



**Public Meeting**  
**Thursday, June 27, 2019**

**City Hall, 100 Queen Street West,  
Committee Room #2**

<https://www.ontario.ca/laws/statute/90m50>

**PUBLIC MEETING AGENDA**  
Thursday, June 27, 2019 at 1:30 PM  
City Hall, 100 Queen Street W., Committee Room #2  
[www.tpsb.ca](http://www.tpsb.ca)

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Call to Order

Indigenous Land Acknowledgement

Declarations of Interest under the [Municipal Conflict of Interest Act](#).

1. Confirmation of the Minutes from the meeting held on [May 30, 2019](#).

Presentation

**2. Human Trafficking**

*Detective David Correa will provide the Board with a [presentation](#) with respect to this matter (15 minutes)*

Items for Consideration

3. June 19, 2019 from Board Staff, TPSB  
**Re: [Collective Impact Approach to Community Violence](#)**
4. May 30, 2019 from Mark Saunders, Chief of Police  
**Re: [Special Constable Appointments and Re-Appointments – June 2019](#)**
5. May 3, 2019 from Mark Saunders, Chief of Police  
**Re: [New Job Description – Chief Information Officer](#)**
6. May 31, 2019 from Mark Saunders, Chief of Police  
**Re: [New Job Description – Accommodation Coordinator, Wellness](#)**
7. June 11, 2019 from Andy Pringle, Chair  
**Re: [Independent Civilian Review into Missing Persons Investigations – Account for Professional Service](#)**

## Consent Agenda

8. May 9, 2019 from Central Joint Health and Safety Committee  
**Re: Public Minutes of Meeting No. 65 held on May 9, 2019**
9. June 10, 2019 from Mark Saunders, Chief of Police  
**Re: Annual Report: 2018 Training Program**
10. May 16, 2019 from Mark Saunders, Chief of Police  
**Re: Quarterly Report for November 15, 2018 to February 14, 2019: Conducted Energy Weapon Use**
11. March 13, 2019 from Mark Saunders, Chief of Police  
**Re: Chief's Administrative Investigation into the Custody Injury of Mr. Justin Geissler**
12. March 13, 2019 from Mark Saunders, Chief of Police  
**Re: Chief's Administrative Investigation into the Custody Injury to Mr. David Alves**
13. March 12, 2019 from Mark Saunders, Chief of Police  
**Re: Chief's Administrative Investigation into the Custody Injury to Ms. Natalie Gilbert**
14. March 13, 2019 from Mark Saunders, Chief of Police  
**Re: Chief's Administrative Investigation into the Custody Injury to Ms. E.G.**
15. March 13, 2019 from Mark Saunders, Chief of Police  
**Re: Chief's Administrative Investigation into the Custody Injury to Mr. Shawn Ranger**
16. March 12, 2019 from Mark Saunders, Chief of Police  
**Re: Chief's Administrative Investigation into the Vehicle Injury to Mr. Gianluca Salvati**

17. March 12, 2019 from Mark Saunders, Chief of Police  
**Re: Chief's Administrative Investigation into the Custody Injury to Mr. Mark Sgrignoli**
18. March 12, 2019 from Mark Saunders, Chief of Police  
**Re: Chief's Administrative Investigation into the Custody Injury of Mr. Robert Yardley**
19. March 13, 2019 from Mark Saunders, Chief of Police  
**Re: Chief's Administrative Investigation into the Custody Injury to Mr. Daniel Lidderdale**
20. March 12, 2019 from Mark Saunders, Chief of Police  
**Re: Chief's Administrative Investigation into the Custody Injury to Youth 2019-A**

#### Adjournment

#### Next Meeting

**Date: Wednesday, July 31, 2019 at 1:30PM at  
City Hall, 100 Queen Street W., Committee Room #3**

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#### **Members of the Toronto Police Services Board**

Andy Pringle, Chair  
Uppala Chandrasekera, Member  
Michael Ford, Councillor & Member  
Ken Jeffers, Member

Marie Moliner, Vice-Chair  
Frances Nunziata, Councillor & Member  
John Tory, Mayor & Member



**TORONTO POLICE SERVICE – SEX CRIMES**

# **HUMAN TRAFFICKING**

**Detective David Correa**

# **TORONTO POLICE SERVICE**

## **HUMAN TRAFFICKING ENFORCEMENT TEAM**

### **THE PAST, PRESENT AND FUTURE**

In March 2014, the Human Trafficking Enforcement Team was created to replace the more generalized Special Victims Unit

The HTET had a strength of one Detective Sergeant, two Detectives and five Detective Constables

The investigators at the time had a very broad mandate with many areas to cover.

A new TPS Mandate and Procedure was created to deal specifically with the increase demand in Human Trafficking cases

The primary goal was to take a more proactive and operational approach to Human Trafficking investigations

In 2019 HTET currently have 1 D/Sgt, 2 Detectives and 12 full time Detective Constable positions, with an ongoing training program offered to all TPS divisions.

# **TORONTO POLICE SERVICE**

## **HUMAN TRAFFICKING ENFORCEMENT TEAM**

### **MANDATE**

Investigation of persons where Human Trafficking for a sexual purpose/or forced labour is alleged or suspected

Ensuring the apprehension and transportation to a place of safety, persons under the age of 16 years, where human trafficking or forced labour is alleged or suspected.

Assist with providing victim support services and management when required

Arrest and prosecution of offenders involved in Human Trafficking for a sexual purpose and the exploitation of persons under the age of 18 involved in juvenile prostitution



# HUMAN TRAFFICKING BEST PRACTICES

- Victim centric approach to preliminary human trafficking investigations where the focus is building rapport in a supportive and non-judgmental manner.
- Standardized investigative protocols (crime scenes, search warrant applications, tech examinations)
- Early victim support integration protocols with non-government organizations.
- Immediate crown consultation and legal support from HT special prosecutions team
- Ongoing training maintaining professional development on existing trends relating to human trafficking and sex industry.
- Integration of technological tools to assist investigators in gathering evidence, corroborating victim statements and identifying additional victims.

# **TORONTO POLICE SERVICE – SEX CRIMES HUMAN TRAFFICKING ENFORCEMENT TEAM**

**CHARGES**  
**2140**

**OCCURRENCES**  
**1092**

**VICTIM INTERVENTIONS**  
**250**

**HT CONVICTIONS**  
**50+**



# HUMAN TRAFFICKING

## THE FUTURE

- Engage in multi-jurisdictional operational projects designed to identify and dismantle human trafficking criminal organizations
- Utilize effective technological tools to advance ongoing human trafficking investigations and early identification of new victims.
- Continuous training of members in the field, public and private sector.
- Focused training on youth, students and vulnerable sectors
- Maintain efficient staffing levels to properly investigate human trafficking cases.



## Toronto Police Services Board Report

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June 19, 2019

To: Members  
Toronto Police Services Board

From: Board Staff

Subject: Collective Impact Approach to Community Violence

### **Recommendation:**

It is recommended that the Board approve the requested expenditure of \$90,892 from the Board's Special Fund to fund the Collective Impact Approach to Community Violence project, as outlined in the attached proposal.

### **Financial Implications:**

The Board's Special Fund would be depleted in the amount of \$90,892, less the return of any funds not used. The Special Fund balance is approximately \$746,671.39 as at June 19, 2019.

### **Background/Purpose:**

At its meeting in March 2019, the Board considered a report from Board Staff which discussed the *Report of the Independent Street Checks Review* (Tulloch Report). The Board approved the report and, in doing so, set the direction with respect to three areas of work related to the Tulloch Report recommendations. One area of work required "Board Staff [to] explore various ways to support public education and communication regarding the Regulation, both with the Service and through the Board's own platforms and networks" and that Board Staff "work with and support a community organization in developing a robust public education and communication strategy concerning the Regulation, street checks and carding."

Following this Board direction, Board Staff reached out to several of our community partners and began discussions on possible approaches to a community-driven and centred public education campaign.

### **Discussion:**

#### *The proposal*

In May 2019, a proposal titled "Collective Impact Approach to Community Violence" was received by the Board Staff. The proposal was a joint submission from the Alexandra Park Community Centre, the Ontario Justice Education Network, the City of Toronto,

and the Toronto Police Service's Community Partnerships & Engagement Unit and Guns & Gangs Unit. The proposal was a request for the Board to fund a project that aims to train and empower local residents with crucial information around community safety, the provincial street checks regulation, available City resources and supports, and the Service's Neighbourhood Officer Program. The project proposal is premised on a collective impact approach to build capacity of its participants to understand the role of police officers in the community so they can be seen as a supportive resource to community members.

### *Key proposal details*

Led by the Alexandra Park Community Centre, partnering agencies will deliver workshops to 20 resident leaders on:

- Public legal education, with an emphasis on the provincial street checks regulation;
- The City of Toronto's Community Crisis Response Program; and,
- The Toronto Police Service's Guns & Gangs Unit and the Neighbourhood Officer Program

The newly-trained resident leaders will then deliver workshops in their own neighbourhoods as a means to:

- Build understanding within community around available City community supports and resources;
- Ensure residents have up-to-date and accurate information around community and police interactions, including the provincial street checks regulation;
- Facilitate workshops to build the capacity of the resident leaders to understand gun and street gang violence and the current strategies aimed at addressing these issues, including the role of communities and neighbourhoods in identifying these concerns and building resilience to effectively address them; and,
- Better understand the relationship between the community and the Service's Neighbourhood Officers.

### *Program evaluation*

A robust evaluation has been built into the proposal which includes pre- and post-program evaluation by resident leaders who will be trained as 'local ambassadors,' as well as an evaluation of the workshops ultimately delivered by the 'local ambassadors' within their neighbourhoods.

### **Conclusion**

It is the recommendation of the Board Staff that this proposal be approved. The proposal specifically addresses the recommendation from Justice Tulloch's *Report of the Independent Street Checks Review* as well as the Board report approved at the

March 2019 meeting, both of which emphasize the need to develop a community-driven and centred public education campaign that engages local residents in better understanding the legal context in which they interact with the police, as well as the community-based initiatives and resources that are aimed at strengthening community safety.

This project takes a holistic approach to public education – preparing local residents to become ‘local ambassadors’ that distribute accurate and useful information within their own communities about community safety imperatives. This program will place a significant emphasis, through a partnership with the Ontario Justice Education Network, on training regarding street checks and, in particular, Ontario Regulation 58/16, its application, and the rights and responsibilities of citizens who are engaged by police in a street check.

Board Staff is supportive of the collective impact approach to public education and community safety capacity-building, and is committed to working closely with all of the partners to ensure that this program is successful.

Therefore, It is recommended that the Board receive the attached report for consideration and approve the requested expenditure of \$90,892 from the Board’s Special Fund to fund allow for the delivery of the Collective Impact Approach to Community Violence proposal project, as outlined in the attached proposal.

Ryan Teschner, the Board’s Executive Director and Clinton Reid of the Alexandra Park Community Centre will be in attendance and will respond to any questions that the Board may have regarding this report.

Respectfully submitted,

*Original Signed*

Ryan Teschner  
Executive Director  
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## **Collective impact approach to community violence**

### **PROJECT PROPOSAL**

This project aims to use a collective impact approach to build capacity of residents through facilitation of programs as a means of addressing community violence, safety concerns and bridge relationships with Police Officers. This project also aims to ensure residents know how and when to contact each of the partners involved to respond to community needs.

Lead by Alexandra Park Community Centre (APCC), 20 community residents leaders will be identified from Toronto Police FOCUS Divisions (Divisions: 14, 23, 42 & 51). They will be trained to understand the mandates of Agencies, Program and Services and the support they can offer to communities within their Divisions. Selected residents will be trained to deliver workshops on available supports from the following list of agencies within their community.

- Ontario Justice Education Network (OJEN)
- City of Toronto- Community Safety and Wellbeing Unit
- Toronto Police Service Neighbourhood Officer & Guns and Gangs unit

### **PROJECT LEAD:**

#### ***Alexandra Park Community Centre***

Alexandra Park Community Centre (APCC) is a non-profit charitable organization located in the Atkinson Housing Co-op. APCC serves the community needs of over 500 racially and culturally diverse households. APCC is a central gathering place that hosts and presents a variety of engaging social, educational and recreational programs. APCC will take carriage of the project, ensuring that a project coordinator, and administrative support is available in utilization of their expertise.

APCC will also support to build the capacity of residents to plan and organize events in the community, from AODA considerations when designing flyers to how to space in the community.

### **PROJECT PARTNERS:**

#### ***Ontario Justice Education Network***

Ontario Justice Education Network (OJEN) is a charitable not-for-profit, non-governmental organization with a province-wide mandate.

OJEN will develop an interactive training program (12-14 hours in length) which builds the capacity of the Collective Impact (CI) community resident leaders to spot legal issues, know where to go to access reliable sources of public legal information, understand how to connect with justice sector professionals, and build awareness of the local legal resources and supports

## **Collective impact approach to community violence**

available to their communities. OJEN staff will deliver this pilot training program to the 20 selected community resident leaders.

As a part of this training program, OJEN staff will introduce and provide orientation to two types of OJEN public legal education workshops to community resident leaders: adapted versions of OJEN's current Street Checks workshop and our Justice 101 workshop.

OJEN staff will develop these workshop materials and make them available in electronic format. Following their participation in the training program, community resident leaders will commit to coordinating and hosting a Street Checks and/or Justice 101 workshop in their community. OJEN staff will attend up to 20 of these workshops (one in each community) to provide feedback to community resident leaders and conduct program participant evaluations.

OJEN staff will also recruit and train a group of criminal defence and Crown lawyers who are prepared to volunteer their time in the delivery of Street Checks and/or Justice 101 workshops in each of the 20 communities. (None of the Street Checks or Justice 101 workshops will take place without at least one or more lawyers present as a workshop facilitator.)

Community resident leaders will reach out to OJEN at least 4 weeks in advance when planning to host one of these workshops and OJEN will recruit one or more lawyers who will volunteer to present at these workshops. This group of lawyer volunteers will remain available to community resident leaders should they wish to host future Street Checks or Justice 101 workshops.

### ***City of Toronto – Community Safety and Wellbeing Unit, Community Crisis Response Program***

The City of Toronto Community Safety and Wellbeing Unit is responsible for implementation of community intervention, prevention and preparation strategies. As part of the prevention component, the unit is responsible for co-chairing City-wide FOCUS tables, supporting stakeholder community safety tables city-wide, and delivering workshops to community organizations and resident groups around community safety topics. As part of the project they would be responsible for;

- Creating and facilitating a one day train-the-trainer session on the Community Crisis Response Program
- Providing a sample of a workshop that they would deliver in community as it pertains to community violence
- Supporting to identify safe spaces for meetings and training

CCRP will also be asked to support the process to identify resident leaders as well as be invited to be part of the resident leader selection committee.



## **Collective impact approach to community violence**

### ***Toronto Police Service – Community Partnerships & Engagement, Guns & Gangs Unit(s)***

In order for this project to be successful, the expertise of Toronto Police Officers is essential. Specifically, members of the Guns & Gangs Taskforce (G&G) and the Community Partnerships & Engagement Unit (CPEU) will be asked to:

- Create and facilitate a one day training session regarding the Neighbourhood Officer program
- Create and facilitate a one day training session regarding the Guns & Gangs unit
- During the training sessions both units would be asked to provide a sample of a workshop or event they would deliver in the community
- Work with participants to co-host workshops up to 8 community based events in the FOCUS Police divisions across the City of Toronto

TPS will also be asked to support the process to identify resident leaders as well as identify staff who could be part of the final selection process to choose the participants

### **PROGRAM FRAMEWORK:**

#### **Resident Leaders**

Identified resident leaders will be made up of a maximum of 20 residents who reside in the City of Toronto (10 youth-14 to 24, 10 adults 24+). Information regarding the project will be sent utilizing email networks and social media channels. APCC will be engage with the project partners to organize a selection committee that will identify the resident participants.

- Prior to starting the training, an orientation will be held to ensure all resident leaders are aware of the commitment and objectives.
- Residents will build their capacity around the role and mandate of each of the community partners and have an understanding of each of the partners role as it pertains to community safety and addressing community violence
- Residents will also build their capacity around hosting and planning workshops and events.
- Upon completion of the training the residents will be required to create opportunities for workshops or events each in their respective Divisions with the identified project partner

### **KEY OBJECTIVES**

At the end of the project residents will have the capacity to;

- Provide information about services provided by the named partners within their home communities.
- Understand best practices to communicate with community partners
- Have the ability to organize workshops and events within their home communities

## **Collective impact approach to community violence**

Residents will be encouraged to connect with partner agencies more frequently, during non-confrontational and non-crisis situations and participate at community safety tables, CPLCs and other committees aimed at enhancing community safety.

### **EVALUATION**

As part of the process we will look at evaluation models including;

- Pre-evaluation of the resident leaders to identify the number of interactions and requests that they receive from community members within the chosen divisions
- Post-evaluation of the resident leaders to identify the number of interactions once the training is completed
- Evaluation of community workshop participants to measure impact and effectiveness
- Evaluation of the overall program participation, service organization and resident leaders.

### **SUSTAINABILITY**

Post community workshops, the residents will have the opportunity to reconvene and share best-practices together:

- They will reconvene with community partners to explore the options of expanding this program.
- APCC will be responsible for ensuring project SWOT analysis and evaluation is completed and presented to the Toronto Police Services Board upon project completion.
- Mentorship opportunities will be provided to residents.
- Residents will be identified from a cohort to further facilitate if program progresses.
- Previous workshop samples will be available to residents.
- Focused will be placed on participation, understanding agency roles and maximize potential for future workshops.

### **Additional information:**

Appendix A: Workshop Outline

Appendix B: Project timeline

Appendix C: Project pathway

Appendix D: Budget

## APPENDIX A

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### Proposed Training Outline

Trainings will be offered in full-day and half-day formats and will be tailored based on the needs, availabilities and schedules of the intended audience participants.

### Workshop Objectives:

- Build knowledge/awareness of community legal programs to build capacity of residents in communities as it pertains to their rights
- Increase knowledge of Toronto Police Service programs; Guns and Gangs Unit and the Neighbourhood Officer programs
- Build the capacity of residents to coordinate events within their community
- Build the capacity of residents to understand the City of Toronto's Community Crisis Response Program

Below is the proposed timetable of workshops that will be offered by the project partners. Each project partner will be responsible for designing and facilitating their own training session with information they deem to be relevant to build the residents capacity and knowledge. Residents will also work with a graphic designer to create a summary guide based on pertinent and transferable information provided by the project partners.

### Proposed Timelines

Timeline	Lead
Week #1	APCC – Orientation and Event Planning
Week #2	CCRP – Intro to CCRP
Week#3	TPS – Neighbourhood Officer Program
Week#4	TPS - Guns & Gangs
Week #5	OJEN – Intro to OJEN / Justice 1010
Week #6-12	OJEN – Street Checks
Week #7-14	APCC – Wrap up

Upon completion of the training, resident leads will work together to identify opportunities for workshops in their home communities. Residents will take the lead in;

- Identify the workshop needed based on community feedback
- Identify dates, times and locations for workshops
- Connect with project partners in a timely manner to book facilitators
- Confirm the location and ensure all materials required for presentation are at the location
- Lead the introduction of the project partners to the community
- Support with workshop evaluation distribution and collection

## Appendix B: Project Timeline

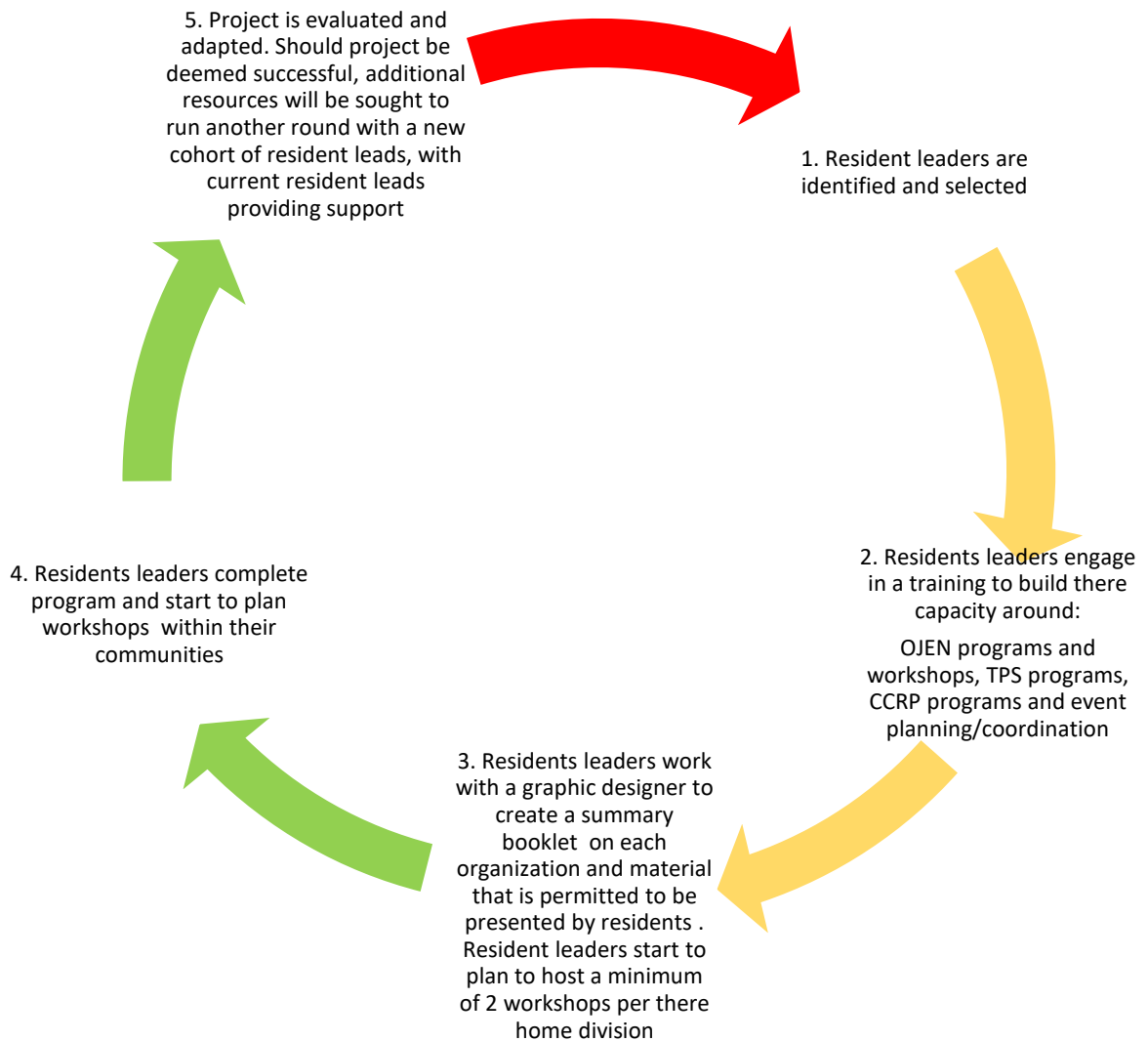
Timeline (weeks)	Task	Lead
0	Identify and introduce program coordinator	APCC
1 – 2	Start of project <ul style="list-style-type: none"> <li>Identify admin support</li> <li>Process to identify resident leads by creating application form</li> <li>Space for training</li> <li>Process to identify graphic designer</li> <li>Finalize workshop presenters and orders of presentations</li> </ul>	APCC, CCRP
2 – 4	Promote project through networks and review identified process to confirm resident leaders	APCC, OJEN, City of Toronto, Toronto Police Service (TPS)
5 – 10	Finalize resident leads and plan for orientation, workshops and graduation	APCC OJEN, City of Toronto, TPS
15– 22	Workshops and presentation design: <ul style="list-style-type: none"> <li>Pre-evaluation</li> <li>Start orientation and workshops</li> <li>Identify and introduce graphic designer</li> <li>Presentation of resident leader booklet</li> <li>Graduation</li> </ul>	OJEN, City of Toronto, Toronto Police
22 – 24	Community workshops; <ul style="list-style-type: none"> <li>Program Facilitators and residents work to identify time, date, location and topic for training</li> <li>Coordinate with Planning committee</li> </ul>	APCC, Residents, OJEN, City of Toronto, Toronto Police

## Appendix B: Project Timeline

	<p>to ensure stakeholders are available for community workshops</p> <ul style="list-style-type: none"> <li>Facilitate community workshops</li> </ul>	
25 – 28	<p>Project evaluation;</p> <ul style="list-style-type: none"> <li>Review of evaluations from workshops</li> <li>Post project focus group evaluation</li> <li>Project wrap-up</li> </ul>	Residents, APCC
28 – 30	<p>Wrap up</p> <ul style="list-style-type: none"> <li>Complete post project report</li> <li>Meet with stakeholders</li> <li>Identify next steps</li> </ul>	APCC Residents, OJEN, City of Toronto, Toronto Police

## APPENDIX C

### Project pathway and key stakeholder roles



Item	Rationale	Amount	In-kind amount
Project coordinator	\$26 @ 20hrs per week x 52 weeks	\$27,040	
Administrative support	\$16 @ 10hrs per week x 48 weeks	\$7,680	
Facilitator - CCRP	\$44.72 @ 8hrs per week x 16 weeks		\$5,724.16
Facilitator - TPS	\$46.70 @ 8hrs per week x 16 weeks		\$5,977.60
OJEN	Project support	\$12,000.00	\$10,300.00
Graphic designer	Creation of summary booklet for participants	\$3,000.00	
Transportation	20 participants x \$100 per participant	\$2,000.00	
Honorarium for resident leaders	\$1500 X 20 resident leaders	\$30,000.00	
Training/meeting space	\$800 per day x 8 sessions(8hrs per)		\$6,400.00
Workshop space	\$250 per day x 18 sessions (3hrs per)		\$4,500.00
Administration fee		\$8,172.00	
Project Evaluation	Project Evaluation -Impact on Resident leaders & community members participating in community sessions	\$1,000.00	
Total project cost		\$123,793.76	
In-Kind		\$39,478.00	
TPSB request		\$90,892.00	





## Toronto Police Services Board Report

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May 30, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: Special Constable Appointments and Re Appointments – June 2019**

### **Recommendation:**

It is recommended that the Board approve the appointments and re-appointments of the individuals listed in this report as special constables for the Toronto Community Housing Corporation (T.C.H.C.) and the University of Toronto (U. of T.), subject to the approval of the Minister of Community Safety and Correctional Services.

