



Virtual Public Meeting

**Thursday,
February 25, 2021
at 9:00AM**

VIRTUAL PUBLIC MEETING AGENDA
Thursday, February 25, 2021 at 9:00AM
Livestream at:

<https://youtu.be/a1sVqnOEE7A>

Call to Order

Indigenous Land Acknowledgement

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

1. Confirmation of the Minutes from the virtual public meeting held on [January 29, 2021](#).

Presentation

2. **Overview of the work of the Toronto Police Service's Child Exploitation Section**
Verbal overview to be provided by Superintendent Pauline Gray, Inspector Justin VanderHeyden and Police Constable Amy Davey.

Items for Consideration

3. February 16, 2021 from Ainsworth Morgan, Board Member and Co-Chair and Anthony Morgan, Co-Chair
Re: [Anti-Racism Advisory Panel – Membership Recommendations](#)
4. January 15, 2021 from James Ramer, Chief of Police
Re: [Member Well-being Strategy and Framework](#)
5. February 10, 2021 from James Ramer, Chief of Police
Re: [Senior Officer Uniform Promotions – Superintendents and Inspectors](#)
6. January 29, 2021 from James Ramer, Chief of Police
Re: [Extension of the Approved Temporary Towing and Impound Cost Recovery Model due to COVID-19](#)

7. February 2, 2021 from James Ramer, Chief of Police
Re: Approval of D&R Electronics as the Vendor of Record for Police Vehicle Lights, Sirens and Weapon Mounts

8. **Special Constables Appointments and Authorities**
 - 8.1 January 21, 2021 from James Ramer, Chief of Police
Re: Special Constable Appointments – February 2021

 - 8.2 January 22, 2021 from James Ramer, Chief of Police
Re: Addition of *Ontario Cannabis Control Act* Authorities for External Special Constables

 - 8.3 January 26, 2021 from James Ramer, Chief of Police
Re: *Highway Traffic Act* Authorities for Hand-Off Team Special Constables

Consent Agenda

9. January 14, 2021 from James Ramer, Chief of Police
Re: Quarterly Report: Occupational Health and Safety Update for October 1, 2020 to December 31, 2020 and Year-End Summary

10. January 9, 2021 from James Ramer, Chief of Police
Re: Annual Report: 2020 Protected Disclosure

11. February 2, 2021 from James Ramer, Chief of Police
Re: Annual Report: 2020 Statistical Report *Municipal Freedom of Information and Protection of Privacy Act*

12. January 8, 2021 from James Ramer, Chief of Police
Re: 2020 Secondment Listing

13. January 13, 2021 from James Ramer, Chief of Police
Re: Annual Report: 2020 Uniform Promotions

14. January 12, 2021 from James Ramer, Chief of Police
Re: Annual Report: 2020 Parking Enforcement Unit – Parking Ticket Issuance

15. January 4, 2021 from Peter Mowat, Manager of Labour Relations
Re: Annual Report: 2020 Summary of Grievances

16. February 9, 2021 from Ryan Teschner, Executive Director & Chief of Staff
Re: Independent Civilian Review into Missing Persons Investigations – Account for Professional Services

17. **Chief's Administrative Investigation reports**
 - 17.1 August 10, 2020 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Vehicle Injuries to Complainant 2019.31

 - 17.2 August 18, 2020 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Vehicle Injuries to Complainant 2019.46

 - 17.3 December 15, 2020 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2019.23

 - 17.4 October 27, 2020 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Custody Injury to Complainant 2019.33

 - 17.5 August 10, 2020 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Custody Injury to Complainant 2019.38

 - 17.6 August 10, 2020 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Custody Injury to Complainant 2019.44

 - 17.7 August 19, 2020 from James Ramer, Chief of Police
Re: Chief's Administrative Investigation into the Custody Injury to Complainant 2020.19

Adjournment

Next Meeting

Tuesday, March 23, 2021

Time and location to be announced closer to the date.

Members of the Toronto Police Services Board

Jim Hart, Chair

Lisa Kostakis, Member

Michael Ford, Councillor & Member

Ainsworth Morgan, Member

Frances Nunziata, Vice-Chair & Councillor

Marie Moliner, Member

John Tory, Mayor & Member



Toronto Police Services Board Report

February 16, 2021

To: Chair and Members
Toronto Police Services Board

From: Ainsworth Morgan
Board Member
ARAP Co-Chair

Anthony Morgan
ARAP Co-Chair

**Subject: Anti-Racism Advisory Panel – Membership
Recommendations**

Recommendation(s):

It is recommended that the Board approve the list of individuals listed in this report as the new members of the Board's Anti-Racism Advisory Panel (ARAP).

Financial Implications:

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

Background / Purpose:

Establishment of ARAP

In April 2018, as a result of a recommendation made by the jury at the Inquest into the Death of Andrew Loku, the Toronto Police Services Board established an Anti-Racism Advisory Panel (ARAP). (Min. No. P62/18 refers)

Over the next two years, ARAP was involved in a number of important issues, and at its meeting of August 18, 2020, the Board approved ARAP's "Recommended Monitoring Framework for the Implementation of the Recommendations Arising from the Inquest into the Death of Andrew Loku," concluding the inaugural mandate of ARAP.

New Mandate and Membership

At the same meeting, the Board approved 81 recommendations related to police reform that put into place a roadmap for comprehensive policing reform and include building new community safety response models, initiatives to address systemic racism and concrete steps to improve trust with our communities. In addition, a number of recommendations focused on ARAP directly, including a recommendation making ARAP permanent and building in certain requirements to its structure, and a recommendation naming us as its new Co-Chairs. ARAP will be mandated to advise and support the Board in relation to policing and racism, anti-Black racism and anti-Indigenous racism, in a number of important areas.

Discussion:

Community Member Selection

In November 2020, the Board began a recruitment and selection process for the new membership of ARAP. We sought membership from a cross-section of sectors, representing a vast span of expertise, experience and perspectives.

In particular, we noted that every member of ARAP should possess skills in the following areas:

- Analytical and Critical Thinking
- Interpersonal Communications
- Governance Expertise
- Commitment to ARAP's mandate

In addition, we identified some specific expertise that we would like one or more members to possess as follows: *(it should be noted that it was not expected that all members will have expertise in all areas)*

- Anti-racism and Anti-Black Racism Expertise
- Anti-Indigenous Racism Expertise
- Understanding of Toronto City Council's Action Plan to Confront Anti-Black Racism
- Data Analysis Expertise
- Budget Analysis Expertise
- Familiarity with Andrew Loku Inquest
- Mental Health and Addictions Expertise

Individuals wishing to apply for membership on ARAP were required to provide a resume and to complete an application form, comprised of a series of questions about the applicant's experience and background, including the level and nature of expertise the applicant has, the applicant's background and relevant community experience. An emphasis was placed on applicants with a background in anti-racism,

anti-Black racism, anti-Indigenous racism, as well as a number of other relevant areas of expertise, as outlined in the August 2020 Board report.

A call for applications was put out on October 21, 2020 and again on November 10, 2020. This was echoed on the Board's LinkedIn and Twitter pages. We also encouraged Board Members, Board staff, and the community to share the call for applications broadly.

We received over 60 submissions. We were extremely pleased with the calibre of the candidates who applied and the breadth of their knowledge, expertise and experience, and, in particular, as it relates to anti-racism, anti-Black racism and anti-Indigenous racism, and mental health and addictions, including direct lived experience.

We reviewed the submissions along with Sandy Murray, Senior Advisor, Policy and Communications, and Danielle Dowdy, Advisor, Strategic Policy & Stakeholder Relations, in early December, and those applicants who were chosen to proceed through the process were asked to attend a virtual interview. We conducted the interviews in mid-to-late December 2020.

After the conclusion of this comprehensive recruitment and selection process, we are recommending that the following 18 individuals, along with us as the Co-Chairs, be named as the members of ARAP:

- Ainsworth Morgan (Board Member and ARAP Co-Chair)
- Anthony Morgan (ARAP Co-Chair)

- Shamsou Elmi
- Michele Hamilton
- Clinton Reid
- K'Mesha Maloney
- Asante Haughton
- Pamela Hart
- Yavuz Topbas
- Shalini Konanur
- Shayle Graham
- Andre Fullerton
- H. Roy Wellington
- Paul Bailey
- Ayderus Alawi
- Destiny Guthrie
- Horace Knight
- Shane Martinez
- Rayon Brown
- Keith Talley

Brief biographies of each proposed ARAP member are attached to this report. Should

it be required to replace an ARAP member during his or her term, we, as Co-Chairs, have the ability to name a replacement. This information will subsequently be posted on the Board's website.

Service Member Selection

We also corresponded with Chief James Ramer who named the following four Toronto Police Service representatives to serve on ARAP:

- Staff Superintendent Kim Yeandle
- A/Superintendent Stacy Clarke
- Manager Ian Williams
- Sergeant Bonnie Estwick

It should be noted that the Service representatives on ARAP may change from time to time.

Commencement of ARAP Meetings

It is anticipated that ARAP will meet every two months, and as needed. It is anticipated that the first meeting of ARAP will be held in March 2021.

We look forward to continuing this important initiative and will update the Board as its work progresses.

Conclusion:

Therefore, it is recommended that the Board approve the individuals listed in this report, both the community members and the Service representatives, to comprise its Anti-Racism Advisory Panel (ARAP).

Respectfully submitted,



Ainsworth Morgan
Board Member
ARAP Co-Chair



Anthony Morgan
ARAP Co-Chair

Att.

Anti-Racism Advisory Panel (ARAP) Member Biographies

Ainsworth Morgan (Board Member and ARAP Co-Chair)

Ainsworth Morgan is a Toronto Police Services Board Member, and Co-Chair of ARAP. Following a career as a professional football player, including with the Toronto Argonauts, Ainsworth pursued a career in education, beginning as a teacher with the Toronto District School Board (TDSB) in September 2000. Facilitating equitable access to education is at the core of his approach to teaching, as demonstrated by his work as the Academic Coordinator with the Pathways To Education Program-Regent Park, and as co-founder of the *100 Strong Foundation* — a mentoring and advocacy group for Black boys between the ages of 11 to 14. Ainsworth is currently a Principal in the TDSB and serves on the Board of Directors for White Ribbon Canada — an organization that engages men and boys in the prevention of gender-based violence by promoting equity and transforming social norms. He joined the Toronto Police Services Board in January 2020.

Anthony Morgan (ARAP Co-Chair)

Anthony Morgan is the Co-Chair of ARAP. Anthony is a lawyer and the Manager of the City of Toronto's Confronting Anti-Black Racism (CABR) Unit, which is responsible for the implementation of the Toronto Action Plan to Confront Anti-Black Racism. Prior to joining the City, Anthony was an Associate at Falconers LLP, specializing in the areas of civil, constitutional and criminal state accountability litigation. He has a special interest in anti-racist human rights advocacy, particularly in the area of anti-Black racism. Anthony is a frequent legal, social and public affairs commentator on issues concerning race and racism, critical multiculturalism and critical race theory in Canada. Also a freelance columnist, Anthony's column, "Colour-Coded Justice," appears regularly in *The Monitor*, the Canadian Centre for Policy Alternatives' bimonthly policy and current affairs magazine, with a column that explores racial justice issues in Canadian life, law and policy.

Shamso Elmi

Shamso Elmi is the co-founder of Mending a Crack in the Sky (MCIS), a dynamic program that consists of a dedicated group of Somali mothers who are passionate about creating safe spaces to heal, mobilize, advocate and navigate socioeconomic systems. The group is inspired by a Somali proverb stating that, "if people come together, they can even mend a crack in the sky." In addition to MCIS, Shamso's dedication and passion have allowed her to become a symbolic figure in the community. Advocacy has become Shamso's legacy through her work as a workshop facilitator, interpreter, community worker, and addressing youth radicalization.

Michele Hamilton

Michele Hamilton has been an equity seeker and advocate since childhood. After

studying sociology and criminology at the University of Toronto, she began her career as a Social Service Worker, supporting adults with developmental and mental health disabilities. She was active in union and worker rights before studying law at Osgoode Hall Law School, where she was the local president and the national VP of the Black Law Students Association of Canada. Michele articulated at the African Canadian Legal Clinic which focused on addressing systemic anti-Black racism. Michele has worked with labour organizations for over 20 years and has a special interest and expertise in human rights and police law. She was In House Counsel and also served as the anti-Harassment Ombudsperson to the Ontario Provincial Police Association from 2012 to February 2021.

Clinton Reid

Clinton Reid brings with him over 12 years of experience in the affordable housing non-profit sector, social entrepreneurship, and community development. He is the Coordinator of “Collective Impact,” a community-led collective focused on promoting a positive police and community dialogue, as well as educating the community on changes to police regulations and policies. Clinton has also worked at Toronto Community Housing in various roles, such as Youth Engagement Coordinator and Social Enterprise & Partnership Coordinator, as well as the Community Economic Development Coordinator, where he worked on community initiatives focused on safety and economic opportunities for residents living in Toronto Community Housing neighbourhoods.

K'Mesha Maloney

K'Mesha Maloney is an Afro-Indigenous community member who uses her background in Indigenous Visual Culture and Psychology to provide outreach and advocacy for the Indigenous, Black and LGBTQI2S+ communities for over a decade; this includes working in homeless shelters. As a survivor of human trafficking she uses her lived experience to facilitate workshops for at-risk youth, law enforcement, health care providers and educators through an anti-oppressive and trauma informed framework. It is her goal, while being a part of the Anti-Racism Advisory Panel, that she creates transparency and accountability to initiate progressive changes between marginalized communities and the Toronto Police Service. She recognizes that in order to create change being a leader requires being an effective listener first.

Asante Haughton

Asante Haughton is a seasoned mental health and social justice advocate, specializing in elucidating the impacts of racism, poverty and community violence on wellbeing. With experience as a front-lines case manager with Pathways to Education, and now as a peer support specialist, trainer and program manager with Stella's Place, Asante seeks to foster justice and equity for the underserved and marginalized. He is a 2x TEDx speaker, was named as one Canada's top 150 mental health difference makers by the Centre for Addiction and Mental Health, is a contributing editor to *Inspire Magazine*, a working group member of the government of Canada's Mental Health of Black

Canadians fund, a host of the music making peer support web show, *Cypher*, and co-founder of the Reach Out Response Network, an organization advocating to bring about non-police led mobile mental health crisis reform. Focused on building bridges, Asante believes that dialogue, cooperation and community can generate solutions to most of society's toughest problems.

Pamela Hart

Pamela Hart is Anishinaabe Kwe, Muskrat Clan, a member of the Chippewas of Georgina Island on Lake Simcoe and a mother of one. She has worked on the front line for over a decade offering client care and support services to address issues such as addiction, mental health, violence against women, trauma, and homelessness. In her current role as Executive Director of Native Women's Resource Centre of Toronto, Pamela strives to contribute to healing through the unity of community and through creating opportunities of reconnection to culture while advocating and promoting the integrity and value of Indigenous Women.

Yavuz Topbas

Yavuz Selim Topbas is a youth policy leader and second-year student at Carleton University pursuing a Bachelor of Public Affairs & Policy Management degree, with a specialization in International Policy Studies. Yavuz Selim has previously served as the President of the Toronto District School Board's Student Senate, where he represented roughly 250,000 students at the Board level. As part of this role, he advocated for racially and fiscally equitable Board policies, ranging from greater funding for racialized high schools to geographically equitable representation in student politics through electronic elections. Yavuz Selim is currently working towards building a policy career in the public service. In addition, he occasionally works as a consultant on strategy, community engagement and diversity, offering a unique youth perspective to the discussion.

Shalini Konanur

Shalini Konanur is the Executive Director and a lawyer at the South Asian Legal Clinic of Ontario, a not-for-profit organization that provides direct legal services to low-income South Asian populations across Ontario. Shalini's mandate includes extensive advocacy on human rights issues at the domestic and international level, and SALCO is a leading voice on the issues that impact on South Asians in Canada, including systemic racism, Islamophobia, gender-based violence, issues with precarious immigration, and lack of access to mental health and addictions services. Shalini has participated in test case work, submissions to the United Nations, and provincial and federal advisory roles on systemic racism in Canada and its impact on racialized communities.

Shayle Graham

Shayle Graham is a social philanthropist who builds authentic partnerships with community organizations and institutions, for the advancement of racialized youth and for the sustainability of Black communities. Through her experience as a coach in the areas of equity, anti-racism and anti-oppression; a community activist who partners with stakeholders to decrease the chances of marginalized youth having negative experiences with law enforcement; and the founder of a non-profit organization that disrupts the barriers preventing Black girls from occupying particular spaces, Shayle dedicates her time, skills, resources and networks to create systemic impact.

Andre Fullerton

Andre Fullerton, MBA is a father, educator, community developer and social justice change agent who maintains a flair for fostering positive relations with the community and other stakeholders. With over 20 years of experience working professionally in various capacities of community engagement, Andre has worked with a variety of organizations including Toronto Community Housing Corporation, Tropicana Community Services and currently with the Toronto Catholic District School Board. A graduate of the Ivey Business School, Andre is eager to share his educational, work and life experiences to this committee in hopes of working together with the Toronto Police to make our communities safe.

H. Roy Wellington

Born and raised in Toronto, Roy Wellington received his law degree from Osgoode Hall Law School (York University) in 2012. Since serving his articles at the Ministry of the Attorney General for Ontario, Crown Law Office - Civil, he has practiced administrative and criminal defence law throughout the province. In representing clients, Roy examines the real world outcomes of police policies and procedures as experienced by racialized and otherwise marginalized communities. Roy has represented clients at two Coroners Inquests and participated in the Board's virtual town hall in July, 2020.

Paul Bailey

Paul Bailey is a strategist, urban planner and Interim Executive Director at the Black Health Alliance. Paul has spent the last decade designing interventions focused on: health and well-being, community violence, mental health and addictions, and the social service sector as it relates to improving outcomes for Black children, youth and families. His work is currently focused on social development, health equity, and addressing the causes of neighbourhood distress and inequality.

Ayderus Alawi

Ayderus Alawi has worked as a criminal defence lawyer in the Greater Toronto area for almost a decade. Ayderus attended York University where he completed both an

Honours bachelor's degree in political science followed by a law degree. Ayderus has spent over twenty years working in the community in a variety of roles where he has maintained a strong commitment to work towards addressing issues of discrimination and systemic issues including anti-Black racism.

Destiny Guthrie

Destiny Guthrie is an advocate passionate about upholding the rights of marginalized and vulnerable populations. She has worked in the field of social services and corrections for three years, working with racialized minorities, youth, and disadvantaged populations. A Masters graduate in Criminology and Socio-legal studies, Destiny would like to contribute to the promotion of anti-oppressive policies and practices through her work on ARAP.

Horace Knight

Horace Knight is a retired Human Resources Manager having worked in the municipal government and education sectors. Throughout his career, Horace provided advice and support to managerial staff on a range of policies which included anti-racism. This involved conducting investigations and when required issuing discipline to policy violators. He is currently a member of committee at his church that is organizing and running anti-racism seminars and learning series on anti-racism. Horace is also a director and past chair of the Stonegate Ministry Board, a charity in Southeastern Etobicoke catering to that low-income neighbourhood.

Shane Martinez

Shane Martínez has practiced criminal defence and human rights law in Toronto since 2011. He earned his LLB at the University of New Brunswick, and subsequently earned his LEC at the Norman Manley Law School in Jamaica. In 2017, Shane served as co-counsel for Across Boundaries during its intervention at the Coroner's Inquest into the death of Andrew Loku. Shane regularly acts as *pro bono* counsel for the advocacy group Justice for Migrant Workers, and also serves on the Board of Directors at both Luke's Place and PASAN.

Rayon Brown

Rayon Brown is a seasoned community development business professional, deeply driven by the holistic approach grounded in principles of empowerment, human rights, inclusion, social justice, self-determination and collective action. Currently, Rayon is the Community Economic Development Director of Helping Neighbourhoods Implement Change - a non-profit organization deeply rooted in under-served communities, to equip individuals with tools and resources, and build their capacity through training and mentorship.

Keith Talley

Keith Talley is a senior IT executive, with a successful track record in strategic planning and implementation of transformational IT solutions, recommending process improvements while creating and aligning high-performing teams. In addition to Information Technology, Keith has held key roles in Operations, Vendor Management and Facilities Management. Keith looks to draw on his experience as an IT leader, as well as his ability to “think outside of the box,” to assist ARAP in developing innovative solutions to confront racism in policing.

Toronto Police Service Representatives

Staff Superintendent Kim Yeandle

Staff Superintendent Kim Yeandle is in her 33rd year with the Toronto Police Service. She is currently the Staff Superintendent overseeing the People and Culture pillar. Kim has an extensive background in uniform policing, specialized operations, professional standards, and program/project management. She also has a strong incident command background specializing in emergency response and critical incident and large-scale event management.

A/Superintendent Stacy Clarke

Acting Superintendent Stacy Clarke is the Unit Commander of the Community Partnerships and Engagement Unit. Stacy’s diverse policing career has included working in primary and community response units, intelligence, homicide, criminal investigative bureau and the Toronto Police College. She is known for implementing the Province’s Street Check Legislation and Co-chairing the Police and Community Engagement Review (PACER 2.0) Committee. She is also a past Service representative on the Board’s Anti-Racism Advisory Panel (ARAP).

Manager Ian Williams

Ian Williams is the Manager of Analytics & Innovation Unit. He is in his 14th year with the Toronto Police Service, and has worked in several operational and strategic roles. Ian has extensive experience in information management and analytics and the work of Ian’s teams support members across the Toronto Police Service, and community members. Ian’s teams created, and continue to develop, the Toronto Police Service Public Safety Data Portal, an industry-leading open data and analytics site that supports community safety and wellbeing awareness. Ian drives information management and analytics practices to improve community safety and wellbeing outcomes for all stakeholders.

Sergeant Bonnie Estwick

Bonnie holds the rank of Sergeant with over 31 years of policing experience with the Toronto Police Service. She has a progressive background in law enforcement within the areas of criminal investigations, internal/external civilian conduct complaints, Court Services, community response, Use of Force, Occupational Health and Safety and course facilitation. Bonnie is also well-versed in the areas of bias avoidance, anti-Black racism and supervision. As a certified college level instructor, she offers a multifaceted perspective to the racism dialogue. Her extensive expertise comes from the lens of a complex professional working career and personal lived experiences as a racialized person.



Toronto Police Services Board Report

January 15, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Member Well-being Strategy and Framework

Recommendations:

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

- 1) endorse the strategic direction for the modernization of the Toronto Police Service's (Service) Wellness Unit outlined in this report and in the Member Well-being Strategy (Appendix A); and
- 2) authorize the Chief to move forward with the implementation of the new Member Well-being Strategy.

Financial Implications:

Funding of \$100,000 has been earmarked out of the Service's Wellness Reserve to assist with operationalizing the wellness strategy implementation plan, which is currently a very high level conceptual document.

The delivery and implementation of the Well-being Strategy will span a multi-year period. No funds are included in the Service's 2021 operating budget request for this purpose. As a result, any costs beyond the \$100,000 funded from the Wellness Reserve, would have to be absorbed, to the extent possible, from 2021 operating budget. The required investment for each subsequent year will be requested and considered as part of each corresponding annual budget process. Consequently, progress on the implementation of the strategy will be subject to and driven by the availability of funds.

