number of use of force incidents relative to arrests and M.H.A. apprehensions made, force was required in 3.8% of the time. When comparing the number of S.I.U. investigations to the documented contacts, there was one incident investigated for every 20,869 contacts with members of the public.

Early Intervention

The mandate of Professional Standards Support (P.S.S.) is to act as a support unit which assists in achieving the Toronto Police Service's (T.P.S.) overall risk management goals. One of the ways in which P.S.S. provides support to all T.P.S. units is through the Early Intervention (E.I.) program. The E.I. program uses data analytics to proactively identify T.P.S. members with potential performance, wellness, or conduct issues. A comprehensive report is then provided to managers to assist them with developing a personalized strategy designed to support the member and improve their performance. The program is administered by the Analysis and Assessment (A. & A.) section of P.S.S.

Early Intervention Program

The E.I. program is a proactive process that seeks to identify members exhibiting atypical performance characteristics. An alert is generated when a member meets or exceeds a pre-determined threshold. This process is intended as a non-disciplinary approach with a focus on the member's wellness to guide and support members that may be at risk for entering the disciplinary process.

Threshold Analysis

Performance indicators are measurable activities or functions relating to the member that are collected and monitored for the E.I. program. Some of the performance indicators currently used are complaints, use of force incidents, firearm pointed at a person incidents, firearm discharge incidents, vehicle pursuits, vehicle collisions, and Special Investigations Unit investigations. These performance indicators are used to raise alerts regarding members showing atypical performance characteristics.

There is no consensus in E.I. literature about the ideal number or type of performance indicators that should be used in an E.I. program. A. & A. regularly conducts data analysis to set thresholds, which identify the number of incidents required to trigger an alert when exceeded.

Once an alert is triggered, the incidents contained in the alert, and the identified member's conduct history, are manually reviewed by A. & A.. The purpose of the review is to identify if there are any emerging trends, wellness concerns, or atypical behaviour. If there are no concerns with the incidents in the alert or it is determined that the E.I. program would not be beneficial, the alert is closed. If concerns are identified, the member's unit is provided with a comprehensive E.I. report to assist the management team in developing strategies. These strategies may include heightened monitoring, training, work restrictions or re-assignment, or referral of the member to the Employee and Family Assistance Program or the Wellness Unit.

The E.I. program is dynamic and is continually evaluated and adjusted to reflect current trends and T.P.S. risk management concerns. A. & A. conducts a review of set thresholds regularly to ensure accuracy.

Trend Analysis and Initiatives

In 2019, there were 857 alerts triggered in relation to members, which resulted in 67 E.I. reports being generated, compared to 557 alerts triggered and 92 E.I. reports generated in 2018.

In addition to E.I. related alerts, in 2018, A. & A. initiated a new alert process that monitors Probationary Constables, this process continued into 2019. As part of this process an alert is triggered when the monitored officer is linked as the subject officer to an incident entered on the Professional Standards Information System. As a result, an additional 478 alerts were triggered in 2019. Similarly to E.I. alerts, the alerts are manually reviewed by A. & A., for any emerging trends, or atypical behavior. If concerns are identified, the matter is escalated to ensure appropriate strategies are employed.

The proactive identification of members with potential performance, wellness, or conduct issues is critical, however, it is also important to note that E.I. is a human process, and that the actions taken after the E.I. report is generated are equally as critical. In addition to the standard conduct and performance review, in 2019, A. & A. expanded performance statistics to include workload indicators, such as callback hours, court hours, and paid duties. As such, A. & A. promotes the awareness of the E.I. program through presentations at the Toronto Police College (T.P.C.) to managers and supervisors, thereby strengthening the risk reduction capacity.

In 2019, additional training was delivered to T.P.S. Unit Commanders. The purpose of this training was to raise awareness of the E.I. program, emphasizing member wellness and changes to the response process. One of the changes implemented is that is now compulsory for supervisors to have a discussion about E.I. and wellness with the member before the response form can be completed. The training also provided further direction on to how to complete a response in relation to an E.I. report and the resources available. Additionally, if a supervisor identifies a potential need for wellness support, the E.I. response is then forwarded to the Wellness Unit for additional review and action. In 2020, A. & A. will continue to review the E.I. program, gauging the impact of the additional training, and striving to ensure the success of the program.

Awards

The Awards Program is coordinated by Corporate Risk Management (C.R.M.) to recognize outstanding contributions and achievements by Toronto Police Service (T.P.S.) members and members of the public. Recipients are recognized individually or in groups for acts of excellence, bravery, altruism, innovative contributions to community policing, public safety, and professional excellence. T.P.S. members are also recognized for their dedicated long service with milestone awards such as the 25 year watch, and 20, 30, 40, and 50 year medals, bars, and commemorative pins. A Standing Awards Committee, comprised of uniform and civilian members of various ranks and positions from across the T.P.S. and representation from the T.P.S.B., reviews eligibility for awards to ensure fairness and consistency.

Internal Awards

In 2019, 592 internal awards were presented to members of the T.P.S., the community, and other police services by the T.P.S. and the T.P.S.B.. In addition to these awards for outstanding performance, the T.P.S.B. presented 211 members with their retirement plaques. The internal awards presented in 2019 are listed below.

Chief of Police Excellence Award

Granted by the Chief of Police to any person for acknowledgement of achievement through dedication, persistence, or assistance to the Service. 29 awards presented.

Chief of Police Letter of Recognition (For external police agencies)

Granted by the Chief of Police to a police officer or a civilian member for excellence in the performance of duty, community policing initiatives, innovations, or initiatives that enhance the image or operation of the T.P.S. 24 awards presented.

Medal of Merit

Granted by the T.P.S.B. to a police officer or a civilian member for outstanding acts of bravery or the highest level of performance of duty. 1 award presented.

Merit Mark

Granted by the T.P.S.B. to a police officer or a civilian member for exemplary acts of bravery, performance of duty, community policing initiatives, innovations, or initiatives that enhance the image or operation of the T.P.S. 2 awards presented.

Commendation

Granted by the T.P.S.B. to a police officer or a civilian member for exceptional performance of duty, community policing initiatives, innovations, or initiatives that enhance the image or operation of the T.P.S.. 21 awards presented.

Teamwork Commendation

Granted by the T.P.S.B. to a group of police officers and/or civilian members for exceptional performance of duty, community policing initiatives, innovations, or initiatives that enhance the image or operation of the T.P.S.. 254 awards presented.

Community Member Award

Granted by the T.P.S.B. to citizens for grateful acknowledgement of unselfish assistance rendered to the T.P.S. or for an initiative, or innovation that had a positive effect on the image or operation of the T.P.S. 63 awards presented.

Mental Health Excellence Award

Granted by the T.P.S.B. to a police officer or a civilian who has demonstrated excellence, compassion and respect in their interaction with members of the community who are experiencing mental illness. 1 award presented to 1 recipient.

St. Michael's Award

Granted by the T.P.S. Communion Breakfast Committee to a police officer or civilian member for their contributions to the community through humanitarian acts of kindness, both on and off duty. 1 award presented.

Partnership Award

Granted by the T.P.S.B. to a citizen(s) or an organization(s) for unselfish assistance given to the T.P.S. for an initiative or innovation that has a positive impact on the image or operation of the T.P.S. 1 award presented.

Robert Qualtrough Award

Granted by the T.P.S.B. to community and Service members who have demonstrated excellence and leadership through their participation in an innovative and effective police-community partnership initiative. 1 award presented to 1 recipient.

Communicator of the Year

Granted by T.P.S. to communication operators who displayed exemplary customer service during an event that involved the preservation of life, protection of property, the enhancement of personal safety, or security in a manner that is consistent with unit goals and Service values. 1 award presented.

Civilian Long Service Recognition Pin (20, 30 & 40 years)

Granted by the T.P.S.B. and presented to civilian members upon the completion of 20, 30, and 40 years of employment with the T.P.S. 96 pins presented.

25 Year Commemorative Watch

Granted by the T.P.S.B. and presented to police officers, civilian members, and auxiliary officers upon completion of 25 years of full-time employment. 97 watches presented.

External Awards

There were 291 awards presented to T.P.S. members by external agencies or organizations in 2019. The external awards presented in 2019 are listed below.

City of Toronto Local Heroes Celebration

Mayor John Tory hosted a special Local Heroes Celebration at City Hall in June of 2019, where the City of Toronto expressed its gratitude to the thousands of members of the T.P.S. and other first responder organizations for their efforts during the Yonge Street and Danforth Avenue incidents in 2018. Chief Mark Saunders accepted an award on behalf of the T.P.S. members who each received a formal letter of recognition from the Chief's office. 1 award presented.

Federal Medal of Bravery

Recognizes acts of bravery in hazardous circumstances and is presented to people who risked their lives to try to save or protect another. 2 medals presented.

Intercultural Dialogue Institute – Public Heroes Award

Presented for recognition of dedication and excellence of individual members of T.P.S., Toronto Fire Services, and Toronto Paramedic Services in delivering their services in an ethnically and culturally diverse environment. Three criteria have been identified – altruism, diversity, and community service. 2 awards presented.

Ontario Auxiliary Police Medal

Presented by the Chief of Police on behalf of the Ontario Government to auxiliary officers for dedicated service upon the completion of 20, 30, and 35 years of service. 6 medals/bars presented.

Ontario Women in Law Enforcement Award

Presented in recognition of outstanding achievements made by women, uniform and civilian, in Ontario law enforcement. Categories include: valour, community, mentoring, and leadership. 2 awards presented.

Peace Officer Exemplary Service Medals

Granted by the Governor General of Canada to recognize long and meritorious service of peace officers. The medal is presented to eligible peace officers who have attained 20 years of service a silver bar is presented upon completion of every additional 10-year period. 14 medals presented.

Police Exemplary Service Medals

Granted by the Governor General of Canada to recognize long and meritorious service of police officers. The medal is presented to eligible police officers who have attained 20 years of service; a silver bar is presented upon completion of every additional 10-year period. 147 medals presented.

Police Officer of the Month 2018

Presented since 1967 by the Toronto Region Board of Trade in partnership with the T.P.S. to recognize officers who make significant contributions to the safety of the citizens of Toronto. 12 awards presented to 30 recipients.

Police Officer of the Year 2018

Presented annually since 1967 by the Toronto Region Board of Trade in partnership with T.P.S. to recognize the efforts of outstanding police officers on behalf of the Toronto community. Recipients are selected from the list of Police Officer of the Month Awards. 2 awards presented.

Business Excellence Award of the Year 2018

Presented by the Toronto Region Board of Trade in partnership with T.P.S. to recognize significant contributions to the T.P.S. and the City of Toronto based on Innovation, community service, technical achievement, or customer service and reliability. 1 award presented.

Civilian Excellence Award of the Year 2018

Presented by the Toronto Region Board of Trade in partnership with T.P.S. to recognize superior diligence, dedication, initiative and/or leadership which has improved the administration or operation of T.P.S. and the City of Toronto. 5 awards presented.

St. John Ambulance Award Lifesaving Award/ Certificate of Commendation/Automated External Defibrillator Award

Presented to an individual(s) who saves or attempts to save a life by means of their knowledge of first aid and where the application of first aid was involved. Recipients also receive a gold or silver lapel pin. 72 awards presented.

Royal Canadian Humane Association

Presented by the Mayor of Markham, on behalf of the Lieutenant Governors to recognize those persons who, through their alertness, skill, and concern, bring about the saving of life, especially where those actions lie outside the duties of the person involved. 2 awards presented.

Scarborough Rotary Club – Service Before Self Award

Presented to an individual who has rendered exemplary humanitarian service with an emphasis on personal volunteer efforts. 1 award presented.

Ontario Association of Chiefs of Police Innovation Information Technology Award

Presented to a police officer who has used technology in the development and introduction of a significant enhancement that proved to be a “game changer” for the organization and/or policing community. 1 award presented.

Ontario Justice Education Network Chief Justice Award

Recognizes individuals who have made exceptional contributions in promoting public understanding, education or dialogue in support of a responsive and inclusive justice system. 1 award presented.

Community Police Liaison Committee (C.P.L.C.) Officer of the Year Award

Presented by the C.P.L.C. to a police officer who has made significant improvements to the neighbourhood. 1 award presented.

Superintendent William Bishop Award

Presented by Detective Services, this award was created in honour of retired Superintendent William Bishop and recognizes investigative excellence by members of T.P.S.. 1 award presented.

Civil Litigation

Legal Services (L.S.V.) is responsible for overseeing all civil actions commenced against the Toronto Police Services Board (T.P.S.B.), the Chief of Police, and Toronto Police Service (T.P.S.) members. For the most part, claims are made on the basis of allegations of false arrest, negligent investigation, malicious prosecution, excessive use of force, Service vehicle collisions, and violations contrary to the *Canadian Charter of Rights and Freedoms.*

Trend Analysis

In 2019, L.S.V. received 110 civil actions and potential claims against the T.P.S.B. and T.P.S. members. This represents a 25.0% increase when compared to 2018, where a total of 88 civil actions and potential claims were received, and a 6.8% increase compared to the 5 year average (Figure 1.1). Of the 110 civil actions received in 2019, a total of 76 Statements of Claim were served, which is an increase from the 61 claims served in 2018 and an increase compared to the 5 year average of 70.4 claims (Figure 1.2).

A review of the 2019 civil actions was completed, of the 110 actions received, six (6) related to one major event. These civil actions account for 5.5% of the increase in claims, however, the remainder of the increase cannot be attributed to any specific factor(s). Future claims will be reviewed and monitored for any developing trends.

In November 2010, the Civil Case Review Committee (C.C.R.C.) was formed to review civil actions and identify common trends for the purpose of creating proactive action plans to reduce potential liability in future actions. The C.C.R.C. meets quarterly to review new claims received to manage risk and reduce exposure to liability. In addition, counsel from Legal Services attend monthly Claims Review Group (C.R.G.) meetings, chaired by the City of Toronto's Insurance and Risk Management section, to discuss issues arising out of claims.

In 2018-2019, the C.C.R.C. worked along side various stakeholders to develop more robust procedures related to the identification of deceased persons. These new measures are now in place as a safeguard to ensure accuracy in the identification of unknown persons.

Figure 1.1
Civil Actions Received

Figure 1.2
Statements of Claim

Human Rights

Human Rights applications filed at the Human Rights Tribunal of Ontario (H.R.T.O.) by a member of the public against the Toronto Police Services Board (T.P.S.B.), the Chief of Police, the Toronto Police Service (T.P.S.), or one of its members, are managed by Legal Services. These applications relate to the provision of services and an alleged breach of the Ontario *Human Rights Code* (O.H.R.C.).

Figure 2.1
Alleged Discrimination in Applications

Prohibited Grounds Alleged	2015	2016	2017	2018	2019	5 Year Avg.
Race	17	11	22	12	5	13.4
Colour	16	11	17	11	4	11.8
Ancestry	10	6	13	4	3	7.2
Place of Origin	11	6	11	8	1	7.4
Citizenship	4	1	7	2	1	3.0
Ethnic Origin	11	6	18	4	4	8.6
Disability	17	12	21	11	8	13.8
Creed	3	3	5	0	1	2.4
Sex	6	4	11	7	4	6.4
Sexual Solicitation	0	1	3	0	0	0.8
Sexual Orientation	0	0	2	0	2	0.8
Gender Identity	2	1	1	2	3	1.8
Gender Expression	2	0	4	0	2	1.6
Family Status	0	2	2	1	0	1.0
Marital Status	1	1	4	1	0	1.4
Age	7	3	13	4	1	5.6
Associated with a Person Identified by a Prohibited Ground *	1	3	2	2	1	1.8
Reprisal*	7	8	9	3	1	5.6
Total applications filed	**35**	**21**	**43**	**23**	**16**	**27.6**

NOTE: Applicants can select multiple grounds in each application.

*Not ground of discrimination, but also prohibited by the *Code* .

Figure 2.2
Resolution of Human Rights Applications

Trend Analysis

Human Rights Applications Received

In 2019, there were 16 Human Rights applications, in relation to 16 separate incidents, filed against the T.P.S.B., the Chief of Police, the T.P.S., or T.P.S. members. This is the lowest number of applications received in the 10 years since the Human Rights system transitioned to a direct access model. When compared to the 23 applications received 2018, 2019 represents a 30.4% decrease and is below the five-year average of 27.6 applications (a 42.0% decrease).

Applications are reviewed and assessed by the Human Rights Case Review Committee (H.R.C.R.C.) to identify common trends and create proactive action plans to mitigate future risk and to better serve our communities. Such examples include; procedural changes, the initiation of internal investigations, additional training for respondent officers, and training for all T.P.S. members.

Classification of Applications

An applicant can allege discrimination on multiple grounds in a single Human Rights application. Figure 2.1 compares the grounds of discrimination alleged in Human Rights applications for 2015 through 2019.

In 2019, the top two (2) grounds of discrimination were disability and race. For the first time since 2012, disability was the most alleged ground (50% of applications), followed by race (31.3% of applications). Although race and disability remained the top two (2) grounds; in 2019, the overall number of applicants has decreased. For example, in 2019, eight (8) applicants identified disability as a ground of discrimination, which is below the five-year average of 13.8 applicant (42.0% decrease) and five (5) applicants identified race as a ground of discrimination, compared to the five-year average of 13.4 (62.7% decrease).

Resolution of Applications

There were 22 Human Rights applications resolved in 2019. Of those 22, one (1) was withdrawn by the applicant, 15 were dismissed by the H.R.T.O., and 6 were settled. Over the last five years, the T.P.S.B. and T.P.S. were not found liable in breach of the O.H.R.C., and to date, the H.R.T.O. has not ordered any public interest remedies. Figure 2.2 compares the resolutions of the applications for 2015 through 2019.

Public Complaints

The Ontario *Police Services Act* (P.S.A.) governs all police services across the province. Section 80 of the P.S.A. defines police misconduct, which includes any violation of the Code of Conduct described in Ontario Regulation 268/10. The Code of Conduct categorizes misconduct as discreditable conduct, insubordination, neglect of duty, deceit, breach of confidence, corrupt practice, unlawful or unnecessary exercise of authority, damage to clothing or equipment, and consuming drugs or alcohol in a manner prejudicial to duty.

Ontario Regulation 3/99 requires every Chief of Police to prepare an annual report for their Police Services Board reflecting information on public (external) complaints from the previous fiscal year. This section of the report is intended to address the annual reporting requirement.

The Office of the Independent Police Review Director (O.I.P.R.D.)

The Office of the Independent Police Review Director (O.I.P.R.D.) is a civilian-staffed, independent agency that acts as an objective, impartial office responsible for receiving, managing, and overseeing all public complaints against police officers in Ontario. It ensures complaints are dealt with in a transparent, effective, and fair manner for both the public and the police. In addition to managing public complaints, the O.I.P.R.D. is responsible for setting up and administering the public complaints system, including oversight, systemic reviews, audits, education, and outreach.

Investigation of complaints received by the O.I.P.R.D. may be conducted by O.I.P.R.D. investigators, an outside police service, or the police service in question. The O.I.P.R.D. reviews all complaints to determine their classification as either a conduct, policy, or service complaint. Section 60 of the P.S.A. grants the O.I.P.R.D. the discretion to screen out complaints, for example, if the complaint is found to be frivolous, vexatious, or made in bad faith. The complaints that were screened out by the O.I.P.R.D. are captured as 'not investigated' in this report.

The O.I.P.R.D. was established under the *Independent Police Review Act*, 2007, which established new guidelines for public complaints. The O.I.P.R.D. began operation on October 19, 2009. The legislative amendments to the P.S.A., and corresponding changes to the public complaint process, have impacted the T.P.S. public complaint process and the criteria by which complaints are investigated. For example, prior to the inception of the O.I.P.R.D., complaints could be concluded without investigation in instances where the complainant was not directly affected or the complaint was over six months old. Presently, the O.I.P.R.D. permits the investigation of complaints made by third party complainants and those received beyond the six month limitation period.

Trend Analysis

In 2019, a total of 610 public complaints were received concerning the conduct of uniform members, the policies, or the services of the T.P.S.. Of the 610 complaints, 288 were investigated and 322 were screened out by the O.I.P.R.D.. When compared to the 345 investigated complaints in 2018, 2019 represents a 16.5% decrease. The total number of complaints (both investigated and screened out) represents a decrease of 3.3% from 2018 and is below the five-year average of 630.4 complaints (Figure 3.1).

Figure 3.1
Number of Complaints Received

When reviewing the total number of complaints received and comparing this data to the total number of documented contacts that officers had with the community less than 0.1% of the 2019 contacts resulted in a complaint being filed.

Sub-Classification of Complaints based on Alleged Misconduct

The P.S.A. Code of Conduct is used by the T.P.S. as a means of sub-classifying conduct complaints received by the O.I.P.R.D.. A single complaint may involve one or more subject officers who, in turn, may be accused of multiple categories of misconduct. The most serious allegation in a single complaint is used to sub-classify the complaint as a whole. It should be noted that a public complaint is classified on the initial allegations provided by the complainant and information gathered during the intake process. Complaint classifications and sub-classifications may be revised based on subsequent investigative findings.

In 2019, discreditable conduct represented 44.4% of complaints investigated, comparable to the five-year trend of 48.7%. This broad sub-classification captures conduct that may bring discredit to the T.P.S. but does not fall within one of the more specific classifications.

Allegations of unlawful or unnecessary exercise of authority accounted for 29.2% of investigated complaints in 2019, similar to the five-year average of 25.8% of investigated complaints. Allegations in relation to policy and service complaints have increased from 6.1% in 2018 to 9.0% in 2019. Figure 3.2 details the sub-classifications of investigated complaints received in 2019.

Figure 3.3 shows investigated complaints received in 2019 that have been sub-classified as discreditable conduct, further categorized by specific charges under the P.S.A. Code of Conduct. A description of these charges is included in the Glossary of Terms section of this report.

In 2019, allegations of incivility accounted for 25.8% of discreditable conduct allegations, comparable to the 25.9% in 2018. Allegations of disorderly conduct have remained the most common allegation under the category of discreditable conduct at 62.5% in 2019, however, this does reflect a decrease when compared to the 71.0% in the five-year average.

Years of Service and Rank of Subject Officer

In 2019, T.P.S. officers with 10 to 14 years of service represented the highest category in this section at 37.1% of subject officers named in public complaints. Officers with 15 to 19 years of service represented the second highest category at 21.4%. This can, in part, be attributed to the fact that officers with 10 to 19 years of service account for 52.7% of the officers within the T.P.S., which is comparable to their representation of 58.5% of subject officers in public complaints (Figure 3.4).

Police constables continue to account for the majority (83.6%) of subject officers named in public complaints. This can be explained by the fact that the majority of the T.P.S. uniform strength (78.3%) are police constables and that, by the nature of their roles and responsibilities, they are usually the first line of police interaction with the public. Figure 3.5

Figure 3.2
Sub-classification of Alleged Misconduct

Figure 3.3
Discreditable Conduct Allegations

Figure 3.4
Years of Service of Subject Officer

Figure 3.5
Rank of Subject Officer

Figure 3.6
Investigated Complaints by Command

Figure 3.7
Disposition of Investigated Complaints

shows a comparison of the percentage of officers named in public complaints to the percentage of officers by rank Service-wide.

Investigated Complaints by Command

In 2018, changes to the Organizational Chart were implemented as part of the Chief's Transformational Task Force. The new Organizational Chart resulted in changes to command titles and a restructuring of the units within the commands. For example, the Community Safety Command was divided into two commands, the Communities and Neighbourhoods Command and the Priority Response Command.

Investigated complaints in relation to officers assigned to Communities and Neighbourhoods Command and the Priority Response Command accounted for 75.7% of investigated complaints received in 2019. Divisional primary response officers fall under these commands and are responsible for responding to calls for service and general patrols that afford them frequent daily interactions with the public.

Subject officers and/or commands that have not yet been identified, or are not applicable (i.e. policy/service, or withdrawn complaints), account for 16.3% of complaints received in 2019. This number is expected to decrease as more investigations are concluded. Figure 3.6 displays the breakdown of complaints received by command in 2019.

An expanded chart comparing the number and percentage of complaints for all divisions and units is contained in the Supplementary Data section of the report.

Disposition of Investigated Complaints

To date, 40.3% of the 2019 investigated complaints were concluded with a disposition finding of unsubstantiated. Although this is a decrease when compared to the 48.7% of unsubtatiated complaints in 2018, at the time this report was written, 10.4% of investigated 2019 complaint files remain open and as these files are concluded, the disposition numbers will be affected.

Complaint withdrawals represent 19.8% of concluded 2019 complaints, compared to 16.2% in 2018. Informal resolutions made up 20.1% of concluded 2019 complaints, comparable to 2018 where 21.7% were resolved in this manner.

The number of complaints where misconduct is identified continues to represent a small proportion of all investigated complaints. Misconduct has been identified in just 3.8% of concluded 2019 complaints thus far, a decrease compared to 7.8% in 2018, and below the five-year average of 5.7% of complaints (Figure 3.7).

Civilian Oversight Complaint Reviews

Public complaints against police officers can be reviewed by an independent civilian agency on the basis of the complaint classification and/or disposition.

In cases where the complaint was investigated by police and found to be unsubstantiated, or designated as less serious, the complainant(s) can request that the O.I.P.R.D. conduct a review of the investigation. Following their review, the O.I.P.R.D. Review Panel may confirm the findings or determine that the investigation requires further action. When a complaint is investigated by the O.I.P.R.D., the decision is final and no review will be conducted.

If the complainant is dissatisfied with the results of a police disciplinary hearing, they can appeal to the Ontario Civilian Police Commission (O.C.P.C.), an independent agency under the Ministry of the Solicitor General.

Of the complaints received in 2019, there have been 15 cases to date where the complainant has requested that the file be reviewed by the O.I.P.R.D., a decrease of 54.5% compared to 33 cases from 2018. With respect to the 15 reviews conducted, the O.I.P.R.D. has upheld 13 decisions and 2 reviews are ongoing.

If a complainant requests a review of a policy or service complaint they can appeal to the respective police services board.

Time Taken to Conclude Investigated Complaints

The P.S.A. requires that respondent officers be given notice of a hearing within six months of the decision to retain or refer a complaint for investigation, where there is a decision of a substantiation of serious misconduct. As such, the O.I.P.R.D. directs police services to complete and submit the investigative report within 120 days. In order to ensure these timelines are met, T.P.S. procedures stipulate that complaint investigations shall be completed within 90 days. However, there are provisions for investigations that require additional time.

For all investigated complaints received in 2019, 89.6% have been concluded to date. Of the concluded investigations, 45.0% were completed within 90 days, an increase from 33.7% in 2018 and the five-year average of 39.4%. Figure 3.8 compares the time taken to conclude complaints that were received between 2015 and 2019.

Figure 3.8
Days to Conclude Investigated Complaints

	2015	2016	2017	2018	2019	5 Year Avg.
0 to 30 days	37	41	39	26	31	34.8
31 to 60 days	38	48	48	35	34	40.6
61 to 90 days	46	43	41	53	51	46.8
91 to 120 days	60	66	76	51	61	62.8
121 to 150 days	40	47	41	75	50	50.6
151 to 180 days	29	22	30	43	14	27.6
Over 180 days	44	72	48	55	17	47.2

Comparison to Other Police Services

The O.I.P.R.D. releases an annual report on the number of external complaints they receive in relation to all Ontario police services. The O.I.P.R.D. reporting period is April 1 to March 31. Figure 3.9 depicts the information contained in the 2018-2019 O.I.P.R.D. annual report which is used to compare the T.P.S. to other police services in the province.

Figure 3.9
OIPRD Statistics - Comparison to other Police Services

Police Service	Number of Officers*	Type of Complaint			Total Complaints	Screened Out	Investigated	Total Complaints per 100 Officers	Investigated Complaints per 100 Officers
		Conduct	Policy	Service					
Durham Regional	878	116	2	6	124	61	63	14.1	7.2
Hamilton	829	106	1	3	110	59	51	13.3	6.2
Kingston	204	24	0	4	28	12	16	13.7	7.8
London	607	77	6	9	92	40	52	15.2	8.6
Niagara Regional	708	81	1	2	84	38	46	11.9	6.5
Ottawa	1,230	194	3	12	209	89	120	17.0	9.8
Peel Regional	2,004	188	0	3	191	87	104	9.5	5.2
Toronto	4,923	665	5	34	704	365	339	14.3	6.9
Waterloo Regional	762	126	0	5	131	77	54	17.2	7.1
York Regional	1,505	171	3	5	179	101	78	11.9	5.2
Total Complaints**	25,327	2,982	36	151	3169	1,594	1575	12.5	6.2

Statistics from OIPRD Annual Report, reflecting the total number of complaints managed between April 1, 2018, to March 31, 2019
*Police Service "Number of Officers" Statistics from Statistics Canada - Police Resources in Canada 2018, with the exception of the Hamilton Police Service (H.P.S.), which was obtained from the H.P.S. website.
**This number includes all police services in Ontario, not just the ones detailed above.

Police Services Act Charges

Part V of the *Police Services Act* (P.S.A.) outlines the complaints process and defines misconduct. Part V also defines the responsibilities of the Chief of Police, or designate, with respect to alleged officer misconduct and outlines the penalties and resolution options in the event that serious misconduct is proven in a police tribunal. The Toronto Police Service (T.P.S.) discipline tribunal is an administrative tribunal that is governed by the *Statutory Powers Procedures Act* of Ontario.

The objectives of police discipline are to correct unacceptable behaviour, deter others from similar behaviour and, most importantly, maintain public trust. In keeping with the legislation, those matters deemed most serious by Prosecution Services are made the subject of a public disciplinary hearing in the T.P.S.'s tribunal. Conduct issues deemed to be of a less-serious nature may be managed at the unit level. The following information relates to matters that were handled at the Tribunal.

Trend Analysis

Officers Charged in 2019

In 2019, 55 officers, in relation to 68 cases were charged with 145 charges by Prosecution Services, this represents an increase in both the number of officers and charges compared to 2018, where 48 officers were charged with 85 charges. There was also an increase in the average number of charges per officer, 2.6 charges per officer compared to 1.8 in 2018 and 2.1 over the five-year average. Figure 4.1 shows both the number of officers charged and the number of charges per officer.

Figure 4.1
Officers Charged

	2015	2016	2017	2018	2019	5 Year
Number of Officers	33	37	35	48	55	41.6
Total Charges	65	76	73	85	145	88.8
Charge/officer ratio	2.0	2.1	2.1	1.8	2.6	2.1

Number of Charges Laid per Officer per Case

Of the officers charged in 2019, per case, 28 (41.2%) faced a single charge, 24 officers (35.3%) had two (2) charges laid against them, five (5) officers (7.4%) had three (3) charges laid against them, seven (7) officers (10.3%) faced four (4) charges, and four (4) officers (5.9%) had five (5) or more charges (Figure 4.2).

Figure 4.2
Number of Charges Laid per Officer

Category of Charges Laid in New Cases

In 2019, a total of 145 P.S.A. charges were laid. Of the charges laid, Discreditable Conduct, Insubordination, and Neglect of Duty have remained the top 3 most common charges (Figure 4.3). In 2019, Discreditable Conduct charges remained the most common charge, representing 54.5% of the charges, compared to the five-year average of 52.3% of all charges. The second most common charge was for Insubordination at 18.6%, which is a decrease compared to 2018, where it was 27.1% of all charges. Charges in relation to Neglect of Duty decreased from 12.9% in 2018 to 8.3% in 2019 and is below the 5 year average of 12.8%.

Figure 4.3
Category of Charges Laid in New Cases

Duty Status in New Cases and Precipitating Factors

The 55 officers charged in 2019, resulted in 68 new cases; 43 (63.2%) cases were a result of on duty incidents, 22 (32.4%) cases were a result of off duty incidents, and three (3) (4.4%) cases were the result of a combination of on and off duty incidents. The duty status and precipitating factors of cases initiated in 2019 are detailed in Figure 4.4.

Cases Concluded

There were 35 cases concluded in the Tribunal in 2019. Below is a listing representing when each closed case commenced:

- 2019 – 6 cases
- 2018 – 19 cases
- 2017 – 5 cases
- 2016 – 4 cases
- 2014 – 1 cases

Disposition

In 2019, 35 cases, involving 32 officers, concluded in the Tribunal. Of those 35 cases, 15 involved officers who submitted guilty pleas (42.9%), three (3) were found guilty (8.6%), four (4) had the charges stayed (11.4%), eight (8) had their charges withdrawn (22.9%), three (3) were aquitted, and jurisdiction was lost in relation to one (1) case (2.9%).

Charges may be withdrawn or stayed by the Prosecution Services as part of a plea agreement, after mediation, if there is no reasonable prospect of conviction, or the matter was resolved at unit level. They also may be stayed if the P.S.A. charge is related to a criminal matter, pending the outcome of that matter. Lastly, there may be an outcome of 'no further action' due to the loss of jurisdiction if the officer retires or resigns. Figure 4.5 depicts the disposition of the cases concluded in 2018 and 2019.

Penalties Imposed for P.S.A. Convictions

Of the 18 cases, where 18 officers were found guilty or pled guilty in 2019, there was a total of 22 penalties imposed. In 2019, there were 12 penalties for discreditable conduct, seven (7) for insubordination, one (1) for neglect of duty, one (1) for deceit, and one (1) for consuming drug/alcohol (Figure 4.6).

Figure 4.4
Duty Status and Precipitating Factors 2019

Other Factors Affecting Charges	On-duty		Off-duty		Both (On and Off Duty)	
	#	%	#	%	#	%
Alcohol/Drugs	0	0.0	5	7.4	0	0.0
Assault	6	8.8	0	0.0	0	0.0
CPIC Abuse	5	7.4	0	0.0	0	0.0
Domestic Assault	0	0.0	12	17.6	0	0.0
Sexual Assault	0	0.0	3	4.4	0	0.0
OIPRD Ordered	2	2.9	1	1.5	0	0.0
Other PSA Violation	30	44.1	1	1.5	3	4.4
Total	**43**	**63.2**	**22**	**32.4**	**3**	**4.4**

Figure 4.5
Disposition of Cases

Disposition	2018		2019	
	#	%	#	%
Acquitted	1	2.4	3	8.6
Dismissed	0	0.0	1	2.9
Guilty Plea	19	45.2	15	42.9
Found Guilty	2	4.8	3	8.6
Withdrawn	15	35.7	8	22.9
Stayed	5	11.9	4	11.4
Loss Jurisdiction	0	0.0	1	2.9
Total Number of Cases	**42**	**100.0**	**35**	**100.0**

Figure 4.6
Penalties Imposed for *P.S.A.* Convictions

Discreditable Conduct

1 Officer: Forfeiture of 4 days or 32 hours
1 Officer: Forfeiture of 5 days or 40 hours
1 Officer: Forfeiture of 5 days or 40 hours, concurrent with Insubordination penalty
1 Officer: Forfeiture of 9 days or 72 hours
2 Officers: Forfeiture of 10 days or 80 hours
1 Officer: Forfeiture of 15 days or 120 hours
1 Officer: Forfeiture of 16 days or 128 hours
1 Officer: Forfeiture of 17 days or 136 hours
1 Officer: Gradation 1st to 2nd class P.C. for 15 months
2 Officers: Gradation 1st to 2nd class P.C. for 18 months

Insubordination

1 Officer: Forfeiture of 5 days or 40 hours, concurrent with Discreditable Conduct penalty
1 Officer: Forfeiture of 6 days or 48 hours and forfeiture of 6 days or 48 hours for consecutive Insubordination penalties
1 Officer: Forfeiture of 8 days or 64 hours and forfeiture of 6 days or 48 hours for concurrent Insubordination penalties
1 Officer: Gradation 1st to 2nd class P.C. for 6 months
1 Officer: Dismissal, concurrent with penalty for Deceit

Neglect of Duty

1 Officer: Forfeiture of 5 days or 40 hours

Deceit

1 Officer: Dismissal, concurrent with penalty for Insubordination

Consuming Drugs/Alcohol

1 Officer: Forfeiture of 12 days or 96 hours

Use of Force

Police officers may be required to use force to protect the public and themselves and, as such, are granted authority by the *Criminal Code* to use as much force as is necessary to carry out their duties. Regulations issued by the Ministry of the Solicitor General specifically address the use of force in the performance of policing duties with a focus on ensuring sufficient and appropriate training for all officers. Reporting requirements are aimed at identifying and evaluating training requirements in general or specific to an individual.

The Ontario Use of Force Model

The Ontario Use of Force Model depicts the process by which an officer assesses, plans, and responds to situations that threaten officer and public safety. A copy of this model is appended to Toronto Police Service (T.P.S.) Procedure 15-01 Use of Force. The provincial model was developed to assist in the training of officers and acts as a reference when making decisions about the use of force. It outlines the incident assessment process and notes the situation, subject behaviours, tactical considerations, and officers' perception to be dynamic factors that contribute to the determination of use of force. Assessment of these factors assists in understanding why, for example, two officers may respond differently in similar situations.

Situational factors for consideration may include the environment, the number of subjects involved, the perceived abilities of the subject, knowledge of the subject, time and distance, and potential attack signs. Subject behaviour may be characterized as cooperative, passively resistant, actively resistant, assaultive, and/or exhibiting actions that may cause serious bodily harm or death. Tactical considerations may include the availability of equipment, additional officers, cover, communications, and special units, as well as officer presence, geographic considerations, practicality of containment, and agency policies and guidelines.

Officers' perceptions interact with situational, behavioural, and tactical factors and impact their beliefs regarding the ability to respond to the situation. Factors including, but not limited to size, strength, overall fitness, personal experience, skill level, fears, fatigue or injury, work or personal stressors, positioning, vision, and training are unique to individual officers and may impact perceptions of the situation.

These impact factors are integral to situations where force may be required as they shape officers' determinations on force necessity and type. As officer safety is an essential factor in the overall goal of public safety, it is intertwined as a significant component of the assessment process described in the Ontario Use of Force Model. As a result of the close relationship between officer and public safety, when reporting uses of force it is common for officers to note 'protect self' as the primary reason for using force. It should be noted that members have the responsibility to use only that force which is necessary to bring an incident under control effectively and safely.

Training Requirements

The Equipment and Use of Force Regulation (Ontario Regulation 926/90) prohibits a member of a police service from using force on another person unless the member has successfully completed the prescribed training course on the use of force. Use of force re-qualification is mandatory for every member who uses, or may be required to use, force or carries a weapon. Each member must pass the requalification course every 12 months.

Reporting

Ontario Regulation 926/90 and T.P.S. Procedure 15-01 Use of Force compels each member involved in an incident to submit a Use of Force Report (U.F.R.) to the Chief of Police whenever the member:

- Uses physical force on another person that results in an injury that requires medical attention
- Draws a handgun in the presence of a member of the public, excluding a member of the police force while on duty
- Discharges a firearm
- Points a firearm regardless if the firearm is a handgun or a long gun
- Uses a weapon other than a firearm on another person

Note: For the purpose of reporting a use of force incident, the definition of a weapon includes a police dog or police horse that comes into direct physical contact with a person.

Additionally, members are required to submit a U.F.R. and a Conducted Energy Weapon Use report (T.P.S. Form 584) to the Chief of Police when a Conducted Energy Weapon (C.E.W.) is used by the member:

- As a demonstrated force presence
- In drive stun mode or full deployment, whether intentionally or otherwise

A Team U.F.R. is restricted to members of the Emergency Task Force (E.T.F.) and the Public Safety Unit (P.S.U.). An incident in which force was actually used, including the demonstrated force presence of a C.E.W., requires a separate U.F.R. from each individual member involved.

Reports are forwarded to the Toronto Police College and reviewed by a use of force analyst to assist in identifying

possible equipment or training issues and to further develop the training program. The reports are then sent to Professional Standards Support and the information is captured in the Professional Standards Information System for further statistical analysis.

Trend Analysis

The use of force incidents detailed in this report pertain to T.P.S. members only and includes only those incidents that require the submission of a U.F.R.. This group includes both officers and certain civilian members who have received training in the use of force (such as court officers). Additional statistical data is located in the Supplementary Data section of this report.

Use of Force Incidents and Reports

In 2019, 2114 U.F.R.s were submitted, representing 1495 use of force incidents. The number of incidents has increased 5.9% compared to 2018. Figure 5.1 compares the number of reports submitted and the number of incidents annually from 2015-2019. Further, when considering the total number of use of force incidents relative to arrests and *Mental Health Act* apprehensions made, force was required in less than 3.8% of arrests and apprehensions.

