



The following *draft* Minutes of the meeting of the Toronto Police Services Board held on March 23, 2006 are subject to adoption at its next regularly scheduled meeting.

The Minutes of the Regular Meeting held on February 15, 2006 and the Special Meeting held on February 20, 2006 previously circulated in draft form were approved by the Toronto Police Service Board at its meeting held on March 23, 2006.

MINUTES OF THE PUBLIC MEETING of the Toronto Police Services Board held on **MARCH 23, 2006** at 1:30 PM in the Auditorium, 40 College Street, Toronto, Ontario.

PRESENT:

Dr. Alok Mukherjee, Chair
Ms. Pam McConnell, Councillor & Vice-Chair
Ms. Judi Cohen, Member
Mr. John Fillion, Councillor & Member
Mr. Hamlin Grange, Member

ABSENT:

The Honourable Hugh Locke, Q.C., Member
Mr. David Miller, Mayor & Member

ALSO PRESENT:

Mr. Kim Derry, Acting Chief of Police
Mr. Albert Cohen, City of Toronto - Legal Services Division
Ms. Deirdre Williams, Board Administrator

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P74. INTRODUCTIONS

Superintendent Robert Clarke introduced the following members of the Toronto Police Service who were recently promoted by the Toronto Police Services Board:

Staff Sergeant Joanne Verbeek
Sergeant Charles Alexander
Sergeant Paul Bainard
Sergeant Janice Blakeley
Sergeant Jim Browne
Sergeant Tam Bui
Sergeant Herbert Burkholder
Sergeant Shawn Burry
Sergeant Myron Chudoba
Sergeant Harold Chow
Sergeant Kevin Ferris
Sergeant John Fisher
Sergeant Albert Flis
Sergeant Ted Fritz
Sergeant Caroline Glen
Sergeant Doug Hart
Sergeant Deborah Hartford
Sergeant Shane Hill
Sergeant Thomas Jennings
Sergeant Jennifer Johnson
Sergeant Wayne Lakey
Sergeant Richard MacCheyne
Sergeant Anne MacDonald
Sergeant Bernard MacDonald
Sergeant Brian Maslowski
Sergeant Matthew Mungal
Sergeant Gregory Myers
Sergeant Terry Ng
Sergeant Richard Petrie
Sergeant Michael Puterbaugh
Sergeant Gail Regan
Sergeant Lawrence Smith
Sergeant Deborah Sova
Sergeant Dave Stirling
Sergeant Chris Suongas

Sergeant Allan Thompson
Sergeant Nunziato Tramontozzi
Sergeant Mary Vruna
Sergeant Jason Waters
Sergeant Paul Worden

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P75. OUTSTANDING & PENDING REPORTS - PUBLIC

The Board was in receipt of the following report March 07, 2006 from Alok Mukherjee, Chair:

Subject: OUTSTANDING & PENDING REPORTS - PUBLIC

Recommendations:

It is recommended that:

- (1) the Board receive the attached list of pending and outstanding public reports; and
- (2) the Board provide direction with respect to the reports noted as outstanding.

Background:

At its meeting held on March 27, 2000 the Board agreed that the Chair would be responsible for providing the Board with a list of the public reports which had previously been requested but which had not been submitted and were, therefore, considered as "outstanding". The Board further agreed that when outstanding reports were identified, the Chair would provide this list to the Board for review at each regularly scheduled meeting (Min. No. C70/00 refers).

I have attached a copy of the current list of all pending and outstanding public reports required from both the Chief of Police and representatives from various departments of the City of Toronto.

A review of this list indicates that there are outstanding reports; these reports are emphasized in bold ink in the attachment.

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

THAT the Board authorize the Chair to meet with Board staff to identify new dates for the reports that are expected from the Chair of the Board and recommend, if necessary, that any reports that are no longer required be removed from the list by Board at its next meeting.

A copy of the current list of pending and outstanding reports 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 MARCH 23, 2006**

#P76. DOMESTIC VIOLENCE AGAINST WOMEN

Ms. Anna Willats was in attendance and made a deputation to the Board on behalf of a number of women's anti-violence groups and labour union representatives, including: the Ontario Federation of Labour; the Assaulted Women's and Children's Counsellor/Advocate Program at George Brown College; and Nellie's Shelter for Women. A written copy of Ms. Willats' deputation is on file in the Board office.

Ms. Willats reiterated the need to ensure that violence against women, particularly domestic violence, is considered a priority by the Toronto Police Service. Ms. Willats introduced Ms. Wyann Ruso and described to the Board an incident that occurred in November 2004 in which Ms. Ruso was attacked by her husband. Ms. Ruso participated in the deputation and provided her comments to the Board about the 2004 incident. Ms. Ruso asked the Board to release the results of the internal investigation that was conducted by police into the circumstances that took place after she went to police to report her concerns about her husband in the morning of the day that she was later attacked.

The Board received the deputations and approved the following Motion:

- 1. THAT the Chief of Police provide the Board with a complete report at its April 24, 2006 meeting on the internal investigation into the circumstances that took place prior to the attack on Ms. Ruso including "lessons learned" and the changes that have been implemented by the Service as a result of this matter; and**
- 2. THAT, following the receipt of the report noted in Motion No. 1, the Board review it to determine if it, or any portions of it, can be released publicly by the Board.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P77. SEARCH OF PERSONS PROCEDURE – EXCERPTS FROM THE
PROCEDURE**

The Board was in receipt of the following report February 27, 2006 from William Blair, Chief of Police:

Subject: SEARCH OF PERSONS PROCEDURE (01-02) – EXCERPTS FROM THE
PROCEDURE

Recommendation:

It is recommended that the Board receive the following report.

Background:

As a result of a request from the Board, the Toronto Police Service released extracts from the “Search of Persons” Procedure 01-02 (Board Minute #P288/05 refers). Subsequently, the Board requested that Chief Blair conduct a further review to determine whether there were additional portions of the Procedure that could be released publicly (Board Minute #P317/05 refers).

Response:

Upon further review, and as a result of a Freedom of Information request, the Service has released further extracts from the “Search of Persons Procedure” 01-02. Appendix “A” is a copy of the previously released extracts that now contain additionally released sections that have been shaded for ease of reference.

It is recommended that the Board receive this report.

Deputy Chief Jane Dick, Executive Command, will be in attendance to answer any questions that may arise.

The Board was also in receipt of the following:

- **written submissions, dated February 19, 2006 and March 16, 2006, from John Sewell, Toronto Police Accountability Coalition; copies on file in the Board office.**

The Board referred the foregoing report and Mr. Sewell’s written submissions to Chair Mukherjee along with a request that he review the Search of Persons Procedure in conjunction with the recommendations contained in Mr. Sewell’s written submissions. The Board also requested that Chair Mukherjee provide a final report on this matter to the Board following his review.

Level 2 Search

means a more thorough search that may include the removal of clothing which does not expose a persons undergarments or the areas of the body normally covered by undergarments. The removal of clothing such as belts, footwear, socks, shoes, sweaters, extra layers of clothing, or the shirt of a male would all be included in a Level 2 search.

A Level 2 search would normally be conducted in a location that provides some degree of privacy, such as a police facility or other safe surrounding.

A Level 2 search has commonly been referred to as a "general search".

Level 3 Search

means a search that includes the removal of some or all of a person's clothing and a visual inspection of the body. More specifically, a Level 3 search involves the removal of clothing that fully exposes the undergarments or an area of the body normally covered by undergarments. (genitalia, buttocks, women's breasts)

***NOTE:** The mere fact that portions of a person's body normally covered by undergarments are exposed because of the way the person was dressed when taken into custody does not constitute a Level 3 search, if the removal of such clothing was not caused by the police. (i.e. the arrest of a naked person does not in itself constitute a Level 3 search.)*

Due to the high degree of intrusiveness of this type of search, it shall only be conducted when it is reasonable and necessary, considering the purpose and the grounds that exist at the time, which justify the search.

A Level 3 search is equivalent to the term "strip search" used by the courts and other government agencies.

Procedure

Searches of persons shall be conducted keeping in mind that the safety of Service members, the person being searched, and the public, is paramount. All searches of the person should be conducted thoroughly and in a methodical manner. Searches of the person shall not be conducted in an abusive fashion or be conducted to intimidate, ridicule or induce admissions.

Peace officers shall not use any more force than is necessary and reasonable under the circumstances to conduct a search.

All searches of the person shall be conducted by police officers of the same sex unless circumstances make it impractical to do so, having regard to the immediate risk of injury, escape, or the destruction of evidence.

Grounds for Searching a Person

For a search to be lawful it must be reasonable and justified given all the circumstances, and it must be conducted for a valid reason.

Search of a person without Warrant is *prima facie* unreasonable under s.8 of the Charter. The onus is on the officer conducting a search to demonstrate that the search is justified in law, necessary and reasonable. Searches conducted simply as a matter of routine or *standard procedure* are not justified in law. However, for safety reasons, except in extenuating circumstances, all persons under arrest must be searched prior to being placed in a police vehicle, prior to being brought into a police station, and prior to being placed in a police cell.

Stronger grounds are required as the level of intrusiveness of a search increases. The decision as to the appropriate level of search rests with the searching officer. The more intrusive the search the more justification is required, and officers must be able to articulate the need for the more intrusive search. (See Appendix B)

Search Authorities

A police officer may search a person

- with a person's consent
- when authorized by statute
- after an arrest has been made (common law - incident to an arrest)

Consent Search

Consent search generally applies to persons who are not under arrest. A police officer must be able to demonstrate that consent for a search was informed and freely given. A person giving consent for a search must understand the possible consequences of the search prior to giving consent. A consent search, in most instances, should not be used where other lawful authority exists.

Search Authorized by Statute

Specific statutes contain search provisions that can be used when circumstances warrant. The related statute should be referred to prior to conducting such searches; for example: the Criminal Code, the Controlled Drugs and Substances Act, and the Liquor Licence Act.

Search Incident to Arrest

The right to search as an incident to a lawful arrest is found in Common Law, and has been upheld by the Supreme Court, as long as the search is conducted for a valid objective and is not conducted in an abusive fashion. (Cloutier, 1990)

As an incident to arrest a police officer may search for

- weapons
- anything that could cause injury (including drugs and alcohol)
- anything that could assist in a person's escape
- evidence

Recording Searches

Full details of **all** searches shall be recorded in the memorandum book including the grounds for the level of search conducted. A TPS 101 shall be submitted for all Level 3 and Level 4 searches.

5. When a Level 3 search is deemed necessary, the searching officers shall

- consult with the OIC and advise of the grounds and circumstances
- search the person in a private area and ensure the search is not videotaped
- be of the same sex as the person being searched, except in exigent circumstances
- ensure only two members of the same sex as the person being searched are present during the search, unless additional officers are required to assist
- where appropriate, ask the person to remove clothing one article at a time

***NOTE:** The search shall not involve the removal of any more articles of clothing than necessary, or any more visual inspection of the person's body than is necessary to achieve the objectives of the search. A person should not be left in a completely naked state after a search.*

- inspect each article of clothing in a methodical manner
- permit the person to replace articles of clothing after inspection, where appropriate
- provide replacement clothing for articles seized as evidence as soon as possible
- complete the "Search of Person Template", outlining
 - the authority to search based on the grounds and circumstances that existed at the time
 - the date and time the search was conducted
 - the location where the search was conducted
 - the badge numbers of the searching officers
 - the badge number of the OIC
 - the results of the search (weapons/evidence found)
- have the OIC approve and sign the completed "Search of Person Template"

Officer in Charge

7. When in charge of a unit where persons are detained, shall ensure that
- the decision to search a person has been evaluated based on the risk factors found in Appendix B, and
 - where reasonable grounds to conduct a Level 3 search exist, ensure a Level 3 search is conducted
 - where reasonable grounds do not exist, ensure a Level 2 search is conducted
 - searches are conducted appropriately and that a “Search of Person Template” is submitted for all Level 3 and Level 4 searches

Associated Documents (LINKS)

Appendix A – Search of Person Template
Appendix B – Risk Assessment – Level of Search

Prohibitions:

Level 3 searches shall not be videotaped. Any benefit to videotaping the search is outweighed by the potential of causing unnecessary embarrassment to the person being searched. Further, in cases where a searching area has video equipment installed, the person being searched will be advised that the search is not being videotaped.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P78. UPDATE: 2006 SUMMER YOUTH EMPLOYMENT PROGRAM

Deputy Chief Keith Forde, Human Resources Command, updated the Board on the Toronto Police Service's 2006 Summer Youth Employment Program. A copy of the promotional poster for the 2006 summer employment program is appended to this Minute for information.

The Board received the foregoing.

YOUTH IN POLICING



The Toronto Police Service in partnership with the Government of Ontario's Ministry of Children and Youth Services is hiring for the summer of 2006. We will be hiring youth between the ages of 14 to 17 years old, who reside in "high risk" communities as identified in the Strong Neighborhoods report.

Rate of Pay: \$10.90 per hour

Location: Various Police locations throughout the City of Toronto

Duration: July 4, 2006 to Sept. 3, 2006

Areas of Employment:

- Administrative
- Information Technology
- Forensic Identification
- Community Events
- Fleet operations
- Marine Unit assistant
- Traffic Safety
- Graffiti Eradication Program
- Recruiting
- And many, many more.....

Applications are available at:

- Your local Police Division (24 hours/7 days a week)
- Police Headquarters - Employment Unit, 40 College Street, 2nd floor (7:30 a.m. – 4:00 p.m.)
- Police Headquarters – Duty Desk, 40 College Street, main floor (24 hours/7days a week)

Eligibility:

- Must not have been convicted of a Criminal Offence for which a pardon has not been granted. Must not have any charges pending before the courts.
- Must be a Canadian Citizen or permanent resident.
- Must be legally eligible to work in Canada.

Contact for Information:

Joanne Gooding, Snr. Civilian Staffing Advisor, Employment (416) 808-7147
Job Information Line: (416) 808-7134

Completed applications must be returned in person to the Employment Unit by **March 31, 2006.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P79. COMMUNITY CONCERNS REGARDING TRIP TO ISRAEL

The Board was in receipt of the following report March 03, 2006 from Alok Mukherjee, Chair:

Subject: COMMUNITY CONCERNS REGARDING TRIP TO ISRAEL

Recommendation:

It is recommended that the Board request the Chief to review the adequacy of existing policies and procedures in providing financial control of the receipt by Service members of gifts, funds and/or subsidies from outside sources and preventing any conflict of interest or appearance of conflict in the receipt of such items.

Background:

At its meeting of October 14, 2005, the Board received 14 deputations with regard to concerns raised as a result of a visit to Israel in March 2005 by chiefs of police from several Ontario municipalities, including a representative from the Toronto Police Service. (Min. No. P319/05 refers.) At its meeting of November 17, 2005, the Board received an additional deputation with respect to this issue (Min. No. P373/05 refers.) In addition to oral presentations, many deputants provided written submissions and other documentation.

In response to the deputations, the Board approved the following motion:

“THAT the Chair review the comments and recommendations contained in the submissions and that he prepare a full report on any policy matters that may be developed as a result of the submissions, and that the report be submitted to the Board for approval at a future meeting.”

Review of Issues Raised by Deputants:

I recognize that the deputants raised a number of important issues, including racial profiling, the use of public funds, oppressive and discriminatory policing practices, the use of stereotypes and the importance of impartiality in policing. Board members should recall that the deputants spoke generally about policy issues relating to the Service as a whole; their comments did not relate to the conduct of any individual Service member.

Recent Equity and Diversity Initiatives:

The Board is sensitive to the issues raised. I would like to highlight the positive steps taken by the Service and the Board in the area of equity and diversity.

At the November 2002 Board meeting, the Board created a Race Relations Joint Working Group consisting of Board members, Board staff, and members of the Service. The Joint Working Group was mandated to conduct a comprehensive race relations review. It was asked to report and, where appropriate, make recommendations on new issues that had been raised by the City of Toronto and other interested parties. The Joint Working Group prepared a draft report which is the result of many hours of research, consultation and deliberation. It builds upon a number of previous reports on police-race relations in Toronto.

At the Board's April 2005 meeting, it approved a motion stating that "...the Board/Service Race Relations Joint Working Group be re-constituted and co-chaired by the Board Chair and Chief of Police and that they develop a proposed plan of action and appropriate terms of reference." (Min. No. P115 refers). Since then, this Joint Working Group has been meeting and is in the process of developing a comprehensive policy and action plan that highlights the importance of valuing equity and prohibits discriminatory conduct.

In June 2004, a conference was held in Toronto entitled "Saving Lives: Alternatives to the Use of Lethal Force by Police." This conference was hosted jointly by the Urban Alliance on Race Relations and the Queen Street Patients Council with participation from many community stakeholders as well as members of the Toronto Police Service and the Toronto Police Services Board. The conference focused on a number of topics, including mental health issues and race. The conference report outlined a series of important recommendations, covering topics from training and education to access to justice to mobile-crisis teams.

At the April 2005 Board meeting, the Board affirmed its commitment to implementing the recommendations of the "Saving Lives" report and established a Saving Lives Implementation Working Group (Min. No. P115 refers). This Working Group, comprised of Board, Service and community representatives, has since been established and has been meeting to deal with the critical issues raised at the conference.

The Board has also demonstrated its position of no tolerance for any form of racism or discriminatory treatment. At its April 2005 meeting, the Board declared "...that achievement of positive race relations in the Toronto Police Service is an organizational priority; and that this will be reflected in the business plan and the budget of the organization." (P115/04 refers.) In addition, the Board stated that it was its policy "...that discriminatory treatment of members of the public or of employees on the basis of race, sex, place of origin, sexual orientation, age, disability and socio-economic status will not be tolerated." The Board is now in the process of drafting the formal policy governing this issue. Once adopted, this policy is to be widely communicated throughout the Service and anyone found to violate it will be subjected to discipline.

Conclusion:

It is important that the all members of the Service, including the Chief of Police, interact with all of our diverse communities. Indeed, the Board encourages this kind of interaction. The Board also sees tremendous value in Service members, including the Chief, interacting with the international policing community.

I have reviewed the community concerns regarding the trip to Israel and, after careful consideration, I am satisfied that, at this time, no additional Board policies are required as a result. The Board, as noted above, views the issues of equity and diversity as extremely important and is committed to moving forward in these areas.

The Service, the Chief and the Board will also continue to work together to ensure that we remain sensitive to the perspectives of the members of all of Toronto's communities. It is critical that we continually build and develop relationships of mutual respect and trust. The Board and the Chief remain dedicated to fostering these essential relationships that are the foundation of community policing.

However, I recognize the importance of the Board exercising sufficient financial controls in relation to the expenses of Service members. As a result, I am recommending that the Board request the Chief to review the adequacy of existing policies and procedures in providing financial control of the receipt by Service members of gifts, funds and/or subsidies from outside sources and preventing any conflict of interest or appearance of conflict in the receipt of such items.

The Board approved the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P80. CONTINUATION OF THE POLICY GOVERNING THE DESTRUCTION
OF ADULT PHOTOGRAPHS, FINGERPRINTS AND CRIMINAL
HISTORY**

The Board was in receipt of the following report February 16, 2006 from William Blair, Chief of Police:

Subject: REVISED BOARD POLICY FOR THE DESTRUCTION OF ADULT PHOTOGRAPHS, FINGERPRINTS AND CRIMINAL HISTORY

Recommendation:

It is recommended that: the Board retain the existing policy for the destruction of adult fingerprints, photographs, and criminal history until the impact of the new federal policy under development by the Royal Canadian Mounted Police (RCMP) can be assessed.

Background:

At its July 29, 2004 meeting, the Board passed a motion to revise the policy entitled "Request for Destruction of Adult Photographs, Fingerprints and Records of Disposition" in relation to non-conviction criminal charges. The existing Board Policy (Board Minute #P454/69 refers):

"Fingerprints and photographs concerning withdrawn or dismissed charges against first offenders shall be expunged from the files of the Metropolitan Toronto Police when a request is received, in writing, for the return of the material from the individual concerned or his solicitor."

The term 'first offender' was reinterpreted in 2002 by the Ontario Court of Appeal in the matter of *Regina v. Duale Dore* to convey a different meaning than that originally intended in 1969 when the policy was drafted. The revised policy was intended to clarify the wording of the term 'first offender' by introducing the term 'non-conviction disposition,' as the general public now recognizes the term 'offender' as applying to an individual who has been convicted rather than one who has simply been charged.

The revised policy also encompassed a mechanism to permit the Service to retain files on non-conviction dispositions for specific offences where the retention of such files is necessary to protect the public interest (Board Minute #P218/04 refers).

The federal Identification of Criminals Act, R.S.C. 1985, c.I-1, as amended (the Act), provides the authority for a police service to collect the fingerprints and photographs of a person *charged* with an indictable offence; however, the Act is silent with respect to the subsequent destruction of such records when the underlying criminal charge does not result in a conviction. In fact, there is no legislative direction specifying what a police service should do with such fingerprints and photographs in these circumstances.

Historically, police services have been at liberty to set their own policy regarding the circumstances under which they would approve an individual's application for file destruction when the associated criminal charge does not result in a conviction.

New federal retention policy is being created by the RCMP, which will provide standardized destruction criteria and impact individual Police Services Board policies currently in effect.

Conclusion:

It is anticipated that the federal policy will be implemented by March 2006. Consequently, the Board is encouraged to await the RCMP policy at which time the Toronto Police Service file destruction process will be revisited and a further report submitted to the Board.

It is therefore recommended that the Board retain the existing policy for the destruction of adult fingerprints, photographs and criminal history until the impact of the new federal policy under development by the RCMP can be assessed.

Deputy Chief Jane Dick, Executive Command, will be in attendance to answer any questions that the Board members may have.

Mr. Ehsan Askari Samani was in attendance and made a deputation to the Board about this report.

The Board was also in receipt of a written submission, dated March 22, 2006, from Ann Cavoukian, Information and Privacy Commissioner/Ontario. A copy of Commissioner Cavoukian's written submission is on file in the Board office.

Mr. Peter Howes, Manager, Records Management Services, was in attendance and responded to questions by the Board. The Board inquired about the disposal of DNA that has been collected by the police. Mr. Howes advised that the collection, retention and disposal of DNA falls under the jurisdiction of different federal legislation.

The Board approved the foregoing report and received Mr. Samani's deputation and the written submission from Commissioner Cavoukian.

continued

The Board also approved the following Motion:

THAT the further report to be submitted on the policy governing the destruction of adult photographs, fingerprints and criminal history include a separate section on the collection, retention and disposal of DNA evidence that has been collected by the Toronto Police Service.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P81. BOARD/SERVICE JOINT WORKING GROUP ON RACE RELATIONS –
RACE AND ETHNOCULTURAL EQUITY POLICY**

The Board was in receipt of the following report February 28, 2006 from Alok Mukherjee, Chair:

Subject: BOARD/SERVICE JOINT WORKING GROUP ON RACE RELATIONS –
RACE AND ETHNOCULTURAL EQUITY POLICY

Recommendations:

It is recommended that:

- (1) The Board approve the attached Race and Ethnocultural Equity Policy; and
- (2) This policy supersedes the Board's previous race relations policy approved on October 18, 1990.

Background:

The Board/Service Joint Working Group on Race Relations was originally established by the Board at its meeting on November 21, 2002, following public controversy with respect to allegations of "racial profiling" by the Service. The Joint Working Group, consisting of Board members, Board staff, and members of the Service, was mandated to review police-race relations in Toronto and to consider the many deputations, reports and recommendations received.

In September 2003, the Joint Working Group produced a report entitled *Report of the Board/Service Race Relations Joint Working Group*. However, due to significant changes in Board Membership and senior management the Joint Working Group experienced delays in completing its work.

At its public meeting on April 7, 2005, the Board received the 2004 Annual Race Relations Report and at that time, unanimously passed a series of motions (Min. No. P115/05 refers), which included the following:

- 1. THAT the Board declare that achievement of positive race relations in the Toronto Police Service is an organizational priority; and that this will be reflected in the business plan and the budget of the organization;**

2. **THAT it is the policy of the Board that discriminatory treatment of members of the public or of employees on the basis of race, sex, place of origin, sexual orientation, age, disability and socio –economic (sic) status will not be tolerated;**
3. **THAT the following be referred to the Board/Service Race Relations Joint Working Group consideration; that the policy – noted in Motion No. 2 – apply to everyone associated with the Board and the Service, including employees, appointees and volunteers; that anyone found to violate the policy will be subjected to discipline; and that the policy be widely communicated throughout the organization;**
4. **THAT the Board/Service Race Relations Joint Working Group be re-constituted and co-chaired by the Board Chair and Chief of Police and that they develop a proposed plan of action and appropriate terms of reference.**

Consequently, the Joint Working Group resumed its deliberations on July 12, 2005. As some time had elapsed since its last meeting and much had changed in the context of its work, the first order of business was to develop a framework by which to proceed. This was accomplished during the first meeting of the Joint Working Group and the framework has been further refined during the balance of 2005.

In light of the Board's governance role, it was considered a priority that the Board put forward a race and ethnocultural equity policy that reflected the current requirements and expectations of the Service and the community it serves. To this end, all existing Board Policies on the subject of race relations were reviewed, revised and consolidated into a single policy that would supersede all previous documents and meet contemporary needs, as well as the intent of the Board motions of April 7, 2005.

The Race and Ethnocultural Equity Policy was submitted to the Board for consideration at its December 15, 2005 meeting. As a result of concerns raised about the operational nature of the policy, the Board referred the policy back to the Chief and me for further review and consideration. A copy of Min. No. P384/05, which provides background information is appended to this report.

Further review and amendments were made to the policy, a draft of which is appended to this report. Therefore, it is recommended that the Board approve the attached Race and Ethnocultural Equity Policy, which will supersede the Board's previous race relations policy approved on October 18, 1990.

The Board approved the foregoing.

TORONTO POLICE SERVICES BOARD

TPSB POL-???

Race and Ethnocultural Equity Policy

<input checked="" type="checkbox"/>	New
<input type="checkbox"/>	Amended
<input type="checkbox"/>	Reviewed – No Amendments

Board Authority: Min. No. P115/05

Board Authority:

Toronto is one of the most diverse cities in the world. It is home to people from nearly every country, religion, racial and ethnocultural background. The Toronto Police Services Board embraces this racial and ethnocultural diversity of the City of Toronto. The Board is committed to ensuring that:

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

The Board and the Service will have human resources practices in place which aim to make the Service truly reflective of the City at all levels and enable all its employees and volunteers to work without discrimination or harassment, regardless of race, ethnicity, culture, nationality, religion or language.

To this end, the Board supports the efforts of the Toronto Police Service to achieve racial and ethnocultural equality.

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

1. Discriminatory treatment of members of the public or of the Service based on race, sex, place of origin, sexual orientation, age, disability and socio-economic status will not be tolerated;
2. Practices that may be racist, as well as behaviours that underlie and reinforce such practices, will not be tolerated; and
3. The Chief shall develop procedures to implement this policy. These procedures shall cover, but will not be limited to, the following areas:

- **Service Delivery**

Service delivery includes all those ways in which members of the Toronto Police Service interact with the public. This includes, but is not limited to stops, searches, execution of warrants, response to 911 calls, participation in public events, membership of police-community committees, partnership and outsourcing arrangements.

- **Professional Development**

Professional development includes training programs that address issues of diversity and cultural competencies and promote prevention of actions that are contrary to this policy. These programs shall be evaluated on a continual basis to assess their adequacy and effectiveness in meeting the objectives of this policy.

- **Recruitment, Selection and Promotion**

Recruitment, selection, hiring and promotional practices shall promote and facilitate greater participation in, and greater access to, employment and promotion by members of diverse groups at all levels of the Service.

- **Professional Conduct**

Procedures must reinforce and encourage positive, professional, ethical and ethnoculturally sensitive practices.

- **Supervision and Accountability**

The Chief shall report to the Board annually on the effectiveness and impact of the implementation of this policy. Such reporting should include any procedures developed, an assessment of the impact and effectiveness of such procedures on practices throughout the organization, and should provide details of mechanisms to ensure accountability by all levels of management.