Background / Purpose:

As was reported at the December 2020 Board meeting, the Service is responding to a 'Call to Action' by the membership and within the policing community to embrace a new

approach to member well-being, including modernizing the delivery of member well-being services through the Wellness Unit.

The goal of any workplace wellness strategy is to improve the health and well-being of the workplace in order to support the organization's mission and purpose. It is widely accepted that individuals who are healthy in body, mind and spirit are better able to meet the demands of the job they are employed to do.

The purpose of the Service's Well-Being Strategy is to build and maintain optimal strength and enable sustainable high performance of members, and to foster an ever growing culture of high-performance health, safety and well-being for the Service.

The purpose of this report is to showcase the Member Well-Being Strategy and to request that the Board approve the strategic direction for the Wellness Unit, and authorize the Chief to move forward with the implementation of the strategy.

Discussion:

Key Strategic themes for the Service's Member Well-Being Strategy are:

- **Confidence, Trust and Access:** Integrate Member health and well-being resources under one unit for greater operational efficiency. Starting with the member experience, build inter-departmental collaboration in delivering consistent, compassionate care. Members will have the tools, programs and knowledge to help them thrive at work and in life, in terms of their total health and well-being. Members will recognize, trust and rely on resources in times of need that will promote health and aim to prevent and minimize harm.
- **Health Promotion and Illness/Injury Prevention:** Expand the health and well-being mandate from reacting to illness and injury, and shift towards preventative approaches for long term health and wellness. Leverage data to identify and address hazards and factors that can influence poor individual health outcomes in the Service to design workplace action plans that will prevent and mitigate risk.
- **Ecosystem of Care and Support:** Expand the holistic and inclusive ecosystem of health supports and programs for members and their families to access well-being resources at the right time through a technology-enabled "no wrong door" approach, and make it easier for members to understand the available programs that meet their unique needs through system navigation support.
- **Culture and Behaviours and Member Experience:** All members, supervisors and leaders support and nurture a work experience and culture of high-performance health, safety and well-being, relying partially on the services, advice and programs delivered by the Wellness Unit to ensure that all members across the Service have fair and consistent support for their individual well-being.

To provide the proper health and well-being support to members, the Service has developed a well-being framework to shape our actions and planning for the next several years. The framework will evolve over time to reflect new research and evidence on high-performance health and well-being, as well as the early results of programs being launched in pilot mode.



To help members thrive, we will support their physical and mental health through both proactive and reactive programs, as well as help maintain social and life health, which are equally critical to enabling good health and high-performance. This means that one service does not fit all and that we recognize that we have a complex and heterogeneous workplace.

By focusing on these strategic themes and the well-being framework, the Service aims to be a leader in the policing sector by supporting a culture of high-performance health, safety and well-being for members.

Conclusion:

To successfully deliver on a modernized approach to public safety, it is imperative to review the health, safety and well-being needs of the individuals providing policing services to the city of Toronto, and optimize programs and resources to enhance our strength and performance to be where the public needs us most.

Once the Member Well-being Strategy is approved, the implementation plan will be developed with initial funding provided from the Wellness Reserve and will lay the foundation and path to meet this objective.

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

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office

Toronto Police Service

Well-Being Strategy

WELLNESS UNIT | JANUARY 15, 2021



Transforming well-being for a modernized Toronto Police Service

Transforming Member well-being is part of the broader Toronto Police Service (Service) journey to modernize the Service, outlined in 2017's *The Way Forward* report. This was further detailed in the [Stronger Together: People Plan 2020-2023](#), as well as its predecessor, the 2017-2019 People Plan.

These plans highlighted the need to modernize the Wellness unit to enable the Service's evolution. This work commenced in 2018, amalgamating existing services and supports related to Member well-being into one unit, led by a new civilian Unit Commander, with deep expertise in this field.

During 2019 and 2020, the Wellness unit worked to audit and understand the current programs supporting workforce health in the Service. Third-party audits of the Occupational Health and Safety System as well as Sick Leave and Disability Management programs were conducted to provide a baseline understanding of the current state and identify areas of improvement. In 2020, a service-wide Member Wellness Survey was conducted to gather feedback on health, safety and well-being programming and services; about 20% of Members participated. This information has solidified a call to action to build a framework for well-being that meets the unique needs of our members.

It must be noted that this process and strategy were impacted by the COVID-19 pandemic, beginning in March 2020. The Service, like every other organization, has been forced to test existing Occupational Health, Safety and Infection Prevention and Control programs and to rapidly build and implement new programs and protocols to keep Members and the community safe. Supporting our Members through this pandemic has further highlighted some of the opportunities for improvement identified in the audits and validated through Member feedback.

This document outlines the new Service approach to Member well-being, including key recommendations to modernize the delivery of services through the Wellness unit. The plan outlines eight core initiatives, all enabled through data and technology, and a multi-year action plan to realize key goals in improving Service Members' health, productivity and performance.

This Well-being Strategy (Strategy) has been deliberate and intentional to be equitable, fair and inclusive. This Strategy recognizes that our Members are not a homogeneous workforce. Our Members have unique health and well-being needs that change and evolve depending on individual circumstances, including but not limited to, identity, role, rank, race, ethnicity, socio-economic status and other social determinants of health.

We would like to thank the many different stakeholders who contributed during the development of this Strategy. To ensure the Strategy meets the Service's needs, we connected with many different people who generously contributed their time and input to shape the future of member well-being at the Service. The contributors included more than 1,500 Members, supervisors, senior leaders, Command, family members, external agencies, industry subject matter experts, the Toronto Police Association (T.P.A.), the Senior Officers Organization (S.O.O.) and the Mental Health and Addictions Advisory Panel.

Workforce well-being is essential to delivering on our mission

The goal of any workplace wellness strategy is to improve the health and well-being of the workforce, to support the organization's mission and purpose.

Individuals who are healthy, physically and emotionally, are more able to meet the demands of the job they are employed to do than if they are struggling on any front, e.g. with illness, injury or other stressors.

Policing organizations have unique needs – such as repeated every-day exposure to trauma - and this must be considered when designing and implementing programs for this population. Logic suggests that there is a clear correlation between investing in member well-being and the impact on public safety through a high-performing and responsive police service.

Key considerations include:

- Some police work is fraught with unique challenges and risks
- Many Members stay with the Service for their entire careers
- Health influences work productivity, attendance and performance

Create a Culture of High-Performance Health

A high-performance culture is one where each individual is able not just to survive, but to thrive. Each person regardless of role, rank, identity, or health condition is energized and enabled to contribute to the best of their own ability, even when that ability goes through transitions and changes throughout the course of a career.

The majority of Members are able to enjoy a long and fruitful career, topped with a healthy retirement, but there are some whose life and work changes on either a temporary or sometimes a permanent basis during the course of their three plus decades of service.

Our organization values every member and recognizes that one size does not fit all in addressing human health. Similar to high-performing Olympic athletes, with teams of physical and cognitive performance coaches, supports needed by one may not be identical to the needs of another. The Service recognizes the role of health for members who are focused on driving the Service mission and vision, and will work to achieve a culture that supports each member's ability to do their own best work for the Service each day.

What we're working toward: Purpose and Objectives

"Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity." – World Health Organization

We know that Members of the Service who are well-supported in their own health and well-being are better able to meet the ever-changing demands and challenges of policing in Toronto. The Wellness unit has been tasked with constructing a strategy for Member well-being that will meet the core goals of a modernized Service:

- Be where the Service and our Members need us the most
- Embrace and leverage partnerships to create a healthy and safe workplace; and
- Focus and respond to the complex and diverse needs of our workforce

The purpose of the Toronto Police Service Well-Being Strategy is to build and maintain optimal strength and enable sustainable high performance of the Members and to foster an ever growing culture of high-performance health, safety and well-being for the Service.

Strategic themes for a modern Toronto Police Service Member Well-Being Strategy are:

- **Confidence, Trust and Access:** Integrate Member health and well-being resources under one unit for greater operational efficiency. Starting with the Member experience, build inter-departmental collaboration in delivering consistent, compassionate care. Members will have the tools, programs and knowledge to help them thrive at work and in life, in terms of their total health and well-being. Members will recognize, trust and rely on resources in times of need that will promote health and aim to prevent and minimize harm.
- **Health Promotion and Illness/Injury Prevention:** Expand the health and well-being mandate from reacting to illness and injury, and shift towards preventative approaches for long term health and wellness. Leverage data to identify and address hazards and factors that can influence poor individual health outcomes in the Service to design workplace action plans that will prevent and mitigate risk.
- **Ecosystem of Care and Support:** Expand the holistic and inclusive ecosystem of health supports and programs for Members and their families to access well-being resources at the right time through a technology-enabled “no wrong door” approach, and make it easier for members to understand the available programs that meet their unique needs through system navigation support.
- **Culture and Behaviours and Member Experience:** All Members, supervisors and leaders support and nurture a work experience and culture of high-performance health, safety and well-being, relying partially on the services, advice and programs delivered by the Wellness unit to ensure that all Members across the Service have fair and consistent support for their individual well-being.

By focusing on these strategic themes, the Service aims to be a leader in the policing sector in supporting a culture of high performance health, safety and well-being for Members.

Opportunities to Optimize Performance

Member well-being has long been recognized as important to operational success. Delivering on this vision requires the Service to bring a singular focus to the opportunities that presented when it created this Well-Being Strategy. After completing the third-party audit, stakeholder interviews, and compiling feedback from the 2020 Member Wellness Survey, three specific opportunities presented as the keys to optimizing member performance in the Service.

These were:

1. Ensuring that Members have easy access to a full range of strong and consistent support services they need
2. Individual and team understanding of well-being – including traditional perceptions of strength and weakness, and the attached stigma – and awareness of the services available
3. Meeting the unique logistical needs of police service and the impact of traumatic incidents and stressors.

The Well-Being Strategy is designed to specifically focus our efforts in these areas where we have the greatest opportunity for impact and better support our Members – and our mission.

Toronto Police Service Well-Being Framework

To provide the proper health and well-being supports to Members, the Service has developed a well-being framework to shape our actions and planning for the next several years. The framework will evolve over time to reflect new research and evidence on high-performance health and well-being, as well as the early results of pilot projects.



To help Members thrive, we will support their physical and mental health through both proactive and reactive programs, as well as help maintain social and life health, which are equally critical to enabling good health and high-performance. This means that one service does not fit all and that we recognize that we have a complex and heterogeneous workforce.

Future State – A Wellness unit that drives Member well-being

The World Health Organization defines a healthy workplace as “one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and well-being of workers and the sustainability of the workplace by considering the following, based on identified needs:

- *health and safety concerns in the physical work environment*
- *health, safety and well-being concerns in the psychosocial work environment including organization of work and workplace culture*
- *personal health resources in the workplace*
- *ways of participating in the community to improve the health of workers, their families and other members of the community.”*

The Toronto Police Service Wellness unit will continue to support Members who are ill and injured – but we also need to think more broadly about how to prevent illness and injury, and integrate the health, safety and well-being concerns beyond physical health to also address psychosocial factors.

Further, the Well-Being Strategy needs to address the needs and views of other stakeholders, such as families, retirees, and the public with whom our Members interact with daily.

Given these factors, the Wellness unit of the Toronto Police Service will evolve its structure and focus to deliver on these goals, and will offer:

1. **Clarity:** Consistent advice and support on understanding the *clear and equitable procedures* for all Members regarding health promotion and health-related absence, including clear roles and responsibilities.
2. **Partnership:** A trusted partner with Members and with supervisors in managing *health-related workplace absence*.
3. **Expertise:** A *centre of excellence for the Service* that enables the whole organization to adopt the right preventive and reactive health tactics at the individual, divisional/unit and organizational levels.
4. **Responsiveness:** A *responsive, first point of contact for any Member* or unit identifying the need to improve health supports for a Member or a group of Members.
5. **Navigation:** A *safe and confidential navigator* for any Member seeking advice on the police-health ecosystem of resources, whether services are delivered internally or externally, for any Member choosing to improve their health, or needing support during illness and recovery.
6. **Insights:** An *organizational health dashboard* to ensure leaders have the information they need to take action on improving the Services' Member health and well-being.
7. **Personalization:** A *broader range of services* and help for Service Members that recognizes a holistic approach for total well-being, with diverse health and well-being supports for all stages of a career, unique needs and identity.
8. **Consistency:** A *multi-year health action plan* to promote preventive health behaviours and respond to changing health needs over time; informed by a population health profile and supported by appropriate funding to drive return on investment.
9. **Advocacy:** A voice for both the Service, Member and the supervisor to continue to influence organizational culture and *shape a workplace that is psychologically safe and healthy* and continuously improving and evolving toward high performance.

How We Will Get There: Our Multi-Year Action Plan Initiatives

To reach the objectives of the Well-Being Strategy, we have developed a roadmap to success that includes eight immediate tactical initiatives, all supported through data and technology -- in itself, a ninth initiative -- that support the strategic themes of:

- **Confidence, Trust and Access**
- **Health Promotion and Harm Prevention**

- **Ecosystem of Care and Support**
- **Culture and Behaviours and Member Experience**

These initiatives will improve the Service’s ability to optimize individual Member health and well-being, which will help to create a sustainable culture of high-performance health, safety and well-being that will enhance our ability to achieve optimal deployment and public safety.

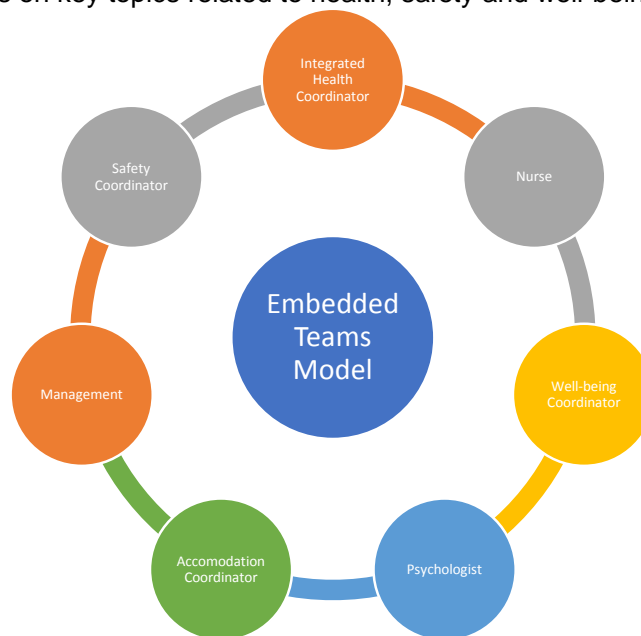
Recommendations that are outside the scope of the Wellness unit’s sole mandate are provided in the Future Horizons section. (Appendix 4).

1: Embedded Teams

(Confidence, Trust and Access)

To improve the Member and supervisor experience, the Wellness Team will be organized into a matrix structure to provide local units and divisions with direct and tailored support. Wellness Teams of subject matter experts will be assigned to serve a sub-section of units and divisions on a dedicated basis to build relationships, gain valuable knowledge of the specific needs of Members and divisions/units, and become embedded trusted advisors to Members and supervisors at the unit level.

Each Wellness Team (e.g. East, West and Central) will include a team lead, as well as functional subject matter expertise e.g. integrated health teams, health and well-being promotion, physical and psychological wellness and safety. Team members will visit divisions to create awareness of services and share best practices on key topics related to health, safety and well-being.



2: Offsite Health Hub

(Confidence, Trust and Access)

To reduce stigma, instill confidence and trust and normalize healthy self-care for Members, the Wellness unit will relocate to a separate standalone location. The location will act as a Health Hub, offering core health and well-being services, as well as proactive health activities. Creating a Toronto Police Service Health Hub could offer Members a safe and comfortable space on both their best and worst days. At the same time, the Hub could also offer stakeholders such as the T.P.A., family

members, peer supporters and partner organizations such as Toronto Beyond the Blue, Toronto Boots on the Ground, and others informal meeting and gathering space with and for Members, to offer programming and supports specific to public-safety professionals in a secure environment.

3: Construct Integrated Health Teams

(Confidence, Trust and Access) (Ecosystem of Care and Support)

The Wellness Unit will integrate the intake process for occupational and non-occupational incidents into one integrated process, with identical processes for online illness/injury reporting. Additionally, it will add resources to support regular and effective Member contact during absences. The Integrated Health Team will help Members navigate their health-related absence, including the Member benefits and supports available to them in the circumstance. This will help create more consistency and clarity in processes for sickness and health, leveraging the confidentiality of wellness professionals to initiate compassionate care at the onset of illness or injury. Team members will receive annual training on all tools and systems required. The integrated health team approach will be enabled by technology to help reduce administrative lags between time-reporting, payroll and case management systems and Member support.

The Integrated Health Team will support Members in optimizing their functional abilities both preventatively and in response to rehabilitation following an illness or injury, through access to a broader array of clinical supports that are founded in occupational function and knowledgeable of the policing demands. These could include:

- Independent medical examinations with a neutral third-party medical professional, intended to provide Members with diagnostic information and care paths
- Second opinion services who could provide Members with alternative or augmented medical perspectives
- Pharmacogenomics services, where Members could participate in testing to check which medications may be better or less effective for them, etc.
- Rehabilitation team with services such as occupational therapy, exercise therapy, physiotherapy and kinesiology support to help Members regain or optimize function.

Integrated Health Teams play a key role in early and safe return to work. Given Members' pride in their work, returning on a graduated basis to the workplace after an illness absence can be difficult for many who view their own partial-return as stigmatizing. The Toronto Police Service remains committed to safe, meaningful, and appropriate accommodation of our Members. The Integrated Health Team, in partnership with Service people leaders and specialized roles within the Service, will be better poised to develop a more cohesive approach to normalizing the accommodation process and staffing temporary or rotational assignments with the lens of high-performance.

4: System Navigator as intake for all Wellness services

(Confidence, Trust and Access) (Ecosystem of Care and Support) (Culture and Behaviours and Member Experience) (Health Promotion and Harm Prevention)

A Member in need of health-related support should be able to call one intake line and reach a live-answer operator who can provide customized Toronto Police Service support and reinforce the notion that 'no one is left behind'. This service will be directed by a highly skilled and specialized civilian lead, focused on understanding the Member's position and navigating the ecosystem of resources both internally and externally to get the Member to the right place quickly. The addition of System Navigation as intake for all Member wellness matters creates an immediate and front line response to our Members in a specialized capacity. This will drive a positive Member experience, and faster and more consistent triage of support for Members with better health outcomes for the Member and the Service.

5: Expand Health Promotion Services

(Culture and Behaviours and Member Experience) (Health Promotion and Harm Prevention)

The Wellness unit has services available for Members who are ill or injured, but fewer services focused on prevention today. Given the complexities of police work, there is a clear need for a more proactive approach to increasing self-care and accessing resources to help Members stay healthy over the course of their careers and beyond.

The Wellness unit will leverage the subject matter expertise of integrated and embedded health teams to partner with Wellness coordinators to centrally design and locally deliver health promotion and awareness campaigns.

Creating a virtual hub to centralize information

This work will be enabled by a website that is accessible from all data-enabled devices but password-protected to restrict access to Service Members and appropriate family members. This site will focus on promoting the core pillars of health and relevant current activities at both the central and local levels, and also linking to other partner organizations and the expanded health ecosystems to help Members access external resources.

Introducing integrated “total health” training plans

The expanded health promotion services will introduce an integrated “total health” training plan.

The health training plan will teach and reinforce the skills that Members need to thrive, including the skills they need to recover and know when to seek help and how to help peers. Developed by the Wellness unit, in consultation with internal and external experts, the plan will be reviewed by the Stakeholder Advisory Group (see initiative 8). The training plan will meet the needs of Members at all levels, and will be built on a continuum of care that aligns with the needs of all stakeholders, including role scope and influence. The training plan will be developed on a 3-year+ basis, to improve coherence and resonance, and supported by annual funding.

Engaging Wellness Champions and a Well-Being Committee

Health promotion and a shift in normalizing proactive and preventative care requires participation at all levels of the organization. While the centre of excellence and subject matter expertise will be housed in the Wellness unit corporately, there is a strong value to having Members participate in the development and execution of well-being programming at a local level. This should include a network of Wellness Champions and a local well-being committee.

The Wellness unit will guide a centrally supported, annual planning process to Service-wide initiatives that will be championed and implemented at the divisional/unit level by the network of local champions and committees. The Wellness unit will support a consistent format for committees to function including mandates, membership and accountabilities. In addition to consistency and governance to ensure equity across the Service, it's also important to have a unit level local culture reflected within the committees.

Ongoing engagement within divisions

While personal health choices are up to the individual, all Members can be better supported at the division-level, rather than just the central level, particularly in health promotion and everyday peer support, but also during critical incidents and during health-related absence. To optimize the impact of

efforts and resources, the central Wellness unit will develop an annual calendar of health promotion and partner with divisional leaders to engage Members across the Service using these milestones.

Example of annual calendar and activation roles

TPS Goal:	Central Role	Division Role	Individual Role
Create health awareness	Develop a scalable health fair agenda and consistent resources	Coordinate, invite Members and host a health fair	Participate in the health fair
Reduce prevalence of tobacco use	Offer a smoking-cessation workshop webinar with an expert	Promote attendance, start a book club, create a team challenge or incentive	Choose whether or not to quit smoking
Reduce cumulative stress through fitness	Develop movement challenge calendar	Start a running club, host a local yoga teacher, or design work to allow for exercise time each day	Start or join an exercise group
Increase Member contact during health-absence	Develop guidelines to protect individual confidentiality and health outcomes	Assign a back-up buddy to Members out on leave	Share their preferences with regards to text/email/ supporting individual, etc.

6: Develop an Ecosystem of Health and Well-being Supports

(Confidence, Trust and Access) (Ecosystem of Care and Support) (Culture and Behaviours and Member Experience) (Health Promotion and Harm Prevention)

Enabling secure digital access to services

Most organizations today have an extensive ecosystem of health supports available to their employees, often leveraging integrated and bundled solutions offered through insurers, employee assistance programs and other existing providers. Most also offer their workforce access to lifestyle health and wellness platforms that offer employees an expanded suite of services to meet their needs. During the COVID-19 pandemic, an increasing number of service providers developed and strengthened ways to deliver health services using technology, through new and improved smart-phone applications and platforms such as telemedicine access to video or online therapies, online physiotherapy, peer support, virtual fitness and movement, exercise and more.

This trend could benefit many Members, particularly given the challenges of rotating shifts of some police work and resulting interruptions in regular health routines and access to care.

We will work to leverage digital applications with appropriate security measures in the near-term. Modernization in this area is a requirement to bridge the gap of accessibility and ensure that our Members have secure access to care and support when they need it. This technology will help us expand the system to support Members.

Peer support systems

A comprehensive review of our current and future needs for peer support is an immediate priority. Peers top the list of trusted resources for Member support, yet the current structure does not meet today's Member needs. Our goal is to create a culture where every Member is a peer supporter for another Member. Informally, this is reported to be the case. However, not all Members are equipped with the tools and skills required to identify risks and navigate supports for peers. Additionally, there are many circumstances where external peer support is preferred and this will be part of the ecosystem of supports for Members.