### **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 of Ontario*, the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Minister of Community Safety and Correctional Services. Pursuant to this authority, the Board now has agreements with the U. of T., T.C.H.C., and the Toronto Transit Commission (T.T.C.) governing the administration of special constables (Min. Nos. P571/94, P41/98 and P154/14 refer).

[The Service has received requests from T.C.H.C. to appoint the following individuals as special constables:](#)

Table 1 Name of Agency and Special Constable Applicant

Agency	Name	Status Request
T.C.H.C.	Grant BURNINGHAM	Appointment
T.C.H.C.	Brian MACDONNELL	Appointment
T.C.H.C.	Dave ZEBESKI	Appointment
U. of T.	Patricia TAVARES	Re - Appointment

### Discussion:

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

The agreements between the Board and each agency require that background investigations be conducted on all individuals who are being recommended for appointment or 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 T.C.H.C. and the U. of T. 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 Strength and Current Number of Special Constables

Agency	Approved Strength	Current Complement
T.C.H.C.	300	117
U. of T.	19	12

### 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 U. of T. 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

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\*original copy with signature on file in Board office



## Toronto Police Services Board Report

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May 3, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: New Job Description – Chief Information Officer**

### **Recommendation(s):**

It is recommended that the Toronto Police Services Board (Board) approve the attached new civilian job description for the position of Chief Information Officer (C.I.O.).

This role is a civilian member of the Command Team, and will be responsible for providing strategic direction and leadership for all technology strategy and management across the Toronto Police Service (Service).

### **Financial Implications:**

An external compensation market pricing review has been conducted by Mercer (Canada), and the role was matched to positions of similar responsibility and complexity within the comparator market (Canadian Public Sector, with similar size revenues/operating budgets). The 2019 base salary percentile range is \$198,000 (P25), \$221,000 (P50), \$273,000 (P75).

Based on the market data, this position has been placed within the civilian Command salary scale (C.A.O. level), with a current salary range of \$214,746 - \$248,814 per annum, effective January 1, 2018.

The 2019 operating budget impact will depend on when the position is staffed. As this is a new position, funding was not included in the 2019 operating budget request and therefore the 2019 cost will have to be absorbed within the Service's current operating budget. Assuming a September 2019 start date, the 2019 cost would be approximately \$80,000 to \$90,000, plus the cost of an executive search firm, if an external firm is used to recruit the C.I.O. The annualized impact will be included in the 2020 operating budget submission.

## **Background / Purpose:**

Service leadership has engaged independent third party services to provide formal baseline and benchmarking assessments of the Information Technology Services (I.T.S.) function over the past several years – E.Y., October, 2016 and Gartner Consulting, most recently, in January, 2019. These assessments were conducted in order to strategically assess the capability and strength of the Service's information technology function - a critical enabler of the Service's modernization journey.

Within the context of the broader transformational change at the Service, technology will play an increasing and integral role that must be recognized and incorporated into strategic planning at the Service. The ability of the I.T.S. function to support Service operations and modernization in a responsive, risk managed and cost effective manner is critically important as the Service continues to work towards a modernized policing model.

Both assessments noted significant and consistent issues with respect to the introduction of new services and technology systems required by the evolving operational needs of the Service. Specific improvement opportunities have been identified in the areas of:

- ✓ Current business engagement, relationship management and support from I.T.S.;
- ✓ Project and new I.T. request lifecycle management processes;
- ✓ Enterprise architecture scope of activity and responsibility;
- ✓ I.T.S. portfolio management;
- ✓ Governance and alignment of I.T.S. to business strategy;
- ✓ I.T.S. organizational model and related planning, design and implementation responsibilities.

The most recent assessment conducted by Gartner Consulting (January, 2019) indicated that I.T.S. is critically under-resourced and significantly under-funded compared to its peers, and will face an extremely difficult task of meeting the increasing demands and expectations of the Service and its members.

Without a significant shift in funding and resourcing strategies, and/or a significant reset of the Service's expectations of I.T.S. in terms of reducing net-new project demands, the Service faces an increasing degree of already significant risk, and is likely to experience a range of detrimental consequences.

Leading practices indicate that the I.T. operating entity should be a service focused organization, aligned closely to broader Service business strategy and responsive to enabling business operations with new technology.

## **Discussion:**

The Service must consider its tactical and longer term investment strategy for I.T.S., in order to adequately address the identified gaps and limitations, and to mitigate key risks that present the Service with a significant degree of exposure. I.T.S. must evolve to a

more integrated and business enabling organization, structured to better support the broader Service modernization effort.

Having the right level of leadership will be fundamental to the future success of I.T.S., and its ability to champion and support a challenging modernization agenda. It will begin with a clear strategy and vision that gives meaning and direction to I.T.S., and more broadly, to the rest of the Service.

The C.I.O. role will provide strategic direction and leadership for all technology strategy and management across the Service.

This senior leadership role would be accountable for the development and successful execution of an I.T.S. modernization program, creating a “blueprint” for modernization across the following work streams:

- Technology Governance
- Project & Portfolio Management
- I.T. Organizational Model
- Service Delivery Model

Expected outcomes and benefits from this program would include:

- An I.T.S. organization re-aligned for robust service delivery that is linked to business strategy, both for new technology introduction and for effective service support;
- Improved I.T. portfolio and project management governance and oversight;
- Improved alignment and integration of I.T.S. to broader business strategy and transformation;
- An I.T.S. organization able to adopt and take advantage of emerging service delivery models, while managing cost and risk.

The profile of the ideal candidate would include a background in successfully modernizing legacy I.T.S. functions, and exceptional ability to lead complex I.T. portfolios and P.M.O. functions in highly sensitive and pressurized environments that demand responsiveness, flexibility and decisive, expert leadership.

The new job description for the C.I.O. is attached (see Appendix A).

## **Conclusion:**

It is therefore recommended that the Board approve the job description for the position of C.I.O. Subject to Board approval, this position will be staffed accordingly.

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 at Board office.

## **APPENDIX A**

### **Chief Information Officer**

#### **Position Summary**

The Chief Information Officer (CIO) is the Command position for Information Technology (IT) leadership for the Toronto Police Service. This senior leadership position has complete ownership for the creation and execution of the Service-wide IT strategy, ensuring alignment with the Service's strategic direction and modernization, as outlined in "The Way Forward."

As a member of Command, the CIO will be appointed by the Toronto Police Services Board for a five-year term. The CIO participates and contributes to the overall Service strategy, bringing a current knowledge and future vision of leveraging information and technology in process and operational improvement. The CIO will assist the organization in developing solutions to identified and emerging technology challenges in the policing sector. The position is responsible for the management, oversight and implementation of all technology across all facets of the Service, including: Priority Response, Communities & Neighbourhoods, Specialized Operations, Human Resources and Corporate Support.

The CIO provides direct supervisory oversight of the following units: Information System Services, Enterprise Architecture Office, Infrastructure & Operations Support Services, IT Customer Service, Telecommunications Services and the IT Project Management Office.

#### **Primary Responsibilities**

##### *Developing and leading the IT vision*

- Sets the mission and vision of the Service's IT organization to support the increasingly technology enabled and data-driven operations of the Service. Develops a "blueprint" for overall IT modernization that will enable the Toronto Police Service to emerge as a leader in technology as it relates to the delivery of policing.
- Leads the development and execution of the Service's IT strategy and "blueprint", ensuring its integration with the Service's strategic planning process, and the resulting business / operational strategy and plans.
- Ensures cost-effective delivery of IT services to meet needs and is able to respond with agility to changing Service priorities.

##### *Strategic collaboration and progress at the Executive level*



- Acts as a trusted advisor by building and maintaining relationships with members of Command, including the Chief of Police and the Board to develop a clear understanding of Service needs and demonstrate an ability to identify workable solutions to those needs
- Collaborates with Command and other senior leaders to define and execute a digital business strategy. Participates in and contributes to the assessment of external digital opportunities and threats, and internal technology capabilities required to achieve desired operational outcomes and benefits.
- Uses influencing and negotiation skills to create synergies across the Service to enable cost-effective and innovative shared solutions in achievement of operational goals.
- Serves as ITS program management Executive by driving the development of 'best in class' enterprise technology standards, governance processes and performance metrics to ensure IT delivers value to the Service.

#### *Information Technology leadership and knowledge source*

- Maintains currency on new technologies and platforms and provides direction on what emerging technologies should be assimilated, integrated and introduced within the enterprise to ensure IT capabilities respond to the needs of the Service's digital / operational business strategy.
- Provides strategic direction in the organization's IT innovation efforts and role in experimenting with new solutions to take advantage of those opportunities in the fulfilment of the digital business / operational strategy of the Service.
- Provides strategic direction and oversight for the design, development, operation and support of IT systems and programs that fulfil the needs of the business, including enterprise architecture management, application management, security and risk management, and infrastructure and operations support management.

#### *Budgeting and financial management leadership*

- Develops and controls annual operating and capital expenditure budget for IT to ensure it is consistent with overall strategic objectives of the Service and is within plan.
- Directs the development of IT sourcing strategy and provides executive oversight for strategic vendor and partner relationship management.

#### *Human Resource leadership*

- Develops an IT "people strategy", including appropriate organization structure, reflecting an IT workforce with the appropriate mix of business knowledge, technical skills and competencies that balance the needs between growing the agility required to achieve digital business objectives and ensuring the core IT functions are reliable, stable and efficient. Provides leadership, coaching and direction to the Service IT leadership team and members.

#### *Collaboration with external partners*

- Enhances the capabilities of IT by leveraging a multitude of resources, both internally and externally.
- Acts as the Service representative on technology issues before government and regulatory bodies, and is a liaison with the CIOs of other municipal and provincial public safety agencies.

### **Skills, Knowledge and Experience**

- Bachelor's or Master's degree in Computer Science, Information Systems, Business Administration or related field, or equivalent work experience
- 10 or more years of progressive leadership experience in IT; preferably five to seven years of leadership responsibilities in the public sector, with budget responsibility
- Proven capability in leading and modernizing IT functions that improve data analytics capability, workforce mobility, next generation maturity and enable operational transformation
- Demonstrated experience leading large, organization- wide programs, within complex IT environments
- Demonstrated experience in IT strategic planning, IT program planning and IT program execution
- Demonstrated experience in IT organization design and development
- Demonstrated understanding of current and converging technologies, including cloud deployment, big data, mobile and video
- Conversant with core technologies in public safety, covering dispatch, records management, case management, radio and data communications, as well as, emerging technologies.
- Exceptional leadership skills with the ability to develop and communicate an IT vision that inspires and motivates IT staff and aligns to the department strategy
- Strong business acumen, including public safety-specific knowledge
- Strong information technology acumen, including full lifecycle knowledge of delivering of critical mission-critical applications
- Ability to develop and demonstrate the business value of IT to the Board, Service and other stakeholders
- Effective negotiation skills across internal and external parties, and vendors
- Deep expertise in budget planning and financial management
- Demonstrated ability to develop and execute a strategic resource plan that ensures that the right people are in the right roles at the right time and that employees are highly engaged and satisfied
- Excellent verbal and written communication skills, including the ability to explain technology concepts to senior leaders, and business concepts to the IT workforce
- Experience establishing and evolving effective enterprise architecture frameworks that considers the broader needs of the organization as IT capabilities mature

- Experience with data management and data integration practices and processes to enable and mature enterprise data and analytics
- Demonstrated experience as an organizational leader who can inspire medium to large workforces within complex, unionized environments

**Preferred Experience**

- 5 or more years of relevant IT leadership experience in a public safety organization

Preference for experience with planning, deployment and maturity of advanced analytics capabilities and solutions



## Toronto Police Services Board Report

---

May 31, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: New Job Description – Accommodation Coordinator,  
Wellness**

### **Recommendation(s):**

It is recommended that the Toronto Police Services Board (Board) approve the attached new civilian job description and classification for the position of Accommodation Coordinator, Wellness.

### **Financial Implications:**

The Accommodation Coordinator position is classified as an A08 (35 hour) within the Unit A Collective Agreement, with an annual salary of \$71,681 - \$81,093, effective January 1, 2019.

At its meeting on October 26, 2017, the Board approved the modernization plan for Human Resources (H.R.) in support of *The Way Forward* Implementation (Min. No. P228/17 refers). As part of that approval, the Board approved the investments required to fill vacant and new positions in three phases, with each phase using the annual operating budget. The Accommodation Coordinator position is being rolled out in phase two and funding for this new position is included in the Service's approved 2019 operating budget.

### **Background / Purpose:**

A job description for a new Accommodation Coordinator, Wellness position has been recommended (see Appendix A). As this is a new position, Board approval is required.

As part of the modernization plan for H.R. that was presented to the Board in October 2017, one of the key features of the new H.R. Service Delivery model included:

- The restructuring of specialized services (Labour Relations, Talent Acquisition, and Wellness) dedicated to case management and the resolution of complex

employee issues requiring in-depth expertise, support, and knowledge of T.P.S. policies and programs, including:

- The consolidation of all wellness resources under one manager responsible for the creation of a comprehensive wellness strategy for first responders and those who support them, as well as improved return-to-work and health and safety processes with a wellness focus.

Also, in line with the Toronto Police Service (Service) People Plan, there is a need to have a revamped accommodation process for medical and non-medical requests that supports the new policing model to be where the Service and public needs us most. As part of this revamped process, we have centralized all member accommodation requests, evaluations, monitoring, and tracking in the Wellness unit.

## **Discussion:**

There is an ongoing requirement to evaluate and adjudicate workplace accommodation requests from members of the Service and this must be done in a fair and impartial manner in accordance with the *Human Rights Code*. The Service regularly has an ongoing request for accommodation rate of 5-10% of its member population. These requests fluctuate on a daily basis and require ongoing monitoring, coordination, and evaluation.

As a best in class employer, the Board has affirmed its support for the principle of accommodation with dignity, and the right to accommodation in the workplace short of undue hardship in accordance with the *Human Rights Code* in a manner which balances the needs of our members, the Service, and by extension, the public.

Given the complex nature of accommodation requests, continuing developments in current case law around the duty to accommodate, and the rapidly evolving needs of the Service, a dedicated resource to coordinate and oversee the workplace accommodation program is imperative. By having a subject matter expert responsible for this program, it is anticipated that there will be a more timely response to member accommodation requests and needs, an increased ability of the Service to deploy resources where they are needed most and to ensure that the Service is continuing to be compliant with legislative requirements related to accommodation.

The new job description for the Accommodation Coordinator is attached to this report. The position has been evaluated using the Service's job evaluation plan and has been determined to be an A08 (35 hour) position within the Unit A Collective Agreement. The current salary range for this position is \$71,680 - \$81,093 per annum, effective January 1, 2019.

**Conclusion:**

It is therefore recommended that the Board approve the job description and classification for the position of Accommodation Coordinator, Wellness. Subject to Board approval, the Toronto Police Association will be notified accordingly, as required by the Unit A Collective Agreement, and this position will be staffed in accordance with the established procedure.

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 at Board office



**TORONTO POLICE SERVICE**  
**JOB DESCRIPTION**

**Date Approved:**  
**Board Minute No.:**  
**Total Points:** A08  
**Pay Class:** 437.5

<b>JOB TITLE:</b>	Accommodation Coordinator	<b>JOB NO.:</b>	A08078
<b>BRANCH:</b>	Human Resources Command/People & Culture	<b>SUPERSEDES:</b>	New
<b>UNIT:</b>	Wellness Unit	<b>HOURS OF WORK:</b>	35 <b>SHIFTS:</b> 1
<b>SECTION:</b>		<b>NO. OF INCUMBENTS IN THIS JOB:</b>	1
<b>REPORTS TO:</b>	Claims Lead, Wellness Unit	<b>DATE PREPARED:</b>	2019.05.27

**SUMMARY OF FUNCTION:**

Under the direction of the Claims Lead, Wellness Unit, ensures effective communication and coordination with all units relating to workplace accommodation. Reviews, assesses and adjudicates workplace accommodation requests and co-ordinates the safe and timely placement of work accommodation assignments in accordance with applicable legislation, Service governance and the needs of members and the Service.

**DIRECTION EXERCISED:**

Exercises latitude in a collaborative, fast-paced and detailed-oriented position to meet strategic and operational goals; exercises personal initiative, professional and sound judgement and proficiency in initiating and completing simultaneous complex requests; and utilizes analytical methodologies to support implementation of the program and meet deadlines.

**MACHINES AND EQUIPMENT USED:**

Workstation with associated software and any other office related equipment, as required.

**DUTIES AND RESPONSIBILITIES:**

1. Organizes meetings, prepares briefing notes, reports and recommendations, and assesses and analyzes information regarding accommodation and return to work matters.
2. Liaises with various units, subject matter experts and stakeholders to gather relevant information associated to accommodation related matters, while building strong working relationships.
3. Provides informed advice, support and recommendations concerning workplace accommodation to senior management and staff.
4. Develops and maintains a repository of modified work assignments in the Service.
5. Develops and maintains statistical reports, trend and data analysis on the frequency, severity and pattern of accommodation requests.
6. Prepares reports, summaries and correspondence, including Board Reports, related to workplace accommodation and other related matters.
7. Reviews and evaluates existing Service procedures and policies relative to legislation related to accommodation and disability management and recommends and implements inclusive strategies that ensure compliance with legislation.
8. Provides advice and guidance to members with respect to appropriate protocols, legislative requirements, Service procedures and practices to ensure adherence to the Code and other legislative requirements.
9. Supports the Service on internal and external committees and at community engagements, as required.

The above statements reflect the principal functions and duties as required for proper evaluation of the job and shall not be construed as a detailed description of all the work requirements that may be inherent in the job or incidental to it.



**TORONTO POLICE SERVICE**  
**JOB DESCRIPTION**

**Date Approved:**  
**Board Minute No.:**  
**Total Points: A08**  
**Pay Class: 437.5**

<b>JOB TITLE:</b>	Accommodation Coordinator	<b>JOB NO.:</b>	A08078
<b>BRANCH:</b>	Human Resources Command/People & Culture	<b>SUPERSEDES:</b>	New
<b>UNIT:</b>	Wellness Unit	<b>HOURS OF WORK:</b>	35 <b>SHIFTS:</b> 1
<b>SECTION:</b>		<b>NO. OF INCUMBENTS IN THIS JOB:</b>	1
<b>REPORTS TO:</b>	Claims Lead, Wellness Unit	<b>DATE PREPARED:</b>	2019.05.27

**DUTIES AND RESPONSIBILITIES:** (cont'd)

10. Maintains awareness of new trends and developments in the field of human rights, disability management and workplace accommodation and incorporates this knowledge in the support and development of projects assigned.
11. Collects, evaluates, collates and analyses information /data and reports relating to various projects and proposals, and provides findings, recommendations and courses of action.
12. Performs other duties, functions and assignments inherent to the position.

.../2

The above statements reflect the principal functions and duties as required for proper evaluation of the job and shall not be construed as a detailed description of all the work requirements that may be inherent in the job or incidental to it.





## Toronto Police Services Board Report

---

June 11, 2019

To: Members  
Toronto Police Services Board

From: Andy Pringle  
Chair

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

### **Recommendation(s):**

It is recommended that the Board approve payment of an invoice dated May 28, 2019 in the amount of \$143,818.90 and that such payment be drawn from the Board's ongoing operating budget for professional services rendered by Honourable Gloria Epstein and Cooper, Sandler, Shime and Bergman LLP.

### **Financial Implications:**

The total amount invoiced to date is \$773,682.46.

### **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).

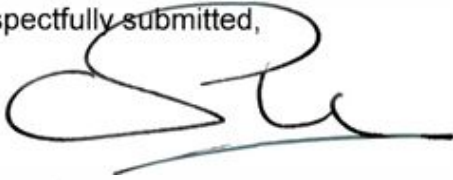
### **Discussion:**

I have attached a copy of the Review's detailed account for services rendered, up to and including May 28, 2019, in the total amount of \$143,818.90. A detailed statement is included on the in-camera agenda for information.

**Conclusion:**

It is, therefore, recommended that the Board approve payment of an invoice dated May 28, 2019 in the amount of \$143,818.90 and that such payment be drawn from the Board's ongoing operating budget for professional services rendered by Honourable Gloria Epstein and Cooper, Sandler, Shime and Bergman LLP.

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'AP', with a long horizontal flourish extending to the right.

Andy Pringle  
Chair

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 28, 2019

**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 24, 2019 to May 28, 2019

Total Fees	\$54,992.00	
HST on Fees (13%)	7,148.96	
<b>Total Fees &amp; HST</b>		<b>\$62,140.96</b>
Disbursements Sub-total	\$72,392.81	
HST on Disbursements (13%)	9,285.13	
<b>Total Disbursements &amp; HST</b>		<b>\$81,677.94</b>
<b>TOTAL FEES AND DISBURSEMENTS</b>		<b>\$143,818.90</b>
for this account dated	May 28, 2019	
<b>BALANCE OWING</b>		<b>\$371,074.48</b>

THIS IS OUR ACCOUNT HEREIN

Cooper Sandler Shime & Bergman LLP

Mark J. Sandler

E. & O.E.

Total HST \$25,733.65  
HST #:122552227

Approved By:

  
Ryan Teschner #83693  
Executive Director  
Toronto Police Services Board



## *Central Joint Health and Safety Committee*

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### **PUBLIC MINUTES**

**40 College Street, 7<sup>th</sup> Floor Board Room  
Thursday May 9, 2019  
1:00 PM**

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#### **Meeting No. 65**

##### Members Present

Chair Andy Pringle, TPSB & Co-Chair, CJHSC  
Mr. Jon Reid, Director, TPA & Co-Chair, CJHSC  
Deputy Chief Barbara McLean, TPS, Command Representative - *absent*  
Mr. Brian Callanan, TPA & Executive Representative

##### Also Present

Mr. Rob Duncan, Safety Planner & Program Coordinator, Wellness Unit  
Ivy Nanayakkara, Manager, Wellness Unit  
Diana Achim – TPSB  
Claire Wagar, TPA

Chair for this Meeting: Jon Reid, Director, Toronto Police Association, and  
Co-Chair, Central Joint Health and Safety Committee

#### **Opening of the Meeting:**

1. The Chair welcomed the group to the meeting, and called the meeting to order at 1:00pm.

2. The Committee approved the public and confidential Minutes from the meeting that was held on December 13, 2018.

**The Committee considered the following matters:**

3. REVIEW OF TERMS OF REFERENCE – 2018 REVIEW

Mr. Reid advised the committee the terms of reference haven't changed over the years and there would be no reason to change at this time.