Use of Force Options

The most frequent use of force option indicated on U.F.R.s in 2019 was pointing a firearm, similar to 2018. In 2019, the use of a C.E.W. became the second most frequent option for the first time, used in 29.8% of incidents compared to 25.4% in 2018. Previously, physical control tactics were the second most common option and have remained one of the top uses in 2019 used in 23.4% of incidents compared to 27.1% in 2018. The shift can be attributed to the C.E.W. expansion program where, in May 2018, the T.P.S. began equipping frontline constables with C.E.W. devices.

Officers are not required to complete a U.F.R. when physical control options (including handcuffing a subject) are the only use of force option used and there are no injuries requiring medical attention. Use of force options employed by officers in 2019 are outlined in Figure 5.2, unintentional uses have been removed from this figure, but are reported in the Firearm Discharge and C.E.W. sections of this chapter. Further comparative data is in the Supplementary Data section of this report.

Firearm Discharges

In 2019, there were 23 incidents where 23 officers discharged their firearms, an increase in incidents compared to 2018, where there were 17 incidents involving 20 officers.

Incidents of firearm discharges in 2019 (Figure 5.3):

- 16 incidents of injured/suffering animals
- 1 incident involving an armed person (edged weapon)
- 4 incidents involving a suspect vehicle
- 2 accidental discharges

Figure 5.1
Use of Force Incidents and Reports

	2015	2016	2017	2018	2019	5 Year Avg.
Incidents	1095	1179	1246	1412	1495	1285.4
Reports	1699	1699	1817	2077	2114	1881.2

Figure 5.2
Type of Force Used

Type of Force Used	2018	2019
Conducted Energy Weapons		
Demonstrated Presence	348	442
Drive Stun	32	31
Full Deployment	109	132
Full Deployment + Drive Stun	39	26
Physical Control		
Hard only	70	57
Soft only	400	350
Both Hard & Soft	92	87
Firearm		
Discharge - Intentional	17	21
Pointed at Person	1038	1015
Handgun Drawn (Not Pointed)	225	232
Impact Weapons Used		
Hard only	33	12
Soft only	12	15
Both Hard & Soft	0	2
Other Impact Weapon	2	10
Less Lethal Shotgun		
Less Lethal Discharge	8	9
Less Lethal Point at Person	42	30
Oleoresin Capsicum Spray	55	18
Other Type of Force	2	3
Police Dog	14	13

Figure 5.3
Incidents of Firearm Discharge

Figure 5.4
Type of C.E.W. Deployments

Figure 5.5
Reason for Use of Force

Figure 5.6
Use of Force by Sub-Command

Conducted Energy Weapons

In May of 2018, the T.P.S. launched the Expanded Deployment C.E.W. Program. Prior to this, only uniform frontline supervisors, members of the E.T.F., and supervisors in high-risk units such as the Hold-Up Squad, Intelligence, and the Organized Crime Enforcement Unit carried C.E.W.s. To date, over 1250 frontline constables are now licensed C.E.W. operators, all part of the T.PS.'s commitment to strive for zero deaths in its interactions with the public.

C.E.W. training is delivered by certified instructors. Initial training for approved members involves theory and practical scenarios, followed by a practical and written examination. All training is conducted in accordance with the guidelines established by the Ministry of the Solicitor General. Recertification training takes place at least once every 12 months, in accordance with Ministry guidelines and Ontario Regulation 926 of the *Police Services Act.*

In 2019, 679 C.E.W.s were deployed in 604 use of force incidents, an increase from 500 incidents in 2018, and the 309 incidents in 2017. This increase was an expected result of the expansion program. In 2019, more than half (65.1%) of the C.E.W. reports involved a 'demonstrated force presence' only, comparable to 2018 (63.6%). In 2019, there were 48 accidental deployments during mandatory spark (function) testing, representing 7.1% of reports involving C.E.W.s. Figure 5.4 details the type of C.E.W. deployments in 2019.

Reason Force was Used

The U.F.R. issued by the Ministry of the Solicitor General permits the selection of multiple reasons for the use of force. The Ontario Use of Force Model indicates that officer safety is essential to ensuring the primary objective of using force: public safety. However, the Professional Standards Information System in which the U.F.R. statistics are entered, permits the selection of only one reason for the use of force. The data entry process is to enter the first reason selected on the U.F.R.. The order for reasons on the report is as follows: protect self, protect public, effect arrest, prevent commission of offence, prevent escape, accidental, destroy animal, and other. For this reason, 'protect self' was selected as the reason for using force in 45.9% and 'effect arrest' was selected in a further 35.4% of U.F.R.s submitted in 2019. Figure 5.5 illustrates the reasons for using force in incidents occurring in 2019.

Use of Force by Sub-Command

Members of East Field Command submitted 41.8% of U.F.R.s in 2019, and include divisional officers and court officers. Members of West Field Command submitted 32.5% of U.F.R.s in 2019, and include divisional officers and officers from Traffic Services. Members of Public Safety Operations (primarily members of the E.T.F.) submitted 22.8% of U.F.R.s in 2019 (Figure 5.6).

Officer Assignments

In 2019, general patrol was the most common assignment of an officer at the time of a use of force incident (60.7%), comparable to the previous year (58.5%). The second most common duty of an officer was classified as tactical (19.6%), the majority of which, involve the E.T.F.. Investigations, drug related and other, represented 9.0% of officer assignments. Figure 5.7 further illustrates the type of assignments at the time of incident.

Category of Incidents

Weapon calls accounted for the largest proportion of use of force incidents in 2019 (27.2%). Warrant related calls accounted for the second largest category at 16.5%, compared to the previous year (17.1%). Use of force incidents categorized as 'other' accounted for 14.6% of those that occurred in 2019. This category includes homicide calls, address checks, and other types of calls for service (see Supplementary Data for more information).

Number of Subjects Involved per Incident

Of the 1495 incidents in 2019, 1446 involved subjects. Of these incidents 68.5% involved a single subject, 30.7% involved two or more subjects, and animals are noted as being involved in 0.9% of incidents in 2019 (Figure 5.8).

Perceived Weapons Carried by Subject

Officers are trained to complete U.F.R.s identifying what weapons (if any) they perceived at the time force was used. In 2019, weapons were perceived to be carried by subjects in 90.4% of incidents, compared to 87.0% in 2018. In 2019, 23.5% of subjects were perceived to be carrying edged weapons, an increase from 22.5% in 2018. Subjects perceived to be armed with firearms represented 57.5% of subjects in 2019, comparable to 56.1% of subjects in 2018. Subjects may be perceived to be carrying multiple weapons in a single incident. Statistical data concerning categories of incidents and weapons carried by subjects is further detailed in the Supplementary Data section of this report.

Summary of Injuries

Officers are required to record any injuries sustained by any party in a use of force incident and whether medical attention was required as a result. Reports submitted for 2019 indicate that citizens were injured in 16.2% of incidents (242 of 1495). Of the 242 incidents where citizens were injured, 88.8% led to medical attention being required.

In 2019, one (1) death occurred in relation to incidents that involved force being used, compared to two (2) incidents in 2018. In relation to the 2019 death, the incident was investigated and the officer was exonerated by the S.I.U..

Officers were injured in 4.6% of use of force incidents in 2019 (69 of 1495), compared to 5.7% of incidents (81 of 1412) in 2018. Officers required medical attention in 45 incidents in 2019, compared with 56 incidents in 2018. Figure 5.8 further illustrates injuries in relation to use of force.

Figure 5.7
Officer Assignment at Time of Incident

2019	#	%
Directed Patrol	11	0.5
Foot Patrol	63	3.0
Crowd Control	11	0.5
General Patrol	1284	60.7
Investigation - Drugs	6	0.3
Investigation - Other	184	8.7
Off-Duty	1	0.0
Other Type Of Assignment	103	4.9
Paid Duty	7	0.3
PDS/Mounted	13	0.6
Special OPS (eg. G&G,ROPE)	3	0.1
Tactical	415	19.6
Traffic Patrol	13	0.6
Total # of Reports	**2114**	**100.0**

Figure 5.8
Number of Subjects per Incident

Figure 5.9
Use of Force Injuries

Incidents with Subject Injuries		
	2018	**2019**
No Injuries	1161	1253
Injuries	**251**	**242**
Total Incidents	1412	1495
Medical Attention Required	**2018**	**2019**
No	27	27
Yes	**224**	**215**
Total Incidents	251	242

Incident with Officer Injuries		
	2018	**2019**
No Injuries	1331	1426
Injuries	**81**	**69**
Total Incidents	1412	1495
Medical Attention Required	**2018**	**2019**
No	25	24
Yes	**56**	**45**
Total Incidents	81	69

Special Investigations Unit

The Special Investigations Unit (S.I.U.) is a civilian law enforcement agency with a mandate to maintain confidence in Ontario's police services by assuring the public that police actions resulting in serious injury, death, or allegations of sexual assault are subjected to rigorous, independent investigations. The S.I.U. is independent of the police and is at arm's length to the Ministry of the Attorney General. Any incident which may reasonably fall within the mandate of the S.I.U. must be reported to the S.I.U. by the police service involved and/or may be reported by the complainant or any other person.

Trend Analysis

In 2019, the S.I.U. invoked its mandate to investigate 46 incidents, compared with 76 incidents in 2018, representing a 39.5% decrease in the number of incidents. Of the incidents occurring in 2019, 15 cases were concluded with the subject officer(s) being exonerated, the S.I.U. withdrew its mandate in 9 cases, two (2) cases resulted in officers being charged criminally, and investigations are ongoing in 20 cases (Figure 6.1). The S.I.U. withdraws its mandate in cases that do not meet its threshold for intervention, for example, the injury was not serious or the actions of the officer did not contribute to the injury.

A low proportion of police contacts with the public result in the S.I.U. mandate being invoked. When comparing the number of S.I.U. investigations to the documented number of community contacts officers had in 2019, there was one incident investigated for every 20,869 contacts (less than 0.01%).

The number of custody-related incidents decreased 45.1% from 51 in 2018 to 28 in 2019. The number of vehicle-related incidents decreased 55.6% in 2019 compared to 2018, and is below the five-year average of 7.4 incidents. Figure 6.2 below provides a five-year perspective on S.I.U. investigations of T.P.S. officers.

The S.I.U. invoked its mandate to investigate four (4) deaths in 2019, a decrease from six (6) in 2018, and below the five-year average of 7.2 deaths. In relation to the four (4) 2019 investigations, officers were exonerated in three (3), and the S.I.U. withdrew their mandate in relation to one (1) incident.

In 2019, at the time this report was drafted, only 4.3% of incidents investigated by the S.I.U. resulted in officers being charged criminally, comparable to the five-year average of 4.4% of incidents.

Figure 6.1
Number of S.I.U. Investigations

Figure 6.2
Reasons for SIU Investigations

	2015		2016		2017		2018		2019		5 Year Avg.	
Occurrence Type	Death	Injury	Death	Injury	Death	Injury	Death	Injury	Death	Injury	Death	Injury
Firearm incident	3	4	3	3	0	2	1	1	1	4	1.6	2.8
Vehicle incident	0	6	1	7	0	10	1	8	1	3	0.6	6.8
Custody incident	6	50	5	40	6	57	4	47	2	26	4.6	44
Allegation of Sexual Assault	N/A	11	N/A	13	N/A	17	N/A	14	N/A	9	N/A	12.8
Other Death or Injury	0	0	2	0	0	0	0	0	0	0	0.4	0
Total	**9**	**71**	**11**	**63**	**6**	**86**	**6**	**70**	**4**	**42**	**7.2**	**66.4**

Section 11 Investigations

Pursuant to Section 11 of Ontario Regulation 267/10, the Chief of Police conducts an administrative investigation into any incident in which the S.I.U. is involved. The administrative investigation is intended to examine the policies of, and/or services provided, by the police service along with the conduct of its police officers. These reviews are commonly referred to as Section 11 investigations. To carry out these investigations subject matter experts are drawn from various units within the Toronto Police Service (T.P.S.), including Homicide, Sex Crimes, Traffic Services, and Professional Standards.

Comparison to Other Police Services

The S.I.U. releases an annual report on the number of investigations where they invoked their mandate in relation to all Ontario police services. The S.I.U. reporting period is January 1 to December 31. At the time this report was drafted the most current published report was for 2018. Figure 6.3 depicts the information contained in the 2018 S.I.U. Annual Report comparing the T.P.S. to other police services.

Figure 6.3
S.I.U. Statistics - Comparison to other Police Services

Police Service	Number of Officers*	Firearm		Custody		Vehicle		Sexual Assault Complaint	Other	Total Investigated	Cases per 100 Officers
		Injury	Death	Injury	Death	Injury	Death				
Durham Regional	878	1	0	7	0	3	0	3	0	14	1.6
Hamilton	829	0	2	7	3	0	0	4	0	16	1.9
Kingston	204	0	0	2	0	1	0	2	0	5	2.5
London	607	0	0	10	2	5	1	1	1	20	3.3
Niagara Regional	708	3	0	9	2	1	0	1	1	17	2.4
Ottawa	1,230	0	1	17	0	3	0	3	0	24	2.0
Peel Regional	2,004	1	0	13	3	4	0	3	1	25	1.2
Toronto	4,923	1	1	48	4	7	1	14	0	76	1.5
Waterloo Regional	762	1	0	5	0	1	0	7	1	15	2.0
York Regional	1,505	1	0	7	0	2	1	0	0	11	0.7
Investigated by S.I.U.**	25,327	12	7	198	36	46	6	58	19	382	1.5

Statistics from S.I.U. Annual Report 2018 is reported from January 1, 2018 to December 31, 2018.
*Police Service "Number of Officers" Statistics from Statistics Canada - Police Resources in Canada 2018, with the exception of the Hamilton Police Service (H.P.S.), which was obtained from the H.P.S. website.
** This number includes all police services in Ontario, not just the ones detailed above.

Suspect Apprehension Pursuits

The Ontario Ministry of the Solicitor General has established detailed guidelines regarding police vehicle pursuits, including when and how pursuits are to be commenced or continued, supervisory obligations during the pursuit process, and reporting requirements.

Recognizing the inherent risk to both officers and members of the public when pursuits are initiated, the Toronto Police Service (T.P.S.) has undertaken a number of strategies to both reduce the number of pursuits initiated and develop targeted training to enhance safe driving practices.

Ontario Regulation 266/10

Legislation governing police pursuits in Ontario is found in Ontario Regulation 266/10, entitled Suspect Apprehension Pursuits. According to the Regulation a suspect apprehension pursuit occurs when a police officer attempts to direct the driver of a motor vehicle to stop, the driver refuses to obey the officer, and the officer pursues in a motor vehicle for the purpose of stopping the fleeing motor vehicle, or identifying the feeling motor vehicle, or an individual in the fleeing motor vehicle.

The Regulation allows an officer to pursue, or continue to pursue, a fleeing vehicle that fails to stop if the officer has reason to believe that a criminal offence has been committed, or is about to be committed, or for the purposes of motor vehicle identification, or the identification of an individual in the vehicle.

The Regulation further requires that each police service establish written procedures on the management and control of suspect apprehension pursuits. T.P.S. Procedure 15-10 (Suspect Apprehension Pursuits) was specifically amended to address this requirement. The Regulation also directs every officer who initiates a pursuit to complete a provincial Fail to Stop Report. The report provides a comprehensive description of the pursuit, including the reasons for and the results of the pursuit, charge information, and the environmental conditions prevailing at the time of the pursuit.

Pursuit Reduction Initiatives

Driving Simulator Training

The T.P.S. uses the L3 PatrolSim driving simulator to enhance delivery of Suspect Apprehension Pursuits (S.A.P.) training to frontline officers. Training scenarios are developed and customized to address training gaps identified through the analysis of Service vehicle collision and S.A.P. statistics as well as in-car camera video review. The simulator allows officers to drive through a variety of common emergency response and S.A.P. scenarios. These scenarios augment classroom lectures and practical in-vehicle exercises. The program focuses on a cooperative driving system program designed to reinforce driving behaviours that are consistent with both legislative requirements and T.P.S. procedures to enhance safety.

In 2019, 311 officers and all new recruits attended driving courses. These courses included front-line refresher, remedial, and advanced training, all of which include S.A.P. training as a component, making T.P.S. a leader within Ontario in this type of training.

Service Wide S.A.P. Training

The Toronto Police College - Police Vehicle Operations (P.V.O.) provides training that is accredited by the Ministry of the Solicitor General to front-line officers, supervisors, and civilian communications personnel. The training ensures members are well versed in the T.P.S. S.A.P. procedure and places focus on identifying risks and alternative strategies to a pursuit. In 2019, Service wide S.A.P. training was completed by all police officers and civilian communications personnel. This training is mandatory every two years.

Figure 7.1
Fail to Stop Reports and Pursuits Initiated

Figure 7.2
Pursuit Initiation Reasons

Figure 7.3
Years of Service of Initiating Officer

Trend Analysis

Number of Pursuits

In 2019, 300 Fail to Stop Reports were submitted, representing a 35.1% increase from 2018. Of the reports submitted in 2019, 76.0% (228) resulted in the initiation of a pursuit, which is comparable to the five-year average of 79.3% (Figure 7.1).

Reasons for Initiating Pursuits

Of the 228 pursuits initiated in 2019, 56.6% resulted from the commission of *Criminal Code* offences. Within the *Criminal Code* category, the majority of pursuits were initiated as a result of the dangerous operation of a motor vehicle or stolen vehicles. Pursuing a stolen vehicle has remained a top reason for initiating a pursuit under the *Criminal Code*. In 2019, there were 45 pursuits for stolen vehicles, an increase compared to the five-year average of 29.8 pursuits. This highlights why the T.P.S. continues to deliver S.A.P. training on an ongoing basis to reinforce, at every opportunity, the potential risks and unique challenges associated with engaging in pursuits of stolen vehicles.

Of the pursuits initiated in 2019, 37.3% resulted from the commission of offences under the *Highway Traffic Act* (H.T.A.). This represents a decrease from 2018 (39.1%) and is below the five-year average (41.4%). Within the H.T.A. category, the most common reason for initiating a pursuit was in relation to moving violations, representing 23.7% of all pursuits initiated in 2019. Moving violations have consistently been the most common reason for initiating a non-criminal pursuit over the last five years, representing 26.3% of all pursuits.

Miscellaneous circumstances, including reports from the public and suspicious vehicles, accounted for 6.1% of pursuits initiated, as indicated in Figure 7.2.

Years of Service

In 2019, T.P.S. officers with 10 to 14 years of service initiated the majority of pursuits (28.1%). Officers with five (5) to nine (9) years of service represented the second highest category for pursuits at 23.2%, despite representing only 10.0% of officers within the T.P.S.. This discrepancy can be explained by the fact that officers with five (5) to nine (9) years of service are primarily deployed to uniform front line policing duties. Figure 7.3 illustrates the years of service of subject officers involved in pursuits.

Results of Initiated Pursuits

There was an increase in the percentage of pursuits discontinued by the initiating officer in 2019, from 41.3% of pursuits initiated in 2018 to 56.1% in 2019. The designated pursuit supervisor terminated 18.9% of pursuits initiated in 2019, compared to 17.3% of pursuits initiated in 2018 and 18.7% of pursuits over a five-year average.

In 3.5% of pursuits in 2019, officers were able to stop suspect vehicles using specific techniques (e.g. rolling block,

intentional contact, etc.), which is below the five-year average of 3.7%. In 8.3% of pursuits initiated in 2019, the vehicle was stopped by the driver, which is a decrease when compared to the five-year average of 12.4% of pursuits. Pursuit results are indicated in Figure 7.4.

Collisions and Pursuit Related Injuries

In 2019, 30 pursuits resulted in collisions (either during or subsequent to the pursuit), representing 13.2% of all pursuits initiated. Of the 228 pursuits last year, seven (7) (10.7%) resulted in injuries with a total of 11 individuals injured: nine (9) individuals in the pursued vehicle, one (1) individual in a police vehicle, and one (1) individual in a third party vehicle (Figure 7.5).

Charges Laid in Initiated Pursuits

In 2019, 67 pursuits resulted in charges being laid in relation to offences under the *Criminal Code*, the H.T.A., and/or other statutes compared to 58 pursuits in 2018.

The 67 pursuits in 2019 resulted in 82 people being charged with *Criminal Code* offences and 35 people with H.T.A. offences, compared to 76 and 29 respectively in 2018.

In total, 358 combined *Criminal Code*, H.T.A., and other statutes charges were laid in 2019, representing a 5.8% decrease from 380 charges in 2018, and a 13.8% increase when compared to the five-year average. *Criminal Code* charges constituted the majority of those laid in 2018 (77.7%).

Figure 7.4
Pursuit Results

Figure 7.5
Pursuit Related Injuries

Supplementary Data

Public Complaints

Classification of Complaints						
Complaints - Investigated	**2015**	**2016**	**2017**	**2018**	**2019**	**5 Year Avg.**
Conduct-Less Serious	236	286	271	300	245	267.6
Conduct-Serious	39	19	23	24	17	24.4
Policy	1	3	6	3	2	3.0
Service	18	31	24	18	24	23.0
Number and Percentage of Complaints (Investigated)	**294**	**339**	**324**	**345**	**288**	**318.0**
	49.6%	**49.9%**	**50.8%**	**54.7%**	**47.2%**	**50.4%**
Complaints - Not Investigated	**2015**	**2016**	**2017**	**2018**	**2019**	**5 Year Avg.**
Better Dealt with in Other Law	6	41	34	33	34	29.6
Complaint Over Six Months	7	3	1	2	4	3.4
Frivolous	75	96	96	51	84	80.4
Made In Bad Faith	0	2	0	2	0	0.8
No Jurisdiction	49	46	37	46	30	41.6
Not Directly Affected	4	4	12	7	8	7
Not in the Public Interest	152	145	133	144	160	146.8
Vexatious	0	0	1	1	2	0.8
Withdrawn	6	4	0	0	0	2
Number and Percentage of Complaints (Not Investigated)	**299**	**341**	**314**	**286**	**322**	**312.4**
	50.4%	**50.1%**	**49.2%**	**45.3%**	**52.8%**	**49.6%**
Total Number of Public Complaints	**593**	**680**	**638**	**631**	**610**	**630.4**

Alleged Misconduct - Investigated Complaints												
	2015		**2016**		**2017**		**2018**		**2019**		**5 Year Avg.**	
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Breach of Confidence	1	0.3	1	0.3	1	0.3	3	0.9	2	0.7	1.6	0.5
Corrupt Practice	1	0.3	1	0.3	4	1.2	3	0.9	0	0.0	1.8	0.6
Deceit	2	0.7	2	0.6	0	0.0	1	0.3	0	0.0	1.0	0.3
Discreditable Conduct	144	49.0	161	47.5	176	54.3	166	48.1	128	44.4	155.0	48.7
Insubordination	2	0.7	5	1.5	5	1.5	6	1.7	3	1.0	4.2	1.3
Neglect of Duty	36	12.2	49	14.5	46	14.2	56	16.2	45	15.6	46.4	14.6
Unlawful or Unnecessary Exercise of Authority	89	30.3	86	25.4	62	19.1	89	25.8	84	29.2	82.0	25.8
Policy/Service	19	6.5	34	10.0	30	9.3	21	6.1	26	9.0	26.0	8.2
Total	**294**	**100.0**	**339**	**100.0**	**324**	**100.0**	**345**	**100.0**	**288**	**100.0**	**318.0**	**100.0**

Number of Days to Conclude Investigated Complaint Investigations												
	2015		**2016**		**2017**		**2018**		**2019**		**5 Year Avg.**	
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
0 to 30 days	37	12.6	41	12.1	39	12.1	26	7.7	31	12.0	34.8	11.2
31 to 60 days	38	12.9	48	14.2	48	14.9	35	10.4	34	13.2	40.6	13.1
61 to 90 days	46	15.6	43	12.7	41	12.7	53	15.7	51	19.8	46.8	15.1
91 to 120 days	60	20.4	66	19.5	76	23.5	51	15.1	61	23.6	62.8	20.2
121 to 150 days	40	13.6	47	13.9	41	12.7	75	22.2	50	19.4	50.6	16.3
151 to 180 days	29	9.9	22	6.5	30	9.3	43	12.7	14	5.4	27.6	8.9
Over 180 days	44	15.0	72	21.2	48	14.9	55	16.3	17	6.6	47.2	15.2
Total	**294**	**100.0**	**339**	**100.0**	**323**	**100.0**	**338**	**100.0**	**258**	**100.0**	**310.4**	**100.0**

Public Complaints Continued

Top Three Sub-Classifications of Alleged Misconduct												
	2015		2016		2017		2018		2019		5 Year Avg.	
	#	%	#	%	#	%	#	%	#	%	#	%
Discreditable Conduct												
Discrimination	6	4.2	10	6.2	6	3.4	12	7.2	12	9.4	9.2	5.9
Profane language re: individuality	0	0.0	1	0.6	1	0.6	4	2.4	3	2.3	1.8	1.2
Incivility	32	22.2	32	19.9	29	16.5	43	25.9	33	25.8	33.8	21.8
Contravene *P.S.A.*	1	0.7	0	0.0	0	0.0	0	0.0	0	0.0	0.2	0.1
Acts in a disorderly manner	105	72.9	118	73.3	140	79.5	107	64.5	80	62.5	110.0	71.0
Total	**144**	**100.0**	**161**	**100.0**	**176**	**100.0**	**166**	**100.0**	**128**	**100.0**	**155.0**	**100.0**
Neglect of Duty												
Neglects to perform a duty	36	100.0	49	100.0	45	97.8	54	96.4	45	100.0	45.8	98.7
Fails to report matter	0	0.0	0	0.0	0	0.0	1	1.8	0	0.0	0.2	0.4
Omits to make entry in a record	0	0.0	0	0.0	1	2.2	1	1.8	0	0.0	0.4	0.9
Total	**36**	**100.0**	**49**	**100.0**	**46**	**100.0**	**56**	**100.0**	**45**	**100.0**	**46.4**	**100.0**
Unlawful/Unnecessary Exercise of Authority												
Unlawful/unnecessary arrest	25	28.1	21	24.4	3	4.8	17	19.1	12	14.3	15.6	19.0
Unnecessary force	64	71.9	65	75.6	59	95.2	72	80.9	72	85.7	66.4	81.0
Total	**89**	**100.0**	**86**	**100.0**	**62**	**100.0**	**89**	**100.0**	**84**	**100.0**	**82.0**	**100.0**

Disposition - Investigated Complaints												
	2015		2016		2017		2018		2019		5 Year Avg.	
	#	%	#	%	#	%	#	%	#	%	#	%
Discontinued	0	0.0	0	0.0	1	0.3	0	0.0	0	0.0	0.2	0.1
Informal Resolution	74	25.2	65	19.2	70	21.6	75	21.7	58	20.1	68.4	21.5
Misconduct Identified	13	4.4	17	5.0	23	7.1	27	7.8	11	3.8	18.2	5.7
No Jurisdiction	0	0.0	1	0.3	2	0.6	0	0.0	0	0.0	0.6	0.2
Policy/service - Action Taken	3	1.0	4	1.2	3	0.9	1	0.3	3	1.0	2.8	0.9
Policy/service-No Action Required	5	1.7	17	5.0	18	5.6	11	3.2	13	4.5	12.8	4.0
Unsubstantiated	148	50.3	172	50.7	154	47.5	168	48.7	116	40.3	151.6	47.7
Withdrawn	51	17.3	63	18.6	52	16.0	56	16.2	57	19.8	55.8	17.5
Investigation not Concluded*	0	0.0	0	0.0	1	0.3	7	2.0	30	10.4	7.6	2.4
Total	**294**	**100.0**	**339**	**100.0**	**324**	**100.0**	**345**	**100.0**	**288**	**100.0**	**318.0**	**100.0**

*Number is anticipated to decrease as complaints are concluded, this will effect the final dispositions.

Public Complaints Continued

Investigated Complaints by Involved Unit										
Involved Unit	2015		2016		2017		2018		2019	
	#	%	#	%	#	%	#	%	#	%
11 Division	13	4.4	11	3.2	6	1.9	6	1.7	10	3.5
12 Division	8	2.7	10	2.9	5	1.5	9	2.6	7	2.4
13 Division	7	2.4	15	4.4	14	4.3	17	4.9	11	3.8
14 Division	18	6.1	24	7.1	18	5.6	22	6.4	21	7.3
22 Division	15	5.1	14	4.1	13	4.0	18	5.2	8	2.8
23 Division	10	3.4	9	2.7	12	3.7	16	4.6	11	3.8
31 Division	16	5.4	7	2.1	6	1.9	18	5.2	9	3.1
32 Division	8	2.7	6	1.8	16	4.9	16	4.6	14	4.9
33 Division	7	2.4	17	5.0	7	2.2	14	4.1	7	2.4
41 Division	12	4.1	13	3.8	13	4.0	10	2.9	9	3.1
42 Division	15	5.1	9	2.7	9	2.8	9	2.6	6	2.1
43 Division	8	2.7	16	4.7	19	5.9	25	7.2	12	4.2
51 Division	23	7.8	32	9.4	36	11.1	20	5.8	21	7.3
52 Division	21	7.1	16	4.7	30	9.3	23	6.7	20	6.9
53 Division	15	5.1	11	3.2	15	4.6	11	3.2	11	3.8
54 Division	8	2.7	15	4.4	16	4.9	13	3.8	7	2.4
55 Division	9	3.1	8	2.4	14	4.3	15	4.3	9	3.1
Communication Services	6	2.0	9	2.7	3	0.9	6	1.7	3	1.0
Community Partnerships & Engagement Unit	7	2.4	9	2.7	0	0.0	0	0.0	0	0.0
Drug Squad	1	0.3	6	1.8	4	1.2	2	0.6	1	0.3
Emergency Task Force	3	1.0	3	0.9	5	1.5	10	2.9	2	0.7
Financial Crimes Unit	1	0.3	2	0.6	0	0.0	4	1.2	1	0.3
Forensic Identification Srvcs	0	0.0	1	0.3	0	0.0	0	0.0	1	0.3
Hold Up Squad	1	0.3	2	0.6	4	1.2	5	1.4	0	0.0
Homicide	1	0.3	2	0.6	2	0.6	0	0.0	1	0.3
Integrated G&G Task Force	2	0.7	8	2.4	1	0.3	2	0.6	3	1.0
Intelligence Services	0	0.0	1	0.3	0	0.0	0	0.0	0	0.0
Marine	0	0.0	1	0.3	1	0.3	1	0.3	0	0.0
Mounted	1	0.3	0	0.0	0	0.0	1	0.3	1	0.3
Not Applicable	28	9.5	31	9.1	22	6.8	20	5.8	32	11.1
Not Identified	6	2.0	2	0.6	1	0.3	4	1.2	15	5.2
Parking Enforcement	1	0.3	0	0.0	1	0.3	0	0.0	0	0.0
Police Dog Services	0	0.0	0	0.0	1	0.3	0	0.0	2	0.7
Pro ROPE, Fug Sq & Bail Comp	1	0.3	0	0.0	0	0.0	1	0.3	0	0.0
Professional Standards	0	0.0	1	0.3	1	0.3	0	0.0	1	0.3
Public Safety Response	N/A	N/A	N/A	N/A	0	0.0	4	1.2	2	0.7
Records Management Services	2	0.7	5	1.5	2	0.6	1	0.3	0	0.0
Sex Crimes Unit	2	0.7	0	0.0	1	0.3	3	0.9	4	1.4
Strategy Management	0	0.0	0	0.0	1	0.3	1	0.3	1	0.3
Talent Acquisition	0	0.0	0	0.0	1	0.3	1	0.3	0	0.0
Toronto Police College	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3
Toronto Police Operations Centre	1	0.3	1	0.3	4	1.2	3	0.9	5	1.7
Traffic Services	17	5.8	22	6.5	20	6.2	14	4.1	19	6.6
Total	**294**	**100.0**	**339**	**100.0**	**324**	**100.0**	**345**	**100.0**	**288**	**100.0**

Note: In 2017, the Chief's Transformational Task Force began making changes to the Organizational Chart and divisional boundaries. Changes are ongoing as the T.P.S. modernizes, which includes the creation of new units, restructuring of existing units, and the re-organization of reporting. The distribution of complaints by units has, in some cases, been impacted as the mandate and makeup of those units changed. For example, the Divisional Policing Support Unit was re-named the Community Partnerships and Engagement Unit in 2018. In 2017, the mandate of this unit and the nature of the work was also changed when some of its sub-units were dissolved and their members redeployed, resulting in less frontline policing interactions, which can impact the number of public complaints.

Use of Force

Use of Force Options Employed				
Type of Force Used	**2018**		**2019**	
	#	**%**	**#**	**%**
Conducted Energy Weapons				
Demonstrated Presence	348	16.8	442	20.9
Drive Stun	32	1.5	31	1.5
Full Deployment	109	5.2	132	6.2
Full Deployment + Drive Stun	39	1.9	26	1.2
Physical Control				
Hard	70	3.4	57	2.7
Soft	400	19.3	350	16.6
Both Hard and Soft	92	4.4	87	4.1
Firearm				
Discharge - Intentional	17	0.8	21	1.0
Pointed at Person	1038	50.0	1015	48.0
Drawn (Not Pointed)	225	10.8	232	11.0
Impact Weapons Used				
Hard	33	1.6	12	0.6
Soft	12	0.6	15	0.7
Both Hard and Soft	0	0.0	2	0.1
Other Impact Weapon	2	0.1	10	0.5
Less Lethal Shotgun				
Less Lethal Discharge	8	0.4	9	0.4
Less Lethal Point at Person	42	2.0	30	1.4
Oleoresin Capsicum Spray	55	2.6	18	0.9
Other Type of Force	2	0.1	3	0.1
Police Dog	14	0.7	13	0.6

Total Use of Force Reports	**2018**	**2019**
	2077	**2114**

Note: An officer may employ multiple force options in a single use of force incident. As such, the total number of force options used may exceed the total number of use of force incidents in a year. This chart reflects the percentage of time a force option is used in total annual use of force reports. For example, in 2019, Conducted Energy Weapons were used 442 times as a demonstrated presence within the 2114 use of force reports (20.9% of reports). Accidental/Unintentional uses of force have been removed from the total.

Initial Reason for Use of Force				
Initial Reason for Use of Force	**2018**		**2019**	
	#	**%**	**#**	**%**
Accidental	21	1.5	50	3.3
Destroy An Animal	11	0.8	16	1.1
Effect Arrest	568	40.2	529	35.4
Other	27	1.9	26	1.7
Prevent Commission Of Offence	18	1.3	15	1.0
Prevent Escape	26	1.8	36	2.4
Protect Public	113	8.0	137	9.2
Protect Self	628	44.5	686	45.9
Total # of Incidents	**1412**	**100.0**	**1495**	**100.0**

Use of Force Continued

Officer Duties at Time of Incident				
	2018		2019	
	#	%	#	%
Directed Patrol	10	0.5	11	0.5
Foot Patrol	51	2.5	63	3.0
Crowd Control	0	0.0	11	0.5
General Patrol	1215	58.5	1284	60.7
Investigation - Drugs	14	0.7	6	0.3
Investigation - Other	193	9.3	184	8.7
Off-Duty	0	0.0	1	0.0
Other Type Of Assignment	114	5.5	103	4.9
Paid Duty	7	0.3	7	0.3
PDS/Mounted	14	0.7	13	0.6
Special OPS	16	0.8	3	0.1
Tactical	436	21.0	415	19.6
Traffic Patrol	7	0.3	13	0.6
Total # of Reports	**2077**	**100.0**	**2114**	**100.0**

Category of Incidents Where Force Used				
Type of Incident	2018		2019	
	#	%	#	%
Animal Related	11	0.8	16	1.1
Arrest/Prisoner Related	53	3.8	32	2.1
Assault/Serious Injury	51	3.6	66	4.4
Break And Enter	39	2.8	53	3.5
Domestic Disturbance	38	2.7	44	2.9
Drug Related	15	1.1	12	0.8
Person in Crisis	155	11.0	144	9.6
Pursuit	8	0.6	8	0.5
Robbery Call	67	4.7	65	4.3
Search Warrant/Warrant Related	242	17.1	246	16.5
Stolen Vehicle	44	3.1	45	3.0
Suspicious Person Call	15	1.1	21	1.4
Traffic Stop	39	2.8	38	2.5
Unknown Trouble Call	32	2.3	25	1.7
Wanted Person	46	3.3	55	3.7
Weapons Call	353	25.0	406	27.2
Other	204	14.4	219	14.6
Total # of Incidents	**1412**	**100.0**	**1495**	**100.0**

Use of Force Continued

Perceived Weapons Carried by Subject				
Type of Weapon	2018		2019	
	#	%	#	%
Animal - No Weapon	5	0.4	6	0.4
Baseball Bat/Club	44	3.1	44	2.9
Bottle	5	0.4	4	0.3
Knife/Edged Weapon	318	22.5	351	23.5
Firearms				
Handgun	78	5.5	123	8.2
Rifle	30	2.1	20	1.3
Semi-Automatic	613	43.4	654	43.7
Shotgun	21	1.5	29	1.9
Other-Firearm	50	3.5	33	2.2
None	183	13.0	143	9.6
Other	98	6.9	74	4.9
Unknown	680	48.2	720	48.2

Total Use of Force Incidents	2018	2019
	1412	**1495**

Note: A single use of force incident may involve multiple subjects, with multiple weapons. As such, the total number of perceived weapons carried by subjects may exceed the total number of use of force incidents in a year. This chart reflects the percentage of time a perceived weapon is involved in total annual use of force incidents. For example, in 2019, a bottle was involved four (4) times in the 1495 incidents (0.3% of incidents).

Suspect Apprehension Pursuits

Pursuit Initiation Reason	2015		2016		2017		2018		2019		5 Year Avg.	
	#	%	#	%	#	%	#	%	#	%	#	%
Criminal Code												
Break and Enter	1	0.8	2	1.3	2	1.3	2	1.1	6	2.6	2.6	1.5
Dangerous Operation	21	16.2	14	9.1	23	14.9	26	14.5	20	8.8	20.8	12.3
Impaired Operation	13	10.0	10	6.5	5	3.2	12	6.7	9	3.9	9.8	5.8
Other	16	12.3	28	18.2	25	16.2	25	14.0	36	15.8	26	15.4
Prohibited Operation	0	0.0	0	0.0	0	0.0	2	1.1	1	0.4	0.6	0.4
Robbery	2	1.5	5	3.2	4	2.6	4	2.2	12	5.3	5.4	3.2
Stolen Vehicle	15	11.5	22	14.3	31	20.1	36	20.1	45	19.7	29.8	17.6
Sub-total	**68**	**52.3**	**81**	**52.6**	**90**	**58.4**	**107**	**59.8**	**129**	**56.6**	**95**	**56.2**
Highway Traffic Act												
Equipment Violation	8	6.2	14	9.1	9	5.8	6	3.4	11	4.8	9.6	5.7
Moving Violation	40	30.8	41	26.6	41	26.6	46	25.7	54	23.7	44.4	26.3
Other	11	8.5	14	9.1	11	7.1	18	10.1	19	8.3	14.6	8.6
R.I.D.E.	1	0.8	0	0.0	0	0.0	0	0.0	1	0.4	0.4	0.2
Suspended Driver	1	0.8	2	1.3	2	1.3	0	0.0	0	0.0	1	0.6
Sub-total	**61**	**46.9**	**71**	**46.1**	**63**	**40.9**	**70**	**39.1**	**85**	**37.3**	**70.0**	**41.4**
Miscellaneous												
Other	1	0.8	1	0.6	1	0.6	1	0.6	2	0.9	1.2	0.7
Report from Public	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	0.2	0.1
Suspicious Vehicle	0	0.0	1	0.6	0	0.0	1	0.6	11	4.8	2.6	1.5
Sub-total	**1**	**0.8**	**2**	**1.3**	**1**	**0.6**	**2**	**1.1**	**14**	**6.1**	**4**	**2.4**
Total	**130**	**100.0**	**154**	**100.0**	**154**	**100.0**	**179**	**100.0**	**228**	**100.0**	**169.0**	**100.0**

Glossary of Terms

Civil Litigation Definitions

Charter of Rights Violations:
The breach of a right that is afforded under the *Charter of Rights and Freedoms.*

False arrest:
An arrest made without proper legal authority.