Reporting: Annual

Legislative Reference

Act	Regulation	Section
Ontario Human Rights Code	Regulation	
Police Services Act		

SERVICE PROCEDURES: Refer to Service Procedures Index.

- COPY -

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON DECEMBER 15, 2005**

**#P384 BOARD/SERVICE JOINT WORKING GROUP ON RACE RELATIONS –
RACE AND ETHNO CULTURAL EQUITY POLICY**

The Board was in receipt of the following report November 14, 2005 from Alok Mukherjee, Chair, and William Blair, Chief of Police:

Subject: BOARD/SERVICE JOINT WORKING GROUP ON RACE RELATIONS

Recommendations:

It is recommended that:

- (1) The Board approve the attached Race and Ethnocultural Equity Policy, and
- (2) This policy supersedes the Board's previous race relations policy approved on October 18, 1990.

Background:

The Board/Service Joint Working Group on Race Relations was originally established by the Board at its meeting on November 21, 2002, following public controversy with respect to allegations of "racial profiling" by the Service. The Joint Working Group, consisting of Board members, Board staff, and members of the Service, was mandated to review police-race relations in Toronto and to consider the many deputations, reports and recommendations that had emerged.

The research, consultation and deliberation of the members of the Joint Working Group culminated in the production and release, for public discussion, of a draft report entitled *Report of the Board/Service Race Relations Joint Working Group*. At this time, significant changes in Board membership and senior management of the Service created delays for the Joint Working Group in completing its work. It should be noted however that during this period, various units of the Service continued many aspects of its work.

At its public meeting on April 7, 2005, the Board received the 2004 Annual Race Relations Report and at that time, unanimously passed a series of motions (Board Minute P115/05 refers), which included the following:

- 5. THAT the Board declare that achievement of positive race relations in the Toronto Police Service is an organizational priority; and that this will be reflected in the business plan and the budget of the organization;**
- 6. THAT it is the policy of the Board that discriminatory treatment of members of the public or of employees on the basis of race, sex, place of origin, sexual orientation, age, disability and soci-economic status will not be tolerated;**
- 7. THAT the following be referred to the Board/Service Race Relations Joint Working Group consideration; that the policy – noted in Motion No. 2 – apply to everyone associated with the Board and the Service, including employees, appointees and volunteers; that anyone found to violate the policy will be subjected to discipline; and that the policy be widely communicated throughout the organization;**
- 8. THAT the Board/Service Race Relations Joint Working Group be re-constituted and co-chaired by the Board Chair and Chief of Police and that they develop a proposed plan of action and appropriate terms of reference.**

Consequently, the Joint Working Group resumed its deliberations on July 12, 2005. As some time had elapsed since its last meeting and much had changed in the context of its work, the first order of business was to develop a framework by which to proceed. This was accomplished during its first meeting and has been further refined during the balance of 2005.

In light of the Board's governance role, it was considered a priority that the Board put forward a race and ethnocultural equity policy that reflected the current requirements and expectations of the Service and the community it serves. To this end, all existing Board Policies on the subject of race relations were reviewed, revised and consolidated into a single policy that would supersede all previous documents and meet contemporary needs, as well as the intent of the Board motions of April 7, 2005. This document was prepared following extensive research and reviews of similar policies in other jurisdictions across North America and around the world. The resulting policy entitled "Race and Ethnocultural Equity Policy" is appended to this report for the Board's approval.

While the Race and Ethnocultural Equity Policy creates a basis on which to develop and implement a cohesive and comprehensive plan of action, it is, of necessity, quite formal and legalistic in tone. Accordingly, the Joint Working Group determined that a simple companion statement should also be developed and publicly announced which clearly conveys the position of the Board and the Service as expressed in the Board motions of April 7, 2005. It was also determined that, as a matter of principle, the Joint Working Group would engage as many internal and external stakeholders as practicable in this process.

To this end, a more concise statement based on the Race and Ethnocultural Equity Policy document is being drafted which will then be shared with members of the Board, the Service, the Senior Officers' Organization, the Toronto Police Association and the community. Once input has been received from interested parties and the document has been finalized, representatives of the aforementioned stakeholders will be invited to endorse it at a special public ceremony. Although ambitious, given the widespread consultation involved in its development, it is expected that this public ceremony will take place at Headquarters on the evening of Tuesday, March 21, 2006. This date is symbolic and has been deliberately chosen, as it is the United Nations International Day for the Elimination of Racial Discrimination. The original ceremonial document, signed by the stakeholders, will remain posted prominently in the lobby of Headquarters while copies will be posted throughout police facilities and otherwise disseminated. A comprehensive, internal and external communications strategy will be implemented following the ceremony to underscore the importance and commitment to this initiative. The foregoing process will contribute significantly to giving effect to Board Motions 2 and 3 as quoted above.

As well, the Board and the Service are currently developing the 2006-2008 Business Plan that includes Priorities and Goals regarding Delivery of Service and Human Resources to ensure the goals include achievement of positive race relations as an organizational priority. Specifically, emphasis will be placed on professional, unbiased and ethical interactions with the public and other members of the Service; educational efforts to improve understanding of the police role among diverse communities; ensuring Service procedures are non-biased and non-discriminatory and include more women, visible minorities, aboriginal people, people with disabilities and those who speak more than one language at all levels and in all facets of the Service.

When the Business Plan, Service Priorities, Goals and Performance Objectives/Indicators are finalized and formally adopted, the entire organization will be required to contribute to the success of the Race and Ethnocultural Equity Policy. Each Command Officer, Staff Superintendent/Director and Unit Commander will develop specific action plans in accordance with the needs and realities of their individual jurisdictions, consistent with the overall direction of the organization. These individual action plans will be required to be specific, measurable and achievable within prescribed timelines. As well, they will be monitored to ensure they are producing qualitative and quantitative results, to identify new areas of change and/or training and to adjust the plans as necessary. It is anticipated that these organizational plans will be developed and refined during 2006 and full implementation will begin in early 2007. Progress reports will be produced which will be made available to the community through the Board.

Also, in the context of the Business Plan, a review will be undertaken to examine the organization's formal and informal policies, procedures and practices to identify those that are consistent with the intent of the Board motions and those that need to be revised. To this end, in collaboration with the Service's Counsel and Ethics and Equity Advisor, each Deputy Chief will undertake a systematic review of their respective commands to ascertain the degree of compliance and identify steps that need to be taken in order to conform. Where possible, shortcomings are to be corrected as they are identified and more complex improvements designed as the review process proceeds. Where the need has been identified based on the findings, existing policies, procedures and practices will be enhanced and new ones created. A

report will be provided through the Chief to the Joint Working Group describing the degree of compliance, corrective measures taken to date and those additional steps that are pending with timelines for their implementation.

The review's findings will also be utilized as the basis of an educational program to develop a general awareness, understanding and acceptance of the changes needed among the principal stakeholders. The findings will be incorporated into focused anti-racism training designed to impact relevant skills appropriate for members' job functions to ensure that everyone associated with the Board and Service is able to act in a manner consistent with the intent of the Board motions.

Members of the Joint Working Group are confident that this plan of action will produce discernible results even as it is developed and implemented during 2006. Moreover, it will be fully developed and activated for 2007. It should also be noted that the substantial changes in Board membership and the appointment of a new Command team have created an unprecedented opportunity for the Toronto Police Service to critically evaluate and enhance its performance with respect to race relations in terms of governance, service and human resources.

The Board and Senior Command, through the Joint Working Group, will retain overall responsibility and accountability for continuing and enhancing this process. Moreover, sufficient resources will be provided to monitor implementation, provide support, and enforce relevant policies and procedures as well as liaise with, obtain input from and follow trends in the community.

It is recommended that the Board approve the attached Race and Ethnocultural Equity Policy, which will supersede the Board's previous race relations policy approved on October 18, 1990.

Chief of Police, William Blair and Board Chair, Dr. Alok Mukherjee, as well as, other members of the Board/Service Joint Working Group on Race Relations will be in attendance to respond to any questions the Board may have.

Mr. John Sewell, Toronto Police Accountability Coalition, was in attendance and provided a deputation to the Board. Mr. Sewell also provided a written submission; copy on file in the Board office.

The Board referred the foregoing report back to Chair Mukherjee and Chief Blair for further review and consideration.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P82. UPDATE: MINUTES OF SETTLEMENT – ONTARIO HUMAN RIGHTS
COMPLAINTS – TORONTO WOMEN’S BATHHOUSE COMMITTEE –
INCIDENT AT THE “PUSSY PALACE”**

The Board was in receipt of the following:

- report, dated February 21, 2006, from Alok Mukherjee, Chair, with regard to the proposed Board policies as a result of the Minutes of Settlement from the Ontario Human Rights complaints by members of the Toronto Women’s Bathhouse Committee; and
- report, dated February 17, 2006, from William Blair, Chief of Police, with regard to the Service’s implementation of the recommendations from the Minutes of Settlement related to the human rights complaints by members of the Toronto Women’s Bathhouse Committee.

The Board approved the following Motion:

THAT the Board defer consideration of the foregoing report to its April 24, 2006 meeting at which time it will also consider any comments the Ontario Human Rights Commission may have with regard to the proposed policies.

Amendment:

At its meeting on April 24, 2006, the Board amended the foregoing Minute by indicating that the report from the Chief of Police should have been dated *November 25, 2005* rather than February 17, 2006, and noting that it was *received* rather than deferred by the Toronto Police Service Board.

A copy of the November 25, 2005 report from the Chief is appended to this Minute for information.

November 25, 2005

To: Chair and Board Members
Toronto Police Services Board

From: William Blair
Chief of Police

Subject: IMPLEMENTATION OF MINUTES OF BATHHOUSE SETTLEMENT

Recommendation:

It is recommended that: the Board receive this status update report.

Background:

At its May 12, 2005 meeting, the Board approved a report from then Chair Pam McConnell recommending “*that the Board receive the Minutes of Settlement pertaining to the Human Rights Complaints by members of the Toronto Women’s Bathhouse Committee regarding the September 2000 incident at the Pussy Palace and forward them to the Chief of Police for review and preparation of a report to the Board with respect to the implementation of the recommendations*” (Board Minute #P155/05 refers).

At its August 11, 2005 meeting, the Board received its first status update report on the implementation of the Bathhouse Minutes of Settlement from the Chief of Police (Board Minute #P264/05 refers). In that report, I asked that the Board approve the request for the next status update report to be submitted at the December 2005 Board Meeting. In keeping with that request, the following report is provided for the information of the Board.

Each of the Minutes of Settlement have been listed in chart format followed by an explanation on their status of implementation (Appendix ‘A’ refers). Minute of Settlement #4 required amendments to the Search of Persons Procedure *respecting the search and detention of transgendered people in accordance with the policy adopted by the Board*. In complying with this Minute of Settlement, the Service has developed an Appendix to Procedure 01-02, ‘Search of Persons’, addressing the sensitivity issues to be taken into account when searching a member of the transgendered or transsexual community. This addition to the Search of Persons Procedure is appended to this report for the information of the Board (Appendix ‘B’ refers).

The Service has also drafted a new section to be added to Procedure 01-03, ‘Persons in Custody’, which addresses the safety of transgender or transsexual prisoners being lodged in police cells. This new section is appended to this report for the information of the Board (Appendix ‘C’ refers).

Several of the Minutes of Settlement pertain to the preparation, delivery and evaluation of learning programs, as well as the development of training standards and a training delivery plan. In the development of these training initiatives, consultations are being held with the complainants, the counsel for the Human Rights Commission, the Services' Human Rights Coordinator and the Service's Gay, Lesbian, Bi-sexual and Transgendered Liaison Officer. Once the consultation phase of this process is completed, the Training Unit will develop the training programs in accordance with the Minutes of Settlement giving careful consideration to the information received through the consultation process. Once the training standards and training delivery plans have been created, they will be forwarded to the Director of the Ontario Police College and the Human Rights Commission for their assessment as detailed in Minutes #9 and #10 of the Settlement.

It is recommended that the Board receive this status update report.

Deputy Chief Keith Forde, Human Resources Command, will be in attendance to answer any questions that the Board may have.

Respectfully submitted,

William Blair
Chief of Police

WB/mz

A:\Bathhouse Settlement.doc
A:\APPENDIX B
A:\APPENDIX C
A:\Recommendations chart.doc

MINUTE of settlement clause #1

The complaints against Julian Fantino are withdrawn.

STATUS:

No response required from the Toronto Police Service.

MINUTE of settlement clause #2

The Toronto Police Service (hereafter the "Service") will continue its recruitment activities as it pertains to Toronto's lesbian, gay, bisexual, and trans-gendered community (the "Community"). Recruitment efforts may include, but need not be limited to, those already undertaken by the Service, including a recruitment booth at the annual Pride Day, a recruitment booth at the Metropolitan Community Church of Toronto, and advertisements in newspapers directed at the Community. The Service will also consider such other recruitment activities brought forward to the Service by the Community. For a period of three years, the Service will report annually to the Services Board (the "Board") respecting these recruitment activities undertaken by the Service, and the Board will report to the Human Rights Commission (the "Commission").

STATUS: COMPLETED

The Service has and will continue to actively recruit members of the Lesbian/Gay/Bi-sexual/Transsexual community. In 2004, in an attempt to reach out to this community, the Service set up display booths at the Gay and Lesbian Community Centre and the Metropolitan Community Church of Toronto. It is estimated that during the course of these two events, approximately 350 persons visited the recruitment display booths. Members of the Recruiting Unit also attended the Dyke Parade and handed out information to approximately 350 persons in attendance.

Also in outreach to the LGBT community, the Service's Recruiting Unit conducted several mentoring sessions through various LGBT specific and general mediums, namely FAB Magazine, Pride Network, NOW Magazine and Metropolitan Community Church of Toronto.

To date in 2005, the Recruiting Unit has already conducted 3 general information sessions. The Service has also set up display booths for display booths. So far this year, the Recruiting Unit has set up booths at the Same Sex Trade Show, the Chief of Police's Office, the Police Headquarters Lobby, Gay Pride Parade, Metropolitan Community Church of Toronto, and the Metropolitan Community Church of Toronto Employment Network. Recruiting members also attended the Dyke Parade and handed out information on recruitment information session at Police Headquarters. Further events are anticipated throughout the rest of the year.

The Service welcomes any suggestions from the LGBT community to assist us in our recruitment process. In order to ensure the committee overseeing the implementation of the minutes of settlement, that P.C. Jackie O'Keefe, the Service's Liaison Officer would raise this point at the next LGBT consultative committee meeting. Specifically, requests for the Service to bring forward ideas on behalf of the LGBT community on ways the Service can effectively recruit members of the community through display booths, which have been set up at the Metropolitan Community Church of Toronto, were initiated as a result of requests from the LGBT community and have proven to be an effective avenue for our recruiters to get their message to the community.

Although the Service has actively conducted recruiting initiatives directed specifically towards the LGBT community, it is important to note that these are over and above the hundreds of other recruiting initiatives directed to the community as a whole. The Recruiting Unit conducted in excess of 270 outreach recruiting initiatives in the community.

Currently, the Service's Recruiting Unit is expanding the mediums they use for their recruitment initiatives to radio. Also, recognizing the importance of utilizing the Internet, the Employment Unit along with Public In looking at ways to improve the Service's website and utilize other websites to better attract qualified applicants.

The Employment Unit will submit their first of the 3 annual reports to the Police Services Board for the Decemb

MINUTE of settlement clause #3

The Service will distribute to members who are leaving the Service a confidential survey form (a copy of Appendix "A") and stamped addressed envelope (both as prepared and provided by the Commission) to be con to the Commission on a voluntary basis by each departing member. The Commission may, in its discretion, r trends, if any, discerned in the exit interviews.

STATUS: COMPLETED

The Ontario Human Rights Commission has provided the Service with the confidential survey form an envelopes. The retirement/resignation counsellors of Compensation & Benefits are now distributing these item upon their termination of employment.

MINUTE of settlement clause #4

The Board will adopt a policy respecting the search and detention of trans-gendered people. The Service will respecting the search and detention of trans-gendered people in accordance with the policy adopted by the Bo will be submitted to the Board for its consideration at a public meeting of the Board within one year of the date Minutes of Settlement. The Board will ensure that the policy and procedure are provided to the Commission in a so that the Commission may make such representations to the Board as it may consider necessary and desirable with the Human Rights Code.

STATUS: PENDING

The Service has created an appendix to Procedure 01-02, 'Search of Persons', respecting the search and deten people. The appendix has been attached to this report for the information of the Board (Appendix 'B' refers). A be added to Procedure 01-03 entitled 'Persons in Custody' to address the lodging of transgender persons in c refers). Pending the consideration of any input received at the December 2005 Board meeting, the revised 'S 'Persons in Custody' Procedures will be published for the information of all Service members.

MINUTE of settlement clause #5

The Board will develop a gender-sensitive policy regarding the attendance of police officers at locations occupie a state of partial or complete undress, and the Service will develop and implement a procedure in accordance wit

STATUS: ACTIVE

The Service has determined that the requirements of this Minute of Settlement can be met effectively throug Procedures 'Executing a Search Warrant' (02-18) and 'Licensed Premises' (06-11). Therefore, the creation of a necessary.

The following will be added to the above mentioned Procedures:

“Where operationally possible, consider the gender of individuals expected to be found at the location. In expected that the location will be occupied primarily by one gender in a partial or total state of undress, shall personnel in a manner sensitive and appropriate to each situation in order to minimize the embarrassment of and therein.”

MINUTE of settlement clause #6

Subject to the consultation referred to in paragraph 7 herein, the Toronto Police Service Training and Education Unit will assume responsibility for, and will ensure, the preparation, delivery and evaluation of learning programs to address issues in the Community, and in particular the requirement that the following be conducted in accordance with the Human Rights Act:

- the inspection of liquor licences and special occasion permits at gay/lesbian venues and businesses;
- attendance at gay/lesbian bathhouses for the purpose of investigating suspected infractions of the Liquor Licence Regulations; and
- the handling by the police of the search, arrest and detention of trans-gendered people.

Separate learning programs will be developed for delivery to two distinct learner groups namely:

- Current and future investigators responsible for supervising or carrying out investigations with respect to trans-gendered people and
- Current and future police officers of all ranks, including senior management.

Each learning program will consist of a Course Training Standard and a Training Delivery Plan, which will include:

- Delivery of the training by trainers with sufficient expertise to meet the objectives stated herein;
- Basic descriptive information about the course;
- The purpose of the course;
- The targeted learner group;
- The quantity and quality of the subject matter being taught to the course participants;
- The measurement criteria by which the subject matter/course material will be evaluated; and
- The objectives to be achieved by course participants by the end of the training session.

The Training Delivery Plan will specify the learner group, training delivery method(s), timelines for completion, names of members of the learner groups, and a plan for delivery of the training to future members of the learner groups.

STATUS: ACTIVE

The consultation phase in the development of training programs is ongoing. The Training Unit will develop the Course Training Standards and the Training Delivery Plan in accordance with the Minutes of Settlement and the information received through the consultation process. Once the Course Training Standards and training delivery plans have been finalized, they will be forwarded to the Director of the Ontario Police Complaints and Rights Commission for their assessment as detailed in Minutes #9 and #10 of the Settlement.

MINUTE of settlement clause #7

In developing the Course Training Standards and the Training Delivery Plan referred to in paragraph 6, the Training Unit will consult with the complainants, counsel for the Human Rights Commission, the Toronto Police Service and the Ontario Police Complaints and Rights Commission.

ordinator, and the Toronto Police Service's liaison officer for the gay, lesbian, bisexual and trans-gendered community. The Training and Education Unit may consult with such other individuals as it may consider necessary.

STATUS: ACTIVE

The consultations are ongoing. There have been 5 consultative meetings held with representation from the complainants, the Human Rights Commission, the Service's Human Rights Co-ordinator and the Service's Gay, Lesbian, Bi-sexual and Trans-gendered Liaison Officer. In addition to these meetings, the complainants hosted a community consultation. A consultant was hired and the Training Unit is awaiting her report.

Utilizing the information and feedback received during the consultative phase, the Training Unit will finalize the development of the learning programs. Once the Training Standards and training delivery plans have been finalized, they will be forwarded to the Director of the Ontario Police College and the Human Rights Commission for their assessment as detailed in Minute #8 of the Settlement.

MINUTE of settlement clause #8

If in the course of the above consultations, the complainants reasonably believe that the input of an outside expert would be of assistance to them, the Board will contribute towards the cost of any such retainer by the complainants to a maximum of \$1,000.00. The complainants will provide any report of such outside expert to the Training and Education Unit for its review.

STATUS: PENDING

A consultant was hired and the Training Unit is awaiting her report.

MINUTE of settlement clause #9

Before the learning programs are implemented, the Board will request the Director of the Ontario Police College to review the Training Standards and Training Delivery Plans to ensure that the proposed learning programs are adequate, appropriate, and timely to meet the objectives described above. The Director will be asked to report his conclusions in writing to the Training and Education Unit. The Board will provide a copy of this report to the Commission.

STATUS: ACTIVE

On June 15, 2005, a letter was forwarded to Mr. Rudy Gheysen, Director of the Ontario Police College, by then Commission Chairperson, requesting that before the learning programs are implemented he assess the Course Training Standards and Training Delivery Plans.

The consultative phase in the development of the learning programs is ongoing. The Training Unit will develop the learning programs in accordance with the Minutes of Settlement and the feedback received through the consultation process. Once the Training Standards and Training Delivery Plan have been finalized, they will be forwarded to the Director of the Ontario Police College for their assessment.

MINUTE of settlement clause #10

The Training and Education Unit will provide to the Commission all of the information provided to the Director of the Ontario Police College for the purposes of the assessment referred to above, including but not limited to the Course Training Standards and Training Delivery Plans.

Training Delivery Plan. This information will be provided to the Commission at the same time as it is provided to the Ontario Police College. The Commission will review this information to ensure compliance with the *Human Rights Code* and provide its assessment to the Training and Education Unit.

STATUS: PENDING

At the same time as the Training Unit provides the information to the Director of the Ontario Police College, it will provide information to the Commission for their review to ensure compliance with the *Human Rights Code*.

MINUTE of settlement clause #11

Upon receipt and review of the assessments of the Commission and of the Director of the Ontario Police College, the Training and Education Unit will finalize the Course Training Standards and Training Delivery Plan by March 31, 2005. It may be necessary to meet the requirements stated in paragraph 6 herein. The Training and Education Unit will submit the Course Training Standards and Training Delivery Plan to the Commission and to the Complainants.

STATUS: PENDING

Once the Training Unit has received feedback from the Commission and the Director of the Ontario Police College, they will finalize the Course Training Standards and Training Delivery Plan as outlined in Minute #11. At that time, they will submit the Course Training Standards and Training Delivery Plan to the Commission and to the Complainants.

MINUTE of settlement clause #12

As they are being delivered, the training programs will be continuously evaluated by the Training and Education Unit. *Learning* as described in Appendix "B" hereto. After the training has been delivered to the current members of the Toronto Police Service, one year it will be evaluated by the Training and Education Unit for *transfer* and *impact* as described in Appendix "C". The Training and Education Unit will provide a report to the Board summarizing the results of these evaluations. The report will be considered at a public meeting of the Board, and the Board will ensure that the Commission and the Complainants are given the consultations referred to in paragraph 7 are provided with adequate notice of such meeting so that they can make representations to the Board as they consider necessary and desirable to ensure compliance with the *Human Rights Code*.

STATUS: PENDING

As the training programs are being delivered, the Training Unit will evaluate the training programs as outlined in Minute #12 and report to the Board accordingly on these evaluations.

MINUTE of settlement clause #13

The Training and Education Unit will complete and submit the Course Training Standards and the Training Delivery Plan to the Director of the Ontario Police College and to the Commission by the end of August, 2005, subject to any delays caused by the control of the Toronto Police Service.

STATUS: ACTIVE

As part of the process in the development of the course training standards and training delivery plan, the Training and Education Unit held consultative meetings with the complainants, counsel for the Human Rights Commission, the Toronto Police Service, the Co-ordinator and the Service's Gay, Lesbian, Bi-sexual and Transgendered Liaison Officer. At the first meeting in August 2005, it was agreed by all parties to the Settlement, that the main focus of everyone involved should be the de-

possible training programs and not the August 2005 deadline.

Once the Course Training Standards and Training Delivery Plan are completed, the Training Unit will submit the same to the Director of the Ontario Police College and the Human Rights Commission for their information and assessment.

MINUTE of settlement clause #14

Commission "Code Cards" will continue to be posted in the public and booking areas of every police facility within the Service.

STATUS: COMPLETED

The Service has obtained "Code Cards" from the Commission and has had them framed. Each division has been provided with copies to be displayed in their public and booking areas. Copies have also been distributed for display in all other public access areas.

The requirement to display the "Code Cards" in booking and public access areas of police facilities has been added to the Inspection Unit's checklist. This step has been taken to ensure compliance with this requirement.

MINUTE of settlement clause #15

Each of Officers David Wilson, Adrian Greenaway, Myron Demkiw, Peter Christie and Richard Petrie shall provide an apology in the form attached hereto as Appendix "C".

STATUS: COMPLETED

Each officer provided an apology.

MINUTE of settlement clause #16

The parties agree to execute and file with the Board of Inquiry a Form 3 "Confirmation of Full Settlement" and the Tribunal disposing of the proceeding in accordance with the terms of these Minutes of Settlement.

STATUS:

No response required from the Toronto Police Service.

MINUTE of settlement clause #17

These Minutes of Settlement may be executed in as many counterparts as may be necessary and delivered by facsimile. If so signed, sealed and delivered shall be deemed to be an original, and such counterparts together shall constitute one and the same instrument.

STATUS:

No response required from the Toronto Police Service.

MINUTE of settlement clause #18

It is understood and agreed that the Respondents, by entering into this agreement, do not admit any violation of the *Human Rights Code*. It is further understood and agreed that the complainants do not retract any of their allegations. All parties to this agreement.

STATUS:

No Response required from the Toronto Police Service.

APPENDIX 'B'

Transgender Persons

New	X	Amended		Reviewed Amendments	–	No
------------	----------	----------------	--	--------------------------------	---	-----------

Issued:	RO
----------------	----

Replaces:	RO
------------------	----

The Toronto Police Service recognizes that special arrangements may have to be made to accommodate transgendered or transsexual persons.

The terms transgender or transsexual generally relate to persons who want to change their physiological gender and to live permanently as a person of the other gender, whether or not they plan to undergo gender reassignment therapy. In other words, this is an individual who although biologically a member of one sex at birth, has chosen to live their life as a member of the opposite sex.

When dealing with transgendered or transsexual persons, it is important that officers make every effort to be sensitive to the human rights issues without jeopardizing officer and prisoner safety, and the need to search.

In order to best address the specific needs or concerns of each person, each case must be assessed individually. To that end, the Officer in Charge (OIC) shall determine the best possible course of action in order to minimize the embarrassment that the person being searched may experience, based on the individual circumstance.

For the purpose of search, when an individual has self-identified as transgendered or transsexual, the OIC shall:

- ascertain the gender status of the individual
- take into consideration the preference of the individual to be searched, in terms of the gender of the person they would feel more comfortable being searched by (based on the reasonableness of their request)
- consider the possibility of splitting the search between officers of different sexes for upper and lower halves of the body depending on the physical attributes of the individual (i.e. in the case of a person with male genitalia and developed breasts, it may be desirable to have male officers search the lower half of the body, and female officers search the upper portion)
- based on an analysis of the situation, explain to the individual the options available, and clearly explain how the search will be conducted and by whom
- clearly explain to the officers involved in the search, what their responsibilities

will be during the search, and in the case of a split search, how the transition between officers will be handled

- make appropriate entries in the memorandum book and search template regarding how the search was conducted and the rationale for the course of action taken

APPENDIX 'C'

Lodging

When lodging a transgendered or transsexual prisoner, the OIC shall determine the appropriate placement of the individual. For the purpose of selecting a lodging facility, anatomical sex shall be used as the criteria. (male genitalia – lodged at a male facility, female genitalia – lodged at a female facility).