Enhanced critical incident response

Member feedback indicates that Critical Incident response planning is crucial, but currently not always optimally implemented. There are more critical incidents occurring each year than there are calls for Critical Incident Response Team support. There is also a significant rise in Workers' Compensation cases due to Post Traumatic Stress Disorder and other psychological conditions, showing that an investment in this process may help reduce harm and avoid cost.

To advance our commitment to Members' mental health and ensure that all Members have access to support, we will:

- a) Promote the concept of the annual mental health check-up, like a physical check-up, through efforts such as the MindFit Pin program
- b) Seek to overcome silos in the community and add or create a clear, self-regulating, single resource listing therapists taking on new patients who are also certified, experienced and competent in mental health care for first responders to ensure easy access to care for Members
- c) Continue to operate on the basis of "no wrong doors" for additional mental health care in evaluating possible additions to the ecosystem, particularly when considering equity and inclusion of all cultures and identities
- d) Explore additional ways to encourage Members to stay alert and seek help when affected by traumatic incidents, to mitigate the risks of cumulative strain; examples are promoting self-care, enabling training on resilience and promoting concepts such as developing relationships with trusted mentors, coaches, advisors or clinicians.

7: Psychological Health and Safety

(Culture and Behaviours and Member Experience)

The Toronto Police Service will adopt the National Standard for Psychological Health and Safety in the Workplace (CSA Z1003/ BNQ 9700), promoting a structured system to ensure civil, respectful conduct in the workplace. The Standard calls for no negligent, reckless or intentional harm to employee mental health. It requires that employers make every reasonable effort to protect workers' mental health during the course of employment. The Service will work with the National Standard to explore a police sector specific model of the National Standard, demonstrating leadership and helping drive improved psychological health and safety within police services provincially and nationally.

8: Stakeholder Advisory Panel

(Culture and Behaviours and Member Experience)

Develop a structured Stakeholder Advisory Panel of advisors from outside the Service who represent external interests and have a valuable perspective on Member well-being. This group will consist of

selected family members, retirees, the T.P.A., the S.O.O., academics, healthcare providers, and special interest group representatives. The panel will act as a forum for bringing forward new ideas and planning for future well-being initiatives.

Next Steps and Conclusion

The rationale to respond to the call to action for Member well-being is clear: investing in the Member Well-Being Strategy will have a direct measurable impact on Members of the Service and their ability individually and collectively serve the public.

The Toronto Police Service Well-Being Strategy aims to build and maintain optimal strength and enable sustainable high performance of the Members of the Toronto Police Service.

This will be realized when:

- Members have the resources that they need in times of health, illness and recovery;
- Members trust the Service and each other to nurture a culture of high performance health, safety and well-being;
- the Wellness unit and the Service have the data to understand how to respond to the root causes of health, illness and injury issues at the earliest opportunity; and
- the Public experience reflects the impact of the health and well-being of Members.

The modernized approach to member well-being has begun and will continue to be implemented through the delivery of this strategy.



Toronto Police Services Board Report

February 10, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M
Chief of Police

Subject: Senior Officer Uniform Promotions – Superintendents and Inspectors

Recommendations:

It is recommended that the Toronto Police Services Board (Board) approve the uniform promotions of:

- 1) Ten Superintendents as set out in this report under Appendix 'A', effective February 25, 2021;
- 2) Two Inspectors as set out in Appendix 'B', effective February 25, 2021;

Financial Implications:

The Superintendent and Inspector positions cited in this report are approved positions within the Toronto Police Service's (Service) uniform establishments. Funds for filling these vacant positions are included in the Service's approved 2021 operating budget.

Background / Purpose:

The purpose of this report is to recommend the promotion of ten officers to the rank of Superintendent as listed in Appendix 'A' effective February 25, 2021 and two officers to the rank of Inspector as listed in Appendix 'B' effective February 25, 2021. The officers were selected in accordance with the promotional process adopted by the Board for the rank of Superintendent and Inspector (Min. No 49/01 refers).

Discussion:

Superintendent Process:

As part of the promotional process for the rank of Superintendent, twenty six candidates submitted a resume outlining their qualifications. The qualifications included career history, education, awards and significant contributions to the Service and the community. Nineteen candidates met the qualifications and were interviewed in January 2021 by a panel comprised of Chief James Ramer, Deputy Chief Peter Yuen, Deputy Chief Shawna Coxon, A/Deputy Chief Myron Demkiw, Chief Administrative Officer Tony Veneziano and Chief Information Officer Colin Stairs. Following the completion of this interview process, 10 candidates were identified and placed on a Superintendent eligibility list.

Inspector Process:

As part of the promotional process for the rank of Inspector which took place in November 2020, 22 candidates were identified and placed on an Inspector eligibility list. 20 candidates were promoted effective November 24, 2020. There were two remaining candidates on the eligibility list.

A check of internal sources, including Professional Standards, Diversity & Inclusion, Legal Services and Labour Relations, reveals no historic or current information on file indicating that the officers should not be recommended for promotion.

Conclusion:

The Board is therefore being requested to approve the promotion of ten officers to the rank of Superintendent as listed in Appendix 'A', effective February 25, 2021 and two officers to the rank of Inspector as listed in Appendix 'B', effective February 25, 2021.

Deputy Chief Shawna Coxon, Human Resources Command, will be in attendance to respond to any questions that the Board may have in regards to this report.

Respectfully submitted,

James Ramer, M.O.M
Chief of Police

*Original copy with signature on file in Board office

Appendix A

Promotions to the Rank of Superintendent		
Name	Badge	Date of Board Appointment
Belanger, Donald	5072	2021.02.25
Clarke, Stacy	5223	2021.02.25
Crooker, Lisa	7452	2021.02.25
Khan, Ronald	6639	2021.02.25
MacIntyre, Brian	32	2021.02.25
O'Toole, Kimberley	99481	2021.02.25
Pogue, Lauren	5583	2021.02.25
Shank, Richard	6045	2021.02.25
Tannahill, Darla	7234	2021.02.25
Wilson, Warren	7270	2021.02.25

Appendix B

Promotions to the Rank of Inspector		
Name	Badge	Date of Board Appointment
Gibson, Graham	4304	2021.02.25
Jackson, Catherine	229	2021.02.25



Toronto Police Services Board Report

January 29, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Extension of the Approved Temporary Towing and Impound Cost Recovery Model due to COVID-19

Recommendations:

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

1. approve an amendment to the Service's towing agreements that extends the current temporary flat fee cost recovery rate of \$25.65 per vehicle in each agreement, from January 1, 2021 to May 31, 2021; and
2. authorize the Chief of Police to execute any required amendments to the current towing agreements.

Financial Implications:

Staffing costs incurred by the Toronto Police Service's (Service) Traffic Services unit associated with the vehicle towing and storage services program and the revenue generated from the towing/storage contracts, are included in the Toronto Police Parking Enforcement Unit's (P.E.U.) 2020/2021 operating budget. The towing agreements and the Board approved implementation of the flat rate, commencing March 1, 2020 up to and including December 31, 2020 forecasted that the P.E.U. would recover approximately \$661,000 in 2020. The actual recovery in 2020 will be approximately \$440,000 based on the number of vehicles released, and taking into account the final billing for the September 1, 2020 to November 30, 2020 period.

The Service has budgeted a recovery of approximately \$527,000 in the P.E.U.'s 2021 operating budget request. The actual recovery, using a flat recovery rate, will be dependent on the impact of the COVID pandemic restrictions as well as the nature and length of amended rush hour route enforcement in 2021.

Background / Purpose:

The purpose of this report is to extend the temporary flat cost recovery rate of \$25.65 until May 31, 2021, the end of the current towing contracts.

Discussion:

To meet its commitment of ensuring the safe and orderly movement of traffic across the City, while addressing and regulating parking concerns, the Service requires the services of towing and pound providers. Currently, the Service maintains four towing contracts that are in place until May 31, 2021.

On September 17, 2020 the Board approved a recommendation to amend the cost recovery model in each of the towing contracts to a temporary flat rate of \$25.65 per vehicle (Min. No. P137/20 refers).

The historic practice for calculating the quarterly cost recovery amount considers the company's towing volume in relation to the total towing volume observed City-wide and spreads the Service-related costs incurred across this volume on a per vehicle basis. Although this amount fluctuates and has risen somewhat in recent years due to reduced tow volumes observed City-wide, the unprecedented and immediate reduction in towing volumes experienced during the pandemic (due to amended Parking Enforcement Unit practices and City-led initiatives such as CurbTO and CafeTO) could never have been forecast and have resulted in a situation where a sudden and dramatic increase in the cost recovery amount assessed per vehicle would have to be borne by Service-contracted towing and pound services companies. These companies have expressed concern that such an increase would make the TPS towing contract financially unsustainable for their businesses, potentially forcing them to abandon their contracts.

There is an ongoing need for towing services. With the impacts of COVID continuing, extending the amended rate of \$25.65 per vehicle released to the end of the current agreements (May 31, 2021) would be a fair way of ensuring that the Service is able to continue to access necessary towing and pound services while receiving some degree of cost recovery for the program. This will also provide fairness in our business arrangement with contracted tow providers by maintaining consistency in the per vehicle expenses associated with honouring the TPS contract.

The Service is going through a procurement process to establish new contracts for towing and pound services that will include a cost recovery methodology that is fair, reasonable and predictable. The new contracts will require Board approval and will be effective on June 1, 2021.

Conclusion:

The impact of the COVID-19 pandemic on the City of Toronto has led to a drastic reduction in traffic and towing volumes. The current cost recovery model set out in the Service's towing agreements is not financially sustainable for the contracted tow providers. The Service is therefore proposing a continuation of the revised cost

recovery rate approved by the Board at its September 2020 meeting, to alleviate financial pressures on the towing providers and ensure sustainable towing services.

Deputy Chief Peter Yuen, Priority Response Command and Mr. Tony Veneziano, Chief Administrative Officer will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office



Toronto Police Services Board Report

February 2, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Approval of D&R Electronics as the Vendor of Record for Police Vehicle Lights, Sirens and Weapon Mounts

Recommendation(s):

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

- (1) approve the continued use of D&R Electronics (D&R) as the single source vendor of record for the supply of police vehicle lights, sirens and weapon mounts for the period commencing March 1, 2021, to December 31, 2022, at an estimated cost of \$410,000; and
- (2) authorize the Chief to execute all required agreements and related documents on the behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

The Toronto Police Service (Service) annually replaces approximately 90 police vehicles that are outfitted with various emergency equipment.

The cost for annual vehicle lifecycle replacement, including the associated equipment fit-up cost, is funded from the Service's Vehicle and Equipment Reserve, provided through the Service's approved capital program.

The cost of the equipment to be provided under this contract is estimated at \$410,000, excluding taxes.

Upon Board approval of this commitment, the revised contract value for related goods and services provided by D&R since March 1, 2016 will be approximately \$1.5 Million (M).

Background / Purpose:

At its meeting on March 17, 2016 (Min No. P53/16 refers), the Board approved a contract award to D&R for the supply and delivery of mobile workstation (M.W.S.) mounting hardware and power supply systems for the period March 1, 2016 to January 31, 2019.

At its meeting on August 23, 2018 (Min No. P168/18 refers), the Board approved an extension of this contract to January 31, 2020.

Subsequently, the Chief of Police and the Chief Administrative Officer approved a contract extension to December 31, 2020, to maintain operational continuity. In the interim, the Board approved contract awards for the supply of equipment to enable vehicle fit-ups, such as mobile workstations and related mounts, in-car camera systems, and related installations services. These awards did not include the supply of specific weapon mounts/brackets as well as police vehicle lights and sirens.

Accordingly, the purpose of this report is to request approval for D&R to continue supplying specific mounts for emergency equipment required in the Service vehicles, in order to ensure business continuity for 2021 and 2022. Board approval is required, as the total value of related contract for D&R will exceed \$1M.

Discussion:

Operationalizing a vehicle for police purposes requires mounting and installing a number of items including mobile workstations, in-car camera systems, printers, additional power supply, lights, brackets, weapon mounts etc. Most of these items and related installation services have been procured through competitive processes, which were submitted to the Board for approval.

There remain, however, a few items where the specifications have been tailored for the Service's needs that only D&R can currently provide, such as: RDS17AS light and siren control boxes; C8 weapon mounts; and sirens.

Conclusion:

It is therefore recommended that D&R be approved as the vendor to provide specific emergency equipment required to outfit police vehicles for the period March 1, 2021 to December 31, 2022, at an approximate value of \$410,000.

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

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office



Toronto Police Services Board Report

January 21, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Special Constable Appointments – February 2021

Recommendation:

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

Financial Implications:

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

Background / Purpose:

Under Section 53 of the *Police Services Act*, the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Ministry. Pursuant to this authority, the Board has an agreement with T.C.H.C. governing the administration of special constables (Min. No. P41/98).

The Service 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 Requested	Expiry
T.C.H.C.	Vanessa Ward	Appointment	N/A
T.C.H.C.	Douglas Schulz	Appointment	N/A

Discussion:

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

The agreement between the Board and T.C.H.C. requires that background investigations be conducted on all individuals who are being recommended for appointment and re-appointment as special constables. The Service's Talent Acquisition Unit completed background investigations on these individuals and there is nothing on file to preclude them from being appointed as special constables for a five year term.

The agencies have advised the Service that the above individuals satisfy all of the appointment criteria as set out in their agreements with the Board. The T.C.H.C.'s approved and current complements are indicated below:

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

Agency	Approved Complement	Current Complement
T.C.H.C.	300	168

Conclusion:

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

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

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*copy with original signature on file at Board Office



Toronto Police Services Board Report

January 22, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Addition of *Ontario Cannabis Control Act* Authorities for External Special Constables

Recommendation:

It is recommended that the Toronto Police Services Board (Board) grant special constables, employed by the Toronto Transit Commission (T.T.C.), Toronto Community Housing (T.C.H.C.) and the University of Toronto (U. of T.), the following police powers under the *Ontario Cannabis Control Act*:

- Sections 6 (1) and (2) - Unlawful sale, distribution or sale;
- Section 7 (1) - Prohibitions on sale, distribution to persons under 19;
- Section 9 - Unlawful purchase;
- Section 10 (1) - Unlawful possession, consumption, purchase, distribution;
- Section 14 - Requirement for those investigated to demonstrate proof of exemption;
- Section 16 (1)(a), (b),(c) and 16(2) - Authority to seize that will afford evidence, that is connected with the crime or is proceeds of the crime or, is likely to fall into one of these categories should enforcement efforts not be taken;
- Sections 17(1)(a) and (b) - Authority to remove and prevent re-entry of any persons breaching this *Act* from the premises; and
- Section 19 - Arrest without warrant anyone found in contravention of this *Act*.

Financial Implications:

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

Background / Purpose

T.T.C., T.C.H.C. and U. of T. have authority under the *Controlled Drugs and Substances Act* (C.D.S.A.) to enforce drug legislation. However, with the passing of the *Ontario Cannabis Control Act*, the enforcement of cannabis related offences have been removed from the C.D.S.A. As a result, special constables are resorting to using unrelated *Acts* to stop the unlawful sale, use and distribution of cannabis. This can cause complications in court as it is expected that charges be laid under the most appropriate *Act*. Section 21 of the *Ontario Cannabis Control Act* provides authorization to enforce the *Act* to police officers and other provincial offences officers, which includes special constables. By authorizing the T.T.C., T.C.H.C. and U. of T. special constables to exercise authority under the aforementioned sections, they will be able to address the more minor unlawful cannabis sale and distribution issues. The Toronto Police Drug Squad (T.D.S.) was consulted about which authorities would be the most appropriate. There were no concerns that the addition of authorities under the *Ontario Cannabis Control Act* would interfere with the efforts of T.D.S. as special constables are not permitted to engage in long term or large drug investigations.

Discussion:

Rationale:

Special constables are responsible for addressing issues that affect the safety and wellbeing of residents, visitors, employees and riders while on the designated properties. The sale, distribution, trafficking and consumption of cannabis can affect the health and safety of all of these individuals. Illegal drug activity may draw the criminal element to the area, along with weapons and violent behaviour needed to protect the product, seller and territory.

It is not recommended the T.T.C., T.C.H.C. and U. of T. be given authority to conduct warrants or large-scale investigations on illegal cannabis shops or grow operations found on their properties. The agencies will still be required to inform and work collaboratively with T.P.S. on projects and complex investigations.

Training:

Should the authorities under the *Ontario Cannabis Act* be granted, the agencies would be required to obtain, at their own cost, the appropriate training for their special constables. The curriculum and training would be reviewed and approved by the Toronto Police College (T.P.C.) prior to being delivered. Once the special constables are trained, formal approval would be sought from the Ministry of Solicitor General.

Ministry of the Solicitor General's Position:

In accordance with section 53 of the *Police Services Act*, special constables can be conferred powers of a police officer. Therefore, it is the Ministry of Solicitor General's position that the requested *Ontario Cannabis Control Act* powers would be approved, as

long as the powers are necessary to perform the specific duties associated to the special constable appointment and that the Board acceded to the increased liability that would be inherent with the increased powers.

Based on the need to regularly address drug activity on the T.T.C, T.C.H.C and U. of T. properties, the expanded authorities would meet the Ministry's requirement.

Congruency of Authority:

Special constables have authority to enforce the C.D.S.A. authorizing them to enforce drug legislation for drugs that have significant impacts on the health and safety of the community. The removal of cannabis from the C.D.S.A. does not lessen the need to ensure that the substance is sold and used in accordance with the law.

The *Ontario Cannabis Control Act* is a provincial act, similar to the *Liquor License Act*. Special constables from the 3 agencies have authorities under the *Liquor License Act* that allow them to lay charges for unlawful consumption, arrest without warrant, seize items related to the offense or are believed to be proceeds of crime. Charges under both *Acts* can be laid by provincial offenses notice or summons as well as result in arrest and detention for more serious incidents or repetitive offenses.

Conclusion:

The focus of the Special Constable Program is to increase public safety in areas that require increased security. The additional *Ontario Cannabis Control Act* authorities will be one more tool the special constables can use to keep Toronto safe.

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

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*copy with original signature on file at Board Office



Toronto Police Services Board Report

January 26, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: *Highway Traffic Act* Authorities for Hand-Off Team Special Constables

Recommendation:

It is recommended that the Toronto Police Services Board (Board) grant Public Order Unit (P.O.U.), Hand-Off Team (H.O.T.) special constables police powers under the following sections of the *Highway Traffic Act* (H.T.A.) during the course of their duties while deployed in a H.O.T. capacity:

- H.T.A. section 134(1) Traffic Direction;
- H.T.A. section 134(2) Road Closure; and
- H.T.A. section 134.1(1) Removal of Vehicle, Debris Blocking Traffic.

Financial Implications:

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

Background / Purpose:

The P.O.U. H.O.T. was created in 2009 and consisted of seven court officers (C.T.O.'s), who are designated as special constables. The team was developed to deal with the possibility of large scale arrest situations encountered in the City of Toronto (City).

C.T.O.'s were the ideal choice as they operate the Toronto Police Service's (T.P.S.'s) Prisoner Transportation Section which is responsible for prisoner movement by wagon throughout the City. Their expertise was brought in to assist with prisoner management

and transportation. Since the team's successful inception, P.O.U. H.O.T. has expanded to approximately 40 members.

At deployments, each P.O.U. Section is assigned a cadre of 6 H.O.T. members and a squad lead, along with a wagon for any arrests that are made where transport is required. H.O.T. members are all equipped, trained and tested to P.O.U. Provincial standards and are able to assist the Section during their deployment.

The P.O.U. H.O.T. has become a vital part of the P.O.U. and currently while deployed, H.O.T. members can find themselves in situations where blocking roadways is required within the P.O.U. Section while responding to an incident. Additional authorities under the H.T.A. would ensure that H.O.T. members are lawfully performing those duties and that they are provided protections under the law, while engaged in P.O.U. deployments.

Discussion:

Effective Use of Resources:

The contributions P.O.U. H.O.T. special constables make to community safety could be enhanced through the addition of police powers under sections 134(1), 134(2) and 134.1(1), of the H.T.A. These authorities would allow them to direct traffic, close roads and remove obstructions from roadways, including vehicles during P.O.U. H.O.T. deployment. This will allow for P.O.U. police officers to be deployed in a more efficient and effective capacity based on their skillsets and legislated abilities.

Investigative Assistance:

The closure of roadways often occur during demonstrations to allow for the safety of the participants as well as for the officers involved in the event. The P.O.U. has been at several events over the years where they have found themselves dealing with crowd management when suddenly they are forced into a criminal investigation, such as a shooting, like was experienced at the Raptors celebrations in 2019.

Suddenly road closure and lockdown was necessary to protect the crime scene, to render assistance to victims and to investigate the circumstances of the event. These crime scenes can be very complex in scope and require the closure of the roadways for a lengthy period of time for investigation.

Further, during P.O.U. deployments at demonstrations, crowds will sometimes leave their protest site to march throughout the City. Granting P.O.U. H.O.T. members with certain H.T.A. authorities, it will allow them to lawfully assist with road closures to ensure the safety of the participants during their marches.

Training:

P.O.U. H.O.T. special constables would receive the same traffic direction, road closure and roadway clearing training that T.P.S. police officers receive. This includes in-class training and practical application training provided by Traffic Services.

Ministry of the Solicitor General's Position:

It is the Ministry of Solicitor General's position that the requested H.T.A. police powers would be approved, as long as the powers are necessary to perform the specific duties associated to the special constable appointment while deployed in a P.O.U. H.O.T. capacity. Based on T.P.S.'s need for additional support closing roads at crime scenes and major events, the expanded P.O.U. H.O.T. special constable job description and justification for the select H.T.A. police powers would meet the Ministry's requirement.

Paid Duty Assignments:

P.O.U. H.O.T. special constables will not be permitted to accept paid duties as current paid duty contracts and City requirements are specific for police officers with full powers and often include added responsibilities requiring additional authorities not authorized for special constables.

Financial Implications:

Labour Relations and the Toronto Police Association were consulted and there would be no impact on job grade level or pay with the additional responsibilities. P.O.U. H.O.T. special constables are already assigned the mandated equipment required to direct traffic and close roads.

Conclusion:

As budgetary and resource constraints continue to be of concern, this recommendation will allow the T.P.S. to deploy the most suitable resources, based on skillset, knowledge and legislated requirements.

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

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*copy with original signature on file at Board Office



Toronto Police Services Board Report

January 14, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Quarterly Report: Occupational Health and Safety Update for October 1, 2020 to December 31, 2020 and Year-End Summary

Recommendation(s):

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

Financial Implications:

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

Background / Purpose:

At its meeting on January 24, 2005, the Board received an update on occupational health and safety matters relating to the Toronto Police Service (Service) (Min. No. C9/05). Following consideration of the report, the Board requested the Chief of Police to provide quarterly confidential updates on matters relating to occupational health and safety. The Board, at its meeting on August 21, 2008, further requested public quarterly reports for occupational health and safety matters (Min. No. C224/08).

