



The following *draft* Minutes of the meeting of the Toronto Police Services Board held on June 19, 2003 are subject to adoption at its next regularly scheduled meeting.

The Minutes of the meeting held on May 29, 2003 previously circulated in draft form were approved by the Toronto Police Service Board at its meeting held on June 19, 2003.

MINUTES OF THE PUBLIC MEETING of the Toronto Police Services Board held on **JUNE 19, 2003** at 1:30 PM in the Auditorium, 40 College Street, Toronto, Ontario.

PRESENT:

Gloria Lindsay Luby, Acting Chair
A. Milliken Heisey, Q.C., Member
Mel Lastman, Mayor and Member
Benson Lau, M.D., Member
Allan Leach, Member
Frances Nunziata, Councillor & Member

ALSO PRESENT:

Julian Fantino, Chief of Police
Karl Druckman, Solicitor, City of Toronto - Legal Services Division
Deirdre Williams, Board Administrator

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

#P163. INTRODUCTIONS

The following members of the Service were introduced to the Board and congratulated on their recent promotions:

Staff Superintendent Kim Derry
Staff Inspector Robin Breen
Sergeant David Alexander
Sergeant Tony Baratto
Sergeant Brian Burgess
Sergeant Robert Jotautas
Sergeant Vanessa Ward
Sergeant Dean Tapp
Mr. Thomas Imrie, Manager, Occupational Health & Safety

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

#P164. OUTSTANDING REPORTS - PUBLIC

The Board was in receipt of the following report JUNE 10, 2003 from Gloria Lindsay Luby, Vice Chair:

Subject: OUTSTANDING REPORTS - PUBLIC

Recommendations:

It is recommended that:

- (1) the Board request the Chief of Police to provide the Board with the reasons for the delay in submitting the reports requested from the Service and that he also provide new submission dates for each report.

Background:

At its meeting held on March 27, 2000 the Board agreed to review the list of outstanding reports on a monthly basis (Min. No. 113/00 refers). In accordance with that decision, I have attached the most recent list of outstanding public reports that were previously requested by the Board.

The Board approved the foregoing.

Reports that were expected for the June 19, 2003 meeting:

Board Reference	Issue - Pending Reports	Report Status	Recommendation Action Required
#P240/02 #P325/02 #P345/02 #P11/03	<p>Air Support Unit</p> <ul style="list-style-type: none"> • <u>Issue:</u> the financial plan and the financial impacts of the Air Support project and all agreements be provided to the Board for approval • on January 30/03 Chief advised that a full financial plan will be submitted for the July 17/03 meeting • report on Regional Air Support Program and response by Durham Regional PSB to coordinated air support • annual reporting of performance indicators to be submitted following commencement of new unit 	<p>Report Due: July 17/03 Extension Req's'd: Extension Granted: Revised Due Date: Status:</p> <p>Report Due: Mar. 27/03 Extension Req's'd: Extension Granted: Revised Due Date: Status:.....outstanding</p>	<p>Chief of Police</p> <p>Chief of Police</p>

Board Reference	Issue - Pending Reports	Report Status	Recommendation Action Required
#P524/00	<p>Annual Report</p> <ul style="list-style-type: none"> • <u>Issue</u>: an annual report to the Board report is required under the Adequacy Standards Regulation • include final results of the 2001 business plan (this report was submitted in June 2002 – next report due: June 2003) • to be submitted in June each year • <u>Issue</u>: the Board is required to publish the Governance Plan, listing the Board’s goals and accomplishments, as part of the Annual Report • Board to forward to Council through Policy & Finance Cttee. 	<p>Next Report Due: June 19/03 Extension Reqs’d: Extension Granted: Revised Due Date: Status:.....outstanding</p>	<p>Chief of Police</p> <p>Chairman, Police Services Board</p>

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**#P165. RESOURCE AND REVENUE IMPLICATIONS ASSOCIATED WITH
THE CLOSURE OF NIGHT COURTS VERSUS LEAVING NIGHT
COURTS OPEN**

The Board was in receipt of the following report MAY 08, 2003 from Julian Fantino, Chief of Police:

Subject: RESOURCE AND REVENUE IMPLICATIONS ASSOCIATED WITH THE
CLOSURE OF NIGHT COURTS VERSUS LEAVING NIGHT COURTS OPEN

Recommendation:

It is recommended that:

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

Background:

At its meeting held on February 25, 2003, City Council recommended that the Chairman of the Toronto Police Services Board, and the Commissioner of Corporate Services, report to the Policy and Finance Committee on the resource and revenue implications associated with the closure of night court versus leaving night court open, assuming the current service level.

The current policy of our Service is to assign all members to attend Provincial Offences Act Court on duty, as this will reduce premium pay costs. According to Service Procedure, when officers are notified to attend court they must attend unless due to operational requirements, their supervisors excuse them.

Currently an accused has the right to elect either day court or night court for Provincial Offences Act Court. A statistical review for the years 1999, 2000 and 2001 showed that eighty percent of the officers scheduled to attend night court while on duty were cancelled due to operational requirements. Their supervisors determined that their duties to maintain public/officer safety took priority over their attendance at court. As a result, the officers remained on duty, addressing calls for service, etc., instead of attending court.

When officers fail to attend court, the evidence required to obtain a conviction is lost and no conviction is registered. It is important that offenders are dealt with in an appropriate manner in court, and are not acquitted of offences because evidence was not presented to the court. If offenders believe that they have a strong chance of being acquitted, there will be no deterrent to committing traffic offences. This reduces the communities' perception of safety and decreases their confidence that the streets in the city are safe.

Additionally, a substantial loss in potential revenue is realized by the City. The loss in revenue resulting from lost convictions amounts to approximately \$1.92 million per year.

The cost to schedule officers to attend night court while off duty would be approximately \$1.2 million per year. If officers were scheduled to attend night court off duty, the revenue (\$1.92 million per year) would be realized, at the current 80% conviction rate. This revenue could be used to fund the officer attendance while off duty and would result in a net revenue increase of \$720,000. per year.

Night Court on duty	Night Court off duty	Night Court off duty	Net
80% cancellation • loss of fines	Minimal cancellation • collection of fines	Cost of officer attendance	Gain to city
-\$1.92 million	+\$1.92 million	-\$1.2 million	\$720,000.

The current staffing levels make it impossible to adequately address calls for services if officers are required in night court. However, if a member were assigned to off duty night court, with no additional cost to the Service, members would attend court when required, thus eliminating the negative impact on police operations. Additionally, all the other positive impacts mentioned above would result.

It has been anticipated that at some future point, night court will be eliminated, leaving day court as the only avenue to resolve POA matters. Toronto is the only city in Ontario that has night court. To avoid any financial impact on the Service if night court is cancelled, officers who would normally attend night court on duty, would have to attend court on duty during day shift. This would add to the demands already placed on unit operations. Officers would now be required to attend day court more often to make up for the elimination of night court, thereby impacting on a units ability to address calls for service. To ensure effective police operations, cancellation of members attending day court in lieu of night court would continue, resulting in the negative impacts described above. This can all be alleviated by scheduling officers to attend court on their off duty time. Their court attendance costs would be recovered by the revenues collected as a result of fines levied, and the 80% cancellation rate would be substantially (if not totally) eliminated.

The current policy of scheduling officers to attend night court on duty for Provincial Offences matters only allows for 4 evenings (in the 35 day cycle) that officers can be scheduled to night court while on evening shifts. If officers were scheduled to night court while off duty, there would be approximately 16 days available to schedule officers to attend night court. Additionally, more available dates given for court scheduling would increase the flexibility of utilizing the court spaces. This *added flexibility* in court scheduling would provide the City with the opportunity to load their court tiers in a manner that maximizes officers' attendance.

Conclusion

The issue as to whether to close or leave night courts open does not appear to solve the officer attendance issue. The scheduling of officers to P.O.A. court while off duty provides a solution to all the issues. It addresses, in a positive way, the appropriate administration of justice in the P.O.A. courts, the communities' safety and their perception of safety, the cost of paying officers to attend and give evidence regarding these matters, and it provides increased flexibility regarding officer scheduling.

The 80% cancellation rate of on duty court has a negative impact on revenue received by the City. The loss to the City is approximately \$1.92 million per year. If officers were scheduled to off duty night court or off duty attendance of the night court portion during day shifts if night court is phased out, the Service would require funding of an additional \$1.2 million per year. The City would realize additional revenue of approximately \$720,000. per year, as officers would now be attending court.

Deputy Chief Steve Reesor, Policing Operations Command, will be in attendance to respond to any questions, if required.

Chief Fantino advised the Board that, in addition to the implications affecting the Service noted in the foregoing report, with on-duty night court which usually involves a uniformed officer in a patrol car, there is a greater loss to the Service in terms of responding to calls for police service. The uniform collective agreement stipulates that two-officer patrol cars are required during the evening shift. When one officer is required to attend night court, the second officer is automatically unable to respond to calls for service during the period of time the first officer is attending court.

The Board received the foregoing report noting that it would be forwarded to the Policy and Finance Committee for consideration at its meeting on July 10, 2003.

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#P166. 2003 ENVIRONMENTAL SCAN UPDATE

The Board was in receipt of the following report MAY 15, 2003 from Julian Fantino, Chief of Police:

Subject: 2003 ENVIRONMENTAL SCAN UPDATE

Recommendation:

It is recommended that: the Board receive the 2003 Environmental Scan Update.

Background:

The Environmental Scan provides a review of the external factors affecting the need for police service and the internal challenges affecting the Service's ability to respond. This document provides a framework for priority setting during the budget process and for strategic planning at all levels of the Service.

Due to the long-term nature of many trends outlined in the Scan, a complete scan process is not carried out each year; a brief update of the major chapters is provided for years in which a full Scan is not produced. As was noted in the request for extension for the 2002 Environmental Scan and verbally reported to the Board during the presentation of the 2002 Environmental Scan (Board Minutes P213/02 and P219/02 refer), with the requirements of the Adequacy Standards Regulation (Section 30(1)), it was decided in early 2001 that the Scan would be provided every three years so that it could be used in the development of the Service Priorities for the Business Plan. Given that the next Business Plan will be for 2005-2007, in order to align the Business Plan and Scan cycles, the next complete Environmental Scan is scheduled for 2004.

At this time, the 2003 Environmental Scan Update is provided for the Board's information. It is recommended that the Board receive the 2003 Environmental Scan Update.

Mr. Frank Chen, Chief Administrative Officer, Corporate Support Command will be in attendance to answer any questions that may arise.

Ms. Kristina Kijewski, Director, Corporate Planning, was in attendance and provided the Board with a presentation on the results of the 2003 Environmental Scan Update.

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The Board inquired whether the Service compares property crime statistics to factors such as income, population or other socio-economic issues. Ms. Kijewski advised that the Service has not conducted that comparison but would review and consider doing so in the future.

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

- 1. THAT, in future, the Service compare property crime statistics to other factors, such as income, population or other socio-economic issues, if possible; and**
- 2. THAT the Board forward a copy of this report to the Toronto City Clerk with a request that it be circulated to members of Council and the City's Chief Administrative Officer for information.**



2003 ENVIRONMENTAL SCAN UPDATE SUMMARY

PREFATORY NOTE:

Due to the long-term nature of many trends outlined in previous Environmental Scans, and to align with the Service's Business Planning process, the Scan is now produced every three years.

For the years in which a complete scanning process is not undertaken, Corporate Planning provides a brief update, mainly statistical, of most chapters.

This update does not provide extensive analysis of the statistics provided nor of the various trends noted.

Detailed analysis of many of the trends noted in this update can be found in the 2002 Environmental Scan.



I. DEMOGRAPHIC TRENDS

Information based on demographic and social trends provides a basis for good planning, identifying areas where changes are likely to occur. The task is then to relate the population and social changes to possible service needs: what are the implications for current and future decisions regarding the delivery of police service, provisions of programs, allocations of resources, and so on.