Malicious Prosecution:
To succeed in a claim for malicious prosecution, a plaintiff must establish: 1) That the defendant initiated the proceedings 2) That the proceedings terminated in favor of the plaintiff 3) The absence of reasonable and probable cause, and 4) Malice, or a primary purpose other than that of carrying the law into effect.

Misfeasance in Public Office:
The elements that must be established include: 1) Deliberate and unlawful conduct in the exercise of public functions, and 2) Awareness that the conduct is unlawful and likely to injure the plaintiff. A plaintiff must also prove that the conduct was the legal cause of his or her injuries, and that the injuries suffered are compensable in tort law.

Negligent Investigations:
To succeed in a claim for negligent investigation, a plaintiff must establish that: 1) The investigating officers owed the plaintiff a duty of care 2) The investigating officers failed to meet the standard of care 3) the plaintiff suffered compensable damage, and 4) The damage was caused by the investigating officers' negligent act or omission.

Excessive Use of Force:
A police officer has the right to use as much force as reasonably necessary to carry out his or her law enforcement duties. Excessive use of force would be any use of force that is more than reasonably necessary in the circumstances.

Police Services Act Definitions

Discreditable Conduct

2(1)(a)(i)	Fails to treat or protect a person equally without discrimination.
2(1)(a)(ii)	Uses profane, abusive or insulting language that relates to a person's individuality.
2(1)(a)(iii)	Is guilty of oppressive or tyrannical conduct towards an inferior in rank.
2(1)(a)(iv)	Uses profane, abusive or insulting language to any other member of the Service.
2(1)(a)(v)	Uses profane, abusive or insulting language or is otherwise uncivil to a member of the public.
2(1)(a)(vi)	Wilfully or negligently makes any false complaint or statement against any member of the Service.
2(1)(a)(vii)	Assaults any other member of the Service.
2(1)(a)(viii)	Withholds or suppresses a complaint or report against a member of the Service or about the policies of, or services provided by, the Service.
2(1)(a)(ix)	Accused, charged or found guilty of an indictable criminal offence or criminal offence punishable upon summary conviction.
2(1)(a)(x)	Contravenes any provision of the *Act* or the regulations.
2(1)(a)(xi)	Acts in a disorderly manner or in a manner prejudicial to discipline or likely to bring discredit upon the reputation of the Service.

Neglect of Duty

2(1)(c)(i)	Without lawful excuse, neglects or omits promptly and diligently to perform a duty as a member of the Police Service.
2(1)(c)(ii)	Fails to comply with any provision of Ontario Regulation 267/10 (Conduct and Duties of Police Officers Investigations by the Special Investigations Unit).
2(1)(c)(iii)	Fails to work in accordance with orders, or leaves an area, detachment, detail or other place of duty, without due permission or sufficient cause.
2(1)(c)(iv)	By carelessness or neglect permits a prisoner to escape.
2(1)(c)(v)	Fails, when knowing where an offender is to be found, to report him or her or to make due exertions for bringing the offender to justice.

2(1)(c)(vi)	Fails to report a matter that is his or her duty to report.
2(1)(c)(vii)	Fails to report anything that he or she knows concerning a criminal or other charge, or fails to disclose any evidence that he or she, or any person within his or her knowledge, can give for or against any prisoner or defendant.
2(1)(c)(viii)	Omits to make any necessary entry in a record.
2(1)(c)(ix)	Feigns or exaggerates sickness or injury to evade duty.
2(1)(c)(x)	Is absent without leave from or late for any duty, without reasonable excuse.
2(1)(c)(xi)	Is improperly dressed, dirty or untidy in person, clothing or equipment while on duty.

Unlawful or Unnecessary Exercise of Authority

2(1)(g)(i)	Without good and sufficient cause makes an unlawful or unnecessary arrest.
2(1)(g)(ii)	Uses any unnecessary force against a prisoner or other person contacted in the execution of duty.

Use of Force Definitions

Demonstrated Force Presence (Conducted Energy Weapon [C.E.W.]):
The C.E.W. is utilized as a demonstration only and does not make contact with the subject. The C.E.W. may be un-holstered, pointed in the presence of the subject, sparked as a demonstration, and/or have its laser sighting system activated.

Drive Stun Mode (C.E.W.):
The C.E.W. is utilized by direct contact with the subject and the current applied; the probes are not fired.

Full Deployment (C.E.W.):
The C.E.W. is utilized by discharging the probes at a subject and the electrical pulse applied.

Less Lethal Shotgun:
The Less Lethal Shotgun is an intermediate extended range impact weapon which may provide the opportunity for police officers to resolve potentially violent situations at a greater distance with less potential for causing serious bodily harm or death than other use of force options.

Toronto Police Services Board Report

May 26, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: 2019 Annual Hate Crime Statistical Report

Recommendation:

It is recommended that the Board:

1) receive this report for information; and

2) forward a copy of this report to the City of Toronto Executive Committee for information.

Financial Implications:

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

Background / Purpose:

The Toronto Police Service's Hate Crime Unit (H.C.U.) is a sub-unit of Intelligence Services - Security Section. The H.C.U. has collected statistical data and has been responsible for ensuring the thorough investigation of hate crime offences within the City of Toronto since 1993.

The Service's Annual Hate Crime Statistical Report provides statistical data about criminal offences that are committed against a person or property that are motivated by bias, prejudice, or hate, based on the victim's (either perceived or real) race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender identity, or expression or any other similar factor within the City of Toronto.

This report also provides an overview of the hate crimes committed in 2019, as well as the various hate crime related education, training, and community outreach initiatives that were undertaken by the H.C.U. and other units within the Service.

Discussion:

In 2019, the H.C.U. continued its ongoing efforts to focus on building and enhancing community partnerships, including encouraging the public reporting of hate crimes. Internal education of our members, as well as external education for the residents of Toronto, continued to be priorities as well.

The total number of hate crimes reported to the Service in 2019 increased over the previous year from 137 to 139, representing a difference of approximately 1.5%. For the ten year period between 2010 and 2019, the average number of reported hate crime occurrences was approximately 145 annually.

The fluctuation in the number of reported hate crimes and the community groups that are victimized may be attributed in various instances to multiple factors including international events, political climate, community educational programs, and hate crime training.

Mischief to property, assault, and utter threats were the three most frequently reported criminal offences motivated by hate in 2019. As in past years, these offences occurred in a variety of different locations including schools, parks, business/retail, religious places of worship, and on public transportation.

The H.C.U. recognizes that despite community outreach efforts and investigative successes, under reporting continues to present a challenge that affects its ability to investigate and prevent hate motivated offences in various communities.

In an effort to overcome these challenges H.C.U. members attended and/or provided internal, local and provincial hate crime training on topics relating to hate crime laws and trends, investigative strategies, prosecution of hate crimes, and the community impact of hate crimes. The attendees included internal members of the Service and other local and national police services, government and non-government partners, as well as community members. Details of community outreach and education initiatives are included in the report.

Finally, the H.C.U. also collaborates with our Community Policing and Engagement Unit (C.P.E.U.) and community organizations for the purposes of education, public safety, and to address community concerns specific to hate crimes.

Conclusion:

The report provides the Board with a comprehensive statistical overview of the hate crimes reported and investigated in the City of Toronto throughout 2019.

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

Respectfully submitted,

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

*original copy with signature on file at Board office

Toronto Police Service
2019 Annual Hate Crime Statistical Report

Intelligence Services, Hate Crime Unit

Intelligence Services, Hate Crime Unit remains dedicated to the achievement of its complementary objectives: the prevention and thorough investigation of hate motivated offences and the pro-active education of others to enable them to recognize and combat hate.

Our goal is to encourage mutual acceptance amongst communities and to safeguard the freedoms, safety and dignity of all persons as guaranteed by the Charter of Rights and Freedoms.

Executive Summary

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

The report explains the mandate of the Toronto Police Service Hate Crime Unit (HCU) and the methodology that is used by the HCU to collect the statistical data. The data is based on hate crimes that were reported to the Toronto Police Service, hereafter referred to as "the Service" between January 1, 2019 and December 31, 2019.

The report also provides an overview of the training and education that was provided to the Service's police officers with respect to hate crimes in 2019, as well as the various community outreach initiatives that were undertaken by the HCU and other units within the Service.

In 2019, there was an increase in the total number of hate crime occurrences reported to the Service. In comparison to 2018, the number of reported occurrences increased from 137 to 139 representing an increase of approximately 1.5%. Over the past ten years, between 2010 and 2019, the average number of reported hate crimes is approximately 145 per year.

The number of arrests related to hate crimes in 2019 increased from 18 persons arrested in 2018 to 23 persons arrested in 2019. Notably, a significant percentage of reported hate crime occurrences in 2019 involve allegations of mischief to property (i.e. graffiti) in circumstances where there was limited or no suspect description available. These occurrences frequently transpired without the victim or any witnesses present. These factors present considerable challenges to these types of investigations and arresting suspects.

In 2019, the Jewish community, followed by the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) community, the Black community, and the Muslim community were the most frequently victimized groups. The three most frequently reported criminal offences motivated by hate in 2019 were mischief to property, assault and utter threats. The Jewish community was the most frequently victimized group for mischief to property and utter threat occurrences. The LGBTQ community, followed by the Black community were the most frequently victimized group for assault occurrences.

There are multiple factors that can affect fluctuation in the number of reported hate crimes and the community groups that are victimized. These factors include international events, community educational programs, hate crime training, and increased reporting.

When more than one identifiable group (i.e. Catholic and Ukrainian) was targeted in an incident the occurrence was categorized as multi-bias. In 2019, 15 of the 139 hate occurrences were categorized as multi-bias. In 2018, 21 of the 137 hate occurrences were categorized as multi-bias.

An identifiable group is defined by section 318(4) of the *Criminal Code* as, "Any section of the public distinguished by colour, race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression, or mental or physical disability".

In December 2017, Bill C-305 *An Act to amend the Criminal Code (mischief)* received Royal Assent. Bill C-305 amended section 430(4.1) of the *Criminal Code*, which dealt with mischief in relation to religious property. The amendment broadened the definition of the property covered by section 430 (4.1) and effectively expanded the application of that section to include other types of property used by identifiable groups as educational institutions, as a residence for seniors, or for other purposes including administrative, social, cultural or sport activities or events. The amendment also added to the prohibited grounds or motivations for mischief covered by section 430(4.1). In addition to the existing bias, prejudice, or hate based on religion, race, color or national or ethnic origin, the amendment added age, sex, sexual orientation, gender identity or expression or mental or physical disability.

There were a total of seven mischief relating to religious property, educational institutions, etc. occurrences motivated by hate in 2019 compared to ten in 2018. In 2017 and 2016, the number of mischief relating to religious property occurrences were five and zero, the Jewish community, followed by the Muslim and Catholic communities were the predominant victim group for mischief to religious property, educational institutions, etc. in 2019.

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

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I. Introduction

The Toronto Police Service (the Service) Hate Crime Unit (HCU) is a subunit of Intelligence Services – Security Section. The HCU was established in 1993 and is responsible for collecting, analyzing and publishing data on reported hate crimes. The Unit consists of a Detective and two Detective Constables, as well as a civilian Intelligence Analyst and an Intelligence Researcher.

Additionally, the Detective Sergeant in charge of the Security Section of Intelligence Services has the discretion to assign officers from Intelligence Services to assist in the investigation and prevention of hate motivated crimes, thereby assisting the HCU, as he or she deems necessary.

In making such a determination, the Detective Sergeant considers factors such as the opportunity to raise awareness and educate members of the community regarding hate motivated crimes and the capacity of the specific division to investigate the specific occurrence(s).

Mandate:

The mandate of the Hate Crime Unit is to:

- Provide assistance and expertise to all investigations and prosecutions of hate crimes;
- Investigate and liaise with the Ministry of the Attorney General in relation to hate propaganda cases;
- Maintain an information base of hate occurrences and arrests to assist divisional analysts and investigators;
- Assist in developing public education programs in partnership with other members of the Service and the community; and,
- Act as a central focus for the dissemination of information and provide support to Divisional/District Hate Crime Coordinators, other police services, government agencies and the community.

Members of the HCU are responsible for reviewing all suspected hate occurrences to ensure consistent identification/classification and to ensure a thorough investigation is conducted. All relevant information is recorded and analyzed which aids in determining overall hate crime trends and patterns.

The analysis of occurrences and this report are then used to develop Service-wide strategies to address hate crimes in the community from a crime prevention/enforcement perspective as well as from an educational perspective.

In 2018, the Service initiated a deployment transformation whereby Divisions in certain areas of the city were amalgamated to Districts. A Hate Crime Coordinator is assigned to each Division and/or the newly amalgamated District. The Hate Crime Coordinators are referred to as the Divisional/District Hate Crime (DDHC) Coordinators.

The DDHC Coordinators maintain responsibility for tracking and assisting hate crime investigations within their respective District or Division. The HCU provides investigative support to the DDHC Coordinators and to other units when requested or necessary to support the investigation and if required, arrange for expert witnesses to attend court.

The Service provides all members with Procedure 05-16 Hate/Bias Crime. Procedure 05-16 provides direction to front line officers and investigators to assist them in properly identifying, recording and investigating hate crimes. Consistent with this procedure, officers are required to notify the HCU of any hate motivated occurrences.

Additionally, the HCU utilizes internal police software to search all police records for hate motivated occurrences. In this manner, the HCU ensures that all hate motivated occurrences and arrests are captured and reviewed for accuracy.

II. Methodology

Service Procedure 05-16 - Hate/Bias Crime requires all suspected hate motivated occurrences to be reviewed by HCU investigators to ensure proper identification and classification. Every occurrence is classified using categories based on the criteria listed in section 718.2(a)(i) of the *Criminal Code*: "race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender identity or expression, or any other similar factor".

The comments and/or actions of a suspect during an incident can be a significant determination regarding his or her motive and bias; however, it is sometimes difficult to classify an occurrence with complete accuracy. Additional criteria considered when classifying occurrences may include the victim's perception of the incident, culturally significant dates, symbols, history of the community and current world events.

In some cases, the suspect can be completely unaware of the victim's actual background and incorrectly assume the victim belongs to a particular group. Due to this fact, the victim becomes a target based on the suspect's misperception. For example, there have been cases where individuals have been wrongly perceived by the suspect as being members of the LGBTQ community and become victims of hate motivated assaults. Similarly, in other cases, victims have been targeted due to their association with members of certain identifiable groups, though the victims themselves are not members of those groups.

While it is recognized that every individual has multiple aspects to their identity, more than one of which could be cause for an offender to target them, it is the practice of the HCU to classify a hate occurrence based on the best known information that exists relevant to the offender's perception of the victim.

In cases where there are multiple criminal offences committed during one event, only the charges directly related to the hate occurrence are included for the purpose of data collection in this report. For example, if an occurrence involved an allegation of a suspect assaulting a person based on the person's religion and upon his arrest, the suspect was found to be in possession of a controlled substance – only the assault charge would be categorized as a hate motivated charge, not the drug-related charge.

Limitations

The HCU recognizes that in evaluating this report, the information contained herein is an analysis of reported hate motivated crime within the City of Toronto and may not reflect the actual number of hate crimes occurring in Toronto.

Under-reporting continues to present a challenge that affects the HCU's ability to investigate and prevent hate motivated offences in various communities. As a result, the HCU continues to recognize that working with community groups and media outlets to encourage and assist victims to report these crimes is an essential aspect of its mandate. The HCU continues to meet and consult with a variety of established community organizations involved in anti-hate advocacy and is continuously reaching out to new groups.

The number of hate crimes recorded varies from year to year and is influenced by a wide range of factors that are not always easily discernible. As previously mentioned, the reluctance to report victimization significantly impacts statistical data and the interpretations extrapolated and concluded from that data. Victims may be reluctant to report hate crimes for several reasons, including, but not limited to:

- The victim may not recognize that the crime was motivated by bias or hate;
- Fear of retaliation;
- Uncertainty of the criminal justice system's response;
- The victim may fear his/her sexual orientation may be exposed to family members or his/her employer; and/or
- Embarrassment and humiliation of being victimized.

Community Impact

Hate crimes have a disproportionately greater effect on their victims than other types of crimes. Hate motivated crimes have longer lasting serious side-effects for society as a whole. A hate motivated crime not only victimizes the individual, but also the entire group the person belongs to, resulting in the increased isolation, stress and vulnerability of that particular group.

If police do not respond to reports of hate crimes immediately and appropriately, these crimes can lead to increased social discord between opposing groups and possible retaliation.

Conversely, a timely and effective police response can have a positive and lasting influence on the relationship between police and the communities we serve. Positive relationships such as these have the ability to have extensive benefits in other aspects of public safety.

Hate Category Codes

As previously stated, every occurrence is classified using categories based on the criteria listed in section 718.2(a)(i) of the *Criminal Code*: "race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender identity or expression, or any other similar factor".

The hate category codes used throughout the tables and charts of this report are as follows: RA-race/colour, MU-multi-bias, ET-ethnicity, NA-nationality, AG-age, SEX-sex, LN-language, DI-disability, SO-sexual orientation, RE-religion and SF-similar factor.

Offences in the **race (RA)** category include people targeted because of an obvious visible difference, often the colour of their skin, or other physical characteristics relating to race.

Occurrences where more than one of the identifiable groups has been targeted are categorized as **multi-bias (MU).** This occurs when a suspect's comments and/or actions are directed towards several victim groups. For example, a hate propaganda flyer that targets Muslims, Canadians and First Nations members will be categorized as multi-bias.

Hate motivated occurrences are categorized as **ethnicity (ET)** to denote offences where the victims share a common cultural or national tradition or refer to victims by their birth origin rather than their present nationality.

The **nationality (NA)** category is used when a victim is targeted specifically because of his or her perceived nationality.

The sex/gender **(SEX)** category is used when a victim is targeted because of the sex or gender that they are perceived to belong to (male, female, Trans or Transgender). **Trans** or **Transgender** is an umbrella term referring to people with diverse gender identities and expressions that differ from stereotypical gender norms. It includes but is not limited to people who identify as Transgender, Trans woman (male-to-female), Trans man (female-to-male), Transsexual, cross-dresser, gender non-conforming, gender variant or gender queer.

The categories of **age (AG**), **language (LN**), **disability (DI), sexual orientation (SO)** and **religion (RE**) are typically clear in terms of why the victims have been targeted and therefore are often more easily categorized.

In **similar factor (SF)** occurrences, hatred can focus on members of a group who have significant points in common and share a trait that is often integral to the dignity of the person. The shared trait is common to a group not just an individual. An example of any other similar factor includes but is not limited to members of a particular profession (i.e. priests or nuns).

Criminal Code - Hate Provisions

The hate propaganda sections of the *Criminal Code* list specific offences including advocating genocide (section 318), public incitement of hatred (section 319(1)), and wilful promotion of hatred (section 319(2)). Additionally, the mischief sections of the *Criminal Code* include section 430(4.1) which creates the offence of mischief in relation to certain types of property including buildings or structures primarily used for religious worship, and buildings or structures primarily used by an "identifiable group" for certain other listed purposes. Finally, section 718.2(a)(i) of the *Criminal Code* requires a court that imposes a sentence (for *any* offence) to take into consideration, "evidence that the offence was motivated by bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender orientation or expression, or on any other similar factor".

"Hate propaganda" is defined in section 320(8) of the *Criminal Code* as: "any writing, sign or visible representation that advocates or promotes genocide or the communication of which by any person would constitute an offence under section 319".

"Identifiable group" is defined in section 318(4) of the *Criminal Code* as: "any section of the public distinguished by colour, race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression, or mental or physical disability".

The hate propaganda sections of the *Criminal Code* originally defined "identifiable group" as a section of the public distinguished by "colour, race, religion, ethnic origin or sexual orientation". The definition of "identifiable group" was expanded in 2014 to also include sections of the public distinguished by "national origin, age, sex, or mental or physical disability".

In 2017, *An Act to amend the Canadian Human Rights Act and the Criminal Code* (Bill C-16) received Royal Assent which added "gender identity or expression" to the *Criminal Code* provisions dealing with hate propaganda and aggravating factors in sentencing.

The consent of the Attorney General is required for hate propaganda prosecutions.

Mischief to Religious Property, Educational Institutes, etc.

In 2001, under the *Anti-Terrorism Act,* a new provision was added to the *Criminal Code*, section 430(4.1), which allows the courts to impose more severe penalties for the criminal offence of mischief to religious property.

In December 2017, Bill C-305 *An Act to amend the Criminal Code (mischief)* received Royal Assent. Bill C-305 amended section 430(4.1) of the *Criminal Code*, which dealt with mischief in relation to religious property. The amendment broadened the definition of property covered by section 430(4.1) and added to the protected groups within the section.

Section 430(4.1) of the *Criminal Code* states:

> Everyone who commits mischief in relation to property described in any of paragraphs (4.101)(a) to (d), if the commission of the mischief is motivated by bias, prejudice or hate based on colour, race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression or mental or physical disability.

For the purposes of subsection (4.1), property means:

> (a) a building or structure, or part of a building or structure, that is primarily used for religious worship — including a church, mosque, synagogue or temple —, an object associated with religious worship located in or on the grounds of such a building or structure, or a cemetery;
>
> (b) a building or structure, or part of a building or structure, that is primarily used by an identifiable group as defined in subsection 318(4) as an educational institution — including a school, daycare centre, college or university —, or an object associated with that institution located in or on the grounds of such a building or structure;
>
> (c) a building or structure, or part of a building or structure, that is primarily used by an identifiable group as defined in subsection 318(4) for administrative, social, cultural or sports activities or events — including a town hall, community centre, playground or arena —, or an object associated with such an activity or event located in or on the grounds of such a building or structure; or
>
> (d) a building or structure, or part of a building or structure, that is primarily used by an identifiable group as defined in subsection 318(4) as a residence for seniors or an object associated with that residence located in or on the grounds of such a building or structure.

II. Results

Reported Hate Crime Occurrences

The Toronto Police Service recorded a total of 139 hate motivated occurrences in 2019, and this figure represents a 1.5% increase to the 137 hate motivated occurrences reported in 2018.

Overall, the number of occurrences in 2019 is lower than the ten year average of 145 occurrences (Figure 3.1).

Figure 3.1: Hate Crime Occurrences 2010-2019

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Occurrences	132	123	142	131	146	134	176	186	137	139
Percent Change		-6.8%	15.4%	-7.7%	11.5%	-8.2%	31.3%	5.7%	-26.3%	1.5%

Note: *This figure is based on statistical data collected over the past ten years. The highest reported number of occurrences was 186 (2017) and the lowest reported number of occurrences was 123 (2011).*

Motivation of Hate Crime Victimization

Religion, sexual orientation and race have been the predominant motivation factors for hate crimes over the past ten years. In 2019, these factors were present in the following approximate proportions: religion 45%, sexual orientation 13%, and race 13% (Figure 3.2).

Figure 3.2: Breakdown by Hate Category 2019

***Note**: Figure 3.2 is based on the total number of hate crimes reported in 2019 (Figure 3.1).*

Age, Disability, Language, and Similar Factor compose 0% of the hate occurrences in 2019.

Table 3.3: Total Hate Crimes 2019-2010

Year	AG	DI	ET	SEX	LN	MU	NA	RA	RE	SF	SO	TOTAL
2019			10	9		15	7	17	63		18	139
2018			3	8		21	8	17	69		11	137
2017			7	6	1	27	2	41	86		16	186
2016			7	6		14	8	26	66		18	145
2015			6	2		10	6	25	58		27	134
2014			1	3		14	19	22	63		24	147
2013			12			10	6	25	58		27	130
2012			5			21	11	26	59	1	19	142
2011			3			18	12	20	47		23	123
2010			3			17	9	31	53		19	132

Note: Figures highlighted in grey represent the three most targeted categories within the year specified.

Hate Crime Reporting Targeting Sex/Gender Category

In 2014, the Canadian Center for Justice Statistics (CCJS) published the Hate Crime Consultations and Recommendation Report. One of the recommendations made in this report was for police services to report hate crimes targeting members of the Transgender community under either the sex and/or gender category for the purpose of comparability across jurisdictions.

For the purpose of uniform crime reporting across Canada, the Service adopted the CCJS recommendation. Hate crimes targeting members of the Transgender community have been categorized under the sex category since the 2014 report (Table 3.3 refers). Prior to 2014, the Toronto Police Service Annual Hate Crime Statistical Report categorized hate crimes against members of the Transgender community under the sexual orientation category.

IV. Criminal Offences- Hate Motivated

In 2019, the most prevalent hate motivated occurrences were for the offences of mischief to property, assault and utter threats. Assault and utter threat occurrences were all offences that were unprovoked by the victims. As in past years, these offences occurred in a variety of different locations such as: schools/universities; business/retail; and parks (refer to Appendix B for a complete and detailed list of 2019 offences and offence locations).

Mischief to Property

Mischief to property represented a significant portion of the offences, accounting for 74 of the 139 occurrences. In comparison to 2018, there was a decrease in the number of mischief to property occurrences motivated by hate. In 2018, 75 of the 137 occurrences were mischief to property motivated by hate. The total proportion of mischief to property occurrences to all reported occurrences decreased from approximately 55% in 2018 to approximately 53% in 2019.

Vandalism and graffiti were the two primary forms of mischief reported and the most common offence locations were schools/universities, dwellings, parks and streets/laneways (Appendix B). The Jewish community and the LGBTQ community were the predominant victim groups for mischief occurrences in 2019.

Assault

There were a total of 25 assault occurrences motivated by hate reported in 2019 compared to 32 in 2018. The proportion of assault occurrences to all reported hate crimes decreased from 23% in 2018 to 17% in 2019.

The hate categories that were targeted the most were Ethnic Origin and Race. The LGBTQ community and the Black community were the predominant victim groups for assaults in 2019 (refer to Appendix D for summary statistics of victim groups and offences).

Utter Threats

There were a total of 25 utter threat occurrences motivated by hate in 2019 as compared to 15 in 2018. The proportion of utter threat occurrences to all reported hate crimes increased from 11% in 2018 to 18% in 2019.

Religion was the highest reported motivation factors for this offence (Appendix D). The Jewish community was the predominant victim group for utter threat occurrences in 2019.

The Internet

The Internet, and in particular social media, provides a platform for a variety of communication, including the conveying of beliefs and opinions, and at times, these platforms are utilized to disseminate hate propaganda. The Internet provides the ability and opportunity to communicate hate, often anonymously, to an accessible, far reaching global audience.

In 2019, eight hate crime occurrences were committed utilizing the Internet, and this figure represents approximately 6% of the total hate motivated occurrences. Based on the prevalence of the Internet based communication, the HCU continues to closely monitor open forum websites, chat rooms, message boards, and social media platforms, and initiate investigations as required.

When potential criminality is identified, the HCU draws on other Service resources, including support from Computer Cyber Crime (C3) and the Technological Crime Sections of Intelligence Services.

In 2019, members of the HCU participated in an number of Internet related community outreach opportunities, including a public panel which included major social media platforms, the legal community and police investigators to discuss the challenges with Internet investigations.

V. Patterns of Hate Motivated Offences

Monthly Activity of Hate Occurrences

In 2019, the months with the highest number of hate motivated occurrences were May (18), July (18), June (17) and September (17). The months with the lowest activity were January (6), October (6) and December (5) (Figure 5.1).

Figure 5.1: Monthly Hate Occurrences Comparative Analysis 2017-2019

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2019	6	7	12	9	18	17	18	16	17	6	8	5
2018	6	7	12	9	18	17	18	16	0	6	8	5
2017	8	21	17	14	19	21	8	22	19	7	16	8

Hate Occurrences by Division

The Divisions with the highest numbers of hate occurrences were 51 Division, 32 Division, and 52 Division reporting 25, 16, and 14 occurrences, respectively in 2019 (Table 5.2).

In 2019, several Divisions experienced an increase in the number of hate occurrences compared to 2018, however there was a decrease in the number of hate occurrences reported in 53 Division, 54 Division, 12 Division, 13 Division, and 31 Division (refer to Appendix C for 2019 Breakdown of Offences by Division).

Table 5.2: Hate Motivated Crimes by Division 2018-2019

Year	11	12	13	14	22	23	31	32	33	41	42	43	51	52	53	54	55	Total
2019	3	2	4	13	9	2	10	16	2	10	4	6	25	14	5	4	10	**139**
2018	3	5	12	8	10	1	17	14	3	1	3	4	14	17	14	8	3	**137**

VI. Commonly Victimized Groups

Community Victimization

Victim groups are categorized by the suspect's perception. The victim group most targeted in 2019 was the Jewish community with 44 occurrences. The LGBTQ community, the Muslim community and the Black community were the next most targeted victim groups reporting 26 occurrences, 15 occurrences and 13 occurrences respectively (Figure 6.1 and Table 6.1).

Figure 6.1: Hate Occurrences by Victimized Groups 2019

Note: Victim groups with more than five occurrences are represented in Figure 6.1. Percentages may not add up to 100% due to rounding.

Table 6.1: Hate Occurrences by Victimized Group, 2019

GROUP	OCCURRENCES
Jewish	44
LGBTQ	26
Muslim	15
Multi-Bias	15
Black	13
Israeli	5
Sikh	3
White	3
Asian	2
Indian	2
Catholic	1
Chinese	1
Iranian	1
Kurdish	1
Middle Eastern	1
Non-White	1
Pakistani	1
Persian	1
Sri Lankan	1
Vietnamese	1
Women	1

Breakdown of Victim Groups Targeted in Multi-Bias Occurrences

When more than one identifiable group is targeted, the occurrence is categorized as multi-bias. In 2019, there were 15 hate occurrences classified as multi-bias, in comparison to 21 in 2018.

Table 6.2: Victim Groups Targeted in Multi-Bias Occurrences

Victim Group	Number of Occurrences
Black/Asian	1
Black/Jewish	4
Black/LGBTQ	1
Black/LGBTQ-Male	1
Black/LGBTQ-Woman	1
Black/Jewish/Palestine	1
Black/Somali	1
LGBTQ/Black/Jewish/Trans	1
LGBTQ/Muslim/Women	1
LGBTQ-Male/Jewish	1
Muslim/Jewish	1
Muslim/Syrian	1
TOTAL	15

Of the 15 hate occurrences that were categorized as multi-bias in 2019, the Black community was targeted in 11 and members of the Jewish community were targeted in 8 (Tables 6.2 and 6.3).

The LGBTQ and the Muslim communities were targeted in 6 and 3 of the 15 multi-bias occurrences, respectively. Notably, since 2005, religion, race and sexual orientation have been the three most common motivation factors for hate crime victimization (Table 6.3).

Table 6.3: Total Hate Occurrences Including Multi-Bias Occurrences

Community Group	Bias Type	Victimized Group	Number of Occurrences	Total Occurrences
Jewish	Religion Multi-Bias	Jewish	44	**52**
		Jewish/Black	4	
		Jewish/Black/Palestine	1	
		Jewish/Black/LGBTQ	1	
		Jewish/LGTBTQ (Male)	1	
		Jewish/Muslim	1	
Black	Race Multi-Bias	Black	13	**24**
		Black/Asian	1	
		Black/Jewish	4	
		Black/LGBTQ	1	
		Black/LGBTQ-Male	1	
		Black/LGBTQ-Woman	1	
		Black/Jewish/Palestine	1	
		Black/Somali	1	
		LGBTQ/Black/Jewish/Trans	1	
Muslim	Religion Multi-Bias	Muslim	15	**18**
		Muslim/LGBTQ/Women	1	
		Muslim/Syrian	1	
		Muslim/Jewish	1	
LGBTQ	Sex & Sexual Orientation Multi-Bias	LGBTQ	26	**32**
		LGBTQ/Muslim/Women	1	
		LGBTQ/Black/Jewish/Trans	1	
		LGBTQ (Male)/Black	1	
		LGBTQ (Male)/Jewish	1	
		LGBTQ/Black	1	
		LGBTQ (Female)/Black	1	

Religion, Race and Sexual Orientation

The highest percentage of the 139 reported hate criminal occurrences in 2019 were motivated by religion (45%=63 occurrences), followed by sexual orientation (13%=18 occurrences) and race (12%=17 occurrences).

The religious groups most victimized in 2019 were the Jewish and the Muslim/Islamic communities. In 44 of the 63 hate occurrences involving religion, the victims were members of the Jewish community. In 15 of the 63 hate crime occurrences, the victims were members of the Muslim/Islamic community.

Of the 63 hate crime occurrences in which religion was the motivating factor, mischief to property offences, such as graffiti and damage to property accounted for 39 of the reports (refer to Appendix D for Breakdown by Victim Group and Offence).

For the 17 hate crime occurrences in 2019 where race was the motivating factor, the Black community was the most frequently victimized group, accounting for 13 of the 17 occurrences. These occurrences were mainly mischief under (5); assault (3); utter threats (3); assault with a weapon (1); and criminal harassment (1) (Appendix D).

In 2019, the LGBTQ community was victimized in 26 of the 139 hate crime occurrences. Sexual orientation and sex were the two motivating factors. These occurrences included the following offences: mischief under (9); assault (6); utter threats - bodily harm/damage (5); criminal harassment (3); point firearm (1); wilful promotion of hatred (1); and causing a disturbance (1) (Appendix D).

Three of the six assault occurrences were motivated by sexual orientation and three were motivated by sex. In all of the assault occurrences, the victims were subject to derogatory comments and were either punched, or pushed by the suspect(s) during the assault.

In comparison, the total percentage of hate occurrences targeting the LGBTQ community increased from 9% in 2018 to 19% in 2019. Hate motivated assault occurrences in the LGBTQ community represented 4% of the total occurrences in 2019.

Table 6.4: 2019 Offence Breakdown by Category

Offence	Nationality	Multi-Bias	Ethnic Origin	Race	Religion	Sex	Sexual Orientation	Total
Advocate Genocide					1			**1**
Assault	1	2	6	4	4	3	3	**23**
Assault with a Weapon			1	1				**2**
Criminal Harassment		1	1	1	3		3	**9**
Public Incitement of Hatred					1			**1**
Mischief Interfere with Property	1				3		1	**5**
Mischief Under	3	10	2	8	30	2	7	**62**
Mischief to Religious Property					7			**7**
Utter Threats - Bodily Harm/Death	2	2		3	13	2	3	**25**
Wilful Promotion of Hatred					1	1		**2**
Cause Disturbance							1	**1**
Point Firearm						1		**1**
Total	**7**	**15**	**10**	**17**	**63**	**9**	**18**	**139**

VII. Accused / Suspect Identification

Accused/suspect information is typically provided by victims, witnesses, surveillance footage and forensic evidence. Toronto Police - Forensic Identification Services (FIS) plays a significant role in collecting physical evidence such as DNA and fingerprints at crime scenes. Service Procedure 05-16 Hate Crime requires all police officers investigating a hate crime to protect the scene and secure all relevant evidence including items such as posters, graffiti, recordings and clothing for forensic examination. Furthermore, officers are required to photograph the scene where the graffiti is found or when evidence cannot be readily detached or retrieved.

In 2019, victims and witnesses were able to provide information on accused/suspect identification in 59 of the 139 total hate occurrences, accounting for 42% of the occurrences. It is often very difficult to identify suspects, as hate crimes often occur without witnesses present.

Moreover, many hate crimes occur without the victim present, as in the case of hate motivated graffiti or mischief. For example, in 2019, victims and/or witnesses were able to provide accused/suspect information in approximately 21% of the total mischief to property occurrences, accounting for 12 of the 74 hate motivated mischief occurrences.

Among accused and suspected persons, males form the dominant offender group with 44 identified in 2019 compared to 4 females. Among identified persons committing hate offences, the largest group consisted of males in the 26-40 year age group (Tables 7.1 and 7.2).

Since 2003, the dominant offender group has been males, specifically in the 18-25 year age group with the exception of 2008, 2015 and 2019 when the dominant offender groups were persons in the 9-17 years, over 40 years, and 26-40 years of age group, respectively.

Table 7.1 2019 Accused Identification Specific to Age and Gender

Gender	Under 12 yrs.	12-18 yrs.	19-25 yrs.	26-40 yrs.	Over 40 yrs.
Female	-	-	-	1	-
Male	-	2	5	12	3

Note: *The table above is based on the sex and age group of those charged with hate criminal offences in 2019. There were a total of 20 criminal occurrences.*

Table 7.2 Suspect Identification Based on 2019 Victim/Witness Statements

Gender	Under 12 yrs.	12-18 yrs.	19-25 yrs.	26-40 yrs.	Over 40 yrs.
Female	-	-	-	1	2
Male	-	2	3	9	8

Note: *The figures represented in the suspect identification table are based on victim/witness suspect descriptions. The above table does not include five additional occurrences in which the victim/witnesses identified five male suspects but were unable to determine their age.*

VIII. 2019 Arrests/Charges

As in previous years, offenders may be charged with a number of offences, not all of which are hate motivated. Only charges relating directly to hate motivated criminal offences are included in Table 8.1.

The number of hate motivated arrests increased in 2019 with 23 persons arrested for hate motivated offences as compared to 18 persons arrested in 2018.

A total of 36 hate-motivated criminal charges were laid against 23 persons arrested in 2019 as compared to 39 hate-motivated charges being laid against 18 persons in 2018. The 36 hate-motivated criminal charges in 2019 were in relation to 20 hate-motivated occurrences (Table 8.1).

Table 8.1: 2019 Hate Charges Laid by Offence Type

Offence Type	Charges
Assault	7
Assault Peace Officer	1
Cause a Disturbance	2
Mischief Under	11
Mischief Interfere with Property	3
Mischief Relating to Religious Property	1
Sexual Assault	1
Utter Threats – Bodily Harm	9
Utter Threats – Damage	1
Total	**36**

IX. Sentencing

The following court dispositions include all criminal proceedings which concluded in the judicial system in 2019. The dispositions include hate crime cases that commenced between 2014 and 2019.

The dispositions include custodial sentences, significant time spent in pre-trial custody, suspended sentences, and periods of probation with conditions including counselling, peace bonds and weapons prohibitions.

Historical Cases 2014-2018

In 2019, there were 14 criminal cases involving nine accused persons that concluded before the courts. These cases originated from incidents that transpired between 2014 and 2018.

These 14 cases were completed as follows: seven cases were concluded with a finding of guilt; five cases had charges stayed (diversion), one case was withdrawn, and one was concluded with a not guilty disposition (Appendix A - Table A.2).

Two criminal cases remain before the courts arising from hate motivated charges laid in 2016 and 2017.

In addition to the two cases from 2016 and 2017, there are currently three hate motivated cases pending before the courts arising from offences that were committed in 2018.

2019 Cases

In 2019, there were 20 new hate motivated criminal cases brought before the courts resulting in a total of 23 accused persons and 36 hate motivated charges laid in 2019.

Six of these 20 cases have been completed as follows: three were concluded with a finding of guilt; three cases were withdrawn and of the withdrawn cases, two were withdrawn with the Court issuing a common law peace bond (Appendix A - Table A.1).

At year-end of 2019, there are 19 hate motivated criminal prosecutions pending before the courts; 14 cases from 2019, two cases from 2018 and three cases remaining from 2016 and 2017.

Reported Hate Crimes by Bias Type
City of Toronto, 2019
Vaughan
Richmond Hill
Markham
Cherrywood
Thornhill
Woodbridge
North York
Scarborough
Etobicoke
Toronto
D11
D12
D13
D14
D22
D23
D31
D32
D33
D41
D42
D43
D51
D52
D53
D54
D55
Legend
Bias Type
Ethnic Origin (10)
Multi-Bias (15)
Nationality (7)
Race (17)
Religion (63)
Sex/Gender (9)
Sexual Orientation (18)
0 1 2 4 6 8 Kilometers
N
Prepared by Intelligence Services, Toronto Police Service
Source: General Occurence Data
Projection: NAD1927 UTM Zone 17N
Last Modified: 2020.03.09

XI. Toronto Population and Demographics

Toronto, with a population of 2.9 million people, is one of the most multicultural cities in the world and ranked seventh on The Economist Intelligence Unit's – Global Liveability Index 2019.[1]

The 2016 and 2011 Census Profile, conducted by Statistics Canada provides the most current information regarding the population (Figure 11.1)[2] and religious affiliation information for Toronto (Figure 11.2) .[3]

Figure 11.1: Visible Minority Population in Toronto
(Source: Statistics Canada, 2016 Census of Population)

Figure 11.2: Religious Affiliations in Toronto
(Source: Statistics Canada, 2011)

In 2016, 51.5% or 1,385,855 people belonged to a visible minority group, this is the first time this figure surpassed 50 per cent in the city of Toronto. This figure is up from 46.9 per cent in 2006.[4] (Figure 11.1)

[1] *City of Toronto:2019:World Rankings for Toronto*:https://www.toronto.ca/city-government/data-research-maps/toronto-progress-portal/world-rankings-for-toronto/economist-intelligence-unit-global-liveability-index-2019/ (accessed March 31, 2020).