It is recognized that transgendered or transsexual persons may be subject to harassment and/or abuse by other prisoners. In order to address this safety concern, the OIC shall ensure that whenever possible, transgender or transsexual persons are segregated from other prisoners and transported in a separate compartment or vehicle to and from court or between facilities.

Where the originating unit or central lockup is not able to provide appropriate lodging facilities, the individual may be lodged at another facility, if the OIC believes it is necessary to do so to protect the safety of the person. Prior to transporting an individual to another unit, the OIC shall contact the OIC of the receiving unit to confirm that they are able to lodge the person in such a manner that will address any safety concerns.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P83. MOBILE CRISIS INTERVENTION TEAM: 2006-2008

The Board was in receipt of the following report February 13, 2006 from William Blair, Chief of Police:

Subject: MOBILE CRISIS INTERVENTION TEAM

Recommendation:

It is recommended that: the Board authorize the Chair of the Toronto Police Services Board to enter into an agreement with St. Michael's Hospital on behalf of the Board for the Mobile Crisis Intervention Team (MCIT) for a term of two (2) years commencing August 1, 2006, and ending July 31, 2008.

Background:

At its meeting of October 26, 2000, the Board approved the Services' participation in a joint partnership with the St. Michael's Hospital Mobile Crisis Intervention Team (MCIT) to improve the response and provision of services to emotionally disturbed persons for a two year term commencing November 6, 2000 and ending November 5, 2002. (Board Minute #P478/2000 refers) The project involved the teaming of two first class constables from 51 Division and an experienced mental health nurse from St. Michael's Hospital operating out of a mobile unit within the boundaries of No. 51 Division between the hours 1300 and 2300, seven days a week.

This project began in response to growing concerns regarding the first response to emotionally disturbed persons calls. The recommendations from the Coroner's inquests into the police-related deaths of Lester Donaldson and Edmund Yu both highlighted a need for the Police to work more closely with the mental health community. The project has been developed as a partnership between the police and the mental health unit at St. Michael's Hospital as a first response unit, able to attend to people in crisis situations. They are trained and equipped to deal with all facets of crisis situations, including full use of force options should an arrest be required.

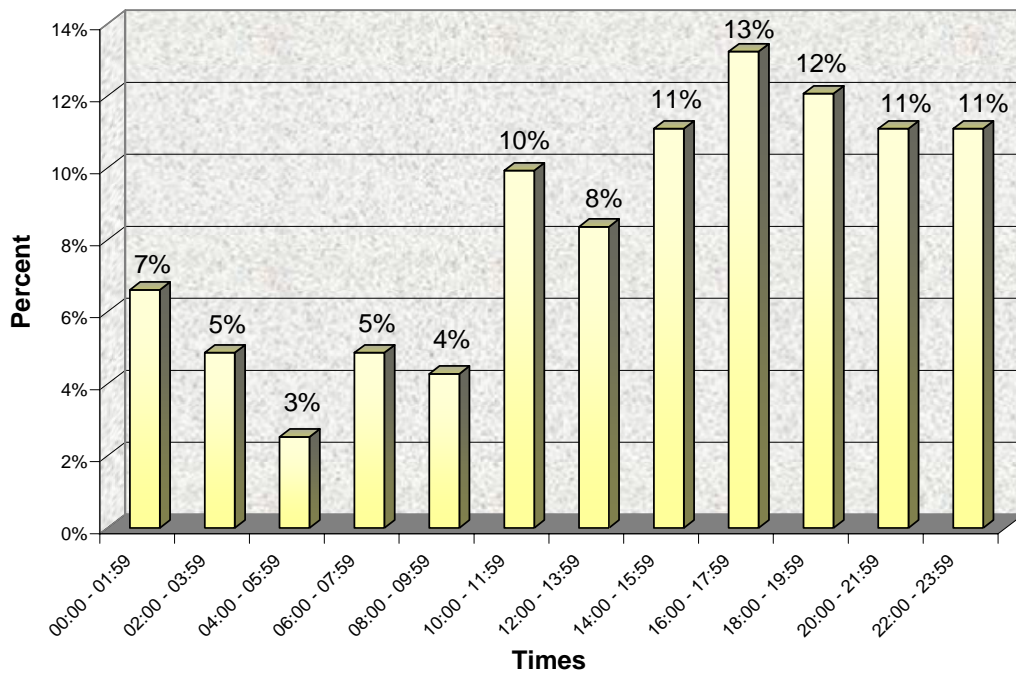
The unit first became operational in November 2000. One officer and one nurse are teamed up and work from 1300 until 2300 each day, seven days a week. These hours have been shown to provide service to the greatest number of calls for emotionally disturbed persons in 51 Division.

At its meeting of July 29, 2004, the Board approved the Service's continuing participation in the program, for a further two year period commencing August 1, 2004, ending July 31, 2006. (Board Minute #P215/2004 refers)

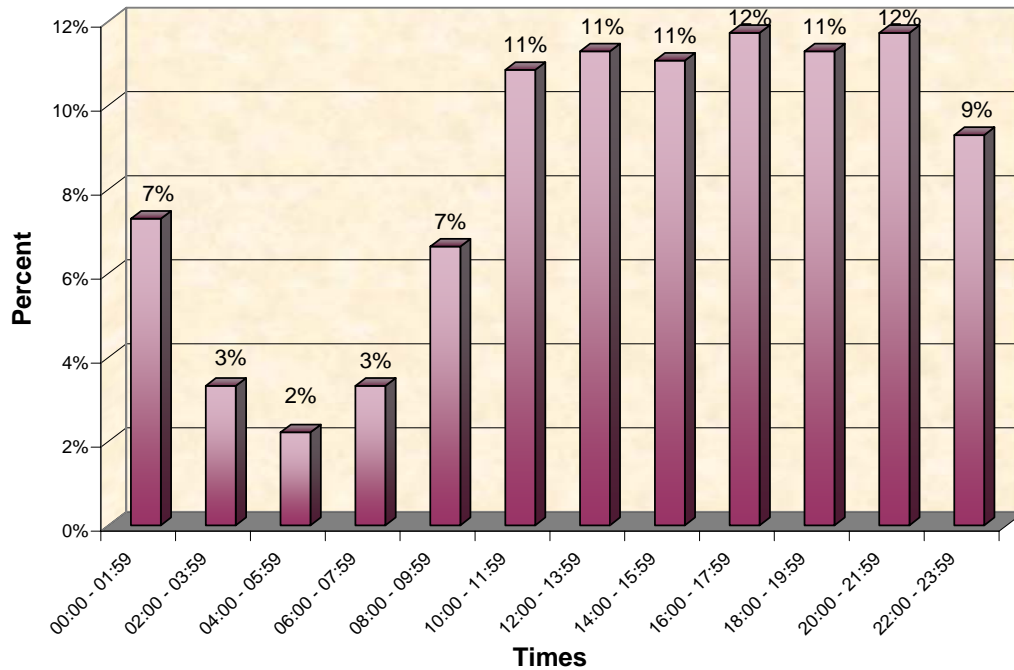
During the period starting August 1, 2004, the MCIT has continued to perform the services outlined in the Memorandum of Understanding, dealing with emotionally disturbed person (EDP) calls, assisting front line primary response officers, and relieving them from the calls whenever possible. This has allowed the front line Primary Response Units to return to their primary duties, high visibility patrols and responding to radio calls.

The MCIT continues to work from 1300 until 2300 each day, a period of time that responds to the highest percentage of EDP calls. The following graphs show the percentage of calls for incidents involving a *Mental Health Act* apprehension by time of day. These graphs represent an analysis of calls during July and October of 2005, which were chosen at random. These graphs represent calls across the entire Toronto Police Service.

**Time of Mental Health Act Incident
July 2005**



Time of Mental Health Act Incident October 2005

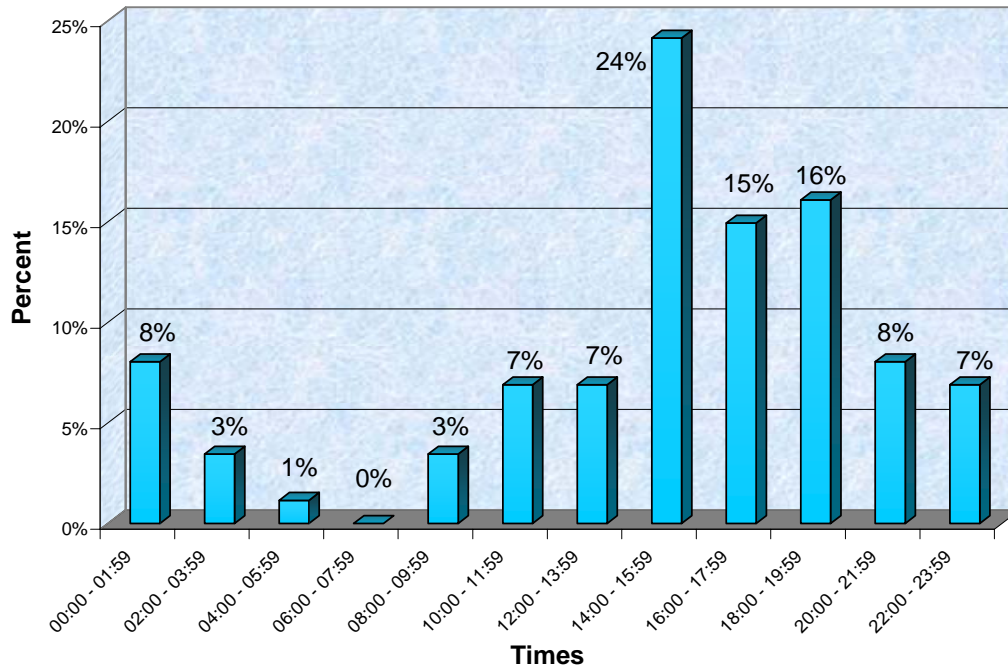


In July 2005, 58% of calls resulting in *Mental Health Act* apprehensions were between the hours of 1300 and 2259. In October 2005, 57% of these calls were between the hours of 1300 and 2259.

The larger percentage of calls resulting in *Mental Health Act* apprehensions during the afternoon and evening hours has remained relatively stable over the years, and is indicative of a need for mobile response during these hours.

The following graph shows calls for 51 Division during the months of August, September and October 2005.

Mental Health Act Incidents August - October 51 Division



This graph shows that the number of *Mental Health Act* apprehension calls is more closely connected to the hours of operation of the MCIT. This may reflect an awareness of the service provided by the MCIT. Local social service providers who deal with people with mental health issues have become strong supporters of the team, and are more likely to call police for clients who are in distress, recognizing the ability of the MCIT to deal with these calls in a compassionate and professional manner.

Analysis of the months of August, September and October 2005, reveals that 71% of the calls for *Mental Health Act* incidents in 51 Division occurred between the hours of 1300 and 2259. Peak hours were between 1400 and 1959, during which times 55% of these calls were recorded.

Aside from providing a more appropriate response to EDP calls, a goal of the MCIT is to free up Primary Response Units to return to general patrol duties.

A study of hospital wait times in April 2005, shows that, on average, apprehending officers spent approximately 70 minutes at hospitals, waiting for the hospital to process and accept the apprehended person. Average wait times at different hospitals ranged, generally, from a low of 37 minutes to a high of 142 minutes. Considering that, Service-wide, there were 343 *Mental Health Act* apprehensions during the month of April 2005, this represents a significant amount of time to have a minimum of two front line officers out of service. (Appendix A)

The 51 Division MCIT attends EDP calls, assists responding Primary Response Units, and allows them to clear the call, once the apprehended person is transported to hospital. This saves the Primary Response officers from having to wait at the hospital, and returns them to service.

In order to illustrate the effectiveness of returning Primary Response units to service, rather than having them wait until the hospital had accepted the apprehended person, a random sampling of 40 emotionally disturbed person calls that the MCIT attended during the months of June to October 2005 was collected and analyzed.

This random sampling was used to track the activities of Primary Response Units who were relieved by the MCIT. A period of one hour after the Primary Response Units were cleared was used, equivalent to the average wait times at St. Michael's hospital.

During the hour after the assigned Primary Response Units were cleared by the MCIT at these 40 incidents, they responded to 103 calls for service, an average of slightly more than 2.5 calls for each of these units. These calls included numerous high priority calls for service, including Assault in Progress, Person with a Gun, Person with a Knife, Stabbing, Sound of Gunshots, Domestic Assault, Hold Up Alarm, and Threatening Suicide.

The Toronto Police Service currently responds to thousands of calls each year for a variety of calls directly related to emotionally disturbed persons. Many of these calls enter the system as readily recognizable EDP calls, such as Emotionally Disturbed Person, Threaten Suicide, Attempt Suicide, Overdose, Person gone Berserk, or Elopee. Many other calls are initially received as Assaults, Mischiefs, Noise Complaints, or other assorted calls that are not considered to be EDP calls until after front line officers arrive and assess the situation.

The calls that do enter the dispatch system as EDP calls are reflected in the following tables, and can be seen as requiring a great deal of police time and resources.

2004 Yr End	Event Type	Disp. Events	Hours Spent	Aver. Minutes per event
1	EDP	9,461	30,696.2	194.7
2	Threaten Suicide	2,978	12,513.3	252.1
3	Overdose	1,979	6,532.5	198.1
4	Person Berserk	944	5,117.4	325.3
5	Attempt Suicide	809	4,958.2	367.7
6	Elopee	478	1,738.3	218.2
7	Jumper	114	1,661.7	874.6
TOTAL		16,763	63,217.6	

2005 Yr End	Event Type	Disp. Events	Hours Spent	Aver. Minutes per event
1	EDP	10,371	35,534.0	201.2
2	Threaten Suicide	3,177	15,367.3	288.4
3	Overdose	1,824	6,332.5	205.4
4	Person Berserk	1,046	6,082.1	345.9
5	Attempt Suicide	766	5,500.2	430.3

6	Elopee	544	2,331.1	248.4
7	Jumper	120	1,707.1	846.5
TOTAL		17,848	72,854.3	

The availability of a unit such as the MCIT could have a major impact on the amount of time that Primary Response officers spend with these types of calls. In 2004, 30,696 hours were accumulated in dealing with EDP calls across the Service. This represents the equivalent of fifteen officers working full time on EDP calls for the year. In 2005, the number of hours dealing with EDP calls increased to 35,534, the equivalent of seventeen officers working full time on these calls. EDP calls are generally dispatched to a minimum of two officers, doubling the amount of officer hours actually involved in these calls.

The MCIT has only one officer working on these calls, thereby cutting these costs in half initially. The time spent at Hospitals has also been reduced by the MCIT, as the nurse is able to triage the apprehended person at the scene, thereby streamlining the admission process. As a result, the MCIT is also able to return to active service more quickly than front line units involved in these calls, making them available for further EDP calls.

At its meeting of July 29, 2004, the Board recommended that the Service consider expanding the MCIT program into other areas of the city.

As a result of this recommendation, the Service entered into a partnership with St. Joseph's Medical Centre to institute a second Mobile Crisis Intervention Team in November 2005, servicing 11 Division and 14 Divisions. (Board Minute #P370/2005 refers) With the addition of this second MCIT, the downtown core of the city, 11, 14, 52, and 51 Divisions, are now supported by mobile crisis intervention teams.

In an effort to provide the best possible service to persons in crisis, members of the MCIT, St. Michael's Hospital, and the Service, have begun working more closely with other organizations in the mental health community. St. Michael's Hospital hosts yearly luncheons which bring workers from various social support agencies together to speak of best practices, create closer ties, and report on successful initiatives.

Recently, meetings with staff of the Gerstein Centre are assisting the MCIT to form closer bonds with other service providers, with the intention of closing gaps in service, working more cooperatively with other agencies, and providing the best possible range of services for persons in crisis.

Conclusion

The 51 Division MCIT has proven to be a successful program both from a service delivery standpoint in dealing with emotionally disturbed persons, and in allowing front line officers to clear these calls and resume their primary response duties. The expansion of the second MCIT in 11 and 14 Divisions should provide further data in support of the program in the coming months.

St. Michael's Hospital fully supports the continuation of this partnership, and is encouraged by discussions regarding future expansion of the program.

Through outreach to other organizations within the mental health community, including the Saving Lives Implementation Group subcommittee, services to people in crisis will be better integrated into the MCIT model, allowing for more connection with support services within the community.

This improved response to calls for persons in crisis should become a model for further expansion of the MCIT program to other areas of the city, building stronger relations with the hospitals involved, and delivering superior services to emotionally disturbed persons.

The Memorandum of Understanding between St. Michael's Hospital and the Toronto Police Services Board has been reviewed by Mr. Jerry Wiley, Criminal and Corporate Counsel for the Toronto Police Service in areas of procedure and indemnity. In addition, a copy of this report and the Memorandum of Understanding has been reviewed by Staff at the Toronto City Legal who are satisfied with legal aspects of the report and the agreement.

Deputy Chief Kim Derry, Divisional Policing Command, will be in attendance to respond to any questions the Board may have.

The Board approved the foregoing.

Appendix A

Average minutes spent at hospitals with Mental Health Act apprehensions in the month of April 2005. Data accumulated from TPS 710 forms submitted for this period.

Hospital	April (average min.)	# of Patients
Ajax - Pickering	0	0
CAMH - Clarke Site	50.9	20
CAMH - Queen Site	1	1
Etobicoke General	84	2
HRRH - Church Site	88.36	45
HRRH - Finch	90	2
HRRH - Keele	15	1
HRRH - Northwestern	0	0
Mount Sinai	37.11	9
North York General	79.22	27
Scarborough Centenary	102.43	21
Scarborough General	85.74	43
Scarborough Grace	67.52	21
Sick Children Hospital	80.5	4
St. Joseph's Health Center	43.08	89
St. Michael's Hospital	65.56	34
Sunnybrook	80.08	25
Toronto East General	95.85	34
Toronto General	50	3
Toronto Western	142.29	7
Trillium (Mississauga)	98	5
William Osler (Etobicoke)	108	12
York Central	0	0
Youthdale Treatment Ctr.	8.5	2
Total EDP APREHENSIONS		343

MEMORANDUM OF UNDERSTANDING

WITH RESPECT TO

THE MOBILE CRISIS INTERVENTION TEAM

BETWEEN:

TORONTO POLICE SERVICES BOARD

- and -

ST. MICHAEL'S HOSPITAL

PREAMBLE

WHEREAS the Toronto Police Services Board (the “Board”) and St. Michael’s Hospital (“St. Michael’s”), in conjunction with the Ontario Ministry of Health and Long Term Care (the “Ministry”), have identified the need for an extended crisis intervention service for citizens of the City of Toronto suffering from acute illness who are unable or reluctant to utilize existing emergency services;

AND WHEREAS a community response team consisting of members of the St. Michael’s mental health care unit teamed with members of the Toronto Police Service (the “Service”), hereinafter referred to as the Mobile Crisis Intervention Team (“MCIT”), has been developed to provide prompt assessment and needed support to the citizens of the City of Toronto;

AND WHEREAS the Service and St. Michael’s may have in their respective possession information relating to members of the community that the MCIT may become involved with, disclosure of which information may be required to ensure a safe and effective response by the MCIT to emergent situations;

AND WHEREAS subsections 41(1.1) and (1.2) of the Ontario Police Services Act permits the Chief of the Service or his or her designate to disclose personal information for specified purposes and in accordance with Ontario Regulation 265/98 made under the Ontario Police Services Act;

AND WHEREAS section 35 of the Ontario Mental Health Act and Regulations under the Ontario Public Hospitals Act impose restrictions on the disclosure of patient information, which restrictions St. Michael’s is obligated to comply with;

AND WHEREAS this Memorandum of Understanding (“MOU”) has been developed and executed by the Board on behalf of the Service and St. Michael’s to set out the conditions and procedures for the operation of the MCIT and for the exchange of information between the Service and St. Michael’s as it relates to the operation of the MCIT and also to ensure compliance with applicable laws;

NOW THEREFORE the parties hereby agree as follows:

Part 1 – Term and Termination

1. This MOU shall be for a term of two (2) years beginning on August 1, 2006 and ending on July 31, 2008.
2. This MOU may be renewed for further terms as the parties may agree to in writing.

3. This MOU may be terminated at any time by either party provided one (1) month's prior written notice is delivered to the other party in accordance with this MOU. Notwithstanding the foregoing, this MOU may be terminated without prior notice by either party if the other party causes a breach of security as a result of its improper use or disclosure of information.

Part 2 - Permitted Disclosure of Information

4. Each of the Service and St. Michael's may provide the other with information as permitted by law and in accordance with this MOU. The parties acknowledge that each may, in their discretion, refuse to disclose any information in the interest of protecting the privacy of third parties or confidential informants, and to prevent any interference with, or disclosure of, law enforcement techniques.
5. The parties shall collect, disclose and use the information provided under this MOU only for the purposes specifically authorized herein, or as may otherwise be legally required.
6. Any records maintained by the Service in accordance with the provisions of the federal *Youth Criminal Justice Act* shall not be disclosed to St. Michael's pursuant to this MOU unless otherwise permitted pursuant to that *Act*.
7. The parties undertake to apply their respective standards in accordance with applicable legislation, to the administrative, technical and physical safeguarding of personal information exchanged pursuant to this MOU.
8. The parties shall develop and implement any policies and practices necessary to ensure compliance with this MOU. Such policies and practices shall be developed collaboratively, in writing, between the parties.

Part 3 – Records

9. The parties agree that any records generated by the parties in implementing this MOU shall be the exclusive property of St. Michael's and shall be retained by St. Michael's. Notwithstanding the foregoing, the parties agree that any Service occurrence reports generated by the Service in relation to activities undertaken in furtherance of this MOU shall be the exclusive property of the Service and shall be maintained by the Service.
10. In the event that one of the parties receives a request for information with respect to a record in the possession of the other party, the recipient of such a request shall immediately refer the request to the other party, if legally permitted to do so.
11. Any request by third parties for disclosure of records shall be addressed by the party responsible for such records as permitted by law.

12. Each party shall be responsible for any administrative costs it incurs as a result of its responding to requests from third parties for disclosure of information generated in accordance with this MOU.

Part 4 – Obligations of the Service

13. The Service shall make available two constables from 51 Division of the Service to the MCIT for the term of this MOU or any renewal term thereof. The two constables shall be dedicated to the MCIT on a full time basis, except when the Chief of the Service or his or her designate requires the constables to perform police duties in another capacity. Where practicable, the Service shall provide St. Michael's with twenty-four (24) hours prior notice of such service disruption.
14. It is acknowledged that the duties assigned to the Service constables deployed to the MCIT shall be confined to police duties only, as defined in the Ontario *Police Services Act* and at common law, and also in accordance with the Rules, Directives, Policies and Procedures of the Service. The responsibilities assumed by the MCIT constables shall be subject to the approval of the Chief of the Service or his or her designate.
15. The Service constables deployed to the MCIT shall be qualified to perform the services required pursuant to this MOU and may not be deployed to the MCIT until such time as they have completed the five day Service training course on Crisis Resolution/Officer Safety.
16. The two constables deployed pursuant to this MOU shall be and remain employees of the Board and the Toronto Police Service Uniform Collective Agreement shall apply to the MCIT constables.
17. The Service acknowledges that the hours worked by the members of Service assigned to the MCIT will generally involve an evening or a night shift. The Service shall ensure that hours worked by the constables of the MCIT shall not exceed eighty (80) hours in a two (2) week cycle, subject to any approved overtime. In the event that the officers incur overtime, they shall notify the Officer-in-Charge of 51 Division as soon as practicable and request approval as may be required by unit policies.
18. Any misconduct by the constables deployed to the MCIT shall be addressed by the Service in its sole discretion, in accordance with current Rules and Directives of the Service and the Ontario *Police Services Act*.
19. The Service shall be liable for the negligent acts or omissions of the constables assigned to the MCIT that occur while performing duties associated with the MCIT.

20. The Unit Commander of 51 Division or his or her designate shall act as the liaison officer with St. Michael's. The liaison officer shall be responsible for engaging in regular communication with St. Michael's on behalf of TPS, with respect issues arising from this MOU, including but not limited to work performance and disciplinary procedures, as required, and to attend scheduled meetings, as required.

Part 5 – Obligations of St. Michael's

21. The provision of psychiatric nursing care shall be the responsibility of the mental health unit staff from St. Michael's assigned to the MCIT.
22. It is acknowledged that the mental health unit staff assigned from St. Michael's to the MCIT shall carry out their duties in accordance with:
- (a) **the policies, by-laws, mission statement, values and procedures of St. Michael's;**
 - (b) **the requirements of any professional body or college of which they are members; and**

shall be subject to the approval of the Board of Directors of St. Michael's through the Vice President, Inner City Health or his or her designate.

23. The mental health unit staff assigned to the MCIT from St. Michael's shall be and remain employees of St. Michael's Hospital.
24. St. Michael's acknowledges that the hours worked by the members of St. Michael's assigned to the MCIT will generally involve an evening or a night shift. St. Michael's shall ensure that hours worked by the mental health unit staff of the MCIT shall not exceed thirty-seven and a half (37.5) hours per week, subject to any approved overtime. Overtime incurred by the mental health unit staff shall be dealt with in accordance with St. Michael's policies and procedures.
25. St. Michael's shall be liable for the negligent acts or omissions of any of its staff assigned to the MCIT. The Chief of St. Michael's Mental Health Service or his or her designate will act as the liaison officer with respect to work performance and disciplinary procedures, as required.

Part 6 – Operation of the MCIT

26. The MCIT constitutes a dedicated team responsible for responding to incoming calls for service. Referrals for MCIT's services may be received directly from field officers through 51 Division and or the Toronto Police Service, Communications Services.

27. The parties agree to use their best efforts to ensure that two constables and one mental health unit staff member are available for deployment to the MCIT at all times during the term of this MOU.
28. It is acknowledged that a two officer Primary Response Unit (PRU) will be dispatched to all potential emotionally disturbed person calls to assess potential safety issues, need for criminal charges and general suitability of the situation for the MCIT to attend, subject to the priorities determined by the Service, in its sole discretion.
29. Where multiple requests for service are received, the member of the MCIT from St. Michael's shall be responsible for triaging and prioritizing such calls to the best of their ability given available information.
30. It is acknowledged that in the event there are more requests than the MCIT can reasonably be expected to respond to in a timely manner, as determined solely by St. Michael's, the PRU will be responsible for resolving any such event.
31. The mental health unit staff assigned to the MCIT will follow the instructions of the Service, including the constables assigned to the MCIT, with respect to any officer or citizen safety issues.
32. The constables assigned to the MCIT shall at all times be subject to the general supervision and direction of the Service during the performance of their duties, including any duties performed when deployed with the MCIT. Similarly, the mental health unit staff from St. Michael's assigned to the MCIT shall at all times be subject to the general supervision of the Program Director, Mental Health Service and the Medical Director, Crisis Service of St. Michael's.
33. The constables assigned to the MCIT shall be supplied with an unmarked police vehicle equipped with a police radio, mobile workstation and screen, at the discretion of the Chief of the Service. The cost of the vehicle shall be solely borne by the Service, including any costs incurred in fueling and servicing the vehicle to ensure it is safe for operation. Only Service personnel shall operate this vehicle and they shall do so in accordance with Service Rules and Directives with regard to Police Service Vehicle Operations.
34. The vehicle shall not be used for transportation of any persons arrested or detained pursuant to applicable sections of any federal, provincial or city statutes or by-laws unless so required due to emergent circumstances.
35. PRU officers shall transport persons taken into custody in accordance with current Service Rules and Directives. It is understood that the constables assigned to the MCIT shall maintain, and be solely responsible for, the person in custody.