The purpose of this report is to update the Board on matters relating to occupational health and safety issues for the fourth quarter of 2020 and includes a year-end summary.

Discussion:

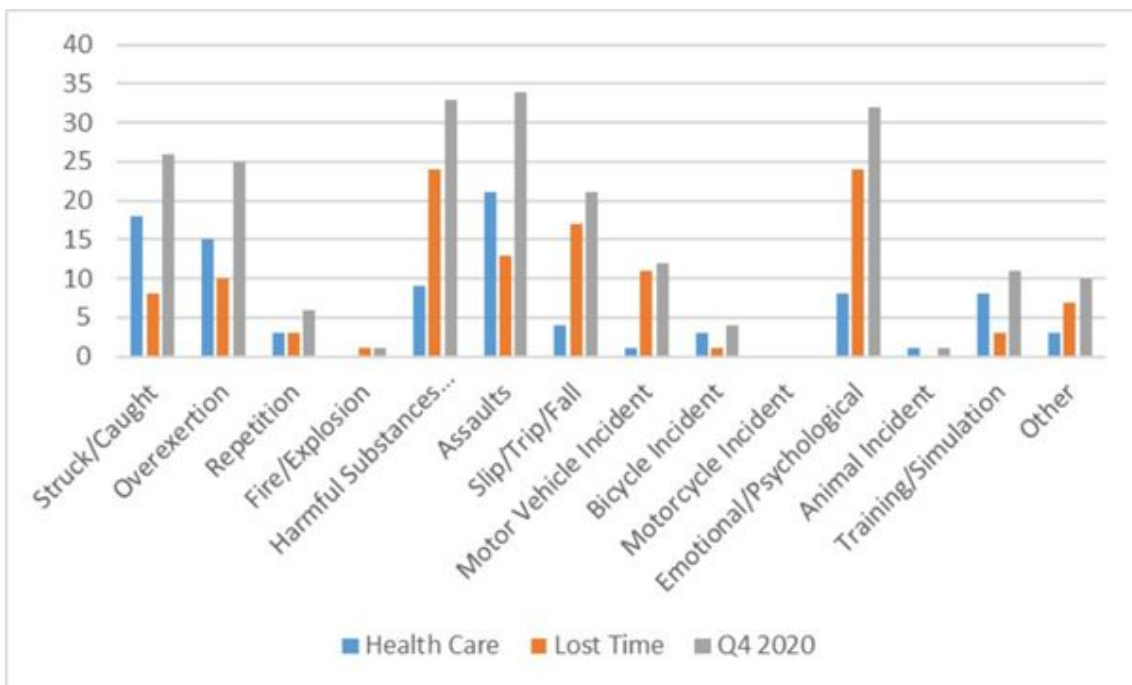
Fourth Quarter Accident and Injury Statistics

From October 1, 2020 to December 31, 2020, there were 216 reported workplace accidents/incidents involving Service members, resulting in lost time from work and/or

health care which was provided by a medical professional. These incidents were reported as claims to the Workplace Safety and Insurance Board (W.S.I.B.). During this same period, 21 recurrences of previously approved W.S.I.B. claims were reported. Recurrences can include, but are not limited to: ongoing treatment, re-injury, and medical follow-ups, ranging from specialist appointments to surgery.

Injured on Duty (I.O.D.) reports are classified according to the incident type. The following graph and chart summarize the I.O.D. reports received by the Wellness Unit during the fourth quarter of 2020.

*Injured on Duty Reports
October to December 2020*



Incident Type	Health Care	Lost Time	Q4 2020	Q4 2019
Struck/Caught	18	8	26	26
Overexertion	15	10	25	35
Repetition	3	3	6	6
Fire/Explosion	0	1	1	0
Harmful Substances /Environmental	9	24	33	9
Assaults	21	13	34	53
Slip/Trip/Fall	4	17	21	33
Motor Vehicle Incident	1	11	12	9
Bicycle Incident	3	1	4	0
Motorcycle Incident	0	0	0	0

Incident Type	Health Care	Lost Time	Q4 2020	Q4 2019
Emotional/Psychological	8	24	32	23
Animal Incident	1	0	1	2
Training/Simulation	8	3	11	4
Other	3	7	10	22
Totals	94	122	216	222

The top five incident categories are:

1. Assaults: 34 reported incidents
2. Harmful Substances/Environmental: 33 reported incidents
3. Emotional/Psychological: 32 reported incidents
4. Struck/Caught: 26 reported incidents
5. Overexertion: 25 reported incidents

The highest category of incidents during this reporting period is the “Assaults” category. Assaults by arrested parties, suspects, or members of the public typically form one of the largest categories of I.O.D. reports due to the nature of police work. A significant portion of training received by police officers is designed to mitigate the risk of these types of injuries.

The increase in claims in the Harmful Substances/Environmental category has resulted from the global pandemic, and is related to the potential occupational exposure of members to the novel coronavirus which causes COVID-19.

Critical Injuries

Under Ontario’s occupational health and safety regulatory framework, employers have the duty to report all critical injuries and fatalities which occur in the workplace to the Ministry of Labour, Training, and Skills Development (M.L.T.S.D.) pursuant to *Section 51 of the Occupational Health and Safety Act* and *Ontario Regulation 834*.

A critical injury is defined as an injury of a serious nature that:

- (a) places life in jeopardy,
- (b) produces unconsciousness,
- (c) results in substantial loss of blood,
- (d) involves the fracture of a leg or arm but not a finger or toe,
- (e) involves the amputation of a leg, arm, hand or foot but not a finger or toe,
- (f) consists of burns to a major portion of the body, or
- (g) causes the loss of sight in an eye.

In the fourth quarter of 2020, there was one critical injury incident reported to the M.L.T.S.D. For each critical injury incident, an investigation is conducted by the Service independent of the M.L.T.S.D. investigation, involving both the injured member’s local

Joint Health and Safety Committee and the Service’s Wellness Unit. In each case, root causes are sought and recommendations are made, where applicable, to reduce the risk of similar incidents in the future.

Communicable Diseases

As part of the Communicable Disease Exposure Surveillance Program, members of the Wellness Unit reviewed reported exposures during the months indicated in the table below. The majority of these exposures did not result in claim submissions to the W.S.I.B.

In the event that a member requires information or support regarding a communicable disease exposure, they will be contacted by a medical professional from Medical Advisory Services in order to discuss potential risk, consider treatment options as required, and to ensure that the member is supported properly with respect to stress and psychological well-being. The following chart summarizes member exposures to communicable diseases, as well as other potential exposure types including blood and bodily fluids.

*Member Exposure to Communicable Diseases
October to December 2020*

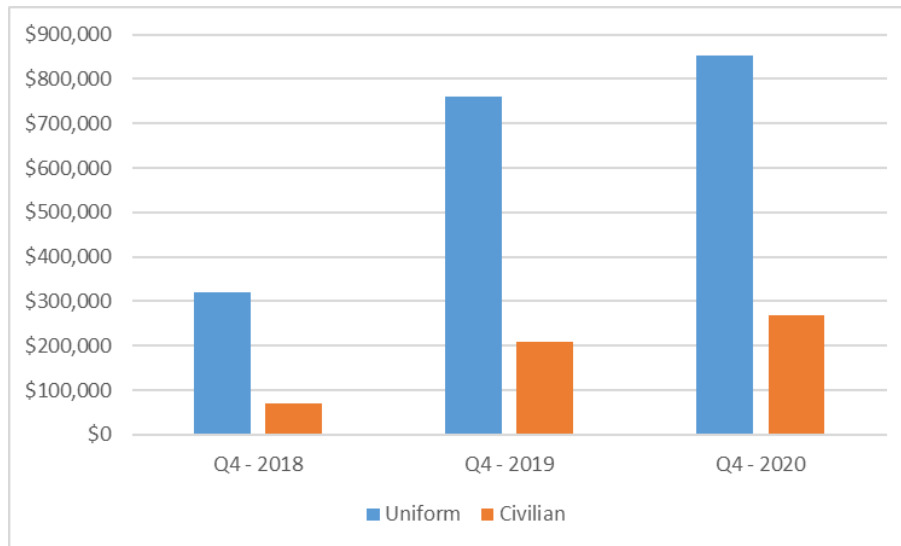
Reported Exposures	October	November	December	Q4 – 2020	Q4 - 2019
COVID-19	121	81	116	318	0
Bodily Fluids, Misc.	7	11	24	42	39
Hepatitis A, B, & C	0	1	0	1	5
HIV	1	0	1	2	3
Influenza	0	0	0	0	0
Measles, Mumps, Rubella	0	0	0	0	0
Meningitis	0	0	0	0	0
Staphylococcus Aureus	0	0	0	0	0
Tuberculosis	3	0	0	3	4
Varicella (Chickenpox)	0	0	0	0	0
Bed Bugs	2	3	14	19	11
Other, Miscellaneous	0	0	0	0	13
Total	134	96	155	385	75

Examples of the types of exposures which fall into the category “Other, Miscellaneous” can include, but are not limited to: ringworm, scabies, lice, pertussis (whooping cough), diphtheria, etc.

Of the 318 Injured on Duty reports received which were related to a potential exposure to the novel coronavirus which causes COVID-19, 19 resulted in claims to the W.S.I.B, and the remaining 299 were precautionary in nature and did not result in health care or lost time.

Injury and Accident Costs

As a Schedule 2 employer, the Service paid \$268,843 in W.S.I.B. health care costs for civilian members and \$852,908 in W.S.I.B. health care costs for uniform members for the fourth quarter of 2020.



	Q4 - 2018	Q4 - 2019	Q4 - 2020
Uniform	\$320,791	\$761,819	\$852,908
Civilian	\$69,907	\$207,664	\$268,843

The ongoing increase in health care costs over the past three fourth quarter periods continues to be attributed in part to the passing into law of the *Supporting Ontario's First Responders Act* in April 2016, which created the presumption of work-relatedness when first responders are diagnosed with Post Traumatic Stress Disorder (P.T.S.D.). As claims for operational stress injuries increase, so too do the associated costs for health care for claims which can be long in duration, and very complex to resolve.

Medical Advisory Services

In 2019, the Wellness Unit undertook a comprehensive audit of short and long term disability management practices and processes to evaluate the current program, and to identify opportunities for improvement in tracking and reporting absences due to injuries and illness. The results of the audit were received during the first quarter of 2020, and will result in a set of recommendations and an action plan to implement disability management best practices for the Service as part of the broader Wellness Strategy. In addition, an enhanced capacity to report accurate and meaningful data associated with short and long term disability will be implemented.

Workplace Violence and Harassment Statistics

Bill 168, the *Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace) 2009*, came into force on June 15, 2010. As a result of this amendment, the *Occupational Health and Safety Act* now includes definitions of workplace violence and workplace harassment, and Part III.0.1 describes employer obligations with respect to violence and harassment in the workplace. In the fourth quarter of 2020, there were eight new documented complaints received which were categorized by Professional Standards as having the potential to meet the criteria of workplace harassment as defined in the *Occupational Health and Safety Act*.

Year-End Summary

COVID-19 Response

The Wellness Unit continues to operate the Pandemic Support Hotline which is available to members 24 hours a day, 7 days per week. The Hotline responds to calls and emails from members on all matters related to the Service's response to the pandemic, and assists members with finding support and resources as needed.

The Wellness Unit is also a key stakeholder in the facilitation of expedited COVID-19 testing for Service members. In partnership with the Emergency Management and Public Order Unit, Toronto Paramedic Services, and Toronto Fire Services, dedicated test sites were established to increase availability of testing. This supports member health and wellness, as well as ensuring that members can be returned to operational status as quickly as practicable.

Annual Workplace Safety and Insurance Board Claims and Costs

For the year 2020, the Service processed 5,562 Injured on Duty reports, of which 1,033 were reported to W.S.I.B. as workplace injury or illness claims or recurrences. For 2018 and 2019, there were 1,054 and 1,111 claims and recurrences reported respectively. In 2020, there was a decrease of 7% in reportable claims when compared to 2019.

W.S.I.B. claims must be reported when workers receive medical attention, lose time or are absent from work, or when any recurrences of work-related injury or illness occur. First Aid incidents do not meet the threshold for reporting to the W.S.I.B.

The following chart lists W.S.I.B. claims for the Service for the past three years for comparison purposes:

Claim Description	2018	2019	2020*
Health Care	351	419	408
Lost Time	518	496	538
Recurrences	185	196	87

Claim Description	2018	2019	2020*
Total	1054	1111	1033
Percent change from previous year	+10%	+5%	-7%

*Claims can be reported at any time. This is accurate as of the date of this report.

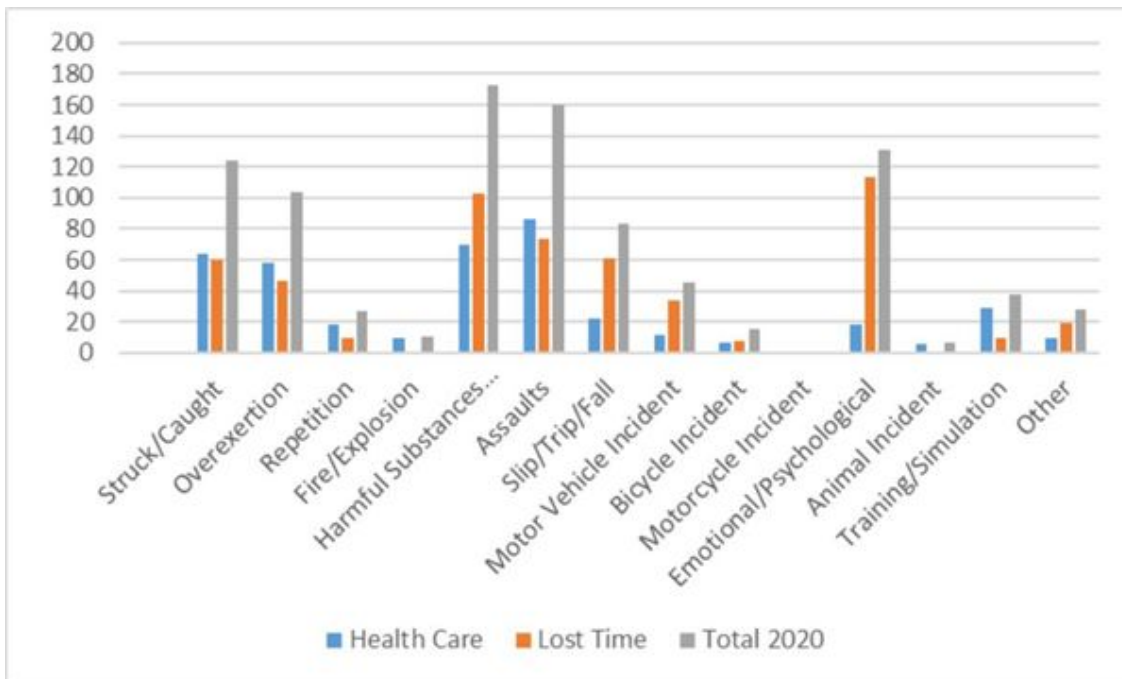
The cost to the Service for workplace injuries and illnesses, as a Schedule 2 employer, including income replacement, healthcare costs, administration fees and all other pensions and awards for the last three years is as follows:

W.S.I.B. Costs	2018	2019	2020*
Total	\$13.23M	\$15.39M	\$22.40M
Percent change from previous year	+9.1%	+14%	+46%

*The cost is accurate as of the date of this report.

Annual Year-End Accident and Injury Statistics

The following chart and graph summarize the I.O.D. reports received by the Wellness Unit during the year 2020 which resulted in claims:



Incident Type	Health Care	Lost Time	Total 2020	Total 2019	Total 2018	Total 2017
Struck/Caught	64	60	124	137	89	103
Overexertion	58	46	104	139	161	115
Repetition	18	9	27	11	14	5
Fire/Explosion	9	1	10	1	3	9
Harmful Substances /Environmental	70	103	173	62	91	61
Assaults	86	74	160	154	199	254
Slip/Trip/Fall	22	61	83	143	90	83
Motor Vehicle Incident	11	34	45	61	51	48
Bicycle Incident	7	8	15	17	9	9
Motorcycle Incident	1	0	1	5	3	0
Emotional/Psychological	18	113	131	97	103	57
Animal Incident	6	1	7	10	16	11
Training/Simulation	29	9	38	30	33	48
Other	9	19	28	48	7	12
Totals	408	538	946	915	869	815

In addition there were 87 recurrences of previously submitted claims resulting in a total of 1,033 workplace injury or illness reports submitted to the W.S.I.B.

The top five incident types for the year of 2020 are:

1. Harmful Substances/Environmental: 173
2. Assaults: 160
3. Emotional/Psychological: 131
4. Struck/Caught: 124
5. Overexertion: 104

The highest category of incidents for the year 2020 is the “Harmful Substances/Environmental” category. An increase in claims in the Harmful Substances/Environmental category has resulted from the global pandemic and are related to the potential occupational exposure of members to the novel coronavirus which causes COVID-19.

Assaults comprise the second highest category of incidents for 2020. Assaults by arrested parties, suspects, or members of the public typically form one of the largest categories of Injured on Duty reports due to the nature of police work. A significant portion of training received by police officers is designed to mitigate the risk of these types of injuries.

Annual Year-End Communicable Disease Statistics

Reported Exposures	Total 2020	Total 2019	Total 2018
COVID-19	2,544	0	0
Bodily Fluids, Misc.	224	173	207
Hepatitis A, B, & C	7	12	20
HIV	25	13	22
Influenza	0	0	0
Measles, Mumps, Rubella	0	0	0
Meningitis	6	0	9
Staphylococcus Aureus	8	13	32
Tuberculosis	7	12	18
Varicella (Chickenpox)	0	0	0
Bed Bugs	58	52	71
Other, Miscellaneous	1	46	63
Total	2,880	321	442

For the year 2020, there were a total of 2,880 reported incidents involving exposures or possible exposures. This represents an increase of 797% when compared to 2019, in which a total of 321 incidents were reported.

The increase is a result of the global pandemic involving the novel coronavirus which causes COVID-19. Of the 2,544 I.O.D. reports received which were related to a potential COVID-19 exposure in the workplace, 98 resulted in health care and/or lost time claims which were submitted to the W.S.I.B. The remaining 2,446 were precautionary in nature and did not result in a claim.

Annual Year-End Critical Injury Statistics

Year	Critical Injury Incidents reported to the M.L.T.S.D	Critical Injury Incidents Confirmed
2018	5	4
2019	5	5
2020	3	3

Annual Year-End Workplace Violence and Harassment Statistics

In 2020, there were 42 documented complaints received which were categorized by Professional Standards as having the potential to meet the criteria of workplace harassment as defined in the *Occupational Health and Safety Act*. As a result of the investigations, misconduct was identified in seven cases and 13 were determined to be unsubstantiated. In addition, two investigations resulted in informal resolutions between the parties. The remaining complaints are still under investigation.

Conclusion:

This report provides an update to the Board on matters relating to occupational health and safety issues for the fourth quarter of 2020 and provides year-end summary information.

The next quarterly report for the period of January 1, 2021 to March 31, 2021 will be submitted to the Board for its meeting in May 2021.

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

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office



Toronto Police Services Board Report

January 9, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Annual Report: 2020 Protected Disclosure

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:

At its meeting held on October 9, 2014, (Min. No. P227) the Board considered a report from Dr. Alok Mukherjee, then Chair of the Toronto Police Services Board, regarding a Board policy entitled *Protected Disclosure*.

That policy was approved and contained direction that the Chief of Police will:

In order to ensure that steps are taken to address the underlying causes and to mitigate the risk of future occurrences, report to the Board, on an annual basis, the results of any and all investigations undertaken in respect to allegations reported anonymously or in a protected manner by members and any steps taken as part of a review to address the underlying causes and actions undertaken to mitigate the risk of future occurrence. Such reporting shall include details on the substance of the allegation of wrongdoing and any actions taken in response to it.

Discussion:

The January 2003 report by the Honourable Justice George Ferguson entitled *Review and Recommendations Concerning Various Aspects of Police Misconduct* recommended that Internal Affairs (as Professional Standards (P.R.S.) was known at the time of the report) establish an independent telephone line, available to members of the public or members of the Service, to report serious police misconduct or corruption on an anonymous basis. The report also recommended that Internal Affairs design and implement a process whereby 'whistle-blowers' are provided adequate protections.

As a result, a dedicated anonymous disclosure telephone line was created and the details announced to Service members on Routine Orders on February 28, 2005 (Routine Order 2005.02.28-0239).

The anonymous reporting process was finalized with the creation of Service Procedure 13-18, which was released on August 23, 2006 (Routine Order 2006.08.23-0832). This procedure, currently entitled *Anonymous Reporting of Discreditable Conduct*, details how a member may anonymously report discreditable conduct on the part of another member. The procedure also details how the Service manages and investigates this anonymous disclosure.

Section 1.3 of the Service's Standards of Conduct directs a member to report acts of misconduct to a supervisor, a unit commander, or the Unit Commander of P.R.S. as soon as practicable.

To ensure that any member who reports misconduct is protected, the Service also created section 1.4 of the Standards of Conduct entitled *Reprisal*, which states:

Members shall not harass, intimidate, or retaliate against any person who makes a report or complaint about their conduct or the conduct of another Service member.

Any member who, in good faith, reports a breach of Service or Legislative Governance or an act of misconduct shall not be subject to reprisal for making such report.

The rationale in Procedure 13-18 includes sections 1.3 and 1.4 of the Standards of Conduct and also states:

The Service also recognizes that there may be circumstances where members may be reluctant to identify themselves when reporting discreditable conduct. Therefore, P.R.S. can receive information anonymously on a dedicated telephone line. The telephone number XXX-XXX-XXXX is available between the hours of 0800 and 1600 each business day.

P.R.S. manages the anonymous telephone line and the investigative responsibility for such calls remains within this unit. An investigator receiving a call informs the caller, as required by Procedure 13-18, that the Service cannot guarantee total anonymity as the courts may supersede any privilege extended by the Service.

The investigator receiving disclosure from the caller records the details on an Anonymous Disclosure Intake Report (TPS909). To protect the identity of the caller, he/she is never asked to self-identify and is referred to throughout the report as an *anonymous police informant*. This form is not duplicated and remains at P.R.S. unless directed by a court order.

P.R.S. has also received anonymous reports of misconduct through other sources such as letters and internal correspondence forms and those complaints are also detailed in this report.

The table below shows the number of calls received at P.R.S. via the anonymous disclosure line and other sources in 2020:

Source	Number
Anonymous Disclosure Line	8
Other Sources	6

Regardless of the anonymous source, an investigation is commenced and the investigative steps will be the same regardless of the subject member's rank.