[2] Statistics Canada. 2017. Toronto, C [Census subdivision], Ontario and Toronto, CDR [Census division], Ontario (table). Census Profile. 2016 Census. Statistics Canada Catalogue no. 98-316-X2016001. Ottawa. Released November 29, 2017. https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/index.cfm?Lang=E (accessed March 31, 2020).

[3] Statistics Canada. 2013. Toronto, CMA, Ontario (Code 535) (table). National Household Survey (NHS) Profile. 2011 National Household Survey. Statistics Canada Catalogue no. 99-004-XWE. Ottawa. Released September 11, 2013.http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/prof/index.cfm?Lang=E (accessed March 31, 2020).

[4] City of Toronto Backgrounder-2016 Census:https://www.toronto.ca/wp-content/uploads/2017/12/8ca4-5.-2016-Census-Backgrounder-Immigration-Ethnicity-Housing-Aboriginal.pdf (accessed March 31, 2020).

As noted earlier in the report, the most targeted groups in Toronto in 2019 were the Jewish community, followed by the LGBTQ community, Black and Muslim communities:

- The Jewish community constitutes 3.8% of the religious population in the City of Toronto[5] but was victimized in approximately 32% of the total hate crimes;

- The Black community constitutes 8.9% of the visible minority population in the City of Toronto[6] but was victimized in approximately 9% of the total hate crimes; and,

- The Muslim community constitutes 8.2% of the religious population in the City of Toronto[7] and was victimized in approximately 11% of the total hate crimes in 2019.

According to the 2014 Canadian Community Health Survey (CCHS) conducted by Statistics Canada, 1.7% of Canadian adults between the ages of 18 and 59 reported themselves to be homosexual and 1.3% reported themselves to be bisexual.[8]

It is of significance to note the CCHS relies upon a large sample of respondents, is not divided by region, and does not include an option for transgendered individuals; therefore, this rate is likely underreported and not an entirely accurate representation of the population of the LGBTQ community in Toronto.

Despite the lack of statistics in this area, what is known is that the LGBTQ community was victimized in approximately 19% of the total hate crimes in 2019.

[5] Statistics Canada. 2013. Toronto, CMA, Ontario (Code 535) (table). National Household Survey (NHS) Profile. 2011 National Household Survey. Statistics Canada Catalogue no. 99-004-XWE. Ottawa. Released September 11, 2013. http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/prof/index.cfm?Lang=E (accessed March 31, 2020).

[6] Statistics Canada. 2013. Toronto, CMA, Ontario (Code 535) (table). National Household Survey (NHS) Profile. 2011 National Household Survey. Statistics Canada Catalogue no. 99-004-XWE. Ottawa. Released September 11, 2013. http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/prof/index.cfm?Lang=E (accessed March 31, 2020).

[7] Statistics Canada. 2013. Toronto, CMA, Ontario (Code 535) (table). National Household Survey (NHS) Profile. 2011 National Household Survey. Statistics Canada Catalogue no. 99-004-XWE. Ottawa. Released September 11, 2013. http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/prof/index.cfm?Lang=E (accessed March 31, 2020).

[8] Statistics Canada. 2014. Same-sex couples and sexual orientation... by the numbers. https://www.statcan.gc.ca/eng/dai/smr08/2015/smr08_203_2015#a3 (accessed on March 31, 2020).

XII. Hate Crime Unit Education and Community Outreach Initiatives

Intelligence Gathering and Investigative Support Role

The HCU exchanges information through its networks within the Service, as well as with provincial, national and international police services and other law enforcement agencies.

In 2019, the HCU continued to be an active partner of the provincial Hate Crime and Extremism Investigative Team (HCEIT). The HCEIT consists of members from fifteen Ontario police services that receive provincial funding for the joint collection and sharing of information, enforcement and education on hate crimes. In 2019, representatives included members from the following police services:

- Brantford Police Service
- Durham Regional Police Service
- Guelph Police Service
- Halton Regional Police Service
- Hamilton Police Service
- London Police Service
- Niagara Regional Police Service
- Ontario Provincial Police Service
- Ottawa Police Service
- Peel Regional Police
- Stratford Police Service
- Toronto Police Service
- Waterloo Regional Police Service
- Woodstock Police Service and
- York Regional Police

In order to ensure public safety and/or assess the presence of criminality, the HCU attended and monitored events involving potential hate activity as well as public demonstrations with political or ideological overtones where the involved groups were strongly opposed to one another.

The HCU provided police divisions with ongoing investigative support, case tracking and relevant intelligence exchange.

Training and Education

In 2019, HCU members attended international and provincial hate crime and extremism training relating to hate crime laws and trends, investigative strategies, and the prosecution of hate crimes. HCU members attended this training with members of various police services, community agencies and other partners. These training opportunities took place in Denmark, and locally, in Ottawa, Kingston, Waterloo, and Niagara Falls.

In 2012, the Ontario Police College (OPC) in partnership with HCEIT created an Advanced Hate Crime Investigators Course for police officers. The course focuses on an enhanced understanding of the investigation of hate crimes and the application of federal legislation to hate propaganda investigations. The course was offered at OPC in May and October 2019, and was attended by members from various Ontario police services, including members from TPS. TPS HCU members delivered training to the attendees. This training will continue in 2020.

The Service recognizes that crime prevention is a key component of community mobilization and that strong community partnerships are an essential element of any crime reduction strategy.

In June 2019, the HCU provided education and training to Divisional Crime Prevention officers on the topic of hate motivated offences, promoting community education and reporting of hate crimes.

In October 2019, the HCU hosted a hate crime seminar and the annual DDHC Coordinators meeting at the Toronto Police College. Attendees included representatives from Communication Services and the Toronto Police Operations Center (TPOC), as well as other investigators and supervisors from across the Service. The seminar topics included: case studies, interactive discussions, legal perspectives, and recognizing, understanding, and capturing hate motivated incidents and occurrences. Seminar presentations were delivered by HCU members, and by representatives from HCEIT as well as the Ministry of the Attorney General (MAG).

In December 2019, MAG invited the HCU to attend and participate in a police panel to discuss online hate crimes, investigative challenges, and evidence gathering during a Crown Conference in Toronto. The discussions included investigative challenges, prevention, and the impact of hate crimes in the community. The conference was attended by Assistant Crown Attorneys from across the province, and other representatives from MAG,

In addition, throughout 2019 the HCU liaised with members of the community including schools/universities, government, and community organizations on the subject of hate motivated crimes and incidents.

Community Outreach

In 2019, the HCU consulted with many diverse community organizations and representatives for the purposes of education, negotiation, mediation for public order and safety and to address community concerns specific to hate crimes.

In February 2019, the Centre for Israel and Jewish Affairs and the United Jewish Appeal Federation of Greater Toronto held a one-day conference, *Combating Hate Speech and Anti-semitism*, in Toronto. The conference was attended by community leaders, legal professionals, and police officers. The HCU participated in a panel discussion, *Dealing with Online Hate*, to discuss reporting, investigative challenges and on-line hate propaganda.

The HCU continued its partnership with the Service's Lesbian Gay Bisexual Transgender Queer Two-Spirit (LGBTQ2S) Liaison Unit to provide local and international education on LGBTQ2S awareness including support of the Report Homophobic Violence Period (RHVP) Program and the Trans Media Campaign. The RHVP campaign is a public awareness and education campaign which focuses on youth aged 13 to 25 years and addresses the issue of homophobic and transphobic bullying and violence.

RHVP is an initiative of the Service's LGBTQ2S Community Consultative Committee and was developed in 2007 by the Service in partnership with a large number of community partners and community service providers.

The Trans Media Campaign was initiated in 2014 by the LGBTQ2S Liaison Unit in partnership with Corporate Communications to increase reporting, decrease attacks against the Trans community, educate Service members about the Trans community and improve the relationship between the Service and the Trans community. In 2015, Crime Stoppers partnered with Trans Media Campaign members to address hate crimes against the Trans community. The Trans Media Campaign formally launched via social media, printed materials, community newspapers and the Service's intranet on June 2016.

In June 2019, the Service hosted the 2nd World LGBTQ Conference for Criminal Justice Professionals in partnership with international law enforcement agencies, national and local academics, and community partners. The mission of the conference was to:

- provide education and training through various workshops, panel discussions, and lectures;
- establish best practices and training necessary for the purpose of decreasing homophobia/transphobia while increasing cultural awareness; and
- examine domestic violence in the LGBTQ Community.

Throughout 2019, HCU members and DDHC Coordinators assisted and/or provided crime prevention and safety awareness in several areas including hate crime and criminal extremism within their local Divisions and Districts to mosques, community groups, and at town hall meetings.

Media Outreach

HCU members continue to provide interviews to local and national media on a variety of hate crime issues upon request.

The HCU is committed to the prevention and investigation of hate motivated crimes and to the education of our police and community partners. Open consultation with the community in a mutually supportive manner is recognized as the most effective way of achieving these goals.

Appendix A - Completed Hate Court Dispositions

The dispositions set out in Table A.1 and Table A.2 below includes all hate criminal proceedings which concluded in the court system in 2019. The occurrences that led to these criminal proceedings transpired between 2014 and 2019.

Persons are at times charged with a number of offences, not all of which are hate motivated. Some of the cases below include non-hate motivated charges such as failure to comply probation; however, all charges (hate and non-hate) have been listed in Table A and B to accurately reflect sentencing dispositions.

Table A.1: 2019 Completed Cases (2019 occurrences)

Charge	Disposition
2019	
1. Mischief Relating to Religious Property	1. Withdrawn – section 810 peace bond, 12 months
1. Utter Threat 2. Fail to Comply with Probation Order 3. Fail to Comply with Probation Order 4. Fail to Comply with Probation Order 5. Fail to Comply with Probation Order 6. Fail to Comply with Probation Order	1. Withdrawn 2. Found Guilty – 1 day custody (conc. sentence) 3. Found Guilty – 1 day custody (conc. sentence) 4. Withdrawn 5. Withdrawn 6. Withdrawn
1. Causing a Disturbance	1. Withdrawn
1. Assault 2. Fail to Comply with Probation Order 3. Mischief to Property Under $5000	1. Found Guilty – 2 days pre-sentence custody (PSC), 90 days custody 2. Withdrawn 3. Withdrawn
1. Utter Threats	1. Withdrawn – common law peace bond, 12 months
1. Assault 2. Assault	1. Found Guilty – 60 days custody (consec. sentence), 5 years firearms/weapons prohibition 2. Found Guilty – 60 days custody (consec. sentence)

Table A.2: 2019 Completed Cases (2018 – 2014 occurrences)

Charge	Disposition
2018	
1. Assault 2. Assault	1. Stayed (diversion) 2. Stayed (diversion)
1. Utter Threats 2. Fail to Comply with Probation Order	1. Found Guilty - Conditional discharge, 12 month probation, 5 years firearms/weapons prohibition 2. Withdrawn
1. Assault with a Weapon 2. Assault with a Weapon	1. Found Guilty – suspended sentence, 24 months probation, firearms/weapons prohibition 2. Withdrawn
1. Assault 2. Assault	1. Withdrawn 2. Found Guilty – suspended sentence, 24 months probation, firearms/weapons prohibition
1. Assault with a Weapon 2. Utter Threats 3. Dangerous Operation of Motor Vehicle	1. Stayed - peace bond 12 months, $500 no surety/deposit 2. Stayed - peace bond 12 months, $500 no surety/deposit 3. Stayed, peace bond 12 months, $500 no surety/deposit
1. Utter Threats	1. Withdrawn – peace bond 12 months
1. Assault	1. Stayed (diversion)
1. Assault	1. Stayed (diversion)
1. Utter Threats 2. Breach of Recognizance	1. Found not guilty 2. Found not guilty
1. Assault 2. Assault 3. Utter Threats	1. Found Guilty - 6 months conditional sentence, 10 days PSC, 24 months probation, 2. Withdrawn 3. Found Guilty – 6 months conditional sentence, 24 months probation, 10 year firearms/weapons
1. Mischief Interfere with Property	1. Stayed (diversion)
1. Assault Causing Bodily Harm	1. Found Guilty – suspended sentence, 2 years probation, firearms/weapons prohibition

Charge	Disposition
2016	
1. Wilful Promotion of Hatred 2. Wilful Promotion of Hatred	1. Found Guilty - 6 months custody 2. Found Guilty - 6 months custody
1. Wilful Promotion of Hatred 2. Wilful Promotion of Hatred	1. Found Guilty – 6 months conditional sentence 2. Found Guilty - 6 months conditional sentence
2014	
1. Advocating Genocide 2. Wilful Promotion of Hatred 3. Criminal Harassment 4. Criminal Harassment 5. Personation 6. Threatening Death 7. Criminal Harassment 8. Threatening Death 9. Threatening Death 10. Personation	Found guilty on all counts, Global Sentence – 31 months credit for PSC, 5 months custody, 2 years probation, firearms/weapons prohibition

Appendix B - 2019 Offences by Premise Type

	Assault	Assault with a Weapon	Cause Disturbance	Criminal Harassment	Mischief to Religious Property	Mischief Interfere With Property	Mischief Under	Point Firearm	Public Incitement	Utter Threats (Bodily Harm/Death)	Willful Promotion of Hatred	Total
Apartment building (Common Area, Garage)	3			4		1	9			2		**19**
Business/Retail	5			1		2	8			6		**22**
Community Centre/ Cultural Organizations												**0**
Government (Library, Courthouse, Agencies)	1						2			1		**4**
Homeless Shelter/Mission							1					**1**
House (Garage, phone, vehicle)	1	1					5			2		**9**
Internet (Social media)				2						5	1	**8**
Medical Facility	1			1								**2**
Parks	1						10					**11**
Public Transit (TTC, GO, Taxi, Ferry)	4						4					**8**
Religious Place of Worship					6		1			1		**8**
Schools (Universities, Private, Public)		1			1		16		1	2	1	**22**
Street/Laneway	7	1	1	1		2	6	1		6		**25**
Total	**23**	**3**	**1**	**9**	**7**	**5**	**62**	**1**	**1**	**25**	**2**	**139**

Appendix C - 2019 Breakdown of Offences by Division

11 Division	3 Occurrences
Catholic	Mischief to Religious Property
LGBTQ/Black/ Jewish/Trans	Mischief Under
Trans-Man	Point Firearm

12 Division	2 Occurrences
Jewish	Mischief Under
LGBTQ	Utter Threats

13 Division	4 Occurrences
Jewish	Utter Threats
Jewish	Utter Threats
Jewish	Mischief Interfere with Property
Jewish	Mischief Under

14 Division	13 Occurrences
Israeli	Mischief Interfere with Property
Jewish	Mischief to Religious Property
Jewish	Mischief to Religious Property
Jewish	Mischief Under
Jewish	Mischief Under
Jewish	Mischief Under
LGBTQ-Male	Mischief to Religious Property
LGBTQ-Male	Utter Threats
Muslim	Criminal Harassment
Muslim/Syrian	Utter Threats
Trans-Female	Assault
Trans	Mischief Under
Trans	Wilful Promotion

22 Division	9 Occurrences
Black	Assault
Black	Mischief Under
Jewish	Mischief Under
Muslim	Assault
Muslim	Mischief Under
Muslim	Mischief Under
Somali/Black	Utter Threats
Sri Lankan	Assault
Trans	Mischief Under

23 Division	2 Occurrences
Black	Utter Threats
Jewish	Utter Threats

31 Division	10 Occurrences
Black	Criminal Harassment
Black	Mischief Under
Black	Mischief Under
Black	Mischief Under
Jewish	Mischief Under
Jewish	Incitement of Hatred
LGBTQ	Assault
LGBTQ	Mischief Under
Muslim	Assault
Muslim	Mischief Under

32 Division	16 Occurrences
Asian	Criminal Harassment
Chinese	Assault
Jewish	Criminal Harassment
Jewish	Mischief to Religious Property
Jewish	Mischief Under
Jewish	Mischief Under
Jewish	Mischief Under
Jewish	Mischief Under
Jewish	Mischief Under
Jewish	Mischief Under
Jewish	Mischief Under
Jewish	Utter Threats
Jewish	Utter Threats
Kurdish	Assault with a Weapon
Muslim	Advocate Genocide
Muslim	Assault

33 Division	2 Occurrences
Jewish	Mischief Under
Jewish	Mischief Under

41 Division	10 Occurrence
Black	Mischief Under
Indian	Assault
Israeli	Mischief Under
Jewish	Mischief Under
Jewish	Mischief Under
Jewish	Mischief Under
LGBTQ-Male	Mischief Under
Muslim	Mischief to Religious Property
Trans/LGBTQ	Utter Threats
Women	Mischief Under

42 Division	4 Occurrences
Jewish	Mischief Under
LGBTQ-Male	Utter Threats
Muslim	Criminal Harassment
Muslim	Utter Threats

43 Division	6 Occurrences
Black	Utter Threats
LGBTQ-Women	Criminal Harassment
LGBTQ- Male/Jewish	Mischief Under
Muslim	Mischief to Religious Property
Muslim	Utter Threats
Black/Jewish	Mischief Under

51 Division	25 Occurrences
Asian	Mischief Under
Black	Assault
Black	Assault
Black	Mischief Under
Black/LGBTQ/ LGBTQ-Female	Assault
Black/Asian	Mischief Under
Indian	Assault
Jewish	Mischief Interfere with Property
Jewish	Mischief Under
Jewish	Mischief Under
Jewish	Mischief Under
LGBTQ/Muslim/ Women	Criminal Harassment
LGBTQ	Cause Disturbance
LGBTQ	Criminal Harassment
LGBTQ	Criminal Harassment
LGBTQ-Male	Assault
Middle Eastern	Assault
Muslim	Mischief Under
Muslim	Utter Threats
Persian	Assault
Sikh	Utter Threats
Trans/Trans -Women	Assault
Trans/Trans-Woman	Assault
Trans-Women	Utter Threats
White	Mischief Under

52 Division	14 Occurrences
Black	Utter Threats
Iranian	Utter Threats
Jewish	Utter Threats
Jewish	Utter Threats
Jewish/Black	Mischief Under
LGBTQ-Male	Assault
LGBTQ-Male/Black	Assault
Muslim	Utter Threats
Muslim	Willful Promotion
Non-white	Assault
Pakistani	Assault
Sikh	Assault
Sikh	Mischief Under
White	Mischief Under

53 Division	5 Occurrences
Black	Assault with a Weapon
Black	Mischief Under
Jewish	Mischief interfere With Property
Jewish	Mischief Under
Jewish	Utter Threats

54 Division	4 Occurrences
Black/LGBTQ	Mischief Under
Jewish	Mischief to Religious Property
Jewish	Utter Threats
LGBTQ	Mischief Under

55 Division	10 Occurrences
Israeli	Mischief Under
Israeli	Mischief Under
Jewish	Mischief Under
Jewish	Mischief Under
LGBTQ	Mischief Under
LGBTQ	Mischief Under
LGBTQ	Mischief Interfere With property
LGBTQ-Male	Mischief Under
LGBTQ-Male	Mischief Under
White	Mischief Under

Appendix D - 2019 Breakdown by Victim Group and Offence

Bias Type	Victim Group		Type of Offence	
Multi Bias (MU)	Black/LGBTQ	1	Mischief Under	1
	Black/LGBTQ/LGBTQ –Female	1	Assault	1
	Black/Asian	1	Mischief Under	1
	Black/Jewish	4	Mischief Under	4
	Black/Jewish/Palestine	1	Mischief Under	1
	LGBTQ/Muslim/Women	1	Criminal Harassment	1
	LGBTQ/Black/Jewish/Trans	1	Mischief Under	1
	LGBTQ-Male/Black	1	Assault	1
	LGBTQ-Male/Jewish	1	Mischief Under	1
	Muslim/Syrian	1	Utter Threats	1
	Muslim/Jewish	1	Mischief Under	1
	Somali/Black	1	Utter Threats	1
	Total Occurrences:15			
Ethnicity (ET)	Asian	2	Criminal Harassment	1
			Mischief Under	1
	Indian	2	Assault	2
	Kurdish	1	Assault with a Weapon	1
	Middle Eastern	1	Assault	1
	Pakistani	1	Assault	1
	Persian	1	Assault	1
	Sri Lankan	1	Assault	1
	Vietnamese	1	Mischief Under	1
	Total Occurrences: 10			
Nationality (NA)	Israeli	5	Mischief Under	3
			Mischief Interfere with Property	1
			Utter Threats	1
	Chinese	1	Assault	1
	Iranian	1	Utter threats	1
	Total Occurrences: 7			

Bias Type	Victim Group		Type of Offence	
Race (RA)	Non-White	1	Assault	1
	White	3	Mischief Under	3
	Black	13	Utter Threats	3
			Assault	3
			Criminal Harassment	1
			Assault with a Weapon	1
			Mischief Under	5
	Total Occurrences: 17			
Religion (RE)	Catholic	1	Mischief to Religious Property	1
	Jewish	44	Criminal Harassment	1
			Mischief interfere with Property	3
			Mischief to Religious Property	4
			Mischief Under	26
			Public Incitement of Hatred	1
			Utter Threats	9
	Muslim	15	Advocate Genocide	1
			Assault	3
			Criminal Harassment	2
			Mischief to Religious Property	2
			Mischief Under	3
			Utter Threats	3
			Wilful Promotion	1
	Sikh	3	Utter Threats	1
			Mischief Under	1
			Assault	1
	Total Occurrences: 63			

Bias Type	Victim Group		Type of Offence	
Sex	Trans	6	Assault	3
			Mischief Under	1
			Utter Threats	1
			Wilful Promotion	1
	Trans – Man	1	Point Firearm	1
	Trans – Women	1	Utter Threats	1
	Women	1	Mischief Under	1
	Total Occurrences: 9			
Sexual Orientation (SO)	LGBTQ	11	Assault	1
			Cause Disturbance	1
			Criminal Harassment	3
			Mischief Interfere with Property	1
			Mischief Under	4
			Utter Threats	1
	LGBTQ- Male	7	Utter Threats	2
			Assault	2
			Mischief Under	3
	Total Occurrences: 18			

Toronto Police Services Board Report

May 25, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: April 1, 2019 to March 31, 2020 – Grant Applications and Contracts

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive this report.

Financial Implications:

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

For the reporting period of April 1, 2019 to March 31, 2020, the Service was awarded $28.9 Million (M) in grant funding from the Provincial and Federal governments.

Background / Purpose:

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

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

This annual report covers the period of April 1, 2019 to March 31, 2020.

Discussion:

Appendix A provides the details of grant applications submitted by the Service, but not necessarily awarded by other levels of government. During the current reporting period, April 1, 2019 to March 31, 2020, there were 18 applications submitted for grant funding.

Appendix B provides the details of new grants awarded and contract amendments signed by the Chair. During the current reporting period, April 1, 2019 to March 31, 2020, the Chair signed seven grant contracts and three contract amendments.

Active Grants:

As of March 31, 2020, the Service had a total of 16 active grants. Some of these grants were awarded in prior reporting periods, span multiple years and therefore would not be on Appendix A or B described above. The 16 active grants at this point in time are outlined below:

1. Youth In Policing Initiative and Youth In Policing Initiative - After School Program
    - $1,110,500 for year ending March 31, 2020 - awarded annually;
2. Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet
    - $637,282 annually for four years ending March 31, 2021;
3. Reduce Impaired Driving Everywhere (R.I.D.E.)
    - $187,202 for year ending March 31, 2020 – awarded annually;
4. Increasing Closed Circuit Television (C.C.T.V.) Capacity
    - three year grant;
    - $2,000,000 for year ending March 31, 2020, $500,000 for year ending March 31, 2021, and $500,000 for year ending March 31, 2022;
5. iIMPACT Wraparound
    - $10,000 – one-time funding ending March 31, 2020;
6. Canada-Ontario Agreement on French Language Services Grant – French Crime Prevention Brochures and Fact Sheets Tool-Kit
    - $20,000 – one-time funding ending March 31, 2020;
7. Community Resilience Fund – Countering Violent Extremism Toronto
    - three year grant;
    - $199,100 for year ending March 31, 2018, $333,900 for year ending March 31, 2019, and $350,000 for year ending March 31, 2020;
8. Crime Prevention Action Fund – Life Skills to Succeed
    - three year grant;

- $53,628 for year ending March 31, 2019, $200,000 for year ending March 31, 2020, and $146,372 for year ending March 31, 2021;

9. Victims Fund – 2019 Victims and Survivors of Crime Week – Ontario Domestic Violence Coordinators Conference – Working in Collaboration to End Domestic Violence

    - $10,000 – one-time funding ending March 31, 2020;

10. Proceeds of Crime Front-line Policing Grant – Multi-Sectoral Gang Prevention Research & Community Engagement Initiative

    - two year grant;
    - $80,000 for year ending March 31, 2019, and $80,000 for year ending March 31, 2020;

11. Ontario's Strategy to End Human Trafficking

    - $69,600 – one-time funding ending March 31, 2020;

12. Criminal Intelligence Service Ontario – Proceeds of Crime Law Enforcement Grant

    - $99,711 – one-time funding ending March 31, 2020;

13. Criminal Intelligence Service Ontario – Provincial Shared Technical Equipment Inventory Centre

    - $93,746 – one-time funding ending March 31, 2020;

14. Illegal Cannabis Dispensary Closure Project

    - $200,000 – one-time funding ending September 23, 2020;

15. Provincial Guns and Gangs Initiative Grant

    - four year grant;
    - $4,911,000 for year ending March 31, 2019, $6,411,000 for year ending March 31, 2020, $4,911,000 for year ending March 31, 2021 and $4,911,000 for year ending March 31, 2022;

16. Community Safety and Policing (C.S.P.) Grant

    - three year grant;
    - $17,413,656 for year ending March 31, 2020, $18,913,656 for year ending March 31, 2021, and $18,913,656 for year ending March 31, 2022.

The Service was awarded $28.9 Million (M) from the above 16 active grants for the reporting period of April 1, 2019 to March 31, 2020.

Conclusion:

This report provides the Board with information on the activity that occurred with respect to grants during the period of April 1, 2019 to March 31, 2020, as well as the active grants in place as at the same date.

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

Respectfully submitted,

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

*original copy with signature on file in Board office

Appendix A

Grant Applications Submitted by the Service
April 1, 2019 to March 31, 2020

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
Civil Remedies Grant Program - Toronto Homicide Mentoring Program • A training program established where seasoned Toronto Police Service (T.P.S.) homicide investigators train accredited major case officers from across the Province on strategies used in the investigation of gang-related murder cases.	$99,989	April 1, 2020 to March 31, 2021	Application submitted to Ministry of the Attorney General in September 2019. **Funding approved for terms outside this reporting period.**
Civil Remedies Grant Program - The Human Trafficking Guide • A project to create an awareness platform, in partnership with the community service providers, to provide information to those at risk of human trafficking and ensuring they have the knowledge of social support services available so that potential victims are able to obtain the support and treatment they require to exit their human trafficking situations.	$92,703	April 1, 2020 to March 31, 2021	Application submitted to Ministry of the Attorney General in September 2019. **Funding approved for term outside this reporting period.**
Civil Remedies Grant Program - Police Expert Advisory Committee on Organized Crime Training Fund • A project to provide tailored education for members of the Police Expert Advisory Committee on Organized Crime (a multi-agency group of experts involved in ensuring a high quality of training, high ethical standards, and support for police experts involved in organized crime matters) on topics such as drug, organized crime, firearms, etc.	$75,017	April 1, 2019 to March 31, 2020	Application submitted to Ministry of the Attorney General in September 2019. **Application was not successful.**

Appendix A

Grant Applications Submitted by the Service
April 1, 2019 to March 31, 2020

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
Civil Remedies Grant Program - Hate Motivated Crime Awareness • A project to hold training sessions for officers, partner agencies and community agencies to raise awareness and to provide education on hate motivated crimes.	$20,861	April 1, 2019 to March 31, 2020	Application submitted to Ministry of the Attorney General in September 2019. **Application was not successful.**
Civil Remedies Grant Program - Human Trafficking: Ending Violence Against Indigenous Women – A Deeper Insight • A project to hold a conference for front-line officers and police Services across Canada to provide education on Indigenous historical issues and root causes that have impacted the continuous victimization of the Indigenous community in support of ending human trafficking.	$86,435	April 1, 2019 to March 31, 2020	Application submitted to Ministry of the Attorney General in September 2019. **Application was not successful.**
Youth Justice Fund – The Toronto 2020 Gang E.P.I.S. Summit (Education, Prevention, Intervention, and Suppression) • A project to hold a 3-day summit for the purpose of pursuing a greater collective, integrative, and evidence-based wraparound approach to prevent the growth of gang membership and violence within the City of Toronto and the Greater Toronto Area (G.T.A.).	$120,000	April 1, 2020 to March 31, 2021	Application submitted to Department of Justice Canada in June 2019. **Awaiting approval from Department of Justice Canada.**
Victims Fund – 2020 Victims and Survivors of Crime Week – "First Step" Awareness Campaign: Helping Survivors of Intimate Partner Violence (I.P.V.) Take Their First Step Towards Safety • A project, in collaboration with partner agencies, to hold an Awareness Campaign that focuses on barriers faced by victims/survivors on leaving their abusers of I.P.V.	$20,000	April 1, 2020 to March 31, 2021	Application submitted to Department of Justice Canada in February 2020. **Funding approved for terms outside this reporting period.**

Appendix A

Grant Applications Submitted by the Service
April 1, 2019 to March 31, 2020

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
Proceeds of Crime Front-line Policing Grant – YourChoice.to – Supporting the L.G.B.T.Q.I.2.S. Survivors • A three-year project to add the new component, adaption to include the need of the L.G.B.T.Q.I.2.S. survivors, to YourChoice.to which is a resource that empowers and provokes multi-faceted media strategy promoting and supporting the right of survivors of sexual violence to choose what happens next with focus on emotional/physical wellbeing of survivors and features translated versions of the Guide for Survivors of Sexual Assault.	$300,000	April 1, 2020 to March 31, 2023	Application submitted to Ministry of the Solicitor General in December 2019. **Awaiting approval from Ministry of the Solicitor General.**
Proceeds of Crime Front-line Policing Grant – Project Engage • This three-year project is an expansion and new component of the Toronto Police Service's greater gang prevention strategy that focuses on implementing the evidence-based O.J.J.D.P. Comprehensive Gang Model (U.S.) at a neighborhood level, modified to fit the diverse needs of the residents of the City of Toronto.	$300,000	April 1, 2020 to March 31, 2023	Application submitted to Ministry of the Solicitor General in December 2019. **Awaiting approval from Ministry of the Solicitor General.**
Alcohol Gaming Commission of Ontario Grant – Education, Training and Awareness Fund • A project to deliver a wide reaching radio and social media campaign to the public, owners, servers and sellers of alcohol and cannabis products to ensure they comply with their regulatory and social obligations under the Liquor License Act and Cannabis Control Act 2017.	$100,000	April 1, 2019 to March 31, 2020	Application submitted to Alcohol Gaming Commission of Ontario (A.G.C.O.) in June 2019. **Application was not successful.**
Youth In Policing Initiative and Youth In Policing Initiative - After School Program • A program to provide summer and after school employment opportunities for youth who are reflective of the cultural diversity of the community.	$1,110,500	April 1, 2019 to March 31, 2020	Application submitted to Ministry of Children, Community and Social Services in October 2019. **Funding approved – See Appendix B.**

Appendix A

Grant Applications Submitted by the Service
April 1, 2019 to March 31, 2020

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
Canada-Ontario Agreement on French Language Services – French Crime Prevention Brochures and Fact Sheets Tool-Kit • A project to provide equitable access to Francophones on Crime Prevention resources and information by translating Service Crime Prevention Tool-Kit to French.	$20,000	April 1, 2019 to March 31, 2020	Application submitted to Ministry of Children, Community and Social Services in June 2019. **Funding approved – See Appendix B.**
Community Safety and Policing (C.S.P.) Grant Program: • A three-year grant program to support police services/boards in combating crime and keeping Ontario communities safe. Applications for a total of six projects were submitted under the Program: 1. Enhanced Neighborhood Officer Program – Yonge Dundas Square Neighborhood ($4,830,000) 2. Connected Officer ($8,387,000) 3. Inclusive Policing Transformation Initiative ($2,555,000) 4. Information Technology (I.T.) Improvements & Robotic Process Automation ($7,131,000) 5. Focusing on Safe Communities & Well-being ($2,938,000) 6. Public Safety Response Team ($29,399,968)	$55,240,968	April 1, 2019 to March 31, 2022	Six applications submitted to the Ministry of the Solicitor General in June 2019. **Funding approved – See Appendix B.**

Appendix B

Grant Applications Submitted by the Service
April 1, 2019 to March 31, 2020

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
Youth In Policing Initiative and Youth In Policing Initiative - After School Program • A program to provide summer and after school employment opportunities for youth who are reflective of the cultural diversity of the community.	$1,110,500	April 1, 2019 to March 31, 2020	Service contract already in place with the Ministry of Children, Community and Social Services for the Youth In Policing Initiative Program has been extended for the new fiscal year of the program (2019-2020). Chair's signature is not required for the amendment to the service contract.
Canada-Ontario Agreement on French Language Services – French Crime Prevention Brochures and Fact Sheets Tool-Kit • A project to provide equitable access to Francophones on Crime Prevention resources and information by translating the Crime Prevention Tool-Kit to French.	$20,000	April 1, 2019 to March 31, 2020	Service contract already in place with the Ministry of Children, Community and Social Services to be amended to include the project. Chair's signature is not required for the amendment to the service contract.
iIMPACT Wraparound • A project for the Kick Off event of iIMPACT Wraparound which is an initiative to reduce the likelihood of children and youth interacting with the criminal justice system and involvement in gun violence by raising awareness of the issue and ensuring accessibility of social and community supports for the children, youth and families.	$10,000	April 1, 2019 to March 31, 2020	Service contract already in place with the Ministry of Children, Community and Social Services to be amended to include the project. Chair's signature is not required for the amendment to the service contract.
Reduce Impaired Driving Everywhere (R.I.D.E.) Grant • A program to reduce impaired driving.	$187,202	April 1, 2019 to March 31, 2020	The Chair signed the contract in July 2019.
Illegal Cannabis Dispensary Closure Project • Funding to conduct enhanced enforcement addressing illegal cannabis storefronts in the City of Toronto, working with Toronto by-law enforcement.	$200,000	April 15, 2020 to September 23, 2020	The Chair signed the contract in May 2019 and subsequently signed the amendment in August 2019 to extend the contract term from August 15, 2020 to September 23, 2020.

Appendix B

Grant Applications Submitted by the Service
April 1, 2019 to March 31, 2020

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
Criminal Intelligence Service Ontario Grant – Proceeds of Crime Law Enforcement Grant • Funding to be used for police initiatives intended to contain serious and profit-motivated crime through investigations, investigative supports and education.	$99,711	April 1, 2019 to March 31, 2020	The Chair signed the contract in March 2020.
Criminal Intelligence Service Ontario Grant – Provincial Shared Technical Equipment Inventory Centre • Funding to be used in investigation of serious and/or organized crime and to support Joint Force Operations.	$93,746	April 1, 2019 to March 31, 2020	The Chair signed the contract in March 2020.
Provincial Guns & Gangs Initiative Grant • Funding to provide additional digital, investigative and analytical resources in support of the Service to fight gun and gang violence in the City under six initiatives: 1. Social Media Monitoring & On-Line Undercover Operations 2. Detective Operations Video Analysis Unit 3. Technology Requirements 4. Firearm Related Bail Compliance 5. Confidential Investigative Techniques 6. Project Community Space	$21,144,000	August 23, 2018 to March 31, 2022	The Chair signed the contract amendment in September 2019 to add two new initiatives: “Confidential Investigative Techniques” for four Funding years and “Project Community Space” for Funding year 2019/2020.

Appendix B

Grant Applications Submitted by the Service
April 1, 2019 to March 31, 2020

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
Increasing C.C.T.V. Capacity Funding to expand the Public Safety C.C.T.V. program, a component of crime prevention initiatives particularly as it relates to gun violence, by increasing the number of C.C.T.V. systems from 34 to 74.	$3,000,000	August 23, 2019 to March 31, 2022	The Chair signed the contract in September 2019.
Ontario's Strategy to End Human Trafficking • Funding to assist police services in coordinating the increased identification of victims, provide support services to victims of human trafficking and exploitation, and assist in preventing the cycle of recurring victimization. The strategy will build capacity and sustainability by establishing a coordinated, strategic plan between police services, Crown attorneys and victim support services in investigating human trafficking and protecting victims.	$69,600	April 1, 2019 to March 31, 2020	The Chair signed the contract in November 2019.
Community Safety and Policing (C.S.P.) Grant Program: • A three-year grant program to support police services/boards in combating crime and keeping Ontario communities safe. Applications for a total of six projects are submitted under the Program: 1. Enhanced Neighborhood Officer Program – Yonge Dundas Square Neighborhood ($4,830,000) 2. Connected Officer ($8,387,000) 3. Inclusive Policing Transformation Initiative ($2,555,000) 4. I.T. Improvements & Robotic Process Automation ($7,131,000) 5. Focusing on Safe Communities & Well-being ($2,938,000) 6. Public Safety Response Team ($29,399,968)	$55,240,968	April 1, 2019 to March 31, 2022	The Chair signed the contract in October 2019 and subsequently signed the amendment in February 2019 to add the Night Vision Devices component to the project "Focusing on Safer Communities & Well-being".

Toronto Police Services Board Report

April 24, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Semi-Annual Report: Publication of Expenses – July to December 2019

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive this report.

Financial Implications:

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

Background / Purpose:

The Board, at its meeting on February 16, 2012, passed a motion requiring that the expenses of Board Members, the Chief, the Deputy Chiefs and Chief Administrative Officer (C.A.O.), excluded members at the level of X40 and above and Toronto Police Service (Service) members at the level of Staff Superintendent and Director, be reported to the Board on a semi-annual basis. The expenses to be published are in three areas:

- business travel;
- conferences and training; and
- hospitality and protocol (Min. No. P18/12 refers).

The purpose of this report is to advise the Board of the expenses incurred by Board and Service members during the period July 1, 2019 to December 31, 2019.

Discussion:

Attached to this report as Appendix A are the expenses, for the second half of 2019, for the applicable Service and Board members. The attachment shows the total for each

member as well as a breakdown based on the three categories of expenses. The publication of this information will be available on the Board and Service's internet sites.

The expenses of 25 members are included in this report, in alphabetical order, and total $75,524.06.

Conclusion:

This report contains details for the three categories of expenses incurred by Board and Service members, for the period July 1, 2019 to December 31, 2019.