Part 7 – Insurance & Indemnity

36. Each party (the “Indemnifying Party”) shall indemnify and hold harmless the other party (the “Indemnified Party”) against any and all liabilities, claims, damages, amounts paid in settlement, losses, costs and expenses, including reasonable lawyers’ fees and court or arbitration costs which the Indemnified Party may incur as a result of the negligent acts or omissions of the Indemnifying Party or those for whom it is legally responsible.
37. Each party will include the other party as an additional insured on its commercial general liability policy to cover any indemnity expenses which might otherwise be incurred by the other party due to the negligent acts or omissions of the insuring party.
38. Each party shall provide the other with proof of insurance that contains a provision whereby there shall be no reduction in coverage or policy limits without the express written consent of the other party.

Part 8 – Roles and Responsibilities

39. Each party has provided information to the other regarding their respective roles and responsibilities in conjunction with the MCIT and this MOU. Each party expressly agrees to continue to provide updated information to the other party relevant to the services of the MCIT on a continuing basis during the term and any renewal terms of this MOU.
40. The Service shall be responsible for ensuring that its constables receive annually required and/or legislated training.
41. St. Michael’s shall be responsible for ensuring that its mental health unit staff maintain their discipline specific training (i.e. C.P.I., C.P.R.) and licensure in accordance with St. Michael’s policies and procedures and also those of the professional regulatory bodies or colleges to which the staff belong.

Part 9 - General

42. The parties agree that this MOU is the complete agreement between the parties and replaces all prior communications related to the subject matter of this MOU.
43. This MOU may not be supplemented, modified or amended unless any such supplement, modification or amendment is executed in writing by the duly authorized representatives of the parties.

44. Neither party may assign or otherwise transfer this MOU or any of its rights or obligations hereunder without the prior written consent of the other party. Notwithstanding the foregoing, such consent will not be required if such assignment or transfer is to a wholly owned or controlled affiliate of a party or in connection with the sale of all or a substantial part of its assets or business of a party or in connection with a reorganization or merger, provided that the assignee agrees in writing to be bound by the provisions of this MOU.
45. This Agreement shall inure to the benefit of and be binding upon the parties' successors and permitted assigns.
46. No waiver of any breach of any term or provision of this MOU will be effective or binding unless made in writing and signed by the party purporting to give the same and, unless otherwise provided in the written waiver, will be limited to the specific breach waived.
47. If any provision of this MOU is determined to be invalid or unenforceable in whole or in part, such invalidity or unenforceability will attach only to such provision or part thereof and the remaining part of such provision and all other provisions hereof will continue in full force and effect.
48. Notices under this MOU shall be in writing and delivered personally or by ordinary prepaid mail. Notices delivered by mail shall be deemed to have been received on the fourth business day after the date of mailing. In the event of an interruption in postal service, notice shall be given by personal delivery or by fax. Notices delivered by fax shall be deemed to have been received at the time of delivery or transmission, provided a transmission receipt is obtained. All correspondence and other notices related to the terms of this MOU shall be delivered as set forth below:

To: **Toronto Police Services Board**
c/o **Executive Director**
Toronto Police Service
40 College Street
Toronto, ON M5G 2J3
Fax: (416) 808-8082

To: **St. Michael's Hospital**

c/o **Vice President, Patient Care Programs & Chief Nursing Officer**
30 Bond Street
Toronto, ON M5B 1W8
Fax: (416) 864-5460

- 49. Each of the parties shall from time to time execute and deliver such further documents and instruments and do acts and things as the other party may reasonably require to effectively carry out or better evidence or perfect the full intent and meaning of this MOU.
- 50. The parties are independent contractors, and no agency, partnership, joint venture, employee-employer, or franchisor-franchisee relationship is intended or created by this MOU. Neither party will make any warranties or representations on behalf of the other party.
- 51. Neither party will be liable for failure to perform one or more of its obligations under this MOU when such failure is due to a cause or causes beyond the reasonable control of such party.
- 52. This MOU shall be governed exclusively by the laws of the Province of Ontario and the laws of Canada applicable therein.
- 53. Each party agrees to comply, at its own expense, with all applicable laws, regulations, rules, ordinances, and orders regarding its activities related to this MOU.
- 54. This MOU may be executed in counterparts, each of which shall be deemed to be an original and if taken together shall be deemed to constitute one and the same document.

IN WITNESS WHEREOF, this Memorandum of Understanding has been signed on behalf of the Toronto Police Services Board and St. Michael's Hospital by their duly authorized officers on the dates noted below:

Toronto Police Services Board

Per:

Witness

Name and Title (please print)

Date of Signature

St. Michael's Hospital

Per:

Witness

Name and Title (please print)

Date of Signature

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P84. "DROVE-AWAY" PARKING TAGS

The Board was in receipt of the following report February 24, 2006 from William Blair, Chief of Police:

Subject: DROVE AWAY PARKING TAGS

Recommendation:

It is recommended that:

- (1) the Board receive this report; and
- (2) the Board make a further request to the Attorney General's Office to consider an amendment to the *Provincial Offences Act* (POA) to provide for an additional form of service of parking infraction notices, preferably by first-class mail.

Background:

At its meeting of December 15, 2005, while considering the 2006 Parking Enforcement Operating Budget, the Board requested a report on the status of the Board's request to the Ministry of the Attorney General (the Ministry) recommending an amendment to the POA. The recommended amendment to the POA would provide for an additional form of service, preferably by first-class mail, of parking infraction notices under Part II of the *Act*. (Board Minute No. P382/06 refers).

Motorists evading the service of a parking ticket by driving away has been identified as an officer safety issue for several years. Toronto Police Service (TPS) staff, members of the Board, City of Toronto staff, external organizations such as the Ontario Traffic Conference (OTC), Ontario Association of Chiefs of Police (OACP) and some other Ontario municipalities have supported and taken action to seek the POA amendment previously requested by the Board.

The Board has, on three occasions, sent correspondence to the Ministry's office and responses were received in April, 2003 (Board Minute No. P155/03 refers), July, 2003 (Board Minute No. P258/03 refers) and most recently, in March, 2005 (Board Minute No. P143/05 refers). In response to the Board's first correspondence, the Ministry advised that a stakeholder consultative process was in the process of development, with an anticipated timeframe of Fall 2003. A change of government followed in October 2003. In the Ministry's response to the Board's second correspondence, the Board was advised that the request would be considered in any future review of the *Provincial Offences Act*. To date, there has been no action taken to amend the POA legislation.

The TPS Parking Enforcement Unit and the City of Kitchener engaged the support of the Ontario Traffic Conference (OTC), and in 2005, the OTC communicated a request to the Ministry to amend the POA. The OTC received a response (Appendix A) similar to that received by the Board, stating that the Ministry would take the request into consideration during any review of the *Act*. Based on this response, the OTC is assigning carriage of this issue to their Legislation and Enforcement Committee to monitor further developments and follow up with further action.

It is recommended that the Board make a further request to the Attorney General's Office to consider an amendment to the *Provincial Offences Act* to provide for an additional form of service of parking infraction notices, preferably by first-class mail.

Deputy Chief A.J. (Tony) Warr will be in attendance to answer any questions.

The Board approved the foregoing.

Attorney General
Minister Responsible for Native Affairs
Minister Responsible for Democratic Renewal

720 Bay Street
11th Floor
Toronto ON M5G 2K1
Tel: 416 326-4000
Fax: 416 326-4016

Procureur général
ministre délégué aux Affaires autochtones
ministre responsable du Renouveau démocratique

720, rue Bay
11^e étage
Toronto ON M5G 2K1
Tel.: 416 326-4000
Télééc.: 416 326-4016



MAR 03 2005

Our Reference #: M05-00903

Mr. Vince Suppa
President
Ontario Traffic Conference
121-20 Carlton Street
Toronto, ON
M5B 2H5

Dear Mr. Suppa:

Thank you for your letter dated January 28, 2005, regarding the request of the Ontario Traffic Conference for an amendment to the *Provincial Offences Act* to provide for service of *Parking Infractions Notices* by mail.

I have instructed staff to take your request into consideration during any future review of the *Provincial Offences Act* and its regulations.

Thank you for writing.

Yours truly,

A handwritten signature in black ink, appearing to read "Michael Bryant", enclosed in a hand-drawn oval.

Michael Bryant
Attorney General
Minister Responsible for Native Affairs
Minister Responsible for Democratic Renewal

RECEIVED MAR - 6 2005

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P85. ALLOCATION OF \$100,000 SPECIAL FUND MONIES EARMARKED
FOR YOUTH PROGRAMS – ARTWORKS; GROUNDINGS; AND A
YOUTH AND THEIR FAMILIES PROJECT IN THE JANE FINCH
NEIGHBOURHOOD**

The Board was in receipt of the following report February 06, 2006 from Alok Mukherjee, Chair:

Subject: Allocation of \$100,000 Special Fund Monies Earmarked for Youth Programs

Recommendations:

It is recommended that:

- (1) the Board approve the allocation of \$35,000 to Tropicana Community Services Organization for *ARTworks*, a project directed at youth at-risk in the Malvern and Kingston Galloway neighbourhoods;
- (2) the Board approve the allocation of \$35,000 to the Jamaican Canadian Association for a project directed at youth and their families in the Jane Finch neighbourhood; and
- (3) the Board approve the allocation of \$30,000 to the Black Action Defense Committee for *Groundings* and Community Mediation, a project directed at youth, their families and the community in the Lawrence Heights neighbourhood.

At its meeting on August 11, 2005, the Toronto Police Services Board allocated \$100,000 a year for five years - beginning in 2005 - to programs consistent with the Board's mandate. The Board further decided that the funds be allocated in consultation with the City of Toronto's Community Safety Secretariat (Min. No. P271/05 refers). At the September 06, 2005 meeting of the Board, I proposed a process for allocating the funds (Min. No. P308/05 refers). At the November 17, 2005 meeting, the Board approved the allocation of \$50,000 to two projects (Min. No. P375/05 refers).

In my November 14, 2005 recommendation to the Board, I noted that, after consideration of two options, I chose to recommend that we allocate the funds to a small number of projects.

I am recommending that projects be funded that would be of benefit to marginalized African Canadian youth and be delivered by African Canadian organizations that have demonstrated culturally competent practices. Further, funding of these projects would be consistent with the direction of the Community Safety Plan as reported by the Mayor of Toronto in his update on the Plan to the City's Policy and Finance Committee on 15 September 2005.

1. *Artworks* - Tropicana Community Services Organization

ARTworks is a 16 week program that integrates Aggression Replacement Training (ART) with a focused employability skills training curriculum for youth between the ages of 16 and 24. The well-established ART curriculum will provide the foundation for the instruction and development of employability skills that lead to overall positive work experiences and job retention. The program will address the unconstructive social attitudes and behaviours that are most frequently cited by employers as the rationale for dismissing young workers. It will enable at-risk youth to act constructively in environments and circumstances that are typical in the world of work. This program will be delivered to youth from the Malvern and Kingston Galloway neighbourhoods. (See Appendix 1 for more information on Tropicana and the project.)

2. Supporting the Family - Jamaican Canadian Association (JCA)

JCA will deliver a program aimed at providing support to the healing of family systems and the community. This service will be offered to members of the African-Canadian community in the Jane Finch area. The program comprises individual counselling and group sessions covering a variety of subject areas of relevance to children, youth and families. Sessions will comprise an overall community education approach to equip families with strategies to better understand and deal with issues of particular concern to the African Canadian family and community.

Over a nine month period, JCA will deliver group and individual counselling/therapeutic sessions to 150 individuals and families dealing with issues of grief and loss, healthy parenting, family reunification, the legal system, children in care and mental health concerns. (See Appendix 2 for more information on JCA and the project.)

3. *Groundings* and Community Mediation - Black Action Defense Committee (BADC)

The *Groundings* project is designed to improve the life chances of youth residents in the Lawrence Heights community by creating opportunities for inter-generational learning exchanges using the African indigenous knowledge framework of the 'Extended Family'. Through its community mobilization efforts, BADC will bring together street-involved youth, adults, activists, and elders to discuss the problems and come up with positive solutions that will effect change at the local level.

The term *groundings* is derived from a traditional practice in Jamaica, whereby community members of different ages gather locally to listen to the elders' wisdom, which was valuable knowledge for the young. It is BADC's intention to help bring these local exchanges back.

BADC's Mediation Project will address the need of bringing youth and other community persons in the Lawrence Heights community together to resolve disputes before these disputes become acts of criminality that would require the intervention of the criminal justice system.

The timeline for these projects is from March to October. (See Appendix 3 for more information on BADC and the projects.)

The Board was also in receipt of the following report, March 06, 2006, from Alok Mukherjee, Chair:

Subject: Allocation of \$100,000 Special Fund Monies Earmarked for Youth Programs

Recommendations:

It is recommended that:

- (1) the Board approve allocation of \$40,000 to San Romanoway Revitalization Association for a project called Through our Eyes Film Club, for students at Elia Middle School in the Jane Finch neighbourhood.

At its meeting on August 11, 2005, the Toronto Police Services Board allocated \$100,000 a year for five years - beginning in 2005 - to programs consistent with the Board's mandate. The Board further decided that the funds be allocated in consultation with the City of Toronto's Community Safety Secretariat (Min. No. P271/05 refers). At the September 06, 2005 meeting of the Board, I proposed a process for allocating the funds (Min. No. P308/05 refers). At the November 17, 2005 meeting, the Board approved the allocation of \$50,000 to two projects (Min. No. P375/05 refers).

In my November 14, 2005 recommendation to the Board, I noted that, after consideration of two options, I chose to recommend that we allocate the funds to a small number of projects.

\$50,000 remains from the 2005 allocation and I am recommending that the film club be funded from these funds. The Ontario Arts Council has confirmed an allocation of \$10,000 to this project.

Through our Eyes Film Club

Though Our Eyes Film Club is an arts education programme for young people in grades 6, 7 and 8. Students will write, direct and edit their own short films and have other students act as crew and cast. During this process, they will be exposed to industry professionals in all the 'key' areas of film production. In addition to developing skills to successfully complete a one-minute 'mobisode' short film (for distribution via cell phone), they will also learn about the broad spectrum of career opportunities available to them in film and television.

The project will last six months and will give students in the Jane Finch neighbourhood an expanded view of possibilities in the media industry. This effort is consistent with the objectives of the City's Community Safety Plan and is directed at young people in one of the City's priority neighbourhoods. A more detailed summary of the project and its sponsors is at Appendix 1.

The following persons were in attendance and made deputations to the Board with regard to the four abovenoted youth programs:

- **Ms. Sharon Sheldon, Tropicana Community Services Organization;**
- **Ms. Melody Brown and Ms. Marlene MacIntosh, Jamaican Canadian Association;**
- **Mr. Dudley Laws, Black Action Defense Committee; and**
- **Mr. Sudz Sutherland, San Romanoway Revitalization Association.**

The Board approved the foregoing reports and the following Motions:

1. **THAT the Board request the City of Toronto's Community Safety Secretariat to conduct an evaluation of the six projects which were funded by the Board in 2005 and 2006 under the \$100,000 a year Special Fund initiative to support youth programs, and that the Community Safety Secretariat be further requested to provide a report of the evaluation to the Board no later than March 2007; and**
2. **THAT the Chair of the Board review any additional innovative project proposals that may be submitted for consideration in 2006 and, particularly if they would involve Hispanic or Tamil youths or youths from at-risk neighbourhoods including the Etobicoke – Rexdale area, determine whether funds should be allocated for those projects, and submit a report to the Board recommending specific additional funds be provided from the Special Fund for those projects.**

Appendices for the February 06, 2006 Report from Chair Mukherjee

Appendix 1 - Tropicana and Artworks

Tropicana Community Services Organization

Tropicana community Services was incorporated as a non-profit social service agency in 1980 and provides culturally appropriate social services in east Toronto, focussing on the needs of youth, and the Caribbean and Black communities.

Through the cooperative efforts of staff, volunteers and community partners, we provide counselling and other support programs that have an enduring positive impact in building a healthier community, by enhancing self-reliance and self-worth.

In 1984, Tropicana became the first organization from the Black and Caribbean community to become a United Way of Greater Toronto member agency.

ARTworks

ARTworks is a 16 week program that integrates Aggression Replacement Training (ART) with a focused employability skills training curriculum for youth between the ages of 16 and 24. The well-established ART curriculum (described below) will provide the foundation for the instruction and development of employability skills that lead to overall positive work experiences and job retention. The program will address the unconstructive social attitudes and behaviours that are most frequently cited by employers as the rationale for dismissing young workers. It will enable at-risk youth to act constructively in environments and circumstances that are typical in the world of work.

Over each 16-week session, 12 to 15 participants will receive unique life-skills training focused on identifying and addressing aggressive patterns in their own lives. They will also receive pre-employment training designed to help them develop resumes, interview skills and appropriate communication skills for the workplace. They will also participate in a series of industry-recognized certification programs. Participants will be referred for interviews and matched with an appropriate employer. During the 12 week probationary period, participants will be closely monitored and coached to ensure continued success in their jobs. Three consecutive 16-week sessions will be held over the duration of the project for a maximum of 45 youth participants.

Project Objectives:

- (1) To teach and encourage the practice of pro-social skills and behaviours through Aggression Replacement Training (ART)
- (2) To help youth develop a positive sense of self, grounded in an affirming cultural awareness and identity
- (3) To facilitate the development of effective cross-cultural communication skills
- (4) To teach employability skills, facilitate career exploration and provide youth with an orientation to the job market

- (5) To support youth in applying the pro-social skills learned to their workplace experience
- (6) To provide an opportunity for youth to consider and develop long term goals which will guide their personal and career development
- (7) To match youth with appropriate mentors that will coach and support them towards achieving their personal and career development goals

Proposed Activities and Timelines:

Week 1

- § Pre-screening and intake of program participants
- § Assessment of participants
- § Orientation to ARTworks Program and development of employment objectives
- § Introduction of Certification Programs
- § Introduction of Aggression Replacement Training (ART)

Weeks 2- 3

Employability Skills Training and Certification Programs

Participants will participate in a series of certification programs. These programs are industry-recognized and provide specific workplace skills that can be applied in a variety of settings. Upon successful completion of the modules, certificates will be presented for inclusion in individual portfolios and participants will update their resumes accordingly. Participants will select three of the four certification programs offered.

Week 4 - Interviews and Confirmation of Job Placement

Participants will be encouraged to attend a minimum of two job interviews. They will share experiences and learning with their peers and their Job Coach. They will also review their employment objectives to include new learning objectives that can be included in their training plan.

Weeks 5-16 – Job Placement; Monitoring and On-the-Job Coaching

Participants will be matched with an employer in keeping with their job interests. A training plan will be developed with the supervisor in order that Tropicana's Job Coach can support both the participant and the supervisor during the probationary period. This training plan will serve as a guide in monitoring the development of the participant's skills throughout the probationary period.

Appendix 2 - Jamaican Canadian Association (JCA) and Supporting Families

Jamaican Canadian Association (JCA)

The Jamaican Canadian Association is an incorporated, non-profit organization, founded in 1962 to improve the general welfare of Toronto's Black/Caribbean community by addressing its rapidly expanding and diverse social needs. In pursuit of these goals, the Association provides key leadership and advocacy in vital areas, including: social and cultural programs; culturally sensitive services, which support the diverse needs of Caribbean and African people, especially children, youth and seniors; advocacy on behalf of the diverse community on various economic, social, political, educational and other relevant issues; and the promotion of personal growth and professional development of our members, staff, Board of Directors and our community.

The Jamaican Canadian Association is committed to providing access for all people. We serve people from the diverse African/Caribbean community in Ward 7, North York. Specifically our clients are: children (6-12), youth (13-24), low income families, women, seniors, new immigrants, unemployed adults, survivors of abuse and all vulnerable (at-risk) members of our community.

Supporting the Healing Of Family Systems and Communities

We propose to deliver a program aimed at providing support to the healing of family systems and the community. This service will be offered specifically to members of the African-Canadian community in the Jane Finch area. The program comprises individual counselling and group sessions covering a variety of subject areas of relevance to children, youth and families. Sessions will comprise an overall community education approach to equip families with strategies to better understand and deal with issues of particular concern to the African Canadian family and community.

Over a nine month period, we will deliver group and individual counselling/therapeutic sessions to 150 individuals and families dealing with issues of grief and loss, healthy parenting, family reunification, the legal system, children in care and mental health concerns.

Group sessions: We will deliver group counselling and information workshops on a monthly basis to the following groups:

Children - 10-15 years - Character building to assist children with becoming responsible and accountable for their actions. Children will learn about self discipline and respect, building self esteem, dealing with feelings and emotions, bullying, developing positive attitudes and healthy coping strategies, dealing with stress, dealing with grief and loss.

Youth 16-24 years – Understanding and expressing anger effectively, effective problem solving, developing self discipline and accountability strategies, alcohol and drug use prevention, healthy sexuality, developing and maintaining healthy dating, family and friendship relationships, Communication: Language, Perception and Power, dealing with grief and loss.

Adults/Parents/Families – Effective parenting techniques, encouraging positive self-image in children, identifying and dealing with family stress, Team work: between parents, children and educators, dealing with anger in family settings, maintaining healthy lifestyles within families, self-esteem for parents, conducting family meetings to problem solve, developing support/network systems, dealing with grief and loss, understanding and manoeuvring through various systems/institutions (legal, mental health, child welfare, housing, education, etc).

Counselling

This component of the program will address the many challenging issues that affect the African-Canadian community. These issues will be addressed in a holistic, culturally sensitive manner. Our on-site counselling team will provide individual and family counselling sessions to assist with dealing with situations that arise in families and among individuals. This service builds on the strength of individuals and families utilizing internal and external community resources including education, legal, medical, mental health, and others. Some of the areas to be addressed include:

- § Understanding and managing anger
- § Improving self esteem
- § Conflict resolution
- § Improving problem solving skills
- § Increasing self awareness
- § Time management
- § Marital conflict and relationship issues
- § Blended family issues
- § Dealing with pressure
- § Parent-child conflict resolution
- § Family reunification issues
- § Making positive choices

Additionally, we will offer the following support services:

Information and referral: Where necessary, clients will be referred to other appropriate services within the community to adequately meet their needs. Client may be referred to services such as Tropicana Community Services, Afro-Canadian Mediation and Community Services, and the Black Health Alliance to address issues such as immigration and sponsorship, housing, continuing education programs, volunteer programs, medical concerns, recreation programs, legal issues to name a few.

Advocacy: Where necessary we will advocate on clients' behalf on issues including medical, legal, immigration, financial and educational.

Mediation: This component of the program will encourage face-to-face dialogue once family members are ready and comfortable with the expectations. It encourages the open discussion of concerns and issues that affect all participating clients. The process endeavours to build understanding and empathy as well as achieve win / win solutions for those involved.

Case management: This ensures that JCA and referring agencies will keep on top of the changing needs of clients and ensures that all concerns and/or challenges that may arise are addressed in a timely fashion.

Outreach and Marketing: This component involves liaising with other community organizations to ensure they are aware of this service. Other outreach activities include information fairs at schools and community organizations, town halls, resource and job fairs, libraries, community centres as well local university and community college campuses.

Expected Outcomes: Through the delivery of this service, we expect the following outcomes:

Individuals	<p>Clients develop a better awareness of themselves and what their strengths and challenges are along with methods to improve them.</p> <p>Appropriate referrals are made, e.g. linking children, youth and families to partner agencies for appropriate interventions and/or support services.</p> <p>Clients develop and implement personal and family action plans.</p>
Groups/Families	<p>Clients receive information and make links to resources.</p> <p>Clients obtain information on a variety of subjects and learn and how to make healthy informed choices.</p> <p>Families learn more effective coping strategies and develop stronger family bonds.</p> <p>Families develop a greater sense of respect and tolerance for their respective family members and the community at large.</p>
Community	<p>The African-Canadian community begins the process of ‘healing’ and formation of unified efforts to reduce negative attitudes and behaviours.</p> <p>Youth develop a stronger sense of self and make choices and decisions more in tune with a healthy lifestyle.</p> <p>Community members learn self-advocacy and collective advocacy skills.</p> <p>Community members develop a greater sense of accountability and collective responsibility.</p>
Support Services	<p>Clients are able to act as support for each other and develop their own resources.</p> <p>Clients identify and access additional support services.</p> <p>Clients independently seek out and participate in additional relevant supports.</p>

Service Delivery Timeline: February 2006 - October 2006

Appendix 3 - Black Action Defense Committee and *Groundings* and Community Mediation

Black Action Defense Committee (BADC)

The Black Action Defense Committee, Inc. (BADC) is a voluntary, non-profit, community-based organization formed in 1988 out of the need for community action against racism and discrimination in the criminal justice system. It was formed particularly to advocate for equitable and competent policing and to provide support to the families of victims of police shootings over the last decade.

BADC has been on the front lines of the Black-on-Black youth violence, and will continue in this important work at the grassroots level.

(A) Groundings

The *Groundings* project is designed to improve the life chances of youth residents in the Lawrence Heights community by creating opportunities for inter-generational learning exchanges using the African indigenous knowledge framework of the 'Extended Family'. Through its community mobilization efforts, BADC will bring together street-involved youth, adults, activists, and elders to discuss the problems and come up with positive solutions that will effect change at the local level. The term *groundings* is derived from a traditional practice in Jamaica, whereby community members of different ages gather locally to listen to the elders' wisdom, which was valuable knowledge for the young. It is BADC's intention to help bring these local exchanges back.

BADC's *Groundings* will create a space for local residents of the Lawrence Heights community to gather and talk about the violence in the community. Most importantly, a space will be created for residents to flesh out workable solutions that will become an alternative to the community break-down and alienation currently experienced by today's youth.

BADC's *groundings* will accomplish the following objectives that will in turn reduce the levels of gun violence within the Lawrence Heights community:

- (1) Develop, promote and teach the concepts and values of the extended family to youths and their parents
- (2) Involve youths and their parents in accepting values of responsibilities, respect of self and community,
- (3) Create a positive and caring community
- (4) Instil in our youths the need to accept responsibility for their actions

These objectives will be achieved by bringing groups of the elders, parents and youths together to share opinions. Elders will speak of their life experience and lessons learned; parents and youths will share their concerns; and other stakeholders will participate in these discussions.

Key Activities	Timeframe	Responsibility
BADC works in partnership with Lawrence Heights community to organize a series of bi-weekly grounding sessions where residents meet to discuss community safety concerns and anti-violence alternatives	Jan - Mar	Peer Outreach Workers responsible for doing door-to-door outreach to establish groundings list of group participants
Groundings participants will begin to address community safety concerns as an 'Extended-Family' group consisting of a mix of elderly, youth, children, and parents who reside in the Lawrence Heights Community	Apr - Jun	Peer Outreach Worker recruits two volunteers to assist with coordination of groundings
Groundings group launches a community mobilization strategy and community change initiative to be run by residents for residents Project Evaluation (6 to 8 month project)	Jul - Sep	Coordinator responsible for organizing a final townhall meeting

(B) Community Mediation

The Lawrence Heights project is designed to decrease incidents of crime in the community by teaching the concept of Conflict Resolution and provide community mediators to conduct conflict mediation processes in the Lawrence Heights community to resolve conflict.

BADC's Mediation Project will address the need of bringing youth and other community persons in the Lawrence Heights community together to resolve disputes before these disputes become acts of criminality that would require the intervention of the criminal justice system.

The BADC's Conflict Mediation Project will create a space for local residents of the Lawrence Heights to gather and talk about violence in the community. Most importantly a space will be created for residents to resolve their disputes in a fair and impartial process. This process will create an alternative in the community for youth and other residents to flush out workable solutions that will become an alternative to involvement in the criminal justice system.

Appendix for the March 06, 2006 Report from Chair Mukherjee

Appendix 1 – Through Our Eyes Film Club

Theme: Each one teaches and nurtures one. Children's voices should be heard

Through Our Eyes Film Club is an arts education programme for young people in grades 6, 7 and 8. Students will write, direct and edit their own short films and have other students act as crew and cast. During this process, they will be exposed to industry professionals in all the 'key' areas of film production. In addition to developing skills to successfully complete a one-minute 'mobisode' short film (for distribution via cell phone), they will also learn about the broad spectrum of career opportunities available to them in film and television.