<b>Status</b>	<b>Resolved</b>
<b>Action</b>	<b>The Committee agreed that this item has been resolved and there is no action required at this time.</b>

4. REVIEW OF OCCUPATIONAL HEALTH AND SAFETY POLICY – 2018 REVIEW

Mr. Duncan mentioned the last time it was changed it included content surrounding sexual harassment and there is no reason to change at this time.

<b>Status</b>	<b>Resolved</b>
<b>Action</b>	<b>The Committee agreed that this item has been resolved and there is no action required at this time.</b>

5. FULL BODY SCANNERS

Mr. Duncan mentioned the Pilot finished on April 20, 2019 with a total of 337 scans completed. We anticipate receiving the final evaluation within the next month which will answer a lot more questions such as the preferred machine.

Chair Pringle asked why this process has been so long given the fact that we have been criticized, this should have been a rapid fire process with a priority on fast tracking this.

Mr. Duncan mentioned the issue is not so much whether we are going to use it, it's the procurement aspect as we are spending several hundreds of thousand dollars on the equipment.

Mr. Reid raised another issue with respect to the cost of the units and also the facility size. Mr. Duncan concurred that the units require a dedicated space and the stations don't have the physical space with the exception of the new design of division 32.

Mr. Duncan confirmed the project team is working on the final report and once the recommendation has been made then we will be ready to go, he will also convey the urgency to the project team.

<b>Status</b>	<b>Ongoing</b>
<b>Action</b>	<b>Mr. Rob Duncan to provide update at the next meeting.</b>

#### 6. DUTY BELTS

Mr. Duncan mentioned the medical requirement has been removed on the web belts.

<b>Status</b>	<b>Resolved</b>
<b>Action</b>	<b>The Committee agreed that this item has been resolved and there is no action required at this time.</b>

#### 7. ARMED POLICE OFFICERS IN COURT HOUSES

Mr. Duncan provided the update on behalf of S/Supt. Yeandle and Deputy Coxon and the understanding is the TPA and Courts are already working on this.

Mr. Duncan mentioned that Deputy Coxon was taking a lead on this with a working group and the TPA is working with Courts on this specific issue.

<b>Status</b>	<b>Ongoing</b>
<b>Action</b>	<b>Deputy Chief McLean to provide update at the next meeting.</b>

#### 8. FIRE SCENES N95 MASKS

Mr. Duncan mentioned this is topical particularly this week given the recent fire. We are proceeding with the fit testing.

The masks provide limited protection with particulate matter. Members weren't clear what the protection was with the mask. Safety messaging will be provided with the safety concerns and what the masks are for.

<b>Status</b>	<b>Ongoing</b>
<b>Action</b>	<b>Mr. Duncan to provide an update at the next meeting.</b>

## 9. UNIFORM QUALITY

Mr. Reid mentioned the pants are too rigid, uncomfortable and it's important for the members who work up to a twelve (12) hour shift that the pants be durable and comfortable. The Blauer pants were ideal, however expensive. It would be good if we could find the Blauer quality of pants without paying for the name. It was brought up at the Clothing and Equipment meeting on May 8, 2019 that the OPP are also looking at other suppliers for a better quality pant which the service hopes to leverage from.

Mr. Duncan said that we went with a much cheaper vendor which on the durability side was alright, however we are still looking for comfort.

Chair Pringle suggested approaching Roots as they are made in Canada, branded and may be interested in the RFP.

<b>Status</b>	<b>Ongoing</b>
<b>Action</b>	<b>Mr. Reid to provide an update at the next meeting.</b>

## 10. SCENT FREE WORKPLACE

Mr. Duncan mentioned the intranet article was developed as a soft launch without getting into the policy or governance side. It encourages showing consideration to other members and to promote internally through a couple of different avenues. This is a way of making people aware.

Overall we are expecting a positive response.

<b>Status</b>	<b>Resolved</b>
<b>Action</b>	<b>The Committee agreed that this item has been resolved and there is no action required at this time.</b>

## **NEW MATTERS FOR CONSIDERATION**

## 11. BOOTLEG PROTECTORS

Mr. Reid said that 55D officers observed DAS members use them at a recent radio call where the apartment was infested with bed bugs, cockroaches, mice and human feces. There are between forty and fifty incidences per year. Each boot is a one-time use. These boots would ensure members health and safety, provide protection against certain hazards and could prevent the service from decontaminating countless sets of uniform clothing.



Chair Pringle said they are also good for using in floods within buildings. It was questioned whether they recyclable.

Mr. Reid will check if they are recyclable as they are a one-time use. The price per boot ranges from \$8.00 to \$10.00.

Mr. Duncan found one for .76 cents per boot cover, however doesn't have a sample to compare quality.

It would be good to get some samples for different products as well as possible texture on the bottom. Definitely in favour of trying it out.

<b>Status</b>	<b>Ongoing</b>
<b>Action</b>	<b>Mr. Reid to provide other samples and find out if they are recyclable.</b>

## 12. WELLNESS DAY

Ms. Nanayakkara requested a new item be brought to members of the committee to take away to their respective Boards.

Currently in the process of planning for Wellness Day on Oct. 16, 2019 (tentative) which has been jointly sponsored by the TPSB and TPA.

Since 2014 both boards have contributed \$2000 each toward the event. It was a great event last year and we would like to continue in that vain. Over 130 people attended last year.

Ms. Nanayakkara is respectfully requesting an increase to double the request from last year. Precedent is the board sets the contribution amount and the TPA matches.

This year we are hoping to have more items such as two speakers, swag, meals and as sponsors you would get to participate, promote and have the opportunity to be a sponsor.

Chair Pringle suggested we should record the event and post to the website for future reference.

Ms. Nanayakkara will send the document to the committee for review.

<b>Status</b>	<b>Ongoing</b>
<b>Action</b>	<b>Ms. Nanayakkara to email the document to the committee for their consideration.</b>

**Next Meeting:**

To be determined.

---

**Members of the Central Joint Health and Safety Committee:**

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



## Toronto Police Services Board Report

---

June 10, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: Annual Report: 2018 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 2018.

### **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.

From the latter part of 2017 to early 2018, the T.P.S. and the Chang School at Ryerson University worked collaboratively to provide members with new and relevant learning opportunities for professional development and personal growth. This work stemmed from an initiative of the Transformational Task Force, and a subsequent Request for Proposals for an academic partnership to help modernize T.P.S. training programs. This initiative was funded by the Police Effectiveness and Modernization grant.

Part of this initiative involved courses at the Chang School that align with the T.P.S.'s Vision Statement, which encourages members to be world leaders in policing through continuous learning, excellence, innovation, quality leadership and management. Courses on Bias Avoidance, Gender Violence, Black Community, L.G.B.T.Q. Community, Mental Health and Indigenous Communities, which are designed to establish the historical and theoretical underpinnings of community engagement, were chosen for members to take in 2018, as well as courses in change management, human resources, and project management. These courses help members continue to be sensitive to the needs of our large urban city, while supporting the modernization of the T.P.S.

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 and its impact on T.P.S. and the community. The courses studied were:

1. Conducted Energy Weapon Expansion;
2. Internet Facilitated Investigations; and
3. Safe Skills-Police Vehicle Operations

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 2019 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 2018.

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:br

Filename: Annual Report – 2018 Training Program

## APPENDIX A



# **The Effectiveness of Policing Training Toronto Police College April 2019**

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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 in-depth analysis. This long-term in-depth analysis was conducted on selected programs. Specifically, three training courses or programs delivered in 2018 were reviewed based on the above criteria. These courses were as follows:

1. Conducted Energy Weapon Expansion;
2. Internet Facilitated Investigations; and
3. Safe Skills-Police Vehicle Operations

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 2018 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 2018, 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.

### **Scope of 2018 Transfer Study:**

During 2018, 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. Conducted Energy Weapon Expansion;
2. Internet Facilitated Investigations; and
3. Safe Skills-Police Vehicle Operations

### **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:**

## **Conducted Energy Weapon (C.E.W.) Frontline Expansion Course**

The C.E.W. frontline expansion course is a two day, 20 hour course designed specifically for constables deployed to frontline policing duties. This course exceeds the provincial standard by eight hours. This course is based on a set of principles that foster the responsible and accountable use of C.E.W.s, while recognizing that they are an appropriate tool for officers who must use force.

Officers are required to demonstrate knowledge of and proficiency in the legislation, regulatory framework, the community context surrounding the weapon's development and introduction, and the structure and function of the weapon and its effects. A key component of the training is the practical scenarios where the officers must use sound judgement along with effective de-escalation techniques when deciding whether to use force and what options to use.

This course examines the following:

- Spark Test/Loading and Unloading Smart Cartridges;
- Technology Overview;
- Common Effects/Side Effects of a C.E.W.;
- Three Deployment Modes;
- Use of Force Reporting – Federal, Provincial and Toronto Police Service Laws, Use of Force Forms, Reporting Requirements, Policies and Procedures for C.E.W. usage;
- De-escalation Techniques;
- Practical Applications – Hands on Drills; and
- Tactical Considerations and Dynamic Simulation Training.

### **Transfer of Learning:**

In order to assess transfer of learning, a survey was conducted to members who completed their training in 2018. The respondents clearly indicated that they applied the knowledge gained in their training and provided ways in which they used this knowledge. The below questions were selected to highlight those areas where members were able to identify and apply course learning objectives.

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

The following questions were posed to members. 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
Do you feel that the learning you acquired has helped to improve your overall performance in performing your duties?	79%
As a result of my training I am better prepared to use the C.E.W. if required.	82%
As a result of my training I improved my ability to use an alternative force option.	82%
As a result of my training I increased my ability to articulate my use of force.	72%
As a result of my training I am more proficient with my issued equipment.	75%

Analysis of the survey results indicate that C.E.W. training, has positively impacted respondents with respect to preparedness, proficiency and the ability to articulate the reason for deployment of this alternative use of force option.

Note: C.E.W. deployment to frontline constables began in May 2018, and training continued in 2019. This initial assessment was designed to obtain an early indication of course effectiveness thus far. This course will be evaluated again next year to assess the effectiveness of any changes made to the training in 2019.

## **Internet Facilitated Investigations-Level II - Open Source Information Gathering**

The Internet Facilitated Investigations (I.F.I.) is a group of courses divided into four levels, designed to assist current and future investigators with the ability and knowledge to use the Internet to obtain information, both public and private, for criminal investigations.

Level II is an introduction to the Internet as a source for intelligence and information gathering. At the completion of the course investigators are able to demonstrate knowledge, usage of online tools and resources required to apply Canadian laws to successfully conduct open source research in order to support investigations. It is meant to open new avenues of intelligence gathering and the securing of digital evidence. The course also promotes the use of the Internet as a means to reach into the community to develop lines of communication in solving crime.

The course introduces and examines the following:

- Introduction to the Internet;
- Open Source Information Gathering;
- Social Media Current Trends;
- Online Conduct / Policy and Procedures;

- Introduction to Computer Technology; and
- Open Source Platforms as an Investigative Tool.

### Transfer of Learning:

In order to assess the transfer of learning for I.F.I.-Level II a survey was created and completed by T.P.S. members who have taken the course in 2018. 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	23%
Investigative	61%
Analyst	5%
Other	11%

Transfer Evaluation Question	Positive Percentage
I have attended calls for service or otherwise investigated incidents in which I recognized a digital component.	79%

Transfer Evaluation Question: Since taking this course I generally:	Percentage
Call C3 less often than previously at early stages of my investigation	59%
Call C3 at early stages of my investigation about the same as before I took the course	35%
Call C3 more often than previously at early stages of my investigation	6%

Transfer Evaluation Question: Since taking this course, and in attending or investigating incidents, I have:	Positive Percentage
Located online data that has provided intelligence that has assisted with ongoing investigation	69%
Located online data that has provided intelligence that has revealed new avenues for investigation	44%
Located online data that has provided evidence of past, ongoing, or future crimes	36%

Transfer Evaluation Question: Since taking this course:	Positive Percentage
I have used online sourcing in an 'Information to Obtain Judicial Authorization' (i.e. Search Warrant, Production Order, Tracking Warrant, Text Data Recorder, etc.)	28%

<b>Transfer Evaluation Question: Since taking this course:</b>	<b>Positive Percentage</b>
I have obtained a Production Order for online data or records.	21%
I have sought data and records from Internet Service Providers under exigent circumstances	10%
I have become more aware of the vulnerabilities of my personal online use (such as social media, location settings, digital footprint)	85%
I have taken steps to strengthen the security of my online information	79%
I have shared tips for online security with my friends, and/or family (to reduce their potential victimization)	74%

<b>Transfer Evaluation Question: With the rapid evolution of online and digital technologies, how often do you feel a refresher course should be offered to members of the T.P.S.?</b>	<b>Percentage</b>
Every year	31%
2-3 years	67%
4-6 years	2%

<b>Transfer Evaluation Question: Since completing this course:</b>	<b>Positive Percentage</b>
I have recognized crimes that have been committed online which I would not have before	84%
My ability to complete proper notes in relation to online investigations has increased	95%
I have more knowledge about how social media platforms are used	92%

Analysis of the survey results shows that the majority of members are being required to investigate crimes that involve a digital component. This course appears to be having the impact in the field for which it was designed. A large number of members report that their ability has increased in detecting digital crime they would not have before. As a consequence of this training, members have reduced their reliance on the C3 unit to assist in the early stages of an investigation. The training has not only increased the detection of digital crime but also the quality of the evidence and police notes in relation to those crimes. Of particular note is the increase in awareness of personal digital security in our members which is extremely important because of the potential of a members duties bleeding over into their personal digital life.

Furthermore, those who have completed the course have a greater understanding of crimes that can be committed through online means. This course has increased their knowledge on how to acquire digital evidence in a defensible manner.

## Safe Skills and Emergency Driving Course

The Safe Skills and Emergency Driving Course (S.S.E.D.C) is refresher driver training for front-line police officers. It is intended to increase public and officer safety during destination, patrol, emergency response and suspect apprehension pursuit modes of police driving.

This training consists of eight hours of study with interactive in-class activities, scenario based simulation and practical vehicle dynamics exercises. Officers are required to demonstrate knowledge of and proficiency in vehicle operation and related legislation.

The training team at Police Vehicle Operations has designed the curriculum and practical scenario training to emphasize that officers must use cooperative driving strategies along with effective collision avoidance techniques to ensure public safety while operating emergency vehicles.

This course has been designed to cover the following main topics:

- Interactive Cooperative Driving Presentation;
- Scenario Based Simulation Exercises;
- Suspect Apprehension Pursuit - T.P.S. Policy and Procedure 15-10; and
- Multitasking, Reversing and Collision Avoidance Exercises.

### Transfer of Learning:

In order to assess transfer of learning for the S.S.E.D.C., members who completed the training in 2018 were surveyed. The questions below were selected to highlight those areas where members were able to identify and apply course objectives.

The following table provides a detailed breakdown of the additional metrics used during the assessment. Specifically, members were asked where they were assigned when they took the course in 2018.

The majority of respondents indicated that they were deployed to uniform duties.

Deployment	Breakdown in Percentage
Investigative, Plainclothes and Other	8%
Uniform	92%

The majority of respondents indicated they had more confidence driving while performing their duties after attending the S.S.E.D.C.

Question	Positive Percentage
I was able to apply the learning acquired to improve my overall confidence in performing my duties.	92%
This training made me a more confident driver.	96%

Respondents were asked a series of scaled questions regarding a selection of specific learning objectives selected from the course curriculum linking them to outcomes. They were asked to rate the learning outcome which can vary from comprehension to application depending on the item. A Likert Scale of 'Strongly Disagree' to 'Strongly Agree' 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'.

Curriculum Item	Percentage
I characterize the operation of T.P.S. vehicles as having a degree of risk requiring the use of cooperative driving behaviour.	86%
The simulator training assisted me by demonstrating how to make good driving decisions.	48%
I am able to characterize that the task of driving has a high degree of risk requiring the consistent application of cooperative driving strategies.	88%
I am able to identify risky behaviours (speeding, tailgating, sudden unexpected maneuvers) while operating T.P.S. vehicles that lead to collisions.	86%
I have adopted a positive attitude when operating T.P.S. vehicles to reduce the risk of being involved on a collision.	90%
I always consider the impact of my actions on public safety during emergency response driving.	92%
I am able to explain the Highway Traffic Act exceptions for police officers operating emergency vehicles.	88%
I carefully assess the risk to public safety and exhaust all alternatives prior to engaging in a suspect apprehension pursuit.	90%
The three part test (Criminal Offence or Identity, Alternatives and Risk) provides me with a framework for evaluating the appropriate actions if a driver will not stop when directed.	88%
I do a daily circle check prior to using a T.P.S. vehicle.	90%
I am always mentally and physically prepared before operating a T.P.S. vehicle.	90%
Wearing a seatbelt increases my personal safety in the event of a collision.	92%
When operating T.P.S. vehicles I am constantly utilizing an eye lead of 15 seconds or more to ensure I am able to spot hazards well in advance.	86%



By moving my head and checking my mirrors every 5-8 seconds I am able to increase awareness of what is happening all around my vehicle.	92%
I constantly adjust my speed based on road, traffic and environmental conditions.	92%
Using my horn to alert other drivers increases my safety.	90%
I take extra care when reversing knowing that it is a frequent cause of T.P.S. vehicle collisions.	90%
I drive in predicable manner (speed, signaling, and lane of travel resistance) as a cooperative measure to assist other drivers.	90%
I ensure there is adequate space around my T.P.S. vehicle (following distance and escape routes) keep me and others safe.	90%

Officers attend this refresher training in one of two scenarios. The first is when directed by their Unit Commander after being involved in a T.P.S. vehicle collision. The second scenario is officers taking the training as an elective course to refresh their knowledge, skills and abilities.

Respondents were surveyed about how often they believe that front line officers should attend emergency vehicle refresher driver training.

Training Interval	Percentage
Every year	40%
Every three years	28%
Every five years	24%
Every ten years	0%
Only when involved in a collision.	8%

Finally, respondents were asked general scaled questions about their opinion of the course. The percentage of positive responses is noted.

Question	Percentage
The duration of the Safe Skills and Emergency Response Driving Course was appropriate.	88%
I would recommend this course to other T.P.S. members.	86%

The evaluation of the survey results show that the majority of members who have completed the S.S.E.D.C. positively responded that they apply the lessons learned to the operation of T.P.S. emergency vehicles.

### **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 Ontario Police College (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; and
- St. John Ambulance Instructor Development Program.

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 they have the necessary weapons and equipment to fulfil their 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. From May to December, a total of 845 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 and Use of Force Instructors. In January of 2018, the In-Service Training Section was renamed as 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;
- 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.) Section:**

The T.P.S. employs a variety of specialized vehicles that include automobiles (marked and unmarked), trucks (wagons, command posts, property etc.), bicycles and all-terrain vehicles (A.T.V.). P.V.O. instructors are assigned full-time to vehicle training duties. In addition to the full-time instructors, there are 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. This Section delivers specialized decision-based driver training programs which are developed by subject matter experts. These programs use driving simulation to train officers in patrol, emergency response and suspect apprehension pursuit training. The program is highly engaging with interactive classroom activities, simulation exercises and practical in-car training. The 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.

The training is delivered to frontline officers 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 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 training on the following courses:

- Supervisory In-Service Leadership Course;
- Coach Officer's Course;
- New Communications Operators Training;
- Communications Operators Refresher Training; and
- Auxiliary Police Officer Recruit Training.

P.V.O. administers the issuing of Blue Cards (permits to drive police vehicles) to T.P.S. members. A screening process and background checks are conducted to establish suitability to operate T.P.S. vehicles.

### **Suspect Apprehension Pursuit:**

T.P.S. wide training was conducted in 2018 for all police officers in S.A.P. This training is a mandatory requirement for any officer who may engage in a pursuit. P.V.O. provides training for frontline officers, supervisors and civilian communications personnel. The training 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 in all emergency vehicles driving instruction. Refresher training is required every two years.

### **Divisional Training Sessions:**

P.V.O. continued delivery of Safe Driving and Suspect Apprehension Pursuit training day sessions for frontline platoons throughout the T.P.S. These sessions use case studies and videos to examine factors such as motivation, attitudes, perceptions and values to develop members' decision-making capacity.

### **Bicycle Patrol Training:**

An annual requalification for all bicycle patrol officers throughout the T.P.S. continued. 532 bicycle riders were qualified, while bicycle related injuries have been reduced by over 70% since 2012.

### **Mobile Paid Duty On-Line Learning:**

Police officers selecting mobile escort paid duties are required to successfully complete T.P.S. approved training. This training was developed by P.V.O. and is delivered in an on-line training module. The training covers authority and statutes, best practices and safe driving strategies for mobile paid duties.

### **Community Policing Section:**

The Community Policing Section is responsible for the delivery of training to all police and Special Constable recruits, as well as training for T.P.S. members in the areas of Ethics, Professionalism, Customer Service, Coach Officer, Lateral Entry Officers, Auxiliary Police Recruit Training and first and second level sworn and civilian supervisors. This Section also assists in the delivery of Human Rights lectures, investigative training lectures and Wellness lectures as part of the In-Service Training Program (I.S.T.P.).

This Section is responsible for the delivery of Wellness Programs to T.P.S. members (uniform and civilian). The Wellness Sub-Section is responsible for providing 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; and
- Frontline Supervisors Course.

### **Supervisory In-Service Leadership Course (S.I.L.C.):**

The S.I.L.C. course is designed specifically for first and second level sworn and civilian supervisors. The course provides an array of critical leadership and management skills that are necessary for middle managers to effectively deal with the increasing challenges and responsibilities in today's ever-changing environment, as well as to gain in-depth organizational awareness. During the course, learners work collaboratively in applying theory to practical challenges. The Fair and Impartial Policing Mid-Manager course looks at implicit and explicit bias from the mid-manager lens. It helps in providing further personal and supervisory criticality in the leadership decision-making process.

### **Leadership Training: O.P.C./T.P.C. Blended Frontline Supervisor:**

This course provides newly promoted T.P.S. Sergeants with the basic knowledge they require to help them perform their new supervisory role. The O.P.C./T.P.C. Blended Frontline Supervisor Course is a combination of O.P.C. curriculum and T.P.S.-specific content. The course materials reflect the core competencies for a frontline supervisor as developed by the Police Sector Council. Curriculum delivery uses current adult education and online technology to engage the officers.

The O.P.C. Frontline Supervisor course is endorsed by the Ontario Association of Chiefs of Police. It is a proposed provincial standard for supervisory leadership training. The addition of T.P.S. information ensures supervisory curriculum specific to the T.P.S. environment. Emphasis is placed on the role of supervisors in creating a work space that supports the performance, discipline and psychological health of all members.

### **The Road to Mental Readiness (R.2.M.R.):**

The R.2.M.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 R.2.M.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 will continue into 2018. Approximately 3104 members completed this training in 2018.

### **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, 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 T.P.S..

### **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 Crime; 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; and
- Federal and Provincial cannabis legislation training development.

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 2018 I.S.T.P., the T.P.C. I.R.T.T. developed a framework that was designed as an illustration tool to teach a process by which officers can receive a radio call, and go through a critical decision making process effectively, using tactics to promote de-escalation.

This framework will assist in the planning phase of an officer's obligations when receiving a radio call. The goal will always be to reduce the intensity of their situation by designing the appropriate plan given their situation and dynamic flow of information. The concepts from this framework were being implemented during the 2017 defensive tactics program and were taught as part of the new Incident Response lecture for 2018.

Becoming better at understanding de-escalation tactics, when and how to make them considerations in a plan, will aid an officer in being better prepared to deal with a high intensity call as well as being able to reasonably explain their thought process and actions in the event of an inquiry. This framework is in direct response to the Loku Inquest Recommendation regarding proper planning, recommendations from the Use of Force Advisory Committee 2016 Annual Report, the Iacobucci Report Recommendation 16, and the Ombudsman Report which are concerned with Police use of force.