HIGHLIGHTS

- According to Statistics Canada census data, the population of Toronto increased 4.0% between 1996 and 2001, from 2,385,421 to 2,481,494.
- With the population growth between 1996 and 2001, there was a corresponding increase in population density in Toronto from 3,786.9 people per square kilometre to 3,939.4 people per square kilometre.
- It is projected that by 2011, four in ten people in Toronto (41%) will be 50 years of age or older.
- According to 2001 census data, the median age of Toronto overall was 36.9 years. Etobicoke and North York had the largest proportions of seniors 65 years and older, while Scarborough and York had the largest proportions of children under 15 years of age.
- In 2001, visible minorities represented just over two-fifths (42.8%) of Toronto's population, up from 37.3% in 1996.
- Use of Language Line Services increased 17.3% between 1998 and 2002, while the average cost per call decreased about 31.1%; the average time spent on each call increased slightly, from 6 to 7 minutes.

II. CRIME TRENDS

The nature and extent of crime are social indicators of the safety and security of the public and are often used for the evaluation of effectiveness of policies and programs to reduce crime. In policing, a significant portion of police activity is spent in the prevention and detection of crime and the apprehension of offenders. Information about changing crime patterns or types of offenders allows Police Service members to develop strategies to address changing problems, make rational decisions, and plan activities according to, or in anticipation of, crime-related trends. Analysis of crime trends by specific areas is a vital component of community policing in terms of deriving feasible operational strategies and measuring the impact of change.



HIGHLIGHTS

- In 2002, a total of 199,878 non-traffic Criminal Code offences occurred in Toronto, representing a slight 0.5% decrease from 2001, when there was an increase after eight consecutive annual drops. Over the past five years, total crimes decreased 5.4%.
- The trend of decreases in the crime rate (number of crimes per 1,000 population) appeared to have levelled off from the peak of 119.8 offences in 1992. The overall crime rate for the past four years remained at about 76 occurrences per 1,000 population. In 2002, an average of 76.3 non-traffic Criminal Code offences occurred for every 1,000 population, of which 13.6 were violent crimes, 38.3 were property crimes, and 24.5 were other Criminal Code offences. The overall crime rate was a slight decrease from 77.4 in 2001 and a more marked decrease from 84.1 in 1998.
- Decreases were noted for two major offence categories, violent crimes (4.8%) and other Criminal Code offences (0.5%), while an increase was noted for property offences (1.2%).
- Robberies decreased 6.5% in 2002 compared with 2001, when there was an increase after five consecutive years of decreases. There were also decreases in cases involving swarming and mugging, home invasions, and financial institution robberies, but an increase in vehicle-jackings.
- Most of the crimes that are perceived to affect community quality of life showed decreases, including mischief, being drunk in public place, prostitution, drugs, break & enter, vehicle theft, and theft from vehicle. There were, however, increases for offences related to consumption of liquor in public place and causing disturbance.
- Once again in 2002, most sexual and non-sexual assaults (about 69%) involved suspects known to the victims. The proportion of strangers as suspects for these two offences has remained relatively unchanged over the past five years, however, these proportions have increased from 10 years ago.
- Over the past five years, the proportion of cases involving spouses decreased slightly for sexual assault, while that for other assaults increased.
- The proportion of cases involving the use of weapons decreased for both robbery and assaults over the past five years. The proportion of robberies involving the use of firearms also decreased.
- Despite the recent decrease in number of drug offences and arrests, information published by the Centre for Addiction and Mental Health has indicated that illicit drug use did not change much over the past years.



- There was a slight increase in number of persons arrested/charged for Criminal Code offences in 2002. However, the number of persons arrested/charged decreased for all major offence categories except property crimes. Males in the younger age groups continued to have the highest arrest rates.
- While the proportion of females in the total arrest population remained low, the arrest rates for females in the older age groups increased, particularly for violent crime.
- Divisions 52, 42, 41, and 14 remained the busiest stations in terms of number of crimes occurred and dispatched calls serviced.
- Relative to 17 Canadian cities of 'comparable' population size, in 2001, the crime rate in Toronto ranked below middle (tenth) in overall crimes, and ranked fifth and thirteenth in violent crimes and property crimes, respectively. Between 1997 and 2001, Toronto had the third largest decrease for both the overall crime rate and the property crime rate, and the fourth largest increase in the violent crime rate. Toronto also had the seventh largest increase in the per capita cost among the 16 cities that had an increase.

III. YOUTH CRIME

Concern about youth, crime and 'disrespectful' attitudes has been common throughout history. Nevertheless, this should not minimise the concern and effects of violence and crime by youth in our society nor should it be allowed to act as an easy response and explanation for not taking action. The search for solutions to this social problem demands a commitment to develop a comprehensive response strategy that will address both the individual and systemic factors contributing to this phenomenon. The Service's community policing philosophy provides the necessary approach for reaching creative and effective solutions to youth violence.

HIGHLIGHTS

- The enumeration of youth crime is different from the enumeration of crimes in general. While crimes in general are counted in terms of number of criminal incidents that occurred, youth crimes are compiled on the basis of arrests, when the age of the suspect can be ascertained. For this reason and a number of other factors, the number of youth crimes recorded is likely lower than the actual number of crimes committed by youth.
- To put the problem of youth crime in perspective, three issues must be noted. First, a very small proportion of youths (aged 12 to 17 years) are involved in criminal activity, and even fewer are involved in violent crimes. Second, youth crime statistics reflect the number of youths arrested for criminal offences, not the actual level of crime involving young offenders. Third, it is believed that only a small portion of youth crime is actually reported to police.



- The *Youth Criminal Justice Act*, passed in February 2002, clearly states its primary purpose as the protection of society by preventing crime, imposing sentences that are appropriate and proportional, and by rehabilitating youth involved in criminal activities. The new *Act* became effective in April 2003, replacing the *Young Offenders Act, 1984*.
- National youth crime statistics showed that, in 2001, the overall youth charge rate (the number of youths charged per 1,000 population) was 41.4, of whom 18.2 were charged for property crimes, 13.8 for other Criminal Code offences, and 9.4 for violent crimes. Although the overall youth charge rate increased slightly in the past two years, the rate in 2001 still about 30% lower than that reported a decade ago.
- In 2002, 7,048 young persons (aged 12 to 17 years) in Toronto were charged for all types of Criminal Code offences, down 6% from 2001, and 11.2% from 1998. In comparison, adult crime increased 1.9% and 5.4% in the last year and past five years, respectively.
- Youths accounted for 14.9% of the total persons charged for Criminal Code offences, which is much larger than their 8.2% representation within the total population aged 12 and over. Over the past five years, the proportion of youth decreased for all major offence categories.
- The decrease in youths charged over the past five years was mainly due to the large decrease in number of youths charged for property crimes. There was a significant 24.0% decrease in youths charged for property crimes, and only a 2.3% decrease in youths charged for violent crimes.
- Non-sexual assault and robbery together constituted the bulk (93.0%) of the violent offences for which youths were charged. Over the past five years, the number of youths charged for minor assault slightly increased, while those charged for robbery and major assault decreased.
- In 2002, a total of 522 female youths were charged for violent offences, a 6.5% increase over the past five years, compared to a 4.7% decrease for their male counterparts. The participation of young females in violent crimes has increased and the gender gap has narrowed. The increasing involvement of females in criminal activities, particularly violent crimes, has raised concern, although the proportion of young females in total youths charged for violent crimes remains low (23.0%).
- The average age of youths charged under each of the major offence groups increased over the past five years, an indication that the increasing participation of younger youths in criminal activities noted in previous Scans may have discontinued.



- In 2002, an average 39.2 of every 1,000 young persons were charged for Criminal Code offences in Toronto, including 12.4 charged for violent crime, 13.9 for property crime, and 12.8 for other Criminal Code offences. The overall charge rate for youths is about double that for adults. These rates were lower than the rates seen five years ago.
- Male youths had a charge rate about 3 times higher than that of female youths. Changes in the charge rate differed between males and females. While female youths showed a larger decrease than male youths in the charge rate across most Criminal Code offence groups in 2002, the decreases over five years ago were much less than for their male counterparts.
- The total number of crimes occurring on school premises decreased 7.0% in 2002. Non-sexual assault remained the most frequent crime (27.4%), followed by theft (14.3%), uttering threats (10.4%), and mischief (8.8%). Over the past five years, crimes occurring on school premises decreased by only 0.6%.
- In 2002, a total of 415 youths were charged with drug-related offences, a decrease from 2001 (460) but an increase over 1998 (370). In terms of number charged per 1,000 youths, the 2002 rate of 2.3 persons was a decrease from 2001, and was about the same as in 1998.

IV. VICTIMISATION & GROUPS AT SPECIAL RISK

A continuing priority for the Toronto Police Service is not only to prevent victimisation to those individuals and groups most vulnerable to it, but also to address the concerns and fears of those most at risk and the public in general. Changing patterns of victimisation will have implications both for the deployment of police resources and for the types of services the police must provide

HIGHLIGHTS

- The number of victims of selected violent crimes decreased 4.7% between 2001 and 2002, from 36,145 to 34,431 victims.¹ Similarly, the rate of victimisation by violent crimes decreased 5.0%, from 13.9 victims per 1,000 population in 2001 to 13.2 per 1,000 in 2002.
- While the number of reported victimisations between 1998 and 2002 increased 4.5%, the rate of victimisation remained relatively unchanged (13.1 victims of violent crime per 1,000 population in 1998 and 13.2 in 2002).

¹ This chapter focuses on victimisation related to selected crimes of violence only – homicide, sexual assault, assault, and robbery.



- The rate of victimisation for both men and women decreased between 2001 and 2002, while the 2002 rates were similar to those seen in 1998. The rate of victimisation for men was higher than the rate for women in all years.
- Total criminal harassment (stalking) incidents reported to the Service increased 1.4% in 2002 over 2001 and 37.8% from 1998. Women were most commonly stalked by ex-boyfriends or by someone known by name.
- The greatest number of victims of the selected crimes of violence were aged 25-34 years. However, when the difference in the size of the population at each age was taken into account, those 12-17 years of age were found most likely to be victimised in each year.
- Those aged 12-17 years were more likely than any other age group to be victims of swarming in each of the past five years, with a 26.0% increase between 1998 and 2002. Robberies and assaults were the most likely violent crimes involved in all years for all age groups.
- The number of suspected child abuse offences reported to police increased between 2001 and 2002, and over the five year period between 1998 and 2002 (3.6% and 11.6%, respectively).
- The 7,131 family violence occurrences involving Criminal Code offences in 2002 were a 4.3% decrease over 2001, but a 26.3% increase over 1998.
- Spousal violence typically accounts for about two-thirds of all reported family violence occurrences in Toronto (65.3% in 2002). The 4,659 spousal violence occurrences involving Criminal Code offences in 2002 were a 3.1% decrease over 2001, but a 26.4% increase over 1998.
- There were 219 hate crimes reported in 2002, representing a 35.2% decrease from the 338 such crimes reported in 2001 and a 3.9% decrease over the 228 occurrences in 1998.
- Assault and robbery were the two violent crimes most frequently experienced by those in service occupations. In 2002, 5.3% of assault victims were Toronto Police Service officers, 3.3% were security guards, 0.6% were taxi drivers, and 0.7% were Toronto Transit Commission (TTC) employees. With regard to robbery in 2002, 1.6% of victims were delivery persons and 0.9% were taxi drivers.
- Requests to the Victim Services Program for support, information, and intervention increased by 26.3% in 2002 over 2001, and 51.5% over 1998.



V. TRAFFIC

Motor vehicles of all types have been a major factor associated with public safety and police activity. Traffic patterns and trends affect both the demand for and deployment of police resources. Traffic collisions, in addition to being a problem requiring police resources, also have an impact on the public's perception of safety. Concerns over traffic congestion and pedestrian safety in specific neighbourhoods are issues that the Police Service has to address with the community.