Shooting/Release Formats: Beta Sp, Mini DV

Project Duration: Six months

Project Leaders: Sudz Sutherland
Jennifer Holness

THROUGH OUR EYES FILM CLUB: AN ARTS EDUCATION PROJECT FOR PUBLIC SCHOOLS

Through Our Eyes Film Club is a four-month pilot arts education programme for children in grades 6, 7 and 8. The idea is to start a film club consisting of 20 children from Elia Middle School in the Jane and Finch neighbourhood. The club's purpose is for students to write, direct, edit, crew and cast short films for cell phones called 'mobisodes'. The goal of the project is to expose these young people to a variety of potential careers in the world of filmmaking and media in general.

We intend to submit the films to children's film festivals worldwide. Through Our Eyes Film Club hopes to be a model for arts education that can be adapted to various public schools across the city and also in Aboriginal communities.

Project Background

In April of 2003, Toronto-based filmmaker Sudz Sutherland was asked by the Sprockets Film Festival to give a series of workshops on filmmaking to elementary schools in the GTA. He showed a copy of 'My Father's Hands' to students from grades five to eight, and then led them in a discussion of films in general and filmmaking as a possible career path. It was at one of these schools, Elia Middle School, where the students were particularly captivated and something special happened. They wanted to continue the discussion and they wanted to make films.

Elia Middle School (grades six, seven and eight) has a diverse student body in the Jane and Finch area. Class sizes are about 25-30 students per class. Much has been written about this area, and these young people are aware from a very young age about the stigma their neighbourhood carries. In all of the writing that goes on about Jane and Finch, one thing has been lost: the voices of these young people.

Sudz left Elia that day feeling something more had to be done than spending a couple of hours with students. Working with a teacher at Elia, Mark Caine, Sudz and his creative partner, Jen Holness, worked out the basis for an intensive workshop for students at the middle school level.

Project Description

Film making demands the integration of many kinds of knowledge and skills. Students who are exposed to the study of it are more inclined to become critical thinkers and problem solvers. Through filmmaking, they not only learn how to operate a camera, light a scene, or edit, but will also learn how to voice concerns and develop analytical tools as well as organizing skills.

The students will be selected by writing an essay on their favourite movie or television show and its impact on their life, as well as why they want to be a part of this program. This will provide some insight into what inspires the students and will give a starting point to move from as they prepare to make their own films.

Meeting once a week, the students in the film club will be trained in the following areas:

- Short cinema appreciation
- Writing/Editing a short script
- Shot selection and shot listing/Storyboarding
- Breaking the script down/Preparing for the shoot
- Camera operation
- Direction
- Lighting
- Sound recording
- Logging/Editing
- Sound Editing
- Use of score/Music

Every week a new 'key' or film expert will be brought in to demonstrate their field of expertise with examples from their own work and other film and television programmes the students might be familiar with. These experts are from Toronto's local film community and will be chosen to highlight the diversity of the industry. Showing these students people who look like them and who make their living in film provides a powerful example. We have already lined up an impressive line-up of experts, all eager to share their knowledge. These experts work on Degraasi: TNG, National Geographic for Kids, CBC Kids, YTV and in the feature film industry. Once our colleagues hear about the project, they immediately volunteer their time.

Today we have multiplatform environments through which content such as films can be delivered. Mobile phones, Video iPods and iTunes are new venues that young people own and have access to. These are great outlets to showcase our students' work. They will produce five one-minute original "mobisodes" dealing with the themes of "Family", "Friendship", and "My One Wish". The unifying element is that the stories come out of their personal experience. These will be sent to children's festivals and eventually end up on Mobile phones. We are also looking at Wireless companies to team up with for our "mobisodes".

At the end of this pilot program, the project sponsors will provide a report documenting the process. This will include feedback from the students, teachers and the school principal. It will allow an assessment of the long-term sustainability of such a project in other schools with youth.

Another key component of the program is to look at how we can nurture those students who show exceptional talent and interest. We intend to partner them up with an appropriate mentor in the particular film production field that the student would be keen on pursuing. The unique aspect of the mentorship is that it will last as long as the student is willing, from elementary school right through high school, college and in the workforce. We want to create relationships that will make a real impact in these students' lives. Our goal is to provide a foundation and build confidence as we aim to inspire the next group of talent that will one day work to sustain our industry. It is worth noting that the Canadian Media Guild reports that, while the numbers are increasing for people from other people from ethnic minority groups, the number of Black men in television and radio roles has actually fallen significantly.

Who is behind this project?

1. Jen Holness and Sudz Sutherland
2. Elia Middle School: Teacher Mark Caine and Principal Rose Clarke
3. San Romanoway Revitalization Association

Jen Holness and Sudz Sutherland

Jen Holness and Sudz Sutherland, principals of Hungry Eyes Film & Television Inc., are independent artists who have been working together since the early 1990s. Straight out of film school, Sudz and Jen made numerous award winning films and documentaries. This culminated with the premiere of their first feature film 'Love, Sex & Eating the Bones' at the Toronto International Film Festival, which won CHUM's 2003 Best First Feature Film prize at the festival. 'Love, Sex & Eating the Bones' went on to win nine festival awards in Canada and the US, including 3 genie nods for Best Picture, Best Original Screenplay and Best Director.

The majority of our films have an arts education appeal and, to this end, we have always gone into schools to talk to students in the greater Toronto area about filmmaking and our films. We often screen our HBO award-winning short film, 'My Father's Hands,' as well as our documentary, 'Speakers For The Dead.' 'Speakers' has found its way into a large number of school libraries and won the 2001 Vue D'Afrique Award as voted by Montréal high school students due to its challenging storyline. 'Speakers for the Dead' asks us to look at what we know of our collective history as it reveals how black history has been actively destroyed in Ontario.

The Through Our Eyes Film Club is a natural progression from our ongoing informal work in arts education to a more formal process. It will allow us for the first time to move beyond just showing students our work to providing them with hands-on experience of making their own film. It will also demystify the whole film business and provide the young people with real options for possible careers. From writing and directing for film and television to working on the 'floor' as a grip or gaffer, it's about giving these young people significant insight into possibilities.

The central tenet of our company, Hungry Eyes, is to make films for anyone and everyone hungry to see themselves in a truthful way on celluloid particularly those whose voices are sometimes ignored by the mainstream media. Through Our Eyes Film Club will give these young people the tools to allow their powerful voices to be heard.

Elia Middle School

Elia Middle School is a special needs school with a highly diverse student population, culturally, economically and linguistically. This program offers an opportunity for students to benefit from this extraordinary cooperative filming initiative. To empower and adequately prepare our students for the future and the world that awaits them, interaction with all people from all walks of life is a vital component to the developmental process

Mark Caine, Teacher

Mark Caine has been teaching for the past 14 years, and has spent the last five of those years at Elia Middle School. Before becoming a teacher, Mark spent four years in the USA on a university athletic scholarship competing in both track and field and football. After graduating, he went to Japan where he taught conversational Japanese in Tokyo. He also toured the islands of Japan working for a radio station as an entertainer in the hip hop industry.

As a teacher, coach and mentor, he has extensive experience in working with young people, and coordinates mentoring programs such as "Boys to Men Program" for young men. As well, he arranges community initiatives and school-wide activities and events. He also organizes Shakespeare productions for Elia Middle School and community. Along with coaching girl's basketball, and co-ed track and field teams, Mark also coaches football, wrestling, and baseball for children in areas such as Scarborough, and Regent Park. He also coordinates the school's DVD music video and DVD/traditional yearbook.

San Romano Revitalization Association

San Romanoway Revitalization Association is a not-for-profit social services organization founded on the principles of Crime Prevention through Environmental Design (CPTED) and Crime Prevention through Social Development (CPTSD).

The Association works with children, youth, families and stakeholders to provide crime prevention initiatives to those who are marginalized and perceived to be “at-risk”. All programs are designed to be culturally sensitive.

The Association attributes its success to its approach as a collaborative effort between the private sector, government and other non-profit organizations.

At its core, the San Romanoway Revitalization Association is a place where children, youth and families feel comfortable and safe to talk, or to be listened to, find a mentor or a friend. It’s a place where residents help each other to build a safer and healthier environment. Sponsorship of this initiative is a natural fit for the Association.

Other Personnel

An administrator/ coordinator will organize this endeavour. Experts will be pulled in as needed from our wide network of qualified professionals.

Materials

As part of the necessities of making the project an ongoing success, it is important that we consider the following needs and expenses:

- 5 IBM computers with sufficient storage space and memory for viewing and editing
- 5 Mini DV cameras for students
- portfolios for student’s organization and scheduling skills
- editing/sound effect software
- supply coverage for teachers when workshops/training are required during school hours
- transportation allowance to and from events
- snacks/foods for students in the film club staying after school
- rental of films and video as source materials
- rental of film and video equipment i.e. small lighting package
- notebooks for students

Time Line Overview

March to April, 2006

Meeting once a week, the students will be introduced to the idea of short films. Many students think that film is only Hollywood movies and television. Bringing students to places like the National Film Board of Canada, the Canadian Film Centre and the CBC, and showing them a number of short films both by and for children will go a long way to making them media literate and demystifying the process. The first phase of the project is to orient the kids towards the idea of film as storytelling. Short docs, drama and experimental film will be used to get this message across.

Then moving from watching to doing, the students will develop short film ideas that take place in their communities. They will write, edit and workshop these stories over a four week period. In addition to working on their stories, they will be learning the foundation skills of camera, lighting and direction through guest experts. The skills that they learn will be reinforced through exercises designed to combine real lessons with a sense of play.

In this period the groups will first meet one day on a weekend in an intensive workshop setting. The students will meet at the NFB for a camera and lighting workshop. The morning of the workshop, the kids will meet at their school, and then they will board a school bus to travel down to the NFB. We will be asking a couple of parents to travel along with us and participate in the workshops as well. We will provide lunch for the participants, just as they would eat on a film set. The second workshop will be drama based, taking place at the Toronto CBC studios. We will get the students to work together, preparing them for the work of directing and acting for the camera. Involving trust exercises and cooperative games, this session will be designed to get them to relate to each other and have some fun. Regular meetings will happen weekly as an after school program (2.5 hours).

April to May, 2006

Once the scripts are completed, we will form shooting groups. The students will shoot both in their own groups and with each other. This will continue for the next four weeks. The administrator will handle all the logistics - scheduling the shoots, the equipment, and any travel and food requirements.

May to June, 2006

The focus will then shift from the production aspects of filmmaking to post-production. The experts will reflect that new direction, and the students will be motivated to think as editors. We will screen rough cuts and hear what the students think of their own work. We will bring the groups together to critique the works in progress and provide encouragement to each other.

After the pieces are finished, we will bring the groups together to celebrate their journey with a screening and party for the parents. Qualified films will go to various film festivals and eventually end up on Mobile phones.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P86. TORONTO POLICE SERVICE - 2005 FINAL CAPITAL BUDGET
VARIANCE REPORT**

The Board was in receipt of the following report March 06, 2006 from William Blair, Chief of Police:

Subject: 2005 FINAL CAPITAL BUDGET VARIANCE REPORT FOR THE TORONTO
POLICE SERVICE

Recommendations:

It is recommended that:

- (1) the Board receive this report;
- (2) the Board approve the transfer of \$1.5 million from the Traffic Services and Garage Facility capital project to the 43 Division capital project; and
- (3) the Board forward a copy of this report to the City's Deputy City Manager and Chief Financial Officer, and to the City Policy and Finance (P&F) Committee.

Background:

Toronto City Council, at its meeting of February 25, 26, 27, 28 and March 1, 2005 approved the Toronto Police Service's (TPS) 2005 – 2009 Capital Budget at a total expenditure of \$30.6 Million (M) for 2005, and a total of \$198.2M for 2005 – 2009.

The following provides details of the capital budget variance for the year ended December 31, 2005.

Comments:

Attachment A provides a summary of the projects included in the 2005 – 2009 capital program. Sixteen of these projects continued from 2004, and eleven started in 2005. Capital projects are managed within a total approved project amount that can span over several years. Any unspent budget allocation from previous years is carried forward to future years. The carry-forward amount from 2004, not included in the 2005 budget of \$30.6M, is \$8.8 M. Consequently, the available expenditure for 2005 was \$39.4M (\$30.6M + \$8.8M). The Service incurred a total expenditure of \$28.9M in 2005, against the \$39.4M that was available for spending in that year. The under-expenditure of \$10.5M will be carried forward to 2006.

Summarized below are projects showing a variance when compared to the 2005 available spending amount. The total capital budget for each project (which includes budget amounts approved prior to 2005) is shown in brackets.

Information Technology (IT) related projects:

- Police Integration System (\$5.25M) – This project provides funding for several integration projects. In 2005, the Request for Proposal (RFP) for the Inventory Asset / Management System had to be issued twice due to proponents not complying with the mandatory requirements the first time the RFP was issued. There was also a delay in the implementation of the Time Resource Management System (TRMS) On-line Court Reader due to technical issues as well as Human Resource Management (HRMS) Security System Integration. The 2005 unspent amount of \$1.55M will be carried forward to 2006 in order to complete these projects.
- Mobile Data Network Conversion (\$0.9M) – This project was initially requested to resolve an interference problem with the mobile network. Due to the implementation of the wireless network, the problem was resolved and therefore the funding was not required. The funding from this project was utilized to achieve City targets in the 2006 -2010 Capital Program.
- Voice Logging Recording System (\$0.97M) – The contract for this system will be signed in the first quarter of 2006 with the estimated completion at end of year 2006. The project has been slightly delayed. The 2005 unspent amount of \$0.3M will be carried forward to 2006 for completion of the project.
- Investigative Voice Radio (\$3.6M) – Due to operational needs, \$1.2M that was originally allocated for 2006 was used to purchase radios required in 2005. As a result, the 2005 actual expenditure is \$1.2M greater than planned in 2005. However, the total expenditure remains within the approved project funding.
- Jetform Replacement (\$1.2M) – The cost of replacing this system is currently estimated at \$1.2M based on information from Adobe (the company that acquired Jetforms). During 2005, Information Technology Services (ITS) investigated various software and while a few of these met many of the requirements, some of the critical elements were not satisfied. An RFP will be issued for the replacement system. As a result, the entire \$1.2M will be carried forward to 2006 and completion is expected by year-end 2006.
- HRMS additional functionality (\$3.16M) – In late 2004, Peoplesoft was purchased by Oracle. This project was delayed as the ramifications of the Oracle acquisition were not known and therefore, it was not prudent to invest in any enhancements at that time. Oracle has now indicated that current Tools and Platforms will be supported for the duration of the product support (at least until 2013 for the currently released products). The upgrade can now proceed and as a result, the entire \$0.5M will be carried forward to 2006.

- TRMS additional functionality (\$2.67M) – During 2005, TRMS resources were committed to stabilizing the TRMS environment and resolving issues arising from the initial implementation. Work on this project began late in 2005. The remaining funds of \$0.3M will be carried forward to 2006 to upgrade the TRMS environment.
- Smartzone Upgrade (\$1.5M) – This project provides funding for the upgrade of the joint Police/Fire/Emergency Medical Services (EMS) SmartZone voice radio system to version “Z” in order to manage the risk of potential loss of back-up technical support from Motorola. The cost for this software upgrade is \$1.5M, to be equally divided between TPS, Fire and EMS. TPS was assigned to complete this upgrade on behalf of Fire and EMS. However, the 2005 budget allocation only shows the TPS portion of this project. The recoverable portion from Fire and EMS has therefore been included in the 2006 capital budget.
- Centracom Upgrade (\$0.8M) – This project provides funding for the upgrade of the operating system of the voice radio system (Centracom Elite Console). This project has been slightly delayed. The remaining funds of \$0.2M will be carried forward to 2006 for the completion of this project.
- In-car Camera (\$0.56M) – This pilot project was launched on November 1, 2005. Twelve marked cars at 13 Division and six at Traffic Services were outfitted with the in-car systems. Since that time, there have been a number of technical challenges, impacting the reliability and performance of the equipment. TPS staff have been working with the vendor to work through these challenges and find solutions. Equipment enhancements are scheduled for installation in all vehicles during February 2006. The pilot at both locations is scheduled to continue until April 30, 2006. This will be followed by a 3 month evaluation by Video Services to determine the impact with respect to disclosure requests for court. The remaining funds of \$0.15M will be carried forward to 2006.
- Strong Authentication (\$1.56M) – Strong Authentication provides the ability to identify an individual requesting access to a computer, accurately and reliably. The 2005 overspent amount of \$0.3M is due to the upfront payment of a maintenance agreement. This will reduce the amount available in 2006, as the total budget for this project is not affected.

Facility projects:

- New Training Facility (\$50.9M) – This project provides for the construction of a new Police College (replacing C.O. Bick), a training facility for Firearm / Defensive Tactics and a Driver Training Track. The Driver Training Track (located at Toryork) was completed in 2005. The conceptual design for the new training facility has been approved by the Command. The Construction Manager has been hired and TPS is proceeding with developing the specifications. Discussions between TPS, City Real Estate and the Department of National Defence (DND) are continuing to determine if an agreement can be reached that satisfies the interests of the Service. The Service is expecting to start construction in July 2006 regardless of the DND participation. The unspent amount of \$2.0M in 2005 will be carried forward to 2006.

- 23 Division (\$17.17M) – In 2005 there was a delay in receiving Provisional Site Plan approval. As a result, only \$3.6M of \$6.2M available funding was utilised. The delay in receiving this approval was due to a number of conditions and requests required by the City's Planning Department. These requests included: changing the location of the building on site; removing the fencing; redesigning the parking area; upgrading the landscaping; and building a sidewalk. At this point, site foundation work is completed and the structural steel work is 75% completed. The 2005 unspent amount of \$2.6M will be carried forward to 2006. The project is still on schedule to be completed by the third quarter, 2007.
- 11 Division (\$16.9M) – This project provides for a new 11 Division. City Real Estate, on behalf of the Service, is investigating potential sites for a new 11 Division. As a result, there was no expenditure in 2005 and the available funding of \$0.7M will be carried forward to 2006. The Board will be provided with an up-to-date status on this project in the near future.
- 43 Division (\$16.2M) – This project is complete and staff were moved in on January 16, 2006. There are still some minor building deficiencies to be resolved and these are currently being addressed. The current approved budget for this project is \$14.7M. As a result of project change orders and design issues, an additional \$1.5M was required to complete the 43 Division project. The Service is recommending to off-set this additional cost from an under-expenditure in the Traffic Services and Garage Facility project which was completed in 2005. The overall 2005 Capital Budget is not impacted. However, in order to adjust project budgets, a transfer of funds between these projects is required. Total spending as of December 31, 2005 is \$15.7M, with an anticipated spending of \$0.5M in 2006. A specific report on the status of issues impacting this project will be provided to a future meeting of the Board.
- Traffic Services and Garage Facility (\$7.1M) – The facility was completed in May 2005 at a cost below the allocated budget. Due to ongoing legal issues (between the City and landlord), the Service has not been able to move into the facility. The unspent amount of \$1.7M in 2005 will be carried forward to 2006, of which \$1.5M is being recommended for transfer to the 43 Division project.
- 14 Division (\$19.7M) – This project provides funding for construction of a new 14 Division. There are some potential sites that are being investigated and evaluated by the Service and City Real Estate. In 2005, the Service only spent \$0.01M and the unspent amount of \$0.7M will be carried forward to 2006.

Replacements / Maintenance / Equipment projects:

- State of Good Repair (on-going) – This project provides funds for the on-going maintenance and repair of Police-occupied buildings and is managed by TPS' Facilities Management. The unspent funding of \$0.4M will be carried forward to 2006 to complete projects commenced in 2005.

- Boat Replacement (\$1.37M) – The replacement boat was received by the Marine unit in early January 2006. The 2005 unspent funding of \$0.3M will be carried forward to 2006 to cover the final payment for the boat. The lifecycle replacement of the Marine vessels is complete and on budget.
- Facility Fencing (\$3.66M) – This project provides funds to upgrade fencing in all TPS facilities. Divisions 52, 55 and 22 are completed. Work has commenced in 12, 31 and 42 Divisions. The design process has started for 32, 33, 41 and 53 Divisions. The 2005 unspent funding of \$0.3M will be carried forward to 2006.

Conclusion:

The Toronto Police Service incurred a capital expenditure of \$28.9M in 2005 compared against \$39.4M in available funding. This resulted in an under-expenditure of \$10.5M which will be carried forward to 2006. The majority of the unspent funds is attributable to facility projects where suitable sites for new facilities have not yet been identified by City Real Estate. The Service and City Real Estate are continuing to pursue options towards identifying these sites.

As a result of required change orders to complete 43 Division, additional funding of \$1.5M was required. The completed Traffic Services and Garage Facility project is currently projecting a total surplus of \$2.4M. Consequently, a budget transfer of \$1.5M is being recommended for transfer from this project to the 43 Division project. It is therefore recommended that the Board receive this report, approve the transfer of \$1.5M funding from the Traffic Services and Garage Facility capital project to the 43 Division capital project, and forward a copy of this report to the City's Deputy City Manager and Chief Financial Officer, and to the City Policy and Finance (P&F) Committee.

The format of the quarterly capital variance report is currently being reviewed to ensure that all necessary information is provided to the Board. A revised format for the report will be provided as part of the next quarterly capital variance report.

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

Mr. Tony Veneziano, Chief Administrative Officer, and Mr. Angelo Cristofaro, Director of Finance and Administration, were in attendance and responded to questions by the Board about this report.

The Board noted that the reference in the foregoing report to “Traffic Services and Garage Facility (\$7.1)” appears to indicate that the difference between the unspent amount in 2005 (\$1.7M) and the amount which will be transferred to the No. 43 Division project (\$1.5M) is \$200,000. The Board inquired whether the amount of \$200,000 would be adequate to cover all of the expenses that would occur when the Service is eventually able to move into the new facility.

The Board was advised that, in addition to the \$200,000 noted above, the Service has \$1.5M set-aside to complete the relocation. This amount was not reflected in the foregoing report. Therefore, a total of \$1.7M is available to complete the project.

The Board expressed concern about the format of the capital variance report, particularly given that additional funds may be available for a specific project – such as the Traffic Services and Garage Facility noted above – but are not reflected in the capital variance reports provided to the Board.

Mr. Veneziano offered to meet with interested Board members to discuss ways to improve the process in which capital variance information is reported to the Board, including the format of the reports provided to the Board.

The Board approved the foregoing report.

Project Name (\$000s)	Available to Spend in 2005	2005 Actual	Year-End Variance (Over)/ Under	**Total Project Budget
Information Technology Projects:				
Livescan Fingerprinting System	285.7	265.0	20.7	4,979.4
Police Integration System	2,286.1	736.1	1,550.0	5,250.0
Voice Logging Recording System	640.5	367.5	273.0	974.0
Lawfully Authorized Electronic Surveillance	1,850.0	1,847.4	2.6	1,850.0
Investigative Voice Radio System	58.9	1,258.8	(1,199.9)	3,600.0
Jetform Replacement	1,200.0	0.0	1,200.0	1,200.0
HRMS additional functionality	500.0	0.0	500.0	3,160.0
TRMS additional functionality	550.0	250.2	299.8	2,668.0
Smartzone Upgrade	500.0	1,152.3	(652.3)	1,500.0
Centracom Upgrade	400.0	218.8	181.2	800.0
Replacement of Call Centre Management Tools	590.0	490.4	99.6	886.0
In – Car Camera	538.0	388.2	149.8	562.0
Automated Vehicle Location System Expansion	385.0	340.6	44.4	1,590.0
Strong Authentication	595.0	868.0	(273.0)	1,555.0
Facility Projects:				
New Training Facility	4,550.1	2,551.8	1,998.3	50,900.0
23 Division	6,231.9	3,632.9	2,599.1	17,165.0
11 Division	500.0	-200.0	700.0	16,900.0
43 Division	8,928.7	9,579.4	(650.7)*	16,200.0
Traffic Services and Garage Facility	2,032.9	307.9	1,725.0	7,100.0
Police Command Centre	680.8	645.9	34.9	725.0
14 Division	750.0	8.1	741.9	19,700.0
Replacements / Maintenance / Equipment Projects:				
State of Good Repair-Police	1,857.1	1,458.1	399.1	8,700.0
Boat Replacement	567.0	218.9	348.1	1,368.0

Project Name (\$000s)	Available to Spend in 2005	2005 Actual	Year-End Variance (Over)/ Under	**Total Project Budget
Facility Fencing	1,509.0	1,165.2	343.8	3,660.0
Occupational Health & Safety Furniture Life Cycle Replacement	820.9	824.1	(3.2)	3,000.0
Mobile Command Post Vehicle	450.0	449.9	0.1	750.0
Radio Lifecycle (feasibility study)	100.0	64.5	35.5	100.0
Total	39,357.8	28,889.9	10,467.9	176,842.4

* Technical adjustment for cash carry forward of \$1.3M from 2002 will bring the balance to \$0.651M which will be carried forward to 2006

** Total project costs reflect the 2006 – 2010 approved budget and amounts approved prior to 2005.

Other than Debt expenditure (Draw from Reserve)

Vehicle and Equipment Reserve	5,033.0	5,033.0	0.0	25,165.0
Digital Photography Conversion	668.0	224.1	443.9	668.0
Strategic Traffic Enforcement Measures	129.0	44.0	85.0	129.0
Workstation, Laptop, Printer – Lifecycle Plan	3,324.0	3,432.3	(108.3)	6,881.0
Servers – Lifecycle Plan	2,896.1	2,885.7	10.4	4,506.0
IT business resumption – Lifecycle Plan	4,753.0	3,810.9	942.1	6,663.0
51 Division Furniture	230.3	0.0	230.3	1,000.0
TOTAL other than debt expenditure	17,033.4	15,430.1	1,603.3	45,012.0
TOTAL including other than debt expenditure	56,391.2	44,320.0	12,071.2	221,854.4

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P87. SEMI-ANNUAL REPORT: WRITE-OFF OF UNCOLLECTIBLE
ACCOUNTS RECEIVABLE BALANCES: JULY – DECEMBER 2005**

The Board was in receipt of the following report February 28, 2006 from William Blair, Chief of Police:

Subject: WRITE-OFF OF UNCOLLECTIBLE ACCOUNTS RECEIVABLE BALANCES
SEMI-ANNUAL REPORT: JULY 1, 2005 TO DECEMBER 31, 2005

Recommendations:

It is recommended that:

1. the Board receive this report for information; and
2. the Board approve the write-off of balances of \$374,385 and \$83,420 owing from the Ministry of the Solicitor General and the Ministry of the Attorney General respectively.

Background:

At its meeting of May 29, 2003 (Board Minute #P132/03 refers), the Board approved the new Financial Control By-law 147. Part IX, Section 29 – Authority for Write-offs includes the requirement for a semi-annual report to the Board on amounts written off in the previous six months.

Part IX, Section 29, Subsection (3) also requires that any amounts over \$50,000 receive the authorization of the Board in order to be written off.

Comments:

This report covers the period of July 1, 2005 to December 31, 2005. During this period, a number of accounts totalling \$143,699 were written off, as per By-law 147, broken down as follows:

Paid duty administrative fees and equipment rentals	\$66,237
Records Management report sales	3,841
Employee receivable	9,634
Other	<u>63,987</u>
TOTAL	\$143,699
	=====

Paid Duty Administrative Fees and Equipment Rentals (\$66,237):

Paid duty administrative fees and equipment rentals generate over \$2 million per year in revenues for the Service. Customers are provided with an invoice for the administrative fee and any equipment rentals after the paid duty has been completed. The minimum administrative fee of approximately \$24 is based on the 3 hour minimum paid duty charge as set by the Toronto Police Association.