The description and outcomes of the eight matters received through the anonymous disclosure line are as follows:

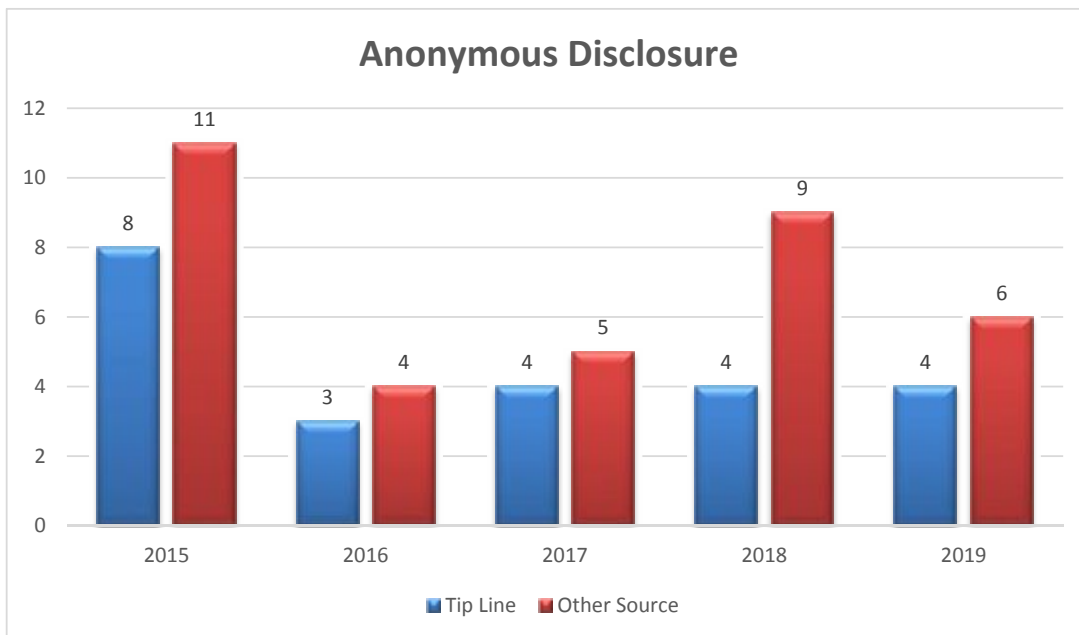
- An allegation that a supervisor pressured new members on his shift into buying drinks for the entire platoon at an off duty gathering. The matter was investigated and misconduct substantiated.
- Two separate allegations regarding the conduct of the same supervisor in relation to his alleged differential treatment of female subordinates. The matter was investigated and misconduct substantiated.
- An anonymous caller called trying to locate his vehicle after it had been towed. The Investigator, upon asking clarifying questions of the caller, was able to determine that the caller had been redirected several times and reached the anonymous call line by mistake. No allegations of misconduct were made by the caller. The caller was re-directed to the appropriate area to assist in locating the whereabouts of his vehicle.
- An allegation that an officer disclosed confidential information. The matter was investigated and misconduct was not substantiated.
- An allegation that a senior officer created a poisoned work environment and engaged in tyrannical behaviour. This matter was investigated and misconduct was not substantiated.

- An allegation that a member posted inappropriate content to a private social media account. The matter was investigated and misconduct was not substantiated.
- An anonymous caller requested an update on a confidential ongoing investigation. Caller did not make any allegations of misconduct and was advised that all investigations are confidential and updates cannot be disclosed.

There were six complaints received by means other than the anonymous disclosure line. The allegations and outcomes are detailed below:

- Three separate emails were received alleging workplace harassment within a specific unit. All three complaints involved the same set of circumstances and were combined for investigation purposes. The allegations were investigated and misconduct was not substantiated.
- An allegation via email that an officer was breaching his conditions and using cocaine. The matter was investigated and unsubstantiated.
- An allegation that a supervisor engaged in tyrannical behaviour towards subordinates, causing a poisonous workplace environment. The matter was investigated and misconduct was not substantiated.
- An allegation that a member had posted an inappropriate photograph to a private social media account. Matter was investigated and unsubstantiated. This matter is not a duplication of a similar report noted as the sixth bullet point in the list of items reported through the anonymous disclosure line.

A five year comparison is detailed in the chart below:



Conclusion:

This report details the allegations and outcomes of the 14 anonymous complaints received by the Service in 2020.

Deputy Chief Shawna Coxon, Human Resources Command, will be in attendance to answer any questions that the Board members may have regarding this report.

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office



Toronto Police Services Board Report

February 2, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Annual Report: 2020 Statistical Report Municipal Freedom of Information and Protection of Privacy Act

Recommendations:

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

- 1) receive the 2020 Municipal Year-End Statistical Report, Information and Privacy Commissioner of Ontario; and
- 2) approve the electronic submission of the 2020 Municipal Year-End Statistical Report to the Information and Privacy Commissioner of Ontario, on behalf of the Board.

Financial Implications:

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

Background / Purpose:

The purposes of the *Municipal Freedom of Information and Protection of Privacy Act (Act)* are to:

1. provide a right of access to information under the control of institutions; and
2. protect the privacy of individuals with respect to personal information about themselves held by institutions, and to provide individuals with a right of access to that information.

Freedom of Information (F.O.I.) requests which are received by the Toronto Police Service (Service) are processed by the Access and Privacy Section (A.P.S.) of Records

Management Services (R.M.S.). The Service is legislated to provide an annual statistical report to the Information and Privacy Commissioner of Ontario (I.P.C.).

The purpose of this report is to provide the Board with the Service’s 2020 I.P.C. Annual Report and obtain approval for the electronic submission of the report to the I.P.C.

Discussion:

In 2020, A.P.S. received 2,999 F.O.I. requests for access to information held by the Service in accordance with the *Act*. This represents a decrease of 2,235 requests (42.70%) compared to the 5,234 requests received in 2019. The total number of files carried over from 2020 to 2021 is 147.

Compliance Rate:

The *Act* requires that requests for information received by an organization be responded to within 30 days.

Throughout 2020, 3,410 requests were completed. The 2020 average compliance rate for requests completed within the mandated 30-day period was 74.6%. This rate would have been higher if not for COVID-19, and the resulting work-related issues concerning workplace safety, staff safety, and required work flow changes. As shown in Table 1 below, after the temporary fluctuation in April and May, the compliance rate from June to December varied from 78.7% to 89.7%, and averaged 83.6% during that time period.

Table 1: A.P.S. Compliance Rate by Percentage 2019 - 2020												
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2019	74.06	75.65	72.3	78.42	80	72.34	79.51	80.43	63.17	81.74	83.78	80.75
2020	77.18	80.33	73.55	45.76	33.33	86.59	79.83	80.33	84.72	89.71	85.25	78.74

Appeals:

As stipulated by the *Act*, a requester has the right to appeal the Service’s decision to the I.P.C. Upon receipt of an appeal application, a mediation process between the Service’s assigned Disclosure Analyst and a Mediator from the I.P.C. is initiated and can occur over the period of several months or years. This process may involve further searches being conducted, additional consultation with subject matter experts and rendering a new access decision to resolve mediation issues. If the appellant is not satisfied with the outcome of the mediation, the appeal may proceed to the adjudication stage. The Service received 25 appeals submitted to the I.P.C. in 2020.

Consultations:

The A.P.S. is responsible for responding to consultations from external agencies. Such agencies include, but are not limited to, other police services, the Canada Border Services Agency, Ministry of the Attorney General, Department of Justice, and the Ministry of the Solicitor General. While the process is very similar to completing an access to information request, these requests are not captured in the I.P.C. Annual Report. The Service received 50 consultations throughout 2020, an increase from the 47 received in 2019.

I.P.C. Reporting Requirements:

In the I.P.C. Annual Report, requests received are divided into two categories based on the type of requests; Personal Information and General Records. These two categories are further separated by source of requests (e.g. Individual/Public, Business and Media etc.).

As required by the I.P.C.'s office, disclosure of requests are divided into three sections; information released in full, information released in part, or information not released.

Due to the nature of police records, the A.P.S. does disclose records in part, in order to protect the privacy interests of third parties, e.g., removing personal identifiers from the records. Additionally, access to Service records directly relating to matters currently under investigation and/or before the courts, are typically denied in full.

As the disclosure of records through the Freedom of Information process is strictly governed by the *Act*, the application of Section 8 (Law Enforcement) and Section 14 (Personal Privacy) continue to be the most commonly used exemptions prohibiting access to police records. These sections are referenced in Appendix A.

Key Highlights/Issues/Challenges:

In 2020, due to the global pandemic, COVID-19 brought on a new way of operating within A.P.S.

Due to the initial lockdown, A.P.S. modified internal and external processes in order to maintain operations. Process changes were communicated to the public via the Service's Internet webpage, email, as well as telephone voice messaging, which were updated as required.

In order to ensure the safety of A.P.S. staff, workflow modifications have resulted in staff working alternating shifts, thereby reducing the number of staff attending the workplace at one time. Additionally, A.P.S. is continually improving its remote work environment capabilities, while maintaining its operational and legislated responsibilities.

If you remove the April and May compliance rates, which were significantly impacted by the COVID-19 pandemic, the average compliance rate improved in 2020, reaching almost 90% in October. However, meeting the mandated 30-day compliance outlined in Section 19 of the *Act*, still proved challenging. This is mainly due to the complexity of the requests, volume of responsive records, type of information being requested, and the need to consult with various stakeholders.

Conclusion:

This report provides the Board with the 2020 Municipal Year-End Statistical Report, which has been prepared in accordance with the guidelines stipulated by the I.P.C., and is to be electronically submitted to the I.P.C. by March 23, 2021.

Despite the challenges and concerns brought on by COVID-19, A.P.S. staff continued to provide the public with access to information held by the Service, and as expeditiously as possible.

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

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office

APPENDIX A

For the Board's reference, Section 8 of the Act states:

Law enforcement

8.(1) A head may refuse to disclose a record if the disclosure could reasonably be expected to,

(a) interfere with a law enforcement matter;

(b) interfere with an investigation undertaken with a view to a law enforcement proceeding or from which a law enforcement proceeding is likely to result;

(c) reveal investigative techniques and procedures currently in use or likely to be used in law enforcement;

(d) disclose the identity of a confidential source of information in respect of a law enforcement matter, or disclose information furnished only by the confidential source;

(e) endanger the life or physical safety of a law enforcement officer or any other person;

(f) deprive a person of the right to a fair trial or impartial adjudication;

(g) interfere with the gathering of or reveal law enforcement intelligence information respecting organizations or persons;

(h) reveal a record which has been confiscated from a person by a peace officer in accordance with an Act or regulation;

(i) endanger the security of a building or the security of a vehicle carrying items, or of a system or procedure established for the protection of items, for which protection is reasonably required;

(j) facilitate the escape from custody of a person who is under lawful detention;

(k) jeopardize the security of a centre for lawful detention; or

(l) facilitate the commission of an unlawful act or hamper the control of crime. R.S.O. 1990, c. M.56, s 8 (1); 2002, c. 18, Sched. K, s. 14 (1).

Idem

[2] A head may refuse to disclose a record,

(a) that is a report prepared in the course of law enforcement, inspections or investigations by an agency which has the function of enforcing and regulating compliance with a law;

(b) that is a law enforcement record if the disclosure would constitute an offence under an Act of Parliament;

(c) that is a law enforcement record if the disclosure could reasonably be expected to expose the author of the record or any person who has been quoted or paraphrased in the record to civil liability; or

(d) that contains information about the history, supervision or release of a person under the control or supervision of a correctional authority. R.S.O. 1990, c. M.56, s. 8 (2); 2002, c. 18, Sched. K, s. 14 (2).

Refusal to confirm or deny existence of record

(3) A head may refuse to confirm or deny the existence of a record to which subsection (1) or (2) applies. R.S.O. 1990, c. M.56, s. 8 (3).

Exception

(4) Despite clause (2) (a), a head shall disclose a record that is a report prepared in the course of routine inspections by an agency that is authorized to enforce and regulate compliance with a particular statute of Ontario. R.S.O. 1990, c.M.56, s.8 (4).

Idem

(5) Subsections (1) and (2) do not apply to a record on the degree of success achieved in a law enforcement program including statistical analyses unless disclosure of such a record may prejudice, interfere with or adversely affect any of the matters referred to in those subsections. R.S.O. 1990, c. M.56, s. 8 (5)."

Further, Section 14 of the Act states:

"Personal privacy

14.(1) A head shall refuse to disclose personal information to any person other than the individual to whom the information relates except,

- (a) upon the prior written request or consent of the individual, if the record is one to which the individual is entitled to have access;*
- (b) in compelling circumstances affecting the health or safety of an individual, if upon disclosure notification thereof is mailed to the last known address of the individual to whom the information relates;*
- (c) personal information collected and maintained specifically for the purpose of creating a record available to the general public;*
- (d) under an Act of Ontario or Canada that expressly authorizes the disclosure;*
- (e) for a research purpose if,*
 - (i) the disclosure is consistent with the conditions or reasonable expectations of disclosure under which the personal information was provided, collected or obtained,*
 - (ii) the research purpose for which the disclosure is to be made cannot be reasonably accomplished unless the information is provided in individually identifiable form, and*

- (iii) the person who is to receive the record has agreed to comply with the conditions relating to security and confidentiality prescribed by the regulations; or*
- (f) if the disclosure does not constitute an unjustified invasion of personal privacy. R.S.O. 1990, c. M.56, s. 14 (1).*

Criteria re invasion of privacy

- (2) A head, in determining whether a disclosure of personal information constitutes an unjustified invasion of personal privacy, shall consider all the relevant circumstances, including whether,*
 - (a) the disclosure is desirable for the purpose of subjecting the activities of the institution to public scrutiny;*
 - (b) access to the personal information may promote public health and safety;*
 - (c) access to the personal information will promote informed choice in the purchase of goods and services;*
 - (d) the personal information is relevant to a fair determination of rights affecting the person who made the request;*
 - (e) the individual to whom the information relates will be exposed unfairly to pecuniary or other harm;*
 - (f) the personal information is highly sensitive;*
 - (g) the personal information is unlikely to be accurate or reliable;*
 - (h) the personal information has been supplied by the individual to whom the information relates in confidence; and*
 - (i) the disclosure may unfairly damage the reputation of any person referred to in the record. R.S.O. 1990, c. M.56, s. 14 (2).*

Presumed invasion of privacy

- (3) A disclosure of personal information is presumed to constitute an unjustified invasion of personal privacy if the personal information,*
 - (a) relates to a medical, psychiatric or psychological history, diagnosis, condition, treatment or evaluation;*
 - (b) was compiled and is identifiable as part of an investigation into a possible violation of law, except to the extent that disclosure is necessary to prosecute the violation or to continue the investigation;*
 - (c) relates to eligibility for social service or welfare benefits or to the determination of benefit levels;*
 - (d) relates to employment or educational history;*
 - (e) was obtained on a tax return or gathered for the purpose of collecting a tax;*

- (f) describes an individual's finances, income, assets, liabilities, net worth, bank balances, financial history or activities, or creditworthiness;*
- (g) consists of personal recommendations or evaluations, character references or personnel evaluations; or*
- (h) indicates the individual's racial or ethnic origin, sexual orientation or religious or political beliefs or associations. R.S.O. 1990, c. M.56, s. 14 (3).*

Limitation

- (4) Despite subsection (3), a disclosure does not constitute an unjustified invasion of personal privacy if it,*
 - (a) discloses the classification, salary range and benefits, or employment responsibilities of an individual who is or was an officer or employee of an institution;*
 - (b) discloses financial or other details of a contract for personal services between an individual and an institution; or*
 - (c) discloses personal information about a deceased individual to the spouse or a close relative of the deceased individual, and the head is satisfied that, in the circumstances, the disclosure is desirable for compassionate reasons. R.S.O. 1990, c. M.56, s. 14 (4); 2006, c. 19, Sched. N, s. 3 (2).*

Refusal to confirm or deny existence of record

- (5) A head may refuse to confirm or deny the existence of a record if disclosure of the record would constitute an unjustified invasion of personal privacy. R.S.O. 1990, c. M.56, s. 14 (5)."*



The Year-End Statistical Report
for the
Information and Privacy Commissioner of Ontario

Statistical Report of
for the Reporting Year 2020

for
Municipal Freedom of Information and Protection of Privacy Act

Section 1: Identification

1.1 Organization Name	Toronto Police Service
Head of Institution Name & Title	Jim Hart / TPSB Chair
Head of Institution E-mail Address	board@tpsb.ca
Management Contact Name & Title	Kathryn Watts / Asst. Mgr. R.M.S.
Management Contact E-mail Address	kathryn.watts@torontopolice.on.ca
Primary Contact Name & Title	Paul McGee / Coordinator
Primary Contact Email Address	APS.Coordinator@torontopolice.on.ca
Primary Contact Phone Number	4168087848
Primary Contact Fax Number	4168087857
Primary Contact Mailing Address 1	40 College Street
Primary Contact Mailing Address 2	4th Floor
Primary Contact Mailing Address 3	
Primary Contact City	Toronto
Primary Contact Postal Code	M5G 2J3
1.2 Your institution is:	Police Services Board

Section 2: Inconsistent Use of Personal Information

2.1 Whenever your institution uses or discloses personal information in a way that differs from the way the information is normally used or disclosed (an inconsistent use), you must attach a record or notice of the inconsistent use to the affected information.

0

Your institution received:

- No formal written requests for access or correction
- Formal written requests for access to records
- Requests for correction of records of personal information only

Section 3: Number of Requests Received and Completed

Enter the number of requests that fall into each category.

	Personal Information	General Records
3.1 New Requests received during the reporting year	2150	849
3.2 Total number of requests completed during the reporting year	2472	938

Section 4: Source of Requests

Enter the number of requests you completed from each source.

	Personal Information	General Records
4.1 Individual/Public	1903	74
4.2 Individual by Agent	568	116
4.3 Business	1	69
4.4 Academic/Researcher	0	5
4.5 Association/Group	0	150
4.6 Media	0	51
4.7 Government (all levels)	0	470
4.8 Other	0	3
4.9 Total requests (Add Boxes 4.1 to 4.8 = 4.9)	2472	938

BOX 4.9 must equal BOX 3.2

Section 5: Time to Completion

How long did your institution take to complete all requests for information? Enter the number of requests into the appropriate category. How many requests were completed in:

	Personal Information	General Records
5.1 30 days or less	1658	650
5.2 31 - 60 days	321	101
5.3 61 - 90 days	128	40
5.4 91 days or longer	365	147
5.5 Total requests (Add Boxes 5.1 to 5.4 = 5.5)	2472	938

BOX 5.5 must equal BOX 3.2

Section 6: Compliance with the Act

In the following charts, please indicate the number of requests completed, within the statutory time limit and in excess of the statutory time limit, under each of the four different situations:

- NO notices issued;
- BOTH a Notice of Extension (s.27(1)) and a Notice to Affected Person (s.28(1)) issued;
- ONLY a Notice of Extension (s.27(1)) issued;
- ONLY a Notice to Affected Person (s.28(1)) issued.

Section 6: Compliance with the Act

Please note that the four different situations are mutually exclusive and the number of requests completed in each situation should add up to the total number of requests completed in Section 3.2. (Add Boxes 6.3 + 6.6 + 6.9 + 6.12 = BOX 6.13 and BOX 6.13 must equal BOX 3.2)

A. No Notices Issued

	Personal Information	General Records
6.1 Number of requests completed within the statutory time limit (30 days) where neither a Notice of Extension (s.27(1)) nor a Notice to Affected Person (s.28(1)) were issued.	1651	643
6.2 Number of requests completed in excess of the statutory time limit (30 days) where neither a Notice of Extension (s.27(1)) nor a Notice to Affected Person (s.28(1)) were issued.	758	285
6.3 Total requests (Add Boxes 6.1 + 6.2 = 6.3)	2409	928

B. Both a Notice of Extension (s.27(1)) and a Notice to Affected Person (s.28(1)) Issued

	Personal Information	General Records
6.4 Number of requests completed within the time limits permitted under both the Notice of Extension (s.27(1)) and a Notice to Affected Person (s.28(1)).	0	0
6.5 Number of requests completed in excess of the time limit permitted by the Notice of Extension (s.27(1)) and the time limit permitted by the Notice to Affected Person (s.28(1)).	1	0
6.6 Total requests (Add Boxes 6.4 + 6.5 = 6.6)	1	0

C. Only a Notice of Extension (s.27(1)) Issued

	Personal Information	General Records
6.7 Number of requests completed within the time limits permitted under both the Notice of Extension (s.27(1)).	10	6
6.8 Number of requests completed in excess of the time limit permitted by the Notice of Extension (s.27(1)).	22	1
6.9 Total requests (Add Boxes 6.7 + 6.8 = 6.9)	32	7

D. Only a Notice to Affected Person (s.28(1)) Issued

	Personal Information	General Records
6.10 Number of requests completed within the time limits permitted under both the Notice to Affected Person (s.28(1)).	13	1
6.11 Number of requests completed in excess of the time limit permitted by the Notice to Affected Person (s.28(1)).	17	2
6.12 Total requests (Add Boxes 6.10 + 6.11 = 6.12)	30	3

E. Total Completed Requests (sections A to D)

	Personal Information	General Records
6.13 Total requests (Add Boxes 6.3 + 6.6 + 6.9 + 6.12 = 6.13)	2472	938

BOX 6.13 must equal BOX 3.2

Section 6a: Contributing Factors

Please outline any factors which may have contributed to your institution not meeting the statutory time limit. If you anticipate circumstances that will improve your ability to comply with the Act in the future, please provide details in the space below.

The volume of work and the complexity of files was compounded by the emergence of the Novel Coronavirus (COVID-19) as a global pandemic. The necessity and the immediate requirement for APS Analysts to social distance in office, work remotely and the ensuing technical/equipment deficiencies and delays, impeded our ability to meet statutory deadlines.

Additionally, APS had one (1) senior Analyst retire, one (1) Analyst on Maternity Leave, all career development staff (secured in 2019) ended their assignments and there were many staff absences (most resulting from Public Health stipulations due to COVID19) which also greatly impacted compliance.

We will continue to streamline our work (remote and in office) and face the challenges related to the ongoing global pandemic, without any additional staffing, with the goal of being 100% compliant and backlog free by the end of year.

Section 7: Disposition of Requests

What course of action was taken with each of the completed requests? Enter the number of requests into the appropriate category.

	Personal Information	General Records
7.1 All information disclosed	146	491
7.2 Information disclosed in part	1750	195
7.3 No information disclosed	411	168
7.4 No responsive records exists	104	36
7.5 Request withdrawn, abandoned or non-jurisdictional	62	50
7.6 Total requests (Add Boxes 7.1 to 7.5 = 7.6)	2473	940

BOX 7.6 must be greater than or equal to BOX 3.2

Section 8: Exemptions & Exclusions Applied

For the Total Requests with Exemptions/Exclusions/Frivolous or Vexatious Requests, how many times did your institution apply each of the following? (More than one exemption may be applied to each request)

	Personal Information	General Records
8.1 Section 6 — Draft Bylaws, etc.	0	0
8.2 Section 7 — Advice or Recommendations	0	1
8.3 Section 8 — Law Enforcement ¹	256	35
8.4 Section 8(3) — Refusal to Confirm or Deny	6	0
8.5 Section 8.1 — Civil Remedies Act, 2001	0	0
8.6 Section 8.2 — Prohibiting Profiting from Recounting Crimes Act, 2002	0	0
8.7 Section 9 — Relations with Governments	15	1
8.8 Section 10 — Third Party Information	0	0
8.9 Section 11 — Economic/Other Interests	0	0

Section 8: Exemptions & Exclusions Applied

8.10	Section 12 — Solicitor-Client Privilege	4	1
8.11	Section 13 — Danger to Safety or Health	1	0
8.12	Section 14 — Personal Privacy (Third Party) ²	0	152
8.13	Section 14(5) — Refusal to Confirm or Deny	3	2
8.14	Section 15 — Information soon to be published	0	1
8.15	Section 20.1 Frivolous or Vexatious	1	1
8.16	Section 38 — Personal Information (Requester)	1352	0
8.17	Section 52(2) — Act Does Not Apply ³	212	104
8.18	Section 52(3) — Labour Relations & Employment Related Records	3	1
8.19	Section 53 — Other Acts	11	1
8.20	PHIPA Section 8(1) Applies	0	0
8.21	Total Exemptions & Exclusions Add Boxes 8.1 to 8.20 = 8.21	1864	300

¹ not including Section 8(3)
² not including Section 14(5)
³ not including Section 52(3)

Section 9: Fees

Did your institution collect fees related to request for access to records?