T.P.C. training focused on how to manage imminence. As per O.P.C. recruit training, for a threat to be imminent, the subject must have the intent, opportunity and the means. If one of the three elements is removed then it is highly likely that the threat is no longer imminent, it is defined as a potential threat. By incorporating distance, time, containment, teamwork and communication (de-escalation tactics), an officer will

attempt to remove one of the three elements of imminence.

One of the critical assessments being taught is, evaluating intent of a subject where possible. When looking at the element of intent, we ask officers to examine the behaviour and to determine if this behaviour is the subject's way of trying to make space because they are afraid or do they deliberately intend harm on the police officer present. Is there a need to act immediately or can we give this person some breathing room for themselves and for the officers to devise a new plan or wait for resources to arrive? Paramount to an officer's job is the level of reasonableness that is used during this decision making process.

During the defensive tactics portion of the 2018 I.S.T.P. officers were taught how to deal with a person inside of enclosed spaces like; sally ports, booking halls, phone rooms, search rooms, interview rooms, cells, small apartments or rooming houses or any other confined space officers will encounter through the course of their duties. The program used the concepts and techniques from previous years but applied them within a different setting and while working with a partner. Officers also worked together to control a person within a confined space using previously learned techniques. New for 2018 was the application of the Toronto Police Leg Restraints. 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.

The mental health awareness portion of the 2018 I.S.T.P. focused on the high frequency low risk calls officers attend and how to better understand the subject using a client focused approach. The expectation was that empathy will emanate from a deeper understanding of two common mental health conditions; depression and anxiety. The second part of this lecture was devoted to assessment and planning when dealing with low frequency high risk calls where imminent threat is high. The case studies were debriefed in order to draw out discussion about the officer's assessments, plans and actions.

### **Learning Development and Standards Section:**

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 eLearning, trainer accreditation, adult education, conferences, records coordination, the administration and support of field-training supervisors (known as The Learning Network and Quality Assurance).

In 2018, Supervisor and Non-Supervisory Trainers continued to facilitate training as it relates to the mandatory additional day of the I.S.T.P. ; Recommendation 12, of the P.A.C.E.R.; and 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, Lateral Officer Transfers, as well as Pre and Post O.P.C. Recruits for 2018.

## **Training Initiatives:**

### **ELearning:**

ELearning continued to be the most effective method of training the large number of T.P.S. members in a succinct time frame and with consistent information. Through our eLearning partner, the Canadian Police Knowledge Network (C.P.K.N.), training is delivered and tracked through a dedicated learning management system. All new members are required to complete a set of mandatory courses that are either a legislated requirement or required T.P.S. training.

In 2018, pre-existing titles were used for mandatory training including a new People with Autism module. Development on several other courses such as training for Persons who are Hard of Hearing and the Visually Impaired are scheduled to be released in 2019.

### **In-Service Training – Police and Community Engagement Review (P.A.C.E.R.) Recommendation 12:**

In accordance with this recommendation, 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 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 was implemented in 2016. The content above was delivered as part of the 2017 I.S.T.P. and continued to be part of the 2018 I.S.T.P. curriculum. The aim is to continue to expose our members to a variety of scenarios through practical role-playing and judgement-simulator exercises. This will provide them with an opportunity to think critically about their courses of action while identifying

reasonable steps that may avoid racially-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.

In order to continue to scaffold training the L.D.S. section will collaborate with the City of Toronto's committee responsible for implementing an action plan to confront Anti-Black Racism. This collaboration will culminate with Anti-Black Racism awareness training for the T.P.S. that will also be included in the 2019 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. The L.D.S. Section facilitated this training based on curriculum approved by the Director of the O.P.C.

The C.I.I.C.C. is a blended learning program that is being delivered to all police services in Ontario since January 1, 2017. This course is mandatory for T.P.S. police officers of all ranks.

The first part of the course was a classroom session, which was to be completed before the online portion, is available through C.P.K.N. Members were to complete the classroom session before taking the online session. Members are only deemed to be trained after completing both components.

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.

### **Course Training Standards:**

The L.D.S. Section is responsible for reviewing Course Training Standards (C.T.S.) for courses taught at the T.P.C., as well as the substantial amount of training delivered by and within T.P.S. specialized units. In addition to this function, the section manages the member training records in accordance with Provincial Adequacy Standards and the T.P.S. Skills Development and Learning Plan.

To ensure that standards are maintained, members of the L.D.S. Section deliver courses that teach best practices associated with C.T.S.s. 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.

In addition, this Section will be creating a committee made up of T.P.C. instructors to review the current C.T.S. template because all courses will be published on the online course catalogue and viewed by all T.P.S. members. This creates the need to have a standardized C.T.S. in order to maintain catalogue structure. Additionally, the team will create an online course for all instructors with directions on how to complete a C.T.S. and how to complete the lesson plans and language style to be used.

### **Effective Presentation Course:**

The Effective Presentation Course is designed to provide a thorough 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 the T.P.S.

This four-day course examines the value of establishing a safe environment in which to deliver one's presentation with:

- Steps for formatting a presentation;
- How to write super objectives as part of identifying one's Call to Action, which coincides 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 methods to address said behaviour; and
- How to design a feedback form to distribute to one's audience as a means of seeking their reaction to one's presentation.

### **Effective Teaching for Adult Learners Course:**

This 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. 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. This course is deemed as an equivalent to the O.P.C.'s Facilitating and Assessing Police Learning: New Blended Course (F.A.P.L.) for candidates taking the O.P.C. Use of Force Course.

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 purpose of C.T.S.s, and how to write measurable learning outcome statements following the S.M.A.R.T. Model (Specific, Measurable, Attainable, Realistic, and Time Specific). This coincides with the development of lesson plans, implicit bias from the perspective of the instructor and strategies to offset it, the issue of disruptive learners and approaches to address said behaviour, evaluation methodologies, and how to design a rubric.

## **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. Analysis revealed that the training members received throughout 2018 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 2018, 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

### 2018 Courses Delivered by Toronto Police College, Online and Training Videos

Facility	Course	Title	Duration	Sessions	Completed
T.P.C. - ADMIN	RY0001	H.R. Management (Tues.)	39 Hrs	1	5
T.P.C. - ADMIN	RY0002	H.R. Management (Wed.)	39 Hrs	1	5
T.P.C. - ADMIN	RY0003	H.R. Management (Thurs.)	39 Hrs	1	5
T.P.C. - ADMIN	RY0004	H.R. Management (Online)	39 Hrs	1	8
T.P.C. - ADMIN	RY0005	Organization Behavior (Mon.)	39 Hrs	1	4
T.P.C. - ADMIN	RY0006	Organization Behavior (Wed.)	39 Hrs	1	6
T.P.C. - ADMIN	RY0007	Organization Behavior (Thurs.)	39 Hrs	1	5
T.P.C. - ADMIN	RY0008	Organization Behavior (Online)	39 Hrs	1	5
T.P.C. - ADMIN	RY0009	Financial Accounting (Mon.)	39 Hrs	1	5
T.P.C. - ADMIN	RY0010	Financial Accounting (Tues.)	39 Hrs	1	5
T.P.C. - ADMIN	RY0011	Financial Accounting (Wed.)	39 Hrs	1	3
T.P.C. - ADMIN	RY0012	Financial Accounting-Online	39 Hrs	1	6
T.P.C. - ADMIN	RY0013	Project Management (Mon.)	39 Hrs	1	4
T.P.C. - ADMIN	RY0014	Project Management (Tues.)	39 Hrs	1	5
T.P.C. - ADMIN	RY0015	Project Management (Thurs.)	39 Hrs	1	5
T.P.C. - ADMIN	RY0016	Project Management (Sat.)	39 Hrs	1	5
T.P.C. - ADMIN	RY0017	Project Management	39 Hrs	1	9



		(Online)			
T.P.C. - ADMIN	RY0018	Mobile Project Mgt. (Online)	39 Hrs	1	26
T.P.C. - ADMIN	RY0019	Academic Writing (Mon.)	39 Hrs	1	16
T.P.C. – ADMIN	RY0020	Aboriginal Studies (Online)	39 Hrs	1	18
T.P.C. - ADMIN	RY0021	Community Engagement (Online)	39 Hrs	1	25
T.P.C. - ADMIN	RY0022	Community Engagement 2(Online)	39 Hrs	1	18
T.P.C. - ADMIN	RY0023	Teaching Adults/T.A.L.O. (Online)	39 Hrs	1	25
T.P.C. - ADMIN	RY0024	Bias Avoidance (Blended)	24 Hrs	1	27
T.P.C. - ADMIN	TO0001	J.H.S.C. Certification Part 1	3 Days	2	23
T.P.C. - ADMIN	TO0002	E.S.S. Police Specific Hazards	2 Days	2	27
T.P.C. - ADMIN	TR0001	First Aid A.E.D. & C.P.R. Level C	2 Days	101	1,865
T.P.C. - ADMIN	TR0004	First Aid Renewal	1 Day	25	328
T.P.C. - ADMIN	TR0033	Y.I.P.I. First Aid & C.P.R./A.E.D.	8 Hrs	10	221
T.P.C. - ADMIN	TM0112	Health and Safety for Civilian	1 Day	8	12
T.P.C. - ADMIN	TM0113	Health & Safety for Supervisor	1 Day	3	11
Sub-Total				175	2,732
T.P.C. – Armament (ARM)	TF0002	Shotgun Training & Qualification	2 Days	2	40
T.P.C. - ARM	TF0004	MP5 Recertification	1 Day	2	19
T.P.C. - ARM	TF0010	Glock 27 Compact	1 Day	3	27
T.P.C. - ARM	TF0028	C8 Carbine Requalification	1 Day	56	490
T.P.C. - ARM	TF0035	C8 Carbine Rifle User	4 Days	10	73
T.P.C. - ARM	TU0062	Shotgun Requalification	6 Hrs	5	43
T.P.C. – ARM	TU0084	Less Lethal Shotgun	10 Hrs	29	316

Sub-Total				107	1,008
T.P.C. – Community Policing (C.P.)	TR0026	Lateral Entry P.C.	12 Days	2	14
T.P.C. - C.P.	100006	Bkg. Hall RMS7.5 Transition Intro	1 Day	12	263
T.P.C. - C.P.	100022	Special Constable Recruit Training	12 Wks	1	15
T.P.C. - C.P.	HU0002	Advanced Leadership Course	10 Days	2	60
T.P.C. - C.P.	LDS009	Collection I.D. Info Cert Circumstances	8 Hrs	5	47
T.P.C. - C.P.	S00215	Social Media in Communications	2 Days	4	83
T.P.C. - C.P.	S00232	Versadex P.R.U. Refresher	1 Day	2	7
T.P.C. - C.P.	S00233	Versadex Supervisor	1 Day	1	4
T.P.C. - C.P.	S00234	Introduction to Versadex	3 Days	3	20
T.P.C. - C.P.	S00236	Versadex Direct Entry Refresher	2 Days	2	17
T.P.C. - C.P.	TH0036	Crime Prevention C.P.T.E.D.	35 Hrs	2	35
T.P.C. - C.P.	TM0026	Pre-Aylmer Recruit Training	12 Days	3	104
T.P.C. - C.P.	TM0027	Uniform Coach Officer	5 Days	2	27
T.P.C. - C.P.	TM0099	Frontline Leadership Blended	18 Days	2	48
T.P.C. - C.P.	TM0107	Post-Aylmer Recruit Training	9 Wks	3	104
T.P.C. - C.P.	TM0118	Road 2 Mental Readiness Supervisor	8 Hrs	19	214
T.P.C. - C.P.	TM0119	Road 2 Mental Readiness Non-Supervisor	8 Hrs	126	2460
Sub-Total				191	3522
T.P.C. – Investigative (INV)	TC0003	Drug Investigation	3 Days	3	38

T.P.C. - INV	TC0013	General Investigators Blended	5 Days	5	86
T.P.C. - INV	TC0016	Youth Crime Investigators	3 Days	1	12
T.P.C. - INV	TC0027	S.A.C.A. Update	3 Days	2	20
T.P.C. - INV	TC0042	Domestic Violence Investigator	5 Days	4	85
T.P.C. - INV	TC0043	Financial Crimes	10 Days	1	40
T.P.C. - INV	TC0052	Death Investigators	5 Days	4	107
T.P.C. - INV	TC0057	Undercover Foundations Course	5 Days	1	25
T.P.C. - INV	TC0081	Firearms Investigations	3 Days	3	46
T.P.C. - INV	TC0091	Search Warrant Drafting	3 Days	8	110
T.P.C. - INV	TC0092	Sexual Assault Investigators	10 Days	4	119
T.P.C. - INV	TC0093	Child Abuse Investigators	5 Days	5	95
T.P.C. - INV	TC0101	Ontario Major Case Management Software	10 Days	1	3
T.P.C. - INV	TC0102	Ontario Major Case Management - Full	8 Days	5	126
T.P.C. - INV	TC0108	Police Services Act Course	5 Days	1	24
T.P.C. - INV	TC0111	Impaired Driving Investigation	4 Days	5	55
T.P.C. - INV	TC0118	Elder Abuse	5 Days	3	61
T.P.C. - INV	TC0119	Open Source Info Gathering II	2 Days	10	245
T.P.C. - INV	TC0120	Online Investigations III	3 Days	5	108
T.P.C. - INV	TC0121	Advanced Online Invest IV	5 Days	2	48
T.P.C. - INV	TC0124	P.L.C. Investigate/Source Handler	9 Days	5	121
T.P.C. - INV	TO0014	Operation Pipeline	2 Days	2	18

		/ Convoy			
T.P.C. - INV	TT0020	Provincial Statutes Course	5 Days	1	16
Sub-Total				81	1608
T.P.C. – Incident Response Training (IRT)	100024	Full Body Scanner Operator V.S.	1 Day	19	73
T.P.C. - IRT	TF0025	Taser Instructor Course	2 Days	2	32
T.P.C. - IRT	TF0032	X2 Taser User Course	2 Days	31	733
T.P.C. - IRT	TF0033	X2 TASER Requalification	4 Hrs	1	1
T.P.C. - IRT	TF0036	X26 Taser Requalification	1.5 Hrs	8	12
T.P.C. – (IRT)	TF0037	X2 Taser Requalification	4 Hrs	85	794
T.P.C. - IRT	TF0038	Glock 27 Requalification	2 Hrs	85	404
T.P.C. - IRT	TU0045	School Lockdown for Frontline	4 Hrs	14	158
T.P.C. - IRT	TU0061	Reset Use of Force - 1 year	1 Day	21	592
T.P.C. - IRT	TU0070	Senior Officer Use of Force	1 Day	35	70
T.P.C. - IRT	TU0076	Booking Hall Safety Versadex	4 Days	5	108
T.P.C. - IRT	TU0080	Patch Use of Force - 90 Day Recertification	10 Hrs	4	6
T.P.C. - IRT	TU0088	In Service Training Program	3 Days	70	4316
Sub-Total				380	7299
T.P.C. – Learning Development and Standards (LDS)	LDS002	Teaching Effectiveness Certification	90 Hrs	1	8
T.P.C. - LDS	LDS008	Teaching Adult Learners	35 Hrs	5	58
T.P.C. - LDS	TH0031	Ethics and Inclusivity	3 Days	10	168
T.P.C. - LDS	TM0032	Effective Presentation	4 Days	6	55
Sub-Total				22	289
T.P.C. – Police Vehicle Operations	TV0001	Civilian Driving	1 Day	19	94

(P.V.O.)					
T.P.C. - P.V.O.	TV0003	Police Officers Vehicle Operations	2 Days	8	29
T.P.C. - P.V.O.	TV0004	Advanced Driving Course	4 Days	3	16
T.P.C. - P.V.O.	TV0009	Bus Operations Course	5 Days	2	35
T.P.C. - P.V.O.	TV0019	Truck (Wagon) Operator	2 Days	6	6
T.P.C. - P.V.O.	TV0020	Command Post Course	2 Days	23	26
T.P.C. - P.V.O.	TV0023	Bicycle Patrol Officer	2 Days	37	115
T.P.C. - P.V.O.	TV0025	All -Terrain Vehicle Course	2 Days	5	24
T.P.C. - P.V.O.	TV0028	Bicycle Instructor	4 Days	2	10
T.P.C. - P.V.O.	TV0040	Driver Assessment	1 Day	10	13
T.P.C. - P.V.O.	TV0041	Truck Operator Train Trainer	4 Days	5	10
T.P.C. - P.V.O.	TV0042	Safe Skills Emergency Driving	10 Hrs	61	261
T.P.C. - P.V.O.	TV0052	Blue Card	1 Hr	32	182
T.P.C. - P.V.O.	TV0055	Truck and Trailer - V.O.T.T.C.	2 Days	2	2
T.P.C. - P.V.O.	TV0057	Advanced Bicycle Patrol	4 Days	6	37
T.P.C. - P.V.O.	TV0061	S.B.S. All -Terrain Vehicle	10 Hrs	3	12
T.P.C. - P.V.O.	TV0063	Bicycle Instructor Recertification	10 Hrs	6	44
T.P.C. - P.V.O.	TV0064	Bicycle Patrol Recertification	5 Hrs	94	380
T.P.C. - P.V.O.	TV0065	Vehicle Dynamics Course	10 Hrs	4	12
T.P.C. - P.V.O.	TV0068	Trailer	10 Hrs	2	8
Sub-Total				330	1316
Canadian Police Knowledge Network (C.P.K.N.)	C00122	Peer to Peer Investigator	N/A		2
C.P.K.N.	C.P.8000	Aboriginal Awareness	N/A		4

C.P.K.N.	C.P.8001	Airport Policing	N/A		1
C.P.K.N.	C.P.8002	A.P.T. - Arrest	N/A		1
C.P.K.N.	C.P.8003	A.P.T. - Criminal Offences	N/A		1
C.P.K.N.	C.P.8005	A.P.T. - Drugs	N/A		1
C.P.K.N.	C.P.8006	A.P.T. - Investigative Detention	N/A		1
C.P.K.N.	C.P.8010	Basic Investigation Skills	N/A		1
C.P.K.N.	C.P.8012	Canadian Firearms Registry Online	N/A		3
C.P.K.N.	C.P.8013	C.N. Rail Incident Investigation Guideline	N/A		1
C.P.K.N.	C.P.8016	Coach Officer Training	N/A		1
C.P.K.N.	C.P.8026	Crisis Intervention De-escalation	N/A		4
C.P.K.N.	C.P.8027	Critical Incident Stress Management	N/A		3
C.P.K.N.	C.P.8029	Deception Detection Technician	N/A		2
C.P.K.N.	C.P.8031	Explosives Awareness v2.0	N/A		1
C.P.K.N.	C.P.8033	Fight Fraud on the Front Line	N/A		2
C.P.K.N.	C.P.8037	Firearms Verification	N/A		2
C.P.K.N.	C.P.8038	Forensic Evidence Collection	N/A		3
C.P.K.N.	C.P.8039	Forensic I.D. Pre-course	N/A		2
C.P.K.N.	C.P.8040	Front Line Supervisor Domestic Violence	N/A		19
C.P.K.N.	C.P.8041	Front Line Supervisor Leadership	N/A		48
C.P.K.N.	C.P.8042	Front Line Supervisor Organizational	N/A		48

		Skills			
C.P.K.N.	C.P.8043	Front Line Supervisor Performance Management	N/A		48
C.P.K.N.	C.P.8044	Front Line Supervisor Self-Management	N/A		48
C.P.K.N.	C.P.8045	General Investigation Training Part 1	N/A		10
C.P.K.N.	C.P.8046	Graffiti Investigation	N/A		1
C.P.K.N.	C.P.8048	Hate Crimes Awareness	N/A		2
C.P.K.N.	C.P.8050	Identifying Staged Collisions	N/A		1
C.P.K.N.	C.P.8052	Infectious Disease-Pandemic	N/A		21
C.P.K.N.	C.P.8057	Intro to Criminal Intelligence	N/A		2
C.P.K.N.	C.P.8058	Intro to Human Trafficking	N/A		5
C.P.K.N.	C.P.8063	O.H.S: Frontline Officer	N/A		4
C.P.K.N.	C.P.8064	O.H.S: Supervisor	N/A		1
C.P.K.N.	C.P.8066	Police Ethics & Accountability	N/A		1
C.P.K.N.	C.P.8069	Recognition Emotionally Disturbed Person	N/A		3
C.P.K.N.	C.P.8073	Sovereign Citizens	N/A		1
C.P.K.N.	C.P.8077	S.A.P. v.4 Refresher OL	N/A		701
C.P.K.N.	C.P.8078	Terrorism Event Pre-Incident Indicator	N/A		2
C.P.K.N.	C.P.8079	Terrorism New Dimensional Front Line Policing	N/A		5
C.P.K.N.	C.P.8080	The A.C.I.I.S. Query Online	N/A		3
C.P.K.N.	C.P.8086	Subject-Precipitated	N/A		1

		Homicide			
C.P.K.N.	C.P.8094	Intro Criminal Intelligence Analysis	N/A		1
C.P.K.N.	C.P.8100	Domestic Violence Invest	N/A		28
C.P.K.N.	C.P.8108	Note Taking	N/A		6
C.P.K.N.	C.P.8109	Report Writing	N/A		1
C.P.K.N.	C.P.8118	I.I.S: Interviewing Suspects	N/A		1
C.P.K.N.	C.P.8120	Surveillance Techniques	N/A		2
C.P.K.N.	C.P.8123	Overview of the Y.C.J.A.	N/A		1
C.P.K.N.	C.P.8125	Supervisor H.A.S. - in 5 Steps	N/A		201
C.P.K.N.	C.P.8129	Customer Service in the Police	N/A		4
C.P.K.N.	C.P.8132	Social Media: Covert Investigation	N/A		3
C.P.K.N.	C.P.8134	Recognition and Response to those with Seizures	N/A		3
C.P.K.N.	C.P.8139	Sex Work and Sex Workers Awareness	N/A		2
C.P.K.N.	C.P.8142	Digital Evidence: F.L. Investigation	N/A		1
C.P.K.N.	C.P.8143	Elder Abuse	N/A		4
C.P.K.N.	C.P.8144	Youth at Risk	N/A		1
C.P.K.N.	C.P.8145	Dräger Alcotest 6810	N/A		3
C.P.K.N.	C.P.8146	Spike Belt Deployment	N/A		1
C.P.K.N.	C.P.8147	Homelessness Awareness	N/A		2
C.P.K.N.	C.P.8148	Cyberbullying Awareness	N/A		1
C.P.K.N.	C.P.8155	Precursor Control Regulations	N/A		1
C.P.K.N.	C.P.8157	Risk Effective Decision Making	N/A		1
C.P.K.N.	C.P.8161	A.S.T. Mod 1 Role	N/A		1



		of N.C.O.			
C.P.K.N.	C.P.8162	A.S.T. Mod 2 High Risk Procedures	N/A		1
C.P.K.N.	C.P.8163	Courtroom Testimony Skills	N/A		109
C.P.K.N.	C.P.8164	Missing Adults L.1 Investigation	N/A		1
C.P.K.N.	C.P.8166	Assessing Interpreting Dog Behaviour	N/A		4
C.P.K.N.	C.P.8167	Suicide Awareness and Prevention	N/A		1
C.P.K.N.	C.P.8168	S.B. Mental Health and De-escalation-1	N/A		2
C.P.K.N.	C.P.8173	Criminal Justice Info Management	N/A		2
C.P.K.N.	C.P.8175	Back in Step Help Homeless Vet	N/A		10
C.P.K.N.	C.P.8180	Basic Online Investigations	N/A		4
C.P.K.N.	C.P.8181	Imp Report Cyber Crime UCR Surveillance	N/A		1
C.P.K.N.	OP9000	Vol 024 Life in the Fast Lane	N/A		1
C.P.K.N.	OP9002	O.P.V.T.A. 036 Sins of Testifying	N/A		1
C.P.K.N.	OP9003	O.P.V.T.A. 037 Crack	N/A		1
C.P.K.N.	OP9020	Vol 091 Death Notification	N/A		1
C.P.K.N.	OP9021	O.P.V.T.A. 104 Foot Pursuit	N/A		1
C.P.K.N.	OP9038	O.P.V.T.A. 119 Liquor License Act	N/A		1
C.P.K.N.	OP9046	Vol 127 CEW Tactics	N/A		1
C.P.K.N.	OP9080	Vol. 152 - Fentanyl	N/A		1
C.P.K.N.	OP9083	Vol.155 - X2 CEW	N/A		1913
C.P.K.N.	OP9084	Vol. 149 - Police Suicide	N/A		1
C.P.K.N.	OP9085	Suspect	N/A		225