The write-off of paid duty administrative fees and equipment rentals relates mostly to small dollar value and/or older customer balances which had been forwarded to D&A Collections, the Service's collection agency. D&A Collections' fully licensed tracing staff are equipped with various information resources such as on-line credit bureau access and database networks, which allow them to locate individuals, as well as businesses and their principals.

In all cases, customer accounts that were written off were closed by the collection agency after all collection and trace efforts were exhausted. In most cases, businesses had been dissolved, leaving no assets from which the receivables to the Toronto Police Service (TPS) could be paid, or the companies had filed for bankruptcy leaving no recourse for TPS as an unsecured creditor.

The TPS Central Paid Duty Office and Financial Management unit work closely with divisions, units and customers to ensure that invoices are sent to the proper location, are accurate and timely. Customers are provided with progressively assertive reminder letters every 30 days if their accounts are outstanding. Customers with balances outstanding over 90 days must make payment arrangements with Financial Management or they can be denied additional duties. This practice is in place for all customers, unless the central paid duty office determines that there are public security reasons for continuing to provide paid duties.

Records Management Report Sales (\$3,841):

Records Management sells background checks and accident reports to individuals and organizations such as insurance companies. Records Management report sales write-offs relate to personal cheques that were returned to the Service as NSF (Not Sufficient Funds). Although attempts were made to locate the individuals, including forwarding their names to D&A Collections, the customers could not be found or the amounts were too small to warrant substantial work on the part of the collection agency.

Records Management has altered their practice and no longer accept personal cheques as payment for reports. Cash, credit cards and Interac are accepted as payment.

Employee Receivable (\$9,634):

The employee receivable write-off amount relates to amounts owed by retired or terminated members for salary overpayments, benefit charges while on maternity leave or lost equipment such as uniform headwear (forage caps). The balances are over five years old and had been sent to the Service's collection agency. All efforts made by the collection agency either failed to locate the individuals or were exhausted because of the small dollar value of the receivable. The collection agency recommended write off of the accounts.

The controls over employee receivables have been tightened in the past few years. Better efforts are made to collect the amounts from the individuals while they are still active employees. Balances owing to the Service are reduced from final payout amounts at termination or retirement.

Other (\$63,987):

Approximately \$31,000 of the “Other” category relates to an amount invoiced to the SARS concert organizer. There were delays in finalizing the invoice, which was based on a verbal agreement with employees of the event organizer who agreed to pay TPS for the rental of the additional radios required. There were attempts made to collect the amount invoiced, however the individuals involved in this agreement have since left that organization and given that no written documentation exists to support the payment arrangement, the amount has been determined to be uncollectible.

Approximately \$12,000 of the “Other” amount relates to disclosure transcripts or video charges authorized by Crown Attorneys. The majority of these invoices are over five years old and were the subject of numerous discussions with various Ministry offices. Processes relating to disclosures were never formalized or communicated to all parties. These processes have now been documented, so that charges relating to disclosures are clear to all parties involved.

\$7,500 of the amount relates to project costs which were never recovered from partner agencies due to a lack of written agreements. In all cases, the investigations were required regardless of the amount to be recovered. The present process ensures that invoices are not submitted to partner agencies unless a formalized document exists between the two organizations.

Approximately \$2,500 relates to photos or transcripts requested by defence counsel and never paid for. At the time the invoices were sent, a clear agreement did not exist relating to disclosures to defence attorneys. The receivables are now very old so the likelihood of being collected, even through the collection agency, is minimal.

Request for approval to write-off balances over \$50,000:

In 1999, the Ministry of the Solicitor General provided the Service with a Community Policing Enforcement grant for \$374,385. The amount was included in Service revenue at the end of 1999, but a cheque for the funds was not to be received until the following year. In 2000, when the cheque was received, the amount was mistakenly accounted for as Service revenue again, instead of being posted against and reducing the receivable. As a result, the amount must be written off in order to be removed from the receivables listing.

Between 1995 and 2001, the Service was submitting invoices to the Ministry of the Attorney General for charges relating to the return of prisoners and disclosure transcriptions and videos. The total of these invoices is \$83,420. The Service was obtaining authorization from Crown Attorneys who were involved in the investigations and arrests. The Service was later advised that the Crown Attorneys were never authorized to make such commitments for the Ministry. The total of the account relating to these amounts must therefore be written off.

A proper process has since been discussed, documented and communicated to all parties involved. No such amounts have since been invoiced to the Ministry.

It is therefore requested that the Board authorize the write-off the above amounts.

Financial Implications:

The Service write-off amount in 2005 has been expensed against the allowance for uncollectible amounts and therefore has no impact on the 2005 budget. In addition, the amounts for which approval is being requested will also be expensed against the allowance for doubtful accounts in 2006, with no impact on the 2006 budget.

Conclusion:

In accordance with Section 29 – Authorization for Write-offs of By-law 147, this report requests approval to write-off amounts (\$374,385 – Ministry of the Solicitor General and \$83,420 – Ministry of the Attorney General) owing to the Service, and provides information to the Board on the amounts written off by the Service during the period July 1, 2005 to December 31, 2005. The write-off of these accounts is an important step in “cleaning up” old outstanding receivables where collection efforts have been fully exhausted or where it was determined that the Service could not substantiate the amount owing. The review of old receivables is continuing, and may result in additional amounts requiring Board approval for write-off in 2006.

Action has been taken to reduce the risk of amounts owing to the Service from becoming uncollectible and to more aggressively pursue amounts owing. A summary of the Service’s accounts receivable collection procedures was reported to the Board on March 25, 2004 (Board Minute No. P92/04 refers).

Finally, it should be noted that the City Treasurer will be reporting to the May, 2006 meeting of the City’s Administration Committee, on steps that can be taken to further improve the revenue and accounts receivable collection process. The Service will consider and implement any additional mechanisms identified by the City Treasurer, as appropriate.

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

Mr. Tony Veneziano, Chief Administrative Officer, was in attendance and responded to questions by the Board about this report.

The Board approved the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P88. REQUEST FOR LEGAL INDEMNIFICATION: CASE NO. CJ/2006

The Board was in receipt of the following report February 07, 2006 from William Blair, Chief of Police:

Subject: LEGAL INDEMNIFICATION - CASE NO. CJ/2006

Recommendation:

It is recommended that: the Board deny payment of an account from Mr. Peter Brauti, in the amount of \$4,183.72 for his representation of a police constable in a criminal matter.

Background:

A police constable has requested payment of legal fees under the legal indemnification clause of the Uniform Collective Agreement. The statement of account from Mr. Peter Brauti in the amount of \$4,183.72 has been received.

This report corresponds with additional information provided on the Confidential Agenda.

It is recommended that this account be denied.

Mr. William Gibson, Director, Human Resources Management, will be in attendance to respond to any questions the Board may have in regard to this matter.

The Board approved the foregoing report.

A report containing additional information about the foregoing request for legal indemnification was considered by the Board during its in-camera meeting (Min. No. C86/06 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P89. REQUEST FOR LEGAL INDEMNIFICATION: CASE NO. ML/2006

The Board was in receipt of the following report January 26, 2006 from William Blair, Chief of Police:

Subject: LEGAL INDEMNIFICATION - CASE NO. ML/2006

Recommendation:

It is recommended that: the Board deny payment of an account from Mr. Peter Brauti, Barrister and Solicitor, in the total amount of \$6,667.38 for his representation of a police constable in a criminal matter.

Background:

A police constable has requested payment of legal fees under the legal indemnification clause of the Uniform Collective Agreement. The statement of account from Mr. Peter Brauti, Barrister and Solicitor, in the amount of \$6,667.38 has been received.

This report corresponds with additional information provided on the Confidential Agenda.

It is recommended that this account be denied.

Mr. William Gibson, Director, Human Resources, will be in attendance to respond to any questions the Board may have in regard to this matter.

The Board approved the foregoing report.

A report containing additional information about the foregoing request for legal indemnification was considered by the Board during its in-camera meeting (Min. No. C87/06 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P90. TORONTO POLICE SERVICES BOARD - 2005 FINAL YEAR-END
OPERATING BUDGET VARIANCE REPORT**

The Board was in receipt of the following report March 02, 2006 from Alok Mukherjee, Chair:

Subject: 2005 FINAL YEAR-END OPERATING BUDGET VARIANCE REPORT FOR
THE TORONTO POLICE SERVICES BOARD

Recommendation:

It is recommended that:

- (1) the Board receive this report; and
- (2) the Board forward a copy of 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 during the week of February 25th 2005, approved the Toronto Police Services Board Operating Budget at a net amount of \$1.28 Million (M), which is the same amount as the budget approved by the Toronto Police Services Board at its meeting of January 24, 2005 (Board Minute #P27/05 refers). In addition, due to salary settlements, the budget was revised to \$1,296,700.

2005 Operating Budget Variance

The final unfavourable variance is \$38,732.

Staffing And Board Member Remuneration

The salary and benefit budget for the Board is \$682,500. or approximately 53% of the total budget.

The favourable variance of \$101,674 is a direct result of the fact that, as a City Councillor, Chair McConnell did not receive salary or benefits from the Board.

Non-Salary Accounts

The non-salary budget for the Board office is \$614,200. The majority of the Board's budgeted non-salary costs are related to legal costs, primarily attributed to labour relations matters such as, arbitration and grievance hearings.

Non salary accounts were overspent by \$140,406. The unfavourable balance is the result of the unanticipated and unbudgeted costs for:

- recruitment of the Deputy Chiefs, \$113,400 (Min. P209/05),
- consulting services for the facilitation of community consultation sessions during the Chief of Police selection process in the amount of \$3,000,
- recruitment of the Chief Administrative Officer, \$39,500 (Min. P243/05), and;
- remuneration for the community members of the Sexual Assault Steering Committee (Min. P34/05) in the amount of \$5,000,
- amounts for consulting services (external lawyers) in excess of budget.

The negative variance in the non-salary accounts was somewhat reduced by under-spending in conferences, courses and seminars accounts, the advertising and promotions account and the internet account.

A summary of the year-end variance follows:

	Budget	Actual	Surplus/(Shortfall)
Salaries	\$616,200.	\$518,587.	\$97,613.
Benefits	\$64,100.	\$56,676.	\$8,424.
Premium Pay	\$2,200.	\$6,563	(\$4,363.)
Non Salary Expenditures	\$614,200.	\$754,606.	(\$140,406)
Total	\$1,296,700.	\$1,335,432.	(\$38,732.)

The Board received the foregoing and agreed to forward copies to the City of Toronto Deputy City Manager and Chief Financial Officer and the City of Toronto – 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 MARCH 23, 2006**

**#P91. TORONTO POLICE SERVICE - 2005 FINAL YEAR-END OPERATING
BUDGET VARIANCE REPORT**

The Board was in receipt of the following report February 22, 2006 from William Blair, Chief of Police:

Subject: 2005 OPERATING BUDGET – YEAR-END VARIANCE REPORT FOR THE
TORONTO POLICE SERVICE

Recommendations:

It is recommended that:

- (1) the Board receive this report; and
- (2) the Board forward a copy of this report to the City's Deputy City Manager and Chief Financial Officer, and to the City's Policy and Finance (P&F) Committee.

Background:

Toronto City Council, at its meeting of February 25, 26, 27, 28 and March 1, 2005, approved the Toronto Police Service (TPS) Operating Budget at a net amount of \$688.9 Million (M).

During 2005, City Council approved an increased insurance allocation (\$4.5M) to the Service from the City's Insurance Reserve Fund. This allocation, combined with the salary settlements the Board reached with the Toronto Police Association and the Toronto Police Senior Officers' Organization (valued at \$22.7M) resulted in a revised 2005 net operating budget of \$716.1M.

Comments:

The 2005 year-end surplus was \$6.1M (see the chart in the conclusion section of this report). The favourable variance is attributable to under-spending in several areas, as discussed below.

Salaries (including Premium Pay)

The year-end surplus in this category was \$1.9M.

Salaries were underspent by \$2.1M, as the actual number of uniform officers who left the Service in 2005 was 231, compared to the budgeted amount of 200. This saving was slightly offset by an increase in salary costs of approximately \$0.2M, that resulted from the Service's reorganisation in 2005 (Board Minute #P187/05 refers).

Actual net premium pay expenditures were within the 2005 approved amount of \$33M. This amount includes spending of \$0.6M for the Community Action Policing (CAP) program, as approved by Council.

Benefits

A surplus of \$1.5M was achieved in the benefit accounts, due to medical and dental costs increasing at a lower rate than the Service originally forecasted.

Non-salary expenditures

Non-salary accounts were underspent by \$0.3M at year-end. This under-expenditure was due to savings in services accounts of \$0.7M (the majority of which was in the computer lease/maintenance accounts). This saving was partially offset by renovations costs resulting from the Service's reorganisation in 2005 (Board Minute #P187/05 refers).

Revenue

The Service's 2005 revenue reflected a surplus of \$2.4M. Half of this surplus (\$1.2M) is attributable to one-time funding recoveries for costs incurred in previous years related to the President Bush visit to Ottawa and the Cecilia Zhang investigation. These recoveries increased the Service's revenue in 2005, and because they were not budgeted, positively impacted the final variance. The remainder of the revenue surplus resulted from increased prisoner transportation recoveries (\$0.5M), sale of clearance letters (\$0.3M) and various other accounts (\$0.4M).

Night Court Initiative

During 2004, the Service and the City implemented an off-duty night court initiative to increase officer attendance at Provincial Offences Act courts. As a result of this initiative, the Service incurred an additional \$0.3M in court attendance costs in 2004, and was to be reimbursed for these costs by the City. The Service has not received payment for the costs incurred in 2004 which were set up as a receivable. A further \$0.4M in costs were incurred in 2005. Failure by the City to pay for these costs will result in a future budget pressure to the Service.

Discussions have been held with senior City staff and will continue in order to reach a resolution on this matter. The Board will be updated accordingly.

Conclusion:

The Service achieved a final year-end surplus of \$6.1M and, where appropriate, has reflected any sustainable savings contributing to the surplus in the 2006 operating budget request.

A summary of the year-end variance is provided below:

	<u>Budget</u>	<u>Actual</u>	<u>Surplus / (Shortfall)</u>
Salaries (including Premium Pay)	\$551.5	\$549.6	\$1.9M
Benefits	\$113.8	\$112.3	\$1.5M
Non Salary Expenditures	\$83.4	\$83.1	\$0.3M
Revenue	<u>\$(32.6)</u>	<u>\$(35.0)</u>	<u>\$2.4M</u>
Total	<u>\$716.1</u>	<u>\$710.0</u>	<u>\$6.1M</u>

The year-end surplus of \$6.1M is \$1M greater than the projected amount previously reported to the Board. The additional surplus of \$1M is due to further savings in benefits for medical/dental (\$0.2M), additional savings in the computer leases/maintenance accounts (\$0.7M) and increases in various revenues (\$0.1M).

It is recommended that the Board receive this report and forward a copy to the City's Deputy City Manager and Chief Financial Officer, and to the City's Policy and Finance Committee.

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

The Board received the foregoing and agreed to forward copies to the City of Toronto Deputy City Manager and Chief Financial Officer and the City of Toronto – 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 MARCH 23, 2006**

**#P92. TORONTO POLICE SERVICE – PARKING ENFORCEMENT UNIT:
2005 FINAL YEAR-END OPERATING BUDGET VARIANCE REPORT**

The Board was in receipt of the following report February 22, 2006 from William Blair, Chief of Police:

Subject: 2005 YEAR-END OPERATING BUDGET VARIANCE REPORT FOR THE
TORONTO POLICE PARKING ENFORCEMENT UNIT

Recommendations:

It is recommended that:

- (1) the Board receive this report; and
- (2) the Board forward a copy of this report to the City's Deputy City Manager and Chief Financial Officer, and to the City Policy and Finance (P&F) Committee.

Background:

Toronto City Council, at its meeting of February 25, 26, 27, 28 and March 1, 2005, approved a 2005 net operating budget of \$31.4 Million (M) for the Parking Enforcement Unit. Late in 2005, the Board reached salary settlements with the Toronto Police Association and the Toronto Police Senior Officers' Organization, resulting in a revised 2005 net operating budget of \$32.0M.

Comments:

The Toronto Police Parking Enforcement Unit had a final 2005 year-end surplus of \$1.0M. The reasons for this under-expenditure are provided below.

Salaries & Benefits:

A favourable net variance of \$0.3M was achieved in the salaries and benefits accounts. This favourable variance is mainly attributable to savings in medical and dental costs, as these costs increased at a lower rate than the Service originally forecasted.

Non-Salaries:

Non-salary accounts were under-spent by \$0.7M. The 2005 operating budget included the operating impacts of the hand-held ticket devices capital project (e.g. radio frequency costs, rechargeable batteries). Since the implementation of the hand-held ticket devices capital project has been delayed, these costs were not incurred. Other savings are the result of under-spending in various non-salary accounts and an increase in revenue from towing recoveries.

Parking Tag Revenue (collected by the City):

The Parking Enforcement Unit does not receive any revenue collected from the issuance of parking tags, as this revenue is credited to the City's accounts.

The budgeted revenue in 2005 from the issuance of parking tags was \$63.5M (based on a City collectable tag rate of 81% and an average fine of \$26). The final revenue amount for 2005 of \$69.3M (based on a City collectable tag rate of 82% and an average fine of \$30), is \$5.8M more than what was budgeted. The actual number of parking tags issued in 2005 was 199,150 lower than projected. However, this lower issuance rate was more than offset by a higher collection rate (82% versus 81%) and average fine value (\$30 versus \$26), resulting in a favourable variance to the City.

Conclusion:

The Parking Enforcement Unit had a final surplus of \$1.0M in 2005, as a result of under-expenditures in various areas. Where sustainable, these savings were taken into account in developing the Parking Enforcement Unit's 2006 operating budget request.

It is recommended that the Board receive this report and forward a copy to the City's Deputy City Manager and Chief Financial Officer, and to the City Policy and Finance Committee.

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

The Board received the foregoing and agreed to forward copies to the City of Toronto Deputy City Manager and Chief Financial Officer and the City of Toronto – 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 MARCH 23, 2006**

#P93. TORONTO POLICE SERVICE – ADMINISTRATION OF COMPLAINTS

The Board was in receipt of the following report February 27, 2006 from William Blair, Chief of Police:

Subject: SERVICE GOVERNANCE ON COMPLAINTS

Recommendation:

It is recommended that: the Board receive this report.

Background:

At the December 15, 2005, Toronto Police Services Board meeting, Dr. Alok Mukherjee, Chair, reported that the Board's Policy TPSB AA-001 entitled 'Board's Policy on Complaints', as implemented in November 2003, was reviewed and it was determined that no amendments were required (Board Minute #P386/05 refers).

The Board requested that I provide them with the Service Procedures that implement the policy and confirm that the Service is in compliance with the Board's Policy TPSB AA-001.

A review of Service governance was performed and it has been confirmed that the Service continues to be in compliance with the Board's Policy TPSB AA-001 entitled 'Board's Policy on Complaints'.

A report of compliance is contained in Appendix A, which includes excerpts from the applicable Service procedures that are suitable for release to the public. The Public Complaints Instructions form (TPS 902) is attached to this report for the convenience of Board Members (Appendix B). The full procedures, as well as two Routine Orders, will be provided to the Board in a separate report for the Board's Confidential Agenda.

It is recommended that the Board receive this report.

Deputy Chief Jane Dick, Executive Command, will be in attendance to answer any questions the the Board may have regarding this report.

The Board received the foregoing.

Additional information regarding the Service's administration of complaints was also considered during the in-camera meeting (Min. No. C85/06 refers).

Electronic version of the attachment to this Minute is not available.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P94. QUARTERLY REPORT: COMPRESSED WORK WEEK SCHEDULING
COMMITTEE: DECEMBER 2005 – FEBRUARY 2006**

The Board was in receipt of the following report February 13, 2006 from William Blair, Chief of Police:

Subject: QUARTERLY STATUS REPORT: DECEMBER 2005 - FEBRUARY 2006 –
COMPRESSED WORK WEEK SCHEDULING COMMITTEE

Recommendation:

It is recommended that: the Board receive the following status report on the Compressed Work Week Scheduling Committee for information.

Background:

At its meeting of December 15, 2005 (Board Minute #P408/05 refers), Chief of Police William Blair was directed by the Board to report quarterly on the progress and workings of the Compressed Work Week Scheduling Committee. This report is in response to that direction.

The Compressed Work Week Scheduling Committee is a joint committee of the Toronto Police Services Board and the Toronto Police Association. The committee was struck in accordance with Schedule 1 of the Memorandum of Agreement in the 2005 - 2007 Collective Agreement between the Toronto Police Services Board and the Toronto Police Association. The mission of the Compressed Work Week Scheduling Committee is to jointly study the possibility of a new Compressed Work Week (CWW) system, including the possible modification or continuation of the current CWW system, and attempt in good faith to develop one or more alternatives to the existing CWW schedule, in accordance with the principles set out in paragraph 8 of Schedule 1.

General Information:

The Committee is co-chaired by Mr. David Wilson of the Toronto Police Association and Deputy Chief Kim Derry of the Toronto Police Service. Other members of the Parent Committee include the Manager of Labour Relations, Ms. Maria Ciani, Staff Superintendent Glenn DeCaire and the following members of the Toronto Police Association; Mr. Mike McCormack, Mr. Tom Froude, Mr. Roger Aveling, Mr. Tim Zayack and Mr. Al Olson.

This CWW Committee is tasked with:

1. Exploring alternative model(s) which provide a balance between work and family time and includes consideration of fewer consecutive shifts,
2. The alternative model(s) should provide a balance between individual needs and the Service's need for efficient deployment of staff,
3. The alternative model(s) should allow the Service to deploy its human and financial resources in the most efficient and effective way while respecting the individual needs and interests of officers and staff.

The CWW Committee met on January 31, 2006 and February 14, 2006 to review the Terms of Reference and to discuss the selection process for the subject matter expert. The parties have agreed to meet on a bi-weekly basis.

It is therefore recommended that the Board receive this quarterly status report on the Compressed Work Week Schedule Committee for information.

Deputy Chief Kim Derry, Divisional Policing Command will be in attendance to answer questions from Board members.

The Board received the foregoing.

A report with additional information regarding the Compressed Work Week Scheduling Committee was considered during the in-camera meeting (Min. No. C88/06 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P95. QUARTERLY REPORT: MUNICIPAL FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT COMPLIANCE: OCTOBER - DECEMBER 2005

The Board was in receipt of the following report February 16, 2006 from William Blair, Chief of Police:

Subject: QUARTERLY REPORT OCTOBER 2005 – DECEMBER 2005: MUNICIPAL FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT COMPLIANCE

Recommendation:

It is recommended that: the Board receive the following report for information.

Background:

At its meeting on September 23, 2004, the Board approved a motion that the Chief of Police provide the Board with quarterly reports identifying the Service’s *Municipal Freedom of Information and Protection of Privacy Act* (MFIPPA) compliance rates, and further, that the total number of overdue requests be divided into categories of 30, 60, or 90 days, or longer (BM# 284/04 refers).

Under the Act, compliance refers to the delivery of disclosure through the Freedom of Information process within 30 days of receipt of a request for information. The compliance rates for the period October 1, 2005 to December 31, 2005, divided into three categories as stipulated by the Board, are as follows:

Toronto Police Service
Compliance Rates
October 1 – December 31, 2005

30-Day	60-Day	90-Day or longer
79.26%	93.77%	96.74%
Requests to be completed during this time period: 675	140	42
Requests completed: 535	Requests completed: 98	Requests completed: 20
Requests remaining: 140	Requests remaining: 42	Requests remaining: 22

A further breakdown of requests received October 1, 2005 to December 31, 2005 is as follows:

Category	Total	Description
Individual / Public	352	- Personal
Business	238	- Witness contact information - Memobook notes re. accidents and occurrence reports - Clients' police reports
Academic / Researcher	0	
Association/Group	32	- Reports required for families in justice system - Reports on subject and an individuals - Reports on subjects requiring need for shelter
Media	3	- Reports on crime statistics
Government	7	- Reports on individuals - Memobook notes re. incidents
Other	6	- Reports on individuals - Reports for medical assessment

A breakdown by month of the 30-day compliance rates for this quarterly period is as follows:

October 2005	81%
November 2005	77.17%
December 2005	80%

Conclusion:

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

Deputy Chief Jane Dick, Executive Command, will be in attendance to answer any questions that Board members may have.

The Board received the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P96. QUARTERLY REPORT: STATISTICAL ANALYSIS OF CONDUCT
COMPLAINTS: JANUARY TO DECEMBER 2005**

The Board was in receipt of the following report January 31, 2006 from William Blair, Chief of Police:

Subject: QUARTERLY REPORT: STATISTICAL ANALYSIS OF CONDUCT
COMPLAINTS - CUMULATIVE DATA JANUARY TO DECEMBER 2005

Recommendation:

It is recommended that: the Board receive the following report for information.

Background:

At its meeting of April 29, 2004, the Board requested that, as part of the monthly Professional Standards report, it receive a statistical analysis report on all allegations of misconduct against members of the Toronto Police Service. This analysis is to include open cases, closed cases, cases opened and closed since last reported, and should identify the unit conducting the investigation. Further, that the categories of investigations listed must be in a format consistent with the Professional Standards semi-annual report and that such analysis also include any identifiable trends noted by the Service (Board Minute #P134/2004 refers).

At its meeting of September 23, 2004, the Board sought to separate the reporting of serious misconduct issues from complaint statistics. Further, at its meeting of April 7, 2005, the Board directed that separate complaint statistical reports be produced at quarterly intervals for its regular public meetings in February, June, September and December (Board Minute P129/2005 refers).

The statistics contained in this document are extracted from the Professional Standards Information System (PSIS) database. The figures listed for complaints received reflect the information in its raw format before the complaints are either classified or investigated. Given that an investigation may take upwards of six months to conclude, and may be further delayed while awaiting an appeal to the Ontario Civilian Commission on Police Services, the number of concluded matters may fluctuate extensively when comparing current data with previous reports.

The information compiled for this report provides year to date (YTD) data (January 1 to December 31, 2005) and compares it to similar time periods for previous years. (Please note that the data provided for 2005 are preliminary only). It is important to note that PSIS contains the data in a slightly different format and may not always be strictly comparable to previous years.

The number of external complaints received by December 31, 2005 was 760 compared to 862 for the same time period in 2004. This amounts to a decrease of approximately 11.8%. Some of the external complaints received by the Toronto Police Service (TPS) each year are about members of other agencies. The PSIS database takes this into account for 2005 where complaints for members of other agencies are kept separately. The 2004 external complaint statistics contain 10 complaints for members of other agencies for the time period under review.

External complaints for 2005 about TPS members that were received and closed by December 31, 2005 amounted to 586 or 77.1% compared to 649 or 75.3% in 2004. Similar closure rates for 2003 and 2002 were 556 or 75.6% and 544 or 77.3% respectively.

The 2005 data for internal complaints initiated against police officers by December 31, 2005 has increased by 6.0% over the same time period in 2004 (687 in 2005 compared to 648 in 2004). The closure rate by December 31, 2005 was 78.9% compared to 72.1% for the same period in 2004. Closure rates for similar periods in previous years were 67.0% in 2003 and 84.0% in 2002.

Each complaint may contain several different allegations, and it is these types of allegations that will define any behavioural trend. The TPS has standardized the allegation categories by formulating its reporting structure based on the specific offences that a police officer may commit as contained in the Schedule Code of Conduct within O. Reg. 123/98.

An in-depth analysis of the allegation categories is undertaken in the Professional Standards annual and semi-annual reports, but as an interim indicator, a simplified analysis is provided for the Board's information. The 2005 complaints receive a provisional allegation category, which may change once the complaint is thoroughly investigated.

This process has now been completed with the external complaints for 2004 to allow for a direct comparison between the current and previous year. The same process will be applied to the internal complaints when time permits.