	Personal Information	General Records	Total	
9.1	Number of REQUESTS where fees other than application fees were collected	298	34	332
9.2.1	Total dollar amount of application fees collected	\$10741.50	\$4245.00	\$14986.50
9.2.2	Total dollar amount of additional fees collected	\$4304.80	\$458.40	\$4763.20
9.2.3	Total dollar amount of fees collected (Add Boxes 9.2.1 + 9.2.2 = 9.2.3)	\$15046.30	\$4703.40	\$19749.70
9.3	Total dollar amount of fees waived	\$3495.86	\$1653.00	\$5148.86

Section 10: Reasons for Additional Fee Collection

Enter the number of REQUESTS for which your institution collected fees other than application fees that apply to each category.

	Personal Information	General Records	Total	
10.1	Search time	0	0	0
10.2	Reproduction	0	0	0
10.3	Preparation	0	0	0
10.4	Shipping	0	0	0
10.5	Computer costs	0	0	0
10.6	Invoice costs (and other as permitted by regulation)	0	0	0
10.7	Total (Add Boxes 10.1 to 10.6 = 10.7)	0	0	0

Section 11: Correction and Statements of Disagreement

Did your institution receive any requests to correct personal information?

- 11.1 Number of correction requests received
- 11.2 Correction requests carried forward from the previous year
- 11.3 Correction requests carried over to next year
- 11.4 Total Corrections Completed $[(11.1 + 11.2) - 11.3 = 11.4]$

Personal Information	
	4
	1
	3
	2

BOX 11.4 must equal BOX 11.9

What course of action did your institution take regarding the requests that were received to correct personal information?

- 11.5 Correction(s) made in whole
- 11.6 Correction(s) made in part
- 11.7 Correction refused
- 11.8 Correction requests withdrawn by requester
- 11.9 Total requests (Add Boxes 11.5 to 11.8 = 11.9)

Personal Information	
	1
	0
	1
	0
	2

BOX 11.9 must equal BOX 11.4

In cases where correction requests were denied, in part or in full, were any statements of disagreement attached to the affected personal information?

- 11.10 Number of statements of disagreement attached:

Personal Information	
	0

If your institution received any requests to correct personal information, the Act requires that you send any person(s) or body who had access to the information in the previous year notification of either the correction or the statement of disagreement. Enter the number of notifications sent, if applicable.

- 11.11 Number of notifications sent:

Personal Information	
	0

Note:

This report is for your records only and should not be faxed or mailed to the Information and Privacy Commissioner of Ontario in lieu of online submission. Faxed or mailed copies of this report will NOT be accepted. Please submit your report online at: <https://statistics.ipc.on.ca>.

Thank You for your cooperation!

Declaration:

I, Kathryn Watts / Asst. Mgr. R.M.S., confirm that all the information provided in this report, furnished by me to the Information and Privacy Commissioner of Ontario, is true, accurate and complete in all respects.

Signature

Date



Toronto Police Services Board Report

January 8, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: 2020 Secondment Listing

Recommendation:

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

Financial Implications:

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

Background / Purpose:

At its meeting of January 25, 2001, the Board directed that the Chief of Police report annually on secondments of Service members (Board Min. No P5/01). This report is submitted in compliance with the Board's direction.

Discussion:

In 2020, a total of 52 Toronto Police Service (Service) members (48 uniform and 4 civilians) were seconded to various provincial, federal and American partner organizations. Of this total, 25 uniform and 4 civilians were seconded to various agencies at full cost recovery for salaries and benefits to the Service.

In addition, for the same time period, 23 uniform members were seconded with no cost recovery to the Service.

The unfunded secondment positions include partnerships with federal and provincial government agencies, with both the Service and the partner agencies benefitting from the working relationship. These partnerships are necessary and enable more effective

and efficient strategies and action to help address various crime and security issues, which cross national boundaries, as well as create key liaisons with various provincial entities.

Conclusion:

A list of funded and unfunded secondment positions filled by Service members during 2020 is appended to this report (see Appendix A).

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

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office

Appendix A

No. of Members	RANK	LOCATION	TERM			COST
				to		
2	Detective	Royal Canadian Mounted Police Asian Organized Crime	2011.04.15	to	Ongoing	UFD
2	D/Constable	Royal Canadian Mounted Police Asian Organized Crime	2019.07.22	to	Ongoing	UFD
1	D/Sergeant	Royal Canadian Mounted Police Combined Forces Special Enforcement Unit (CFSEU)	2019.02.18	to	Ongoing	UFD
2	Detective	Royal Canadian Mounted Police Combined Forces Special Enforcement Unit (CFSEU)	2019.05.27	to	Ongoing	UFD
4	D/Constable	Royal Canadian Mounted Police Combined Forces Special Enforcement Unit (CFSEU)	2020.02.01	to	Ongoing	UFD
1	Inspector	Royal Canadian Mounted Police Integrated National Security Team (INSET)	2017.04.01	to	2020.06.29	FCR
1	Detective	Royal Canadian Mounted Police Integrated National Security Team (INSET)	2017.04.01	to	2020.06.29	UFD
2	PC	Royal Canadian Mounted Police Marine Security Emergency Response Team (MSERT)	2018.01.01	to	2020.08.13	FCR
1	A09	Royal Canadian Mounted Police National Weapons Enforcement Support Team (NWEST)	2020.02.22	to	2023.02.20	FCR
1	PC	Royal Canadian Mounted Police Pearson International Airport	2018.07.01	to	Ongoing	UFD
1	Detective	Royal Canadian Mounted Police Toronto Airport Drug Enforcement Unit (TADEU)	2011.11.08	to	Ongoing	UFD
1	D/Constable	Corrections Canada Community Corrections Liaison Officer (CCLO Liaison Officer)	2019.04.01	to	2021.03.31	UFD
2	Detective	Ministry of Community Safety & Correctional Services Biker Enforcement	2019.04.01	to	Ongoing	UFD
1	PC	Ministry of Community Safety & Correctional Services Biker Enforcement	2014.09.03	to	Ongoing	UFD
2	D/Constable	Ministry of Community Safety & Correctional Services Chief Firearms Office	2020.04.01	to	2021.03.31	FCR
1	Detective	Ministry of Community Safety & Correctional Services Major Case Management	2019.07.01	to	2021.07.01	FCR

No. of Members	RANK	LOCATION	TERM			COST
1	D/Sergeant	Ministry of Community Safety & Correctional Services Provincial Anti-Terrorism	2019.02.18	to	Ongoing	UFD
2	A/D/Sergeant	Ministry of Solicitor General CISO	2020.04.02	to	2021.04.01	FCR
1	D/Sergeant	Ministry of Solicitor General CISO	2019.12.17	to	Ongoing	FCR
1	PC	Ministry of Solicitor General (ViCLAS)	2019.10.14	to	2022.10.14	FCR
1	PC	Ministry of Solicitor General (ViCLAS)	2017.05.08	to	Ongoing	FCR
1	Sergeant	Ontario Police College Basic Constable Training	2018.09.04	to	Ongoing	FCR
1	Sergeant	Ontario Police College Basic Constable Training	2020.09.08	to	2022.08.05	FCR
1	A/Sergeant	Ontario Police College Basic Constable Training	2020.01.06	to	2021.12.03	FCR
2	D/Constable	Ontario Chief Coroner Coroner's Inquest	2019.07.01	to	2022.06.30	UFD
1	Inspector	Ontario Provincial Police Provincial Repeat Offender Parole Enforcement (ROPE)	2015.09.01	to	Ongoing	FCR
2	Detective	Ontario Provincial Police Provincial Repeat Offender Parole Enforcement (ROPE)	2015.09.01	to	Ongoing	FCR
7	D/Constable	Ontario Provincial Police Provincial Repeat Offender Parole Enforcement (ROPE)	2015.09.01	to	Ongoing	FCR
2	C04	Ontario Provincial Police Provincial Repeat Offender Parole Enforcement (ROPE)	2015.09.01	to	Ongoing	FCR
1	Detective	United States Immigration and Customs	2019.01.01	to	2021.12.31	UFD
1	Detective	New York Police Department Liaison	2020.02.28	to	2021.02.28	UFD
1	D/Constable	United States Postal Service Telemarketing	2020.02.04	to	Ongoing	FCR
1	A/08	United States Postal Service Telemarketing	2020.02.04	to	Ongoing	FCR

Legend:

FCR - Full Cost Recovery
UFD - Unfunded



Toronto Police Services Board Report

January 13, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Annual Report: 2020 Uniform Promotions

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:

At its meeting on May 29, 2003, the Board approved giving standing authority to the Chair, Vice Chair, or their designates, to sign, authorize and approve all uniform promotions to the ranks of Sergeant and Staff/Detective Sergeant. The Board further approved receiving a summary report at its February meeting each year on the promotions made to these ranks in the previous year (Min. No. P136/03 refers). Also at its meeting on March 22, 2007, the Board requested that future diversity statistics provide an analysis of the success rate of officers with varying racial backgrounds and female officers in the promotional process by comparing the number of such officers at all stages of the process with the number of those who were promoted (Min. No. P124/07 refers).

Discussion:

In 2020, the Toronto Police Service (Service) proceeded with the promotion of members who were on eligibility lists. Seventy eight (78) Sergeants/Detectives were promoted from the 2018 Staff Sergeant / Detective Sergeant eligibility list and one hundred and thirty (130) Constables were promoted from the 2019 Sergeant eligibility list.

The seventy eight (78) Sergeant/Detective promotions have left zero (0) members remaining on the 2018 Staff Sergeant/Detective Sergeant eligibility list.

The one hundred and thirty (130) Police Constable promotions to the rank of Sergeant has left zero (0) members remaining on the 2019 eligibility list.

Appendix 'A' lists the number of all members promoted to the rank of Staff Sergeant/Detective Sergeant during 2020.

Appendix 'B' lists the number of all members promoted to the rank of Sergeant during 2020.

The diversity analysis for the 2018 Staff Sergeant promotional process and the 2019 Sergeant promotional process is attached (see Appendix C).

All members have been promoted in accordance with Service Procedure 14-10 entitled "Uniform Promotional Process – Up To and Including the Rank of Inspector" which was approved by the Board (Min. No. P49/01 refers). In addition, the officers have been the subject of an extensive vetting process that included background checks conducted through Professional Standards, Equity, Inclusion and Human Rights, Legal Services and Labour Relations.

Conclusion:

This report lists the number of members of the Service who were promoted to the rank of Staff Sergeant/ Detective Sergeant and to the rank of Sergeant during the year 2020.

Deputy Chief Shawna Coxon, Human Resources Command, will be in attendance to respond to any questions that the Board may have in regards to this report.

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office

Appendix A

Promotions to the Rank of Staff Sergeant/ Detective Sergeant in 2020

Number Promoted	Effective Date
29	2020.03.02
49	2020.05.04
Total: 78	

0 members remain on the 2018 Staff Sergeant/Detective Sergeant eligibility list.

Appendix B

Promotions to the Rank of Sergeant in 2020

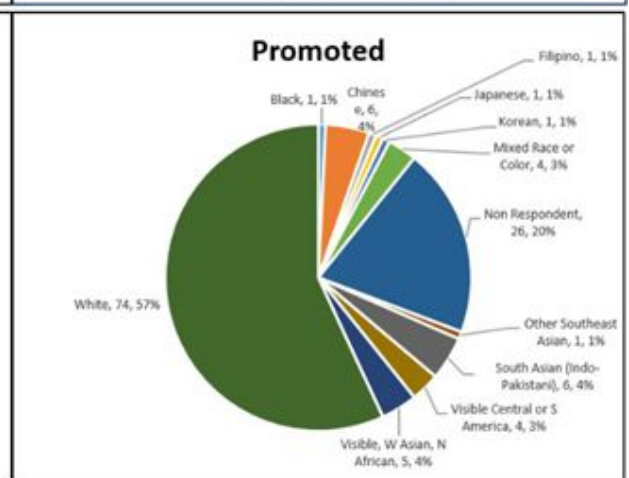
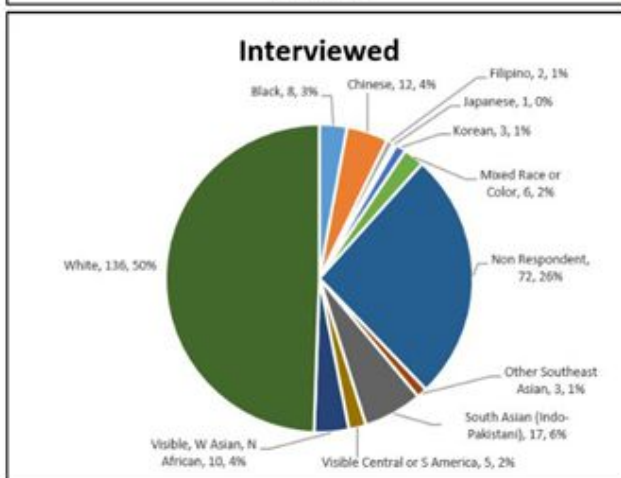
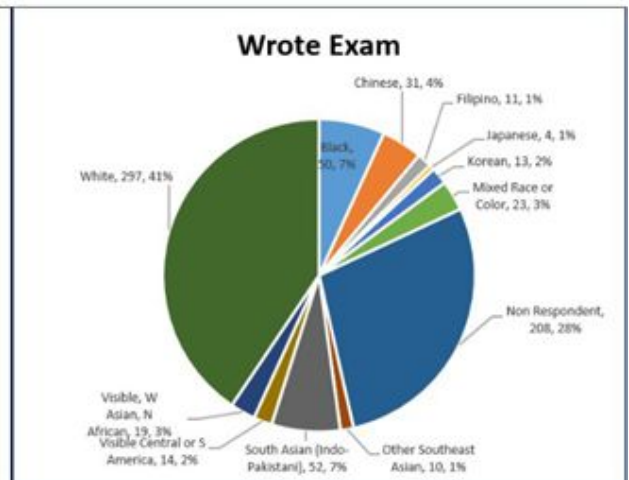
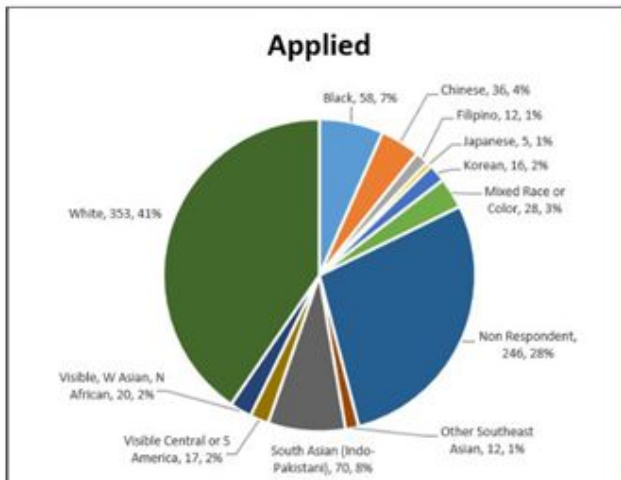
Number Promoted	Effective Date
39	2020.03.02
22	2020.05.04
35	2020.06.08
34	2020.11.16
Total: 130	

0 members remain on the 2019 Sergeant eligibility list.

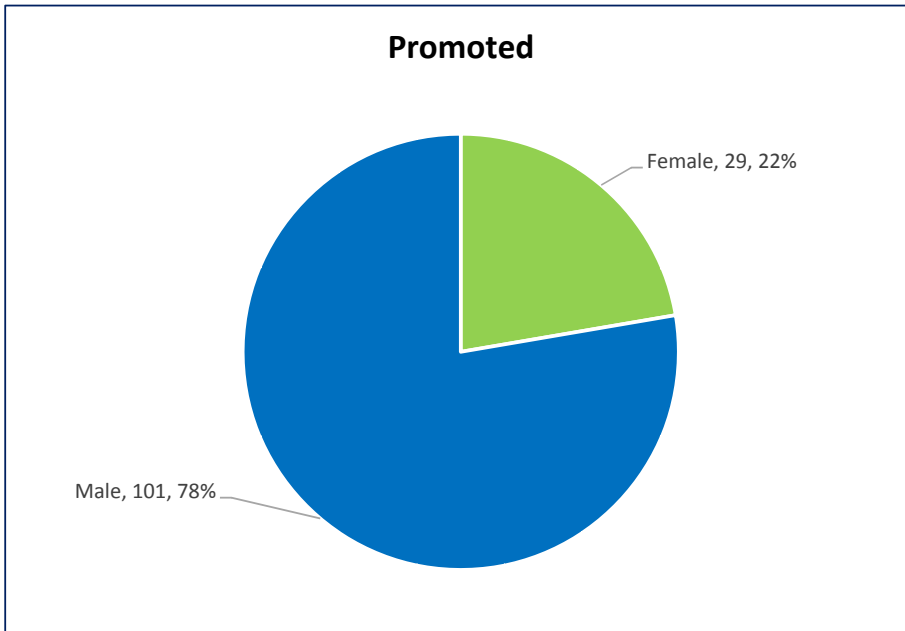
Appendix C

Diversity Analysis Results

2019 Sergeant Promotional Process- Diversity				
	Applied	Wrote Exam	Interviewed	Promoted
Black	58	50	8	1
Chinese	36	31	12	6
Filipino	12	11	2	1
Japanese	5	4	1	1
Korean	16	13	3	1
South Asian (Indo-Pakistani)	70	52	17	6
Mixed Race or Color	28	23	6	4
Other Southeast Asian	12	10	3	1
Visible Central or S America	17	14	5	4
Visible, W Asian, N African	20	19	10	5
White	353	297	136	74
Non Respondent	246	208	72	26
Total Members	873	732	275	130



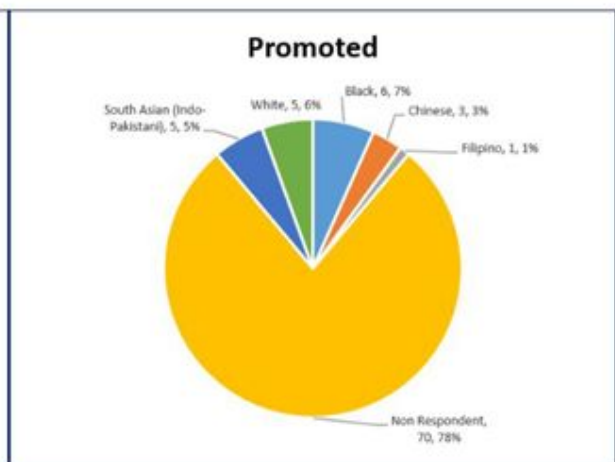
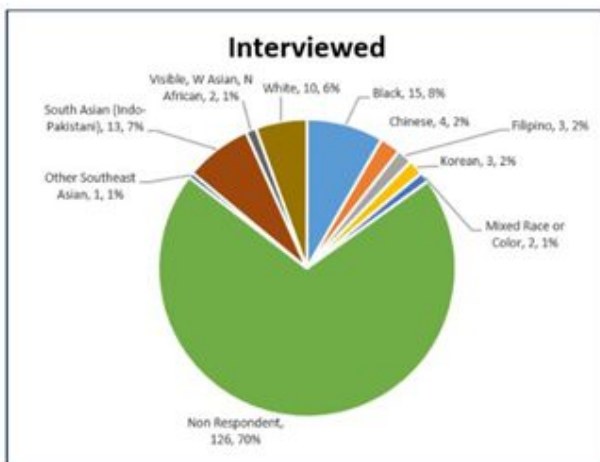
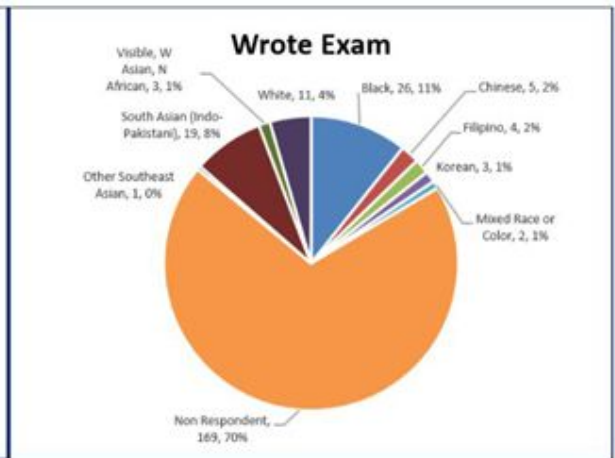
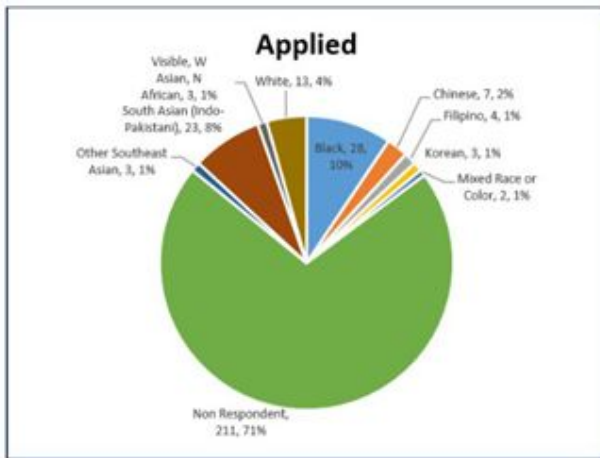
2019 Sergeant Promotional Process - Gender				
	Applied	Wrote Exam	Interviewed	Promoted
Male	744	627	227	101
Female	129	105	48	29



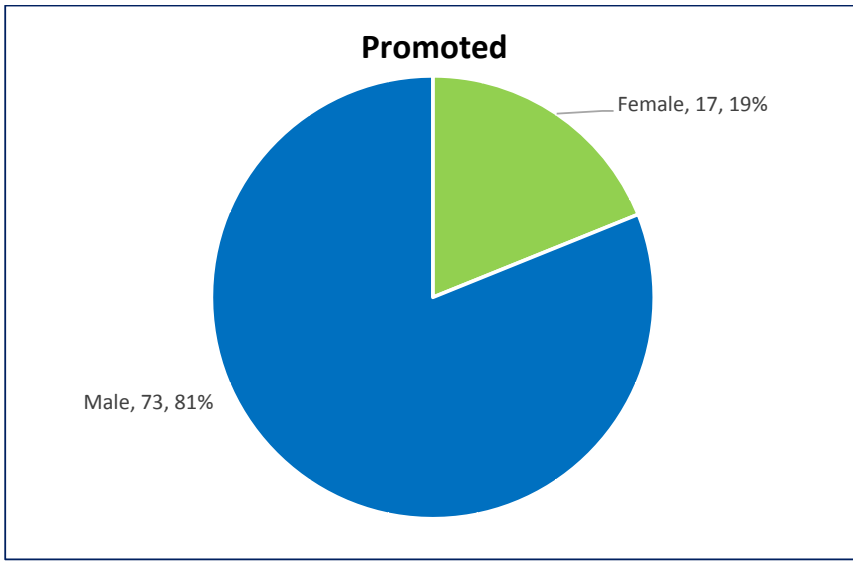
*Diversity Data – Extracted as per HRMS

2018 Staff Sergeant Promotional Process - Diversity

	Applied	Wrote Exam	Interviewed	Promoted
Black	28	26	15	6
Chinese	7	5	4	3
Filipino	4	4	3	1
Korean	3	3	3	
South Asian (Indo-Pakistani)	23	19	13	5
Mixed Race or Color	2	2	2	
Other Southeast Asian	3	1	1	
Visible, W Asian, N African	3	3	2	
White	13	11	10	5
Non Respondent	211	169	126	70
Total Members	297	243	179	90



2018 Staff Sergeant Promotional Process - Gender				
	Applied	Wrote Exam	Interviewed	Promoted
Male	253	207	150	73
Female	44	36	29	17



*Diversity Data – Extracted as per HRMS



Toronto Police Services Board Report

January 12, 2021

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Annual Report: 2020 Parking Enforcement Unit – Parking Ticket Issuance

Recommendation(s):

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

- (1) receive the following report; and
- (2) forward a copy of this report to the City of Toronto (City) General Government and Licensing Committee, for its meeting in April 2021, to be considered in conjunction with the City of Toronto 2020 Parking Ticket Activity Report.