HIGHLIGHTS

- There were 71,760 reportable collisions in 2002, a 1.9% decrease from the 73,174 reportable collisions in 2001.
- The average time spent on property damage collisions in 2002 decreased by 7.6% to a total of 105.4 minutes per event.
- The average time spent on personal injury collisions in 2002 decreased by 3.0% to 230.3 minutes per event.
- In 2002, 97 people were killed in traffic collisions, a increase of 70.2% over the 57 killed in 2001 and a 10.2% increase from the 88 killed in 1998.
- In 2001, 281,732 *Highway Traffic Act* charges were laid, the lowest number in the previous five years. In 2002, the number of *HTA* charges increased 22.2%, to a total of 344,383 charges.

VI. CALLS FOR SERVICE

Knowing what types of calls for service are received and how the Service responds to those calls provide a foundation for decisions relating to the allocation of resources, including personnel, and to service delivery options and priorities to meet the needs of the communities served.

HIGHLIGHTS

- A trend of increase in calls for service was noted over the past five years.
- In 2002, more than half of the calls (54.0%) were received through the emergency line and the rest (46.0%) were received via the non-emergency line.



- Over the past five years, the number of calls received through the non-emergency line decreased slightly (0.7%), while calls received through the emergency line increased (21.6%).
- Less than half (45.8%) of the calls received were dispatched for police response, which was a decrease from 2001 (46.2%) and 1998 (48.3%).
- The number of dispatched calls in 2002 was a 1.9% and a 4.6% increase over 2001 and 1998, respectively, despite a decrease in proportion of the total number of calls.
- Response times for both emergency and non-emergency calls increased in recent years, with a similar proportion of calls meeting the recommended Service standards.

VII. URBAN TRENDS

The jurisdiction of the Toronto Police Service encompasses the largest urban area in Canada. Trends involving urban development, public and private service, transportation, recreation, the environment, and so on, affect the nature and frequency of the police services that are required. The solutions to urban problems will involve alliances among the public, private, and voluntary sectors. Protection of public safety will require co-ordinated efforts in planning and service delivery. These efforts may range in focus from environmental design to growth patterns in the municipality and service delivery methods.

HIGHLIGHTS

- Ridership on Toronto Transit Commission (TTC) vehicles (surface and subway) went down 1.1% between 2001 and 2002, from 419,993,000 to 415,539,000 riders.
- In 2002, there were 0.59 TTC-related crimes reported to the police per 100,000 riders, which equalled the number reported in both 2000 and 2001.
- Even though the number of visitors to Toronto declined in 2001 from 2000, visitor spending has increased steadily since 1997.
- The recent World Health Organisation (WHO) travel advisory, although now rescinded, warning against non-essential travel to Toronto as a response to Severe Acute Respiratory Syndrome (SARS) will have a significant impact on tourism and the City's economy.
- There was a 0.3% increase in events attended involving hazardous materials from 2001 to 2002. These events included natural gas leaks, explosions, and chemical hazards. In 2002, there were 1,142 such events, while in 2001 there were 1,139 events



VIII. POLICE RESOURCES

Changes in the nature and scope of police services needed and police services demanded require constant adjustment by this Service. These adjustments affect the composition and organisation of the personnel who deliver police service, how they are managed, and what their priorities will be. Further, because over 90% of the total Police Service budget is dedicated to human resources, changes in available financing have a direct and critical impact on this area. Human resources are central to the organisation and all external and internal trends impact, to some degree, on the recruitment, maintenance, and development of these resources.

HIGHLIGHTS

- As of December 31st, 2002, the total strength of the Toronto Police Service was 7,073 members. This was up 1.9% from the 6,938 members in 2001, but down 1.1% from the 7,155 members in 1993. Between 2001 and 2002, uniform strength increased 1.3%, from 5,264 to 5,334, while civilian strength increased 3.9%, from 1,674 to 1,739.
- Between 2001 and 2002, the number of officers per 100,000 population in Toronto decreased 3.4%, while the national average number of officers per 100,000 population increased 1.1%.
- During 2002, 52.8 non-traffic Criminal Code offences were reported per constable, a 0.8% decrease from the 53.2 reported in 2001 – the result of a decrease in the number of reported non-traffic Criminal Code offences and an increase in the number of constables.
- Analysis of age characteristics illustrates a significant increase in the proportion of officers 40 years of age and older and a comparable decrease in officers less than 30 years of age. The median age of uniform officers in December 2002 was 40 years.
- In 2002, 42.2% of uniform members had 20 or more years of service, and between 25 and 30 years service was the most frequent service level; the next most frequent service level was between 0 and 4 years due to the recent recruitment drive.
- The average age of primary response constables was 35.7 years as compared to 38.4 years for all constables. The average years of service for primary response constables was 9.8 years as compared to 13.6 years for all constables.
- The 322 total separations in 2002 – 191 retirements and 131 resignations – was a 32.4% decrease from the 476 separations in 2001.
- In 2002, 79.6% of officers were assigned to divisions or Operational Support units, down from 81.2% assigned in 2001 and the lowest level reported in the past ten years.



IX. TECHNOLOGY & POLICING

The significant number of computers in our society has brought the legal system and policing community challenges of new crimes and new ways to commit old ones. Computer crime has become one of the most publicised aspects of computer use and although computer crime is experiencing exponential growth, the various crimes associated with computers are difficult to evaluate or measure in terms of magnitude or frequency. Policing is experiencing a paradigm shift from tangible crime, to intangible crime. The ability to critically examine paradigms, how policing is viewed in the information era, is very much a part of the ability to accept change, both individually and organisationally. The way in which police respond to communities' dynamic technological demands now and how we evolve to continue meeting these challenges will demonstrate the extent to which Toronto Police Service is able to recognise and respond to the global paradigm shift.

HIGHLIGHTS

- The Toronto Police Service's Fraud Unit expects an increase in identity thefts in order to facilitate debit and credit card fraud.
- In 2002, the Service received \$2 million from the Provincial government to fund a 2-year pilot project, "Assisting and Preventing Child Victims of Sexual Abuse through Focussed Investigation of Child Pornography Cases".
- The Child Exploitation Section of the Toronto Police Service's Sex Crimes Unit, had four additional members assigned to investigate Internet child pornography, bringing its total strength to ten members.
- The Technical Support Section of Detective Services – Intelligence Support had two officers dedicated to forensic examination of computers and retrieval of evidence, and recently added an additional six officers.
- Most new operating systems, such as Windows XP, have built-in encryption, making commonplace what was once considered a sophisticated application.
- Personal Digital Assistants (PDAs) that transmit pictures or movies to the Internet or to another palm pilot by using a wireless Internet card. Cellular phones now also can take pictures or movies and transmit them in the same manner.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P167. RESPONSE TO REQUEST FOR REVIEW INTO THE CONDUCT OF
CHAIRMAN NORMAN GARDNER**

The Board was in receipt of the attached correspondence, dated JUNE 09, 2003, from Murray Chitra, Chair, Ontario Civilian Commission on Police Services, with regard to the Board's request for a review into the conduct of Chairman Norman Gardner.

Acting Chair Gloria Lindsay Luby advised the Board that, as required under section 14(1) of Ontario Regulation 421/97, as amended, Members of Police Services Boards – Code of Conduct, Mr. Gardner declined to exercise his duties as a member of the Board effective June 09, 2003.

Given that there are a number of areas where standing authority has been extended to the Chair and Vice-Chair, or their designates, to sign, authorize and approve recommendations such as, but not limited to, labour relations and human resources matters or approve financial expenditures, grants and applications, Acting Chair Lindsay Luby requested that the Board appoint one member to perform the functions that would normally be carried out by the Vice-Chair which would include, among others, the execution of all documents, including contracts, on behalf of the Board during the period Mr. Gardner is obliged to decline to exercise his duties as a member of the Board pursuant to the aforementioned Code of Conduct.

Mr. Allan Leach indicated his willingness to assist in this regard and that he would be available as required during this period of time.

The Board was also advised that the Terms of Reference that are being developed by OCCPS should be forwarded to the Board early the following week.

The Board received the correspondence from OCCPS and approved the appointment of Mr. Leach to perform the functions that would normally be carried out by the Vice-Chair.

Ontario Civilian Commission
on Police Services
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25 Grosvenor Street
Toronto ON M7A 1Y6

Commission civile des services
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Telephone: (416) 314-3004
Fax: (416) 314-0198

June 9, 2003

Gloria Lindsay Luby
Vice Chair
Toronto Police Services Board
40 College Street
Toronto, Ontario
M5G 2J3

Dear Ms. Lindsay Luby:

The Ontario Civilian Commission on Police Services is in receipt of your letter, dated June 6, 2003. It was tabled and discussed at the Commission's monthly meeting held Monday, June 9th.

By way of motion the Commission agreed to the request of the Toronto Police Services Board, that we conduct an investigation, pursuant to section 25 of the *Police Services Act* and section 15 of O.Reg. 421/97 into the conduct of Chair Norm Gardner.

The Commission is currently setting Terms of Reference. Once this information is finalized, a copy will be forwarded to the attention of the Board.

Section 14(1) of O.Reg. 421/97 states:

A board member whose conduct or performance is being investigated or inquired into by the Commission under section 25 of the Act or is the subject of a hearing before the Commission under that section shall decline to exercise his or her duties as a member of the board for the duration of the investigation or inquiry and hearing.

...2



Should you have any questions in this regard, please call Cathy Boxer-Byrd, Senior Advisor to the Commission at 416.314.3011 or Kent Laidlaw at 905.333.4357.

Yours truly,

A handwritten signature in cursive script that reads "Murray Chitra".

Murray W. Chitra
Chair



FOR IMMEDIATE RELEASE
June 9, 2003

ONTARIO CIVILIAN COMMISSION ON POLICE SERVICES

TORONTO – The Ontario Civilian Commission on Police Services (OCCPS) has received a request from the Toronto Police Services Board to conduct an investigation into the conduct of Chair Norm Gardner.

At its monthly meeting held today, the correspondence was tabled and discussed by the members of the Commission.

By way of motion the Commission agreed to the request of the Toronto Police Services Board, that we conduct an investigation, pursuant to section 25 of the Police *Services Act* and section 15 of O.Reg. 421197 into the conduct of Chair Gardner.

Section 14(1) of O.Reg. 421/97 states:

A board member whose conduct or performance is being investigated or inquired into by the Commission under section 25 of the Act or is the subject of a hearing before the Commission under that section shall decline to exercise his or her duties as a member of the board for the duration of the investigation or inquiry and hearing.

The investigation has commenced and, as such, Mr. Gardner is prohibited from participating in board business.

The Ontario Civilian Commission on Police Services will have no further comment until the conclusion of the investigation.

Cathy E. Boxer-Byrd'
Senior Advisor
Ontario Civilian Commission on Police Services



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

#P168. ADJUSTMENT TO THE HUMAN RESOURCES STRATEGY: 2003 - 2007

The Board was in receipt of the following report JUNE 04, 2003 from Julian Fantino, Chief of Police:

Subject: HUMAN RESOURCES STRATEGY: 2003 - 2007

Recommendation:

It is recommended that: the Board approve the following:

- (1) a net increase to the uniform deployment target from 5,255 to 5,260 to adjust for 11 additional positions approved in the 2003 Operating Budget and the civilianization of 6 uniform positions
- (2) an increase in the civilian establishment from 1,864 to 1,891 for 21 additional positions approved in the 2003 Operating Budget and the civilianization of the 6 uniform positions.

Background:

The Board at its meeting on November 21, 2002 (Minute No. P300) adopted the Human Resources Strategy for 2003 – 2007. As the experience for this year to April 30th has concluded, the present report is being submitted to advise the Board on revisions to the Strategy, taking into account the following considerations:

- City Council approval of the 2003 Operating Budget
- a decrease in the rate of uniform separations, apparently resulting from the retention pay provisions in the Uniform Collective Agreement
- the announcement by the Provincial Government of a Community Policing Partnerships program to provide funding for additional officers, and a revised hiring strategy pending the outcome of any application to participate in this program
- the Uniform Position Review
- the Civilian Staffing Review

UNIFORM STAFFING

Strength Target

The Strategy report adopted by the Board last November identified a deployed strength target of 5,255 uniform personnel, plus a number of positions proposed in the 2003 Operating Budget. City Council subsequently passed the Budget, granting approval for the addition of 11 positions for the Traffic Enforcement Safety Team.