The *Police Services Act* provides for complaints to be concluded without investigation if the complaint is less serious and falls into one of the following categories: Not directly affected, Made in bad faith, Made after six months, Frivolous, No jurisdiction, Not signed in accordance with the *Act*. In this regard, just over one quarter (26.6%) of the complaints received by December 31, 2005 were classified in one of the above categories. This is considerably less than the result obtained for the same period last year when 38.9% of the complaints were classified into these categories.

The provisional allegation categories for external complaints received by December 31, 2005 were compared to the same period in 2004, which produced the following results:

- Approximately two out of every five (38.8.1%) external complaints in 2005 involved discreditable conduct (discriminatory practices or incivility). This result is similar to that seen for the same period in 2004 (35.0%).

- The number of external complaints associated with unlawful or unnecessary exercise of authority was 20.5% for 2005 (approximately one in five) compared to only 11.0% for 2004.
- Neglect of duty was similar for both years i.e., 9.6% of the complaints in 2005 and 8.4% in 2004.

A review of the allegation category associated with internal complaints for the period January 1 to December 31, 2005 compared to the same period in 2004 indicates the following:

(Please note that 47 internal complaints received by December 31, 2004 are ongoing and no provisional allegation categories have been attributed to these complaints).

- Discreditable conduct accounted for 18.3% in 2005 compared to 22.2% in 2004.
- Neglect of duty was associated with 17.6% of the internal complaints in 2005 compared to 30.9% during 2004.
- Damage to clothing and equipment accounted for 17.9% of the internal complaints during this review period in 2005 compared to 19.6% in 2004.
- Two out of every 5 internal complaints (41.0%) in 2005 were associated with allegations of insubordination compared to only 13.3% last year. This large discrepancy between the two years reflects the number of complaints made about officers who disregarded the Chief's orders at a police rally on November 2, 2005.

It is therefore recommended that the Board receive the foregoing report for information.

Deputy Chief Jane Dick of Executive Support Command will be in attendance to answer any questions that the Board members may have.

The Board received the foregoing report and agreed that quarterly reports providing statistical analysis of conduct complaints involving members of the Service are no longer required as long as this information continues to be included in the Professional Standards reports which are provided to the Board on a semi-annual basis.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P97. QUARTERLY REPORT: ENTERPRISE CASE AND OCCURRENCE
PROCESSING SYSTEM (ECOPS): NOVEMBER 2005 – JANUARY 2006**

The Board was in receipt of the following report February 16, 2006 from William Blair, Chief of Police:

Subject: QUARTERLY REPORT: ENTERPRISE CASE AND OCCURRENCE
PROCESSING SYSTEM (ECOPS) - NOVEMBER 2005 TO JANUARY 2006

Recommendation:

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

Background:

The Enterprise Case and Occurrence Processing System (eCOPS) was implemented in September of 2003. The subsequent year, the Board requested that the Chief of Police provide the Board with quarterly reports outlining the progress of the new records management application, which was designed to provide an automated, integrated information system in the desktop and mobile environment, eliminating the need for duplicate data entry and manual coding and classification of data within Records Management Services (Board Minute #P329/04 refers).

The Board has also requested that these quarterly reports include a financial summary detailing the costs associated with the on-going maintenance of the eCOPS application (Board Minute #P310/05 refers).

Data Integrity:

Historically, the manual data entry function associated with occurrence processing was performed by experienced data entry clerks in Records Management Services (formerly Corporate Information Services).

In 2005, however, with the progression of Occurrence Re-engineering and the on-going development of the eCOPS application, the data entry function was transferred to the field, allowing officers to perform all data entry at source. As a result of this decentralization, coupled with the numerous technical challenges faced by the eCOPS project, significant data integrity issues have become apparent. The eCOPS application itself has proven to be more challenging for front-end users than anticipated.

Records Management Services – Quality Control staff have performed on-going analysis of data captured within the eCOPS application. The results of such analysis have confirmed that the shift of the data entry and coding function from Records Management Services to the field has affected the accuracy and reliability of information contained within the Service records management database.

In essence, the eCOPS application has not provided the full spectrum of functionality and streamlining of data entry processes that it was intended to deliver. For example, multiple data entry is still occurring across various units within the Service as a result of the decision to defer the Case Management functionality, as reported to the Board at its September 21, 2004 meeting (Board Minute #P329/04 refers). Consequently, the volume of manual data error correction that must be performed in Records Management Services in order to comply with internal and external statistical reporting requirements is overwhelming given resource limitations.

In an effort to improve the accuracy of data entered at source, Records Management Services has established goals and strategies for 2006 that concentrate on allocating existing resources in the most effective manner to supplement validation and quality control processes with additional support from the field.

Planning for 2006:

Limited development resources will impact functional enhancements during 2006 with the exception of critical production issues. For the next several months, developers' focus will be to ensure compliance with federally mandated CPIC Renewal changes and the revision of Domain Codes (i.e. a review of and revision of the coding applied to the many variables of information captured in eCOPS).

Changes to the Domain Code tables within eCOPS will allow designated Records Management Services' staff to add, delete, or modify existing tables without any corresponding downtime, which will improve the accuracy of data captured and categorized at point of entry. The ability to update and amend these tables will impact the integrity of statistical reports and crime analysis capabilities.

The Royal Canadian Mounted Police (RCMP) require that CPIC input and output changes be completed as part of the CPIC Renewal Project. These changes will occur in two phases, the first of which involves alterations to the query format (output screens). The target date for implementation of Phase I is October 2006. The domain code revision and CPIC Renewal, Phase I, will be done concurrently, and are anticipated to conclude October 2006.

End users have identified property related entries and print format enhancements in eCOPS as major issues of concern. Therefore, these areas will be prioritized following the Domain Code and CPIC Renewal development.

Patch Release – eCOPS Version 2.2.1:

The most recent production release, eCOPS Version 2.2, was implemented November 27, 2005, as scheduled. The enhancements incorporated into this release were reported to the Board at its December 15, 2005 meeting (Board Minute #P402/05 refers). A patch release, Version 2.2.1, is targeted for March 2006 to address critical defects only. This release is a priority, as components are required to prepare for the Domain Code revision.

Financial Summary:

eCOPS Support Operating Costs

Unit	2005 Budget Amount	Year-End Figures	Annual %
<u>eCOPS On-going Support Costs – Base</u>			
Information Systems	379,860	366,262	96%
Systems Operations	58,802	57,155	97%
Customer Service	53,448	53,448	100%
TOTAL	\$492,109	\$476,864	97%

eCOPS Quarterly Releases – Enhancements

Information Systems	821,336	797,953	97%
Systems Operations	24,068	24,068	100%
Customer Service	17,816	18,707	105%
TOTAL	\$863,220	\$840,727	97%

eCOPS Total Resource Costs

Information Systems	1,201,196	1,164,214	97%
Systems Operations	82,870	81,223	98%
Customer Service	71,264	72,154	101%
TOTAL	\$1,355,329	\$1,317,592	97%

Source: Financial Summary prepared by Information Technology Services

Database Upgrades:

As reported to the Board at its December 15, 2005 meeting, database upgrades are required in order to improve system stability and performance, as well as to support the future development of the eCOPS application. The conversion to DB2 Version 8.2 took place on November 6, 2005, as scheduled (Board Minute #P402/05 refers).

The DB2 database upgrade has improved application speed by approximately 25 percent. System performance will be further enhanced with the upgrade to Websphere Version 5.1, which will follow the patch release. Developers will continue to explore methods to optimize the performance benefits that can be derived from these infrastructure changes.

eCOPS Training:

As part of the on-going initiatives to improve data quality, training for 372 supervisors/reviewing officers was conducted at C.O. Bick from November 21, 2005 to January 25, 2006. Training is scheduled to resume for the month of March 2006 to address the balance of 354 supervisors who require training.

Conclusion:

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

Deputy Chief Jane Dick, Executive Command, will be in attendance to answer any questions that Board members may have.

The Board received the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P98. QUARTERLY REPORT: TORONTO POLICE SERVICES BOARD'S SPECIAL
FUND UNAUDITED STATEMENT: OCTOBER - DECEMBER 2005**

The Board was in receipt of the following report March 03, 2006 from Alok Mukherjee, Chair:

Subject: TORONTO POLICE SERVICES BOARD'S SPECIAL FUND UNAUDITED
STATEMENT FOR THE PERIOD 2005 OCTOBER 01 TO 2005 DECEMBER
31

Recommendation:

It is recommended that: the Board receive the report on the Toronto Police Services Board's Special Fund unaudited statement for their information.

Background:

Enclosed is the unaudited statement of receipts and disbursements with respect to the Toronto Police Services Board's Special Fund for the period 2005 October 01 to 2005 December 31.

As at 2005 December 31, the balance in the Special Fund was \$353,326. During the fourth quarter, the Special Fund recorded receipts of \$110,254 and disbursements of \$156,926. There has been a net decrease of \$90,908 against the December 31, 2004 fund balance of \$444,234.

The Property and Evidence Management Unit has provided Rite Auctions Limited with auction materials on a regular basis in 2005. As a result, auction proceeds, net of 50% commissions charged by Rite Auctions Limited, are being deposited monthly to the Special Fund. These funds, in addition to the unclaimed cash deposited in the first quarter, contributed to the revenue recorded by the Fund.

During the fourth quarter of 2005, the fund balance included the anticipated auction revenues for November and December, 2005 in auction proceeds. The anticipated revenue was included as part of the fund balance in order to more closely follow accepted accounting practices. The actual revenue cheques will be received from Rite Auctions Limited in 2006.

Fund expenses included significant contributions to the 2006 FBI and L.E.A.D. conferences and to the youth development Hoodlinc Program. In addition, the fund began absorbing the cost of the audit fee paid to the external auditors, Ernst and Young. In previous years, the fee was paid through the Toronto Police Service operating budget. Given that the fund is now receiving revenues on a regular basis, the fee was reallocated to properly reflect the cost.

2006 Outlook

As we progress through 2006, Board members should be aware that there are several significant standing commitments which require monies from the Special Fund. For example:

Futures Program – the Board approved the allocation of \$100,000 in each of 2005, 2006, 2007, 2008 and 2009

Community Police Liaison Committees - \$1,000 for each CPLC and consultation committee

Pride Week Reception - cost shared with the Service

Awards for Service Members, Civilian Citations

Recognition of Long Service (civilian pins, 25 year watch event, tickets to retirement functions for senior officers)

Recognition of Board Members who complete their appointments

Shared Funding for athletic competitions with the Toronto Police Amateur Athletic Association

Total revenue of \$291,000 accrued to the Special Fund during 2005. I will be monitoring the Fund regularly to ensure that it can continue to sustain the standing commitments that the Board has approved as well as allowing the Board to continue to consider requests for funding in accordance with established policy. The Special Fund policy is appended for information.

The Board received the foregoing.

THE TORONTO POLICE SERVICES BOARD SPECIAL FUND
2005 FOURTH QUARTER RESULTS WITH INITIAL PROJECTIONS

PARTICULARS	2005							2004	COMMENTS
	INITIAL PROJ.	ADJUSTED PROJ.	JAN 01 TO MAR 31/05	APR 01 TO JUN 30/05	JUL 01 TO SEPT 30/05	OCT 01 TO DEC 31/05	JAN 01 TO DEC 31/05 TOTALS	ACTUAL	
<i>BALANCE FORWARD</i>	444,234	444,234	444,234	485,150	403,224	399,998	444,234	435,126	2005 projections are based on 2004 actual results.
<u>REVENUE</u>	-	-	-	-	-	-	-		Commission is set at 50% of the auction proceeds. The first quarter of 2005 contains a 2004 City auction amount. The Property and Evidence Management unit continues to deposit unclaimed monies.
PROCEEDS FROM AUCTIONS	180,000	371,600	45,887	119,446	113,366	207,927	486,627	60,093	
LESS OVERHEAD COST	(90,000)	(182,140)	(20,199)	(59,723)	(56,683)	(101,238)	(237,843)	(23,894)	
LESS RETURNED AUCTION PURCHASE	0	0	0	0	0	0	0	0	
UNCLAIMED MONEY	50,000	45,900	18,354	7,653	8,430	0	34,436	57,733	
LESS RETURN OF UNCLAIMED MONEY	(2,000)	0	0	0	0	0	0	(1,981)	
EVIDENCE AND HELD MONEY	0	(3,430)	0	(380)	(2,193)	0	(2,573)	0	

THE TORONTO POLICE SERVICES BOARD SPECIAL FUND
2005 FOURTH QUARTER RESULTS WITH INITIAL PROJECTIONS

PARTICULARS	2005							2004	COMMENTS
	INITIAL PROJ.	ADJUSTED PROJ.	JAN 01 TO MAR 31/05	APR 01 TO JUN 30/05	JUL 01 TO SEPT 30/05	OCT 01 TO DEC 31/05	JAN 01 TO DEC 31/05 TOTALS	ACTUAL	
INTEREST	15,000	9,130	1,801	2,487	2,560	3,601	10,449	16,742	Interest income is earned based on the average monthly bank balance. The activity fee includes service charges and the activity fee
LESS ACTIVITY FEE	(2,000)	(250)	(83)	(67)	(37)	(36)	(224)	(1,819)	
LESS CHEQUE ORDER	(100)	(100)	0	0	0	0	0	0	
SEIZED LIQUOR CONTAINERS	1,000	341	0	0	341	0	341	599	A deposit error made in the third quarter was corrected.
OTHER	0	0	0	0	0	0	0	0	
<i>TOTAL REVENUE</i>	151,900	241,051	45,759	69,415	65,784	110,254	291,212	107,473	Rounding can impact the reported amounts from quarter to quarter and year to year. Rounding differences are not significant.
<i>BALANCE FORWARD BEFORE EXPENSES</i>	596,134	685,285	489,993	554,565	469,008	510,252	735,446	542,599	
<u>DISBURSEMENTS</u>	-	-	-	-	-	-	-	-	
<u>SPONSORSHIP</u>	-	-	-	-	-	-	-	-	
- SERVICE	-	-	-	-	-	-	-	-	
ONT. ASSO.OF POLICE SERVICES BOARD	5,000	5,500	0	5,500	0	0	5,500	5,000	The CPLC 4 th quarter balance includes funds returned from the 2005 allocation.
CPLC & COMMUNITY OUTREACH ASSISTANCE	24,000	30,200	0	24,000	6,200	(5,709)	24,491	20,488	

THE TORONTO POLICE SERVICES BOARD SPECIAL FUND
2005 FOURTH QUARTER RESULTS WITH INITIAL PROJECTIONS

PARTICULARS	2005							2004	COMMENTS
	INITIAL PROJ.	ADJUSTED PROJ.	JAN 01 TO MAR 31/05	APR 01 TO JUN 30/05	JUL 01 TO SEPT 30/05	OCT 01 TO DEC 31/05	JAN 01 TO DEC 31/05 TOTALS	ACTUAL	
UNITED WAY	8,000	8,000	0	8,000	0	0	8,000	8,000	
CHIEF'S CEREMONIAL UNIT	0	0	0	0	0	0	0	0	
COPS FOR CANCER	0	0	0	0	0	0	0	0	
OTHER	0	171,952	0	102,000	33,200	36,752	171,952	0	
COMMUNITY									
CARIBANA	0	0	0	0	0	0	0	0	
RACE RELATIONS	0	0	0	0	0	0	0	0	
YOUTH ADVISORY GROUP	0	0	0	0	0	0	0	0	
BLACK HISTORY MONTH	0	0	0	0	0	0	0	0	
VARIOUS ORGANIZATIONS	5,000	10,000	0	0	5,937	80,000	85,937	4,253	4th quarter expenses include sponsorship of the 2006 FBI and L.E.A.D. conferences and the Hoodlinc youths programs.
RECOGNITION OF SERVICE MEMBERS									
AWARDS	50,000	50,000	38	1,616	20,561	13,254	35,468	29,994	Service member award ceremonies occur several times during the year.
CATERING	25,000	25,000	0	4,311	2,911	14,024	21,246	10,227	
RECOGNITION OF CIVILIANS									
AWARDS	15,000	15,000	0	3,850	0	4,918	8,768	7,135	Award and recognition ceremonies occur several times during the year.
CATERING	7,500	7,500	0	810	0	1,663	2,473	1,739	

THE TORONTO POLICE SERVICES BOARD SPECIAL FUND
2005 FOURTH QUARTER RESULTS WITH INITIAL PROJECTIONS

PARTICULARS	2005							2004	COMMENTS
	INITIAL PROJ.	ADJUSTED PROJ.	JAN 01 TO MAR 31/05	APR 01 TO JUN 30/05	JUL 01 TO SEPT 30/05	OCT 01 TO DEC 31/05	JAN 01 TO DEC 31/05 TOTALS	ACTUAL	
RECOGNITION OF BOARD MEMBERS									
AWARDS	0	0	0	0	0	0	0	0	
CATERING	2,000	2,000	0	0	0	1,934	1,934	1,737	
<i>CONFERENCES</i>									
BOARD									
COMMUNITY POLICE LIAISON COMMITTEES	5,000	5,000	0	0	0	0	0	5,402	
CANADIAN ASS'N OF POLICE SERVICES BOARDS	0	0	0	0	0	0	0	0	
OTHER	0	0	0	0	0	0	0	0	
DONATIONS									
IN MEMORIAM	1,000	1,000	0	0	200	0	200	700	
OTHER	500	500	100	100	0	0	200	0	
DINNER TICKETS (RETIREMENTS/OTHERS)	10,000	10,000	4,705	1,155	0	2,090	7,950	3,690	Tickets were purchased for several major retirement functions during the year.
OTHER	10,000	8,000	0	0	0	8,000	8,000	0	Ernst & Young audit fees. Since the fund is now making money the audit fee has been reallocated to truly reflect where the money should be coming from.

THE TORONTO POLICE SERVICES BOARD SPECIAL FUND
2005 FOURTH QUARTER RESULTS WITH INITIAL PROJECTIONS

PARTICULARS	2005							2004	COMMENTS
	INITIAL PROJ.	ADJUSTED PROJ.	JAN 01 TO MAR 31/05	APR 01 TO JUN 30/05	JUL 01 TO SEPT 30/05	OCT 01 TO DEC 31/05	JAN 01 TO DEC 31/05 TOTALS	ACTUAL	
<i>TOTAL DISBURSEMENTS</i>	168,000	349,652	4,843	151,342	69,009	156,926	382,120	98,365	
<i>SPECIAL FUND BALANCE</i>	428,134	335,633	485,150	403,224	399,998	353,326	353,326	444,234	

Note: The first quarter of 2005 contains a deposit from a 2004 City auction. The auditors adjusted the financial statements to reflect the \$5,489 auction value but the amount was not reported to the Board until this statement.

TORONTO POLICE SERVICES BOARD

POLICY AND DIRECTIONS

TPSB POL -

Special Fund

<input type="checkbox"/>	New	Board Authority: BM 156/00
<input checked="" type="checkbox"/>	Amended	Board Authority: BM P157/05 - 2005/05/12
<input type="checkbox"/>	Reviewed – No Amendments	

BOARD POLICY

Section 132(2) of the Police Services Act establishes that the Board has the sole authority for spending the proceeds from the sale of property which lawfully comes into the possession of the police service. The Act stipulates that "the chief of police may cause the property to be sold, and the board may use the proceeds for any purpose that it considers in the public interest."

It is the policy of the Toronto Police Services Board with respect to the administration of the Special Fund that:

1. A projection of spending for the coming year shall be provided to the Board at the time that the Board considers its operating budget.
2. Expenditures shall be reported to the Board on a quarterly basis. Expenditures shall be compared to spending projections.
3. All requests for funding shall be considered as part of the Board's public agenda.

It is the policy of the Toronto Police Services Board with respect to the approval of expenditures from the Special Fund that the Fund shall be used for the following purposes:

- (i) initiatives supporting community-oriented policing that involve a co-operative effort on the part of both the Toronto Police Service and the community,
 - (ii) expenditures related to recognition of the work of Board members, Toronto Police Service members, auxiliary members, other volunteers and school crossing guards,
 - (iii) funding to offset the expenses of members participating in Toronto Police Amateur Athletic Association (TPAAA) – sponsored events and competitions
 - (iv) shared funding of fitness equipment for police facilities
4. The Board, on a case by case basis, may consider exceptions to this policy.

5. The Board will not commit to recurring donations or to the on-going funding of particular initiatives. The approval of funding for a particular purpose will not be considered as a precedent which binds the Board.
6. Recipients of funding shall be advised that a condition of the receiving of funds is the filing of a report that accounts for the use of the funds and the return of any unexpended monies.

Delegation – Awards and Recognition Programs

7. The Chair and the Vice Chair have been granted standing authority to approve expenditures from the Special Fund for costs associated with the Board's awards and recognition programs.
8. The Chair and the Vice Chair are required to report on an annual basis as to the approved requests.

Delegation - TPAAA

9. The Special Fund shall be used for funding for the Toronto Police Amateur Athletic Association (TPAAA) sporting events and competitions to a maximum of \$200.00 per member, per event.
10. The Chair and the Vice Chair have been granted standing authority to approve these requests.
11. The Chair and the Vice Chair are required to report on an annual basis as to the approved requests.

Delegation - Fitness Facilities

12. The Board shall offset the cost of equipment for its fitness facilities.
13. To offset the cost of equipment for fitness facilities, and, as referenced in the collective agreement, the Board will endeavour to obtain the maximum amount of government funding possible. The balance of the cost will be shared according to the Board's current policy: 1/3 payable by the Board; 1/3 payable by the TPAAA (assuming that the TPAAA agrees) and 1/3 payable by the members.
14. The Chair and the Vice Chair have been granted standing authority to approve these requests.
15. The Chair and the Vice Chair are required to report on an annual basis as to the approved requests.

REPORTING:

- Quarterly reports
- Chair to report annually on requests authorized by Chair and Vice Chair

LEGISLATIVE REFERENCE

Act	Regulation	Section
Police Services Act		132(2)

BOARD POLICIES:

Number	Name

SERVICE PROCEDURES: Not applicable

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING
OF THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P99. QUARTERLY REPORT: DOMESTIC VIOLENCE STATISTICS:
JULY – SEPTEMBER 2005 AND OCTOBER – DECEMBER 2005**

The Board was in receipt of a report, dated February 08, 2006, from William Blair, Chief of Police, regarding domestic violence statistics for the periods between July and September, and October and December 2005.

The report was withdrawn at the request of the Chief of Police. A revised report will be submitted for the Board's April 24, 2006 meeting.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P100. ANNUAL REPORT: 2005 USE OF TASERS

The Board was in receipt of a report, dated February 13, 2006, from William Blair, Chief of Police, with regard to the Service's use of tasers during the year 2005.

The report was withdrawn at the request of the Chief of Police. A revised report will be submitted for the Board's April 24, 2006 meeting.

The Board was also in receipt of a written submission, dated March 15, 2006, from John Sewell, Toronto Police Accountability Coalition, with regard to the February 13, 2006 report from the Chief. The Board agreed to defer Mr. Sewell's written submission to the Board's April 24, 2006 meeting to consider in conjunction with the revised report to be submitted by the Chief.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P101. ANNUAL REPORT: 2005 PUBLIC SECTOR SALARY DISCLOSURE

The Board was in receipt of the following report February 09, 2006 from William Blair, Chief of Police:

Subject: 2005 PUBLIC SECTOR SALARY DISCLOSURE

Recommendation:

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

Background:

In accordance with the *Public Sector Salary Disclosure Act, 1996*, the Toronto Police Service (TPS) is required to disclose the names, positions, salaries and taxable benefits of employees who were paid \$100,000 or more in a year. The report includes active, retired and terminated members. This information, which includes Toronto Police Service and Toronto Police Service Board employees, is also submitted to the City Treasurer for inclusion in a corporate report filed with the Ministry of Municipal Affairs and Housing.

Comments:

The *Public Sector Salary Disclosure Act, 1996* defines "Salary Paid" as "the amount paid by the employer to the employee in a given year, as reported on the T4 slip (Box 40 minus Taxable Benefits total)."

The salary paid amount may include "such items as retroactive pay". Five (5) members appearing on the 2005 disclosure listing earned retroactive pay for grievance settlements and reclassifications during the year. Taxable benefits are reported as a separate line item. Taxable benefits for TPS include the value of life insurance premiums for coverage provided by the employer. Taxable benefits also include an amount for the standby charge and operating benefit of being assigned and utilizing an employer provided vehicle for non-business related travel.

Number of Employees on the 2005 Disclosure Listing (Appendix A):

In 2005, two hundred and seventy-nine (279) employees earned more than \$100,000. This total includes one hundred and fifty-nine (159) staff whose base salary is normally under \$100,000. The earnings for these employees were the result of their combined base salary, premium pay and other possible payouts such as final vacation pay, sick pay and retroactive adjustments. Premium pay is the result of court attendance, overtime earned when members work beyond their shift, and call-backs when members are requested to come back to work on various

enforcement initiatives. It should be noted that 2005 earnings were paid at the 2004 rates, as both the Toronto Police Association and Senior Officers' Organization contracts were not ratified until December, 2005. Retroactive payments resulting from the settlements will be included in the employees' 2006 earnings.

Paid Duty Earnings:

When the salary disclosure report was considered by the Board last year, a verbal request was made to also report paid duty earnings for those members whose salary and premium pay earnings exceed \$100,000.

Members who work paid duties are paid by the individuals or businesses who request the paid duty. The Service centrally manages the distribution of paid duty assignments to each Unit. Unit Commanders have access to individual paid duty earnings to assist them with the operation of their Unit. The Service charges an administration fee for paid duty assignments, based on the length of the duty, and charges an equipment rental fee, where applicable.

Members' paid duty earnings are not public information and do not require disclosure under the *Public Sector Salary Disclosure Act, 1996* as the Service does not pay the members for this work, which is performed while they are off duty. These earnings should not be disclosed and are therefore not included in this report.

Conclusion:

This report provides information to the Board on employees who earned more than \$100,000 in 2005. Paid duty earnings are not included in the list provided to the Province or in this report, as these earnings are not paid by the Service and therefore are not public information.

Two hundred and seventy-nine (279) employees earned more than \$100,000 in 2005, 120 of which are Command Officers and management staff, whose base salary is more than \$100,000. One hundred and fifty-nine (159) Service employees whose base salary is less than \$100,000 are on the Disclosure Listing primarily due to premium pay from court attendance, overtime and call-back.