		Apprehension Pursuit 2017			
C.P.K.N.	TP3001	Characteristic of an Armed Person	N/A		14
C.P.K.N.	TP3003	Crown Attorney Divisional Training – Articulation	N/A		8
C.P.K.N.	TP3004	Death Notification	N/A		8
C.P.K.N.	TP3005	Drinking and Driving	N/A		46
C.P.K.N.	TP3006	D.V.A.M. System Update	N/A		5
C.P.K.N.	TP3007	Fatigue Management	N/A		18
C.P.K.N.	TP3008	Healthy Eating	N/A		4
C.P.K.N.	TP3011	In-Car Camera 2010	N/A		1
C.P.K.N.	TP3014	Police Response Track Level Emergency	N/A		10
C.P.K.N.	TP3015	Racially Biased Policing	N/A		86
C.P.K.N.	TP3016	Sikh Religion: Item Religious Significance	N/A		201
C.P.K.N.	TP3017	Source Management	N/A		40
C.P.K.N.	TP3018	Threats to School Safety	N/A		1
C.P.K.N.	TP3020	A.O.D.A. - Working Together	N/A		349
C.P.K.N.	TP3021	Hindu Religion: Item Religious Significance	N/A		141
C.P.K.N.	TP3024	L.G.B.T. Issues	N/A		2
C.P.K.N.	TP3025	Item Religious Significance: Islam	N/A		207
C.P.K.N.	TP3026	Worker H.A.S. - 4 Steps	N/A		305
C.P.K.N.	TP3029	F.O.S. Dealing Potential Homicide	N/A		74
C.P.K.N.	TP3030	Police & Community	N/A		161

		Interaction			
C.P.K.N.	TP3032	A.O.D.A. Module 3 – Part 1	N/A		301
C.P.K.N.	TP3033	A.O.D.A. Module 3 – Part 2	N/A		287
C.P.K.N.	TP3034	A.O.D.A. Module 3 – Part 3	N/A		289
C.P.K.N.	TP3035	A.O.D.A. Module 3 – Part 4	N/A		169
C.P.K.N.	TP3036	I.M.S. - 100	N/A		2
C.P.K.N.	TP3037	I.M.S. - 100 - Final Assessment	N/A		297
C.P.K.N.	TP3039	Mobile Paid Duty Escort Training	N/A		87
C.P.K.N.	TP3040	ArcMap Training	N/A		2
C.P.K.N.	TP3041	Dom Violence Risk Management (DVRM) Report	N/A		57
C.P.K.N.	TP3042	Internet Facilitated Investigations– Level 1	N/A		81
C.P.K.N.	TP3046	Supervisor H.A.S. - in 5 Steps	N/A		7
C.P.K.N.	TP3049	Naloxone Nasal Spray Administration	N/A		2938
C.P.K.N.	TP3050	Spit Shield Training	N/A		1495
C.P.K.N.	TP3051	Intro to Fed ON Cannabis Legislation	N/A		4013
C.P.K.N. Total			N/A		15268
T.P.C. COLLEGE TOTALS				1286	17774
T.P.S. Total				497	5373
C.S.C.E.D. TOTAL				487	879
O.P.C./C.P.C.CISO TOTAL				67	223
GRAND TOTAL				2337	24249

## Appendix B

### 2018 Courses Completed by External Units & Conferences - Seminars and Continuing Education Courses (C.S.C.E.D.)

Facility	Course	Title	Duration	Sessions	Completed
T.P.S. – Auxiliary (AUX)	TO6001	Auxiliary Recruit Training	100 Hrs	2	57
T.P.S. - AUX	TO0071	Auxiliary U Of F Requalification	4 Hrs	15	294
Sub Total				17	351
T.P.S. – Compensation and Benefits	100029	Retirement Information Seminar	3 Hrs	3	218
Sub Total				3	218
T.P.S. – Critical Incident Response Team (C.I.R.T.)	TO0070	C.I.R.T. - Peer Support Volunteer	5 Days	1	26
Sub Total				1	26
T.P.S. – Communications (COM)	TO0044	Communication Operator Coaching & Mentoring Course	3 Days	2	37
T.P.S. - COM	TS0002	Police Communication Call Taker Course	640 Hrs	6	70
Sub Total				8	107
T.P.S. - COURTS	100011	DNA Biological Biometrics	3 Days	5	50
T.P.S. - COURTS	100014	Prisoner Transportation Section Wagon Video	1 Hr	71	465
T.P.S. - COURTS	100015	Special Constable OSIU Investigation	1 Day	5	571
T.P.S. - COURTS	100033	Human Relations Awareness	1 Day	2	7
T.P.S. - COURTS	T00001	CRT-Recruit Training Program	3 Days	1	21
T.P.S. - COURTS	T00003	Courts X-Ray Safety Awareness	1 Hr	1	13
T.P.S. - COURTS	TO0084	CRT APTV Operators Course	1 Hr	8	13

T.P.S. - COURTS	TO0089	Fentanyl Awareness	1/2 Hr	19	73
T.P.S. - COURTS	TO0090	MAG Emergency Procedures	1/2 Hr	17	92
T.P.S. - COURTS	TO0091	Fentanyl/MAG EP Train the Trainer	2 Days	1	2
T.P.S. - COURTS	TU0087	Court Officer Use of Force	1 Day	49	557
Sub Total				179	1,864
T.P.S. – Community Partnership Engagement Unit	TO0080	Mobile Crisis Intervention Team	10 Days	1	38
Sub Total				1	38
T.P.S. – Emergency Task Force (E.T.F.)	100013	E.T.F. Team Leader	5 Days	1	16
T.P.S. - E.T.F.	100023	Tactical Rope Access Basic E.T.F.	5 Days	1	1
T.P.S. - E.T.F.	TO1001	Basic Tactical Operations E.T.F.	20 Days	1	5
T.P.S. - E.T.F.	TO1002	Advanced Rappel (Master) E.T.F.	5 Days	2	7
T.P.S. - E.T.F.	TO1006	E.T.F. Tactical Commander	5 Days	1	7
T.P.S. - E.T.F.	TO1007	Basic Sniper/Observer Course E.T.F.	10 Days	1	2
T.P.S. - E.T.F.	TO1010	Advanced Sniper/Observer Course E.T.F.	5 Days	1	2
T.P.S. - E.T.F.	TO1015	Urban Sniper Ops E.T.F.	5 Days	1	3
T.P.S. - E.T.F.	TO1016	E.T.F. - Tactical Breacher	5 Days	1	7
T.P.S. - E.T.F.	TU0065	Use of Force E.T.F.	3 Days	12	89
Sub Total				22	139
T.P.S. – Finance and Business Administration	S00162	Systems Applications & Product (S.A.P.)	2 Days	7	29
T.P.S. – Finance and Business Administration	S00209	S.A.P. Unit Commander's Course	4 Hrs	3	5

Sub Total				10	34
T.P.S. – Forensic Identification Services (F.I.S.)	TO0039	Intellibook Livescan Fingerprinting	2 Days	8	39
T.P.C. - F.I.S.	TC0048	Scenes of Crime Officers Course	10 Days	5	50
Sub Total				13	89
T.P.S. – Human Resources Management System (H.R.M.S.)	S00237	H.R.M.S. for Training instructors	4 Hrs	2	16
Sub Total				2	16
T.P.S. – Intelligence (INTEL)	100026	FR-TAP Master Facilitator	3 Days	1	1
T.P.S. - INTEL	100027	FR-TAP Facilitator Course	3 Days	1	8
T.P.S. - INTEL	100028	CTIO Workshop	3 Days	1	1
Sub Total				3	10
T.P.S. - Labour	100038	Workplace Sexual Harassment Training	1 Day	2	59
Sub Total				2	59
T.P.S. – Marine (MAR)	TO2001	MAR Coxswain Level 1	15 Days	1	6
T.P.S. - MAR	TO2003	MAR Ice Rescue Specialist	4 Days	1	5
T.P.S. - MAR	TO2011	MAR Basic First Aid	2 Days	1	16
Sub Total				3	27
T.P.S. – Paid Duty Management System (P.D.M.S.)	TM0056	Rogers Centre Training for Sergeants	3 Hrs	3	101
T.P.S. - P.D.M.S.	TM0060	Live Nation BS EB P.D.S. Sup Training	2 Hrs	3	64
Sub Total				6	165
T.P.S. – Police Dog Services (P.D.S.)	TO0006	Heavy Urban S & R Dog Training	60 Days	1	2
T.P.S. - P.D.S.	TO0007	P.D.S. - Gen Purpose Dog Training	63 Days	1	1

T.P.S. - P.D.S.	TO0008	P.D.S. - Canine Quarry Training Course	30 Hrs	1	19
T.P.S. - P.D.S.	TO0051	P.D.S.: Drug & Firearm Detection Dog	40 Days	1	1
Sub Total				4	23
T.P.S. – Parking	PEO001	Parking Enforcement Officer Recruit Training	25 Days	4	69
Sub Total				4	69
T.P.S. – Public Order Unit (P.O.U.)	100012	Planning 100 Divisional Planner	3 Days	2	15
T.P.S. - P.O.U.	100025	Incident Response 200	5 Days	2	32
T.P.S. - P.O.U.	100037	RPAS Basic Flight Training	3 Days	1	1
T.P.S. - P.O.U.	TO3001	PSU Basic Tactical Course	10 Days	1	39
T.P.S. - P.O.U.	TO3003	PSU Basic Search Course	10 Days	1	11
T.P.S. - P.O.U.	TO3006	PSU - Scribe Course	3 Hrs	1	19
T.P.S. - P.O.U.	TO3008	PSU Incident Management System 200	2 Days	6	104
T.P.S. - P.O.U.	TO3009	PSU Incident Management System 300	4 Days	1	16
T.P.S. - P.O.U.	TO3011	PSU Basic Emergency Management	2 Days	6	99
T.P.S. - P.O.U.	TO3012	PSU P.O.U. Less Lethal Weapons	2 Days	1	20
T.P.S. - P.O.U.	TO3019	PSU - Block A Training	2 Days	6	275
T.P.S. - P.O.U.	TO3025	PSU - Use of Force/Fitness Requalification	8 Hrs	6	293
T.P.S. - P.O.U.	TO3027	PSU - Block B Training	2 Days	5	271
T.P.S. - P.O.U.	TO3031	First Responder Operations Search Tactics	4 Days	8	128

T.P.S. - P.O.U.	TO3032	Police Explosives Tech Assistant	80 Hrs	1	3
Sub Total				48	1,326
T.P.S. – Strategy Management (STM)	100008	Change Management - Role of Manager	1 Day	28	168
T.P.S. - STM	100009	Change Management Certification	4 Days	4	61
T.P.S. - STM	100010	Project Management	2 Days	3	55
Sub Total				35	284
T.P.S. – Traffic Services (T.S.V.)	100016	Stationary Radar - Theory	1 Day	4	15
T.P.S. - T.S.V.	100017	Stationary Radar - Practical	1 Day	17	18
T.P.S. - T.S.V.	100018	Laser LIDAR - Theory	1 Day	8	88
T.P.S. - T.S.V.	100019	Laser LIDAR - Practical	1 Day	29	39
T.P.S. - T.S.V.	100020	Mobile Radar - Theory	1 Day	4	11
T.P.S. - T.S.V.	100021	Mobile Radar - Practical	1 Day	19	20
T.P.S. - T.S.V.	SFST-R	Standard Field Sobriety Test Ref	8 Hrs	1	2
T.P.S. - T.S.V.	SFST2	Standard Field Sobriety Testing	4 Days	12	70
T.P.S. - T.S.V.	TO0048	Traffic Collision Photography	10 Days	1	8
T.P.S. - T.S.V.	TO0073	T.S.V. - ASD Alcotest 6810	1 Hr	8	75
T.P.S. - T.S.V.	TT0027	Mobile Radar	1 Day	2	18
T.P.S. - T.S.V.	TT0029	I8000 Annual Examination	1 Day	20	60
T.P.S. - T.S.V.	TT0001	At Scene Collision Investigation	10 Days	2	19
T.P.S. - T.S.V.	TT0002	Technical Collision Investigation	10 Days	1	12
T.P.S. - T.S.V.	TT0005	Collision Reconstruction IV	10 Days	1	14
T.P.S. - T.S.V.	TT0012	Stationary Radar	1 Day	2	18
T.P.S. - T.S.V.	TT0019	Forensic Mapping System	2 Days	2	2



T.P.S. - T.S.V.	TV0069	Police Motorcycle Operator L1	10 Days	1	7
T.P.C. - T.S.V.	TV0037	M/C Ops Requalification L1	1 Day	1	6
T.P.C. - P.V.O.	TV0059	Motorcycle VIP Escort Refresher	2 Days	1	26
<b>Sub Total</b>				<b>136</b>	<b>528</b>
Courses, Seminars, Conferences and Continuing Education Courses (C.S.C.E.D.)		17th International Fugitive Investigations Training	N/A	1	1
C.S.C.E.D.		201 MIAA Fall Workshop	N/A	1	1
C.S.C.E.D.		2018 Anti - Terrorism ASC Conference	N/A	1	3
C.S.C.E.D.		2018 CATAIR Conference and GM	N/A	1	5
C.S.C.E.D.		2018 C.P.CA Handler Development Seminar	N/A	1	1
C.S.C.E.D.		2018 Fall Pre Workshop Training	N/A	1	1
C.S.C.E.D.		2018 Front Line Gang Prevention Symposium	N/A	1	5
C.S.C.E.D.		2018 MIAAO Fall Workshop	N/A	1	1
C.S.C.E.D.		2018 MIAAO Spring Workshop	N/A	1	4
C.S.C.E.D.		218 VLEOAIT Conference	N/A	1	1
C.S.C.E.D.		Accessible Customer Service EM	N/A	1	1
C.S.C.E.D.		Active Shooter On and Off Duty	N/A	1	1
C.S.C.E.D.		Active Shooter Phases and Prevention	N/A	1	1

C.S.C.E.D.		ACUCW1 Administering Cisco UC	N/A	1	3
C.S.C.E.D.		Administer Windows Server 2012	N/A	1	2
C.S.C.E.D.		Administrative Training	N/A	3	69
C.S.C.E.D.		Advanced Collision Reconstruction w/CDR App	N/A	1	1
C.S.C.E.D.		Advanced Cold Case LTMI	N/A	2	2
C.S.C.E.D.		Advanced Smartphone Forensics	N/A	1	1
C.S.C.E.D.		Advanced Threat Assessment and Management	N/A	1	1
C.S.C.E.D.		Aeryon Sky Ranger UAV TT Course	N/A	1	1
C.S.C.E.D.		All Hazard Resources Unit Leader	N/A	1	1
C.S.C.E.D.		AMVR in Juvéniles Young Adults	N/A	1	1
C.S.C.E.D.		Applications of GIS for EM	N/A	1	1
C.S.C.E.D.		APX C.P.S Programming & Template	N/A	2	2
C.S.C.E.D.		APX Radio Management Workshop	N/A	2	2
C.S.C.E.D.		AR 15 Armourer Cert Course	N/A	2	2
C.S.C.E.D.		Architecting on AWS & Certificate	N/A	2	2
C.S.C.E.D.		ASTRO 25 IV&D Secure Communications	N/A	2	2

C.S.C.E.D.		ASTRO P25 Subscriber Training	N/A	17	17
C.S.C.E.D.		ATV Instructor Course	N/A	1	1
C.S.C.E.D.		AZ License Certification	N/A	2	2
C.S.C.E.D.		Basic Computer Forensic Examiner Courses	N/A	1	1
C.S.C.E.D.		Basic Law Enforcement Thermography	N/A	1	1
C.S.C.E.D.		Basic Locksmithing	N/A	1	1
C.S.C.E.D.		Basics of Java Scripts Webb App	N/A	1	1
C.S.C.E.D.		Basics of Python for ArcGIS10	N/A	1	1
C.S.C.E.D.		BFU Frontline Officer Conference	N/A	1	1
C.S.C.E.D.		Big Data /Predictive Analytics	N/A	1	1
C.S.C.E.D.		Bleeding Control Basic	N/A	1	1
C.S.C.E.D.		Bleeding Control Basic v1.0	N/A	1	1
C.S.C.E.D.		BOMC Guth M12V500 Simulator	N/A	1	1
C.S.C.E.D.		Bridging the Diversity Gap	N/A	1	1
C.S.C.E.D.		Building Models for GIS Analysis	N/A	1	1
C.S.C.E.D.		Business Relationship Management Professional	N/A	1	1
C.S.C.E.D.		CAS Data Management	N/A	1	1
C.S.C.E.D.		CAS Selections and Queries	N/A	1	1
C.S.C.E.D.		CCIE R&S Lab Boot Camp	N/A	1	1

C.S.C.E.D.		CCIE Routing & Switching	N/A	2	2
C.S.C.E.D.		CCNP-Troubleshoot & Maintain C	N/A	1	1
C.S.C.E.D.		Cellebrite Mobile Forensics Fundamentals	N/A	1	1
C.S.C.E.D.		Certified Ethical Hacker	N/A	1	1
C.S.C.E.D.		Certified Forensic Computer Examiner	N/A	1	1
C.S.C.E.D.		CFS Field Coordinator Training	N/A	1	1
C.S.C.E.D.		CITIG 12-Public Safety Interoperability	N/A	2	2
C.S.C.E.D.		Coaching and Mentoring	N/A	1	1
C.S.C.E.D.		Communication Data Analysis Training	N/A	23	23
C.S.C.E.D.		Command Institute for Law Enforcement Executives	N/A	3	3
C.S.C.E.D.		Command Leadership Institute	N/A	2	2
C.S.C.E.D.		Communications for Policing	N/A	1	1
C.S.C.E.D.		Computer Science 101	N/A	1	1
C.S.C.E.D.		Concise Understanding of GRC.P.	N/A	1	1
C.S.C.E.D.		Confronting Your Assumptions	N/A	1	1
C.S.C.E.D.		Crash Data Retrieval Course	N/A	3	3
C.S.C.E.D.		Cross Border Radiological Transportation Security	N/A	1	1

C.S.C.E.D.		Crowd Safety Workshop	N/A	2	2
C.S.C.E.D.		Critical Infrastructure Threat Awareness	N/A	1	1
C.S.C.E.D.		CTIO Workshop	N/A	5	5
C.S.C.E.D.		Cyber, International and Domestic Terrorism	N/A	1	1
C.S.C.E.D.		Cybersecurity for Auditors	N/A	1	1
C.S.C.E.D.		Data Governance Training	N/A	45	45
C.S.C.E.D.		DCAC9K - Cisco ACI	N/A	8	8
C.S.C.E.D.		Dealing with Workplace Impairment	N/A	1	1
C.S.C.E.D.		Digital Mapping Software Course	N/A	2	2
C.S.C.E.D.		Diversity in Policing	N/A	1	1
C.S.C.E.D.		Do It Yourself Geo Apps	N/A	2	2
C.S.C.E.D.		Dräger Drug test 5000 Instructor	N/A	1	1
C.S.C.E.D.		Drug Evaluation & Classification Program	N/A	6	6
C.S.C.E.D.		Drug Impaired Driving Symposium2018	N/A	16	16
C.S.C.E.D.		Drug Recognition Expert	N/A	2	2
C.S.C.E.D.		Dynamics Officer Citizen Encounter	N/A	1	1
C.S.C.E.D.		Essentials of OHSDM	N/A	1	1
C.S.C.E.D.		Ethics Train the Trainer	N/A	2	2
C.S.C.E.D.		Evidence Based Decision Making	N/A	1	1
C.S.C.E.D.		Excel 2016 L III	N/A	1	1

C.S.C.E.D.		Executive Education Conference	N/A	1	1
C.S.C.E.D.		Exercise Programs: An Intro	N/A	1	1
C.S.C.E.D.		Expert Insight on Dev as a Leader	N/A	1	1
C.S.C.E.D.		Expert Insight on Listening	N/A	1	1
C.S.C.E.D.		Expert Insight on Networking	N/A	1	1
C.S.C.E.D.		Exploring GIS Maps	N/A	1	1
C.S.C.E.D.		Extreme Events and ISM Trng	N/A	49	49
C.S.C.E.D.		Fire Investigator Course	N/A	1	1
C.S.C.E.D.		Flash Bang Chemical Munition Instructor	N/A	1	1
C.S.C.E.D.		Forensic Interviewing of Children	N/A	1	1
C.S.C.E.D.		Foundational Risk Assessment	N/A	1	1
C.S.C.E.D.		Foundational VRAM Workshop	N/A	1	1
C.S.C.E.D.		FRTAP	N/A	1	1
C.S.C.E.D.		FRTAP Facilitator	N/A	1	1
C.S.C.E.D.		FRTAP Facilitator Course	N/A	1	1
C.S.C.E.D.		Fundamentals of Addiction	N/A	1	1
C.S.C.E.D.		Genetec Video Management Certification	N/A	2	2
C.S.C.E.D.		Getting Started w Geodatabase	N/A	1	1
C.S.C.E.D.		Getting Info from a GIS Map	N/A	1	1
C.S.C.E.D.		Glock Armorers Course	N/A	5	5

C.S.C.E.D.		Green Belt of 6 Sigma Methodology	N/A	1	1
C.S.C.E.D.		Heavy Truck Reconstruction Technician	N/A	3	3
C.S.C.E.D.		HR Management Trends in Gender Issue	N/A	1	1
C.S.C.E.D.		Human Intelligence	N/A	1	1
C.S.C.E.D.		Human Trafficking Seminar	N/A	1	1
C.S.C.E.D.		I-8000 Service Perspective Training	N/A	1	1
C.S.C.E.D.		I-9000 Service Perspective Training	N/A	1	1
C.S.C.E.D.		IAC.P. DE C.P. Program	N/A	1	1
C.S.C.E.D.		IBM Cognos Analytics - ARF	N/A	1	1
C.S.C.E.D.		IDI QAI Seminar	N/A	2	2
C.S.C.E.D.		IHRD Working Group	N/A	1	1
C.S.C.E.D.		IKF CQB Instructor Course	N/A	1	1
C.S.C.E.D.		IL2X ILT Becoming Successful Leader	N/A	1	1
C.S.C.E.D.		IL4x ILT Get Beyond Work Life Balance	N/A	1	1
C.S.C.E.D.		IL5x ILT Leading with Effective Communication	N/A	1	1
C.S.C.E.D.		IMS360 Course	N/A	1	1
C.S.C.E.D.		Incident and Tactical C.P. Ops	N/A	1	1
C.S.C.E.D.		Incident Response 200	N/A	1	1
C.S.C.E.D.		Indigenous Awareness Course	N/A	1	1

C.S.C.E.D.		Innovation and Design Thinking	N/A	1	1
C.S.C.E.D.		Interception of Private Communications	N/A	1	1
C.S.C.E.D.		Intercultural Communication in Policing	N/A	2	2
C.S.C.E.D.		Intermediate Microsoft Access	N/A	1	1
C.S.C.E.D.		Interviewing Vulnerable Victims	N/A	1	1
C.S.C.E.D.		Integrated National Security Enforcement Team	N/A	1	1
C.S.C.E.D.		Intl HTTA Conference	N/A	3	3
C.S.C.E.D.		Intl VPD Police Judo Clinic	N/A	1	1
C.S.C.E.D.		Intro to Crime Analysis Solution	N/A	1	1
C.S.C.E.D.		Intro to Human Centered Design	N/A	2	2
C.S.C.E.D.		Introductory French I	N/A	1	1
C.S.C.E.D.		Investigating Arguments	N/A	1	1
C.S.C.E.D.		Issues in Contemporary Pub Svc	N/A	1	1
C.S.C.E.D.		IT Project Management	N/A	2	2
C.S.C.E.D.		Krav Maga Instructor	N/A	1	1
C.S.C.E.D.		Leadership Training	N/A	1	1
C.S.C.E.D.		Leadership Decision Making	N/A	1	1
C.S.C.E.D.		Leadership in Police Orgs	N/A	2	2
C.S.C.E.D.		Leadership of Change	N/A	1	1
C.S.C.E.D.		Leadership Training	N/A	1	68