Financial Implications:

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

Background / Purpose:

This report provides information on the Parking Enforcement Unit (P.E.U.) achievements, activities and annual parking ticket issuance during the year 2020 (Appendix A).

Discussion:

The P.E.U. reports annually on parking ticket issuance by Parking Enforcement Officers (P.E.O.s), Municipal Law Enforcement Officers (M.L.E.O.s) and Police Officers. The City of Toronto requests this information for use during the annual budget process.

COVID-19 Pandemic - Enforcement Restrictions

In March of 2020, the P.E.U. limited the enforcement of many parking offences to meet community needs and the reduced traffic flow/parking demand resulting from government restrictions and advisories relating to the COVID-19 pandemic. At that time, calls for parking related service received by the public saw drastic reductions (-65%) and tag issuance levels declined to -90%. Service delivery for the most part was not reduced, and all critical offences continued to be enforced with a high degree of discretion. These changes were made in collaboration with our partners at the City of Toronto.

In July of 2020, as traffic volumes increased, many enforcement restrictions were rescinded and enforcement increased. Rush hour routes continued to be unenforced unless critical, in order to support various City of Toronto Programs including CafeTO, ActiveTO, and CurbTO (installations which exist within rush hour routes).

In December 2020, due to further government restrictions and regulatory lockdowns, the limited enforcement of many parking offences was again implemented. Enforcement focused on offences that created safety concerns, disrupted snow removal processes or caused significant disruptions to the flow of traffic on city streets.

For the majority of the periods above, frontline staffing was maintained at established levels with a focus on traffic safety, responding to calls for service, and supporting the installation of various City programs implemented due to COVID-19. In addition, frontline P.E.O.s provided strategic support to the Toronto Police Service (T.P.S.) with directed crime prevention patrols targeting high risk infrastructures and businesses within Police Divisions.

The COVID-19 pandemic has resulted in drastic changes to the operations of the P.E.U., and challenges to meeting community needs, operational needs and the welfare and safety of Unit members who are at risk of exposure to the virus. Consequently, significant impacts to tag issuance levels have been realized.

Despite the above restrictions, the P.E.U. has delivered on key accomplishments through the provision of operational support to the T.P.S. (Appendix A) and interoperability with the City of Toronto initiatives noted above.

Annual Parking Ticket Issuance:

Preliminary information indicates total parking ticket issuance is estimated to be 1,400,381 in 2020, which is a reduction of 819,163 when compared to 2019. Total parking ticket issuance includes tags issued by P.E.O.s, M.L.E.O.s, and police officers. The final parking ticket issuance numbers will be presented by the City Parking Ticket Operations in its 2020 Annual Parking Ticket Activity Report once all data is captured and reconciled.

The following is a breakdown of the parking ticket issuance estimates by group:

Table 1: Parking Tag Issuance Summary 2020

Group	Tags Issued
Parking Enforcement Unit	1,214,650
Municipal Law Enforcement Officers	170,868
Police Officers	14,863
Total Parking Tag Issuance	1,400,381*

*Preliminary numbers – final numbers will be reported by the City of Toronto after complete data capture and reconciliation.

Calls for Service:

The P.E.U. responded to 139,664 calls for parking related service from members of the public, a 23.3% reduction when compared to the previous year. The attendance of P.E.O.s at these calls alleviates pressure on the frontline policing and allows police officers to focus on core policing duties. The Unit's M.L.E.O. program services a significant amount of customized enforcement on private property, which would otherwise detract P.E.O.s from focusing on street level enforcement activities.

Rush Hour Offences and Bicycle Lanes:

In 2020, the P.E.U. issued 20,365 rush hour offence tickets for the rush hour peak period bylaw in support of congestion and traffic flow initiatives. This is a reduction of 71.7% when compared to 2019. A total of 3,560 vehicles were towed from rush hour routes. The P.E.U. issued 7,373 bike lane violation tickets in support of safe cycling, helping to increase public compliance and improve road safety. This is an increase of 9.5% when compared to 2019.

Habitual Offender Towing:

The City defines a habitual offender as a vehicle that has three or more parking tickets that have been outstanding, with no action taken, in excess of 120 days. P.E.O.s towed a total of 259 vehicles under this initiative. Numbers were lower due to COVID-19 related restrictions. In previous years, the City has reported that this enforcement initiative has a positive impact on the collection of parking ticket fines.

Towing, Vehicle Relocations and Stolen Vehicle Recovery:

Members of the P.E.U. were responsible for towing a total of 9,950 vehicles, including 494 that were without properly registered plates. A total of 4,329 vehicles were relocated to assist with T.T.C. subway closures, snow removal, forestry operations, and

special events management. P.E.O.s also recovered 659 stolen vehicles in support of T.P.S. crime management initiatives.

Additional Directed Patrols Due to Pandemic:

In 2020, adapting to community needs during the pandemic lockdowns, P.E.O.s performed 50,295 directed patrols targeting critical infrastructure and supporting crime prevention efforts, including assisting with enforcement conducted in parks. These efforts augmented the operational support provided by P.E.U. to the Service and the City of Toronto.

Accessible Parking:

The P.E.U. retained 199 Accessible Parking Permits for investigation of possible misuse. These efforts support the integrity of the Accessible Parking Program and ensure parking spaces are available for use by members of the public who use Accessible Parking Permits in a lawful manner.

Training of M.L.E.O.s:

M.L.E.O.s work for agencies that provide parking enforcement services on private property. All ticket revenue derived from the issuance of these parking tickets goes directly to the City. The training and oversight of these M.L.E.O.s has allowed P.E.O.s to focus their efforts on public streets and has reduced the need to attend private property calls for service. The P.E.U. trained and certified 176 M.L.E.O.s pursuant to the Toronto Municipal Code.

Staffing Levels:

Historically, the P.E.U. has adopted a strategy, in consultation with T.P.S. Budgeting and Financial Analysis, to operate at approximately 25 P.E.O.s overstrength at the beginning of the year. This strategy mitigates the impact of staff attrition and separation on enforcement and service delivery. In 2020, the P.E.U. continued with this hiring strategy due to recent T.P.S. hiring initiatives which have contributed to P.E.O. separations. The P.E.U. remains one of the main recruiting units for other areas of the Service including Constable, Special Constable, Court Officer, Communications, and civilian support. The Parking Enforcement Unit anticipates hiring another P.E.O. class in the last quarter of 2021. A new P.E.O. recruit requires approximately eight weeks of in-class and practical training before assuming full enforcement duties.

Conclusion:

The P.E.U. continues to contribute positively to the achievement of the goals and priorities of the Service by:

- ensuring the safe and orderly flow of traffic;

- delivering fair and equitable enforcement to all;
- providing a visible uniformed presence on the streets;
- ensuring positive outreach to the community through public awareness campaigns and education programs; and
- ensuring interoperability with other T.P.S. units and City of Toronto departments.

The parking ticket issuance for 2020 is estimated to be 1,400,381 which is a decrease of 819,163 when compared to 2019. The City of Toronto will report the final parking ticket issuance numbers in its 2020 Annual Parking Ticket Activity Report once all data is captured and reconciled.

The P.E.U. continues to collaborate with City staff and all T.P.S. Units in order to ensure a successful overall parking program, which includes efficient and effective service delivery to Toronto's communities and neighbourhoods. The P.E.U. remains focused on the enforcement and education of parking regulations in support of safe traffic flow and COVID-19 related City of Toronto initiatives.

Deputy Chief Peter Yuen, Communities and Neighbourhoods Command & Priority Response Command, will be in attendance to answer any questions the Board may have concerning this report.

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

Appendix “A”

Parking Enforcement Unit	<u>2018</u>	<u>2019</u>	<u>2020</u>
Parking Ticket Issuance – P.E.O.s	1,823,550	1,938,902	1,214,650
Parking Ticket Issuance – P.E.O.s, M.L.E.O.s, P.C.s	2,045,498	2,219,544	1,400,381*
Processable Ticket Rate P.E.O.s	99.9%	99.9%	99.9%
Calls for service received	159,255	181,851	139,664
Stolen Vehicles Recovered	901	860	659
Stolen Autos Recovered - Street Sweeper	557	364	346
Stolen Autos Recovered – P.E.O.s	344	496	313
Hours Spent on Stolen Vehicles Recovered	1,531	1,494	1,007
Stolen Plates Recovered	119	83	102
Hours Spent on Stolen Plates Recovered	183	123	142
Vehicles Scanned by Street Sweeper	3,335,513	2,293,399	1,593,582
Vehicles Towed	27,766	23,107	9,950
Habitual Offenders Towed	4,377	1,262	259
Assistance to T.P.S. Units			
Unplated Vehicles Towed	602	592	494
Directed Patrol Requests from Other Police Units, Including additional Directed Patrols Due to Pandemic.	119	172	50,509
Arrest Assists	14	28	8
Assaults	20	21	11
Language Interpretations	31	37	30
Hours Spent on Language Interpretations	66	63	71
Disabled Permits Retained	818	544	199
Disabled Permits Cautioned	54	47	8
H.T.A Charges (Disabled Permits)	764	479	0
Special Events	338	260	67
Hours Spent On Special Events	6,735	8,607	1,940
Vehicle Relocations	1,932	3,113	4,329

*Preliminary numbers – final numbers to be reported by City of Toronto after complete data capture and reconciliation.



Toronto Police Services Board Report

January 4, 2021

To: Chair and Members
Toronto Police Services Board

From: Peter Mowat
Manager of Labour Relations

Subject: Annual Report: 2020 Summary of Grievances

Recommendation:

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

Financial Implications:

All fees with respect to the legal representation and arbitration of grievances are funded through the Legal Reserve.

Background / Purpose:

At its confidential meeting on February 20, 2003, the Board requested that an annual summary report on grievances be provided for the public meeting in February of each year (Min. No. C30/03 refers). The Board further requested that the public report include the cost of the grievances, the total costs for the year and the number of arbitrations where the Board, Association or both were successful. Grievances are managed by the Labour Relations Unit on behalf of the Board. Grievance activity and resolutions are reported semi-annually to the Board (Min. No. C159/2015).

Discussion:

Grievance Activity

During 2020, there were 22 new grievances filed. Of this number, 4 grievances were either withdrawn or settled by the parties, and 18 are outstanding.

As of January 1, 2020, there were 29 outstanding grievances from previous years. Of this number, 14 were either settled or withdrawn in 2020.

There were no grievance arbitration awards issued in 2020, but 2 grievances are currently in arbitration. The Board was unsuccessful in one Application for Judicial Review of a grievance arbitration award in 2020.

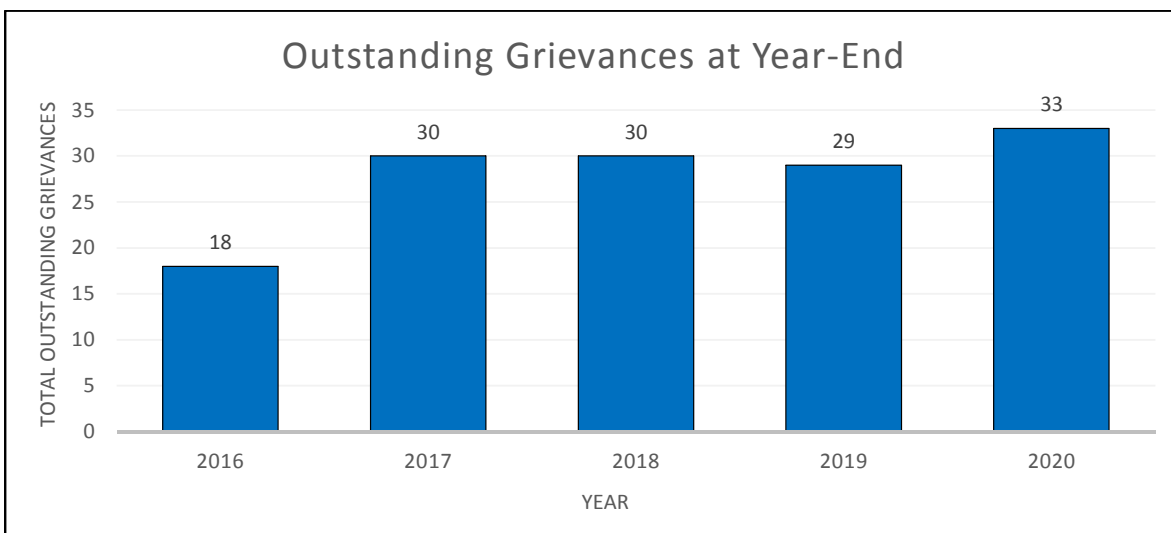
A summary of grievance activity in 2020 is as follows:

Number of grievances as of January 1, 2020	29
Number of new grievances filed in 2020	22
Number of grievances settled, withdrawn or dismissed in 2020	(18)
Total number of outstanding grievances as of December 31, 2020	33

The following table outlines the total number of open grievances as of December 31, 2020 by category:

Type of Grievance	Number of Grievances
Management Rights	15
Health Benefits	8
Policy	6
Civilian Member Discipline	4
Total	33

The following chart illustrates the total number of open grievances as of December 31 for the last 5 years:



Grievance-Related Legal Costs

The total legal expenditures in 2020 for all grievance activity, including matters which commenced prior to 2020, amounted to \$96,159.89. The following is an itemization of costs by type of grievance:

Type of Grievance	Legal Costs in 2020
Civilian Member Discipline	\$67,487.39
Termination	\$28,393.50
Policy	\$279.00
Total Costs in 2020*	\$96,159.89

* These costs include interim or final billings for cases filed prior to 2020, as well as new cases filed in 2020. They include fees for legal counsel, disbursements and arbitrator fees. The breakdown is as follows:

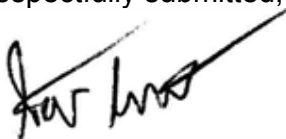
- Legal Counsel and Disbursements: \$78,066.64
- Arbitrator Fees: \$18,093.25

Conclusion:

In summary, this report provides the Board with the total number of grievances and related legal expenditures for the year 2020.

I will be in attendance to answer any questions the Board members may have regarding this report.

Respectfully submitted,



Peter Mowat
Manager of Labour Relations

*original copy with signature on file in Board office



Toronto Police Services Board Report

February 9, 2021

To: Chair and Members
Toronto Police Services Board

From: Ryan Teschner
Executive Director and Chief of Staff

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

Recommendation(s):

It is recommended that the Board receive the invoice dated January 29, 2021, in the amount of \$194,991.05 for professional services rendered by Honourable Gloria Epstein and Cooper, Sandler, Shime and Bergman LLP.

Financial Implications:

The total invoiced as at January 29, 2021 is \$3,967,313 (net of HST rebate).

Background / Purpose:

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

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

At its meeting on September 19, 2019 (Min. P189/19 refers), the Board delegated to the Chair the authority to approve payment of all future invoices from the Honourable Gloria Epstein and Cooper, Sandler, Shime and Bergman LLP, not to exceed an amount of \$4.0M (including the additional funding from the City, as stated above).

As a result of recent developments and police reform efforts, the complexity and range of issues the Review has indicated it wishes to examine has increased as compared to when the Review began its work. The Review has advised that the additional time and budget funding are required for its work – including its final report and recommendations – to be responsive to this evolving context. As a result, the Board at its meeting of November 24, 2020, approved a request to extend the timeline of the Review to March 31, 2021 and to forward a request to the City of Toronto’s Executive Committee to transfer to the Board additional funding, not to exceed \$700,000, to help facilitate the completion of the review (Min. No. P185/20 refers). The additional costs are expected to be incurred mainly during 2021. The request from the Board to the City’s Executive Committee has been transmitted.

Discussion:

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

I have attached a copy of the Review's account approved for services rendered, up to and including January 29, 2021, in the amount of \$194,991.05 (inclusive of HST). A detailed statement is included on the confidential agenda for information.

Conclusion:

It is, therefore, recommended that the Board receive the invoice dated January 29, 2021, in the amount of \$194,991.05 for professional services rendered by Honourable Gloria Epstein and Cooper, Sandler, Shime and Bergman LLP.

Respectfully submitted,



Ryan Teschner
Executive Director and Chief of Staff

ATT.

IN ACCOUNT WITH

Contract# 47021797
Minute No.: P185/20
CRO # 9367120
GR # 5000018199

Total Invoice is \$175,598 (net of HST rebate).

COOPER, SANDLER
SHIME & BERGMAN LLP
BARRISTERS & SOLICITORS

SUITE 1900
439 University Avenue
Toronto, Ontario
M5G 1Y8

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

January 29, 2021

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 January 1, 2021 to January 29, 2021

Total Fees	\$157,388.90	
TO OUR SPECIAL FEE	\$100,000.00	
HST on Fees (13%) AS REDUCED	\$13,000.00	
Total Fees & HST		\$113,000.00
Disbursements Sub-total	\$72,560.86	
HST on Disbursements (13%)	9,430.19	$9430.19 / 13 = \$72,539.90$
Non-Taxable Amount	20.96	$72,560.86 - 72,539.90 = 20.96$
Total Disbursements & HST		<u>\$81,991.05</u>

TOTAL FEES AND DISBURSEMENTS \$194,991.05

for this account dated January 29, 2021

BALANCE OWING \$194,991.05

THIS IS OUR ACCOUNT HEREIN

Cooper Sandler Shime & Bergman LLP



Mark J. Sandler

E. & O.E.

Total HST \$22,430.19
HST #:122552227



APPROVED BY : _____
Ryan Teschner (83693)
Executive Director and Chief of Staff
Toronto Police Services Board



APPROVED BY : _____
Jim Hart (84312)
Chair
Toronto Police Services Board



Toronto Police Services Board Report

August 10, 2020

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Chief's Administrative Investigation into the Vehicle Injuries to Complainant 2019.31

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.) investigates an incident involving serious injury or death, provincial legislation requires the chief of police of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Discussion:

On August 26, 2019, at approximately 1621 hours, a uniformed Police Constable from 55 Division was operating a fully marked police vehicle. This vehicle was equipped with an In-Car Camera System (I.C.C.S.) The officer was stationary on Coxwell Avenue just south of Fairford Avenue. The officer was working without an escort. He observed a black Chevrolet Equinox parked against the east curb of Coxwell Avenue. There was a female passenger sitting in the rear seat of the vehicle. A male person and a female person, approached and entered the vehicle. The male entered the driver's seat and the female entered the front passenger seat.

The officer's attention was drawn to this vehicle, albeit parked at the time, as it was about to be ticketed by a Parking Enforcement Officer. Once the male and female were in the vehicle, it accelerated quickly northbound from its stopped position, spinning the tires as it did so. As the Equinox continued accelerating north, the driver changed lanes to the left without signaling. The officer formed the opinion this vehicle was being operated in a careless manner.

The officer began to follow this vehicle as it turned to go west on Fairford Avenue. As the officer was following, he entered the Equinox's Ontario license plate into the police computer system, the Police Automated Registration Information System (P.A.R.I.S.), and learned the vehicle was registered to an automobile repair center. Just west of Ashdale Avenue on Fairford Avenue, the officer activated his police vehicle's emergency light system and the I.C.C.S. intending to stop the Equinox and investigate the driver for *Highway Traffic Act* violations.

The driver pulled the Equinox to the north curb of Fairford Avenue and stopped just west of Hiawatha Avenue. The officer entered the details of the vehicle stop into the police computer and then exited his police vehicle to approach the driver of the Equinox. As the officer approached the rear driver's side door of the Equinox on foot, the driver accelerated westbound on Fairford Avenue in an attempt to flee from the officer.

As the officer was returning to his police vehicle, he could see the Equinox turn south on Woodfield Road. The officer followed the path taken by the Equinox with emergency lights and I.C.C.S. still activated.

During the turn to south Woodfield Road, the Equinox sideswiped a grey Ford Focus that was parked at the west curb of Woodfield facing south. The Equinox did not stop at the scene of that collision but continued south at a speed in excess of the posted 40 kilometer per hour speed limit toward Gerrard Street East.

Southbound traffic on Woodfield Road at Gerrard Street East was controlled by a stop sign. The officer was still following the Equinox as it approached Gerrard Street East and was approximately 197 meters behind and travelling at a speed of 25 kilometers per hour.

The Equinox failed to stop at this stop sign before entering the intersection and continued at speed onto Gerrard Street East.

A brown Honda Civic was westbound on Gerrard Street East driven by the single occupant, Vehicle Injury Complainant 2019.31. At the intersection of Woodfield Road, the front end of the Equinox collided into both passenger side doors of the Honda Civic. As a result of the impact in this collision, the Honda was re-directed from its original path of travel. The Honda was now travelling southbound Woodfield Road and came to rest approximately fifty meters from the initial collision location, after colliding into a cement planter retaining wall on the east side of Woodfield Road, in front of number 277.

The Equinox continued south on Woodfield Road after the collision with the Honda, and collided with the east side brick wall of the building on the south west corner of Gerrard Street East and Woodfield Road.

Immediately after the secondary collision into the wall, the driver of the Equinox and both female passengers alit from the Equinox and fled eastbound through an unnamed alleyway that runs east west between Woodfield Road and Hiawatha Road, south of Gerrard Street East.

2019.31 stayed in the Honda Civic as his injuries precluded him of exiting on his own.