The Uniform Position Review project has also been completed and is the subject of a separate report to the Board, dated April 3, 2003 (Board Minute No. P140/03 refers). This review recommends the civilianization of five uniform positions. A position in Community Programs was also subsequently identified for civilianization.

These staffing changes result in a net increase to the deployed strength target to 5,260.

Projected Separations

The original Strategy report projected 300 uniform separations for 2003. This estimate took into account the retention pay provisions in the Collective Agreement, which come into effect on July 1st, but it appears that they have had a greater impact on the separation rate than originally projected. These provisions provide a financial incentive for members who attain 8, 17, and 23 years of service. The improved retention of experienced personnel is a positive development for the Service, compared to the losses we have incurred in recent years. For example, by the end of April last year, a total of 62 officers had submitted their resignations, of which 30, or nearly half, had between 10 and 20 years of service. During the same period this year, we have lost a total of 23 officers through resignation, of whom only 5 had service between 10 and 20 years. Retirements have also declined, from a total of 161 "signed up" by this point last year, compared to 47 this year.

As a result of this trend, projected separations for this year have been reduced to a total of 140 and corresponding adjustments have been made to the projected separations and hires for the balance of the Strategy period.

Hiring

The Service has hired 108 new recruits since the beginning of the year, plus three lateral entries from other services and two re-hires.

The decline in our separations necessitated a review of our hiring program and a proposal to schedule 36 hires in September and 36 in late December to remain within our budget and strength target parameters. However, the Provincial Government announced on May 5th that it will make funding available to support the hiring of additional officers through its Community Policing Partnerships Program. As of the date of this report, the government has not released further details regarding this program, but it may be based on the same formula the government utilized for the Partnerships program in 1998. Under this arrangement, municipalities were

required to enter into a five year agreement with the province to share 50 per cent of the cost of hiring additional officers for community policing purposes. The Service is prepared to participate in this program, but this will require a commitment from the City to share the cost. Once that commitment has been received, the Service will prepare an application which will be submitted to the Board for review and approval. The hiring levels for the balance of this year will be maintained at 36 each for September and December, pending any changes which may result from the outcome of this process.

Deployment

The Human Resources Strategy for uniform personnel is based on a deployed model whereby new hires are counted as additions to the uniform strength not on their date of hire, but upon appointment as 4th Class Constables and assignment to police duties at a unit. This model conveys a more realistic indication of service support and our hiring requirements during the year. New recruits hired as cadets-in-training are counted as deployed when they have completed approximately five months of training and have been assigned to a unit. Lateral entries and re-hires receive about three weeks of orientation training and are counted as deployed upon assignment to a unit. As of April 30th, 150 officers have been deployed, including 145 cadets-in-training hired last August and deployed in January this year, and the three lateral entries and two re-hires hired and deployed in March. This brought our deployed strength total to 5,181 as of the end of April.

CIVILIAN STAFFING

Establishment

The civilian establishment and strength set out in the Human Resources Strategy refer to the permanent, full-time complement, exclusive of certain members who are budgeted for separately. These are members of the Parking Enforcement Unit; part-time personnel; and temporaries, other than those assigned to Corporate Information Services who have been hired pending implementation of e-COPS.

2003 Operating Budget

City Council's approval of the Service's 2003 Operating Budget Request included funding for the restoration of two positions to Quality Assurance. Also included was approval of 18 additional court officer positions and one senior court officer position in the base budget.

Civilian Staffing Review

The results of the Civilian Staffing Review have been submitted to the Board in a separate report, dated April 3, 2003 (Board Minute No. P140/03 refers). As noted in that report, the staffing changes recommended by the Review result in no net change to the overall civilian establishment.

e-COPS

The e-COPS project is still progressing. An update on this project and its impact on the establishment will be included in the report for the next Human Resources Strategy.

Civilianization

As noted above, six uniform positions are slated for civilianization, and these are expected to be phased in during the balance of this year.

New Establishment Total

The above-noted additions result in a new civilian establishment total of 1,891.

Separations and Hires

As of April 30th, 18 members signed up for retirement this year, nine resigned, two were reclassified to cadet-in-training, and one was reclassified to temporary clerk, for a total of 30 separations from the full-time strength. During this same period, there were 3 new hires, and 15 members were reclassified from part-time, temporary, and parking enforcement positions, to full-time positions, for a total of 18. Projected hiring to the end of the year includes filling the new positions added to the establishment.

Although civilian separations are somewhat below the level projected for the end of April, there does not appear to be a basis for revising the original year end projection at this time.

BUDGET IMPACT

The impact of these changes is incorporated into the actual experience and projections for the 2003 Operating Budget, as reflected in the Variance Reports to the Board.

Charts setting out these statistical changes to the Strategy are attached as Appendices “A” and “B”.

Mr. Frank Chen, Chief Administrative Officer, Corporate Support Command, will be in attendance to respond to any questions the Board may have.

The Board approved the foregoing.

UNIFORM STAFFING STRATEGY 2002 TO 2007

Month	2002					2003					2004				
	In-year	Changes	Totals		Variance to Deployed Target	In-year	Changes	Totals		Variance to Deployed Target	In-year	Changes	Totals		Variance to Deployed Target
	Separations	Deployed Officers	Deployed Target	Deployed Strength		Separations	Deployed Officers	Deployed Target	Deployed Strength		Separations	Deployed Officers	Deployed Target	Deployed Strength	
Start of year:			5,255	5,007	-248			5,255	5,093	-162			5,260	5,286	26
JAN	-72	1241	5,255	5,059	-196	-18	145	5,255	5,220	-35	-37		5,260	5,249	-11
FEB	34	7	5,255	5,032	-223	-15		5,255	5,205	-50	-38	36	5,260	5,247	-13
MAR	-46	1	5,255	4,987	-268	-18	5	5,255	5,192	-63	-31	14	5,260	5,230	-30
APR	-29		5,255	4,958	-297	-11		5,260	5,181	-79	-32		5,260	5,198	-62
MAY	-25	6	5,255	4,939	-316	-12	75	5,260	5,244	-16	-30	36	5,260	5,204	-56
JUN	-33	110	5,255	5,016	-239	-12	72	5,260	5,304	44	-31	72	5,260	5,245	-15
JUL	-21		5,255	4,995	-260	-12		5,260	5,292	32	-29	14	5,260	5,230	-30
AUG	-9		5,255	4,986	-269	-8		5,260	5,284	24	-20		5,260	5,210	-50
SEP	17		5,255	4,969	-286	-11	36	5,260	5,309	49	-25	72	5,260	5,257	-3
OCT	-11	160	5,255	5,118	-137	-8		5,260	5,301	41	-18	72	5,260	5,311	51
NOV	-15		5,255	5,103	-152	-7		5,260	5,294	34	-17	14	5,260	5,308	48
DEC	-10		5,255	5,093	-162	-8		5,260	5,286	26	-17		5,260	5,291	31
End of year:	-322	408	5,255	5,093	-162	-140	331	5,260	5,286	26	-325	330	5,260	5,291	31

year 2002

OMERS 77 Factor applies this year

Hiring

Cadet Hire	Dates
April	153
August	145
December	75
	<u>373</u>

Laterals

January	7
June	9
October	7
	<u>23</u>

Total Hires 396

year 2003

Est incrsd per 03 Budget

OMERS 79 Factor applies this year

Projected Hiring

Cadet Hire	Dates
January	72
April	36
May	0
September	36
December	36
	<u>180</u>

Laterals

March	5
	<u>5</u>

Total Hires 165

year 2004

Separations projected to increase as OMERS reduced factor program closes this year

OMERS 80 Factor applies this year

Projected Hiring

Cadet Hire	Dates
Jan	72
April	72
May	72
Aug	35
Sept	35
Dec	20
	<u>306</u>

Laterals

14 in Mar, July & Nov.

Total Hires 346

UNIFORM STAFFING STRATEGY 2002 TO 2007

Month	2005					2006					2007				
	In-year	Changes	Totals		Variance to Deployed Target	In-year	Changes	Totals		Variance to Deployed Target	In-year	Changes	Totals		Variance to Deployed Target
	Separations	Deployed Officers	Deployed Target	Deployed Strength		Separations	Deployed Officers	Deployed Target	Deployed Strength		Separations	Deployed Officers	Deployed Target	Deployed Strength	
Start of year:			5,260	5,291	31			5,260	5,260	.			5,260	5,260	.
JAN	-12	35	5,260	5,314	54	-12		5,260	5,248	-12	-12		5,260	5,248	-12
FEB	-12	35	5,260	5,337	77	-12		5,260	5,236	-24	-12		5,260	5,236	-24
MAR	-12		5,260	5,324	64	-12		5,260	5,224	-36	-12		5,260	5,224	-36
APR	-13	5	5,260	5,317	57	-13		5,260	5,211	-49	-13		5,260	5,211	-49
MAY	-12	20	5,260	5,325	65	-12	55	5,260	5,254	-6	-12	55	5,260	5,254	-6
JUN	-12		5,260	5,314	54	-12	10	5,260	5,252	-8	-12	10	5,260	5,252	-8
JUL	-11		5,260	5,304	44	-11		5,260	5,241	-19	-11		5,260	5,241	-19
AUG	-10		5,260	5,294	34	-10		5,260	5,231	-29	-10		5,260	5,231	-29
SEP	-10		5,260	5,284	24	-10	55	5,260	5,276	16	-10	55	5,260	5,276	16
OCT	-10		5,260	5,276	16	-10	10	5,260	5,276	16	-10	10	5,260	5,276	16
NOV	-8		5,260	5,268	8	-8		5,260	5,268	8	-8		5,260	5,268	8
DEC	-8		5,260	5,260	-	-8		5,260	5,260	-	-8		5,260	5,260	-
End of year:	-130	95	5,260	5,260	-	-130	130	5,260	5,260	-	-130	130	5,260	5,260	-

year 2005

OMERS 85 Factor applies this year

Projected Hiring

Cadet Hire Dates

December 55
~~55~~

Laterals

April 5
 October ~~5~~

Total Hires 60

year 2006

OMERS 85 Factor applies this year

Projected Hiring

Cadet Hire Dates

April 55
 December 55
~~110~~

Laterals

June 10
 October ~~10~~

Total Hires 130

year 2007

OMERS 85 Factor applies this year

Projected Hiring

Cadet Hire Dates

April 55
 December 55
~~110~~

Laterals

June 10
 October ~~10~~
 20

Total Hires 130

Prepared on May 28, 2003

CIVILIAN STAFFING STRATEGY 2002 TO 2007

Appendix B

Month	In-year changes		2002			In-year changes		2003			In-year changes		2004		
	Separations	Hires	Target	Totals	Variance to Target	Separations	Hires	Target	Totals	Variance to Target	Separations	Hires	Target	Totals	Variance to Target
			Establishment	Actual Strength				Establishment	Actual Strength				Establishment	Actual Strength	
Start of year:			1,864	1,682	-182			1,891	1,682	-209			1,891	1,709	-182
JAN	-13	30	1,864	1,699	-165	-7	2	1,891	1,677	-214	-4	4	1,891	1,709	-182
FEB	-13	14	1,864	1,700	-164	-2	2	1,891	1,677	-214	-12	12	1,891	1,709	-182
MAR	-5	1	1,864	1,696	-168	-4	11	1,891	1,684	-207	-6	6	1,891	1,709	-182
APR	-6	1	1,864	1,691	-173	-7	3	1,891	1,680	-211	-6	6	1,891	1,709	-182
MAY	-4	9	1,864	1,696	-168	-10	29	1,891	1,699	-192	-9	9	1,891	1,709	-182
JUN	-8	1	1,864	1,689	-175	-7	7	1,891	1,699	-192	-8	8	1,891	1,709	-182
JUL	-9	-	1,864	1,680	-184	-10	13	1,891	1,702	-189	-11	11	1,891	1,709	-182
AUG	-5	1	1,864	1,676	-188	-11	11	1,891	1,702	-189	-10	10	1,891	1,709	-182
SEP	-5	-	1,864	1,671	-193	-11	12	1,891	1,703	-188	-10	10	1,891	1,709	-182
OCT	-3	1	1,864	1,669	-195	-7	9	1,891	1,705	-186	-6	6	1,891	1,709	-182
NOV	-3	16	1,864	1,682	-182	-6	8	1,891	1,707	-184	-6	6	1,891	1,709	-182
DEC	-4	-	1,864	1,678	-186	-8	10	1,891	1,709	-182	-7	7	1,891	1,709	-182
End of year:	-78	74	1,864	1,682	-182	-90	117	1,891	1,709	-182	-95	95	1,891	1,709	-182

year 2002

year 2003

year 2004

OMERS 62 Factor applies this year

OMERS 64 Factor applies this year

OMERS 65 Factor applies this year

Est'ment incrsd by 27
 19 court officers hired in May
 2 Qual. Assrca to be filled in July
 6 civilian&d positions to be filled by year end