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

Respectfully submitted,

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

*original with signature on file at Board Office

Appendix A

Toronto Police Service and Toronto Police Services Board
Expense Publication Summary
Period: July 1 to December 31, 2019

Member	Expenses Reported
Barkley, Mark	$908.93
Campbell, Donald	$5,048.42
Carter, Randolph	$7,590.20
Chandrasekera, Uppala	$0.00
Cornish, James	$0.00
Coxon, Shawna	$15,317.85
Demkiw, Myron	$18.01
Dhaliwal, Svina	$0.00
Farahbakhsh (May), Jeanette	$946.29
Ford, Michael	$0.00
Hart, Jim	$275.00
Jeffers, Ken	$0.00
McLean, Barbara	$11,245.69
Moliner, Marie	$0.00
Nunziata, Frances	$0.00
Pringle, Andrew	$0.00
Ramer, James	$9,678.98
Saunders, Mark	$11,729.32
Sparkes, Allison	$71.23
Teschner, Ryan	$3,440.93
Tory, John	$0.00
Veneziano, Tony	$0.00
White, Deidra	$3,681.25
Yeandle, Kimberly	$2,038.31
Yuen, Peter	$3,533.65
Total Expenditures Reported	$75,524.06

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit:	**West Field Command**
Member:	**Barkley, Mark**
Job Title/Rank:	**Staff Superintendent**

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 26	Downtown East Leadership Table meeting in Toronto, Ontario	$12.61
September 30	Furthering Our Community by Uniting Services (F.O.C.U.S.) Committee meeting in Toronto, Ontario	$12.60
December 9	F.O.C.U.S. Committee Meeting in Toronto, Ontario	$15.76
		$40.97

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 30 - November 1	Ontario Association of Chiefs of Police (O.A.C.P.) Leadership Forum in Toronto, Ontario	$737.76
		$737.76

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 8	Neighbourhood Community Officer Program (N.C.O.P.) Grant meeting in Toronto, Ontario	$53.66
November 4	28th Annual Community Based Policing Dinner in Toronto, Ontario	$49.53
November 12	United Way Major Donor Reception in Toronto, Ontario	$27.01
		$130.20

Member Total	**$908.93**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit:	**Detective Operations**
Member:	**Campbell, Donald**
Job Title/Rank:	**Staff Superintendent**

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 9-12	Canadian Association of Chiefs of Police (C.A.C.P.) Canadian Tri Services Emergency Management Committee (C.T.S.E.M.C.) meeting in Calgary, Alberta	$1,755.32
October 27-31	37th Annual Canadian Integrated Response to Organized Crime (C.I.R.O.C.) meeting and C.A.C.P. Organized Crime Committee meeting in Whitehorse, Yukon	$2,346.30
		$4,101.62

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 12-14	C.A.C.P. Counter-Terrorism and National Security Forum in Ottawa, Ontario	$946.80
		$946.80

Hospitality & Protocol

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

Member Total	**$5,048.42**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit: **Public Safety Operations**
Member: **Carter, Randolph**
Job Title/Rank: **Staff Superintendent**

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 20-21	Ontario Association of Chiefs of Police (O.A.C.P.) Emergency Preparedness Committee meeting in Ottawa, Ontario	$274.76
November 20	Big Brothers Big Sisters of Toronto (B.B.B.S.T.) Board meeting in Toronto, Ontario	$22.51
		$297.27

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 19-24	55th Annual Federal Bureau of Investigation National Academy Associates (F.B.I.N.A.A.) National Training Conference in Phoenix, Arizona	$2,924.66
August 11-14	Canadian Association of Chiefs of Police (C.A.C.P.) Conference in Calgary, Alberta	$2,992.61
October 30 - November 1	Ontario Association of Chiefs of Police (O.A.C.P.) Leadership Forum in Toronto, Ontario	$770.19
December 1-3	13th Annual Canadian Interoperability Technology Interest Group (C.I.T.I.G.) Workshop in Toronto, Ontario	$605.47
		$7,292.93

Hospitality & Protocol

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

Member Total	**$7,590.20**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit:	**Communities & Neighborhoods Command**
Member:	**Coxon, Shawna**
Job Title/Rank:	**Deputy Chief of Police**

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 15	Meeting with Public Services Health and Safety Association (P.S.H.S.A.) in Toronto, Ontario	$5.40
September 28-29	National Peace Officer's Memorial Run in Ottawa, Ontario	$536.95
November 1	Toronto Police Amateur Athletic Association (T.P.A.A.A.) Awards Banquet in Toronto, Ontario	$25.50
November 5-7	Speaker at Forward 50 (F.W.D.50) Conference in Ottawa, Ontario	$348.39
November 17-19	Canadian Association of Chiefs of Police (C.A.C.P.) Information and Communications Technology Committee meeting in Montreal, Quebec	$996.94
November 27-28	Canadian Police College (C.P.C.) Executive Development in Policing Program Student Presentations in Ottawa, Ontario	$335.68
December 2	Speaker at Public Sector Network Conference in Toronto, Ontario	$10.33
December 3	Speaker at the 13th Annual Canadian Interoperability Technology Interest Group (C.I.T.I.G.) Workshop in Toronto, Ontario	$45.03
December 5-13	Major City Chiefs Association (M.C.C.A.) Police Executive Leadership Institute (P.E.L.I.) Mentorship Meeting in Phoenix, Arizona	$3,514.03
		$5,818.25

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 11-14	C.A.C.P. Conference in Calgary, Alberta	$3,035.93
September 16-	M.C.C.A., P.E.L.I. Training Session in Chicago, Illinois	$924.89
October 24-26	M.C.C.A. Meeting in Chicago, Illinois	$757.12
October 26-29	International Association of Chiefs of Police (I.A.C.P.) Conference in Chicago, Illinois	$4,419.52
November 4	Provincial Human Services and Justice Coordinating Committee (H.S.J.C.C.) Conference in Toronto, Ontario	$298.58
		$9,436.04

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit:	**Communities & Neighborhoods Command**
Member:	**Coxon, Shawna**
Job Title/Rank:	**Deputy Chief of Police**

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 1	Toronto Police Service (T.P.S.) Senior Officer Command Meeting in Toronto, Ontario	$14.03
November 4	28th Annual Community Based Policing Dinner in Toronto, Ontario	$49.53
		$63.56

Member Total	**$15,317.85**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit: **Corporate Risk Management**
Member: **Demkiw, Myron**
Job Title/Rank: **Staff Superintendent**

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
December 16	Toronto Police Services Board (T.P.S.B.) meeting in Toronto, Ontario	$18.01
		$18.01

Conferences & Training

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

Hospitality & Protocol

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

Member Total	**$18.01**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit:	**People & Culture**
Member:	**Farahbakhsh (May), Jeanette**
Job Title/Rank:	**Director**

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 1 - December 31	Various Business meetings in Toronto, Ontario	$41.08
		$41.08

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 24	The Art of Leadership Conference in Toronto, Ontario	$406.02
		$406.02

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 1 - December 31	Various Mileage Expenses in Toronto, Ontario	$97.67
September 12	Canadian Human Resources (H.R.) Awards Gala in Toronto, Ontario	$401.52
		$499.19

Member Total	**$946.29**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit: **Toronto Police Services Board**
Member: **Hart, Jim**
Job Title/Rank: **Chair**

Business Travel

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

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 4	Provincial Human Services and Justice Coordinating Committee (H.S.J.C.C.) Conference in Toronto, Ontario	$275.00
		$275.00

Hospitality & Protocol

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

Member Total	**$275.00**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit: **Human Resources Command**
Member: **McLean, Barbara**
Job Title/Rank: **Deputy Chief of Police**

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 28-29	42nd Annual Canadian Police and Peace Officers' Memorial Service in Ottawa, Ontario	$461.50
September 30 - October 1	Canadian Police Knowledge Network (C.P.K.N.) Board Meeting in Charlottetown, Prince Edward Island	$864.47
October 24	Major City Chiefs Association (M.C.C.A.) Psychological Services Group Committee Meeting in Chicago, Illinois	$253.27
November 4-7	Ontario Association of Chiefs of Police (O.A.C.P.) Human Resources Learning Committee Meeting in Montreal, Quebec	$1,358.13
		$2,937.37

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 11-14	Canadian Association of Chiefs of Police (C.A.C.P.) Conference in Calgary, Alberta	$3,383.10
October 26-29	International Association of Chiefs of Police (I.A.C.P.) Conference in Chicago, Illinois	$4,451.53
		$7,834.63

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 4	Equity, Inclusion & Human Rights Unit Stake Holders Meeting in Toronto, Ontario	$22.74
September 12	Canadian Human Resources (H.R.) Awards Gala in Toronto, Ontario	$396.86
October 17	Toronto Pflag Ally Awards in Toronto, Ontario	$54.09
		$473.69

Member Total	**$11,245.69**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit: **Specialized Operations Command**
Member: **Ramer, James**
Job Title/Rank: **Deputy Chief of Police**

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 9-10	Canadian Association of Chiefs of Police (C.A.C.P.) Counter-Terrorism and National Security (C.T.N.S.) Committee Meeting in Calgary, Alberta	$135.08
September 28-29	42nd Annual Canadian Police and Peace Officers' Memorial Service in Ottawa, Ontario	$493.74
October 8-11	United States Marshals Service Meetings in Washington, D.C.	$1,861.43
October 26 - November 2	Speaker at Australia - New Zealand Counter-Terrorism Committee (A.N.Z.C.T.C.) Crowded Places Business Advisory Group (B.A.G.) Forum in Canberra, Australia	$758.86
November 26	Ottawa Police Service (O.P.S.) Change of Command Ceremony in Ottawa, Ontario	$646.88
December 15-17	Royal Canadian Mounted Police (R.C.M.P.) Combined Forces Special Enforcement Unit (C.F.S.E.U.) Meeting in Surrey, British Columbia	$1,403.49
		$5,299.48

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 11-14	C.A.C.P. Conference in Calgary, Alberta	$2,936.88
November 12-14	C.A.C.P. - C.T.N.S. Forum in Ottawa, Ontario	$1,334.60
		$4,271.48

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
December 12	Countering Violent Extremism Meeting in Toronto, Ontario	$108.02
		$108.02

Member Total	**$9,678.98**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

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

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 6-16	Friends of Simon Wiesenthal Center for Holocaust Studies, From Compassion to Action Mission in Germany, Poland, and Israel	$3,872.19
July 22-25	New York City Police Department (N.Y.P.D.) Meetings in New York City, New York	$125.25
August 9	Criminal Intelligence Service Canada (C.I.S.C.) National Executive Committee Meeting in Calgary, Alberta	$41.65
September 5-6	New York/New Jersey Regional Fugitive Task Force Retirement Ceremony in Deptford, New Jersey	$581.41
September 28-29	42nd Annual Canadian Police and Peace Officers' Memorial Service in Ottawa, Ontario	$564.64
November 26	Ottawa Police Service (O.P.S.) Change of Command Ceremony in Ottawa, Ontario	$420.69
		$5,605.83

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 11-14	Canadian Association of Chiefs of Police (C.A.C.P.) Conference in Calgary, Alberta	$1,176.90
October 24-27	International Association of Chiefs of Police (I.A.C.P.) Conference in Chicago, Illinois	$3,858.20
December 5-13	Leadership in Counter Terrorism Alumni Association (L.in.C.T.-A.A.) International Counter Terrorism Forum in Sydney, Australia	$916.25
		$5,951.35

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

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

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 19	Ontario Court of Justice meeting in Toronto, Ontario	$39.19
July 29	Ontario Court of Justice meeting in Toronto, Ontario	$90.04
October 10	Business Meeting in Toronto, Ontario	$42.91
		$172.14

Member Total	**$11,729.32**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit:	**Chief's Office**
Member:	**Sparkes, Allison**
Job Title/Rank:	**Director, Corporate Communications**

Business Travel

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

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 14	Ontario Women in Law Enforcement (O.W.L.E.) Training Day in Mississauga, Ontario	$71.23
		$71.23

Hospitality & Protocol

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

Member Total	**$71.23**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit:	**Toronto Police Services Board**
Member:	**Teschner, Ryan**
Job Title/Rank:	**Executive Director**

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
July 18	Board Member meeting in Toronto, Ontario	$8.76
July 23	Board Member meeting in Toronto, Ontario	$14.87
August 12-13	Mediation meetings in Toronto, Ontario	$45.72
August 14	Toronto Police Services Board (T.P.S.B.) Meeting in Toronto, Ontario	$20.34
August 26	Mediation meeting in Toronto, Ontario	$13.65
September 6	Public Safety meeting in Toronto, Ontario	$18.49
September 10	Opioid Crisis meeting in Toronto, Ontario	$12.33
October 8	PriceWaterhouse Coopers (P.w.C.) meeting in Toronto, Ontario	$22.51
		$156.67

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 7-10	30th Annual Canadian Association of Police Governance (C.A.P.G.) Conference in Calgary, Alberta	$2,495.67
November 4-6	Provincial Human Services and Justice Coordinating Committee (H.S.J.C.C.) Conference in Toronto, Ontario	$495.00
		$2,990.67

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 8	Ottawa Police Service (O.P.S.) meeting in Toronto, Ontario	$122.27
September 10	Toronto Public Health meeting in Toronto, Ontario	$107.08
September 19	Jamaican Canadian Association Community Event in Toronto, Ontario	$22.51
December 4	Munk University Police Governance Meeting in Toronto, Ontario	$12.61
December 7	Midaynta Community and Youth Services meeting in Toronto, Ontario	$29.12
		$293.59

Member Total	**$3,440.93**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit: **Information Technology Services**
Member: **White, Deidra**
Job Title/Rank: **Acting Director**

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 9-10	Canadian Association of Chiefs of Police (C.A.C.P.) Information, Communication and Technology (I.C.T.) Committee meeting in Calgary, Alberta	$1,223.47
September 4-6	National Police Information Service Advisory Board (N.P.I.S. - A.B.) Information Technology Sub-Committee (I.T.S.C.) meeting in Ottawa, Ontario	$0.00
		$1,223.47

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
August 11-14	C.A.C.P. Conference in Calgary, Alberta	$2,457.78
		$2,457.78

Hospitality & Protocol

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

Member Total	**$3,681.25**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit: **East Field Command**
Member: **Yeandle, Kimberly**
Job Title/Rank: **Staff Superintendent**

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 20	Seniors Consultative Committee Meeting in Toronto, Ontario	$5.40
November 25-26	Canadian Police College (C.P.C.) Panel Discussion on Executive Development in Policing Program in Ottawa, Ontario	$502.85
		$508.25

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 24-26	Canadian Armed Forces Exercise Collaborative Spirit Training in Ottawa, Ontario	$742.77
October 30 - November 1	Ontario Association of Chiefs of Police (O.A.C.P.) Leadership Forum in Toronto, Ontario	$737.76
		$1,480.53

Hospitality & Protocol

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
November 4	28th Annual Community Based Policing Dinner in Toronto, Ontario	$49.53
		$49.53

Member Total	**$2,038.31**

Toronto Police Service
Senior Staff Expenses
For the period of July 1 to December 31, 2019

Unit: **Priority Response Command**
Member: **Yuen, Peter**
Job Title/Rank: **Deputy Chief of Police**

Business Travel

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
September 16-18	Ontario Association of Chiefs of Police (O.A.C.P.) Board of Directors meeting in Sudbury, Ontario	$1,274.47
October 28-30	National Joint Committee (N.J.C.) of Senior Criminal Justice Officials National meeting in Ottawa, Ontario	$0.00
		$1,274.47

Conferences & Training

Dates	Purpose, Description & Location	Total Expenses (Net of HST Rebate)
October 20-23	University of Oregon Police Department (U.O.P.D.) and California Victim Compensation Board (C.a.I.V.C.B.) Mass Violence Response Conference in Las Vegas, Nevada	$2,259.18
		$2,259.18

Hospitality & Protocol

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

Member Total	**$3,533.65**

Toronto Police Services Board Report

April 15, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Quarterly Report: Occupational Health & Safety Update for January 1, 2020 to March 31, 2020

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) receive this report.

Financial Implications:

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

Background / Purpose:

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

The purpose of this report is to update the Board on matters relating to occupational health and safety issues for the first quarter of 2020.

Discussion:

First Quarter Accident and Injury Statistics

From January 1 to March 31, 2020, there were 292 reported workplace accidents/incidents involving Service members resulting in lost time from work and/or health care provided by a medical professional. These incidents were reported as

claims to the Workplace Safety and Insurance Board (W.S.I.B.). During this same period, 33 recurrences of previously approved W.S.I.B. claims were reported. Recurrences can include, but are not limited to: ongoing treatment, re-injury, and medical follow-ups, ranging from specialist appointments to surgery.

Injured on Duty reports are classified according to the incident type. The following graph and chart summarize the Injured on Duty reports received by the Wellness Unit during the first quarter of 2020.

Injured on Duty Reports - January 1 to March 31, 2020

Incident Type	Health Care	Lost Time	Q1-2020	Q1-2019
Struck/Caught	25	14	39	10
Overexertion	18	13	31	45
Repetition	4	3	7	0
Fire/Explosion	0	0	0	0
Harmful Substances/Environmental	30	21	51	17
Assaults	25	26	51	49
Slip/Trip/Fall	8	20	28	69
Motor Vehicle Incident	4	5	9	23
Bicycle Incident	2	0	2	2
Motorcycle Incident	0	0	0	0
Emotional/Psychological	4	47	51	16
Animal Incident	3	1	4	5
Training/Simulation	10	1	11	13

Incident Type	Health Care	Lost Time	Q1-2020	Q1-2019
Other	3	5	8	7
Totals	136	156	292	256

The top three incident categories are:

1. Harmful Substances/Environmental: 51
2. Assaults: 51
3. Emotional/Psychological: 51

The significant increase in the Harmful Substances/Environmental category is a result of the current COVID-19 pandemic. Members have reported a large number of exposures to communicable disease as a result of the requirement to continue operating as an essential service during the pandemic. Exposure risk is mitigated in part through the use of physical distancing and personal protective equipment.

Assaults by arrested parties, suspects, or members of the public typically form one of the largest categories of Injured on Duty reports due to the nature of police work. A significant portion of training received by police officers is designed to mitigate the risk of these types of injuries.

Incidents in the Emotional/Psychological category have increased in proportion to the number of incidents involving potential exposures to COVID-19. The heightened sense of awareness among members as well as among the public in general results in an increased level of anxiety around potential exposures. The Wellness Unit has undertaken a number of important initiatives to support members while they continue to serve the City of Toronto, some of which are detailed below in the section titled “COVID-19 Response”.

Critical Injuries

Under Ontario’s occupational health and safety regulatory framework, employers have the duty to report all critical injuries and fatalities which occur in the workplace to the Ministry of Labour (M.O.L.), pursuant to *Section 51* of the *Occupational Health and Safety Act* and *Ontario Regulation 834*.

A critical injury is defined as an injury of a serious nature that:

(a) places life in jeopardy,
(b) produces unconsciousness,
(c) results in substantial loss of blood,
(d) involves the fracture of a leg or arm but not a finger or toe,
(e) involves the amputation of a leg, arm, hand or foot but not a finger or toe,
(f) consists of burns to a major portion of the body, or
(g) causes the loss of sight in an eye.

In the first quarter of 2020, there was one critical injury incident reported to the M.O.L. For each critical injury incident, an investigation is conducted by the Service independent of the M.O.L. investigation, involving both the injured member's local Joint Health and Safety Committee and the Service's Wellness Unit. In each case, root causes are sought and recommendations are made, where applicable, to reduce the risk of similar incidents in the future.

Communicable Diseases

As part of the Communicable Disease Exposure Surveillance Program, members of the Wellness Unit reviewed reported exposures during the months indicated in the table below. The majority of these exposures did not result in claim submissions to the W.S.I.B. However, there is an obligation to ensure that a communication is dispatched to members of the Service from a qualified designated officer from the Medical Advisory Services team.

In the event that a member requires information or support regarding a communicable disease exposure, they will be contacted by a medical professional from Medical Advisory Services in order to discuss potential risk, consider treatment options as required, and to ensure that the member is supported properly with respect to stress and psychological well-being. The following chart summarizes member exposures to communicable diseases, as well as other potential exposure types including blood and bodily fluids.

Member Exposure to Communicable Diseases
January to March, 2020

Reported Exposures	**January**	**February**	**March**	**Q1 - 2019**	**Q1 - 2020**
Bodily Fluids, Misc.	19	10	27	57	56
COVID-19	41	19	724	0	784
Hepatitis A, B, & C	0	1	0	5	1
HIV	0	0	1	4	1
Influenza	0	0	0	0	0
Measles, Mumps, Rubella	0	0	0	0	0
Meningitis	0	0	6	2	6
Staphylococcus Aureus	4	3	0	10	7
Tuberculosis	1	0	1	4	2
Varicella (Chickenpox)	0	0	0	0	0
Bed Bugs	7	3	0	12	10
Other, Miscellaneous	3	0	14	20	17
Total	75	36	773	114	884

Examples of the types of exposures which fall into the category "Other, Miscellaneous" can include, but are not limited to: ringworm, scabies, lice, pertussis, diphtheria, etc.

For the first quarter of 2020, there were a total of 884 reported incidents involving exposures or possible exposures. The significant increase is due to the large number of reports received involving members with concerns regarding exposure to the novel coronavirus, which causes COVID-19. Of the Injured on Duty reports received related to COVID-19, a total of 30 resulted in health care and/or lost time. The remaining 754 were entered as precautionary in nature.

Injury and Accident Costs

As a Schedule 2 employer, the Service paid $272,773 in W.S.I.B. health care costs for civilian members and $1,091,077 in W.S.I.B. health care costs for uniform members for the first quarter of 2020.

	Q1 - 2018	Q1 - 2019	Q1 - 2020
Uniform	$ 463,598	$ 426,986	$ 1,091,077
Civilian	$ 122,399	$ 114,260	$ 272,773

The increase in health care costs has been attributed to a variety of ongoing factors. There were several particularly high-cost claims in the first quarter of 2020, as well as a general increase in the average cost per claim. These claims are actively being monitored and reviewed. As an anomaly, there was one legacy claim in the first quarter of 2020 that contributed to approximately $150,000 of the overall health care costs.

It is also noted that the ongoing increase in health care costs has been attributed in part to the passing into law of the *Supporting Ontario's First Responders Act* in April 2016, which created the presumption of work-relatedness when first responders are diagnosed with Post-Traumatic Stress Disorder (P.T.S.D.) Efforts by the Service to reduce stigma associated with reporting mental health related issues has also contributed to the increase in health care costs. In addition to new claims that fall in this category, there are multiple claims that were previously approved under the

presumptive legislation that are starting to have an aggregate impact to overall health care costs.

Medical Advisory Services

In 2019, the Wellness Unit undertook a comprehensive audit of short and long term disability management practices and processes to evaluate the current program, and to identify opportunities for improvement in tracking and reporting absences due to injuries and illness. The results of the audit were received during the first quarter of 2020, and will result in a set of recommendations and an action plan to implement disability management best practices for the Toronto Police Service. In addition, an enhanced capacity to report accurate and meaningful data associated with short and long term disability will be implemented.

Workplace Violence and Harassment Statistics

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

In the first quarter of 2020, there were seventeen documented complaints which were categorized by Professional Standards as having the potential to meet the criteria of workplace harassment as defined in the *Occupational Health and Safety Act.*

(Q1: January 1 - March 31)	Q1 2020	Q4 2019	Q1 2019	Q1 2018
Total Workplace Violence/Harassment Complaints	17	7	4	4

COVID-19 Response

The Wellness Unit has been extensively involved in the Toronto Police Service's response to the COVID-19 pandemic. In addition to providing all regular support services to members, the Wellness Unit has also established a Pandemic Support Hotline which is available to members 24 hours a day, 7 days per week. The Hotline responds to calls and emails from members on all matters related to the Service's response to the pandemic, and assists members with finding support and resources, as needed. On the date this report was written, the Pandemic Support Hotline had received and processed 975 inquiries from members in the four weeks since its inception.

The Wellness Unit is also a key stakeholder in the facilitation of expedited COVID-19 testing for Service members using a dedicated test site in partnership with Toronto

Paramedic Services and Toronto Fire Services. The priority testing process ensures that members who are symptomatic receive expedited access to testing and test results. Member test results are communicated directly to members by the Wellness Unit, providing an opportunity to provide important guidance and support to members. This supports member health and wellness, as well as ensuring that members can be returned to operational status as quickly as practicable.

Conclusion:

This report provides an update to the Board on matters relating to occupational health and safety issues for the first quarter of 2020.

The next quarterly report for the period of April 1, 2020 to June 30, 2020 will be submitted to the Board for its meeting in September 2020.

Deputy Chief Barbara McLean, Human Resources Command, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

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

MS:IN:rd

Board Report – Public – OHS update – Q1 – Jan-Mar 2020

Toronto Police Services Board Report

April 29, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: New Peer to Peer Data Centre – Closeout Report

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive this report.

Financial Implications:

The original approved 2014-2023 capital budget for the new Peer to Peer data centre was $18.8 Million (M) (Min. No. P257/13 refers). Due to inflation and higher than anticipated cost of land, the budget was revised in the 2016-2025 capital program to $20.1M (Min. No. P275/15 refers).

This project was completed in 2019 at a cost of $19.6M, which was $489,000 below the revised budget. From this cost saving, $214,000 was returned to the City in 2014 and $275,000 was returned in 2019. Approximately $10,000 was carried forward to 2020 to address any ongoing deficienices.

Background / Purpose:

The Toronto Police Service's (Service) project management framework requires the completion of a closeout report for all major capital projects. The project closeout report documents the final results of the project and provides:

- confirmation that project objectives and deliverables were successfully completed;
- an analysis of project performance in terms of budget, schedule, and use of resources;
- a summary of any key success factors and/or lessons learned; and
- any outstanding items that needed to be resolved.

Discussion:

The construction of a new Peer to Peer data centre was a complex project. As a disaster recovery/business continuity site, the location selected was required to meet a

number of criteria, such as being a minimum distance from the Service's primary data centre. The investigation of possible options took into consideration the use of an existing facility, however; the locations that were identified and explored did not meet system disaster recovery and information technology services (I.T.S.) requirements. I.T.S. engaged the services of a consultant and together concluded that the best option for the Service, given the immediate operational need, the security and location risks, and the unique business requirements was to design, build, and operate its own facility in a structure that would ultimately be owned by the City of Toronto (City).

Project Management Framework/Project Steering Committee:

The use of a formal project management framework was adopted by the Service in 2006 to ensure that large facilities and information technology projects are properly managed and successfully implemented. This framework requires the establishment of a project steering committee comprised of senior Service members and key stakeholders who provide oversight and guidance for the duration of the project.

The framework also requires the completion of a project charter that documents the project deliverables, items in and out of scope, known or anticipated risks and mitigation strategies, cost estimates and related assumptions, schedule, and the roles and responsibilities of project team members.

The steering committee for this project was effective in managing issues, making decisions, and ensuring that the project remained on course and achieved its objectives from a scope, schedule, and budget perspective.

Details on the project deliverables, budget, and schedule follow.

Project Scope and Deliverables:

The existing data centre back-up site is located in a City owned and managed facility. In 2008/2009, the Service started to notice space and electrical capacity limitations at the current site. With the continual expansion of operational demands and the growing requirements of new information technology and systems, the space and electrical capacity at this site reached critically low levels in 2014.

In November 2013, and as part of the Service's capital program, the Board approved the construction of a new Peer to Peer data centre to commence in 2014.

Property searches for the new data centre commenced late 2014, however; finding a suitable site that met the Service's requirements proved to be very challenging. Working with City Real Estate, a vacant site was finally located, and in late 2016, the City acquired the 2.51 acre lot for the construction of a new Peer to Peer data centre.

The scope, as identified within the project charter, included the construction of Tier III 5,000 square feet (S.F.) data centre space and 5,000 S.F. of office/administrative support space. Due to the data centre infrastructure requirements of a Tier III (dual

redundancy of cooling and power within the data centre space), the total building area increased to approximately 13,000 S.F.

Project Schedule:

An initial schedule was developed with a targeted construction substantial completion date of late Quarter(Q) 2 2018, followed by 4 months of I.T.S. fit-up for final completion in Q4 2018. This date was based on the assumption that the design would require 16 months and the construction would require 12 months. Building permit and site plan applications were submitted in advance. An application was made for sequential permits to expedite site work and structural construction activities on site, however; due to a lengthy approval process, construction was delayed by almost 6 months. As a result, substantial construction completion was not achieved until November 2018. The original schedule identified 4 months for I.T.S. fit-up, however; actual time to migrate to the new facility was 12 months.

Permission to occupy the new facility was granted on December 12, 2018. At this time, deficiencies were identified that prevented I.T.S. from performing the necessary work (for example, the racks were not properly grounded). The deficiencies identified in the data centre were dealt with and considered completed by February 26, 2019. In addition, there was a scheduled cleaning of the facility on February 28, 2019. The I.T.S. actual fit-up commenced on March 1, 2019. Overall, project completion was delayed by approximately one year.

Subsequent to substantial completion, deficiencies were addressed throughout 2019.

Project Budget:

The original gross capital budget for the new Peer to Peer data centre was $18.8M and increased to $20.1M due to inflation and higher than estimated cost of land.

This project was completed in 2019 at an estimated cost of $19.6M, which was $489,000 below the revised budget. From this cost saving, $214,000 was returned to the City in 2014 and $275,000 was returned in 2019.

Key Success Factors and Lessons Learned:

The new Peer to Peer data centre was a unique and complex project and lessons learned will assist the Service in mitigating risks on future projects.

(i) Key Success Factor - New Purpose Built Facility Reducing the Service's Risk to Disruption of Operations as it relates to Information Technology

The new Peer to Peer facility is purpose built, providing the Service with required capacity, resiliency, security, and continued sustainability into the future.

The new facility eliminates the potential risks associated with the existing site, including limitations of space, cooling, utility and back-up power. The Peer to Peer data centre is

built with improved data centre resiliency, including Tier III dual redundancy of major equipment cooling, uninterrupted power supply, and back-up generator power.

The new facility enables critical business continuity during an emergent event, supports current information and technology systems, and allows for growth into the future as the needs of the Service increase or change.

(ii) Lesson Learned - Performance Management of Consultants

The selection of a consultant with the experience and required skillset was crucial to the success of this project.

A Request for Proposal process was used to select a consultant, which included an evaluation of the experience of the company and its project team. During the course of the design development, the successful vendor, MMM Group Limited, was acquired by a large engineering firm (WSP Global Incorporated). As a result, a number of project team members left the organization for other job opportunities.

Efforts to maintain continuity of project personnel from design into construction proved to be challenging and necessitated ongoing re-education of new members of the consultant team regarding the overall objectives and intent of the project. Continuity and discrepancies between tender drawings and specifications sometimes occurred, and where feasible, were rectified during the construction phase. However, through open communication and well documented meetings, presentation material, meeting minutes and email correspondence, the information discussed in the early stages of the project was easily shared with new team members, helping to mitigate the ramp up time required for the new consultant's members.

(iii) Lesson Learned – Allow Sufficient Time to Ensure that all Tasks can be Performed as Planned

It is important to investigate the approximate timelines for various permits when work involves an outside agency or municipality. The Service's Facilities Management senior project coordinator was in constant communication with the municipality's planning department. Sharing the knowledge of the importance of this building, planning department staff were helpful in ensuring that sequential building permits and site plan approval were issued in a timely manner.

In the future, the Service should allow sufficient time for municipal permits and approvals to help mitigate this risk.

Conclusion:

The new Peer to Peer data centre is another example of what can be achieved when the Service works cooperatively to design and construct functional space that meets the Service's operational requirements.

All of the planned requirements and scope of this project were met and it was essentially delivered within the allocated budget. The facility is energy efficient and has

a reduced carbon footprint. The new space is anticipated to meet the Service's requirements from a disaster recovery/business continuity perspective well into the future.

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

Respectfully submitted,

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

*original copy with signature on file in Board office

Toronto Police Services Board Report

May 26, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Awarding of a 1-year Towing and Storage Services Contract for Towing District No.5.

Recommendations:

It is recommended that the Toronto Police Services Board (Board) receive the following report for information:

Financial Implications:

There are no financial implications relating to the recommendations in this report as the increase in chargeable fees are recovered from the vehicle owners.

Background / Purpose:

At its meeting on April 20, 2016, the Board awarded the contract for towing and pound services in Towing District No. 5 to A Towing Service Ltd. (Min No.P83/2016 refers).

Towing District No. 5 is comprised of the following Service divisions: 51 Division; 52 Division; 54 Division; 55 Division; as well as portions of the Don Valley Parkway and Fred Gardner Expressway.

At the same meeting, the Board awarded the contract for towing and pound services in District No. 1 to J.P. Towing Service, and District No. 3 to Abrams Towing.

The contracts were granted a one-year extension in 2019 and in 2020 to provide the necessary time for the Toronto Police Service (Service) to review its options, amend current contractual concerns, and ensure the provision of a downtown quick clearance impound yard in advance of a full Request for Quote (R.F.Q.)/tender process.

The potential of a one-year contract extension was discussed with all current contractors in early 2020 and each contractor indicated they would accept such an extension.

On April 23, 2020, Mr. Alex Anissimoff, President of A Towing and holder of the 5 District Towing and Pound Services contract, provided written notice that his company could not accept the contract extension and was declining the offer to extend. Accordingly, on April 27, 2020, Superintendent Baptist, Unit Commander of Traffic Services, provided a written notice to Mr. Anissimoff that the contract would end effective May 31, 2020.

This report is to advise the Board that J.P. Towing and Abrams Towing will provide the towing and impounding services required by the Service for Towing District No.5, at the rate that is currently within the contract, within Towing District No.1, and Towing District No.3 and 53 Division respectively.

A similar issue has occurred previously and similar action was taken and successfully implemented. Specifically, on June 1, 2017, amended agreements were entered into with Williams Towing Service and A Towing Service to reallocate tows in 54 Division into 5 District instead of 4 District. A reallocation of all 5 District tows would be on a much larger scale, but such an amendment is not unprecedented.

In the 2017, Williams Towing could not meet the towing demand in 54 Division. Hence, the Tow District boundaries were re-aligned and the tow responsibilities in 54 Division was given to A Towing, the company best suited to take on the responsibilities due to resources available, location of the tow responsibility in comparison to the business's facilities, and the existence of a current towing and pound services contract with the Board. At that time, the Board addressed the matter as a non-competitive award.

Discussion:

The 5 existing Towing and Pound Services contracts between the Board and the various contracted towing companies expired on May 31, 2020. The Service was also served notice in December 2019 that the "quick clearance pound" operated by A Towing at Villiers Street was going to be returned to WaterfrontTO effective May 1, 2020. Due to this key challenge and an identified need to conduct a fulsome review of the Service's towing and pound services strategy, a corporate decision was made in January 2020 to exercise the Board's option to extend the existing towing and pound services agreements for a period of one additional year.

With COVID-related impacts significantly reducing rush hour enforcement and towing, there is no immediate need for a downtown quick clearance facility. As traffic volumes return in the downtown core once restrictions are lifted, a downtown yard will once again be required. The Service's Facilities Management has worked with the City of Toronto (the City) and has identified a site that would be suitable for this purpose. Unfortunately, the initial expense associated with setting up such a facility would be

such that it would not be recovered by the contractor if being granted just a one-year contract.

When the written notice was received from Mr. Alex Anissimoff, with respect to A Towing declining the offer to extend the contract, the Service found itself in a position where a stopgap measure needed to be implemented to ensure towing and pound services would be available in 5 District for the next year, up to May 31, 2021.

The City's Legal Services and the Service's Purchasing Services were engaged cooperatively to determine what options exist for the Service to consider in finding a suitable replacement contractor for 5 District. While this situation is without precedent in the current environment, certain procurement principles were considered in making this recommendation.

Options that were considered include:

1. Immediately conduct a competitive bid process to award the contract.

The option to immediately conduct a competitive bid process was not viable due to the time restriction. Time was needed for the Service to review its options, amend current contractual concerns, and ensure the provision of a downtown quick clearance impound yard in advance of a full R.F.Q./tender process.

2. Divide the 5 District towing responsibilities between all existing contracted towing and pound services providers.

The option to divide the 5 District towing responsibilities between all existing contracted towing and pound services providers was not viable due to the proximity of 2 District from the downtown core. Its trucks would have to travel significant distances across other towing districts to attend for a police call for service in 5 District and anticipated service delivery delays would be inefficient for Service operations. In addition, the Service's Communications would not be able to effectively and efficiently adapt to this change in towing boundaries, and there would have been significant challenges in dispatching calls for service.

3. Divide the 5 District towing responsibilities between those existing towing and pound services providers that currently border the 5 District catchment area.

The option to award 5 District to all existing contractors that border it was considered and appeared initially to make the most sense in terms of fairness and operational efficiency. Unfortunately, the concerns identified previously with respect to the existing 4 District tow provider, Williams Towing, make them unsuitable for being provided additional responsibilities at this time.

4. Allocate the 5 District towing responsibilities to one (1) of the existing towing and pound services providers deemed most capable of efficiently and effectively carrying out the required work and fulfilling all contracted responsibilities.

The option to award 5 District to one of the existing towing and pound services providers was not viable due to a significantly larger area and the proximity from the downtown core. Its trucks would have had to travel a significantly larger distances to attend for a police call for service within 5 District. The anticipated service delivery delays would have been inefficient for Service operations. In addition, the Service's Communications Services would not have been able to effectively and efficiently adapt to this change in towing boundaries, and there would have been significant challenges in dispatching calls for service.

5. Divide the 5 District towing responsibilities between two of the existing contractors that currently border the 5 District catchment area.

To determine which of the existing towing and pound services providers would be best suited to take on these additional responsibilities, Traffic Services conducted a review process examining available information pertaining to response times in recent years, service complaints, cooperation received in addressing towing discrepancies, facilities and resources available through the current contracts. The results of this review suggested that J.P. Towing and Abrams Towing are in the best position to take on the additional towing responsibilities in 5 District, therefore; the Service has implemented this option.

Conclusion:

Due to exigent circumstances from both the tight timelines and COVID-19, the Service assessed the above options and implemented option 5.

The Board is advised that the responsibility of providing towing and pound services between two of the existing contractors that currently border the 5 District catchment area for the period between June 1, 2020 and May 31, 2021, was determined to be the most suitable option.

J.P. Towing and Abrams Towing are existing contracted towing and pound services providers to the Service. They provide towing services in two of the Districts, and as a result, they already comply with the specific conditions required of them by the contract including requirements such as corporate checks, resource availability, and facility specifications.

They both have a credible service record and are experienced in providing towing services specific to the downtown rush hour routes. J.P. Towing's annual tow volume in 1 District is second only to A-Towing (the biggest Service contract), and is only slightly less than the expected volumes in 5 District. The 1 and 5 District tow contracts each have annual towing volumes approximately four times that of the next largest contractor,

3 District (Abrams Towing). J.P. Towing has a significantly larger towing fleet than any of the other contractors, and this is why they have been selected to absorb much of the 5 District contractual responsibilities. Since Abrams Towing is taking on a smaller portion of 5 District, their positive track record of service delivery and their resources make the Service feel confident that Abrams Towing can provide additional services in an efficient manner.

Between June 1, 2020 and May 31, 2021, the Service will review its options, amend current contractual concerns and conduct a full R.F.Q./tender process.

In summary, the following changes are being made:

(1) an amendment to its towing contract for Towing District No. 5, to remove A Towing Services Ltd and allow JP Towing to provide services for 51 Division; 52 Division and 55 Division, for a period between June 1, 2020 and May 31, 2021;
(2) an amendment to its towing contract to allow JP Towing to collect its contractual rates, as defined in the 1 District contract;
(3) an amendment to its towing contract for Towing District No. 5, to remove A Towing Services Ltd and allow Abram's Towing to provide services for 54 Division, for a period between June 1, 2020 and May 31, 2021;
(4) an amendment to its towing contract to allow Abram's Towing to collect its contractual rates, as defined in the 3 District and 53 Division contract.

Deputy Chief Shawna Coxon, Communities and Neighbourhoods Command, will attend to respond to any questions that the Board may have regarding this report.

Respectfully submitted,

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

*original copy with signature on file in Board office

Toronto Police Services Board Report

May 12, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: **2019 Annual Reports: University of Toronto - Special Constables**

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

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

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

Discussion:

As directed by the Board, appended to this report are the 2019 annual reports from the U. of T. Scarborough and St. George Campuses regarding special constables. The reports are consistent with the reporting guidelines established by the Board.

Conclusion:

The Service has established a strong working relationship with the U. of T. In 2019, a number of community outreach initiatives were undertaken by U. of T. special constables to enhance the feeling of safety and security for students, faculty and visitors on U. of T. properties. These initiatives are consistent with the Service's community policing model and align with The Way Forward's goal to embrace partnerships to create safe communities.