The officer, seeing the collision from a distance as he approached, updated the police dispatcher of the path of the suspects and requested ambulance crews to attend.

The officer followed the path of one of the females and located that female south of the alleyway on Hiawatha Road. She was placed under arrest at this location without further incident or injury.

The male driver of the Equinox made good his escape on foot the night of the incident but was identified and arrested several weeks later as a result of the police investigation.

The third passenger in the Equinox, an unknown female, exited the vehicle and left the scene before further police units arrived on scene. She has still not been identified.

2019.31 was treated by Toronto Paramedic Services (Paramedics) on scene and transported to St. Michael's Hospital where he was diagnosed with a broken left fibula.

The S.I.U. was notified and invoked its mandate. The S.I.U. designated one officer as the subject officer; one other officer was designated as a witness officer.

In a letter to the Toronto Police Service (T.P.S.) dated May 5, 2020, Director Joseph Martino of the S.I.U. advised that the investigation was complete and no further action was contemplated. Director Martino determined that there were no reasonable grounds to believe that the subject officer committed any criminal offence in this matter.

The S.I.U. published a media release on May 6, 2020. The media release is available at: https://www.siu.on.ca/en/news_template.php?nrid=5642.

The Director's Report of Investigation is published on the link; https://www.siu.on.ca/en/directors_report_details.php?drid=725.

Summary of the Toronto Police Service's Investigation:

Professional Standards Support (P.S.S.) and 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 P.S.S. and T.S.V. investigation reviewed the following T.P.S. procedures:

- Procedure 01-01 (Arrest)
- Procedure 01-03 (Persons in Custody)
- Procedure 07-01 (Transportation Collisions)
- Procedure 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 (Illness / Injury Reporting)
- Procedure 15-10 (Suspect Apprehension Pursuits)
- Procedure 15-17 (In-Car Camera System)

The P.S.S. and T.S.V. investigation also reviewed the following legislation:

- *Police Services Act* Section 113 (Special Investigations Unit)
- Ontario Regulation 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 14(3) (Use of Force Qualifications)

The P.S.S. and T.S.V. investigation determined that the T.P.S.'s policies and procedures associated with the vehicle injury were lawful, in keeping with current legislation, and written in a manner that provided adequate and appropriate guidance to the members. None of the examined policies and procedures required modification.

The conduct of the designated subject officer was not in compliance with applicable provincial legislation and applicable T.P.S. procedures.

Minor misconduct was identified as it was determined that the officer failed to comply with the Suspect Apprehension Pursuit Procedure (15-10) in that he engaged in a Suspect Apprehension Pursuit once the vehicle had been identified. The Unit Commander of 55 Division dealt with this minor misconduct at the Unit level. The officer has been assigned to Pursuit Training at the Toronto Police College to ensure he understands his duties and responsibilities under the regulations and Procedures.

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

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office



Toronto Police Services Board Report

August 18, 2020

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Chief's Administrative Investigation into the Vehicle Injuries to Complainant 2019.46

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.) investigates an incident involving serious injury or death, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Discussion:

On December 13, 2019, at approximately 0758 hours, a uniformed Police Constable from 51 Division was operating a fully marked police vehicle. The vehicle was equipped with an In-Car Camera System (I.C.C.S.). The officer was stopped southbound on Jarvis Street in front of the Rabba Store located on Jarvis Street. As he was sitting there, he observed a blue Volkswagen (V.W.) SUV approach him from behind and pass his location.

The officer's attention was drawn to that vehicle because of what appeared to be significant fresh body damage on the left front fender area. The officer considered this

damage significant enough to potentially warrant the vehicle being unsafe and decided to stop and investigate the driver and the cause of the damage.

The officer pulled out from his position, fell in behind the V.W., and travelled southbound on Jarvis Street through the intersection of Dundas Street East to the intersection at Shuter Street. The V.W. was approaching the red traffic signal at Shuter Street with the officer directly behind him. When the V.W. was about one car length from the intersection, the traffic signals for northbound and southbound traffic turned green and the V.W. accelerated and turned left across the path of vehicles that had started to enter the intersection in the northbound direction.

With the northbound traffic stopped in reaction to the V.W.'s turn, the officer also made the left turn to eastbound Shuter Street and began to follow the V.W. As the V.W. and the officer travelled eastbound on Shuter Street, the officer activated his emergency lighting and siren in an attempt to attract the driver's attention. The officer was attempting to stop the V.W. SUV, but the driver, later identified as Vehicle Injury Complainant 2019.46, refused to stop and continued to drive away from the officer.

The officer then became engaged in a Suspect Apprehension Pursuit. As the pursuit travelled eastbound on Shuter Street, the V.W. approached the intersection of Parliament Street. Upon reaching the intersection, the driver of the SUV turned left to travel northbound. The driver lost control, struck a utility pole on the northeast corner of the intersection, and came to a stop.

The officer pulled up behind the collision scene, ran to the driver's door, and located 2019.46 suffering from injuries resulting from the collision. Toronto Paramedic Services (Paramedics) attended the scene. 2019.46 was placed under arrest at the scene and transported to St. Michael's Hospital where he was diagnosed and treated for a fractured left clavicle.

After his treatment at the hospital, 2019.46 was transported to 51 Division. He was investigated and charged with several criminal offences related to the theft and possession of the V.W. and the licence plates that were improperly attached to that vehicle.

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

The S.I.U. designated one Police Constable who has 6 months of service, as the subject officer. Three other officers were designated as witness officers.

In a letter to the Service dated July 7, 2020, Director Joseph Martino of the S.I.U. advised that the investigation was complete and no further action was contemplated. Director Martino determined that there were no reasonable grounds to believe the subject officer committed any criminal offence.

The S.I.U. published a media release on July 8, 2020. The media release is available at: https://www.siu.on.ca/en/news_template.php?nrid=5840

The Director's Report of Investigation is published on the link; https://www.siu.on.ca/en/directors_report_details.php?drid=841

Summary of the Toronto Police Service's Investigation:

Professional Standards Support (P.S.S.) and Traffic Services Unit (T.S.V.) conducted an investigation pursuant to Ontario Regulation 267/10, Section 11.

The investigation examined the injury in relation to the applicable legislation, service provided, procedures, and the conduct of the involved officers.

The P.S.S. and T.S.V. investigation reviewed the following Toronto Police Service (T.P.S.) procedures:

- Procedure 01-01 (Arrest)
- Procedure 01-02 (Search of Persons)
- Procedure 01-03 (Persons in Custody)
- Procedure 07-01 (Transportation Collisions)
- Procedure 10-06 (Medical Emergencies)
- Procedure 13-16 (Special Investigations Unit)
- Procedure 13-17 (Notes and Reports)
- Procedure 15-01 (Use of Force)
- Procedure 15-02 (Injury / Illness Reporting)
- Procedure 15-10 (Suspect Apprehension Pursuits)
- Procedure 15-17 (In-Car Camera System)

The P.S.S. and T.S.V. investigation also reviewed the following legislation:

- *Police Services Act* Section 113 (Special Investigations Unit)
- Ontario Regulation 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)
- Ontario Regulation 266/10 (Suspect Apprehension Pursuits)

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

The conduct of the designated subject officer and witness officers were in compliance with applicable provincial legislation and applicable T.P.S. procedures.

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

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office



Toronto Police Services Board Report

December 15, 2020

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Chief's Administrative Investigation into the Alleged Sexual Assault of Complainant 2019.23

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.) investigates an incident involving serious injury or death, provincial legislation requires the chief of police of the relevant police service to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Discussion:

On July 11, 2019, Sexual Assault Complainant 2019.23 attended the residence of an off duty Toronto Police Service (T.P.S.) officer. 2019.23 had been hired by a third party to clean the officer's house. While at this residence the officer allegedly committed an indecent act and sexually assaulted 2019.23.

2019.23 left the residence and reported that she had been sexually assaulted to the police service in the jurisdiction where the offences were alleged to have occurred. On July 11, 2019, the T.P.S. were made aware of this allegation by the investigating police service.

On July 12, 2019, the S.I.U. was notified by the T.P.S. and the S.I.U. invoked its mandate. The S.I.U. designated one officer as a subject officer; no officers were designated as witnesses. On November 13, 2019, the S.I.U. charged the officer with performing an indecent act and sexual assault.

An investigation under Part V of the *Police Service Act* (P.S.A.) was commenced by the Professional Standards Unit and misconduct was substantiated against the Officer.

On September 28, 2020, the officer plead guilty to assault.

The officer is now currently before the T.P.S. Tribunal.

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 alleged sexual assault in relation to the applicable legislation, service provided, procedures, and the conduct of the involved officer.

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

- Standards of Conduct 1.3 (Contravention of Service or Legislative Governance and/or Misconduct)
- Procedure 13-16 (Special Investigations Unit)
- Procedure 13-17 (Notes and Reports)

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 268/10 2(1)(xi) (Discreditable Conduct)

The P.S.S. investigation determined that the T.P.S.'s policies and procedures associated with the alleged sexual assault 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 officer was investigated and it was substantiated that they acted in a manner that was prejudicial to discipline or likely to bring discredit upon the reputation of the police force. As noted this matter is still before the T.P.S. Tribunal.

Deputy Chief Shawna Coxon, Human Resources Command, will be in attendance to answer any questions regarding this report.

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office



Toronto Police Services Board Report

October 27, 2020

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury of Complainant 2019.33

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.) investigates an incident involving serious injury or death, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Discussion:

On June 24, 2019, at 2234 hours, the Toronto Police Service (T.P.S.) received a call from York University Campus Security to attend for an assault in progress.

It was reported that a male, later identified as Custody Injury Complainant 2019.33, was armed with a knife and was attacking a second male who had armed himself with a tree branch in self defence. While T.P.S. officers were being dispatched, information was received that the knife had been knocked out of 2019.33's hand, and secured by York University Security officers, and that 2019.33 had fled the scene.

Officers from 31 Division responded and located 2019.33 a short distance away. The officers took control of 2019.33 and placed him under arrest for assault with a weapon. 2019.33 began to struggle and was taken to the ground, where he continued to vigorously resist the officers by kicking them. The officers gained control of 2019.33, arrested him and placed him in handcuffs.

2019.33 was transported to 31 Division and paraded before the Officer-in-Charge. While on parade 2019.33 refused to answer questions, was verbally abusive and spat in the direction of the booking officers. Based on his demeanor and mental state, the circumstances of his current arrest, the potential existence of further weapons, and the danger these weapons could present to police and others, strip search (then referred to as a Level 3 search) was authorized.

2019.33 was escorted to an interview room within the Criminal Investigations Bureau (C.I.B.) to be searched. 2019.33 resisted the officer's efforts to search him and a struggle ensued. Three other officers who were in the area attended the interview room to assist. During the struggle 2019.33 was taken to the ground where he continued to fight with the officers by kicking and attempting to head butt the officers. 2019.33 was ultimately subdued and searched. A belt and a pair of laces were located and removed from 2019.33 as a result of the search being ordered; nothing further was found as a result of the strip search.

2019.33 was charged with two counts of assault with a weapon, weapons dangerous, and assault with intent to resist arrest and held in custody pending a show cause hearing.

On June 26, 2019, 2019.33 was released from court and sought medical attention.

On September 13, 2019, the Chief's S.I.U. Liaison received a call from the S.I.U. who advised that it had invoked its mandate after being contacted directly by 2019.33. 2019.33 reported that when he was arrested by the T.P.S. on June 24, 2019, he suffered fractured ribs and sustained a concussion.

The S.I.U. designated 4 officers as subject officers; 4 other officers were designated as witness officers.

In his letter to the T.P.S. dated June 23, 2020, Director Joseph Martino of the S.I.U. stated "*the file has been closed and no further action is contemplated. In my view, there were no grounds in the evidence to proceed with criminal charges against the four subject officers*".

In his report to the Attorney General, Director Martino articulated his decision in part as follows:

The issue turns to the force that was used by the officers in the search room. While I accept that the Complainant was forced to the floor in the search room and that officers

wrestled with him to restrict his movements, I am unable to reasonably conclude that the force in question was excessive. The takedown, for example, happened after the Complainant kicked back at officers soon after his leg restraints were removed and thereafter physically struggled against their search efforts. In the circumstances, I am satisfied the tactic was a reasonable one; in that position, the officers would have the upper hand in managing any further resistance on the part of the Complainant. The Complainant remained combative with the officers on the ground, at one point attempting to head butt SO #1, and was met with a combined grappling effort on the part of the officers. That effort, in my view, appears to have been a measured and proportionate response to the challenges at hand.

The exact cause of the Complainant's rib fracture remains an open question at the end of the SIU investigation. There is a possibility, for example, that it was incurred in his altercation with the CW that preceded police involvement or sometime after he left the police station on the morning of June 25, 2019. Be that as it may, as there is insufficient evidence to reasonably conclude that any of the subject officers acted other than lawfully in their dealings with the Complainant, there is no basis to proceed with criminal charges in this case, despite the possibility the Complainant was injured during the search at the police station, perhaps during the takedown. Accordingly, this file is closed.

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 13-16 (Special Investigations Unit)
- Procedure 13-17 (Notes and Reports)
- Procedure 15-01 (Use of Force)
- Procedure 15-02 (Injury/Illness Reporting)
- Procedure 15-17 (In-Car Camera System)

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

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

The P.S.S. investigation determined that the T.P.S.'s policies and procedures associated with the custody injury were 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 Shawna Coxon, Human Resources Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office



Toronto Police Services Board Report

August 10, 2020

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury to Complainant 2019.38

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.) investigates an incident involving serious injury or death, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Discussion:

On November 1, 2019, at approximately 1500 hours, the Toronto Drug Squad (T.D.S.) was operating in the area of Queen Street East and Church Street where they were conducting street level enforcement.

The objective was to facilitate an opportunity drug buy with the use of an undercover officer. The undercover officer was able to complete a street level purchase which involved two males from the area. Once the deal was completed, the direction was given by the Team Leader at 1520 hours to arrest both male parties that participated in the drug deal.

One of the parties later identified as Custody Injury Complainant 2019.38 was arrested. During the arrest, 2019.38 struggled and was taken to the ground by plainclothes officers from the T.D.S. They used this force in order to prevent a further struggle, restrain him and place him under arrest.

At 1548 hours, a marked police car, 5125.4, transported 2019.38 to 51 Division for further investigation and processing.

2019.38 was paraded in front of the Officer-in-Charge at 51 Division and during this booking process, he advised the Officer-in-Charge that he had previous hip problems; a hip replacement which had been dealt with medically several months earlier.

At approximately 2039 hours, while in the cell area, 2019.38, began to complain of problems with his hip area and Toronto Paramedic Services (Paramedics) were called and transported him to St. Michaels Hospital for assessment and treatment.

A Sergeant attended the hospital and was advised by medical staff that 2019.38 had suffered a fracture to the area of his femur and pelvic bone and would be admitted for surgery to treat the injury.

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

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

In a letter to the Toronto Police Service (T.P.S.) dated June 3, 2020, Director Joseph Martino 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 June 4, 2020. The media release is available at https://www.siu.on.ca/en/news_template.php?nrid=5734

The Director's Report of Investigation is published on the link; https://www.siu.on.ca/en/directors_report_details.php?drid=741

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 09-04 (Controlled Drugs and Substances)
- 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 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 Shawna Coxon, Human Resources Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office



Toronto Police Services Board Report

August 10, 2020

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury to Complainant 2019.44

Recommendation(s):

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

Financial Implications:

There are financial implications relating to the recommendation contained within this report.

Background / Purpose:

Whenever the Special Investigations Unit (S.I.U.) investigates an incident involving serious injury or death, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Discussion:

On December 6, 2019, at 1346 hours, a black Honda Accord being operated by Custody Injury Complainant 2019.44 was travelling eastbound on Eglinton Avenue West in the area of 1435 Eglinton Avenue West (13 Division). 2019.44 turned into the employee parking lot of 13 Division from Eglinton Avenue West through an insecure gate.

The vehicle travelled at a slow speed westbound through the parking lot, behind 13 Division and toward the closed security gate at Winnett Avenue. The vehicle did not stop and collided with the gate at Winnett Avenue dislodging the gate from its track and

causing \$8,800.00 in damage. 2019.44 remained in the vehicle and did not turn off the ignition.

At 1350 hours, two uniformed officers from 13 Division exited the rear of the station and observed the vehicle and the damaged gate. As the officers approached the vehicle they observed 2019.44 sitting in the driver's seat. The officers attempted to speak with 2019.44 who refused to answer questions and would not comply with the officers' commands to exit the vehicle.

A third officer who was returning to 13 Division observed officers speaking with 2019.44 and attended the vehicle to assist. All three officers attempted to remove 2019.44 from the vehicle and place him under arrest. 2019.44 became assaultive and in an attempt to bring him under control and effect his arrest, one of the officers deployed his Conducted Energy Weapon (C.E.W.) twice. 2019.44 was able to pull the probes out of his clothing and from his leg resulting in the deployments being ineffective.

An officer, who was positioned on the passenger side of the vehicle, entered the vehicle and delivered several strikes utilizing his issued baton to 2019.44's upper torso and arms. 2019.44 continued to fight with the officers by kicking at the officers from within the vehicle and attempting to grab the baton. A fourth officer arrived to assist and when he reached into the vehicle to grab 2019.44, 2019.44 kicked him in the chest. This officer was able to take hold of 2019.44's left leg and pull him out of the vehicle. While being pulled from the vehicle 2019.44 flipped over causing him to land on the cement outside of his car face down where he was subdued, placed under arrest and secured in handcuffs.

2019.44 sustained a large laceration to the area under his right eye and Toronto Paramedic Services (Paramedics) were notified to attend.

Paramedics transported 2019.44 to Mount Sinai Hospital where he was diagnosed and treated for multiple fractures to his right orbital bone. After his treatment at Mount Sinai Hospital, 2019.44 was transferred to the Centre for Addiction and Mental Health (C.A.M.H.) on the strength of a Form 1 under the *Mental Health Act* (M.H.A.) issued by the examining physician.

The S.I.U. was notified and invoked its mandate. The S.I.U. designated three officers as subject officers; 15 other officers and one civilian member were designated as witness officers and members.

In his letter to the T.P.S. dated June 23, 2020, Director Joseph Martino of the S.I.U. stated "*the file has been closed and no further action is contemplated. In my view, there were no grounds in the evidence to proceed with criminal charges against the three subject officers*".

In his report to the Attorney General, Director Martino articulated his decision in part as follows:

Though the officers' interaction with the Complainant ended with force, it did not begin there. It was only after SO #1 and SO #3 repeatedly asked the Complainant to exit his vehicle, and he refused, that they attempted to force him out. Regrettably, the Complainant reacted with violence. What appeared to start as a wrestling contest escalated with the parties exchanging hand and leg strikes. As the struggle continued, SO #1 discharged his CEW twice at the Complainant, but these proved ineffective in quelling his resistance, perhaps owing to the winter clothing the Complainant was wearing. An ASP baton was also used following the CEW discharges, but these too did little to subdue the Complainant, who continued to punch and kick at the officers. It was only with the arrival of SO #2 that the officers were finally able to extricate the Complainant and take him to the ground next to his vehicle, handcuffing him shortly thereafter. On this record, I am unable to reasonably conclude that the Complainant was met with excessive force. On the contrary, while the force was significant and caused serious injury, it appears to have risen incrementally in a fashion commensurate with the degree of the Complainant's resistance. I am satisfied on reasonable grounds that the officers who dealt with the Complainant to place him under arrest acted lawfully throughout their encounter, there is no basis for proceeding with criminal charges against any of them.

The Director's full report of investigation can be viewed by following the link below:
https://www.siu.on.ca/en/directors_report_details.php?drid=811

The S.I.U. issued a press release on June 25, 2020, in relation to its investigation and decision. This press release can be viewed by following the link below:
https://www.siu.on.ca/en/news_template.php?nrid=5804

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 Toronto Police Service (T.P.S.) procedures:

- Procedure 01-01 (Arrest)
- Procedure 01-03 (Persons in Custody)
- Procedure 06-04 (Emotionally Disturbed Persons)
- Procedure 07-01 (Transportation Collisions)
- 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 Weapon)

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

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

The P.S.S. investigation determined that the T.P.S.'s policies and procedures associated with the custody injury were 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 and civilian member was in compliance with applicable provincial legislation regarding the Standards of Conduct and applicable T.P.S. procedures.

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

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office



Toronto Police Services Board Report

August 19, 2020

To: Chair and Members
Toronto Police Services Board

From: James Ramer, M.O.M.
Chief of Police

Subject: Chief's Administrative Investigation into the Custody Injury to Complainant 2020.19

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.) investigates an incident involving serious injury or death, provincial legislation requires the chief of police, of the relevant police service, to conduct an administrative investigation. This is the Chief's report in respect of this incident.

Discussion:

On February 13, 2018, at about 2215 hours, two uniformed police constables from 22 Division responded to a call about a domestic assault at an apartment on Legion Road. The complainant had reported being assaulted by his partner and had been able to flee the unit and call from a location of safety. The complainant was the owner of the unit and when officers arrived, allowed them access to interview the assault suspect. The suspect was later identified as Custody Injury Complainant 2020.19.

The officers investigated 2020.19 and based upon their investigation, placed him under arrest for the recent assault against his partner. The arrest took place in the bedroom of the unit and was conducted with little force. 2020.19 was tended to by Toronto

Paramedic Services (Paramedics) for a bite on his thumb that occurred during the fight with his partner.

The officers lead 2020.19 out of the unit to the elevator and then to a police vehicle, as he was to be investigated, charged and held for a show cause hearing at 22 Division. While walking to the police vehicle, 2020.19 became actively resistant. He was taken to the ground by one of the officers and held until he became compliant. During this event, he was thrashing on the ground and the other officer while attempting to secure 2020.19's legs, was kicked in the face. The officer did not suffer any significant injuries. Another officer who had arrived to take photographs of the damage to the apartment witnessed 2020.19's struggles to escape, and assisted in securing 2020.19 until he became compliant.

Once 2020.19 was calm and became compliant, he was placed into a police vehicle and transported to 22 Division for investigation and processing on several criminal charges.

On February 14, 2020, the Office of the Independent Review Director (O.I.P.R.D.) notified the Toronto Police Service (T.P.S.) that 2020.19 had filed a complaint. In his complaint, he alleged that because of his arrest he had suffered fractures to his seventh, eighth and ninth ribs.

The complaint was assigned to a Detective who is the Unit Complaint Coordinator (U.C.C.), at 22 Division for further investigation. On April 17, 2020. The U.C.C. received medical records from 2020.19 confirming the threshold injuries. The results of those medical reports were communicated to the T.P.S. - S.I.U. Liaison Officer for his review on April 18, 2020.

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

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

In a letter to the T.P.S., dated July 28, 2020, Director Joseph Martino 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 18, 2020. The media release is available at: https://www.siu.on.ca/en/news_template.php?nrid=5945

The Director's Report of Investigation is published on the link; https://www.siu.on.ca/en/directors_report_details.php?drid=902

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 08-03 (Injured on Duty Reporting)
- 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 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 Shawna Coxon, Human Resources Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

James Ramer, M.O.M.
Chief of Police

*original copy with signature on file in Board office