Prepared on May 28, 2003

CIVILIAN STAFFING STRATEGY 2002 TO 2007

Appendix B

Month	2005					2006					2007				
	In-year changes		Totals			In-year changes		Totals			In-year changes		Totals		
	Separations	Hires	Target Establish ment	Actual Strength	Variance to Target	Separations	Hires	Target Establish- ment	Actual Strength	Variance to Target	Separations	Hires	Target Establish- ment	Actual Strength	Variance to Target
Start of year:			1,891	1,709	-182			1,891	1,709	-182			1,891	1,709	-182
JAN	-4	4	1,891	1,709	-182	-4	4	1,891	1,709	-182	-4	4	1,891	1,709	-182
FEB	-9	9	1,891	1,709	-182	-9	9	1,891	1,709	-182	-9	9	1,891	1,709	-182
MAR	-5	5	1,891	1,709	-182	-5	5	1,891	1,709	-182	-5	5	1,891	1,709	-182
APR	-5	5	1,891	1,709	-182	-5	5	1,891	1,709	-182	-5	5	1,891	1,709	-182
MAY	-7	7	1,891	1,709	-182	-7	7	1,891	1,709	-182	-7	7	1,891	1,709	-182
JUN	-5	5	1,891	1,709	-182	-5	5	1,891	1,709	-182	-5	5	1,891	1,709	-182
JUL	-7	7	1,891	1,709	-182	-7	7	1,891	1,709	-182	-7	7	1,891	1,709	-182
AUG	-9	9	1,891	1,709	-182	-9	9	1,891	1,709	-182	-9	9	1,891	1,709	-182
SEP	-9	9	1,891	1,709	-182	-9	9	1,891	1,709	-182	-9	9	1,891	1,709	-182
OCT	-4	4	1,891	1,709	-182	-4	4	1,891	1,709	-182	-4	4	1,891	1,709	-182
NOV	-4	4	1,891	1,709	-182	-4	4	1,891	1,709	-182	-4	4	1,891	1,709	-182
DEC	-4	4	1,891	1,709	-182	-4	4	1,891	1,709	-182	-4	4	1,891	1,709	-182
End of year:	-72	72	1,891	1,709	-182	-72	72	1,891	1,709	-182	-72	72	1,891	1,709	-182

year 2005

year 2006

year 2007

OMERS 90 Factor applies this year

OMERS 90 Factor applies this year

OMERS 90 Factor applies this year

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P169. OCCURRENCE RE-ENGINEERING – PROJECT UPDATE &
EXTENSION OF TECHNICAL SERVICES**

The Board was in receipt of the following report MAY 21, 2003 from Julian Fantino, Chief of Police:

Subject: OCCURRENCE REENGINEERING - PROJECT UPDATE

Recommendation:

It is recommended that:

1. the Board receive the update on the Occurrence Reengineering (eCOPS) project and the proposed new implementation timelines, and;
2. the Board approve the extension of technical support services from the following companies for the deployment and post-implementation support of the Occurrence Re-engineering (eCOPS) application:

IBM Canada Ltd.	\$250,000 including taxes
Interactive Computer Software	\$40,000 including taxes
Montage.DMC	\$80,000 including taxes
Fujitsu Consulting	\$210,000 including taxes

Background:

This report will provide a “snapshot” of the current status of the project, including updated timelines for implementation, and budget status.

At its meeting on December 11, 2002 (Board Minute #P327/02 refers), the Board was advised that the eCOPS application would be delivered through four phases in 2003:

- Phase I (basic desktop functionality in Corporate Information Systems and the Alternate Response Unit): 2Q2003
- Phase II (Service-wide occurrences on the desktop): 3Q2003
- Phase III (Service-wide deployment of all desktop functionality): 4Q2003
- Phase IV (Mobile functionality): 4Q2003

Delivery to this schedule has been impeded by a number of severe technical problems. Delivering the eCOPS application is unlike purchasing and installing package software. Custom building an application of this size and complexity includes some amount of research and development activities. It also includes selecting the right technical environment and development tools. It means providing sufficient caliber of expertise in the environment and the toolset. eCOPS is a tremendously complex application.

When the application returns an unexpected result, the team needs to investigate whether it is the application program that has malfunctioned, whether the technical operating environment has a deficiency, whether the database has been set up incorrectly, or whether there is a combination of these that are causing the problems. Earlier this year, the team had to overcome a series of complicated problems that manifested themselves as unexplained results. The situation was serious enough to warrant escalation with IBM of a "global red alert - customer in trouble with production application". The IBM lab was called upon to provide senior levels of technical environment and database support. With their help the team managed to work through and around all of the major problem areas.

Delays to the project came as the team did its investigation of the issues; the team had to develop and test the fixes and workarounds, and then finish off those activities that had been suspended due to the problems. This caused a re-work of the delivery schedule. In addition, the eCOPS user groups insisted on being given more time to adequately test this very complex application and to design their new eCOPS-related processes. These user needs were built into the revised schedule.

Now complete in its development, the first major release of eCOPS is in its final testing stages. Though the Board has been previously told that this release would be delivered "in 2Q2003", the new delivery date is August, 2003. This release will build on the Unified Search functionality successfully delivered last year. It will provide all of the occurrence reporting functionality required. It will deliver the basic platform on which the remaining eCOPS components can be added. And finally, it will permit the Service to begin harvesting the business benefits desired from the eCOPS program.

Implementation Timelines:

The occurrence entry portion of eCOPS will undergo final testing by the development team up until early June. Two full Quality Assurance test cycles will be conducted between early June and mid-July. This will be followed by a User Acceptance test that will conclude by mid-August. The application will be readied for production and available to the initial user groups before the end of August.

Prior to a full Service-wide deployment in the fall, the desktop occurrence release will be pilot-tested at a single Division beginning in late September.

Beyond the desktop occurrence functionality, eCOPS has a number of other functions including case management functions and mobile eCOPS. The plan to deliver these modules is currently under review with a focus on advancing the business benefits as quickly as possible. For example, analysis is underway to verify how much of the business case can be obtained by delivering the mobile version of the eCOPS occurrence release. This will be assessed against the case preparation and case management modules to see which functions have more immediate impact on the business benefit.

The team will also look at the option of retaining for some interim period the current CIPS (Criminal Information Processing System) system for its arrest processing and case tracking functions. If a bridge from this legacy system to eCOPS can be delivered faster (than delivering the eCOPS equivalents) - and with minimal business process impacts - then this may be a quicker way to achieve the business benefits. This alternative is under review.

Once the analysis on deployment options is complete, alternatives and recommendations for delivery of the remaining eCOPS functions will be provided to the eCOPS Steering Committee for decision, and reported to the Board as an update. Work on Phases III and IV will commence as soon as possible thereafter, with final delivery dates to be determined and reported back to the Board. The summary of eCOPS milestones is as follows:

	View at last Board Letter (Minute #P327)	Current View
Phase I (basic desktop functionality in Corporate Information Systems and the Alternate Response Unit)	2Q2003	3Q2003
Phase II (Service-wide occurrences on the desktop)	3Q2003	4Q2003
Phase III (Service-wide deployment of all remaining desktop functionality – Arrests, Case Management, Warrants)	4Q2003	Pending analysis
Phase IV (Mobile functionality)	4Q2003	Pending analysis

Resource Requirements for Contractor Services:

The contract for the eCOPS Program Manager expires June 30, 2003. Due to the aforementioned delays, this resource is required for an additional six months for the following activities:

- management of the eCOPS Program Office, including eCOPS support, communication, project standards and plans, and relationship with other TPS initiatives;
- project management of the eCOPS project;
- planning for subsequent functionality deployment.

To provide this support, it is recommended that Fujitsu Consulting continues to be engaged for eCOPS Program Management.

At its meeting of Dec 11, 2002 (Minute #P327), the Board approved extensions of a number of technical contractors for various terms in 2003. These contract staff have provided excellent support to the project to date, and have sophisticated skill sets that are currently not available within the Service. With the extension of the testing and deployment timeframes, it is recommended that these contract resources continue to be engaged to ensure that the following activities are supported:

- QA user acceptance testing;
- training support;
- release deployment.

These contracts are as follows:

Company	Spent / Board Approved to date	Current Request	Total Vendor Commitment
IBM Canada Ltd	\$7,330,000	\$250,000	\$7,580,000
Interactive Computer Software	\$804,000	\$40,000	\$844,000
Montage.DMC	\$1,967,000	\$80,000	\$2,047,000
Fujitsu Consulting	\$441,500	\$210,000	\$651,500

Note: This does not represent total project spending, as other vendors have been used in the past.

The main elements comprising the need for additional 2003 funds are a result of the Program Manager extension and the impact of the project delays.

Funding Need	Description	Funding Requirement	Funds Allocated
eCOPS Program Manager	The eCOPS Program Manager is need to plan and oversee the delivery of the remaining eCOPS components, as well as other projects that are affected by eCOPS.	<ul style="list-style-type: none"> \$210,000 is needed to retain this contract resource until at least 2003-year end. 	\$210,000

Funding Need	Description	Funding Requirement	Funds Allocated
Impact of Project Delays	The technical impediments described within this report have caused unforeseen effort in problem resolution, requirement for additional user testing, and the need to extend contract development resources to ensure the project's successful completion.	<ul style="list-style-type: none"> Investigation and resolution of the technical problems required contractor effort worth \$118,600. Support for an additional month of user testing will require \$154,000. Continued use of contract resources for application support adds up to an additional \$97,400. 	\$370,000
TOTAL			\$580,000

These funds will adequately cover the completion of eCOPS Phases I and II. In addition, they will allow Phases III and IV to commence. Additional funding will be needed in 2004 to complete phases III and IV and also to provide any application support required. The amount of additional funding needed will be identified after a review of deployment options. Once this review is complete, the Board will be provided with another update and a request to approve the additional funds needed for Phases III and IV.

Summary of Funding for Professional Consulting Services and Software:

The eCOPS Project has been funded within the capital and operating budgets, as follows:

	Capital Budget	Operating Funds* (2000-2003)	Total
eCOPS budget	\$8,800,000	\$4,487,000	\$13,287,000
Actual expenditures / commitments	\$8,779,000	\$3,907,000	\$13,266,000
Projected expenditures		\$580,000**	

* includes salary gap usage, as well as approved operating budget impact from Capital (it is anticipated future years gapping will continue to be used to offset difficulties in attracting and retaining permanent staff)

** Amount being requested in this report

The Chief Administrative Officer has certified that funds are available in the 2003 Operating Budget for this service.

Workload Reduction

At its meeting of Dec 11, 2002 (Minute #P326), the Board was updated on the planned Service-wide staffing decreases:

CIS	Divisional Data Entry Clerks	Criminal Investigation Clerks	Total Planned Reduction
97	22	20	139*

* Note that of the 139 positions above, 71 have been back-filled with temporary staff over the past several years in preparation for the impending downsizing.