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

Respectfully submitted,

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

*Original with signature on file with the Board

2019 Special Constable Annual Report
University of Toronto - St. George Campus

21 Sussex Avenue
Toronto, Ontario M5S 1J6

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Executive Summary

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

The University of Toronto Governing Council and the Toronto Police Services Board entered into an agreement in 1995. Today, we provide special constable services to support the University community and the Toronto Police Service by responding to calls for service and incidents on the campus in a timely and community oriented manner. Currently providing service to a community of approximately seventy thousand students and more than ten thousand faculty and staff. The University of Toronto St. George Campus Community Police Special Constable Service has three functional groups – St. George (Downtown), Scarborough and Mississauga Campuses. Each is functionally separate but work under a common policy.

There are two separate special constable agreements – one with Peel Regional Police Services Board and the other with the Toronto Police Services Board. More than ten thousand students are in residence on the St. George campus and the balance use transit and other means of transportation to attend as day students.

The University of Toronto is the largest university in Canada and the United States (by enrolment) and the most diverse university in the world. Almost every racial, language, ethnic, national, political and religious group is represented. Approximately twenty thousand new students are admitted to the University every year and a similar number are granted degrees. During the non-academic year, the University is host to students from around the world looking for a Canadian experience. The university is a peaceful place where issues are explored, debated and at times argued. The freedom to speak, believe and learn is fundamental to the institution.

Despite or because of its differences, the University thrives in the world of research and culture. By all of the standards used to assess the safety of a community in Canada, the University of Toronto remains a safe environment. Our campuses are open to the community. They are the source of much of the academic culture available in the cities of Toronto and Mississauga.

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

Direction, Management and Supervision

The University of Toronto Campus Community Police at the St. George Campus operate 24/7 utilizing groups of uniform personnel led by a Staff Sergeant, assisted by a Corporal and dispatcher to support and guide the special constables in their work.

The Director, Campus Police Services manages a portfolio that includes the special constable service, led by the Assistant Director, Campus Police Operations. Non-Sworn services include Security Guard Services, Call Centre and Security Systems and Access. They are not part of the special constable operation and no report is made for their activity.

Organization Chart

Appointments

Number of Total Applications (January 1st-December 31st)	Number of New Appointments (January 1st-December 31st)	Number of Re-Appointments (January 1st-December 31st)	Total Number of Special Constables (As of December 31st)
8	7	1	27

Terminations/ Suspensions/ Resignations and Retirements

Number of Terminations (January 1st-December 31st)	Number of Suspensions (January 1st-December 31st)	Number of Resignations (January 1st-December 31st)	Number of Retirements (January1st-December 31st)
1	0	9	0

Training

Our training mandate is designed to meet the needs of the University. Training combines Directives from the Toronto Police Service and the Ministry of the Solicitor General. Changes in law, court decisions, and Federal and Provincial standards are included into a comprehensive learning model.

The Service strives to keep current with community policing, public safety and law enforcement trends while recognizing trends in social development and learning from professionals within and outside the University. The training program is developed through consultation with the community, other institutions and case debriefing of situations.

The recent passing of Bill 68, the Community Safety Policing Act, impacts Special Constables with specific topics that are legislated to be included into the training programs of special constables in the province of Ontario. Those topics include Ethics and Leadership, Racial Profiling, Anti-Oppression-Micro Aggression and Diversity, Crime Scene Management, Community Based Policing - (CPTED) and Drug Investigations and Effects. We include this learning in our Orientation and Refresher training that all of our special constables receive.

The Service welcomes constructive comment from its clients. Recommendations from all levels of policing contribute to the process of designing and delivering the courses to meet the specific needs of the service and its community. The training curriculum is designed to ensure a balanced mix of mandatory skills training, sensitivity to the University environment and practical field experience. This is accomplished through a combination of on-line and in-class lectures, seminars and participative, in-group discussions to approximate campus policing situations.

Campus resources are used whenever possible, but due to the unique style of policing that is required on campus; outside resources are occasionally used. The nature of the University community requires its special constables to have a high level of understanding of the cultures, beliefs and experiences of people from all over the world.

Understanding people and developing empathy for their situations is essential to providing community policing services. There are core learning requirements that lead to understanding diversity in many parts of the training, not just in courses titled as such. The initiatives taken are highlighted in the chart.

The table following details the training provided during 2019 to special constables at the University of Toronto St George campus:

Mandatory Training

Course/Topic	Delivered By	Duration	Number who received Training
Annual Use of Force	Campus Police Instructors	8.0	27
Standard First Aid	Campus Police Instructors	16.0	11

* 3 members did not attend due to medical reasons

Additional Training

Course / Topic	Delivered by	Duration	Number who received Training
Anti Oppression-Micro Aggression Training	TNT Inc., Dr Frank Trovato Professors Jasmin Zine & Zabedia Nazim	8.0 hrs	23
Applied Suicide Intervention Skills	Living Works	16.hrs	6

Canadian Association of Threat Assessment Professionals National Conference	Canadian Association of Threat Assessment Professionals	40.0 hrs	1
Front Line Supervisor Part 1 and 2	On-line through Ontario Police College and Canadian Police Knowledge Network	24.0 hrs	1
Front Line Supervisor Part 3	Ontario Police College	40.0 hrs	1
Scenario Based Mental Health and De-escalation Training	Canadian Police Knowledge Network	1.5 hrs	6
Scenes of Crime Officer	Ontario Police College	80.0 hrs	1
Special Constable Orientation Course	TNT Inc. Frank Trovato PhD, Howie Page	390.0 hrs	6
Special Constable Refresher Course	TNT Inc. Frank Trovato PhD, Howie Page	60.0 hrs	8
Stop the Bleed Train the Trainer	Proactive Asset Solutions Inc.	4.0 hrs	4

Use of Force

In **2019**, there were no instances of special constables of the University of Toronto (St. George) Campus Police using force on a person that required the submission of a Use of Force Report (R.R.O. 1990, Reg. 926 s 14.5 (1).

Complaints

Total Number of Complaints	Investigated by Agency	Investigated by Toronto Police Service	Number Resolved	Number Outstanding
0	0	0	0	0

Equipment Issued to Special Constables

- One wallet badge, appropriate wallet and Agency identification card
- Soft body armour with appropriate carriers
- One set of standard handcuffs with appropriate carrying case
- One expandable baton with appropriate carrying case
- One memo book
- Access to electronic Directives
- Uniform

Crime, Traffic & Order Management

Authority*	**Arrested**	**Charged** (Form9, P.O.T)	**Released No Charges** (Unconditionally)	**Turned Over to Toronto Police Service**
Criminal Code	23	1	5	17
Controlled Drug & Substance Act	0	0	0	0
Trespass to Property Act	10	9	1	0
Liquor License Act	0	7	6	0
By-law	0	0	0	0

2019 Statistical Overview - St. George Campus - Reportable

PROPERTY CRIMES	2019	2018	Change
Arson	0	2	-2
Break and Enter	12	20	-8
Unlawfully in a Dwelling	0	0	0
Fraud/ False Pretenses	21	19	2
Mischief over $5000	0	0	0
Mischief under $5000	111	131	-20
Mischief - Interfere lawful enjoyment of property	0	1	-1
Public Mischief - Mislead peace officer	0	1	-1
Theft over $5000.00	14	13	1
Theft under $5000.00	304	305	-1
Possession Stolen Property	2	1	1
Possession of burglary tools	0	0	0

QUALITY OF LIFE	2019	2018	Change
Cause Disturbance	0	0	0
Damage Without Intent	32	73	-41
False Alarm of Fire	2	1	1
Hate Crime	2	3	-1
Hazardous Conditions	3	4	-1
Bomb Threat	0	1	-1
Suspicious Person	95	112	-17
Suspicious Vehicles	1	2	1
Trespassing/ Cautioned	82	74	8
Trespassing/ Charged	27	41	-14
Trespass at Night	2	0	2

CRIMES AGAINST PERSONS	2019	2018	Change
Domestic Incident	7	5	2
Sexual Assault	10	1	9
Assault - Common	23	19	4
Assault - Injuries and/ or Weapons	7	3	4
Assault Peace Officer	1	0	1
Obstruct Peace Officer	0	0	0
Criminal Harassment	20	25	-5
Indecent Acts	11	6	5
Voyeurism	2	1	1
Robbery/ Robbery Attempt	8	7	1
Extortion	4	2	2
Threats	33	15	18
Offensive Weapons	2	1	1

OTHER CATEGORIES	2019	2018	Change
Police Assistance	61	76	-15
Police Information	177	100	77
Bail Violations	0	0	0
Breach of Probation/FTC	2	2	0
Warrants	10	8	2
Sudden Death	2	1	1
Suicide or Attempted Suicide	2	3	-1
Drugs - Possession/ Use/ Trafficking	1	1	0
Fire (Actual)	2	1	1
Liquor License Act	13	22	-9
Mental Health Act	55	39	16
Missing Persons	7	6	1
Motor Vehicle Incidents	11	14	-3
By-Law - Dogs	0	1	-1

2019 Special Constable Annual Report
University of Toronto
Scarborough Campus

University of Toronto Scarborough
Campus Community Police
1265 Military Trail
Suite SW304
Toronto, Ontario
M1C 1A4

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Executive Summary

At the University of Toronto Scarborough (UTSC), we believe that developing a safe and secure environment is a shared responsibility. The University of Toronto Scarborough continues to grow in student enrolment and staff and maintains a continued focus on diversity. Campus Community Police provide a safe environment for our students, faculty and staff through the ongoing development of strong relationships with our various internal and external partners.

The primary responsibility for the protection of persons and property within our community is assigned to the Campus Community Police. The Campus Community Police achieve this responsibility through activities that support our Mission Statement which can be found at; http://www.utsc.utoronto.ca/police/mission-statement-values .

Community policing is the cornerstone of modern policing and the Campus Community Police at UTSC are continuously challenged to create and implement approaches and initiatives to enhance partnerships and collaboration both on our campus as well as the other two University of Toronto campuses, St. George and Mississauga.

Strategic, intelligence-driven, and problem-solving approaches are a predominant aspect of community policing within our academic setting, and include initiatives such as providing educational material on campus safety during orientation to all first year students, training seminars, theft prevention programs, strategic patrol initiatives, and taking part in various committees. Enforcement, although always available to the officers, is a tool that is utilized with discretion to enhance public safety within our community. Although criminal charges are sometimes unavoidable, we strive to resolve situations internally in order to achieve the best outcome possible.

The University of Toronto Scarborough Campus Community Police are responsible for performing the following services:

- Acting as first responders to all emergencies on campus.
- Conducting initial investigations for all criminal and provincial offences that occur on campus or off campus, that are reported to campus police.
- Identifying all offences that fall within the mandate of the Toronto Police Service and liaise with Toronto Police Service (43 Division) to assist in investigations as required.
- Assessing risk levels presented by the visit of various V.I.P.'s, presentations, events and/or protests, and when necessary, developing and executing security protocols.
- Providing a uniformed presence on campus including mobile patrol, bicycle patrol and foot patrol officers.
- Participating in various committees to assist risk assessment measures to ensure that all major events held on campus are safe, and to ensure that our community members can enjoy a safe environment.
- Engaging in various Community Policing initiatives focused on developing partnerships and trust with our community members to increasing overall safety and effective communication.

The University of Toronto Scarborough Campus Community Police Service provides effective support to our Community, ensuring that prescribed service standards are met, while ensuring that the administration, promotion and support of professionalism are upheld. These standards include the practices, conduct, appearance, ethics and integrity of its members, with a goal of strengthening public confidence and co-operation within the community.

The criminal statistics for UTSC included in this report continue to demonstrate that we are a very safe community. The number of theft related incident dramatically decreased from 2018 to 2019 due to increased proactive patrols and ongoing community engagement. Crimes against persons are minimal and are generally minor in nature. We continue to focus our efforts on reducing thefts and building on mental health awareness so that we can provide the best support possible to the members of our community.

UTSC Committee Participation

Members of the Campus Community Police management and front line personnel participate in various committees on campus, many of which focus on providing a safe environment for our students, faculty and staff. Other committees are efforts to increase the level of engagement with members of marginalized communities, including;

- The Campus Community Police continue their partnership with the Department of Student Life (DSL) and Scarborough Campus Student Union (SCSU) during Orientation activities, allowing the opportunity to remove barriers between students and police. Campus Police management also works with DSL and SCSU to provide financial support and provide strategic approaches to ensure safety during various orientation events.
- Campus Community Police members sit on the University of Toronto Scarborough's Principal's Advisory Committee on Positive Space. The 'Positive Space Campaign' is intended to help create a campus that is free of discrimination based on sexual orientation and gender identities. It also aims to generate a broad and visible commitment to welcoming sexual diversity and at making discussions around diversity more comfortable, open and increasingly welcoming. Campus Community Police participated in the preparation for the Ninth Annual Rainbow Tie Gala and provided funding and resources during the annual Positive Treats initiative.
- Campus Community Police chair the Campus Safety Committee, which is comprised of representatives from a cross section of our community who explore ways to enhance safety and security from the various user groups' perspectives. The primary goal of this committee is to solicit issues of concern from various constituents and to determine and prioritize safety solutions.
- Campus Community Police take part in the Student Welfare Committee, comprised of Managers and Directors who collaborate to case manage situations of students at risk to ensure students receive the support necessary to increase the chance of success in their educational endeavors, while also ensuring community safety.

- Campus Community Police sit on the Risk Assessment Committee. This is a committee comprised of management and student representatives that identify and mitigate personal and physical risks associated with events held on campus, thereby ensuring the success and safety of the participants during the event.

- Leadership, Education and Development (LEAD) program – The Assistant Director and Director continued to participate in this initiative as a mentor and was paired a mentee throughout the program which ran from September 2018 to April 2019. The mentees met with their mentors to focus on topics of interest and to learn from their mentor's experience and wisdom.

Community Policing Initiatives

In 2019, the UTSC Campus Community Police continued with many Community Policing partnerships to serve our internal and external community. As previously mentioned, students, staff and faculty from every part of the world represent the UTSC community. As a result of the ongoing involvement of our members, we are enthusiastically invited back to a number of events to provide educational opportunities, and/or give our community members the opportunity to compete against the Campus Community Police. Initiatives include:

- UTSC Alumni Hockey Tournament
- International Police Hockey Tournament
- Dodgeball Tournament
- UTSC Bring Your Children to Work Day
- International Day of Pink
- Residence Welcome BBQ
- Green Path Personal Safety Session
- Creation of Cybercrime Pamphlet
- Display Your Pride
- Safety talk with the Daycare children
- Self-Defense Presentation with Athletics
- Faculty and Staff Children's Holiday Party
- Remembrance Day Ceremony
- National Day of Remembrance and Action on Violence Against Women
- Habitat for Humanity
- Campus Safety Day
- Green Path Graduation Ceremony
- Residence Life Team Training
- Annual Welcome Day
- Experience UTSC Fair
- Annual Torch Run
- Bike Workshop
- Christmas Toy Drive
- Meeting with students regarding safety audits (Women, Violence and Resistance)
- Arts and Science Co-op Safety Presentation

- Transition Program Safety Presentation
- IITS Student Help Desk Safety Presentation
- Mixed Messages Presentation
- DPES Grad Orientation Presentation
- Clinical Psychology Grad Student Orientation
- UTSC Golf Day
- Recognizing Students in Distress
- Sip 'n' Safety

Moving Forward

The University of Toronto Scarborough Campus Community Police will continue with proactive strategies to both identify safety concerns and implement strategies that help us to better serve our community. We have continued our partnership with the Toronto Police Service 43 Division. We are extremely invested in community-based policing by partnering with our community. The partnerships we forge today are the foundations for building and strengthening our community's need to create and sustain a positive, nurturing environment that is so vital for the growth of our future leaders.

Organization, Statistics and Mandatory Reporting

Supervision

The Assistant Director of the UTSC Campus Community Police Service reports to the Director of Campus Safety, Issue and Emergency Management, who in turn reports to the Chief Administrative Officer specific to UTSC. The Assistant Director and the Staff Sergeants of the UTSC Special Constable Services are responsible for the management, training and general supervision of all Corporals and Special Constables, while the Corporals are responsible for the supervision of the Special Constables on duty. Managers are generally on duty from 7:00 A.M. – 7:00 P.M. Monday to Friday and are on call at other times. There is a Corporal or Acting Corporal on duty 24/7/365 who is designated as the shift supervisor, and is responsible for supervising between one and four officers as well as our Building Patrollers.

Staffing

In 2019, four Special Constables separated from the University to pursue a career with other local Police Services and six new recruits were on boarded. Recruiting methods are reviewed on an ongoing basis in order to determine the most effective way to recruit and retain our personnel. In keeping with the diversity of our campus, we strive to have our members reflect the UTSC community. The issue of recruitment and retention continues to be problematic as many other local police services are currently hiring in large numbers.

The Campus Community Police Service also employs six Building Patrol Officers (licenced security guards) who complement the Special Constables in providing safety and security in our community. The Building Patrol Officers also play a key role in ensuring a safe environment assisting with access calls, alarm response, general campus patrols and personal safety escorts on campus for those who feel vulnerable.

Organizational Chart

Appointments

Number of Total Applications (January 1st-December 31st)	Number of New Appointments (January 1st-December 31st)	Number of Re-Appointments (January 1st-December 31st)	Total Number of Special Constables (As of December 31st)
6	6	2	16

Terminations/ Suspensions/ Resignations and Retirements

Number of Terminations (January 1st-December 31st)	Number of Suspensions (January 1st-December 31st)	Number of Resignations (January 1st-December 31st)	Number of Retirements (January1st-December 31st)
0	0	4	0

Training

In 2019, the University of Toronto at Scarborough Campus Communtiy Police continued to look to both external agencies and in-service trainers for the purpose of fulfilling the training needs of our staff. The UTSC Campus Community Police Service has continued conducting regular mandatory in-house training sessions for all Special Constables.

The University of Toronto at Scarborough Campus Community Police Service is committed to the improvement of front-line training for officers that is reflective of the diverse needs and expectations of the university community. Our training is also designed to meet the needs of the UTSC community in combination with directives from the Toronto Police Services Board. The training program is developed through consultation with the community, other institutions and debriefing of situations.

Recommendations from all levels of police personnel contribute to the process of designing the courses to meet the specific needs of the Campus Community Police and the community. Training curriculum is designed to ensure a balanced mix of mandatory skills training, sensitivity to a University environment and practical field experience. Classroom lectures, seminars and participation in group discussions appropriate for campus policing situations are utilized. Campus resources are used where possible, but due to the unique policing challenges on a campus setting, outside resources are occasionally used as well.

Mandatory Training

Subject Matter	Delivered By	Duration	Number Receiving Training	Total Hours
Use of Force	UTSC Campus Police	32 hours	8	256
Annual Use of Force Recertification	UTSC Campus Police	8 hours	14	120
First Aid, CPR	Workplace Medical Corp. and Canadian Police Knowledge Network	8 hours	4	32

***All officers have current first aid/CPR certification.**

Additional Training

Subject Matter	Delivered By	Duration	Number Receiving Training	Total Hours
De-escalating Potentially Violent Situations	UTP / U of T	8 hours	12	96
Biosafety Level 3	U of T	8 hours	12	96
PFPO Appraiser Certificate (Fit pin)	TPS	32 hours	1	32

Subject Matter	Delivered By	Duration	Number Receiving Training	Total Hours
Sexual Violence Education	U of T	8 hours	12	96
ASSIST	Mental Health Network	16 hours	2	32
Arrest/Release Training	UTP	2 hours	12	24
Recognition of Emotionally Disturbed Persons	Canadian Police Knowledge Network	2 hours	12	24
Arrest	Canadian Police Knowledge Network	1 hour	12	12
Criminal Offences	Canadian Police Knowledge Network	30 minutes	12	6
Domestic Violence	Canadian Police Knowledge Network	2.5 hours	12	30
Investigative Detention	Canadian Police Knowledge Network	1.5 hours	12	18
Intro to Cannabis Legislation	Canadian Police Knowledge Network	2 hours	12	24
Stop the Bleed	Proactive Asset Solutions	2 hours	2	4
Coaching for Managers	U of T	3 hours	2	6
Social Media Open Source Investigations	Toddington International	6 hours	3	18
Home Grown Extremism & Radicalization, Terrorism	Borealis Threat and Risk Consulting	3 hours	4	12

Advanced Violence Risk Assessment and Management	Protect International Risk and Safety Services	40 hours	1	40

Complaints

Total Number of Complaints	Investigated by Agency	Investigated by Toronto Police Service	Number Resolved	Number Outstanding
0	0	0	0	0

Use of Force

In 2019, there were no incidents where Special Constables of the University of Toronto Scarborough Campus Community Police had to use force on persons that required the submission of a Use of Force Report (R.R.O. 1990, Reg. 926 s 14.5 (1)).

Equipment

Equipment Issued to Special Constables

- One wallet badge, appropriate wallet and Agency identification card
- Soft body armour with appropriate carriers
- One set of standard handcuffs with appropriate carrying case
- One expandable baton with appropriate carrying case
- One approved memo book
- Access to Directives
- Uniform

Restricted Equipment

The University of Toronto Scarborough Campus Special Constables are issued with collapsible batons. None of the officers are issued oleoresin capsicum spray or foam.

Crime, Traffic & Order Management

The statistics included in these tables do not reflect the total workload of the Campus Special Constables. Proactive policing still accounts for the majority of time spent by officers during their tour of duty. Officers therefore account for a large number of self-generated Calls-For-Service, many of which involve checking and patrolling specific locations on campus to ensure safety. In 2019, Campus Police Special Constables generated or responded to 3,308 calls for service which resulted in the submission of 637 reports. These statistics also do not reflect the informal and impromptu contacts the officers have with members of the University Community, which also contribute to an enhanced sense of personal safety.

Authority as per Agreement	Arrested	Charged (Form 1/9, P.O.T,)	No Charges (Unconditional Release or Caution Only)	Turned Over to Toronto Police Service
Criminal Code	3	2	0	1
Controlled Drugs and Substance Act	0	0	0	0
Trespass to Property Act	2	2	67	0
Liquor Licence Act	0	11	24	0
Mental Health Act	28	0	28	0

Criminal Stats

Incident Types	**2019**
Break and Enter	3
Robbery	1
Theft Over $5,000	1
Theft Under $5,000	46
Theft Bicycles	5
Possess stolen property	1
Disturb Peace	1
Indecent Acts	1
Mischief/Damage	33
Other Offences	8
Sexual Assaults	1
Assault	4
Impaired Driving	0
Criminal Harassment	5
Threatening	0
Homophobic/Hate Crimes	0
Homicide	0
Total Crime Occurrences	**110**

Property

Property that is evidence of criminal charges is managed by the Toronto Police Service. Found property is maintained by the University's Lost and Found protocols and therefore does not generate reporting by the Campus Community Police Special Constables to the Toronto Police Service. Lost and found items that are not claimed are sold through Police Auctions Canada and the funds are used to purchase toys and supplies that are donated to the Chum City Christmas Wish program. In 2019, items valued at a total of $1,000 were donated.

Toronto Police Services Board Report

May 12, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: **2019 Annual Report: Toronto Transit Commission - Special Constables**

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

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

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

Discussion:

As directed by the Board, appended to this report is the 2019 annual report from the T.T.C. regarding special constables. The report is consistent with the reporting guidelines established by the Board.

Conclusion:

The Service has established a strong working relationship with the T.T.C. In 2019, a number of community outreach initiatives were undertaken by T.T.C. special constables to enhance the feeling of safety and security for customers, staff and visitors on T.T.C. properties. These initiatives are consistent with the Service's community policing model and align with The Way Forward's goal to embrace partnerships to create safe communities.

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

Respectfully submitted,

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

*Original with signature on file with the Board

2019
TTC SPECIAL CONSTABLE SERVICE ANNUAL REPORT

to

the Toronto Transit Commission Board

and

the Toronto Police Services Board

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EXECUTIVE SUMMARY

2019 Special Constable Service Annual Report
Toronto Transit Commission

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

At the end of 2019, the formally known Transit Enforcement Unit was divided into two separate departments: Special Constable Service consisting of Transit Special Constables, and Revenue Protection consisting of Fare Inspectors.

Transit Special Constables focus much of their activities on the TTC's corporate interests and business needs including: customer service, law enforcement, asset protection and addressing customer and employee safety and security needs. All of which is carried out in consideration of the TTC's diverse customer population in a manner that promotes respect, dignity, inclusion and human rights.

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

The activities of Transit Special Constables remain consistent with the Ministry of the Solicitor General (formally the Ministry Community Safety and Correctional Services) guidelines and enable the TTC to more effectively serve the special interests of the organization, and also the public interest in preservation of order, protecting property, providing limited law enforcement and protecting customers and employees.

In 2019, Transit Special Constables responded to 21,543 calls for service and attended 13,536 of those service calls. 85.8% (18,489) of these calls for service were subway related. 13.3% (2,856) of these calls for service were surface related (bus and streetcar). 0.9% (198) of these calls for service were Line 3 Scarborough (SRT) system related. Ridership in 2019 was close to 530 million.

The 2019 TTC Special Constable Service Annual Report provides the Toronto Transit Commission Board (TTC Board) and the TPS Board with information on the TTC's Special Constable Program and more specifically: the structure of the department, effective supervision, current staffing, ongoing training, uniform standards and distinction, the use of the authorities granted by the TPS Board, governance, occurrence reporting as well as a summary of public complaints. The report concludes with some highlights of the reporting year.

Supervision

General supervision of members of the Special Constable Service is under the authority of the Head – Special Constable Service. The Head – Special Constable Service has delegated this authority through the organizational chart below. This organizational chart reflects the actual workforce appointed as Special Constables as of December 31, 2019, prior to the separation of the Transit Enforcement Unit into Special Constable Service and Revenue Protection.

Appointments

The following chart represents Special Constable appointments for the reporting year. The actual strength as of December 31, 2019 was 82 Special Constables.

Total Applications	Re-Appointments	New Appointments
25	5	20

Departures

Number of Terminations	Number of Suspensions	Number of Resignations	Number of Retirements
1	1	10	1

Training

All TTC Special Constable training is reviewed and approved by the Toronto Police Service on an annual basis.

Pursuant to the Special Constable Agreement between the TTC and the Toronto Police Services Board, Special Constable Service has an obligation to train Special Constables in the following areas:

- **Arrest Authorities**
- **Arrest/Search Incident to Arrest**
- **Canadian Police Information Centre (CPIC) Use**
- **Case Preparation Provincial Offences**
- **Communicable Diseases**
- **Community Mobilization/Community Policing**
- **Controlled Drugs and Substances Act**
- **Crime Scene Management**
- **Criminal Offences**
- **Diversity Awareness and Human Rights Issues**
- **Emotionally Disturbed Persons/Mental Health Act**
- **Ethics and Professionalism in Policing**
- **Field Interviewing/Taking Statements**
- **First Aid/CPR**
- **Introduction to Law**
- **Liquor License Act**
- **Memorandum Books/Note-Taking**

- **Occurrence/Report Writing/Field Information Report**
- **Provincial Offences Act**
- **Search and Seizure Authorities**
- **Sex Offences**
- **TTC Transit Special Constable Status – Roles and Responsibilities**
- **Testimony/Criminal/Provincial Justice System/Rules of Evidence**
- **Trespass to Property Act**
- **Use of Force Legislation and Reporting**
- **Vehicle Operations**
- **Young Persons and the Law**

Transit Special Constables are trained and authorized to take an investigation to its completion. This could include arrest, apprehension (in the case of the Mental Health Act), release, transport to a police division, or unconditional release within the parameters of the Special Constable Agreement.

The TTC Special Constable Training Program is continually evolving in order to provide an up-to-date curriculum that meets Ontario police standards. The training program consists of instructor-led lecture formats complimented by practical skills training and dynamic simulations in the actual work environment. Key focuses throughout the training curriculum are diversity and inclusion, crisis communication, de-escalation, recognizing discretion, officer safety, and use of force legislation and application.

As Transit Special Constables have significant public contact and perform both enforcement and customer service functions, equity becomes an important factor in their roles. Transit Special Constables are committed to providing inclusive services in a manner that fosters dignity and respect.

Recruit Program

The Special Constable Recruit Training Program is 60 training days for a total of 480 hours. This includes mandatory TTC training outside the requirements of the Special Constable Agreement, such as subway rulebook training, defensive driving and suicide intervention awareness. The academic and practical skills training program is followed by a comprehensive Field Training Program of up to six months with a Coach Officer.

All new front line members of the Special Constable Service participate in a mandatory five-day mental health awareness training program. This training program covers such topics as: Understanding Mental Illness, Psychological First Aid, Crisis Intervention and De-Escalation, Self- Care: Maintaining Health and Well-Being, and includes an interactive panel discussion with community

members living with a mental illness. Members also participate in instructor-led training delivered by the Alzheimer's Society of Toronto, Autism Awareness and the City of Toronto Streets to Homes program. Transit Special Constables participate in holistic-simulation-based training as part of the curriculum.

Annual Recertification

The Special Constable Annual Recertification Training Program is three days for a total of 24 hours and includes mandatory defensive tactics and use of force training. The 2019 module was developed and delivered specifically to build on de-escalation, crisis communication, ethical decision-making and recognizing discretion through holistic, reality-based simulations in the actual transit environment. As per the Special Constable Agreement, all TTC Special Constable Training is reviewed and approved by the Toronto Police College on an annual basis.

Confronting Anti-Black Racism

In Q3 2019, Confronting Anti-Black Racism (CABR) training provided by the City of Toronto CABR Unit was introduced into the Special Constable Training Program. This training made Special Constables aware of unconscious biases that could potentially impact their interactions with Black customers and community members, and how to disrupt such ideas from having a detrimental impact. This is important for the TTC because it has committed to ensuring that it is providing equitable service to all customers in a way that respects their dignity and human rights. This training is ongoing, and will form part of the Transit Special Constable Recruit Training Program for all new members.

Diversity, Inclusion and Equity

All front line members of the Special Constable Service also participate in mandatory e-learning diversity and inclusion training as facilitated by the Ontario Police Video Training Alliance in addition to the TTC's instructor-led and e-learning diversity and inclusion, unconscious bias and human rights training. In 2019, an additional half-day of training was facilitated by members of the Toronto Police LGBTQ2S Liaison Office of the Divisional Policing Support Unit.

The training program has been revamped in recent years, through consultation with the City Ombudsman, the Confronting Anti-Black Racism Unit, mental health professionals and emergency services. Through recommendations made by the City Ombudsman, the 2020 Special Constable Annual Recertification Training Program will include a refresher on the Mental Health Act, with a renewed focus on potentially dangerous situations. Further, it reviews alternative options when applying the Mental Health Act is not appropriate.

Should equity issues be identified through current events, issues or customer concerns they will be further discussed using a collaborative approach, which

may include stakeholder consultation, best practice review and changes to policy and procedures. Training programs will continue to be updated accordingly.

Mandatory Training

Course / Topic	Delivered By	Duration	Number trained
Special Constable Recruit Training	3rd Party Provider / Toronto Transit Commission	60 days	20
Annual Use of Force and Legislative Update Block Training	3rd Party Provider	3 days	59
Standard First Aid	EMS	2 days	56

Additional In-Service Training

Course/Topic	Delivered By	Duration	Number Trained
IMS 200	TTC Special Constable Service	2 days	21
IMS 300	Metrolinx	4 days	1
Cannabis Legislation	CPKN	3 hours	21

Equipment

Pursuant to the Agreement with the Board, Transit Special Constables are issued with the following equipment:

- **Uniform**
- **One wallet badge, appropriate wallet and agency identification card**
- **Soft body armour with appropriate carriers**
- **One set of standard handcuffs with appropriate carrying case**
- **One container of oleoresin capsicum foam with appropriate carrying case**
- **One expandable baton with appropriate carrying case**
- **One approved memo book**
- **One flashlight with appropriate carrying case**
- **One Provincial Offences Notice book and appropriate hard cover**
- **One TTC Special Constable Service Policies, Procedures and**

Rules Manual

REPORTING AND STATISTICS

Calls for Service

Transit Special Constables received 21,543 calls for service in 2019, a 5% increase over 2018.

Mode	Calls Received	% of Total
Scarborough RT	198	0.92
Subway	18,489	85.82
Surface	2,856	13.26
Total	**21,543**	

Crime and Order Management - Arrest/Apprehension Totals

Transit Special Constables submitted 291 records of arrest for Criminal Code offences in 2019, a 32% increase over 2018. They also made 127 apprehensions under the Mental Health Act, representing a 12% decrease over 2018.

Authority	Total Arrested/ Charged/ Apprehended
Criminal Code	291
Mental Health Act	127
Liquor License Act	57
Trespass To Property Act	55
Controlled Drugs & Substances Act	3

Reporting

General Occurrence Reports and Records of Arrest	No.
Abandoning Child C.C. 218	1
Accessory After Fact to Murder C.C. 240	1
Administering a noxious substance C.C. 245(1)	1
Assault C.C. 265	1
Assault C.C. 266	577
Assault Bodily Harm C.C. 267(1)(b)	3
Assault with Intent to Resist Arrest C.C. 270(1)(b)	1
Assault Causing Bodily Harm C.C. 267 (b)	1
Assault Peace Officer C.C. 270(1)(a)	25
Assault With A Weapon C.C. 267(1)(a)	32

Attempt Break And Enter With Intent C.C. 348(1)(a)	3
Attempt Theft	1
Attempted Fraud Transportation C.C. 393(3)	2
Attempted Murder C.C. 239 (b)	1
Bench Warrant C.C. 597 (2)	2
Cause A Disturbance C.C 175(1)	8
Counterfeit Money: Buying, Receiving, Possessing or Importing C.C. 450	1
Criminal Harassment C.C. 264 (1), (2)	4
Domestic Incident	2
Fail to Appear C.C 145(2)(b) Subsequent to Court	2
Fail to Comply Probation P.O.A. SEC. 75	1
Fail to Comply Probation C.C. 733.1	3
Fail to Comply Recognizance C.C. 145(3)	6
False Message C.C. 372 (1)	2
Fraud C.C. 380(1)	81
Fraud Transportation C.C 393(3)	19
Indecent Acts C.C. 173(1)	23
Indecent Exposure C.C. 173(2)	1
L.L.A. 31(2) Consuming liquor in other than	2
L.L.A. 31(2) Having liquor in open container	2
L.L.A. 31(4) Intoxicated in a Public Place	53
Mental Health Act Section 17	127
Mischief C.C. 430 (1)	144
Mischief Endangering Life C.C. 430 (2)	1
Mischief Not Exceeding $5,000 C.C. 430 (4)	262
Mischief Over $5,000: C.C. 430 (3)	3
Obstruct Peace Officer C.C.129(a)	2
Possession of Cocaine C.D.S.A. 4(1)	1
Possession of Ketamine C.D.S.A 14(1)	1
Possession of Prohibited Weapon C.C. 91(2)	1
Possession of Substance C.D.S.A. 4(1)	1
Possible Arson	1
Potential Sex Offender	2
Potential Sexual Assault	1
Robbery C.C. 344 (b)	13
Sexual Assault C.C.271	15
Suspicious Incident	28
Suspicious Person	5
T.P.A. Fail To Leave When Directed	22
T.P.A. Engage in Prohibited Activity on Premises	18
T.P.A. Enter Premises When Entry Prohibited	15

T.T.C. # 1-2.1 Refuse to Pay Fare	12
T.T.C. # 1-2.2(b) Travel with altered fare media	1
T.T.C. # 1-2.3(a) Invalid Fare Media	1
T.T.C. # 1-2.3(b) Fail to Comply with Conditions of Use of Fare Media	561
T.T.C. # 1-3.13(a) Fail to Comply with Posted Sign	7
T.T.C. # 1-3.14 Obstruct (Interfere with) a Proper Authority	1
T.T.C. # 1-3.15 Provide False Information to Proper Authority	1
T.T.C. # 1-3.16(b) Unauthorized Solicit on TTC Property	13
T.T.C. # 1-3.25 Cause A Disturbance on TTC Property	6
T.T.C. # 1-3.25(c) Behave in Indecent (Offensive) Manner on TTC Property	2
T.T.C. # 1-3.25(e) Fight on TTC Property	2
T.T.C. # 1-3.3 Enter or Exit Transit System through Non-designated Entrance or Exit	2
T.T.C. # 1-3.33(a) Possession of Weapon on TTC property	1
T.T.C. # 1-3.4 Unauthorized Crossing or Entering Upon Subway Tracks	8
Theft Over $5000.00 C.C. 334(a)	2
Theft Under $5000.00 C.C. 334(b)	137
Uttering Counterfeit Money C.C. 452(a)	4
Uttering Threats C.C. 264.1 (1)	138
Uttering Threats to Cause Death or Bodily Harm C.C. 264.1 (1)(a)	73
Voyeurism C.C. 162 (1)(a)	1
Warrant of Committal C.C. 514 (1)	1
Weapon etc. possession for dangerous purpose C.C. 88	10

Other TTC Internal Incident Reports (SCS and other TTC Divisional Supervisory Reports)	No.
Abduction	1
Administer Noxious Substance	3
Aggravated Assault	2
Armed Robbery	6
Arson	1
Assault Bodily Harm Or W/ Weapon	45
Attempt Break And Enter	1
Attempt Murder	4
Attempt Robbery	5
Attempt Theft	1
Bomb Threat	13
Break And Enter	4
Carry Concealed Weapon	1
Cause Disturbance	104
Common Assault	159
Counterfeit Money Passed	1
Harassment	4
Indecent Exposure	10
Mental Health Act	49
Mischief	122
Other Weapon Offences	1
Possession Offensive Weapon	27
Public Mischief	4
Robbery	29
Sexual Assault	50
Theft	30
Threatening	27
Uttering Counterfeit	4
Voyeurism	1

Property

Special Constable Service is responsible for keeping all evidence and property seized in connection with their duties except in the following circumstances:

- **Where Toronto Police request the evidence be turned over to them**
- **Where an accused is held in Toronto Police custody**
- **All drugs seized/found**
- **All firearms seized/found**

All property and evidence seized from persons that is not turned over to the Toronto Police Service is stored, preserved and disposed of in a manner consistent with Toronto Police Service standards and procedures for the storage and disposition of property. In 2019, the Transit Enforcement Department processed 2,498 pieces of property into their property vault. This total includes property seized by Transit Fare Inspectors.

Public Complaints

Pursuant to the agreement between the TPS Board and the Special Constable Service there is a comprehensive public complaints process in place and through recent changes, it has become even more accessible and user friendly for TTC customers. TTC has simplified its complaint process by eliminating the distinction between a concern and a complaint, and now all matters reported to the TTC are treated as complaints requiring an intake and gathering of evidence, a review by the Toronto Police Service, an investigation and documented resolution. This helps to ensure that all issues raised by TTC customers are both documented and dealt with in a fair, thorough and impartial manner.

Public complaints relating to the conduct of TTC Special Constables may be filed in the following manner: to the TTC directly, in person at 1900 Yonge St., Toronto, by email, by fax and by mail. In addition, members of the public may now report complaints against TTC Special Constables to the TTC Customer Service Centre, which has longer service hours and the ability to preserve video evidence promptly. Customers may speak to a customer service representative by telephone at 416-393-3030 from 7 a.m. to 10 p.m. daily to report their complaint. Moreover, the TTC is working to enhance its online complaint form to include an additional category for complaints concerning TTC Special Constables, thus providing the public the option to submit their complaints directly to the TTC Customer Service Centre using the quick and easy www.ttc.ca web complaint form.

All public complaints relating to conduct of TTC Special Constables are forwarded to the Toronto Police Service's Professional Standards Unit for assessment. The Toronto Police Service reviews and assesses each complaint as either serious misconduct (i.e. criminal allegation) or less serious (i.e. minor

breach of discipline).

Complaints assessed by Toronto Police Service as serious misconduct are investigated by the Toronto Police Service. Complaints assessed by Toronto Police Service as less serious are returned to TTC for investigation. The investigation is either conducted by the TTC's Unit Complaints Coordinator, who has investigation training from the Toronto Police Service, or an external investigator from Rubin Thomlinson, LLP, which is recognized by the Toronto Police Service as having the requisite investigative training. Toronto Police Service is provided a copy of the investigation report upon completion of the investigation. Complainants and Respondents are advised of the findings of all investigations. Complainants may request a review of the investigation process by the Office of the Toronto Ombudsman if they choose to. The Complaint procedures are publicly available on the TTC's website: https://www.ttc.ca/Riding_the_TTC/Safety_and_Security/Transit_Enforcement/Compliments_Complain ts/index.jsp

Any corrective action resulting from the findings of an investigation is solely determined by, and the responsibility of the Head – Special Constable Service.