C.S.C.E.D.		Leveraging Emotional Intelligence	N/A	1	1
C.S.C.E.D.		LGBT Workplace Inclusion Course	N/A	1	1
C.S.C.E.D.		Light duty Towing & Recovery	N/A	4	4
C.S.C.E.D.		Managing Police Performance	N/A	1	1
C.S.C.E.D.		Mastering ArC.P.y	N/A	1	1
C.S.C.E.D.		Mechanical /Ballistics Breaching Instructor	N/A	1	1
C.S.C.E.D.		MED 3	N/A	1	1
C.S.C.E.D.		Mental Health First Aid Basic	N/A	1	1
C.S.C.E.D.		MIAAO Spring Workshop	N/A	2	2
C.S.C.E.D.		MKinisight Auditor Training	N/A	1	1
C.S.C.E.D.		MKinisight Super User Training	N/A	2	2
C.S.C.E.D.		MKinsght Review Course	N/A	1	1
C.S.C.E.D.		MKinsight Auditor Training	N/A	4	4
C.S.C.E.D.		MKinsight Review Course	N/A	4	4
C.S.C.E.D.		Mobile Surveillance Course	N/A	1	1
C.S.C.E.D.		Models in Policing	N/A	1	1
C.S.C.E.D.		MOOC Cartography Course	N/A	1	1
C.S.C.E.D.		Motivating Your Employees	N/A	1	1
C.S.C.E.D.		Note Taking Course	N/A	1	1
C.S.C.E.D.		ODARA	N/A	19	19
C.S.C.E.D.		Offensive Methodology/ Analysis	N/A	1	1

C.S.C.E.D.		OFIA Osteology Workshop	N/A	1	1
C.S.C.E.D.		OGIA 17th Annual Development Conference	N/A	1	1
C.S.C.E.D.		Operational Planning	N/A	1	1
C.S.C.E.D.		Organizational Change Management	N/A	1	1
C.S.C.E.D.		Overdose Prevention Recognition Response	N/A	1	1
C.S.C.E.D.		Overcoming Unconscious Bias in Workplace	N/A	1	1
C.S.C.E.D.		Pattern Recognition t Analysis Profiling	N/A	1	1
C.S.C.E.D.		Pedestrian Collision Reconstruction	N/A	3	3
C.S.C.E.D.		Peer Support Training	N/A	1	1
C.S.C.E.D.		Personal Skills Self - Assessment	N/A	1	1
C.S.C.E.D.		Pistol Carbine Instructor Development	N/A	1	1
C.S.C.E.D.		Pix4D User Workshop	N/A	1	1
C.S.C.E.D.		Police Psychology	N/A	1	1
C.S.C.E.D.		Policing a Diverse Community	N/A	1	1
C.S.C.E.D.		Polishing Your Feedback Skills	N/A	1	1
C.S.C.E.D.		Project Management Fundamentals	N/A	1	1
C.S.C.E.D.		Project Management, Leadership & Communication	N/A	1	1
C.S.C.E.D.		Project Portfolio Management	N/A	1	1

C.S.C.E.D.		Psychology of Law Enforcement	N/A	1	1
C.S.C.E.D.		Public Policy Challenges Ethics	N/A	1	1
C.S.C.E.D.		Public Safety in Canada	N/A	1	1
C.S.C.E.D.		Putting your GIS Skills to Work	N/A	1	1
C.S.C.E.D.		Python for Everyone	N/A	1	1
C.S.C.E.D.		Python Scripting for GW	N/A	1	1
C.S.C.E.D.		Python scripting for Map Automatization	N/A	1	1
C.S.C.E.D.		QAI IDI Seminar	N/A	1	7
C.S.C.E.D.		Qualified Breath Technician Annual Exam	N/A	12	12
C.S.C.E.D.		Quicken Tutorial An Introduction	N/A	1	1
C.S.C.E.D.		R2MR Train the Trainer	N/A	1	3
C.S.C.E.D.		Regional Explosive Detection Canine Team Training	N/A	6	6
C.S.C.E.D.		Research Methods	N/A	1	1
C.S.C.E.D.		Restorative Practices Facilitator Training	N/A	1	1
C.S.C.E.D.		Safe Talk SAT Trainer	N/A	1	1
C.S.C.E.D.		Safe Talk Train the Trainer	N/A	1	1
C.S.C.E.D.		San Bernardino Attacks Case Study	N/A	1	1
C.S.C.E.D.		School Safety Patroller Program train the Trainer	N/A	1	15
C.S.C.E.D.		Search and Rescue Training	N/A	1	1

C.S.C.E.D.		Search Management Course	N/A	1	9
C.S.C.E.D.		SFST 2	N/A	4	4
C.S.C.E.D.		SIEM	N/A	1	1
C.S.C.E.D.		Situation Table Learning Module	N/A	2	2
C.S.C.E.D.		Small Vessel Operator Proficiency	N/A	1	1
C.S.C.E.D.		Specialized Digital Forensic Examiner	N/A	1	1
C.S.C.E.D.		Suicide First Aid Workshop	N/A	1	1
C.S.C.E.D.		Supervisor Leadership Institute	N/A	1	33
C.S.C.E.D.		Surveillance Training	N/A	1	1
C.S.C.E.D.		Tactical and Strategy Analysis	N/A	1	1
C.S.C.E.D.		The Guth M2100 Simulator	N/A	1	1
C.S.C.E.D.		Threat Assessment Violence Risk with WAVR21	N/A	1	1
C.S.C.E.D.		Towing and Recovery	N/A	1	1
C.S.C.E.D.		T.P.C. Professional Development Day	N/A	2	85
C.S.C.E.D.		Transitioning to Internal Audit	N/A	1	1
C.S.C.E.D.		UAV Basic Training	N/A	1	1
C.S.C.E.D.		UAV School	N/A	3	3
C.S.C.E.D.		Unified Command & ARFF Training	N/A	1	1
C.S.C.E.D.		Using GIS to Solve Problems	N/A	1	1
C.S.C.E.D.		Value Stream Mapping	N/A	2	2
C.S.C.E.D.		VIP Workshop	N/A	1	1

C.S.C.E.D.		VTRA Level 1 Training	N/A	6	106
C.S.C.E.D.		VTRA Level 2 Training	N/A	1	3
C.S.C.E.D.		X Ray Safety Officer	N/A	2	2
Sub Total				483	879
CISO	I00004	Mobile Surveillance		2	16
CISO	I00006	Interception of Private Communications		1	1
CISO	I00007	Asset Forfeiture		1	1
CISO	I00015	Intro to Undercover Techniques		1	1
CISO	I00017	Advanced Undercover Techniques		1	1
CISO	I00019	Covert Operation Handler		1	1
CISO	I00024	C-24 Lawful Justification		2	4
CISO	I00026	Digital Surveillance Photography		1	1
CISO	I00027	Confidential Informant Development		3	4
CISO	I00037	Criminal Extremism Course		1	1
Sub Total				14	31
C.P.C	C00016	Forensic Identification		1	1
C.P.C	C00035	Strategic Intel Analysis		2	2
C.P.C	C00052	Police Explosives Tech & Radio		1	1
C.P.C	C00069	Advanced Internet Child Exploitation		1	1
C.P.C	C00072	Using Internet as Intelligence Tool		1	1
C.P.C	C00078	Canadian Internet Child Exploitation		1	1

C.P.C	C00087	Digital Technology for Investigators		1	1
C.P.C	C00101	Internet Evidence Analysis		1	1
C.P.C	C00103	Live Analysis Workshop		1	1
C.P.C	C00108	Pol Explosives Tech R&R		1	1
Sub Total				11	11
O.P.C.	P00006	Forensic Identification		1	1
O.P.C.	P00019	Use of Force Trainer		5	5
O.P.C.	P00024	Team Building		1	11
O.P.C.	P00044	Search Warrant Course		1	1
O.P.C.	P00059	Forensic Recovery of Human Remains		1	1
O.P.C.	P00062	Applied Forensic Videography		1	1
O.P.C.	P00067	Communication Centre Supervisor Course		1	3
O.P.C.	P00073	Chemical Treat & Fluoresce Technician		1	1
O.P.C.	P00084	Basic Constable Training		3	104
O.P.C.	P00091	OMCM Train the Trainer		1	1
O.P.C.	P00099	Emotional Intelligence Course		1	16
O.P.C.	P00101	Gang Investigation Course		4	4
O.P.C.	P00107	Photoshop for Forensics		1	1
O.P.C.	P00111	Shotgun Instructor Course		2	2
O.P.C.	P00112	Synthetic Drug Operations		3	3

O.P.C.	P00115	Synthetic Drug Ops f/Support Services		1	1
O.P.C.	P00122	Building Leadership through Strength and Self-Awareness		1	12
O.P.C.	P00123	Friction Ridge Analysis		3	3
O.P.C.	P00127	Forensic Identification Recertification		6	6
O.P.C.	P00129	Hate Crime		1	1
O.P.C.	P00136	Facilitating and Assessing Police Learning		1	1
O.P.C.	P00138	CEW Master Trainer		1	1
O.P.C.	P00141	Power-Case for the Command Triangle		1	1
Sub Total				42	181
T.P.S. Total				497	5373
C.S.C.E.D. TOTAL				483	879
O.P.C./C.P.C.CISO TOTAL				67	223



## Toronto Police Services Board Report

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May 16, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: Quarterly Report for November 15, 2018 to February 14, 2019: Conducted Energy Weapon Use**

### **Recommendation:**

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 purpose of this report is to provide the Board with a quarterly status update on frontline use of conducted energy weapons (C.E.W.s).

At its meeting on February 22, 2018, the Board approved expansion of C.E.W.s to frontline constables (P.C.s). In doing so, the Chief agreed to provide the Board with quarterly reports as well as an annual report of C.E.W. use (Min. No. P19/18 refers).

### **Discussion:**

In addition to supervisors and officers of specialized units, C.E.W.s are now available as a use of force option to frontline P.C.s who are often first on scene at emergency calls-for-service. As of February 14, 2019, there were 813 P.C.s and 449 supervisors trained and qualified to use a C.E.W. These numbers do not include members of the Emergency Task Force or training constables currently assigned to the Toronto Police College (T.P.C.). This report provides a summary of C.E.W. use for frontline P.C.s and supervisors for the period of November 15, 2018 to February 14, 2019. This information



is based on C.E.W. reports that have been received and reviewed by the Use of Force Analyst. The data is provided in the form of graphs and charts and includes the following items:

- Types of use
- C.E.W. user comparisons
- C.E.W. effectiveness
- C.E.W. effectiveness by user
- Types of use on persons in crisis (P.I.C.) by user
- Subject behaviour
- Subject description
- Subject age
- Effectiveness of use on P.I.C. by user

Unintentional discharges of C.E.W.s that occur during spark testing at proving stations are not included within the graphs and charts but are discussed on page 14.

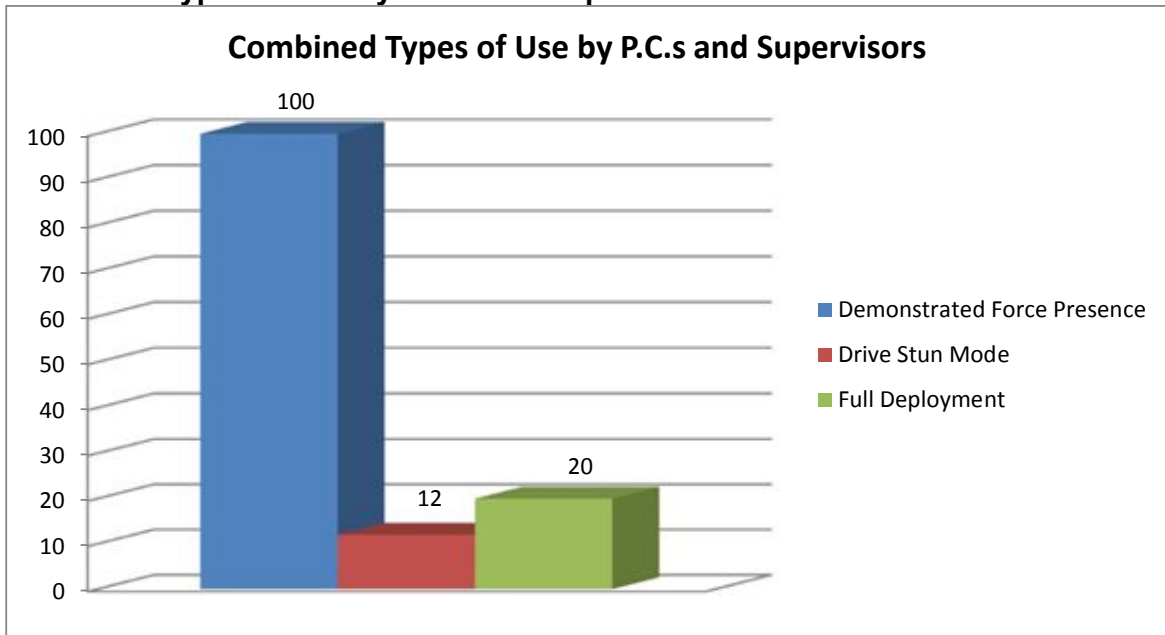
Also addressed in this report are the following items:

- Input from consumer survivor groups including the Board's Mental Health Sub-Committee and Anti-Black Racism Committee
- Over-reliance or misuse of C.E.W.s and the steps taken to remedy such use including discipline and / or re-training
- Whether use of force overall increases with expanded availability of C.E.W.s
- The number of officers trained in the three-day de-escalation training [In-Service Training Program] in the last 12 months

## **Types of Use:**

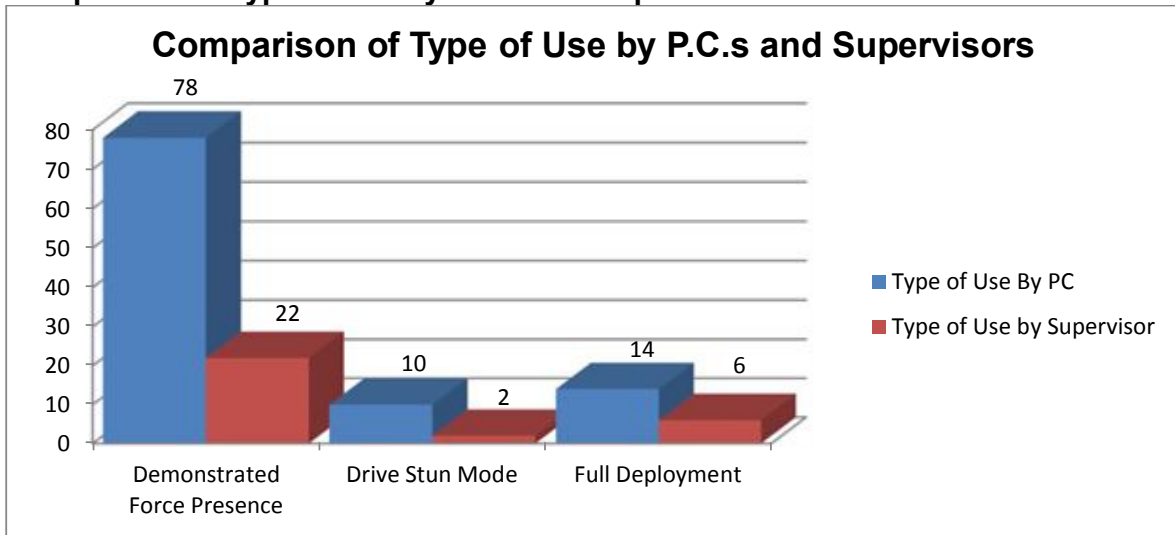
When analyzing C.E.W. use by frontline officers, it is important to do so within the context of the specific types of use. The chart below indicates the number of times a C.E.W. was used as a demonstrated force presence, in drive stun mode and as a full deployment. In accordance with the Ministry of the Solicitor General (Ministry) and T.P.S. procedure, the C.E.W. is only used in full deployment or drive stun mode (direct application) when the subject is assaultive as defined by the Criminal Code. Direct application of the device is only utilized to gain control of a subject who is at risk of causing harm, not to secure compliance of a subject who is merely resistant. During this reporting period, C.E.W.s were used 132 times during 126 incidents involving as many as 143 subjects. Of 132 total uses, 100 or 75.8 % of uses were a demonstrated force presence. Throughout this report, in cases where full deployment and drive stun were used in combination, the number is recorded as a full deployment. The chart below depicts the types of C.E.W. use by P.C.s and supervisors combined.

### Combined Types of Use by P.C.s and Supervisors



The chart below differentiates between types of use by P.C.s and supervisors. It is anticipated that as more P.C.s have C.E.W.s as part of their issued equipment, the variance between P.C. and supervisor use will increase with P.C.s making up the majority of C.E.W. use. For this reporting period, P.C.s accounted for 77.3% of use.

### Comparison of Type of Use by P.C.s and Supervisors



The table below indicates the types of C.E.W. use by P.C.s as a number and a percentage. Police constables utilized the C.E.W. as a demonstrated force presence in 78 of 102 instances or 76.5% of the time. This is the highest demonstrated force presence ever recorded by the T.P.S. and can be attributed to P.C.s choosing to display

a C.E.W. in lieu of resorting to empty-hand techniques or other intermediate force options to resolve potentially volatile situations. Given that C.E.W.s are more effective and less injurious than other intermediate force options it is anticipated that there will be an increase in usage as more P.C.s become equipped with C.E.W.s.

#### **Types of Use by P.C.s**

<b>Use</b>	<b>#</b>	<b>%</b>
Demonstrated Force Presence	78	76.5
Drive Stun Mode	10	9.8
Full Deployment	14	13.7
Total	102	100.0

The table below indicates the types of C.E.W. use by supervisors as a number and a percentage. Supervisors often respond to calls after other means of resolving situations by P.C.s have failed. At the end of this reporting period, a total of 813 P.C.s were trained and qualified on C.E.W. use as compared to 449 supervisors. This is a significant increase from the previous reporting period where a total of 653 P.C.s were trained and qualified on C.E.W. use. Of the 132 uses of the C.E.W. during this reporting period, supervisors accounted for only 30 or 22.7% of total use.

#### **Types of Use by Supervisors**

<b>Use</b>	<b>#</b>	<b>%</b>
Demonstrated Force Presence	22	73.3
Drive Stun Mode	2	6.7
Full Deployment	6	20.0
Total	30	100.0

#### **C.E.W. Effectiveness:**

Effectiveness is measured by the ability of officers to gain control of a subject while utilizing a C.E.W. For P.C.s issued a C.E.W., its use has been shown to be 92.2% effective. Conducted energy weapon effectiveness for P.C.s is outlined in the table below.

#### **C.E.W. Effectiveness for P.C.s**

<b>Effectiveness</b>	<b>#</b>	<b>%</b>
Effective	94	92.2
Not Effective	8	7.8
Total	102	100.0

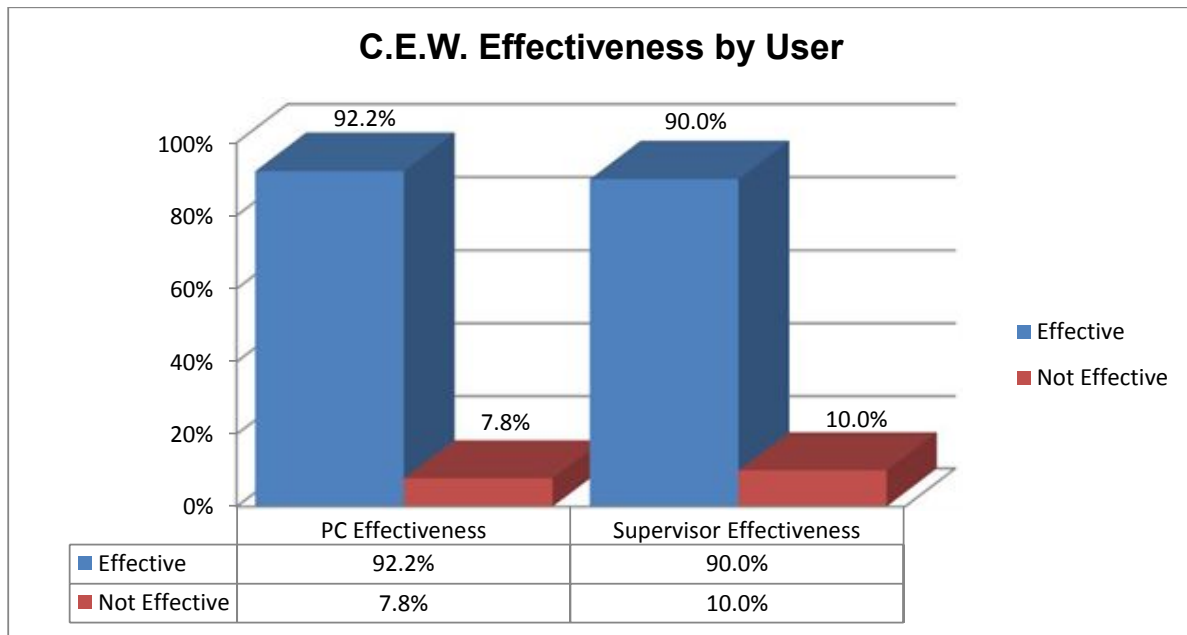
The table below indicates the effectiveness of C.E.W. use for supervisors. For supervisors issued with a C.E.W., its use has been shown to be 90.0% effective.

#### C.E.W. Effectiveness for Supervisors

Effectiveness	#	%
Effective	27	90.0
Not Effective	3	10.0
Total	30	100.0

The chart below provides a comparison of the effectiveness of the C.E.W. based on the user in percentage. For this reporting period, C.E.W. use has shown to be 90.0% effective for supervisors and 92.2% effective for P.C.s.

#### C.E.W. Effectiveness by User



#### Types of Use on Persons in Crisis (P.I.C.):

The table below indicates the types of C.E.W. use by P.C.s on persons who were perceived to be in crisis and may or may not include the combined effects of alcohol and / or drugs. Of the 102 C.E.W. uses by P.C.s, only 36 or 35.3% of use was on P.I.C. with the majority of the incidents (63.9%) being a demonstrated force presence.

**Types of Use on P.I.C. by P.C.s**

Use	#	%
Demonstrated Force Presence	23	63.9
Drive Stun Mode	3	8.3
Full Deployment	10	27.8
Total	36	100.0

The table below indicates the types of C.E.W. use by supervisors upon persons who were perceived to be in crisis and may or may not include the combined effects of alcohol and / or drugs. Of the 30 C.E.W. uses by supervisors, 12 or 40.0% were on P.I.C. with two thirds of the incidents being a demonstrated force presence.

**Types of Use on P.I.C. by Supervisors**

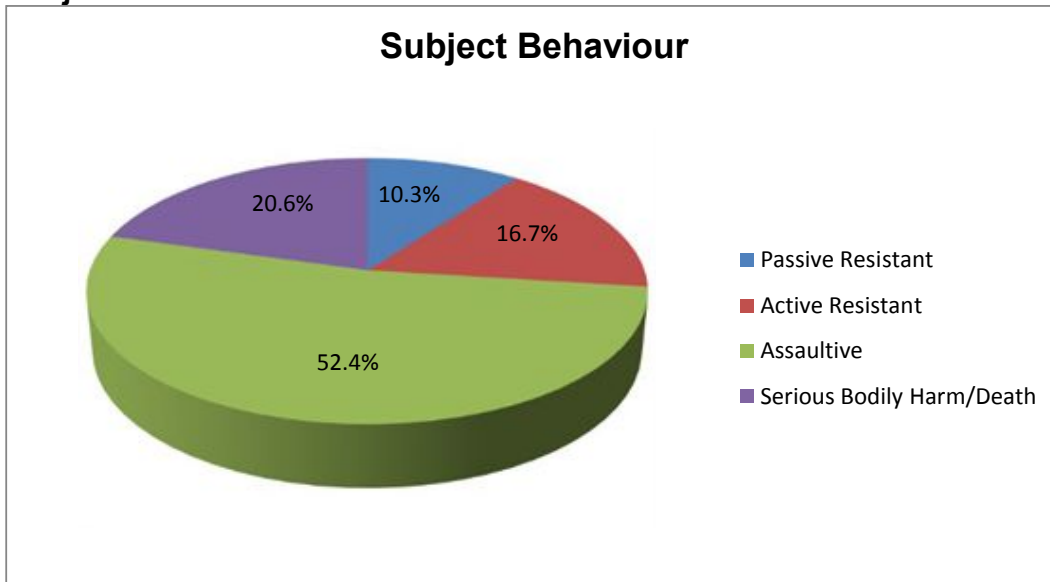
Use	#	%
Demonstrated Force Presence	8	66.7
Drive Stun Mode	0	0.0
Full Deployment	4	33.3
Total	12	100.0

Of 132 C.E.W. uses involving front line P.C.s and supervisors, the number of uses of a C.E.W. on P.I.C. was 48 or 36.4% of the total C.E.W. use.