The approved 2003 budget identified a reduction of 84 staff in 2003, for a 2003 savings of \$1,040,000. Because of the schedule delay we will be unable to achieve this reduction in 2003. However, through business process changes in preparation for eCOPS, we are projecting a \$400,000 saving to year-end. This is equivalent to about eight full-time staff. Once the aforementioned analysis on deployment options for eCOPS is complete, we will be able to update the 2003 estimate on staff reductions.

Mr. Frank Chen, Chief Administrative Officer, Corporate Support Command, will be in attendance to respond to any questions the Board may have in regard to this matter.

Mr. Frank Chen, Chief Administrative Officer, and Mr. Larry Stinson, Director, Information Technology Services, were in attendance and responded to questions by the Board about this report.

cont...d

The Board inquired about the total estimated costs compared to the original budgeted costs. The Board was advised that the eCOPS project commenced in 1999 and, to-date, has a \$13.3 Million budget. This budgeted amount represents external spending only and does not include the costs related to the use of internal staff resources to the end of 2003. The internal salary costs are estimated to be \$1.6M raising the total projected costs to \$14.9M. It is estimated that the total actual costs will slightly exceed this amount.

The implementation of electronic occurrences has experienced a nine month delay from the original schedule which includes an additional deferral of three months since the Board was last updated on the progress of eCOPS at its December 11, 2002 meeting (Min. No. P327/02 refers).

The Board approved the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P170. SPECIAL CONSTABLES – APPOINTMENTS OF SPECIAL
CONSTABLES WITH THE UNIVERSITY OF TORONTO**

The Board was in receipt of the following report MAY 14, 2003 from Julian Fantino, Chief of Police:

Subject: APPOINTMENT OF SPECIAL CONSTABLES FOR THE UNIVERSITY OF
TORONTO POLICE (U of T Police)

Recommendation:

It is recommended that: the Board approve the appointments of the individuals listed in this report as special constables for the University of Toronto Police, subject to the approval of the Minister of Public Safety and Security.

Background:

Under Section 53 of the Police Services Act of Ontario, the Board is authorized to appoint special constables subject to the approval of the Minister of Public Safety and Security.

Pursuant to this authority, the Board entered into an agreement with the U of T Police for the administration of special constables. The special constables are appointed to enforce the Criminal Code and other federal and provincial legislation on U of T property within the City of Toronto (Board Minute 571/94, refers).

At its meeting on January 29, 1998, the Board approved that requests for appointment of special constables, who are not members of the Service, be forwarded to the Board with the Chief's recommendation, for the Board's consideration (Board Minute 41/98, refers).

The U of T Police has requested that the following individuals be appointed as special constables for a five-year term.

CAREW, Terry
SHERMAN, Shuaib
KIRKBY, Jason
WHITE, Terry
SINCLAIR, John

The agreement between the Board and the U of T Police requires that background investigations be conducted on individuals recommended for appointment as special constables. The Employment Unit completed background investigations on the individuals and there is nothing on file to preclude the individuals from becoming special constables.

In addition, the individuals have successfully cleared the character, reference and credit checks, as well as psychological assessments, conducted by the U of T Police. The effective date of the

appointments will be established once approval has been obtained from the Minister of Public Safety and Security.

It is therefore recommended that the Board approve the appointments of the individuals listed in this report as special constables for the University of Toronto Police, subject to the approval of the Minister of Public Safety and Security.

Deputy Chief Michael Boyd, Policing Support Command, will be in attendance to respond to any questions that the Board may have.

The Board approved the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P171. SPECIAL CONSTABLES – APPOINTMENTS OF SPECIAL
CONSTABLES WITH THE TORONTO COMMUNITY HOUSING
CORPORATION**

The Board was in receipt of the following report MAY 14, 2003 from Julian Fantino, Chief of Police:

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

Recommendation:

It is recommended that: the Board approve the appointments of the individuals listed in this report as special constables for the Toronto Community Housing Corporation, subject to the approval of the Minister of Public Safety and Security.

Background:

Under Section 53 of the Police Services Act of Ontario, the Board is authorized to appoint special constables subject to the approval of the Minister of Public Safety and Security.

Pursuant to this authority, the Board entered into an agreement with the former Metropolitan Toronto Housing Authority, now called the Toronto Community Housing Corporation (TCHC), for the administration of special constables (Board Minute 414/99, refers). The special constables are appointed to enforce the Criminal Code and other federal and provincial legislation on TCHC property within the City of Toronto.

At its meeting on January 29, 1998, the Board approved that requests for appointment of special constables, who are not members of the Service, be forwarded to the Board with the Chief's recommendation, for the Board's consideration (Board Minute 41/98, refers).

The TCHC has requested that the following individuals be appointed as special constables for a five-year term.

ANDREWS, Carl
DEANGELIS, Jason
DRYDEN, Roderick
DUNHAM, Jamie
ELLIOTT, Jim
FLYNN, Bryan
HENRY, William
ISMOND, Rick
JOHNSON, Stalin
LENNON, Radcliffe
PERIVOLARIS, Nikos

ROY, David
SATROHAN
SMITH, Jody
TOMCZYSZYN, Robert

The agreement between the Board and the TCHC requires that background investigations be conducted on individuals recommended for appointment as special constables. The Employment Unit completed background investigations on the aforementioned individuals and there is nothing on file to preclude the individuals from becoming special constables.

The TCHC advises that the candidates have met the TCHC hiring criteria and have successfully passed background checks and the special constable written examination. The effective date will be established once approval has been obtained from the Minister of Public Safety and Security.

It is therefore recommended that the Board approve the appointments of the individuals listed in this report as special constables for the Toronto Community Housing Corporation, subject to the approval of the Minister of Public Safety and Security.

Deputy Chief Michael Boyd, Policing Support Command, will be in attendance to respond to any questions that the Board may have.

The Board approved the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P172. SPECIAL CONSTABLES – TERMINATION OF STATUS FOR SPECIAL
CONSTABLES WITH THE TORONTO TRANSIT COMMISSION**

The Board was in receipt of the following report MAY 06, 2003 from Julian Fantino, Chief of Police:

Subject: TORONTO TRANSIT COMMISSION (TTC) – TERMINATION OF SPECIAL
CONSTABLE STATUS OF BARRY BERNARDO AND GREG ZYBALA

Recommendation:

It is recommended that:

- (1) the Board receive the notice advising that the Toronto Transit Commission (TTC) no longer requires special constable status for Barry Bernardo and Greg Zybala; and
- (2) that the Board notify the Minister of Public Safety and Security of these terminations.

Background:

At its meeting on January 29, 1998, the Board requested a report with the appropriate recommendations from the Chief of Police for the Board's consideration and approval to appoint persons as special constables, who are not employed by the Service (Board Minute 41/98, refers).

At its meeting on May 17, 2002, the Board approved a request to appoint Barry Bernardo as a special constable with the TTC (Board Minute P128/02, refers).

At its meeting on September 25, 2001, the Board approved a request to appoint Greg Zybala as a special constable with the TTC (Board Minute P246/01, refers).

Appended to this report is a letter dated April 16, 2003, from Ms. Terry Andrews, Chief Security Officer, TTC Corporate Security Department, advising of the death of Barry Bernardo. In addition, the letter advises that Greg Zybala resigned from the TTC on April 6, 2003.

It is therefore recommended that the Board receive the letter advising that the TTC no longer requires special constable status for Barry Bernardo and Greg Zybala and that the Board notify the Minister of Public Safety and Security of these terminations.

Deputy Chief Michael Boyd, Policing Support Command, will be in attendance to respond to any questions that Board members may have.

The Board approved the foregoing.



TORONTO TRANSIT COMMISSION



BETTY DISERO
CHAIR
SHERENE SHAW
VICE-CHAIR

BRIAN ASHTON
JOANNE FLINT
NORM KELLY
PETER LI PRETI
DAVID MILLER
HOWARD MOSCOE
DAVID SHINER
COMMISSIONERS

RICHARD C. DUCHARME
CHIEF GENERAL MANAGER
VINCENT RODO
GENERAL SECRETARY

April 16, 2003

Julian Fantino, Esq.
Chief of Police
Toronto Police Service
40 College Street
Toronto, Ontario
M5G 2J3

TORONTO POLICE SERVICE
OFFICE OF THE CHIEF OF POLICE
REGISTER # <u>1083 / 2003</u>
PROCESSED BY # <u>DS</u>
DATE <u>2003 / 04 / 23</u>

Dear Chief Fantino:

Please be advised that Toronto Transit Commission Transit Special Constables Barry Bernardo #30044 and Greg Zybala #30027 are no longer with the TTC's Corporate Security Department. Officer Bernardo passed away on April 1, 2003 and Officer Zybala resigned employment on April 6, 2003.

Accordingly, please advise the Board and the Solicitor General that Officers Bernardo and Zybala no longer require "Special Constable" status.

Any questions regarding this, please contact me at 416-393-3007

Sincerely,

Terry Andrews
Chief Security Officer
Corporate Security Department

28.13

Copy: TPS Staff Sergeant Gord Barrett
Nancy Butler

03 APR 23 7:19



RECYCLED PAPER

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P173. REQUEST FOR FUNDS: TORONTO POLICE CARIBANA FLOAT AND
CARIBANA CELEBRATIONS 2003**

The Board was in receipt of the following report JUNE 02, 2003 from Julian Fantino, Chief of Police:

Subject: REQUEST FOR FUNDING FOR THE TORONTO POLICE CARIBANA
FLOAT AND CARIBANA CELEBRATIONS 2003

Recommendation:

It is recommended that: the Board approve the expenditure from the Board's Special Fund of an amount not to exceed \$3,000.00, for expenses to be incurred for the refurbishing of the Toronto Police Service's Caribana float and for Caribana celebrations.

Background:

The Toronto Police Service began celebrating and participating in Caribana in 1991. In June 1991, the Police Services Board approved an expenditure of \$26,357.50, from the Special Fund, for the purpose of creating a Police display on a float that participated in the 1991 Caribana Parade (Board Minute P475/91, refers).

The Toronto Police Service's participation in Caribana serves to increase awareness of the contributions of the Black Community to Canadian culture. Additionally, it educates Service personnel and community members about the diversity within the Black community. The Service annually enters the Toronto Police Caribana float to join the many other beautiful and culturally diverse displays in the Caribana parade. The Toronto Police Caribana float provides a visual demonstration of police and community members working together in a spirit of co-operation.

The Annual Caribana Festival is one of the largest events held in Toronto and consistently attracts hundreds of thousands of people from many ethnic communities. In past years the Community Unity Alliance, an established umbrella organization of fourteen groups, has worked with the Toronto Police Service to promote community partnership. Members of the Community Unity Alliance have once again volunteered to assist the Service by refurbishing and decorating the Service's Caribana float.

The Service's Caribana float will be used at the following events: during the Mini Caribana Parade at Yorkgate Mall on Saturday, July 19, at the Service's Caribana Kick-off at Police Headquarters on Friday, August 1, and in the 36th Annual Caribana Cultural Parade on Saturday, August 2, 2003.

The following is a brief outline of the Board's past Caribana sponsorship:

- 1991 Caribana: purchased Caribana Float: \$26,357.50,(Board Minute P475/91, refers)
- 1994 Caribana: sponsored Caribana Float: \$5,000.00,(Board Minute P371/94, refers)
- 1995 Caribana: sponsored Caribana Float: \$5,000.00,(Board Minute P237/95, refers)
- 1998 Caribana: sponsored Caribana Float: \$7,500.00,(Board Minute P278/98, refers)
- 2000 Caribana: sponsored Caribana Float: \$8,000.00,(Board Minute P300/00, refers)
- 2002 Caribana: sponsored Caribana Float: \$2,000.00 (Board Minute P206/02, refers)

Caribana Budget 2002

Rental of sound equipment (Float)	\$1,500.00
Food and Refreshments	\$ 500.00
<hr/>	
Total Expenses	\$2,000.00

Although the amount of the funding request has increased from the previous year, half of the total amount requested for this year will be allocated to the refurbishing of the float. The refurbishing process will require the purchase of construction materials, such as plexi-board panels and paint, as well as refreshments for those community volunteers assisting with the refurbishing. The rest of the budget monies will be allocated to the Caribana Kick-off event at Police headquarters for cultural entertainment, food and refreshments.