Statistical Information

In 2019, TTC received a total of 26 complaints involving TTC Special Constables.

20 of the 26 complaints raised allegations of discreditable conduct in violation of the Transit Enforcement Code of Conduct, with the most common complaint relating to alleged discourtesy during enforcement interactions.

15 of the 26 complaints received were initially categorized as concerns and were addressed informally, before the process was updated in September 2019 to eliminate the distinction between concerns and complaints.

Of the remaining 11 complaints, none were retained and investigated by TPS.

Six of the 11 complaints were handled as follows: 3 were assigned to an external investigator; 1 was assigned to the TTC's Diversity and Human Rights Department for investigation following approval by TPS; and 2 were pending intake by the UCC and review by TPS as of December 31, 2019. Final dispositions have not been made on these complaints as the investigations remain ongoing. The remaining 5 complaints were resolved through informal resolution or dismissed as abandoned by the Complainant.[1]

Use of Force Reporting

[1] Statistical Information taken from the 2019 TTC UCC Annual Report

Transit Special Constables are bound by Ontario Regulation 926/90, which compels Police Officers to submit a Use of Force Report (UFR Form 1) to the Chief of Police when a Police Officer who, when in the performance of their duties, uses force on another person that results in an injury requiring medical attention or uses a weapon on another person.

In 2019, the TTC carried close to 530 million customers. The Special Constables responded to 21,543 calls for service. In all of those contacts, pepper foam was deployed by Special Constables in three incidents to de-escalate volatile situations, as follows:

- **Two separate incidents at Bloor-Yonge where the individuals had physical interactions with other customers and actively resisted arrest when Special Constables intervened.**
- **A third incident where an individual brandished a 10-inch steel tube towards the Special Constables as a weapon.**

The following chart further summarizes the category of offence involved in each type of force application:

As per Police Services Act:

Highest Level of Force Used	Number of Incidents	Use of Force Reports Submitted	Criminal Code	Provincial Offence (LLA, MHA,TPA)
OC Foam	3	3	1	2
Total	**3**	**3**	**1**	**2**

However, in an effort to improve transparency in use of force reporting, and to align with the recommendations of the City Ombudsman, the Head of Special Constable Service has ordered that all members of the Special Constable Service and Revenue Protection departments must report use of force in all cases where a member uses force beyond compliant physical control and handcuffing.

There were 89 incidents in 2019 in which internal 156 Use of Force reports were submitted as per departmental policy. In two of these incidents, batons were presented, but not used during interactions with assaultive subjects.

As per Departmental Policy:

Highest Level of Force Used	Number of Incidents	Use of Force Reports Submitted	Criminal Code	Provincial Offence (LLA, MHA,TPA) or Other
Physical Control-Soft	81	142*	47	34
Physical Control-Hard	24	33*	13	11
Baton or OC Foam Presented- Not Used	2	2	2	0

* Multiple Use of Force reports submitted, one per individual officer attending the same incident

INJURY REPORTING

Suspects

A total of 31 Injury Reports were submitted by Transit Special Constables on behalf of the accused in 2019, one more report than the 30 submitted in 2018. Eight of the 31 reports were as a result of police action; either OC foam, use of physical force or handcuff rub. 17 of the 31 were self-inflicted injuries caused by the suspect. One injury was accidental and five reports documented suspect injuries in which the cause was unknown and occurred prior to the arrest.

Prior to Arrest:
17 of the 31 injury reports were submitted in relation to pre-existing conditions or injuries presented by the accused prior to the arrest, such as visible cuts and abrasions, soreness, intoxication and sprains. 10 of these 17 incidents resulted in the accused being transported to hospital for treatment of minor cuts and abrasions. One incident required only EMS treatment on scene. Six incidents required no medical aid, or it was refused by the accused.

During Arrest:
Nine of these reports were submitted in relation to minor injuries sustained during the course of an arrest. One of these nine incidents resulted in the accused being transported to hospital for treatment. Four incidents required only EMS treatment on scene. Four incidents required no medical aid, or medical aid was refused by the accused.

After Arrest:
Five of these reports were submitted in relation to hostile suspect behaviour following an arrest (i.e. banging head in patrol car). Four incidents resulted in the accused being transported to hospital for treatment of lacerations and bumps to the head.

Transit Special Constables

A total of 53 Occupational Injury Reports were submitted by Transit Special Constables in 2019. 49 of these reports were precautionary and reflected minor cuts, bumps and bruises sustained by officers during the course of their duties, most often during an arrest, or for possible exposure to bodily fluids or contaminants. Three reports were in relation to emotional trauma; two of which were as a result of attending fatal incidents. One injury was unrelated to the course of the Transit Special Constable's duties.

Nine injury reports resulted in lost-time injuries. Eight lost-time injuries occurred during the arrest of a suspect and one was a result of moving heavy objects.

Governance

The business of the Special Constable Service is governed by the TTC's agreement with the TPS Board in areas of appointment, identification, equipment, training, powers and responsibilities.

Pursuant to Article 6 of the Agreement entitled, "Accountability and Risk Management", the TTC is accountable to the Board for all actions taken in relation to the exercise of the powers and authorities granted by the Agreement to Transit Special Constables who have been appointed as Special Constables.

Transit Special Constables must comply with all Toronto Police Service policies and procedures applicable to the duties and responsibilities of Special Constables including any directives or policies of the Board.

In addition, pursuant to the agreement with the Board, the Special Constable Service has established a complaint investigation procedure for the intake and investigation of complaints concerning the conduct of a Transit Special Constable.

A Transit Special Constable must comply with the applicable sections of the Police Services Act relating to their appointment as a Special Constable, the applicable regulations thereunder, all internal policies and procedures of the TTC, and all Service policies, standards, and procedures applicable to the duties, powers, and responsibilities of Transit Special Constables as provided to the TTC in accordance with the Special Constable Agreement, including any directives or policies of the Board for any Special Constable appointed by the Board.

At all times during the term of the agreement, the TTC must maintain adequate and effective supervision of any employee who has been appointed as a Special Constable by the Board pursuant to the Agreement.

The TTC shall, at a minimum, establish and maintain:

a) **written policies and procedures with respect to the duties, powers and responsibilities of Transit Special Constables;**

b) **a Code of Conduct for Transit Special Constable, as described in the Agreement;**

c) **a written procedure for supervising and evaluating Transit Special Constables' powers and;**

d) **a written disciplinary process regarding all matters relating to any allegation of improper exercise of any power or duty of a Transit Special Constable as granted pursuant to the Agreement.**

The TTC and Transit Special Constables must cooperate with the Toronto Police Service in any matter where a Transit Special Constable has been involved in an investigation.

Special Constable Service maintains written policies, procedures and rules with respect to the duties, authorities and responsibilities of all members. Special Constable Service members are expected to comply with the departmental Code of Ethics and Core Values. In addition, a TTC Corporate Discipline Policy is in place to manage the conduct of all Special Constables.

Highlights of The Reporting Year

The TTC is working closely with the Toronto Police Service to maintain a meaningful and mutually beneficial relationship.

In 2019, Transit Special Constables continued to focus much of their activities on employee and community engagement and the TTC's corporate interests and business needs including: customer service, law enforcement, asset protection and addressing customer and employee safety and security needs.

The role of the Transit Special Constable is clear and includes response to TTC emergencies, security- related incidents and disruptions to transit service. The transit system is a very specialized environment with unique needs and circumstances that are not found in other agencies that employ Special Constables.

The goal with any modern rapid transit system is to provide effective and efficient transit services to the public. The focus for the Transit Special Constable is community-oriented by providing customer awareness and assistance to transit riders using the system, enhancing public awareness of crime prevention strategies and providing a security and law enforcement-related function in matters of public safety, public interest and when the corporate business needs of the TTC require such action.

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

Community Engagement

Special Constable Service has one Transit Special Constable and one Fare Inspector dedicated to the Community Engagement Unit that addresses the specialized needs of some TTC customers, including customers who are under-housed and/or experiencing mental health or addiction issues. The Community Engagement Unit brings together our community partners to become actively involved in the solution of issues that affect the TTC ridership, safety, stakeholders, and businesses concerns that will contribute to the TTC's vision of a transit system that Toronto can be proud of. This position reports to the Staff Sergeant – Training and Logistical Support who is responsible for community outreach, public awareness and recruiting.

The following is a current list of projects assigned to the Community Outreach Officers:

Partnership with Toronto Community Housing

At the end of 2019, the Community Engagement Unit started a working relationship with Toronto Community Housing Corporation. This relationship allows the Community Engagement Unit to deliver information sessions at different community centers in the city of Toronto. These sessions allow the public to ask questions to our Special Constables and Fare Inspectors about the TTC and our roles at the TTC. The TTC Human Resources Department also sends a member to the information sessions to answers questions on recruitment, qualifications and job opportunities at the TTC. This project is continuing into 2020.

FOCUS Toronto

Furthering Our Community by Uniting Services (FOCUS Toronto) is an innovative project servicing Toronto. This initiative is led by the City of Toronto (the City), United Way Greater Toronto (UWGT), Toronto Police Service (TPS) and aims to reduce crime, victimization and improve community resiliency in the Toronto area. The initiative brings together the most appropriate community agencies in a situation table model that provides a targeted, wraparound approach to individuals and families that are experiencing high levels of risk for crisis or trauma. The tables seek to intervene in situations that are identified as being at acutely elevated risk (AER) – that is any situation where circumstances indicate an extremely high probability of the occurrence of harms or victimization. The Community Outreach Officer now represents the Special Constable Service at the situation tables, allowing the Special Constable Service to bring forward individuals or families experiencing high levels of risk for crisis or trauma for assistance. FOCUS Toronto has opened the door to further partnerships and collaboration, including training opportunities.

Mental Health Training/Partnerships

The Community Outreach Officer has created partnerships with the following agencies in order to directly assist with Project REACH: Streets to Homes, Gerstein Crisis Centre, Mental Health Commission of Canada and Toronto Police Mobile Crisis Intervention Team.

Community Recruitment Initiatives

The Community Engagement Unit has attended community colleges, such as Durham College and Humber College as well as community events, such as the Public Safety Job Fair and the City of Toronto's Newcomers Day Information Fair at Nathan Phillips Square.

Customer Concerns

The Community Engagement Unit in conjunction with the Patrol Division has assisted in addressing multiple individual customer concerns in relation to various subway stations and bus routes. During the course of the investigations, the Community Engagement Unit identified a number of the subway and bus routes that customers were concerned about in the vicinity of educational facilities. As a result, the Community Engagement Unit attended high schools and worked in cooperation with principals and vice principals to address disorderly behaviour.

Corporate Stakeholder Concerns

The Community Engagement Unit continues to work with stakeholders, such as Downtown Yonge Business Improvement Association (DYBIA), City Councillors, City of Toronto Public Health, Children Services, and Toronto Police Community Police Liaison Committees (CPLC) in efforts to address concerns of safety for patrons throughout the transit system.

Events Support Bus Program

To assist the Toronto Police Service in enhancing public safety at various large scale events, the Special Constable Service Training and Logistical Support Unit coordinates the deployment and use of six decommissioned TTC buses now utilized as Events Support Buses. To support the program, the Special Constable Service has trained 10 Special Constables to operate these buses through the three- week Operator Initial Training and Licensing program.

Patrol Division Quarterly Highlights

The following summarizes other noteworthy highlights of the reporting year by quarter:

Quarter 1:

- 360 Kids Experience Night Out
- Women's Symposium 2019 Photoshoot
- TTC Rewards and Recognition Gala awards
- Seneca College Career Booths
- St. Mary's School Safety Presentation
- Humber College Justice Studies presentations
- Blue Line Security Career Booth
- LGBTQ-ISN Career Booth

Quarter 2:

- Two TSC's were recognized at City Hall for assisting Toronto Police in arresting a male with a gun at the Toronto Raptors Championship celebration
- Received plaque from Toronto Mayor recognizing the efforts of first responders during the 2018 van attack and Danforth shooting
- Event support buses provided for Raptors Championship and Blue Jays Games, Police Officer Memorial, Sporting Life 10K, Pride and Cherry Blossom Festival
- TPS 'Life Skills to Succeed' Program – Used event support buses to transport 14-17 year olds identified as likely exposed to violence, drugs and gangs to various skills workshops (i.e. food hygiene, first aid)

- Anderson College Police Foundations program presentation
- Young Women's Christian Association (YWCA) Job Fair
- Special Constables attended the Annual Association of Black Law Enforcers Awards Dinner and Presentation

Quarter 3:

• Completed a 12-week training program for 22 new Special Constables

• Event support buses provided for Blue Jays Games, The Toronto Caribbean Carnival and Taste of the Danforth Festival

• After School Detail in September to focus on stations in the vicinity of schools to assist with the crowds, child card misuse and disorderly matters

• Two Day China Town Festival with Safety & Environment Department

• TTC, TSC and FI information table at Wheel-Trans Public Meeting

• Willowdale Middle School Safety and Etiquette Talk

• TSC and FI information table at South Asian Symposium

• Better Together BBQ at George Webster Public School

• Anderson College Police Foundations program presentation

Quarter 4:

• Patrol Section awarded a 2019 York University Community Award for partnership in safety security and policing

• Provided support for Toronto Maple Leafs ride to outdoor practice

• Transit Special Constables graduation ceremony for 2018 Recruit B and 2019 Recruit A classes

• Started the recruitment drive for the hiring of 50 Transit Special Constables

• TSC's sat on question panel and held seminars at the Women in Transit Symposium – three women from the event now in TSC recruitment process

• Hosted 2nd Annual Transit Special Constable Women's Symposium

• Assisted with Mock Interviews for Humber College students in their last semester of the Community and Justice Services Program

• Event buses and officers supported Remembrance Day, Santa Claus Parade, Nuite Blanche, Cavalcade of Lights and New Year's Eve Celebrations

• Transit safety presentations to TTC End Terminal Cleaners and Customer Service Attendants

CONCLUSION

Special Constable Service is responsible for protecting the integrity of the transit system and performing law enforcement and security functions with respect to TTC properties and assets in order to ensure that they are protected and the transit system remains a safe and reliable form of transportation. Special Constable Service is committed to working in partnership with the Toronto Police Service, TTC employees and the community to support the TTC's vision of a transit system that Toronto can be proud of.

CONTACT INFORMATION

Jay Lawrence
Head – Special Constable Service (Acting) Toronto Transit Commission
Phone: 416-393-2945
Email: jay.lawrence@ttc.ca

Toronto Police Services Board Report

May 12, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: **2019 Annual Report: Toronto Community Housing Corporation - Special Constables**

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

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

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

Discussion:

As directed by the Board, appended to this report is the 2019 annual report from the T.C.H.C. regarding special constables. The report is consistent with the reporting guidelines established by the Board.

Conclusion:

The Service has established a strong working relationship with the T.C.H.C. In 2019, a number of community outreach initiatives were undertaken by T.C.H.C special constables to enhance the feeling of safety and security for residents, staff and visitors on T.C.H.C. properties. These initiatives are consistent with the Service's community policing model and align with The Way Forward's goal to embrace partnerships to create safe communities.

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

Respectfully submitted,

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

*Original with signature on file with the Board

TORONTO COMMUNITY HOUSING
COMMUNITY SAFETY UNIT

931 Yonge Street
Toronto Ontario M4W 2H2
General (416) 921-2323

2019 ANNUAL REPORT
to the
TORONTO POLICE SERVICES BOARD

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EXECUTIVE SUMMARY

2019 SPECIAL CONSTABLE ANNUAL REPORT
Toronto Community Housing Corporation

Toronto Community Housing's Special Constable Program has been established since March 2000; and as of December 31, 2019, there were 143 sworn members within the Community Safety Unit (CSU). The objectives of the program are to:

- strengthen relationships between the CSU and the Toronto Police Service (TPS)
- enhance law enforcement activities as required
- reduce the level of crime/antisocial behavior in Toronto Community Housing (TCHC) communities
- improve residents' feelings of safety and security
- improve officer safety
- ensure officers are able to spend more time in TCHC communities

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

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

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

In 2019, the Special Constable Program for TCHC was successful with Special Constables completing 550 Criminal Investigations for TPS, of which 79.09% were related to property offences such as Mischief and Theft.

Last year, TCHC Special Constables conducted investigations for Theft, Mischief, Assaults, and other less serious violent matters. In instances involving major crimes, they have been the first officers on scene, assisting with primary assessments, notifications, scene protection, crowd control, witness canvassing, evidence security, and prisoner transports.

TCHC Special Constables and TPS Officers have attended many calls together. The combination of a Special Constable's community knowledge and the TPS Officer's skills,

knowledge and authority have proven to be mutually supportive, allowing incidents and problems to be resolved professionally in a safe and timely manner.

Our communities benefit when TCHC Special Constables are able to:

1. Process minor offences and release of prisoners at the scene without tying up TPS' resources and holding a citizen in custody for longer than required.

2. Act directly – to apprehend offenders and wanted persons and transport them to the local TPS Division for booking. In so doing, they interrupt illegal and antisocial behavior and help keep the peace in our neighborhoods.

3. Support the TPS not only with factual information, but also with detailed intelligence about criminal activity within TCHC communities.

In 2019, 12 Use of Force reports were completed by TCHC Special Constables. There were 9 instances TCHC Special Constables used soft empty hand techniques and 5 hard empty hand techniques to apply handcuffs to successfully execute arrests. There were 5 incidents where OC Foam was deployed to prevent assaultive behavior and 2 incidents which resulted in injuries to officers who attended hospital for treatment.

There were 18 complaints submitted to the CSU in 2019. 13 of them were investigated by the CSU and 5 of them were investigated by the TPS. All investigative reports that were assigned to the CSU were submitted to TPS on or before their due dates. There are currently 5 unresolved incidents, 1 of them is due to the CSU service in February of 2020 and the other 4 are currently being investigated by TPS.

We continue to value and strive to enhance our working partnership with the TPS and our joint Special Constable Memorandum of Understanding. In 2019, TCHC's Special Constable Program continued to promote safe, secure, and healthy communities.

Background:

TCHC is legally organized as a corporation, owned completely by the City of Toronto and operated at arms-length from the City. It is governed by a Board of Directors made up of the Mayor (or designate), 4 City Councilors, and 9 other citizens, including 2 tenants (elected by fellow tenants) living in Toronto Community Housing.

TCHC provides homes for approximately 110,000 people. Our portfolio is made up of high-rise and low-rise apartment buildings, townhouses, rooming houses, and a variety of detached and semi-detached homes. TCHC's tenants reflect the demographics of Toronto and operates about 58,500 housing units; TCHC is the second largest housing provider in North America.

In 2019, the CSU employed approximately 195 professionals who performed a variety of functions. These included: Special Constables, Special Constables in Training, Parking Enforcement Officers, Dispatchers, Community Safety Advisors, Managers and other support staff. As all of our communities are diverse and unique, each position was designed with different authorities and resources to help address those needs.

The Community Safety Unit's mandate and vision express our role in helping to accomplish the goals of Toronto Community Housing. The mandate of the CSU is to partner with communities, promote a safe environment for residents, and preserve the assets of Toronto Community Housing.

In 2002, Toronto Community Housing Board of Directors entered into an agreement with the Toronto Police Service Board to allow the creation of the TCHC CSU Special Constable program. In 2019, there were 143 CSU staff sworn as Special Constables with the approval of the Ministry of Public Safety and Security. This report provides an overview of our Special Constable program in 2019.

Supervision

As of December 31, 2019, the CSU had 6 Managers, and 16 Field Supervisors with Special Constable status who oversaw operations 24 hours a day, 365 days a year. The CSU had 143 Special Constables, 13 Provincial Offences Officers (Special Constables in Training), 5 Parking Enforcement Officers and 13 Dispatchers. They were all supported by a Senior Director, a Senior Manager, a Manager in Planning and Business Support, a Specialist in Compliance, Training and Investigations, 4 Dispatch Supervisors, a Parking Coordinator, a Court Administrator, a Criminal Intelligence Analyst, Field Intelligence Officers, Community Safety Advisors and a Coordinator of Systems and Procurement.

Officers were assigned in Toronto Community Housing communities throughout the City. Methods of operation included foot, bicycle and vehicular deployments. Duties included patrolling for visibility and deterrence, responding to radio calls, conducting investigations and enforcement, answering service requests, parking control, special attention checks, and providing back-up to other officers. Special Constables also participated in many community engagement events, activities and meetings throughout the City of Toronto.

Organization Chart - Community Safety Unit:

Appointments

Total Applications (January 1st - December 31st)	New Appointments (January 1st - December 31st)	Re-Appointments (January 1st - December 31st)	Total Special Constables (December 31st, 2018)
42	54	28	143

Departures

Number of Terminations	Number of Suspensions	Number of Resignations	Number of Retirements
0	2	12	3

Training -Mandatory

Course / Topic	Delivered By	Duration	Number trained
Annual Use of Force (refresher)	The Control Institute	3 days	142
Special Constable Training	The Control Institute	24 day	53
First Aid CPR	Workplace Medical Corp	1 day	70

Additional Training

Course / Topic	Delivered By	Duration	Number trained
Specialized Refresher Training	The Control Institute	2 days	39
Supervisor Leadership Training	The Control Institute	2 days	12

Equipment

In 2019, TCHC Special Constables had no changes to the authorized equipment as noted below.

Equipment Issued to Special Constables
• One badge with appropriate carrier and TCHC Special Constable photo ID card • Soft body armor with appropriate carriers • One pair of cut-resistant Kevlar-lined leather gloves • One pair of winter gloves • Disposable bio-hazard gloves, CPR mask and belt pouch • One set of handcuffs with appropriate belt or Molle vest case • One 21 or 26” inch expandable baton with appropriate belt carrier • Memo book and cover • One CSU Standard Operating Procedures (SOP) manual. • One AAA battery flashlight with belt or Molle vest case • One container of OC foam with belt case or Molle vest case • One radio with microphone and Earpiece with belt or Molle vest case

Reporting Requirements:

In 2019, TCHC Special Constables documented 79,229 incidents pertaining to requests for service, investigations of events and self-initiated patrols on or related to Toronto Community Housing properties.

Many of these calls were attended by both TCHC Special Constables and TPS Officers. These matters were reported by TPS Officers involved and were cross-referenced in the Toronto Community Housing daily activity report submitted to the Special Constable Liaison Office. The statistics below reflect enforcement and investigations that were initiated or conducted both independently by TCHC Special Constables and in concert with the TPS.

As per the Memorandum of Understanding between the Toronto Police Service Board and Toronto Community Housing Board of Directors, Special Constables making arrests on or in relation to TCHC properties advise the Officer-in-Charge of the Division that the arrest occurred in and follow their direction.

Crime and Order Management:

Arrests

Authority	**Total Arrested and/or Charged**	***Charged and Released -* Form 9/Part III POA /POT**	**Released Unconditional**	**Delivered in Custody to Toronto Police**
Criminal Code	681	18 POT LLA 150 POT TPA 168 FORM 9 9 104 LLA 26 104 TPA	35	411
Controlled Drugs and Substances Act	20	10 POT TPA 1 104 TPA 1 FORM 9	9	14
Trespass to Property Act	119	4 POT LLA 18 104 TPA 3 FORM 9 79 POT TPA	17	0
Liquor Licence Act	13	2 POT LLA 3 POT TPA 5 104 LLA	2	1
Mental Health Act	24	1 FORM	0	0

** As provided in the Special Constable Appointment*

Incident Reporting:

Serious Violent Incidents

Event Type	Unity Specific Heading	2019
Assault	Aggravated Assault	10
	Aggravated Sexual Assault	1
	Assault Peace Officer	21
	Assault Police Officer	5
	Assault with Intent to Resist Arrest	2
	Assault with Weapon or Bodily Harm	148
Assault Total		187
Homicide	Attempted Homicide	46
	Homicide	21
Homicide Total		67
Robbery	Armed Robbery	26
	Attempt Robbery (Not Armed)	7
	Robbery - Delivery Person	6
	Robbery - Home Invasion	19
	Robbery - Taxi	2
	Robbery (Not Armed)	57
Robbery Total		117
Sex Assault	Sexual Assault	60
	Sexual Assault with Weapon	1
	Sexual Interference	1
Sex Assault Total		62
Weapons Offences	Discharge Firearm (Bodily Harm)	4
	Discharge Firearm (Danger Life)	89
	Discharge Firearm (Wound, Maim)	5
	Other Weapon Related Offences	17
Weapons Offences Total		115
Grand Total		**548**

Antisocial Behaviour

Event Type	Unit Specific Heading	2019
Cause Disturbance or Loitering	Cause Disturbance or Loitering	8998
Cause Disturbance or Loitering Total		8998
Crimes Against Person	Assault	379
	Criminal Harassment	21
	Indecent Exposure (or Act)	19
	Threatening	143

Crimes Against Person Total		562
Crimes Against Property	Attempt Break & Enter - Other	8
	Attempt Break & Enter - Residence	49
	Attempt Theft	3
	Attempt Theft (Bicycle or Tricycle)	3
	Attempt Theft From Vehicle	10
	Attempt Theft of Motor Vehicle	3
	Break & Enter - Office	12
	Break & Enter - Other	53
	Break & Enter - Residence	141
	Theft From Vehicle Over	6
	Theft From Vehicle Under	108
	Theft of Auto Over $ 5000	27
	Theft of Auto Under $ 5000	19
	Theft of Licence Plate (Single)	8
	Theft of Licence Plates (Set)	10
	Theft of Tricycle/Scooter	9
	Theft Over	17
	Theft Under	340
	Theft Under (Bicycle)	77
	Unlawfully In Dwelling	164
Crimes Against Property Total		1067
Drug Offence	Drug Offence - Other	15
	Drug Offence - Possession	37
	Drug Offence - Possession for the Purpose of Trafficking	14
	Drug Offence - Production	1
	Drug Offence - Trafficking	3
Drug Offence Total		70
Mischief	FACODE33 - Human - Malicious Intent/Prank	283
	Mischief	808
	Mischief - Graffiti	79
Mischief Total		1170
Provincial Offences	Liquor Licence Act	233
	Other Provincial Statutes	7
	TPA - Prohibited Activity Illegal Dumping	69
	Trespass Release -- 3rd Party	33
	Trespass Release -- CSU	91
	Trespass to Property Act	2659
Provincial Offences Total		3092
Grand Total		**14959**

Arson:

Event Type	Unit Specific Heading	2019
Arson	Arson	33
Arson Total		33
Grand Total		**33**

Offences against Justice:

Event Type	Unit Specific Heading	2019
Offences Against Justice	Breach of Probation (Provincial)	5
	Carrying Concealed Weapon	6
	Escape Lawful Custody or Unlawfully at Large	3
	Fail to Comply - Probation	47
	Fail to Comply - Recognizance	91
	Obstruct (Peace, Police) Officer	7
	Possession Weapons Dangerous	38
	Public Mischief	4
Offences Against Justice Total		201
Grand Total		**201**

Miscellaneous Criminal Offences

Event Type	Unit Specific Heading	2019
Miscellaneous Crime	Cruelty to Animals	14
	Other Criminal Code Offences	32
	Possession of House Breaking/Burglar Tools	1
	Possession Over - Property Obtained by Crime	1
	Possession Under - Property Obtained by Crime	6
Miscellaneous Crime Total		54
Grand Total		**54**

Crisis Support

Event Type	Unit Specific Heading	2019
Crisis Support	Child Neglect	8
	Mental Health Act	279
	Missing Person	64
	Sudden Death - Suicide	10
	Suicide - Attempt	19
Crisis Support Total		380
Grand Total		**380**

Parking By-Law Infractions

Event Grouping	Event Type	2019
Bylaw Infractions	Parking Violation Parking Violation - Towing	9833 237
Bylaw Infractions Total		10070
Grand Total		**10070**

Disputes

Event Grouping	Event Type	2019
Disputes	Dispute - Domestic Dispute - Landlord/Tenant Dispute - Neighbour Dispute - Other	361 291 8438 266
Disputes Total		9356
Grand Total		**9356**

Incidents Affecting Quality of Life

Event Type	Unit Specific Heading	2019
DOLA	Dog By - laws Dog Owner's Liability Act	40 49
DOLA Total		89
False Fire alarm	FACODE31 - Alarm System Equipment Malfunction FACODE32 - Alarm System Equipment - Accidental Activation (excluding Code 35) FACODE34 - Human - Perceived Emergency FACODE35 - Human - Accidental (alarm accidentally activated by person) FACODE39 - Other False Fire Alarm FACODE40 – Call to Fire (No Alarm) FACODEFE - Fire	238 126 143 265 1748 104 383
False Fire alarm Total		3007
Grand Total		**3096**

Other Calls for Service

Event Type	Unit Specific Heading	2019
Calls for Assistance	Ambulance Call Assist Other - Access Assist Other - Eviction Assist Other - General	819 577 53 639

	Assist Other - Information	727
	Assist Resident - Check Welfare	2245
	Assist Resident - Information	1795
	Assist Resident - Other	1593
	Assist Resident- Access	213
	Assist Security - Back-up	868
	Assist Security - Detail	29
	Attempt Fraud	1
	Call Cancelled	425
	CCTV (FOI, Legal, OU. TPS)	809
	Found Property	39
	Fraud	20
	Information Only	707
	Law Enforcement - Information	806
	LWV Escort - 3rd Party	16
	LWV Escort - CSU	33
	Parking Information	2308
	Personal Injury - Other	12
	Personal Injury - TCHC Staff	1
	Personal Injury - Tenant	67
	Recovered Auto	19
	Sudden Death - Accidental	4
	Sudden Death - Natural Causes	76
	Sudden Death - Undetermined	129
	Vehicle Accident	173
Calls for Assistance Total		15203
Defective Equipment	Defective Equipment - Access	125
	Defective Equipment - CCTV	28
	Defective Equipment - Elevator	386
	Defective Equipment - Fire & Life Safety	417
	Defective Equipment - Other	208
	Hazardous Condition	798
	Insecure Premises - Dwelling	126
	Insecure Premises - Other	52
	Insecure Premises - TCHC	324
	Intrusion Alarm - Accidental	87
	Intrusion Alarm - Defective	35
Defective Equipment Total		2586
Grand Total		**17789**

Community Patrols:

Event Type	Unit Specific Heading	2019
Patrols	Bike Patrol - Self Initiated	534
	Patrol - Focused	15786
	Patrol - Joint CSU and TPS	491
	Patrol - Officer Initiated	2373
	Patrol 3rd Party	2
Patrols Total		19186
Special Attention	Special Attention - Other	2103
	Special Attention - Parking	482
	Special Attention - Vacant Unit	104
Special Attention Total		2689
Grand Total		**21875**

Warrant Execution

Event Type	Unit Specific Heading	2019
	Warrant- Executed Arrest	343
Warrant- Executed Arrest Total		343
	Warrant- Executed Search	110
Warrant- Executed Search Total		110
Grand Total		**453**

Law Enforcement Meetings

Event Type	Unit Specific Heading	2019
Meetings	Meeting - Corporate	21
	Meeting - CPLC	13
	Meeting - Crime Management	54
	Meeting - Law Enforcement	48
Meetings Total		136
Meeting - Tenant Management	Meeting - Tenant Management	8
Meeting - Tenant Management Total		8
Grand Total		**144**

Property:

All property seized by TCHC Special Constables was held in accordance with TPS policies and procedures.

Any seized property required for cases under investigation by the Toronto Police Service was immediately forwarded to TPS for storage and/or evidence.

All other seizures (drugs, cash, weapons, found property) were surrendered directly to the TPS at the time of the initial investigation, including completion of the applicable reports and TPS property processing procedures, and in compliance with our Special Constable MOU.

Complaints:

As required by the agreement between Toronto Community Housing Board of Directors and the Toronto Police Services Board, TCHC has established a complaint investigation procedure for Special Constables which corresponds with the procedure used by the TPS. TCHC provides a quarterly report of all complaints and their investigations to the Toronto Police Services Board. Any findings of misconduct are reported forthwith.

There were 18 complaints submitted to the Community Safety Unit in 2019. Of those, 4 Special Constable complaints were categorized by PRS as incidents of less serious misconduct. 3 of these investigation reports along with their resolutions were submitted to the Service on their due dates between July and October 2019, with the fourth report due in February 2020. In addition, there were 5 internal incidents that were brought to TPS' attention, 4 of which are currently under investigation by PRS and 1 closed. As well, there were 9 other complaints received against other officers; however, they did not meet the criteria to be categorized as formal complaints as articulated in the MOU. They were deemed internal matters and were investigated by the Complaints Coordinator and TCHC's Human Resources Department.

Total Number of Complaints	Investigated by CSU	Investigated by Toronto Police	*Number Resolved*	Number Outstanding
18	13	5	13	5

Use of Force:

In 2019, 12 Use of Force reports were completed by TCHC Special Constables. There were 9 instances Officers used soft empty hand techniques and 5 hard empty hand techniques to apply handcuffs to efficiently execute arrests. There were 5 incidents where OC Foam was deployed to prevent assaultive behavior and 2 incidents which resulted in injuries to officers who attended hospital for treatment.

Category of Offence	**Use of Force: Baton**	**Use of Force: OC Foam**	**Use of Force: Hand (soft/hard)**
Assault			1 (soft)
Assault With Weapon or Bodily Harm		1	2(Hard)

Warrant-Executed Arrest			1 (soft)
Other Criminal Code Offences			1 (soft)
Assault Peace Officer		3	1 (soft)
Fail to Comply - Probation		1	
Trespass Release			1 (Hard) 1 (Soft)
Liquor License Act			1(Hard) 2(Soft)
Drug Offence-Possession			1(Hard) 2(Soft)

Governance:

TCHC's Special Constable Program is guided by the CSU's mandate and code of ethics in addition to existing Standard Operating Procedures and TCHC's Code of Conduct. TCHC Special Constables are fully conversant with the laws and regulations governing enforcement authorities pertaining to their designation.

TCHC - CSU employs a team of supervisors and managers who also hold the status of Special Constable and are responsible for the appearance, conduct, discipline and performance of all officers. All Special Constables understand the contract agreement between Toronto Community Housing Board of Directors and Toronto Police Service Board as well as the expectations concerning their conduct and/or job performance.

TPS 2019 Annual Report – Highlights:

Special Constable Designations

On December 18, 2018, the Toronto Police Services Board approved TCHC's application to increase its complement of Special Constables from 160 to 300 designations.

In 2019, the CSU implemented its robust recruitment strategy and hired 53 new officers aimed at improving consistency and collaboration between TCHC and TPS to ultimately benefit the tenants and communities we both serve.

New Deployment Model - Violence Reduction Program

To support TCHC's Violence Reduction Program, the CSU progressed towards a new deployment model dividing officers into four, 12 hour platoons with various groups dedicated to 10 priority communities aimed at increasing engagement with tenants, preventing crime, identifying safety risks and to conducting joint patrols with TPS.

As of December 31, 2019, phase 1 of the VRP was implemented in the communities located at 2195 Jane Street, 4175 and 4205 Lawrence Avenue East and at Bleecker and Wellesley Street. In 2020, a total of 60 Special Constables will be assigned to TCHC's 10 priority communities.

New Organizational Chart

To provide better support and guidance to the growing number of front line Special Constables, Parking Enforcement officers, Dispatch staff and Community Safety Advisors, the CSU created several new positions in Supervisory roles under the following job titles of Staff Sergeant, Sergeant, Criminal Analyst and Field Intelligence Officer.

Dan Harrison Community:

In September of 2018, the Dan Harrison project commenced, aiming to decrease the amount of anti-social and criminal behavior in the community. Between January 1 and December 31, 2019, TCHC Special Constables conducted 2059 patrols and walk-throughs in the Dan Harrison Community to exercise proactive engagements and respond to incidents taking place in the buildings.

Event Type	Unit Specific Heading	2019
Patrols	Bike Patrol - Self Initiated	36
	Patrol - Focused	1584
	Patrol - Joint CSU and TPS	65
	Patrol - Officer Initiated	42
Patrols Total		1727
Special Attention	Special Attention - Other	265
	Special Attention - Parking	
	Special Attention - Vacant Unit	67
Special Attention Total		332
Grand Total		**2059**

Joint Patrols

Between January 1, 2019 and December 31, 2019 TPS and TCHC Special Constables participated in 491 joint patrols and walk-throughs in our communities. This initiative has been focused on deterring anti-social behaviour on Toronto Community Housing properties.

Resident and Community Engagement

In 2019, the CSU organized 307 resident/community engagement activities which consisted of safety council meetings, community fairs and barbeques, festivals, game nights and seminars.

Vehicles

In 2019, the CSU acquired 19 new sport utility vehicles, with newly designed decals and light bar. The increased number of new vehicles, will assist officers in patrolling communities, attending to calls for service and transporting prisoners.

Toronto Police Services Board Report

May 28, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Death of Complainant 2019.14

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) receive the following report.

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) is notified of an incident involving serious injury or death, provincial legislation directs that a chief of police shall conduct an administrative investigation.

Ontario Regulation 267/10, Section 11(1) states:

"The chief of police shall also cause an investigation to be conducted forthwith into any incident with respect to which the S.I.U. has been notified, subject to the S.I.U.'s lead role in investigating the incident."

Section 11(2) of the Regulation states:

"The purpose of the chief of police's investigation is to review the policies of or services provided by the police force and the conduct of its police officers."

Section 11(4) of the Regulation states:

"The chief of police of a municipal police force shall report his or her findings and any action taken or recommended to be taken to the board within 30 days after the S.I.U. director advises the chief of police that he or she has reported the results of the S.I.U.'s investigation to the Attorney General, and the board may make the chief of police's report available to the public."

Upon conclusion of its investigation, the S.I.U. provides the Toronto Police Service (T.P.S.) with a letter. The S.I.U. does not provide the T.P.S. with a copy of the report that was provided to the Attorney General.

Discussion:

On May 4, 2019, at 1108 hours, Toronto Police Service (T.P.S.) Communications Services (Communications) was contacted by a citizen who had observed a male hanging from a balcony on the 14th floor of a building on Chalkfarm Drive.

Officers from 31 Division, were dispatched to attend.

Prior to the officers' arrival, a male, later identified as Complainant 2019.14 , appeared on the balcony of a 14th floor apartment, possibly from climbing down from his own 16th floor balcony. The male resident of apartment 1409 spoke to 2019.14 and convinced him to come inside. The resident then escorted 2019.14 to the hallway and offered to walk him home. 2019.14 declined and appeared to leave. Approximately 10 minutes later, there was a knock on the door to the same apartment on the 14th floor. When the same male resident looked out the front door peephole, no one was visible and the resident opened the door to investigate. As he opened the door, 2019.14 forcibly pushed his way into the apartment and made his way to the balcony. The resident attempted to physically prevent 2019.14 from going to the balcony and was assaulted by 2019.14 in the process. The resident was not able to maintain his grip and 2019.14 was able to climb over the balcony railing. 2019.14 scaled down the outside of the balcony railing such that he was holding onto the railing of the 14th floor apartment but was also now standing on the railing of the 13th floor apartment just below at the same time.

Two officers arrived on scene of the 13th floor apartment and began to speak to 2019.14, in an attempt to get him to come back to safety.

Previously, on April 12, 2019, these same two officers had attended 2019.14's 16th floor apartment because 2019.14 had climbed over the balcony railing and was threatening to jump. At that time, the officers were able to get 2019.14 back to safety and apprehend him under the *Mental Health Act*.

With the previous history in mind, an officer engaged 2019.14 in conversation and attempted to de-escalate the situation. 2019.14 did participate in conversation with this

officer who was compassionate and patient, however, the officer was not able to sway 2019.14 away from his intent. After a brief period, 2019.14 let go and fell 13 storeys to the ground. Toronto Paramedic Services were already on-scene and immediately rendered aid. An emergency run to Sunnybrook Heath Sciences Centre was undertaken; however, 2019.14 succumbed to his injuries at hospital.

The S.I.U. was contacted and invoked its mandate.

The S.I.U. designated one officer as a subject officer; two other officers were designated as witness officers.

In a letter to the T.P.S. dated December 17, 2019, Interim Director Joseph Martino of the S.I.U. advised that its investigation had been closed and no further action was to be contemplated.