**Subject's Behaviour:**

Subject Behavior during a C.E.W. incident is described in the context of the Ontario Use of Force Model (2004) under the categories listed in the chart below. This chart illustrates the types of behavior demonstrated by the subject which resulted in the decision to utilize the C.E.W. and is represented as a percentage.

## Subject Behaviour

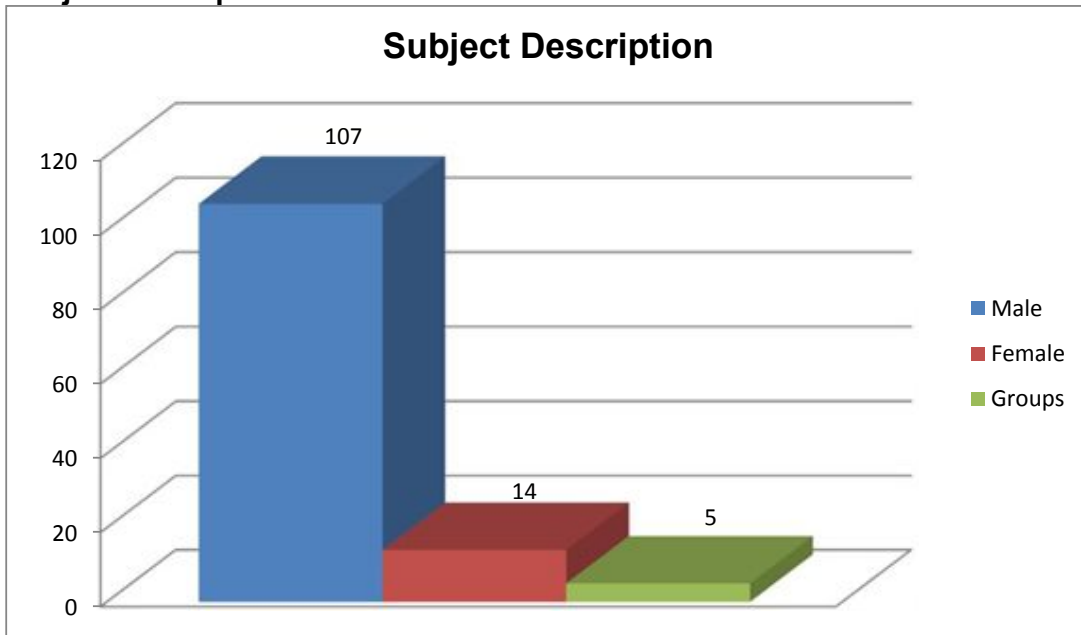


In 52.4% of all incidents where the C.E.W. was deployed, the subject displayed behaviour that the officer perceived to be assaultive. In 20.6% of the incidents, the subject exhibited actions that the officer reasonably perceived was intended to, or likely to cause serious bodily harm or death to any person, including the subject.

## Subject Description:

The chart below categorizes subjects by their gender as a number. Of the 126 incidents involving C.E.W. use, 107 or 84.9% of uses were on males. As group incidents often involve multiple genders, it is given a category independent of either gender.

### Subject Description



The table below categorizes subjects by their gender as both a number and a percentage.

### Subject Description

Description	#	%
Male	107	84.9
Female	14	11.1
Groups	5	4.0
Total Incident #	126	100.0

### Subject Age:

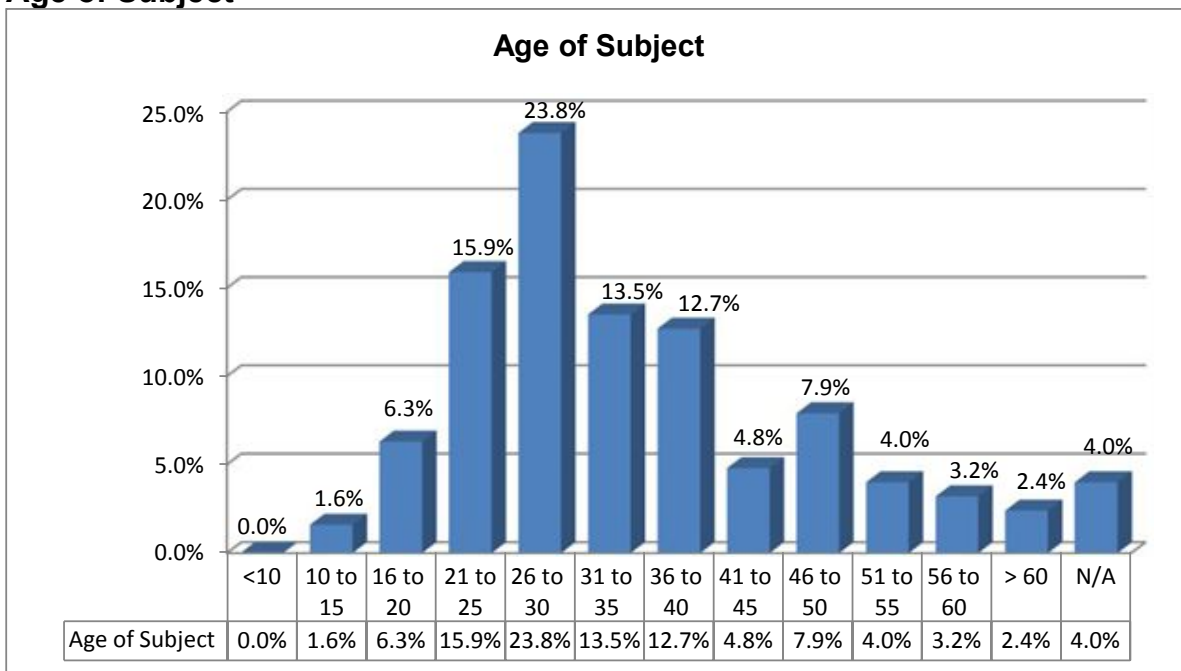
During this reporting period, the C.E.W. was used on a number of subjects that varied in age. The table below provides a summary of C.E.W. use based on subject age groups. Similar to the previous quarter, the highest use of the C.E.W. was on subjects in the 26 to 30 age group and equated to 23.8% of use. The 'not applicable' category includes five group incidents.

### Age of Subject

Age of Subject	#	%
<10	0	0
10 to 15	2	1.6
16 to 20	8	6.3
21 to 25	20	15.9
26 to 30	30	23.8
31 to 35	17	13.5
36 to 40	16	12.7
41 to 45	6	4.8
46 to 50	10	7.9
51 to 55	5	4.0
56 to 60	4	3.2
>60	3	2.4
N/A	5	4.0
Total Incident #	126	100.0

The below chart illustrates C.E.W. usage based on various age categories as a percentage. The majority of C.E.W. use is within the 21 to 40 age range which accounts for almost 70% of use.

### Age of Subject





## Effectiveness on P.I.C.:

The table below shows the effectiveness of C.E.W. use on P.I.C. by P.C.s. Of the incidents where the subjects involved were perceived to be P.I.C. and / or under the influence of drugs and / or alcohol, C.E.W. use was effective 94.4%.

### C.E.W. Effectiveness on P.I.C. by P.C.s

Effectiveness	#	%
Effective	34	94.4
Not Effective	2	5.6
Total	36	100.0

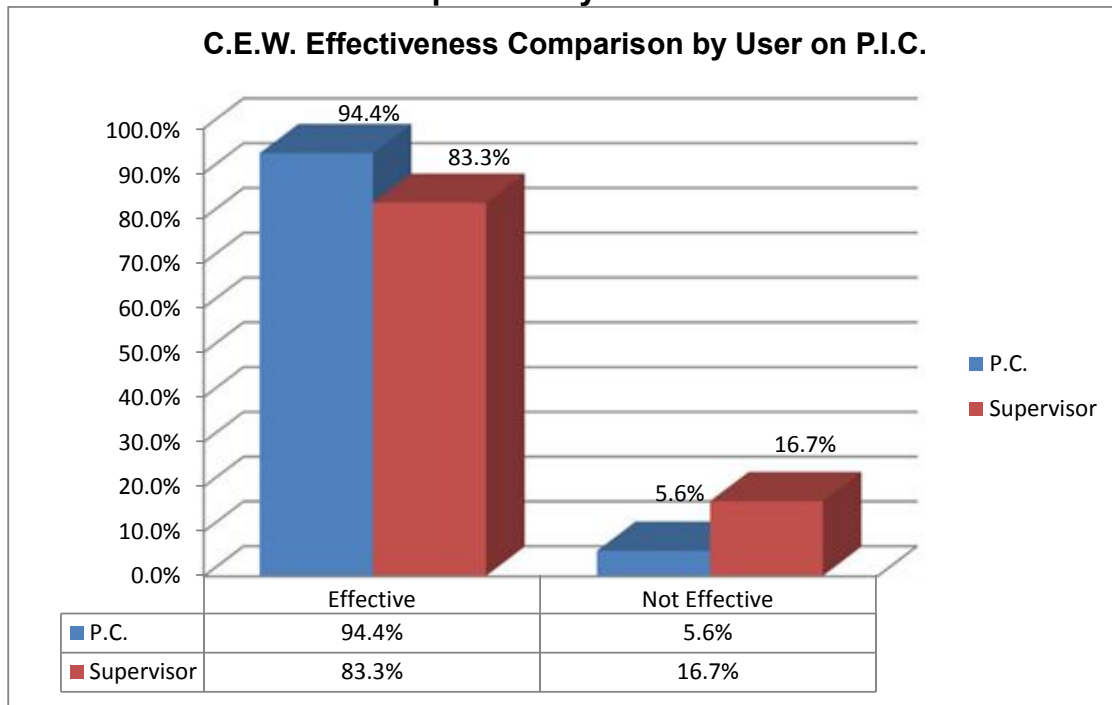
The table below shows the effectiveness of C.E.W. use on P.I.C. by supervisors. Of the incidents where the subjects involved were perceived to be P.I.C. and / or under the influence of drugs and / or alcohol, C.E.W. use was effective 83.3% of the time.

### C.E.W. Effectiveness on P.I.C. by Supervisors

Effectiveness	#	%
Effective	10	83.3
Not Effective	2	16.7
Total	12	100.0

The chart below provides a comparison of C.E.W. effectiveness based on the user as a percentage. Supervisors are often requested to attend the most serious of P.I.C. incidents where attempts by P.C.s to resolve situations peaceably have failed. This may account for the lower effectiveness rate of supervisors at 83.3% as compared to that of P.C.s at 94.4%.

## C.E.W. Effectiveness - Comparison by User on P.I.C.



## Input from the Mental Health Community

On March 22, 2019 the T.P.C. hosted a community consultation day. Members of the Board's Mental Health Sub-Committee as well as other members of the community had an opportunity to provide their opinions and express their concerns with regard to C.E.W. expansion in so far as the impact it has had on people who are experiencing a mental health and / or addiction issues. Members of the T.P.S. Armament and In-Service Training sections were present to address the concerns and, at the Board's request, posed the following three questions to the attendees:

1. Have you noticed a difference from when only supervisors were issued C.E.W.s?

Responses:

- This question elicited no responses from the committee.

2. What are your concerns with regards to C.E.W. expansion?

Responses:

- Are officers encouraged to use de-escalation, even when there is just a display of force? "I'm concerned that C.E.W.s will replace de-escalation."
- Why is the number of C.E.W. uses on P.I.C. so high?
- Would the expansion of Mobile Crisis Teams help to limit the use of C.E.W.s?

- For instances where a C.E.W. is deployed on P.I.C., how many are actually apprehended under the *Mental Health Act (M.H.A.)*?
- If a C.E.W. is used as a full deployment or in drive stun mode on P.I.C., shouldn't this result in an equal number of apprehensions under the *M.H.A.*?
- When C.E.W.s are used on individuals that have other underlying medical conditions, is there an increased chance of serious injury or death?
- How can the T.P.S. assure that there are no misuses of C.E.W.s?
- What happens if there is a misuse of the C.E.W.? Does the officer come in for re-training?
- If re-training takes place, is there monitoring that takes place to ensure that training was successful?

All of the above concerns were addressed and included an explanation as to why all P.I.C. are not apprehended under the *M.H.A.* The committee was informed that although the initial call for service may be reported as a P.I.C., the regulated grounds for apprehension that officers must adhere to may not be present. A P.I.C. may also agree to attend a hospital voluntarily via ambulance or with a family member, thus relieving an officer of the responsibility of a mental health apprehension.

### 3. How can the T.P.S. alleviate your concerns?

Responses:

- By ensuring that training emphasizes de-escalation
- Give officers training on how to deal with P.I.C. compassionately without resorting to using force
- Ensure that misuse is identified and dealt with sternly
- Ensure oversight - monitor C.E.W. use closely

Each of these concerns were discussed and the committee was assured that T.P.S. training is constantly evolving with emphasis being placed on de-escalation and the need to resolve P.I.C. interactions with empathy while utilizing the least amount of force necessary. The various levels of oversight were also discussed and are included in this report under the Over-Reliance / Misuse of C.E.W.s section.

### **Input from the Anti-Racism Advisory Panel:**

Input from the Anti-Racism Advisory Panel has yet to be solicited. Efforts will be made to arrange this for the next C.E.W. quarterly report.

### **Over-Reliance / Misuse of C.E.W.s:**

Each use of a C.E.W. is reviewed by divisional supervisors, as well as by the Use of Force Analyst. Of the 132 uses during this period, two P.C.s were directed to attend the T.P.C. for remedial training. A third incident was investigated by Professional Standards, and misconduct was identified. This matter has been forwarded to the Tribunal.

## **Toronto Police Service Procedures and Training:**

As a result of expansion and with the overall objective of reducing deaths without increasing overall use of force, T.P.S. Procedure 15 – 09 Conducted Energy Weapon has had numerous amendments and additions which were discussed in the September 2018 Quarterly Report: Conducted Energy Weapons Use.

The initial C.E.W. training for P.C.s is equivalent to that of supervisors consisting of two 10-hour days of instruction by certified Ministry use of force instructors at the T.P.C. This training exceeds the provincial standard by eight hours. To augment training, the T.P.C. also added a one-hour on-line course that P.C.s are required to complete prior to attending the T.P.C. to ensure a general understanding of the function and application of C.E.W.s.

### **Additional Enhancements to the C.E.W. Program:**

The Service continues to review the C.E.W. program. In 2019, several steps were taken to improve program oversight, and address any concerns with program expansion in a timely manner.

T.P.O.C. Updates: The Toronto Police Operations Centre (T.P.O.C.) notifies the command team when a C.E.W. is used. These notifications, which are sent shortly after T.P.O.C. has been informed of C.E.W. usage, allows any member of command to request further information about circumstances surrounding its use.

Training Enhancements: In April, Unit Commanders overseeing members issued a C.E.W. were further educated on the importance of timely and accurate Use of Force report submission by both Toronto Police College (T.P.C.) staff and the Deputy Chief of Human Resources Command. To support accurate and timely data, T.P.C. also developed and distributed training tools to assist members, and the Use of Force Analyst has delivered additional training to those requesting further instruction.

Dynamic Scenario Training: enhancements to dynamic scenario training that further emphasize de-escalation and negotiation techniques, and speak to the social cost of police use of force. These training scenarios emphasize a Toronto centric context and the continued importance of achieving zero deaths.

Training Videos: Communication of identified issues to the field will be enhanced through the production of short videos that will focus on the top issues affecting C.E.W. use. These quick points can be relayed to members by the platoon or training Sergeant before parade or on a training day. This enhancement will allow the Service to present consistent content to our members in an expedient manner.

Improvements to C.E.W. Discharge Investigation: T.P.C. staff are developing a C.E.W. Discharge training course that is similar to the current Firearms Discharge Investigation program. This enhanced investigator training will be developed by the Firearms Discharge Investigator course facilitators and subject matter experts at T.P.C. Training will be provided to the investigators assigned to Professional Standards.

C.E.W. Review Team: As of April 2019, T.P.C. created a three-person team led by a Master C.E.W. trainer that will undertake a weekly review of incidents involving C.E.W. use. This review will ensure compliance with procedures and training. Also in April, a new member was added to the Use of Force Analyst's Office in the role of Incident Response Analyst. This member was trained to analyze Use of Force submissions to enable more timely interventions for identified issues.

Bi-weekly Reports: The Review Team will be required to submit bi-weekly reports to the Staff Superintendent of Corporate Risk Management. The members of the Incident Response Committee will also review these bi-weekly reports for compliance with governance and training. The frequency of review will enable the timely debriefing of any identified issues, or referral to Professional Standards for any misconduct.

### **Increased Use of Force Reporting:**

When comparing the C.E.W. statistics for the current reporting period with the previous period, the number of C.E.W. uses has increased. This has likely attributed to the increase in the number of P.C.s trained on C.E.W. use. At the end of the previous reporting period, there were 653 P.C.s trained and qualified to use the C.E.W. compared to 813 P.C.s trained at the end of the current reporting period. P.C.s can now display a C.E.W. in lieu of resorting to empty-hand techniques to control a non-compliant or assaultive subject. There is no requirement to report the use of empty-hand techniques unless a subject is injured and requires medical attention. There is, however, a requirement to report the display of a C.E.W., which has resulted in an increase in the number of reportable use of force incidents.

### **Unintentional Discharges:**

Unintentional discharges occur when probes are fired from the C.E.W. cartridge due to officer error. During this reporting period there were 11 unintentional discharges by P.C.s and supervisors. During these incidents, officers discharged the probes into proving stations while conducting their daily spark test. All 11 of these incidents were properly reported and the involved officers were directed to attend the T.P.C. for remedial training with a qualified C.E.W. instructor to review safe handling practices. Unintentional discharges can also occur due to a device malfunction. This information will be reported on within the annual C.E.W. Board report.

## **In-Service Training Program:**

The Board requested that the number of officers trained in the three-day de-escalation training (In-Service Training Program) in the last 12 months be included in this report. From November 15, 2017, to November 14, 2018, there were 4,392 T.P.S. officers who received this training. This number does not include members who have retired or resigned from the T.P.S.

## **Additional Discussion:**

Toronto Police Service members are dedicated to delivering policing services in partnership with our communities to keep Toronto the best and safest place to be. During each interaction with members of the public, officers strive to achieve the safest outcome for all parties involved. Expansion of C.E.W.s to frontline P.C.s has proven to be an extremely effective tool that has assisted in preventing injuries to subjects, police officers and members of the public.

Officers are trained to conduct a proper threat assessment to determine the amount of reasonable force necessary to resolve a given situation. Within this reporting period, there were 157,333 calls-for-service attended by the T.P.S. Conducted energy weapons were only used during 126 of these incidents for which only 20 required a full deployment. Of the 2,655 *M.H.A.* apprehensions that took place, 34 involved the use of a C.E.W. It is important to note that the C.E.W. is only utilized during a small fraction of all T.P.S. public contacts. During this reporting period, a C.E.W. was utilized in one out of every 1,249 attended calls for service.

## **Conclusion:**

This report provides a quarterly summary of C.E.W. use for frontline P.C.s and supervisors and covers the period of November 15th, 2018 to February 14th, 2019. While this quarterly report shows that P.C.s use of C.E.W.s is above that of supervisors, this continues to be an expected outcome of expansion. Police Constables respond to more calls for service than supervisors and are faced with more situations involving arrests and apprehensions. Police constables used demonstrated force presence in 76.5% of incidents where they felt that the use of a C.E.W. was the most viable and least injurious force option. This illustrates that they are making sound decisions and using only as much force as is necessary to resolve unpredictable and often perilous situations.

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

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March 13, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: Chief's Administrative Investigation into the Custody  
Injury to Mr. Justin Geissler**

### **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 November 26, 2017, at about 0638 hours, members of the Integrated Gun and Gang Task Force (I.G.G.T.F.) in conjunction with members of the Emergency Task Force (E.T.F.), executed a *Criminal Code* search warrant at 1 Vendome Place, apartment 210.

The I.G.G.T.F. had judicial authorization to enter and search for firearms, ammunition and explosives related to an ongoing investigation. E.T.F. officers made a dynamic entry into the apartment by breaching the door and deploying a distraction device referred to as a ‘flash bang’.

The apartment unit was two storeys tall and after clearing the first floor, two E.T.F. officers entered a second floor bedroom where they observed a male hiding behind the bedroom door. One officer pulled the male forward from behind the door and he fell onto one of the beds. A handgun that was in the male’s waistband fell onto the floor.

A second male party, later identified as Mr. Justin Geissler, was lying on the bed and struggled to get free from the other male who had landed on top of him. As he did so, he attempted to reach for the gun on the floor. The E.T.F. officer transitioned from his firearm to hand techniques and delivered several knee strikes and closed fist strikes to Mr. Geissler in his efforts to prevent him from obtaining the firearm and to place him under arrest.

Both officers were able to subdue, arrest, and handcuff Mr. Geissler and the other male party. Both men were taken out of the apartment and the firearm was seized.

Once outside the apartment, Mr. Geissler complained of pain in his chest and trouble breathing. He was turned over to Toronto Paramedic Services, who transported him to the Michael Garron Hospital where he was diagnosed with several fractured ribs and an injury to his lung.

The S.I.U. was notified and invoked its mandate.

The S.I.U. designated two E.T.F. officers, as subject officers; twelve other officers were designated as witness officers.

The S.I.U. published a media release on November 26, 2017. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=3424](https://www.siu.on.ca/en/news_template.php?nrid=3424)

In a letter to the T.P.S. dated January 4, 2019, Director Tony Loparco of the S.I.U. advised that the investigation was completed, the file has been closed and no further action is contemplated.

The S.I.U. published a media release on January 9, 2019. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=4582](https://www.siu.on.ca/en/news_template.php?nrid=4582)

### **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 01-02 (Search of Persons)
- Procedure 01-03 (Persons in Custody)
- Procedure 02-18 (Executing a Search Warrant)
- 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 Section 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 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

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March 13, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: Chief's Administrative Investigation into the Custody  
Injury to Mr. David Alves**

### **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 December 4, 2017, at 1308 hours, members of the T.P.S. from 14 Division Community Response Unit (C.R.U.) were on patrol on bicycles in the area of Rusholme Drive, actively looking for Mr. David Alves who was wanted on a warrant for Assault Causing Bodily Harm. It was alleged that Mr. Alves had assaulted his grandparents and officers were aware that Mr. Alves had acted violently towards police in the past.

The C.R.U. officers were riding police bicycles on St. Annes Road when they observed Mr. Alves, who was also riding a bicycle. The officers approached him and directed him to stop. Mr. Alves yelled at the officers, *“it wasn’t me, it was the other guy”*, and then fled on his bicycle. Both officers had dismounted their bicycles and chased Mr. Alves on foot. Mr. Alves stopped his bicycle and picked it up before throwing it at the officers. Mr. Alves bicycle struck one of the officers and caused the officer to fall to the ground.

Mr. Alves continued to run away from the officers by running through several residential rear yards and scaling fences. The officers caught up to Mr. Alves at the rear of 12 Rusholme Road. Mr. Alves turned to face the officers and put his fists up in a *“boxers”* stance indicating that he was ready to fight. The officers attempted to apprehend Mr. Alves and he began to punch and kick the officers. The struggle continued as the officers pulled Mr. Alves down to the ground where he struck his face on the ground.

Another officer arrived to assist with the arrest of Mr. Alves. This officer was performing their duties in a uniform capacity and observed the initial officers involved in a violent struggle with Mr. Alves. The officer attempted to control Mr. Alves by grabbing onto his shoulders. This was ineffective and the officer struck Mr. Alves, once, in the facial area with a fist. Mr. Alves became more compliant and the officers were able to gain control of him and apply handcuffs.

A Sergeant arrived and managed the scene. Mr. Alves was bleeding from his nose and the officers requested Toronto Paramedic Services attend the scene. Mr. Alves was transported to Toronto General Hospital.

Mr. Alves was examined by a physician and diagnosed with a comminuted depressed fracture of the nasal bone.

On December 4, 2017, the S.I.U. was notified and invoked its mandate.