The proposed budget for the 2003 Caribana float and celebration follows:

Caribana Budget 2003

Float decorating and refurbishing material (paint, plexi-board, panels, Styrofoam, glue, glitter, plastic...)	\$1,500.00
Entertainment (Caribbean Dance Group, and Musicians)	\$ 700.00
Food and Refreshments	\$ 800.00
<hr/>	
TOTAL	\$3,000.00

It is therefore recommended that the Board approve the expenditure from the Board's Special Fund of an amount not to exceed \$3,000.00, for expenses to be incurred for the refurbishing of the Toronto Police Service's Caribana float and for Caribana celebrations.

Deputy Chief Michael Boyd, Policing Support Command, will be in attendance to answer any questions that the Board members may have.

The Board approved the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P174. ANNUAL REPORT 2003 – AMENDMENTS TO TORONTO POLICE
SERVICE RULES**

The Board was in receipt of the following report MAY 08, 2003 from Julian Fantino, Chief of Police:

Subject: AMENDMENTS TO SERVICE RULES

Recommendation:

It is recommended that: the Board receive this report.

Background:

At its meeting dated June 24, 1999, the Board revised the reporting format for Rule changes as follows: (Board Minute #264/99 refers).

- (a) *Rule changes of a routine nature to be submitted to the Board on an annual basis in the month of April;*
- (b) *Rule changes of an emergent nature to be submitted to the Board as required.*

At its meeting of June 27, 2002, the Board recommended that: (Board Minute #P183/02 refers.)

The Chairman review all Toronto Police Services Board rules to identify those that fall within the Board's purview and that each such rule be re-written in the form of Board policy and forwarded to the Board for its approval. The Chief can then codify the remaining rules as he sees fit.

Although no amendments to Rules are required at this time, a Working Group chaired by the Executive Director of the Board Office, and comprised of members from the Board Office, City Legal, Executive Support and Corporate Planning is currently reviewing all the Rules and sorting them accordingly. This Review is progressing well and as changes to Rules are required, they will be submitted to the Board for approval accordingly.

Mr. Frank Chen, Chief Administrative Officer, Corporate Support Command, will be in attendance to answer questions from Board members.

The Board received the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P175. QUARTERLY REPORT: STATUS OF THE IMPLEMENTATION OF
“CIPS” ENHANCEMENTS RELATED TO STATISTICS ON COMPLETE
SEARCHES**

The Board was in receipt of the following report MAY 21, 2003 from Julian Fantino, Chief of Police:

Subject: QUARTERLY REPORT ON THE STATUS OF THE IMPLEMENTATION OF
"CIPS" ENHANCEMENTS RELATED TO THE GATHERING OF
STATISTICS FOR COMPLETE SEARCH

Recommendation:

It is recommended that: the Board receive this report.

Background:

At its meeting on 2000.12.14, the Board directed quarterly status reports (Board Minute P529 refers), as follows:

“THAT the Chief provide the Board with quarterly reports on the implementation of CIPS enhancements into the new Records Management System and advise the Board if the Service is unable to provide electronic gathering of statistics by the third quarter of 2001.”

CIPS (Criminal Information Processing System) is the computerized case preparation system used by the Service to record all arrest information and has been identified as the best medium for collecting data relating to complete searches.

Information Technology Services (ITS) advises that CIPS functionality will be incorporated into the Service’s new Records Management System called eCOPS (Enterprise Case and Occurrence Management System). eCOPS occurrences is targeted to commence rollout by the third quarter of 2003 and will take approximately 3 months to complete. Service wide rollout of eCOPS with full functionality is targeted to be completed by end of second quarter of 2004 and full data collection will be then available.

As an interim measure, pending the deployment of eCOPS, a complete search template has been added to the CIPS application. This template allows the Service to collect complete search statistics.

It is recommended that the Board receive this quarterly status report. Mr. Frank Chen, CAO-Policing, Corporate Support Command, will be in attendance to answer questions from Board members.

The Board received the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P176. TORONTO POLICE SERVICE – 2003 OPERATING BUDGET
VARIANCE AS AT APRIL 30, 2003**

The Board was in receipt of the following report MAY 30, 2003 from Julian Fantino, Chief of Police:

Subject: 2003 OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO
POLICE SERVICE AS AT APRIL 30, 2003

Recommendation:

It is recommended that:

- (1) the Board receive this report; and
- (2) the Board forward this report to the City Chief Financial Officer and Treasurer, and to the City Policy and Finance (P&F) Committee.

Background:

Toronto City Council, at its meeting held on February 24 to February 28 and March 3, 2003, approved the Toronto Police Service (TPS) Operating Budget at a net amount of \$634.6 million (M), which is the same amount as the revised budget approved by the Toronto Police Services Board at its meeting of February 20, 2003 (Board Minute # P36/03 refers). This represents an increase of 4.2% over the 2002 Net Operating Budget. The Council-approved budget provides sufficient funding to maintain current services. The budget also provides additional funding for the creation of a Strategic Traffic Enforcement Measures (STEM) Team in the amount of \$0.7M as well as funding for costs related to the 2002 to 2004 Toronto Police Association salary settlement.

2003 Operating Budget Variance

As at April 30, 2003, the Service is projecting a year-end shortfall of \$0.3M, which is \$0.2M less than reported last month.

STAFFING

A net shortfall of \$0.5M is projected for staffing costs to year-end, which is \$0.4M more than reported last month.

The Service has experienced a significant decrease in separations as compared to budget. Last month preliminary estimates indicated that uniform separations for 2003 would be 180 as compared to the original budget estimate of 300. Since then, the trend in retirements and resignations has slowed even further. Current projections indicate that year-end separations may only be as high as 140. This is a reduction of 40 from last month's projection, and creates an additional pressure of \$0.2M compared to last month. As at April 30, 2003, there were 62

separations, compared to 181 at the same point in time last year. As reported last month, the Service has already reduced recruit hiring from the budgeted 379 hires in 2003 to 185.

Premium pay expenditures are estimated to be \$0.3M over budget, which is \$0.2M more than reported last month. This increase is primarily due to overtime costs associated with recent large scale investigations.

On January 1, 2003 the Service commenced a one-year pilot of a new shift schedule in three divisions and one detective unit. In order to implement the new shift schedule Service-wide it must be supported by the Toronto Police Association and the Board. The implementation of the new schedule could have an impact on premium pay; however, no impact has been factored in the projection.

BENEFITS

No variance is projected.

NON-SALARIES

Non-salary accounts are projected to be under spent by \$0.2M, which is \$0.6M more favourable than reported last month. The province has recently mandated that all school board employees obtain a police reference check. As a result, the Service is projecting a onetime increase in revenue of \$0.4M. In addition, the Service has experienced an increase in demand for other services (e.g. clearance letters) and is projecting a \$0.2M variance for other revenues.

SUMMARY

As at April 30, 2003, the total Service projected year-end unfavourable variance is \$0.3M. The Service will continue to control costs and defer discretionary expenses where possible in an attempt to offset the above variance.

Mr. Frank Chen, Chief Administrative Officer, Corporate Support Command, will be in attendance to answer any questions the Board may have.

Chief Fantino advised the Board that as the result of the opening of Dundas Square at Yonge and Dundas Streets in No. 52 Division, a minimum of 64 police officers is required for each Special Event that is scheduled at that location. These are on-duty officers who are required primarily for traffic duties; additional officers may be required on a paid duty basis. Chief Fantino further advised that future variance reports will include specific details about the impact of the additional costs upon the 2003 operating budget associated with policing Dundas Square.

The Board received the foregoing and agreed to forward a copy to the City Chief Financial Officer and Treasurer and to the Policy and Finance Committee for information.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P177. TORONTO POLICE SERVICE – PARKING ENFORCEMENT UNIT –
2003 OPERATING BUDGET VARIANCE AS AT APRIL 30, 2003**

The Board was in receipt of the following report JUNE 04, 2003 from Julian Fantino, Chief of Police:

Subject: 2003 OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO
POLICE PARKING ENFORCEMENT UNIT AS AT APRIL 30, 2003

Recommendation:

It is recommended that:

- (1) the Board receive this report; and
- (2) the Board forward this report to the City Chief Financial Officer and Treasurer, and to the City Policy and Finance (P&F) Committee.

Background:

Toronto City Council, at its meeting held on February 24 to February 28 and March 3, 2003, approved the Parking Enforcement Operating Budget at a net amount of \$29.9 Million (M) which is the same amount approved by the Toronto Police Services Board at its meeting of November 21, 2002 (Board Minute # P313/02 refers). The Council-approved budget provides sufficient funding to maintain current services, fund the annualized impact of the staggered hire of 48 Parking Enforcement Officers during 2002 and also provides additional funding for the 2002 to 2004 Toronto Police Association salary settlement.

As at April 30, 2003 no variance is projected.

Salaries & Benefits

Attrition is in line with what was projected during the budget development process.

Parking Tag Revenue

Budgeted revenue from parking tags is \$70.6M, which includes annualized revenue of \$6.7M due to the additional 48 Parking Enforcement Officers hired during 2002. As of April 30, 2003 no variance is projected.

Deputy Chief Mike Boyd, Policing Support Command will be in attendance to answer any questions the Board may have.

The Board received the foregoing and agreed to forward a copy to the City Chief Financial Officer and Treasurer and to the Policy and Finance Committee for information.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P178. RESPONSE TO BOARD'S RECOMMENDATION FOR AMENDMENT
TO THE *POLICE SERVICES ACT* REGARDING SEARCHES OF
PERSONS**

The Board was in receipt of the attached correspondence, dated MAY 07, 2003, from The Honourable Robert Runciman, Minister of Public Safety and Security, in response to the Board's earlier recommendation for an amendment to the *Police Services Act* regarding searches of persons.

The Board indicated that it is of opinion that the current guidelines governing searches of persons are not clear enough and, in order to protect the safety of both police officers and persons in custody, there is still a need for very clear directions for police officers who are conducting searches of persons.

Chief Fantino advised the Board that he would provide the Board with a copy of a recent resolution by the Ontario Association of Chiefs of Police regarding searches of persons.

The Board received the attached correspondence and approved the following Motion:

THAT the Board send correspondence to the Minister of Public Safety and Security and request an opportunity to meet with him to discuss this matter further.

**Ministry of Public Safety
and Security**

Office of the Minister

25 Grosvenor Street
18th Floor
Toronto ON M7A 1 Y6
Tel: 416-325-0408
Fax: 416-325-6067

**Ministère de la Sécurité
et de la Sécurité publique**

Bureau du ministre

25, rue Grosvenor
18^e étage
Toronto ON M7A 1 Y6
Tél.: 416-325-0408
Télééc.: 416-325-6067



CM02-04022

MAY 07 2003

Mr. Norman Gardner
Chairman
Toronto Police Services Board
40 College Street
Toronto ON M5G 2J3

Dear Mr. G&: *Norm*

Thank you for your letter regarding the Toronto Police Services Board's request for legislation governing searches of persons. I welcome the opportunity to respond.

The ministry currently has a regulatory framework in place to address the search of persons by police. As mentioned in my previous letter, the Adequacy and Effectiveness of Police *Services* Regulation requires a police services board to have a policy on personal searches. In addition, the chief of police is required to establish procedures and processes regarding personal searches. The ministry also released a guideline in February 2001 to support police services with implementation of this regulation.

Our government places public safety as a top priority. Under the existing framework, police have broad powers to search individuals relating to arrest and detention. As part of the development of both the Adequacy *Regulation* and Search of Persons guideline, the ministry initiated a review of police practices, in the area of search of persons, and consulted extensively with stakeholders. While I have noted your concerns with respect to the recent Supreme Court ruling in *R. v. Golden*, the government is not planning to undertake further legislative changes at the present time.

I trust this information is of assistance to you. Again, I thank you for sharing your concerns.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Runciman".