The S.I.U. public Report of Investigation can be found at the following link:
https://www.siu.on.ca/en/directors_report_details.php?drid=600

On May 4, 2019, the S.I.U. issued a news release seeking witnesses to the incident. The news release can be found at the following link:
https://www.siu.on.ca/en/news_template.php?nrid=4873

On December 18, 2019, the S.I.U. issued a news release to notify the public that the file had been closed. The news release can be found at the following link:
https://www.siu.on.ca/en/news_template.php?nrid=5400

Summary of the Toronto Police Service's Investigation:

Professional Standards Support (P.S.S.) conducted an investigation pursuant to Ontario Regulation 267/10, Section 11.

P.S.S. examined the custody injury in relation to the applicable legislation, service provided, procedures, and the conduct of the involved officers.

The P.S.S. investigation reviewed the following T.P.S. procedures:

- Procedure 06-04 (Emotionally Disturbed Persons)
- Procedure 08-04 (Members Involved in a Traumatic Critical Incident)
- Procedure 10-05 (Incidents Requiring the Emergency Task Force)
- Procedure 10-06 (Medical Emergencies)
- Procedure 13-16 (Special Investigations Unit)
- Procedure 13-17 (Notes and Reports)
- Procedure 15-01 (Use of Force)
- Procedure 15-02 (Injury/Illness Reporting)
- Procedure 15-17 (In-Car Camera System)

The P.S.S. investigation also reviewed the following legislation:

- *Police Services Act* Section 113 (Special Investigations Unit)
- Ontario Regulation 267/10 (Conduct and Duties of Police Officers Respecting Investigations by the Special Investigations Unit)
- Ontario Regulation 926 s.14(3) (Use of Force Qualifications)

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

The conduct of the involved officers complied with applicable provincial legislation and applicable T.P.S. procedures.

Deputy Chief Barbara McLean, Human Resources Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

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

*original copy with signature on file in Board office

Toronto Police Services Board Report

May 28, 2020

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2019.12

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) receive the following report.

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) is notified of an incident involving serious injury or death, provincial legislation directs that a chief of police shall conduct an administrative investigation.

Ontario Regulation 267/10, Section 11(1) states:

"The chief of police shall also cause an investigation to be conducted forthwith into any incident with respect to which the S.I.U. has been notified, subject to the S.I.U.'s lead role in investigating the incident."

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“The chief of police of a municipal police force shall report his or her findings and any action taken or recommended to be taken to the board within 30 days after the S.I.U. director advises the chief of police that he or she has reported the results of the S.I.U.’s investigation to the Attorney General, and the board may make the chief of police’s report available to the public.”

Upon conclusion of its investigation, the S.I.U. provides the Toronto Police Service (T.P.S.) with a letter. The S.I.U. does not provide the T.P.S. with a copy of the report that was provided to the Attorney General.

Discussion:

On April 7, 2019, officers from 14 Division were working a callback as part of the *Entertainment District Plan*.

At 0249 hours officers assigned to this detail responded to a call for a fight in the area of 625 King Street West. Officers arrived and attempted to disperse the crowd that had gathered. An individual, later identified as Custody Injury Complainant 2019.12, was directed to leave the area by officers but refused and became hostile and aggressive toward the officers. While one of the officers was speaking to 2019.12, they grabbed at the officer’s gun holster in an attempt to remove the officer’s firearm.

Officers attempted to take control and arrest 2019.12, but they violently resisted and a struggle ensued. During the struggle the officers and 2019.12 fell to the ground where one of the officers delivered a knee strike to 2019.12’s head to assist in gaining control of their hands. 2019.12 was subdued, placed under arrest and handcuffed.

2019.12 was transported to 14 Division and paraded before the Officer-in-Charge (O.I.C). While being paraded, 2019.12 was questioned about the swelling under their eye and their level of intoxication and was offered but refused medical attention.

2019.12 was processed and held in custody pending a show cause hearing.

2019.12 sought medical treatment for their eye after they were released from custody and was diagnosed with a fracture to their right orbital bone.

On April 9, 2019, 2019.12 reported their injury directly to the S.I.U. who invoked its mandate.

The S.I.U. designated one officer as a subject officer; eight other officers and one T.P.S. member were designated as witness officers.

In his letter to the T.P.S. dated December 4, 2019, Interim Director Joseph Martino of the S.I.U. stated “*the file has been closed and no further action is contemplated. In my view, there were no grounds in the evidence to proceed with criminal charges against the subject officer*”.

Summary of the Toronto Police Service's Investigation:

Professional Standards Support (P.S.S.) conducted an investigation pursuant to Ontario Regulation 267/10, Section 11.

P.S.S. examined the injury in relation to the applicable legislation, service provided, procedures, and the conduct of the involved officers.

The P.S.S. investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest)
- Procedure 01-03 (Persons in Custody)
- Procedure 13-16 (Special Investigations Unit)
- Procedure 13-17 (Notes and Reports)
- Procedure 15-01 (Use of Force)
- Procedure 15-02 (Injury/Illness Reporting)
- Procedure 15-17 (In-Car Camera System)

The P.S.S. investigation also reviewed the following legislation:

- *Police Services Act* Section 113 (Special Investigations Unit)
- Ontario Regulation 267/10 (Conduct and Duties of Police Officers Respecting Investigations by the Special Investigations Unit)

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

The conduct of the officers was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

Deputy Chief Barbara McLean, Human Resources Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

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

*original copy with signature on file in Board office

Toronto Police Services Board Report

December 23, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Chief's Administrative Investigation into the Vehicle Injuries to Complainants 2018.55a, 2018.55b and 2018.55c

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) receive the following report.

Financial Implications:

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

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) is notified of an incident involving serious injury or death, provincial legislation directs that a chief of police shall conduct an administrative investigation.

Ontario Regulation 267/10, Section 11(1) states:

"The chief of police shall also cause an investigation to be conducted forthwith into any incident with respect to which the S.I.U. has been notified, subject to the S.I.U.'s lead role in investigating the incident."

Section 11(2) of the Regulation states:

"The purpose of the chief of police's investigation is to review the policies of or services provided by the police force and the conduct of its police officers."

Section 11(4) of the Regulation states:

"The chief of police of a municipal police force shall report his or her findings and any action taken or recommended to be taken to the board within 30 days after the S.I.U. director advises the chief of police that he or she has reported the results of the S.I.U.'s investigation to the Attorney General, and the board may make the chief of police's report available to the public."

Upon conclusion of its investigation, the S.I.U. provides the Toronto Police Service (T.P.S.) with a letter. The S.I.U. does not provide the T.P.S. with a copy of the report that was provided to the Attorney General.

Discussion:

On September 19, 2018, at approximately 0237 hours, 2018.55a and 2018.55b were occupants in a 2014 Dodge Avenger motor vehicle that was being operated by 2018.55c. The vehicle was eastbound on Fort York Boulevard and as it approached the intersection of Spadina Avenue, failed to stop for a clearly posted stop sign.

An officer from 14 Division was travelling southbound on Spadina Avenue approaching the intersection of Fort York Boulevard and observed the driving infraction committed by the operator of the Avenger. The officer was operating a Toronto Police Service (T.P.S.) vehicle which was equipped with body colored markings with reflective decals, window and dash emergency lights, siren and an In-Car Camera System (I.C.C.S). These vehicles are often referred to as 'stealth' cruisers.

As the officer's attention was drawn to the Avenger, it gave him cause for concern as he believed that the vehicle was the same one stolen in 51 Division a short time earlier the previous evening. While the report had not yet been taken and the vehicle was not yet on file as stolen, the Communications Services (Communications) had been broadcasting the vehicle's description, including the license plate, from the time the call had been received at about 2346 hours.

The officer followed the Avenger on to the westbound Gardiner Expressway trying to maintain it in his sight. He lost sight of it for a period of time but reacquired it as it was exiting the expressway to northbound Dunn Avenue at approximately 0241hours.

The officer advised Communications of the circumstances and his location. He requested additional units to assist and attempted to avoid engagement with the stolen vehicle until such time as other units were present. The Avenger was being operated in a manner that appeared to show the occupants were unaware of police presence.

At 0242 hours, the Avenger continued traveling northbound on Dunn Avenue and at the intersection of Dunn Avenue and Queen Street West, disobeyed a red traffic signal and turned left on to westbound Queen Street West. The officer now believed the operator of the Avenger was aware of his presence and was trying to evade police so he began

to strategically follow the Avenger, waiting for other units to attend in support of his efforts to engage and stop the Avenger.

The Avenger continued westbound on Queen Street West to northbound Lansdowne Avenue and then quickly turned left into a laneway and travelled west before emerging on Macdonell Avenue. The officer advised Communications that the speed of the fleeing Avenger was approximately 30 kilometers per hour and he believed that there were three occupants in the vehicle.

The Avenger began to travel northbound on Macdonell Avenue with the officer situated directly behind. Another officer arrived operating a fully marked police vehicle and they decided that at the intersection of Macdonell Avenue and Seaforth Avenue, they were going to attempt to box in the Avenger. The officers waited for a third marked police vehicle to arrive in the area before they attempted the maneuverer. As the officers were preparing to implement the blocking maneuver, the driver of the Avenger accelerated, avoided being boxed in and continued to flee northbound on Macdonell Avenue. At this point, one of the involved officers activated his vehicle's emergency lighting and initiated a suspect apprehension pursuit.

The driver of the Avenger drove further north on Macdonell Avenue to Rideau Avenue, turning right and heading toward Lansdowne Avenue where they turned left and travelled northbound on Lansdowne Avenue toward the intersection of Dundas Street West, at speeds of close to 80 kilometers per hour. The intersection of Lansdowne Avenue and Dundas Street West was closed for long-term construction being conducted by the Toronto Transit Commission (T.T.C.) and completely closed off by interlocking metal fencing. Within the construction site there were numerous heavy machines and stacked construction materials that blocked sections of the closed road. The T.T.C. was setting new tracks which required that segments of the roadway be dug up. The intersection was essentially a two foot hole with raised metal tracks running through them.

Still travelling at about 80 kilometers per hour, the driver of the Avenger failed to avoid the closed construction area, crashed through the fencing, dropped down into the excavated roadway and as it exited, became airborne, landing on its right side against a large construction machine.

The pursuing officers arrived on scene and extracted all three occupants of the Avenger. They were all placed under arrest for various criminal charges and Toronto Paramedic Services (Paramedics) were called to attend and transport for minor medical attention.

2018.55a was diagnosed and treated for a fractured right clavicle. 2018.55b was diagnosed and treated for two fractured vertebrae and the 2018.55c was treated for minor cuts and abrasions.

The S.I.U. was notified and invoked its mandate.

The S.I.U. designated one Police Constable as the subject officer. Four other officers were designated as witness officers.

In a letter to the Service dated October 8, 2019, Interim Director Joseph Martino of the S.I.U. advised that the investigation was complete and no further action was contemplated. Interim Director Martino excluded the subject officer of any criminality.

The S.I.U. published a media release on October 10, 2019. The media release is available at: https://www.siu.on.ca/en/news_template.php?nrid=5222

The Director's Report of Investigation is published on the link;

https://www.siu.on.ca/en/directors_report_details.php?drid=487

Summary of the Toronto Police Service's Investigation:

Professional Standards Support (P.S.S.) and Traffic Services Unit (T.S.V.) conducted an investigation pursuant to Ontario Regulation 267/10, Section 11.

The investigation examined the injury in relation to the applicable legislation, service provided, procedures, and the conduct of the involved officers.

The P.S.S. and T.S.V. investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest)
- Procedure 01-02 (Search of Persons)
- Procedure 01-03 (Persons in Custody)
- Procedure 07-01 (Transportation Collisions)
- Procedure 10-06 (Medical Emergencies)
- Procedure 13-16 (Special Investigations Unit)
- Procedure 13-17 (Notes and Reports)
- Procedure 15-01 (Use of Force)
- Procedure 15-02 (Injury / Illness Reporting)
- Procedure 15-10 (Suspect Apprehension Pursuits)
- Procedure 15-17 (In-Car Camera System)

The P.S.S. and T.S.V. investigation also reviewed the following legislation:

- *Police Services Act* Section 113 (Special Investigations Unit)
- Ontario Regulation 266/10 (Suspect Apprehension Pursuits)
- Ontario Regulation 267/10 (Conduct and Duties of Police Officers Respecting Investigations by the Special Investigations Unit)

The P.S.S. and T.S.V. investigation determined that the T.P.S.'s policies and procedures associated with the custody injury were found to be lawful, in keeping with

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

The conduct of the designated subject officer and witness officers were in compliance with applicable provincial legislation and applicable T.P.S. procedures.

Deputy Chief Barbara McLean, Human Resources Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

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

*original copy with signature on file in Board office

MOHAMED LACHEMI
PRESIDENT AND VICE-CHANCELLOR

June 5, 2020

Jim Hart
Chair
Toronto Police Services Board

Via Email: jim.hart@tpsb.ca

Mark Saunders
Chief of Police
Toronto Police Service

officeofthechief@torontopolice.on.ca

Dear Mr. Hart and Chief Saunders:

I am writing to update you on Ryerson University's application for Special Constable status.

Further to my email last evening, the university has decided to undertake further consultations with our community to determine the best model for Ryerson, and as a result, we will not be moving forward with our application at this time.

I want to thank you for your assistance to date, and once the university has made a decision on its direction forward, I will advise you as soon as that information becomes available.

Sincerely,

Mohamed Lachemi

Cc: Ryan Teschner, Executive Director, Toronto Police Services Board – ryan.teschner@tpsb.ca

350 Victoria Street, Toronto, Ontario, Canada M5B 2K3 Tel: 416-979-5002 Fax: 416-979-5292 mlachemi@ryerson.ca

June 7, 2020

Chair Jim Hart and Board Administrator Diana Achim
Toronto Police Services Board
40 College Street
Toronto, ON M5G 2J3

Dear Chair Hart, Ms. Achim, and Board Members

I write in regards to an item for the agenda of the upcoming Friday, June 19th, 2020 public meeting of the Toronto Police Services Board.

Naturally, as the agenda hasn't been prepared yet, it is impossible for we members of the public to know if an issue is already intended to be part of that June 2020 meeting's agenda.

On July 27th, 2017, then TPSB Chair Andy Pringle announced (see attached) that the Waterloo Police department had agreed to conduct a third-party review of TPS actions, particularly the failure of TPS to notify the SIU as mandated under the *Police Services Act (**PSA**)*, relating to the December 28th, 2016 maiming of Dafonte Miller by one of your officers and his family member.

That officer and his brother have, as you will know, been criminally prosecuted for aggravated assault and obstruction of justice — we all continue to await the Superior Court judge's ruling from that criminal trial which concluded late January 2020; the officer remains on the police payroll, while suspended from duty, pending that verdict.

I trust that you previously took note of my raising of this long outstanding issue in my March 19th email following the cancellation of the March 2020 public meeting of the Board; however, I note that, to date, the Board has still failed to address this matter; that despite numerous inquires by member of the public to address this issue with the Board, attempts to raise this issue with the Board which were ultimately met with an unwarranted use of force, and issuing of fines, by TPS officers who acted against the public at the behest of the Board.

As reported by Wendy Gillis of The Toronto Star in an article on March 12, 2017 (copy attached), systemic TPS violations, of *PSA* statutes and regulations governing the SIU and the corresponding duties of police officers, have been an ongoing problem, with officers employed by the TPSB repeatedly and routinely breaking the law, problems in practice going back as far as the independent oversight agency itself, problems the Board makes no effort to remedy.

Particularly in light of the approaching anniversary of this particular instance of your officers' again flouting policing laws, now some 3½ years after the brutal attack itself, and given the seeming potential for further criminal obstruction of justice, or similar, charges in relation to this cover-up by senior command levels of the Service answerable to you, I respectfully ask that this issue be placed on the agenda to be publicly addressed at the June 2020 public meeting of the Board; such request being in accordance with provisions under s. 17 of TPSB By-law 161 explicitly permitting members of the public to depute on items not otherwise on the agenda.

Obviously, the public eagerly awaits the full report of the near 3-year Waterloo Police investigation into this seeming conspiracy to cover-up violent crimes by members and family of Toronto Police — indeed, a July 27, 2017 report (attached) by The Toronto Star's Peter Goffin and Jennifer Pagliaro indicated "Mayor John Tory said the report from Waterloo Police will be made public.". As we also know, from a July 25th report (also attached) by Jennifer Pagliaro and David Rider of The Star, a "secret report" to the Board remains withheld from public view, arguably yet another *PSA* violation — blatantly ignoring s. 35 mandated public disclosure by police boards swapped for backroom deals between cops and politicians, in what reasonable people could consider as attempt to further the cover-up. If the Board is unable, or unwilling, to publicly present the full Waterloo Police report at this time, **I nonetheless request that** the topic of that investigation, commencing with a public report by the Chief (or his designate) as to the current status of what amounts to a third-party performing an internal investigation into the conduct of Toronto Police, be included on the June agenda — I note for the record that the SIU investigation is long completed, as is the prosecution of the only criminal charges to date.

Notwithstanding Ontario's suspension of legal limitation periods during the COVID-19 state of emergency, the public continues to have a reasonable expectation that the Board will act with a level of efficacy and expediency sufficient to meet the statutory deadlines should additional charges be appropriate against other individuals ultimately answerable to the Board.

I thank you for your time and attention.

Regards,

Kris Langenfeld

THE STAR

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CRIME

SIU allegations 'regularly ignored by police,' critics say

By **Wendy Gillis** News reporter

Sun., March 12, 2017 | 10 min. read

Allegations of police behaviour that "threatened to undermine the integrity" of investigations.

A delay that denied the public "the benefit of a thorough investigation into serious allegations of police misconduct."

Repeated complaints of officers waiting weeks, months, or in one case, nearly four years before reporting serious injuries suffered by members of the public during police interactions.

More than 150 recent letters sent from the director of Ontario's Special Investigations Unit (SIU) to the Toronto police chief, obtained by the Star through a Freedom of Information request, reveal new cases of what the watchdog considers problematic officer conduct uncovered during probes of police-involved deaths, serious injuries or allegations of sexual assault.

Toronto police say they investigate every concern raised by the SIU and take remedial action wherever necessary.

In a dozen investigations, the SIU says police appear to have violated their legal duty to co-operate with the provincial watchdog, including allegations police failed to immediately notify the SIU of a serious civilian injury or interfered with a scene after the watchdog took over an investigation.

In one case, SIU director Tony Loparco said it was "extremely lucky no one was shot" when an unnamed Toronto officer attempted to arrest a mentally ill person while carrying a C8 carbine rifle, and the person "reached for the trigger on a crowded street," Loparco wrote in a December 2015 letter to Chief Mark Saunders.

In another case, SIU acting director Joseph Martino said officers risked jeopardizing public confidence in an investigation into a January 2015 police-involved shooting when they attempted to access and copy security footage before civilian investigators — an issue identical to the one that would arise again six months later in the high-profile fatal shooting of Andrew Loku.

The SIU director writes a letter to the chief at the completion of every SIU investigation involving Toronto police. In the majority of the letters obtained by the Star, written from September 2013 to May 2016, no issues are raised about officer conduct.

But in probes where the SIU identifies police behaviour it finds concerning, or about which the watchdog wants more information, the SIU director often requests that the chief look into the matter and report back.

"I would ask that your service take a close look at the questionable conduct of these officers and to write to this office with the results of your inquiries," Martino wrote in his Aug. 31, 2015, letter to Saunders regarding the attempt to download surveillance video.

But police chiefs are not legally obligated to respond to these letters — Toronto police have "made it clear" they do not respond in writing, an SIU spokesperson said — because the SIU has no authority under the Police Services Act to ask chiefs to investigate officer conduct.

Toronto police says its professional standards unit investigates "each and every comment" in SIU letters and reports back to the police board.

"Discipline and training are applied where appropriate," said Mark Pugash, a spokesperson for the Toronto police.

Critics say the watchdog nonetheless repeatedly raises the same complaints — and regulations intended to safeguard the watchdog's independence are "continually and regularly ignored by police services with impunity," said André Marin, a former Ontario ombudsman and past SIU director.

"The problem here is that there is no consequence attached to police thumbing their nose at the SIU and the law," Marin said.

Marin and other critics say the SIU itself should have more power to ensure police comply with laws intended to protect the integrity of SIU probes. And now may be the time for change, thanks to the rewriting of Ontario's Police Services Act and the ongoing review of the SIU and other police oversight bodies, led by judge Michael Tulloch.

Marin said he wants to see Tulloch make recommendations aimed at giving the watchdog greater powers to hold police accountable when it has reason to believe officers breached their legal obligations.

Specifically, he hopes the review recommends attaching a penalty, under legislation, for failing to comply with regulations governing the SIU, such as a fine or jail term. "You would see immediate compliance," he said.

Ian Scott, who as director of the SIU from 2008-2013 made frequent requests of police chiefs to report back on officer behaviour, said the SIU director should have the ability to complain to Ontario's Civilian Police Commission, something the director isn't allowed to do under existing legislation.

In an interview, Scott said the benefit of complaining to the commission is that it can launch a

misconduct case outside of the usual police tribunal, a system many feel isn't accountable because chiefs pick the adjudicator and prosecutor.

Tulloch's much-anticipated report is due at the end of the month. In an email to the Star, a spokesperson for the review said Tulloch is looking at clarifying the SIU's mandate and "the extent of the police duty to co-operate."

An SIU spokesperson, Monica Hudon, told the Star Toronto police have "made it clear it will not respond in writing to concerns raised in the SIU director's reporting letters." But she said the service has reached out to the SIU in "other forums" to address issues raised.

"Often, this will involve telephone conversations and an exchange of views between senior officials of our respective agencies," she said, adding that Toronto police have committed to taking remedial action in some cases.

Pugash said in some instances where the SIU has complained about a delay in notification, police needed more medical information before determining if the SIU threshold had been met; the SIU only takes over an investigation if injuries are deemed "serious."

"In some cases, we disagree with Mr. Loparco's contentions," Pugash said. "The fact remains, however, that every issue is investigated, action is taken wherever appropriate, and everything is reported to the police services board."

Toronto police board vice-chair Chin Lee said the board receives all letters from the SIU director to the chief, alongside the results of the mandatory internal police probes, which must occur within 30 days of the closure of every SIU investigation involving the service. The intention of the internal probes is to determine if policy or training changes are necessary or if disciplinary action should be taken.

"The board reviews these letters and may direct the chief, as necessary, to deal with any issues raised. The board also seeks the relevant information to fulfil its oversight responsibilities when it deems it necessary," Lee said.

Until recently, the chief's internal reports were not made public. But as of June 2016, the board began releasing versions of the reports, though some information, such as the names of officers involved, is not public.

Since that time, 17 internal reports have been released in the board's monthly agendas, dating to cases closed in August 2015 and as recent as July 2016.

However, no internal reports have been released for cases closed between September and December 2015, a period during which the SIU raised concerns about officer conduct in four investigations.

That includes the cases where Martino flagged the issue of officers attempting to download surveillance footage after the January 2015 shooting, and the incident involving a C8 carbine rifle.

The board did not respond by deadline to questions about the four-month gap in internal reports released so far.

One internal report released by the board, however, does show Toronto police professional standards unit investigated an SIU director's allegations that there was a notification delay and that police wrongly attempted to obtain a statement from an injured man during an SIU probe.

After looking into the complaints, professional standards said the notification delay was caused by a holdup in getting medical information, and that police had obtained permission from the lead SIU investigator to speak with the injured man.

The issue concerning the downloading of surveillance video following a police-involved incident appears to be a sticking point between the SIU and Toronto police.

Last spring, when Ontario's attorney general released a censored version of the SIU director's report into the fatal Toronto police shooting of Andrew Loku, it was revealed that Loparco had raised concerns about an officer attempting to review and download surveillance video.

Loparco said the officer's conduct violated the Ontario regulation stating the SIU is the lead investigative agency.

Toronto police say the officer was performing their duty to secure the scene. Speaking to the Star last year, Pugash said police disagreed with Loparco.

"In this case, it was, 'Did the video exist? Was it recording?' In which case they would need to download it to preserve evidence."

Pugash also said "several" SIU officials at the scene had no objections.

In his communication with Saunders about a similar incident six months earlier — where officers allegedly attempted to "access and copy" security footage from a police-involved shooting at a pharmacy — acting SIU director Martino said there was no impact on the investigation because the footage didn't capture the incident and SIU investigators were able to intervene to "prevent the officer from copying the footage."

Asked if Toronto police responded in writing, as Martino requested, Hudon said she could confirm that concerns raised in Martino's letter "have been the subject of dialogue" between the SIU and police.

The Star also asked why the SIU does not issue news releases in all investigations, particularly in cases where there is a high public interest. No news release was issued, for instance, in the case involving the C8 rifle incident.

Hudon said the SIU receives notification of hundreds of incidents every year. Given the SIU's limited resources, it is not feasible for the watchdog to issue a news releases in all of them, she said.

"We have noted this issue in our submissions as part of the review being undertaken by Justice Tulloch. Given our present resources, the SIU is committed to issuing news releases in all death cases, whenever a firearm is used and for major vehicle collisions," Hudon said.

Wendy Gillis can be reached at wgillis@thestar.ca .

Letters from SIU director to Toronto police chief

"Tragic outcome" narrowly avoided

In a December 2015 letter to Chief Mark Saunders, SIU director Tony Loparco highlights what he calls the "quite troubling" conduct of an officer who helped a colleague arrest a mentally ill person while carrying a C8 rifle — a military grade weapon used for long-range shooting.

The mentally ill person quickly grabbed the gun, refused to let go and "reached for the trigger on a crowded street," Loparco wrote. "Several" officers were required to remove gun from the person's grip.

"The incident could have led to a much more tragic outcome in the circumstances," Loparco wrote.

Four-year delay

In a June 23, 2015 letter, Loparco wrote to Saunders about a serious wrist injury incurred by a member of the public that did not come to the attention of the SIU until almost four years later. Loparco said the passing of time had created an "evidentiary vacuum" and therefore there were no reasonable grounds to proceed with charges against the two officers.

"The failure of the (police) to contact the SIU has effectively denied . . . the broader public the benefit of a thorough investigation into serious allegations of police misconduct," Loparco wrote.

Investigation 'compromised'

In an August 25, 2014, letter, Loparco wrote to then-chief Bill Blair about a two-month delay in notifying the SIU about an incident where a Toronto police officer was found to have broke

someone's nose.

Though Loparco found the use of force by the officer was legally justified, he lamented the delay in notification despite "various officers" being aware of the broken nose — a clear serious injury — within hours of the incident.

"A delay of this nature can only degrade the quality of a witness' recollection of the events in question, and clearly compromised the integrity of the SIU's investigation," Loparco wrote.

'Climate of hostility'

The question of whether police chiefs must directly respond to concerns raised by the SIU director is not a new issue in Ontario.

After former SIU director Ian Scott began requesting responses to concerns raised in his letters to chiefs when he took the reins of the agency in 2008, the Ontario Association of Chiefs of Police's SIU Committee "strongly urged" chiefs not to respond to director's letters, saying the SIU had no authority in matters of police conduct.

As tension increased between the SIU and police chiefs, former chief justice Patrick LeSage was tapped by the attorney general in 2011 to review the Police Services Act with an eye to resolving certain issues involving the SIU, and concluded the legislation was clear that chiefs are not obligated to respond.

"The SIU director's authority does not extend to requiring the chief of police to investigate or report to him and should not be part of the SIU director's communication with the chief of police," LeSage wrote.

Instead, issues raised by the SIU are intended to be dealt with in the mandatory internal investigations a police service must conduct after every completed SIU investigation, to determine if training or policy changes need to be made or if disciplinary measures are warranted. The results of that probe must be presented to the board within 30 days of the completion of the SIU investigation.

Tensions over the SIU letters arose again in 2013 when then-SIU director Ian Scott publicly criticized former Toronto police chief Bill Blair for refusing to respond to more than 100 letters containing complaints about officers.

LeSage's report, Scott said at the time, did not preclude police chiefs from being responsive to concerns that affect police, the SIU and the public. Marin agreed, saying LeSage's report should not prevent the SIU from identifying issues of concern in its correspondence with chiefs of police.

"While (the SIU director) is unlikely to receive a response given the current climate of hostility, he should not be prevented from politely requesting one," Marin, then Ontario ombudsman, wrote in Oversight Undermined, a 2011 report on the SIU.

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thestar.com

Internal report on Dafonte Miller police assault leaves ‘unanswered questions,’ Mayor Tory says

A Black man was assaulted with a metal pipe in Whitby in December, but a Toronto police officer — who was off-duty at the time — and his brother were charged only after the teen’s lawyer reported his injuries to the SIU.

Dafonte Miller, left, in a photo before his altercation with off-duty Toronto police and in hospital, right, after he was beaten.

By **JENNIFER PAGLIARO** City Hall reporter
DAVID RIDER City Hall Bureau Chief
Tues., July 25, 2017

Mayor John Tory says a secret report to the police services board on the beating of Dafonte Miller, in which an off-duty police officer and his brother are charged, is cause for concern and called the incident "deeply troubling."

"I am concerned at some of what I've read," Tory told reporters Tuesday of a report provided to members of the police services board. "There are a number of unanswered questions which remain with respect to the process that was or was not followed here in terms of the notification of the SIU."

The Special Investigations Unit (SIU), a police oversight agency, has charged Michael Theriault, a Toronto police officer, and his brother Christian Theriault in the assault of the 19-year-old man with a metal pipe in December.

Miller's injuries are so severe his eye will need to be surgically removed, his family's lawyer Julian Falconer said earlier.

Michael Theriault was off duty when the assault occurred in Whitby.

Durham Region Police, who responded to the scene in the early morning hours of Dec. 28, charged Miller with weapon and drug charges. Court officials earlier told the Star the alleged weapon was a "pole."

It was Falconer, not Durham or Toronto police, who alerted the SIU to Miller's injuries in April. All charges against Miller were dropped in May.

Following an SIU investigation, both Theriaults have been charged with aggravated assault, assault with a weapon and public mischief. The allegations have not yet been tested in court.

Their father, John Theriault, is a detective who has served more than 30 years with Toronto Police and currently works in the professional standards unit, which deals with officer misconduct, Falconer told the Star.

The provincial Police Services Act dictates that a police service must notify the SIU immediately of any incident that falls under their mandate, including cases of serious injuries involving officers.

Tory told reporters there is a "short" report before the police board outlining what has occurred to date. The board meets Thursday, when Tory said the report is expected to be discussed behind closed doors.

There is no mention of the case on the public agenda, and it is unclear if it will be addressed during the public session of the meeting.

Falconer told the Star he can understand why the service has to be able to debrief its board in private.

"But then one hopes that that process becomes less opaque and that they understand the importance of answering serious questions," he said. "At its heart, the board has a responsibility to do proper oversight . . . This is a policy question: Is this a police service run amok when one of their own — a son of one of their own, two sons of one of their own — does wrong or is this a situation where they're going to be accountable?"

Much of the information concerning SIU investigations is kept secret.

But reporting by the Star's Wendy Gillis found a dozen recent cases where the SIU director says the Toronto

Police appear to have failed to co-operate with investigators, including delays in reporting serious injuries to the watchdog.

Following a Star campaign for transparency and public pressure, some internal reports, though at times heavily redacted, were released in the high-profile police shooting death of Toronto man Andrew Loku in which no one was charged.

That included a report required by law from the police chief to the police board on matters arising from an SIU investigation. The board promised to consider releasing future internal reports.

The contents and author of the report before the board Thursday are unknown.

Toronto police spokesperson Mark Pugash said he couldn't discuss confidential board matters. The question remains if Chief Mark Saunders will address Miller's case publicly at the board. Pugash said, if asked to do so by the board, "I dare say he will."

On his regular call-in show on CP24 Tuesday night, Saunders said he couldn't speak to the case, but he defended his service on the reporting process, saying it was determined that the incident involving an off-duty officer didn't meet the threshold to report to the SIU despite the SIU determining charges were warranted. Saunders specifically noted reporting requirements concerning off-duty officers and whether they identify themselves as officers or display any police-issued equipment at the time of the incident.

But Durham police were the responding officers, not Toronto police, who appear to have been involved after the fact. It's unclear why Toronto police would have been involved at all if it was unknown that one of their officers was involved.

"When you read the instruction on when it fits within the mandate, it didn't fit with this particular occurrence." Saunders said. "This wasn't taken lightly. There was no overlooking, there was nothing nefarious, there was no coverup."

Acting police board chair Councillor Chin Lee told the Star that because it concerns a "personnel" issue, he couldn't discuss the report or provide any details about it. Lee said he was "kind of surprised" the mayor mentioned it at all.

Tory said he couldn't speak to specifics of the case as it now makes its way through the legal system.

"Toronto police officers, all of them, are expected — as most of them do all of the time — to adhere to a very high standard of conduct. Whether they're on duty or off duty, they're representatives of Toronto and of the Toronto Police Service."

He said he remains concerned about anti-Black racism in the city, adding the facts of the assault on Miller are still unclear.

"I don't really understand how any of this cannot be labelled as anti-Blackness. I don't know if the mayor is paying attention," said Black Lives Matter co-founder Pascale Diverlus. "This is the person that was attacked, obviously attacked, right? And they are the person that is charged."

How the assault on Miller was reported, Diverlus said, shows promises made about greater accountability surrounding police-involved incidents have not resulted in meaningful change.

"What other incidents have been brushed aside?" she asked. "How many more people do we not know about?"

Read more about: John Tory, Special Investigations Unit

STATEMENT FROM THE TORONTO POLICE SERVICES BOARD - JULY 27, 2017

Toronto Police Services Board

Thu 2017-07-27 20:04

To:Kris Langenfeld[redacted]

Statement by Andy Pringle Re: Mr. Dafonte Miller
This morning, consistent with established practices, the Board discussed the matter concerning Mr. Dafonte Miller with Chief Saunders.

This case is complicated and there have been serious allegations made which everyone is taking seriously, especially the members of the Toronto Police Services Board.

Now that the SIU has completed its investigation, the next and usual step is for the Chief to conduct a Section 11 investigation of this case, pursuant to the Police Services Act, which will look at procedures, policies, governance and conduct in the handling of this case.

The Chief has advised the Board that, due to the fact that there are two very different versions of this case in the public domain, it is important to take this opportunity to have another agency that is independent and separate to conduct the Section 11 investigation. Waterloo Regional Police have agreed to do so. The Board very much supports the decision by the Chief, in the interest of public trust.

The legal process must unfold which means there will be a trial and the outcome of those proceedings will, of course, be public. We must all respect that process and once it is completed, the Board will, as it now does with all such reports, release a public Section 11 investigation report.

At any point at which it is appropriate and legally permissible to provide additional information to the public, the Board will ensure that this is done, to the full extent possible.

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Waterloo police will investigate Toronto police handling of Dafonte Miller case

Toronto police Chief Saunders announces mandatory investigation over issues arising from the incident in Whitby.

COURTESY OF JOSEPH BRIGGS

Toronto Police Const. Michael Theriault. Photo taken from a YouTube video posted by Joseph Briggs on November 25, 2015.

By: Peter Goffin Staff Reporter, Jennifer Pagliaro and Published on Thu Jul 27 2017

Waterloo Regional Police has been called in by Toronto police Chief Mark Saunders to investigate the circumstances surrounding the assault of Black Whitby teen Dafonte Miller after an off-duty Toronto Police officer was charged.

That request by Saunders, announced at a police board meeting on Thursday, comes amid criticism of both Toronto and Durham Police for not reporting Miller's injuries to the police watchdog responsible for investigating cases of serious injury when police officers are involved.

That criticism caused the meeting to be temporarily halted when journalist activist for Black issuesDesmond Cole demanded to speak to the case publicly before being escorted out of the building, fined and warned not to return.

"As chief of police, it is my responsibility to ensure that transparency and trust are at the foremost of everything we do as a service," Saunders said at the start of a public meeting, saying Waterloo Chief Bryan Larkin has agreed to take carriage of the report.

Last week, Ontario's Special Investigations Unit (SIU) charged Toronto police Const. Michael Theriault and his brother, civilian Christian Theriault, with aggravated assault, assault with a weapon, and public mischief in Miller's beating last December.

Miller was punched, kicked and hit repeatedly in the face with a metal pipe, says his lawyer, Julian Falconer. One of Miller's eyes will have to be surgically removed, Falconer added. When Durham Police arrived on scene, it was Miller who was arrested. (All charges have since been dropped.)

Dafonte Miller in a photo (left) from before his altercation with off duty Toronto police officer Michael Theriault and in hospital (right).

The SIU learned of the incident only when Falconer contacted the panel in April.

"This case is complicated and there have been serious allegations made, which everyone is taking extremely seriously, especially members of the Toronto Police Services Board," board chair Andy Pringle said Thursday. He added that the board supports the chief's decision to seek an outside force to conduct a followup investigation.

"The chief has advised the board that due to the fact that there are two very different versions of this case in the public domain, it is important to take this opportunity to have another agency that is independent and separate to conduct the Section 11 investigation."

An internal report by a police service to the police board investigating matters arising from an SIU investigation — referred to as a Section 11 for the provincial law it that requires it — will look at "procedures, policies and conduct in the handling of this case," Pringle said.

Saunders said members of his professional standards unit determined that the case did not meet the threshold to report to the SIU with the information they had "at that time."

"Many months later, a very different version of the events of Dec. 28 was presented to the SIU," Saunders said.

Police board chair Andy Pringle, Police Chief Mark Saunders and Mayor John Tory huddled briefly before a public session of the police board meeting began July 27, 2017.

The SIU's website states that in the case of an off-duty officer, it typically don't investigate unless the officer identified themselves, or displayed police equipment during an incident.

Saunders' defence of why the incident was not reported to the SIU is contradicted by the account detailed to the Star by Miller's lawyer, who said Michael Theriault twice identified himself as an officer — to Miller and his friends as they encountered him outside the Whitby home and on a 911 call.

The Theriaults' father, John Theriault, is a longtime detective in the Toronto police professional standards unit, Falconer said.

Durham Police and its board have said very little publicly about the case.

Roger Anderson, chair of the Durham Police Services Board, was not available to comment on the case Thursday, his staff told the Star.

Durham police did not respond to multiple requests for an interview with Durham Police Chief Paul Martin on Thursday. All questions were referred to spokesperson David Selby, who repeated an earlier statement to the Star Thursday night that the responsibility to report to the SIU lay solely with Toronto police.

"We are not at liberty to discuss any details related to the incident as there are active charges before the court," Selby said in an email.

When reached by the Star last week, Selby said that multiple Durham officers were at the scene of Miller's alleged beating.

"We conducted an investigation and interviewed multiple people. Our investigation resulted in only one person being charged — the injured male party," Selby said in an email.

The responsibility to contact the SIU should lie with whichever police force is first notified of an incident, said former SIU director Howard Morton.

"They might decide to contact the police service that the officer is a member of, to have them contact the SIU, but I was always of the view that, because (police) have to contact us right away, then it's whatever police service is (initially) notified," Morton added.

Mayor John Tory said the report from Waterloo Police will be made public.

"I think what we have to do is let the Waterloo Police Service do their job. There's been no suggestion that anybody associated with that police service had any involvement in this or has any prejudice going in," Tory told reporters. "I trust they will do their job as police officers do, in an honest and thorough manner."

After briefly moving on to other business, the meeting was disrupted by Cole, who demanded a forum to speak to the Miller case, noting it was not made part of the public agenda.

Journalist and activist Desmond Cole sits alone at a police board meeting July 27, 2017 after he disrupted to speak to the Dafonte Miller case, which was not on the public agenda. The meeting was temporarily adjourned after Cole refused to refrain from speaking to the case.

Pringle earlier warned no disruptions would be tolerated, alluding to previous meetings where Cole and members of Black Lives Matter question the board on their oversight of police shootings and racial profiling.

As Cole continued to speak, board members, including Tory, walked out of the room.

Cole was eventually escorted outside by a group of officers, with one on each arm, and charged under the Trespass to Property Act for failing to leave when directed. The provincial offence comes with a $65 fine.

Speaking to reporters outside, Cole said the way Miller was treated "is emblematic to us as Black people about how the system always turns us into the perpetrator even when we are the victim."

"As a Black person who knows that this can happen to us and then knows that after it's revealed that it happened that they will continue to cover it up, I'm terrified," Cole said. "And I have to act the way that I'm acting now because sitting here calmly and quietly is not going to save my life and it's not going to save the lives of Black people."

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