The S.I.U. designated one officer as a subject officer; seven other officers were designated as witness officers.

In a letter to the T.P.S. dated December 4, 2018, Director Tony Loparco of the S.I.U. advised that the investigation was completed, the file has been closed and no further action is contemplated.

The S.I.U. published a media release on December 6, 2018. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=4488](https://www.siu.on.ca/en/news_template.php?nrid=4488)

### **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 use of force in relation to the applicable legislation, service provided, procedures, and the conduct of the involved officers.

The P.S.S. investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest)
- Procedure 01-03 (Persons in Custody)
- Procedure 03-06 (Guarding Persons in Hospital)
- 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 Section 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 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

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March 12, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: Chief's Administrative Investigation into the Custody  
Injury to Ms. Natalie Gilbert**

### **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 August 23, 2017, at about 1755 hours, a uniform police constable from 51 Division was on bicycle patrol in the area of Queen Street East and Jarvis Street. The officer witnessed a female, later identified as Ms. Natalie Gilbert, engaged in a street level drug transaction.

The officer confronted Ms. Gilbert and as a result of his investigation, placed her under arrest for Possession of Cocaine. The officer recovered a quantity of cocaine during the arrest. Ms. Gilbert, in her attempt to deny the behaviour, offered to shake her shirt and brassiere for the officer and in doing so, a quantity of cash and other cocaine fell to the ground.

The officer applied handcuffs to Ms. Gilbert and she became resistive, dropped to her knees, and struck her head against a nearby fence. The officer took control of Ms. Gilbert and placed her on the ground for better control, while awaiting a 51 Division vehicle to attend the location for transporting Ms. Gilbert to the station for further investigation and processing.

Two other officers from the Priority Response Group (P.R.G.) arrived to take custody of Ms. Gilbert and transport her to the station. Once placed in the rear of the police vehicle, she became even more outraged and violent and began to kick the rear door and window assembly.

Upon her arrival at 51 Division, Ms. Gilbert was paraded by the Officer-in-Charge (O.I.C.) of the station and the O.I.C. approved a Level 3 search. Two female officers conducted the search and upon returning to the O.I.C., advised that Ms. Gilbert had managed to ingest an object which she stated was crack cocaine.

Toronto Paramedic Services were called and out of concern for her health, Ms. Gilbert was transported to St. Michael’s Hospital for treatment and care resulting from a possible ingestion of cocaine.

Medical staff conducted the necessary tests related to the possible ingestion of the drugs and cleared her from any issues; however, Ms. Gilbert complained of pain in her right wrist and upon further examination, was diagnosed with a fracture to her wrist.

The S.I.U. was notified and invoked its mandate.

The S.I.U. designated one officer as a subject officer; six other officers were designated as witness officers.

The S.I.U. published a media release on August 24, 2017. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=3155](https://www.siu.on.ca/en/news_template.php?nrid=3155)

In a letter to the T.P.S. dated December 6, 2018, Director Tony Loparco of the S.I.U. advised that the investigation was completed, the file has been closed and no further action is contemplated.

The S.I.U. published a media release on December 11, 2018. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=4506](https://www.siu.on.ca/en/news_template.php?nrid=4506)

### **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 01-02 (Search of Persons)
- Procedure 01-03 (Persons in Custody)
- 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 Section 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 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

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March 13, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: Chief's Administrative Investigation into the Custody Injury to Ms. E.G.**

### **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 February 14, 2018, a female party, later identified as Ms. E.G., drove her vehicle to the Dean Myers Chevrolet Buick G.M.C. Corvette dealership located at 1380 Dufferin Street. She pulled into the drive-through service reception area and exited her vehicle. Ms. E.G. had purchased her used vehicle from the dealership some months earlier and had returned several times with complaints regarding the financing arrangements and the overall cleanliness of the vehicle.

The staff at the dealership had always been accommodating to Ms. E.G. on the occasions when she had attended and complained about the various issues. They had explained the financing arrangements to her repeatedly and on one occasion detailed her car at no charge. On the occasion under discussion in this report, Ms. E.G. was not satisfied with the dealership’s refusal to accommodate her and staff requested that she leave the premises. Ms. E.G. was asked several times to leave as she was disrupting the dealership’s ability to function and her behaviour was causing a disturbance.

Police were called to attend the scene and an officer from 32 Division responded to the call at the dealership at 1413 hours. The officer arrived and after speaking with staff, determined that the best course of action was to request Ms. E.G. to leave the dealership. Ms. E.G. refused to leave; she was agitated and upset. The officer spent about 20 minutes trying to de-escalate the emotional situation presented by Ms. E.G. Eventually, the officer cautioned her several times that failing to leave as directed may result in her being arrested under the *Trespass to Property Act (T.T.P.A.)*.

Finally after determining that there was no other recourse to resolve the situation, the officer decided to place Ms. E.G. under arrest for Fail to Leave when Directed under the *T.T.P.A.* The officer reached out to take control of her in order to arrest and handcuff her; however, she resisted by pulling away which caused her to fall backward against her car and then roll off to the side, striking her face on a stool and falling to the ground.

The officer then handcuffed Ms. E.G., rolled her into a recovery position and saw the obvious facial injury. The officer determined that Ms. E.G.’s continued apprehension would be under the *Mental Health Act* based upon the totality of her behaviour.

Toronto Paramedic Services were notified to attend the scene and Ms. E.G. was transported to Humber River Hospital where she was diagnosed and treated for a fractured orbital bone.

The S.I.U. was notified and invoked its mandate.

The S.I.U. designated one officer as a subject officer; one other officer was designated as witness officer.

In a letter to the T.P.S. dated January 21, 2019, Director Tony Loparco of the S.I.U. advised that the investigation was completed, the file has been closed and no further action is contemplated.

The link to the S.I.U. Director's public report of investigation is below.

[https://www.siu.on.ca/en/directors\\_report\\_details.php?drid=162](https://www.siu.on.ca/en/directors_report_details.php?drid=162)

The S.I.U. published a media release on January 22, 2019. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=4637](https://www.siu.on.ca/en/news_template.php?nrid=4637)

### **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 01-02 (Search of Persons)
- Procedure 01-03 (Persons in Custody)
- Procedure 06-04 (Emotionally Disturbed Persons)
- 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 Section 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 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

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March 13, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: Chief's Administrative Investigation into the Custody Injury to Mr. Shawn Ranger**

### **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 December 21, 2017, at about 2202 hours, a uniformed officer from 43 Division was on routine patrol in the area of Eglinton Avenue East and Markham Road, when he observed a male party, Mr. Shawn Ranger, standing in front of a local restaurant by himself. The officer had arrested Mr. Ranger in the past and was somewhat familiar with him.

At the time, Mr. Ranger was on probation for a conviction for Theft under \$5000 which required him to keep the peace and be of good behaviour. He was also the subject of a Recognizance for charges of Fail to Appear in Court, Threatening Bodily Harm, Fraud under \$5000, Fail to Comply with a Recognizance, 3 counts of Theft Under \$5000, Theft of a Motor Vehicle, and Fail to Comply with Probation. A condition of that Recognizance was that he was to remain in his residence at all times except when in the continuous company of his surety.

The officer stopped the police vehicle and engaged Mr. Ranger in conversation requesting identification. Mr. Ranger offered a false verbal identification and when he felt he had an opportunity, fled on foot from the officer.

The officer pursued Mr. Ranger on foot through several laneways and was able to tackle him as they turned onto Eglinton Avenue East. Once Mr. Ranger was on the ground, he resisted the officer’s efforts to arrest him and a struggle ensued. The officer delivered several palm strikes to Mr. Ranger’s head in an effort to gain compliance. Other officers responded to the officer’s call for assistance and upon their arrival, Mr. Ranger was subdued, handcuffed, and placed under arrest.

Mr. Ranger had suffered obvious facial injuries as a result of his face striking the pavement when he was tackled. Toronto Paramedic Services (Paramedics) were notified to attend. Mr. Ranger refused treatment at the scene from Paramedics and he was taken to 43 Division for investigation and processing. At 43 Division, the Officer-in-Charge ordered Mr. Ranger to the hospital where he was diagnosed and treated for several lacerations to his face. Mr. Ranger was not diagnosed at that time with any

threshold injuries which would have caused the T.P.S. to notify the S.I.U. and as such, Mr. Ranger was returned to the station and held for a Show Cause hearing.

Mr. Ranger was processed by the courts and eventually released from custody.

On January 3, 2018, Mr. Ranger self-reported to the S.I.U. the facts of his arrest and claimed that he had suffered several broken ribs and a black eye as a result of his interaction with officers on December 21, 2017.

A supervisor at the S.I.U. notified the T.P.S. S.I.U. Liaison Officer, that the S.I.U. was invoking its mandate into the event.

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 January 9, 2019, Director Tony Loparco of the S.I.U. advised that the investigation was completed, the file has been closed and no further action is contemplated.

The link to the S.I.U. Director's public report of investigation is below.

[https://www.siu.on.ca/en/directors\\_report\\_details.php?drid=141](https://www.siu.on.ca/en/directors_report_details.php?drid=141)

The S.I.U. published a media release on January 11, 2019. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=4601](https://www.siu.on.ca/en/news_template.php?nrid=4601)

### **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 01-02 (Search of Persons)
- Procedure 01-03 (Persons in Custody)
- 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 Section 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 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

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March 12, 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 Mr. Gianluca Salvati**

### **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 11, 2017, at approximately 0356 hours, two uniformed police officers from 11 Division were operating a marked police vehicle, Fleet 1101. The officers were patrolling westbound on Lappin Avenue approaching Lansdowne Avenue. The officers observed a white Chevrolet Cruze (Cruze) turning from southbound Lansdowne Avenue to eastbound Lappin Avenue. The Cruze had two occupants in the car; the driver was later identified as Mr. Gianluca Salvati.

The officers’ attention was drawn to the Cruze as it crossed into the path of oncoming traffic while making the turn. The driver did correct its path and continued eastbound on Lappin Avenue.

As the Cruze passed the officers, one officer was able to see the license plate and conducted an inquiry through the Ministry of Transportation site. As a result of this search, it was revealed that the Cruze was a rental car. The driver of the police vehicle performed a U-turn and began to travel eastbound on Lappin Avenue. The officers could see the Cruze in the distance and observed the vehicle pull over to the curb to let a passenger out. Immediately upon the passenger closing the door, the driver of the Cruze pulled back onto the street and accelerated rapidly.

As the officers passed the pedestrian who had exited the car, they recognized the person to be a local drug user and trafficker known to live in one of the more problematic homes on Lappin Avenue.

By this time, the Cruze had already accelerated away and turned southbound on to Dufferin Street, failing to stop at the posted stop sign. The officers followed the path of the Cruze from a distance with the intention of stopping the vehicle for a *Highway Traffic Act* offence and drug investigation.

As the officers turned south on Dufferin Street the Cruze was not in sight. The officers determined the most logical path the driver of the Cruze may have taken and turned east on to Hallam Street. When they got to the intersection of Hallam Street and

Gladstone Avenue they could see a vehicle travelling southbound on Gladstone Avenue at a high rate of speed. This vehicle was 300 to 350 meters ahead of them. The officers followed south on Gladstone Avenue and voiced over the air for any other police unit in the area of Bloor Street West and Gladstone Avenue. There was no response to the broadcast. The car in front of the officers had now increased its lead to 400 meters and the officers determined they were not going to catch up to it. The officers notified the dispatcher with the make, colour, and license plate of the Cruze.

Where southbound Gladstone Avenue meets Bloor Street West there is a jog left on Bloor Street West to continue southbound Gladstone Avenue. Straight through this T-intersection of Bloor Street West and Gladstone Avenue is a Toronto Public Library building. As the officers arrived, they saw the Cruze had failed to negotiate the left turn on Bloor Street West and mounted the curb hitting several bike racks. The Cruze had then continued at speed over the sidewalk and came to rest when it struck the north side stone wall of the library. The Cruze was still running but unoccupied as the officers arrived.

One officer spotted Mr. Salvati running southbound on Gladstone Avenue and then east behind a building. The officers followed in the police car until they reached a path that ended in a parking lot for the building. Mr. Salvati continued fleeing northbound on a foot path from the parking lot toward Bloor Street West.

The police car was unable to follow, so one officer exited the car and gave chase on foot. The other drove the police car and exited the lot to search for Mr. Salvati.

The officer on foot emerged from the foot path onto Bloor Street West but was unable to see Mr. Salvati. Several citizens assisted by pointing the route taken by Mr. Salvati. The officer was able to locate Mr. Salvati at the rear of a business that is on the north side of Bloor Street West, east of where they had emerged from the path.

Mr. Salvati was hiding at the bottom of a set of metal stairs that led to the basement area of a business. The officer used his radio to share his location and receive assistance from his partner. Upon his partner's arrival, Mr. Salvati was ordered to emerge from his hiding spot and surrender to the officers. Mr. Salvati did not attempt to move and complained of being injured. As other officers arrived, the officers went down the stairs, assisted Mr. Salvati to a standing position and guided him up the stairs.

Mr. Salvati was placed under arrest without further incident. He was not handcuffed due to his complaint of injuries to his back. Toronto Paramedic Services (Paramedics) were contacted and attended. Paramedics transported Mr. Salvati to the Toronto Western Hospital where he was diagnosed with fractures to his spinal column.

The S.I.U. was notified and invoked its mandate.

The S.I.U. published a media release on May 11, 2017. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=3035](https://www.siu.on.ca/en/news_template.php?nrid=3035)

The S.I.U. designated one officer as a subject officer; six other officers were designated as witness officers.

In a letter to the T.P.S. dated December 6, 2018, Director Tony Loparco of the S.I.U. advised that the investigation was completed, the file has been closed and no further action is contemplated.

The S.I.U. published a media release on December 10, 2018. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=4502](https://www.siu.on.ca/en/news_template.php?nrid=4502)

### **Summary of the Toronto Police Service's Investigation:**

Traffic Services (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 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 T.S.V. 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 266/10 (Suspect Apprehension Pursuits)
- Ontario Regulation 926 Section 14.3 (Use of Force Qualifications)

The T.S.V. investigation determined that the T.P.S.'s policies and procedures associated with the vehicle 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 and witness 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

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March 12, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: Chief's Administrative Investigation into the Custody  
Injury to Mr. Mark Sgrignoli**

### **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 June 23, 2017, at about 2036 hours, uniformed officers from 32 Division responded to a call at 101 Whitley Avenue. A male party, later identified as Mr. Mark Sgrignoli, had returned home after consuming several beers and using marihuana. Mr. Sgrignoli lives with his mother and father at that address.

Mr. Sgrignoli’s parents were sitting in the backyard upon his arrival and shortly thereafter, he became involved in an argument with his father. A violent fight ensued between the father and son with the son striking the father with a broom handle and attempting to choke him up against a fence. Mr. Sgrignoli’s mother attempted to intervene and she was punched twice in the face by her son.

The parents fled the yard and called the police. Upon the arrival of the 32 Division officers, Mr. Sgrignoli had barricaded himself in the house and began to purposely smash items within the house. The officers contained the house and called for the attendance of the Emergency Task Force (E.T.F.).

The E.T.F. team arrived on scene, approached the residence, and began to negotiate with Mr. Sgrignoli in an effort to de-escalate the situation. Mr. Sgrignoli was standing at a rear door that had the windows smashed out and he was covered in blood. One E.T.F. officer drew his Conducted Energy Weapon (C.E.W.) and utilized it as a Demonstrated Force Presence.

Mr. Sgrignoli complied with E.T.F. officer’s demands to open the door and surrender. Two E.T.F. officers took Mr. Sgrignoli to the ground to ensure control of him and placed him under arrest.

Upon Mr. Sgrignoli being secured, he was transported by Toronto Paramedic Services to Humber River Hospital where he was diagnosed and treated for a fractured nasal bone.

The S.I.U. was notified and invoked its mandate.

The S.I.U. designated one officer as a subject officer; ten other officers were designated as witness officers.

In a letter to the T.P.S. dated October 30, 2018, Director Tony Loparco of the S.I.U. advised that the investigation was completed, the file has been closed and no further action is contemplated.

The S.I.U. published a media release on November 2, 2018. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=4391](https://www.siu.on.ca/en/news_template.php?nrid=4391)

### **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 01-02 (Search of Persons)
- Procedure 01-03 (Persons in Custody)
- 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 15-09 (Conducted Energy Weapons)
- Procedure 15-17 (In-Car Camera System)

The P.S.S. investigation also reviewed the following legislation:

- *Police Services Act* Section 113 (Special Investigations Unit)
- Ontario Regulation 267/10 (Conduct and Duties of Police Officers Respecting Investigations by the Special Investigations Unit)
- Ontario Regulation 926 Section 14.3 (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 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

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March 12, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: Chief's Administrative Investigation into the Custody  
Injury to Mr. Robert Yarndley**

### **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 July 10, 2017, at about 1304 hours, a police officer from Traffic Services was working in uniform at a paid duty, at the intersection of Richmond Street West and Duncan Street.

A citizen approached the officer and reported that a male, later identified as Mr. Robert Yarndley, was attempting to steal a bicycle. The citizen pointed out Mr. Yarndley, who was standing near a bicycle rack, and advised that he had been trying to cut a lock using a bolt cutter.

The officer walked over to Mr. Yarndley and attempted to place him under arrest for the attempted theft. Mr. Yarndley shoved the officer and fled the scene on foot.

The officer engaged in a foot pursuit but was unable to catch Mr. Yarndley. The pursuit eventually returned to the area of the bicycle rack where the officer first encountered Mr. Yarndley attempting to steal a bicycle. Mr. Yarndley grabbed one of the bicycles from the rack and threw it into the officer’s path. The officer fell and was unable to continue, having suffered minor injuries. The officer was, however, able to provide a description of Mr. Yarndley, his last direction of travel and the reason for the foot pursuit.

Several uniform and plainclothes officers attended the area of Queen Street West, Simcoe Street, and University Avenue. Mr. Yarndley climbed a fence to access the gardens of the United States Consulate General Toronto, on the west side of University Avenue, and hid amongst the thick bushes on the grounds.

Mr. Yarndley was spotted by officers from 52 Division who were in plainclothes at the time. They climbed the west fence of the gardens from Simcoe Street, searched the gardens, and located Mr. Yarndley hiding amongst some of the thick bushes. Mr. Yarndley ran when found by the officers and was tackled from behind, arrested, and placed in handcuffs. After Mr. Yarndley was placed under arrest, he complained of chest pain and Toronto Paramedic Services (Paramedics) were called to the scene.

Mr. Yarndley was transported by Paramedics to Mount Sinai Hospital where he was initially treated for the chest pains and then transferred to Toronto General Hospital where he was diagnosed and treated for three fractured ribs and a collapsed lung.

The S.I.U. was notified and invoked its mandate.

The S.I.U. designated two officers as subject officers; six other officers were designated as witness officers.

The S.I.U. published a media release on July 12, 2017. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=3103](https://www.siu.on.ca/en/news_template.php?nrid=3103)

In a letter to the T.P.S. dated October 9, 2018, Director Tony Loparco of the S.I.U. advised that the investigation was completed, the file has been closed and no further action is contemplated.

The S.I.U. published a media release on October 12, 2018. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=4310](https://www.siu.on.ca/en/news_template.php?nrid=4310)

### **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 01-02 (Search of Persons)
- Procedure 01-03 (Persons in Custody)
- 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 Section 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 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

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March 13, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: Chief's Administrative Investigation into the Custody  
Injury to Mr. Daniel Lidderdale**

### **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 February 1, 2018, members of Toronto Drug Squad (T.D.S.) were involved in a project known as “Square Peg 2” and were conducting investigations concerning drug trafficking occurring in the area of Yonge Street and Dundas Street West.

The officers from T.D.S. were in plainclothes and operating unmarked police vehicles.

One of the officers was deployed in an undercover capacity in an attempt to make a purchase of illicit drugs. The undercover officer observed a male, later identified as Mr. Daniel Lidderdale, near 484 Yonge Street. The undercover officer had a drug related conversation with Mr. Lidderdale and he sold the officer a quantity of crystal methamphetamine. The undercover officer alerted the rest of the officers who came to assist with the arrest of Mr. Lidderdale, and the undercover officer walked away. Additional T.D.S. officers located Mr. Lidderdale standing in an alcove at 484 Yonge Street. The officers identified themselves as police officers and told Mr. Lidderdale that he was under arrest. Mr. Lidderdale attempted to push past the officers as they were blocking the exit to the alcove. The officers grabbed Mr. Lidderdale and a struggle ensued. As Mr. Lidderdale continued to resist the officers’ attempts to arrest him, another T.D.S. officer arrived and assisted in getting Mr. Lidderdale to the ground. The T.D.S. supervisor arrived and assisted in handcuffing Mr. Lidderdale.

The officers observed that Mr. Lidderdale sustained an injury to the area of his right eye. Officers from 52 Division attended the scene and transported Mr. Lidderdale to Mount Sinai Hospital.

Mr. Lidderdale was examined by a physician and diagnosed with a right orbital floor fracture.

Mr. Lidderdale was transported to 52 Division and held pending a Show Cause hearing.

On February 2, 2018, the S.I.U. was notified and invoked its mandate.

The S.I.U. designated two officers as subject officers; seven other officers were designated as witness officers.

In a letter to the T.P.S. dated January 10, 2019, Director Tony Loparco of the S.I.U. advised that the investigation was completed, the file has been closed and no further action is contemplated.

The S.I.U. published a media release on January 14, 2019. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=4605](https://www.siu.on.ca/en/news_template.php?nrid=4605)

### **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 03-06 (Guarding Persons in Hospital)
- 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 Section 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 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

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March 12, 2019

To: Chair and Members  
Toronto Police Services Board

From: Mark Saunders  
Chief of Police

**Subject: Chief's Administrative Investigation into the Custody  
Injury to Youth 2019-A**

### **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:

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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 June 29, 2017, at about 2355 hours, the accused youth (Youth 2019-A) engaged with two others co-accused in a robbery on Ness Drive in North York. One of the co-accused produced a loaded handgun and demanded a wallet from another youth on the street.

The victim was pistol whipped by the co-accused while the other co-accused and Youth 2019-A stood watch. The victim managed to escape and flee on foot and police were called by other witnesses. The accused, who was armed with the handgun, was arrested at the scene and the other co-accused and Youth 2019-A escaped on foot.

As a result of the investigation, members from 33 Division Major Crime Unit (M.C.U.) applied for and received a search warrant under the *Criminal Code* for an address in North York. The M.C.U. had further information that there were other firearms located at the address.

On June 30, 2017, at 1210 hours, members from the Emergency Task Force (E.T.F.) supported by 33 Division M.C.U. executed the search warrant at that address. Upon entry to the apartment, one E.T.F. officer entered a bedroom area and located Youth 2019-A covered in blankets on a bed.

The officer gave Youth 2019-A direct commands to show their hands and Youth 2019-A immediately pulled the covers over themselves. The officer pulled back the covers and pulled Youth 2019-A onto the floor and attempted to restrain their movements by kneeling on their back. The officer ordered Youth 2019-A to place their hands behind their back for handcuffing, but they only placed their left hand behind themselves and moved their right hand to the front of their waist band.

The officer delivered a closed fist strike to Youth 2019-A’s head and they responded by reaching behind to grab the officer’s leg. The officer delivered two more strikes before being able to gain control of Youth 2019-A’s hands. A second officer entered the room and placed Youth 2019-A under arrest and secured them with handcuffs.

Youth 2019-A was removed from the apartment and, upon viewing them outside, it was obvious that they had suffered facial injuries.

Youth 2019-A was transported by officers to hospital where they were diagnosed and treated for a fractured orbital bone.

The S.I.U. was notified and invoked its mandate.

The S.I.U. designated one officer, as a subject officer; 21 other officers were designated as witness officers.

In a letter to the T.P.S. dated August 27, 2018, Director Tony Loparco of the S.I.U. advised that the investigation was completed, the file has been closed and no further action is contemplated.

The S.I.U. published a media release on August 29, 2018. The media release is available at: [https://www.siu.on.ca/en/news\\_template.php?nrid=4170](https://www.siu.on.ca/en/news_template.php?nrid=4170)

### **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 01-02 (Search of Persons)
- Procedure 01-03 (Persons in Custody)
- Procedure 02-18 (Executing a Search Warrant)
- 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 Section 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 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.

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Chief of Police

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