Robert W. Runciman, MPP
Leeds-Grenville
Minister

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**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P179. RESPONSE TO BOARD'S RECOMMENDATION TO AMEND THE
CURRENT COMPLAINTS SYSTEM TO CREATE A MORE
INDEPENDENT CIVILIAN-ORIENTED COMPLAINTS SYSTEM**

The Board was in receipt of the attached correspondence, dated MAY 08, 2003, from The Honourable Robert Runciman, Minister of Public Safety and Security, in response to the Board's earlier recommendation to amend the current complaints system to create a more independent civilian-oriented complaints system.

The Board received the foregoing correspondence and agreed to forward a copy to the Board/Service Race Relations Joint Working Group for information.

Ministry of Public Safety
and Security

Office of the Minister

25 Grosvenor Street
18th Floor
Toronto ON M7A 1 Y6
Tel 4 16 325 0408
Fax: 4 16 325 6067

Ministère de la Sûreté
et de la Sécurité publique

Bureau du ministre

25 rue Grosvenor
18^e étage
Toronto ON M7A 1 Y6
Tel 416 3 2 5 0408
Télec.: 4 16 325 6067



CM03-01527

MAY 08 2003

Ms. Gloria Lindsay Luby
Acting Chair
Toronto Police Services Board
40 College Street
Toronto ON M5G 2J3

Dear Ms. Luby:

A handwritten signature in black ink that reads "Gloria".

Thank you for your letter of March 18, 2003, and attachments that include the report, Performance Audit – The Public Complaints Process, Toronto Police Service.

I would like to take this opportunity to acknowledge the thoroughness of the report and the broad consultation undertaken. Having experienced first hand the restructuring of the provincial complaints process, I can truly appreciate the effort behind this report.

The processing of public complaints against police is both complex and controversial, as the auditor no doubt discovered. The current public complaints system is a vast **improvement** over the previous process. The current system resulted from extensive stakeholder input and a 1997 amendment to the Police Services *Act* (PSA). We replaced a patchwork of overlapping agencies with a single, streamlined process that includes **accountability**. The Ontario Civilian Commission on Police Services (OCCPS), an independent civilian agency, oversees the process. We also made focal police chiefs responsible for reacting to complaints and accountable to focal civilian police services boards for the decisions they make. The amendments to the PSA merged separate public complaints and internal police discipline systems into a more accessible, easily understood and responsive process.

Nevertheless, on November 25, 2002, I agreed to review the police complaints system to see if it could be made even more independent and accessible. Since then, this ministry has *moved forward* to confirm our public policy against racism. We began the review of the public complaint system and appointed Sylvia Hudson as Vice-Chair, Outreach, on the OCCPS board. A former police officer in Jamaica, and a past member of the Toronto Police Services Board, Ms. Hudson is responsible for expanding the OCCPS education and outreach program to ensure visible minorities are aware of the complaints process and how it works.

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| | |

Ms. Gloria Lindsay Luby
Page two

To make information easily available, the OCCPS recently launched its own web site, at www.occps.ca. Further, we are looking into relocating the OCCPS into a building with "walk-in" accessibility for the general public.

This ministry also reviewed the training curriculum for Ontario's police officers and concluded that they are adequately trained with respect to anti-racism initiatives and bias behaviour. In addition, we established in 1998 a Constable Selection System that assists police services in ensuring a bias-free hiring process for front-line officers.

Again, thank you for sharing the auditor's report with the ministry. I will forward a copy of it to Mr. Murray Chitra, Chair of the OCCPS, for distribution to Ms. Hudson and her staff.

Sincerely,



Robert W. Runciman, MPP
Leeds-Grenville
Minister

c: Mr. Murray Chitra, Chair
Ontario Civilian Commission on Police Services



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

#P180. LETTER OF APPRECIATION

The Board was in receipt of the attached correspondence, dated MAY 28, 2003, from Deputy Chief Steven Reesor, Toronto Police Service – Chair, 2003 United Way Campaign, with regard to the 2003 Toronto Police Service United Way Campaign.

The Board received the foregoing.



Toronto Police Service

40 College Street, Toronto, Ontario, Canada. M5G 2J3
(416) 808-2222 FAX (416) 808-8202
Website: www.TorontoPolice.on.ca



Julian Fantino
Chief of Police

File Number:

May 28, 2003

Mr. Norman Gardner
Chairman
Toronto Police Services Board
40 College Street
Toronto, Ontario
M5G 2J3



Dear Mr. Gardner:

Thank you for your encouragement and support at the Toronto Police Service United Way Annual Stationary Bicycle Race that was held on April 16, 2003.

We are pleased that we accomplished our goal, had some friendly competitive fun and at the same time raised \$9,800.00 that will go towards supporting the needy in our community.

We strengthened our partnership with various organizations. By working together for a common goal, we were able to assist those unfortunate people in our communities who are in need of our services.

On behalf of the 2003 Toronto Police Service United Way Campaign Committee, thank you once again for your participation. Remember *without you, there would be no way!*

Sincerely,

St&en Reesor
Deputy Chief of Police
Chair, 2003 United Way Committee

To Serve and Protect • Working with the Community

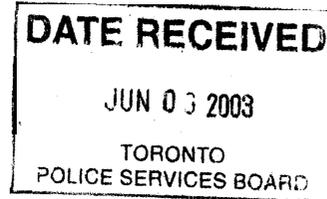


**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

#P181. LETTER OF APPRECIATION

The Board was in receipt of the attached correspondence, dated MAY 27, 2003, from Karen R. Mock, Executive Director, Canadian Race Relations Foundation, with regard to the Canadian Race Relations Foundation's Award of Excellence Gala Dinner.

The Board received the foregoing.



May 27, 2003

Toronto Police Services Board
c/o Mr. Norman Gardner
40 College Street
Toronto, ON M5G 2J3

Dear Mr. ^{Norm}Gardner,

On behalf of the Board of Directors of the Canadian Race Relations Foundation, I would like to thank you most sincerely for your generous support of the CRRF's inaugural "Award of Excellence Gala Dinner" held on March 27, 2003.

Over 600 people attended the Gala to join the Canadian Race Relations Foundation in paying tribute to its founding chair, the Honourable Lincoln Alexander, as he received the first CRRF Award for Lifetime Achievement. Everyone who attended seemed truly inspired by this man of vision whose drive and determination to achieve excellence has made him such a respected individual by so many Canadians.

Your participation in this milestone event in the history of the CRRF has contributed towards the development of the Canadian Race Relations Education and Training Centre, as a lasting legacy to 'Linc'. This program will enable us to develop and deliver educational programs and materials more effectively in both the public and private sectors, in the interest of equality and social justice for all, in keeping with our mandate and with Lincoln Alexander's vision for Canada.

Please do not hesitate to contact me if I can provide any further assistance with regards to the CRRF and its activities. In the meantime, thank you once again for your support of our Award of Excellence Gala Dinner. I look forward to welcoming you again to future events.

Yours sincerely,

Karen R. Mock, Ph.D., C. Psych.
Executive Director

Encl.

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**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P182. REQUEST FOR EXTENSION OF TIME TO SUBMIT REPORT:
TORONTO POLICE PROFESSIONAL STANDARDS 2002 ANNUAL
REPORT**

The Board was in receipt of the following report MAY 27, 2003 from Julian Fantino, Chief of Police:

Subject: REQUEST FOR A THREE-MONTH EXTENTION TO SUBMIT THE
TORONTO POLICE PROFESSIONAL STANDARDS 2002 ANNUAL REPORT

Recommendation:

It is recommended that: the Board approve a request for a three-month extension to submit the *Toronto Police Service Professional Standards 2002 Annual Report*.

Background:

At its meeting of June 13, 1996, the Board approved the replacement of all previously submitted Professional Standards reports with the *Toronto Police Service Professional Standards Report*, to be submitted, on a semi-annual basis, to the May and November Board Meetings (Board Minute No. 199/96 refers).

The compilation of the *Toronto Police Service Professional Standards Report*, and in particular the development of comparable statistics, research and analysis of the Professional Standards data, is labour intensive and requires specific skills. Unfortunately, the additional workload on Professional Standards personnel, specifically the restructuring of the Professional Standard area and the dedicated focus on the implementation of the IAPro Professional Standards Information System (PSIS) has caused a delay in the preparation of this report.

Therefore, it is recommended that the Board approve the three-month extension required to complete the *Toronto Police Service Professional Standards 2002 Annual Report*. The report will be submitted to the Board for information at its meeting scheduled for August 14, 2003.

Staff Superintend David Dicks, Professional Standards will be in attendance to answer questions from Board members.

The Board approved the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

**#P183. REQUEST FOR EXTENSION OF TIME TO SUBMIT REPORT:
TORONTO POLICE SERVICE PROCEDURES THAT IMPLEMENT
ADEQUACY STANDARDS REGULATION POLICIES**

The Board was in receipt of the following report JUNE 02, 2003 from Julian Fantino, Chief of Police:

Subject: REQUEST FOR TIME EXTENSION TO SUBMIT PROCEDURES
REGARDING ADEQUACY STANDARDS REGULATION – POLICE
SERVICES BOARD POLICIES

Recommendation:

It is recommended that: the Board approve the request for a four-month extension to submit the Service Procedures that implement Adequacy Standards Regulation Policies: LE-045, Suspect Apprehension Pursuits and LE-046, Sex Offender Registry. This extension will also permit the creation of an updated Service Procedure Index, which the Board has also requested.

Background:

At its meeting of March 27, 2003, (Board Minute #P80/03 refers), the Board approved the aforementioned Adequacy Standards Regulation Policies. The Board also requested that the Chief of Police provide the Board with the Service Procedures that implement the aforementioned policies and an updated Service Procedure Index be created to address these policies.

Corporate Planning, in co-operation with several Service Units is currently conducting research into this matter. It is estimated that this research will take several months, at the completion of which, the report and corresponding Procedures will be ready for the Board meeting scheduled for October 16, 2003.

Therefore, it is recommended that the Board approve the request for a four-month extension to submit the Service Procedures that implement these Adequacy Standards Regulation Policies and an updated Service Procedure Index.

Mr. Frank Chen, Chief Administrative Officer, Corporate Support Command will be in attendance to answer any questions that may arise.

The Board approved the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JULY 18, 2003**

#P184. CORRESPONDENCE

The Board was in receipt of a summary of the public correspondence received in the Board office between May 6, 2003 and June 3, 2003. A copy of the summary is on file in the Board office.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

#P185. 11.5 HOUR SHIFT SCHEDULE PILOT PROJECT

The Board was in receipt of the following report JUNE 17, 2003 from Maria Ciani, Manager, Labour Relations:

Subject: 11.5 HOUR SHIFT SCHEDULE PILOT PROJECT

Recommendation:

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

Background:

During the last round of negotiations between the Toronto Police Services Board and the Toronto Police Association, an agreement was reached to conduct a pilot project on a new shift schedule. This was approved by the Board as part of the overall negotiated package at its special in-camera meeting on July 12, 2002 (Min. No. C141/02 refers). The pilot was to be conducted in three divisions, namely 23 Division, 42 Division and 55 Division and Forensic Identification Services. The new pilot shift schedule commenced on January 1, 2003. As per the contractual agreement between the Board and the Association, members were required to vote for either acceptance or rejection of this pilot by no later than June 30, 2003.

The Association sent ballots to 709 members in the above noted divisions and unit in early June, 2003. The returned ballots were counted on June 16, 2003. The results indicated that 562 members responded with 183 voting in favour of the pilot and 379 rejecting the pilot.

In view of the above noted results, and pursuant to the agreement with the Board and the Toronto Police Association, members in this pilot will be returned to their previous shift schedules effective a date to be negotiated with the Association.

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

The Board approved the following Motion:

THAT the Board receive the foregoing and request Chief Fantino to provide a report on any future financial or operational implications upon the Service as the result of returning to the previous shift schedules as assigned.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 19, 2003**

#P186. ADJOURNMENT

Gloria Lindsay Luby
Acting Chair