Mr. Tony Veneziano, Chief Administrative Officer, Administrative Command, will be available at the Board meeting to answer any questions the Board may have.

cont...d

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

- 1. THAT the Chief of Police provide a report to the Board with respect to the process used to administer pay duties; including: the process employers use to acquire paid duty officers; the process for identifying officers to do paid duty work; how health and safety (officer fatigue) and other supervisory considerations are applied to the management of paid duties; the administrative fee process; how paid duty income is accounted for within the Service and reported out to officers; the collective agreement provisions governing paid duty rates; and whether the number of paid duty hours performed by an officer is monitored and whether any analysis is conducted to determine if the level of paid duty hours performed by an officer impacts the officer's ability to continue to perform his/her regular duties including court attendance;**
- 2. THAT the report in Motion No. 1 also include statistical data for 2005, broken down by rank and years of service to assist the Board in understanding the number of hours officers spend on paid duties over and above regular duties;**
- 3. THAT the City Solicitor provide a report to the Board for its April 24, 2006 in-camera meeting outlining whether there are any privacy issues that would prohibit the Board from receiving information on the paid duty earnings of Service members; and**
- 4. THAT a copy of the foregoing report from the Chief of Police be placed on the Board's April 24, 2006 confidential agenda; that the Board engage in a full discussion about the report at the April 24, 2006 meeting; and that the Chief of Police be prepared to respond to questions by the Board about any anomalies on the list.**

TORONTO POLICE SERVICE

SUMMARY OF EMPLOYEES EARNING MORE THAN
\$100,000 IN 2005

Surname	Given Name	Position	Salary Paid	Taxable Benefits
Andrew	Nelson	Detective	104,696.98	206.47
Angle	Brian	Detective	106,736.92	206.47
Babiar	John	Detective	123,230.18	201.27
Backus	Leslie	Detective	100,568.60	197.13
Badowski	John	Staff Sergeant	101,975.40	226.54
Barsky	Michael	Detective	115,505.71	197.66
Barwell	David	Detective	116,496.61	206.47
Bass	Lorne	Police Constable	105,710.52	183.80
Bates	Wayne	Detective	102,036.25	206.07
Bell	Alan	Detective	103,280.87	206.47
Besenthal	Frank	Staff Sergeant	102,915.54	226.54
Biggerstaff	John	Detective	102,423.01	205.47
Bird	Keith	Project Leader, Information Systems	100,562.53	215.30
Black	Marinella	A/Manager, Compensation & Benefits	125,317.16	433.68
Blair	William	Chief of Police	229,405.09	3,243.52
Bowen	David	Staff Sergeant	105,741.57	226.54
Boyce	John	Staff Sergeant	105,726.65	226.54
Brar	Satinder	Inspector	109,793.40	370.24
Breen	Francis	Staff Inspector	115,869.44	9,048.86
Briggs	Ian	Detective	105,712.46	206.47
Brown	Robert	Detective	111,049.02	206.47
Brown	David	Inspector	110,032.77	369.01
Brown	Allen	Detective	109,430.93	206.47
Bryson	Lawrence	Staff Sergeant	108,721.60	226.54
Buck	Christopher	Detective Sergeant	114,081.98	226.54
Califaretti	Sandra	Manager, Financial Management	116,215.24	281.58
Callaghan	Peter	Detective Sergeant	102,373.16	218.70
Campbell	Donald	Inspector	110,418.40	370.24
Campbell	Joanne	Executive Director, Police Services Board	107,593.90	260.26
Canepa	Antonio	Plainclothes Police Constable	114,053.81	195.29
Carbone	Mike	Detective	107,022.95	201.27
Carey	Maureen	Manager, Employment	125,007.66	433.68
Cashman	Gerald	Staff Sergeant	125,068.36	226.54
Cenzura	Kenneth	Superintendent	126,234.91	8,589.93
Chen	Francis	Chief Administrative Officer	191,236.09	7,420.44
Ciani	Maria	Manager, Labour Relations	125,122.32	304.20

Footnote: The "Salary paid" column does not include the taxable benefit total or paid duty earnings (which are paid to members by the businesses or individuals who request the paid duty).

Clarke	Robert	Superintendent	125,015.20	8,775.15
Clifford	Ronald	Detective	115,881.36	206.47
Code	Peter	Detective	107,864.28	196.33
Cole	Gregory	Staff Sergeant	100,877.58	226.54
Comeau	Alan	Staff Sergeant	104,419.73	224.64
Cook	Olga	Inspector	115,626.72	389.48
Corrie	Anthony	Staff Superintendent	131,184.13	7,856.83
Cowley	George	Staff Inspector	115,719.77	9,677.93
Crawford	Paul	Staff Inspector	115,719.77	10,967.17
Crawford	Christian	Staff Inspector	113,858.57	10,664.83
Cristofaro	Angelo	Director, Finance & Administration	137,604.05	3,449.00
Curtin	Helen	Manager, Customer Service	116,215.24	281.58
Dalgarno	Gordon	Inspector	110,164.78	369.01
Dalziel	Thomas	Superintendent	124,853.15	12,346.26
Darnbrough	Daniel	Detective	106,364.52	206.47
Davis	Karl	Staff Inspector	115,869.44	9,719.54
De Lottinville	Joseph	Detective	119,035.18	206.47
Deakin	Michael	Plainclothes Police Constable	100,796.77	195.29
Decaire	Glenn	Staff Superintendent	126,013.92	436.49
Decourcy	John	Detective Sergeant	102,769.81	219.61
Derry	Kim	Deputy Chief	176,254.28	11,637.28
Di Passa	Domenico	Detective	100,048.64	196.33
Di Tommaso	Mario	Inspector	110,426.93	227.22
Dick	Jane	Deputy Chief	162,034.63	9,046.21
Dicks	James	Superintendent	124,853.15	9,509.31
Diener	Kurt	Detective	100,667.94	206.47
Dodson	Roger	Manager, Employee and Family Assistance Program	101,914.74	246.90
Downs	Richard	Detective	102,843.25	206.47
Dunstan	Douglas	Detective	110,159.01	206.47
Duriancik	Stephen	Police Constable	111,053.15	183.80
Duthie	Robert	Sergeant	108,198.93	205.07
Earl	Michael	Inspector	110,476.37	318.54
Ellis	Gary	Superintendent	123,799.84	8,447.21
Ellis	Michael	Manager, Facilities Management	107,479.24	370.24
Ellison	William	Inspector	110,418.40	370.24
Emond	Glenn	Detective	103,138.50	206.47
Evans	Bryce	Inspector	110,164.78	369.42
Evelyn	Dion	Supervisor, Radio & Electronics	120,224.03	168.72
Fairey	Russill	Detective	100,597.63	206.47
Fairman	Paula	Manager, Compensation & Benefits	109,787.21	266.88
Fantino	Julian	Chief of Police (retired)	127,384.78	198.88
Fargey	Scott	Detective	101,493.40	206.47
Farrar	Michael	Staff Inspector	115,869.44	9,639.51
Faul	Leonard	Inspector	110,418.40	370.24
Federico	Michael	Staff Superintendent	126,917.28	7,417.71
Fenton	David	Inspector	109,669.08	258.52

Footnote: The "Salary paid" column does not include the taxable benefit total or paid duty earnings (which are paid to members by the businesses or individuals who request the paid duty).

Ferguson	Hugh	Superintendent	110,489.84	371.36
Ferguson	Stephen	Detective	103,360.80	206.47
Fernandes	Selwyn	Superintendent	124,853.15	6,113.77
Fernandes	Christopher	Staff Sergeant	111,720.95	221.55
Fernandes	Cyril	Inspector	102,446.05	256.32
Fitzgerald	Thomas	Inspector	110,288.50	334.95
Forde	Keith	Deputy Chief	164,109.41	13,381.26
Fortin	Louis-Marie	Detective	109,164.26	206.47
Foster	Roy	Detective	105,098.13	206.47
Fowler	Wayne	Detective	106,269.17	196.71
French	Martin	Detective	113,930.74	206.47
Frisch	John	Detective	104,787.27	198.25
Gajadhar	Anan	Supervisor, Systems Hardware & Software	110,161.52	215.30
Gauthier	Richard	Staff Superintendent	135,734.22	9,140.17
Gauthier	Helen	Superintendent	110,418.40	370.24
Genno	Robert	Inspector	110,418.40	370.24
Gerry	Daryle	Sergeant	103,274.90	206.47
Getty	Shawn	Detective	106,634.44	201.27
Giannotta	Celestino	Director, Information Technology Services	124,505.40	433.44
Gibson	William	Director, Human Resources	149,801.52	523.12
Gillespie	Paul	Detective Sergeant	114,763.99	226.54
Giroux	Gary	Detective Sergeant	123,269.35	226.54
Goebell	Nad	Police Constable	115,968.84	180.38
Gordon	Robert	Detective	105,941.50	206.47
Gottschalk	Paul	Superintendent	125,015.20	12,332.72
Grady	Douglas	Inspector	110,294.40	370.24
Grande	Pietro	Plainclothes Police Constable	117,704.80	174.73
Grant	Gary	Staff Superintendent	143,726.99	7,049.22
Grant	Stephen	Superintendent	127,173.16	9,906.72
Grant	Cindylou	Project & Policy Co-ordinator	103,460.69	326.30
Greenwood	Kimberley	Inspector	110,164.78	369.42
Gross	Pavel	Manager, Information Systems	101,174.71	348.53
Grosvenor	Susan	Staff Inspector	115,869.44	12,513.35
Guyea	David	Detective	102,401.39	206.47
Haines	Keith	Staff Sergeant	108,320.74	226.54
Halman	Darren	Sergeant	123,833.45	196.33
Hans	Daljit	Detective	100,571.96	199.94
Hargan	Robert	Sergeant	100,541.43	206.47
Harlock	David	Detective	102,558.96	206.47
Harmsen	Peter	Sergeant	103,053.28	206.47
Harris	Stephen	Staff Inspector	115,494.44	10,778.54
Harris	Debbie	Detective	100,721.61	201.27
Harvey	Mark	Sergeant	103,191.02	192.85
Hayes	Daniel	Staff Inspector	115,869.44	8,743.26
Hayward	Mark	Sergeant	102,911.46	206.47

Footnote: The "Salary paid" column does not include the taxable benefit total or paid duty earnings (which are paid to members by the businesses or individuals who request the paid duty).

Hegney	Edward	Staff Inspector	104,946.07	4,733.14
Henderson	Norman	Administrator, Fleet & Materials Management	125,007.66	433.68
Hicks	Lawrence	Detective	100,616.46	206.47
Higgins	Christopher	Detective	104,949.83	196.33
Higgins	Paul	Plainclothes Police Constable	100,240.94	190.04
Hildred	Lesley	Detective	106,416.08	201.27
Hoey	Stanley	Superintendent	125,015.20	10,548.48
Howard	Shawn	Police Constable	102,492.64	173.66
Howell	John	Staff Sergeant	101,628.66	226.54
Howes	Peter	Manager, Records Management	107,479.24	370.24
Huffman	Richard	Staff Sergeant	111,930.88	252.72
Hussein	Riyaz	Staff Sergeant	105,289.11	218.70
Idsinga	Hank	Detective	112,050.26	196.33
Imrie	Thomas	Manager, Occupational Health & Safety	110,545.35	374.47
Izzett	Steven	Staff Inspector	110,284.97	370.16
Johnston	William	Detective	100,092.45	206.47
Jones	Gordon	Staff Sergeant	100,379.58	226.54
Kay	Colin	Detective	102,852.43	206.47
Keller	Darson	Inspector	110,418.40	370.24
Kijewski	Kristine	Director, Corporate Services	128,055.18	444.72
Kim	Sang-Rae	Manager, Enterprise Architecture	105,155.63	42.57
Kinsman	Kenneth	Inspector	110,418.40	370.24
Kis	Andrew	Detective	101,458.56	206.07
Kondo	Jason	Detective	101,469.31	197.66
Kulmatycki	Joel	Detective	108,291.11	196.33
Lamch	Edward	Sergeant	104,868.50	206.47
Lawrence	Charles	Manager, Training & Development	116,215.24	401.18
Lee	Noel	Staff Sergeant	102,453.49	226.54
Lennox	Peter	Inspector	110,930.88	360.40
Lentsch	Paul	Police Constable	102,209.28	184.29
Macchiusi	John	Manager, Radio & Electronics Services	116,215.24	401.18
MacIntyre	Brian	Detective	105,319.04	198.42
Madeira	Eduardo	Police Constable	114,764.13	183.80
Marks	David	Inspector	113,784.09	370.24
Mason	Martin	Sergeant	109,017.70	206.47
Matthews	Raymond	Detective	102,958.02	206.47
McCourt	Walter	Inspector	115,402.60	370.24
McCready	William	Detective Sergeant	105,328.66	226.54
McDonald	John	Detective	102,610.07	206.47
McGuire	Jeffrey	Superintendent	114,877.00	9,399.87
McIlhone	Thomas	Inspector	109,138.79	365.73
McLane	James	Detective Sergeant	100,150.33	226.54
McLeod	Vernett	Inspector	110,418.40	370.24
McNeilly	Joseph	Detective	101,505.87	206.47

Footnote: The "Salary paid" column does not include the taxable benefit total or paid duty earnings (which are paid to members by the businesses or individuals who request the paid duty).

Meech	Raymond	Sergeant	100,650.21	194.97
Merritt	Michael	Plainclothes Police Constable	101,632.06	195.29
Monaghan	Cecil	Detective	106,866.16	206.47
Moore	Brett	Plainclothes Police Constable	104,432.44	171.74
Moore	David	Plainclothes Police Constable	102,608.92	195.29
Morrison	Michael	Police Constable	103,585.21	181.58
Munroe	Kelly	Police Constable	100,500.76	178.34
Munroe	Randal	Superintendent	125,015.20	11,472.72
Murphy	Peter	Plainclothes Police Constable	100,686.64	194.85
Murray	David	Detective	105,331.13	201.27
Neadles	William	Staff Sergeant	109,286.38	226.54
Nealon	Daniel	Detective Sergeant	101,385.88	226.54
Neeson	Richard	Detective	102,206.80	206.47
Noll	Carl	Detective	101,915.28	206.47
Oatley-Willis	Mark	Police Constable	101,318.82	183.80
O'Connor	Brian	Inspector	109,138.79	257.07
Oliver	Paul	Detective	105,613.37	201.27
Page	Howard	Detective	118,481.92	206.47
Papadopoulos	Kyriakos	Police Constable	105,383.75	168.72
Pasini	Rudy	Detective Sergeant	106,287.99	226.54
Peconi	Stephen	Detective	110,466.26	204.47
Peden	Wayne	Superintendent	115,946.04	11,382.47
Perlstein	Dan	Program Manager, Wireless Net	116,215.24	281.58
Pilkington	Roy	Superintendent	125,015.20	7,874.04
Pitts	Reginald	Detective Sergeant	104,310.62	226.54
Preston	Debra	Inspector	109,366.04	360.40
Proulx	Steven	Detective	108,730.32	206.47
Pugash	Mark	Director, Corporate Communications	125,340.24	7,579.92
Pye	Norman	Staff Inspector	110,538.59	370.98
Pyke	Donald	Detective	110,132.35	206.47
Qualtrough	Robert	Superintendent	122,046.63	7,582.22
Quan	Douglas	Detective Sergeant	109,675.88	208.29
Ramer	Donald	Staff Inspector	115,429.64	9,749.07
Ramji	Aly	Detective	101,731.02	198.42
Raybould	Brian	Staff Inspector	110,538.59	370.98
Redick	Reginald	Staff Sergeant	109,289.45	226.54
Reesor	Steven	Deputy Chief (retired)	123,734.59	2,669.47
Rew	Stephen	Detective	107,561.15	206.47
Reynolds	Fergus	Staff Sergeant	100,689.74	252.72
Rosenberg	Howard	Police Constable	103,981.92	178.86
Ross	Daniel	Detective	122,972.57	206.47
Russell	Thomas	Staff Sergeant	100,056.00	226.54
Ryan	Ernest	Superintendent	117,343.13	8,460.43
Sandeman	John	Manager, Video Services	110,545.35	374.47
Sanders	Neil	Police Constable	101,950.02	173.66
Saunders	Mark	Detective Sergeant	127,347.76	221.98

Footnote: The "Salary paid" column does not include the taxable benefit total or paid duty earnings (which are paid to members by the businesses or individuals who request the paid duty).

Scavone	Gabriele	Police Constable	121,131.58	183.80
Scott	Gordon	Detective	115,741.24	201.27
Shank	Richard	Detective	108,511.61	196.33
Shirlow	Robert	Detective Sergeant	100,019.92	226.54
Sinclair	Larry	Staff Inspector	115,719.77	6,489.37
Sinopoli	Domenic	Detective	101,516.54	209.00
Sloly	Peter	Staff Superintendent	124,591.17	296.50
Smith	Frederick	Superintendent	110,743.46	372.18
Smith	Michael	Manager, Equipment & Supply	107,479.24	370.24
Smollet	Brody	Staff Inspector	115,869.44	6,938.74
Smyth	Craig	Supervisor, Video Services	101,693.61	215.06
Sneddon	Gordon	Detective Sergeant	114,982.16	226.54
Sneep	James	Staff Inspector	115,869.44	10,348.14
Spurling	Peter	Sergeant	107,564.42	206.47
Stewart	Edward	Staff Inspector	115,689.44	9,653.18
Stinson	David	Plainclothes Police Constable	100,070.95	189.22
Stowell	Ronald	Sergeant	101,041.38	206.47
Strathdee	Robert	Superintendent	125,015.20	9,009.68
Stubblings	Richard	Inspector	110,164.78	369.42
Styra	Dana	Manager, Audit & Quality Assurance	116,215.24	401.18
Suddes	Kevin	Staff Sergeant	105,769.74	223.12
Sukumaran	Rajeev	Plainclothes Police Constable	109,114.19	185.09
Sylvester	Troy	Police Constable	110,576.51	145.18
Tanouye	Johnny	Inspector	100,596.79	227.22
Taverner	Ronald	Superintendent	124,640.20	13,890.12
Taylor	Kenneth	Detective Sergeant	122,533.09	226.54
Thompson	Michael	Police Constable	121,014.72	178.86
Thorne	Ronald	Detective	101,218.99	206.47
Tomei	Giuseppe	Staff Inspector	112,570.63	9,368.01
Tracy	Steven	Staff Sergeant	100,105.22	216.87
Tweedy	Neale	Superintendent	125,015.20	8,932.72
Van Andel	Phillip	Detective	100,666.27	204.47
Van Seters	Paul	Police Constable	106,918.96	183.80
Verwey	Albert	Plainclothes Police Constable	100,053.67	195.29
Virani	Abdulhameed	Police Constable	122,541.37	173.66
Vorvis	Paul	Inspector	112,515.74	370.24
Wallace	James	Police Constable	112,662.79	183.80
Wallace	John	Inspector	111,718.62	370.24
Wardle	William	Staff Inspector	108,879.76	11,379.70
Wark	Terry	Detective Sergeant	109,614.11	226.54
Warr	Anthony	Deputy Chief	151,558.24	486.72
Watson	Marlene	Staff Inspector	115,869.44	13,265.18
White	Christopher	Superintendent	122,046.63	11,487.58
White	Ruth	Staff Inspector	115,869.44	11,958.62
Whitefield	Ronald	Inspector	110,179.37	350.82
Whitla	Ronald	Detective	104,534.45	202.67

Footnote: The "Salary paid" column does not include the taxable benefit total or paid duty earnings (which are paid to members by the businesses or individuals who request the paid duty).

Whittemore	Scott	Detective	102,256.35	197.66
Whittle	Roy	Staff Inspector	115,869.44	10,705.89
Wilcox	Jane	Staff Inspector	115,719.77	400.73
Wiley	Jerome	Criminal and Corporate Counsel	147,695.78	514.80
Witty	Earl	Staff Inspector	115,719.77	6,662.53
Wollenzien	Bernhard	Police Constable	100,041.77	191.29
Woodhouse	Martin	Detective	135,689.44	206.47
Woodley	David	Staff Sergeant	100,713.65	226.54
Wright	Reginald	Sergeant	101,706.83	206.47
Yarenko	John	Detective	124,977.22	206.47
Yeandle	Kimberley	Inspector	100,229.97	286.95
Young	Ronald	Detective	114,762.77	206.47
Young	Blain	Sergeant	111,250.18	199.94
Young	Derek	Detective	100,254.43	206.47
Zeleny	John	Detective	105,970.40	200.70
Ziraldo	Paul	Inspector	110,418.40	370.24

Footnote: The "Salary paid" column does not include the taxable benefit total or paid duty earnings (which are paid to members by the businesses or individuals who request the paid duty).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P102. ANNUAL REPORT: 2005 TORONTO POLICE SERVICES BOARD
CONSULTING EXPENDITURES**

The Board was in receipt of the following report February 07, 2006 from Alok Mukherjee, Chair:

Subject: ANNUAL REPORT - TORONTO POLICE SERVICES BOARD 2005
CONSULTING EXPENDITURES

Recommendation:

It is recommended that: The Board receive this report for information.

Background:

The Board, at its meeting of February 20, 2003 (Board Minute P45/03 refers), approved a motion requiring the reporting of all consulting expenditures on an annual basis. City Finance also requires annual reporting of consulting expenditures as per their prescribed format. As a result, consulting expenditures are provided to the Board and this information is also forwarded to the City's Deputy City Manager and Chief Financial Officer. Attachment A reflects the 2005 consulting expenditures for the Police Services Board.

Comments:

City Finance requires the attached information by February 28, 2006 and in order to comply with this, the attached has been forwarded to the City's Deputy City Manager and Chief Financial Officer.

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

The Board approved the foregoing.

ATTACHMENT A

2005 Consulting Expenses - Board

Expense Category	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2005 Budget	2005 Expenditure	2004 Expenditure
External Lawyers and Planners	06/24/2005 08/02/2005 09/21/2005 11/21/2005 12/08/2005	3237955 3242755 3247211 3257911 3260809	Dispute Services Arb-Med Limited	Legal fees and disbursements related to 2 termination grievances, 1 abuse of sick bank grievance and 1 WSIB grievance	\$ 7,627.96		\$ 9,699.93	
	06/11/2003	47007892	Hicks Morley Hamilton Stewart	Various Legal Services including representation at arbitrations, legal opinions, WSIB issues, job evaluation, etc	1,125,000.00		398,288.94	
	05/17/2005 07/21/2005 08/25/2005 09/22/2005 01/28/2005	6016512 6016978 6017220 6017417 6015850	Hunter Arbitration Services	Legal Services - Arbitrator's fees expended for 8 transfer grievances	36,810.94		40,001.76	
	10/12/2005	3251921	Innovative Dispute Resolution	Legal fees Marine Unit Transfer grievance	2,008.94		2,030.56	
	06/28/2005	6016804	Jule's B. Bloch	Arbitration fees for termination grievance	6,351.70		9,506.05	
	07/27/2005	3242317	Louisa Davie Arbitrations	Arbitrator cancellation fee for Senior Officers grievance that was withdrawn	400.00		400.00	

Expense Category	Contract	Contract #	Consultant's Name	Description of the Work	Original	2005 Budget	2005 Expenditure	2004 Expenditure
	Date (mm-dd-yr)	PO # DPO #			Contract Value			
	04/06/2005 09/15/2005 02/23/2005 03/22/2005 12/30/2005	6016245 6017357 6016023 6016162 6018610	Maddowell R.O	Legal fees and disbursements TPSB and TPA - Promotional Process Grievance (10 hearing days)	31,011.88		31,011.88	
	07/29/2005 07/29/2005	3242668 3242670	McLaren, Richard H	Arbitrator fees for transfer grievance (2 hearing days)	4,810.74		4,810.74	
	06/27/2005 08/24/2005 12/07/2005 12/20/2005	3238194 3245692 6018347 6018496	Surdykowski, George	Arbitrator fees and expenses for termination grievance (5 hearing days)	10,554.10		9,760.10	
			Toronto Police Association	TPA Court Ruling#149/04-lost appeal on a promotion grievance and was ordered to pay \$7500 in legal costs to TPA.			7,500.00	
	08/29/2005	3246183	Torys	Professional services Representing TPSB in a civil matter	2,454.14		2,454.14	
	10/14/2005	6017585	Torys	Professional services representing TPSB in a civil matter	14,664.30		8,105.79	
	07/06/2005	6016868	William Kaplan Arbit. Srvs Inc	Arbitrator fees and disbursements for termination grievance.	4,010.50		4,010.50	
	12/19/2005	3262566	R. Herman Arbitration/Mediation	Arbitrator fee for cancellation of hearing re termination grievance	821.00		821.00	
	01/21/2005	3214026	Brandt, Gregory J.	Arbitrator fees - 1 day of hearing	2,021.52		2,021.51	

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P103. ANNUAL REPORT: 2005 TORONTO POLICE SERVICE CONSULTING
EXPENDITURES**

The Board was in receipt of the following report February 20, 2006 from William Blair, Chief of Police:

Subject: ANNUAL REPORT - TORONTO POLICE SERVICE 2005 CONSULTING
EXPENDITURES

Recommendation:

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

Background:

The Board, at its meeting of February 20, 2003 (Board Minute #P45/03 refers), approved a motion for the Service to report all consulting expenditures on an annual basis. City Finance also requires annual reporting of consulting expenditures as per their prescribed format, so that the City's Deputy City Manager and Chief Financial Officer can report to City Council on these expenditures City-wide.

Comments:

Attachment A provides the 2005 consulting expenditures (operating and capital) for the Service and Parking Enforcement Operations. These consulting expenses were included in either the operating or capital budgets and were processed in accordance with the Board's Financial Control By-law #147.

The completion of the Service's year-end accounting process did not allow for this report to be submitted to the Board for its February 15, 2006 meeting, and an extension to the March meeting was requested and approved by the Board. City Finance requires the attached information by February 28, 2006. Since the Service was able to meet this date, the information has been forwarded to the City in advance of the March 23, 2006 Board meeting.

Conclusion:

The Service has taken steps to properly manage the use of consultants and only contract for these services where necessary and where it will benefit the Service. As reflected in the attachment, the Service spent \$875.9 thousand on operating consulting expenditures in 2005. This was approximately \$0.9M under budget, and accounted for part of the 2005 year-end operating budget surplus as reported by the Service.

The capital consulting expenditures reflect the use of professional services to acquire expertise not available within the Service. These services are mainly for facilities and information technology projects. Capital projects generally involve multi-year cash flow requirements and therefore the 2005 expenditure of \$1.9M reflected in the attachment may represent only a portion of the contract value for the service.

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

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

Mr. Angelo Cristofaro, Director of Finance and Administration, was in attendance and responded to questions by the Board about this report.

The Board received the foregoing report and requested that, with regard to capital-related consulting expenditures, the format for future annual reports be revised so that each capital consulting expenditure is linked to the specific capital project for which the consulting services were required.

ATTACHMENT A

2005 Consulting Expenses – Operating

Expense Category	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2005 Budget	2005 Expenditure	2004 Expenditure
Technical	06/10/2005	3235868	Totten Sims Hubicki Associates	Drawings and design for Property Bureau drying room for drug storage	\$ 2,628.26		\$ 2,628.26	
	05/02/2005	6016410	Richard Williams/Richard Fenner	Drawings and design for 13 Division	4,795.00		4,795.00	
	07/24/2004	Vendor of Record per Board Minute P229/04	Mayhew & Associates	Drawings and design for department relocation HQ various floors and outfit classroom for the College			2,200.23	
Sub-Total					\$ 7,423.26	\$ 800.00	\$ 9,623.49	780,442.2

	Contract	Contract #			Original			
Expense Category	Date (mm-dd-yr)	PO # DPO #	Consultant's Name	Description of the Work	Contract Value	2005 Budget	2005 Expenditure	2004 Expenditure
Information Technology	12/23/2004	6015649	Fujitsu Consulting Canada Inc.	Assistance with the preparation of business cases for presentation to the Common Police Environment Group (CPEG) as a part of the Justice Connectivity Working Group initiative. January 2005 to March 31, 2005	30,000.00		7,572.41	
	02/28/2005	6016048 6016229	Hewlett Packard	Review current Electronic Software Distribution (EDM) architecture with the purpose of developing and designing a new Radia 4 infrastructure	57,370.92		55,441.58	

	Contract	Contract #			Original			
Expense Category	Date (mm-dd-yr)	PO # DPO #	Consultant's Name	Description of the Work	Contract Value	2005 Budget	2005 Expenditure	2004 Expenditure
	05/02/2005	6016409	Business Transformation Associates	Information Technology Infrastructure Library (ITIL) Processes Project, March 1, 2005 to December 31, 2005	86,400.00		86,241.31	
	07/27/2005	6017016	Integraph Canada Ltd	Development and implementation of interface between I/Mobile and Magnetic Card reader	23,000.00		23,000.00	
	07/11/2005	6016895	MTS Allstream	Further analysis and design for data transfer from Records Management Services (RMS) to Major Case Management (MCM)	153,319.00		92,600.00	

	Contract	Contract			Original			
Expense	Date	#	Consultant's	Description of the	Contract	2005	2005	2004
Category	(mm-dd-yr)	PO #	Name	Work	Value	Budget	Expenditure	Expenditure
		DPO #						
	10/25/2005	6017700	SRC Enterprises	Assistance in the procurement of an electronic Project and Portfolio Management application software (PPM)	17,200.00		13,889.00	
	11/21/2005	6018104	UNISYS Canada Inc	Computer Assisted Scheduling of Courts (CASC) system replacement initiation project.	24,900.00		24,900.00	
	06/24/2005	6016792	Visionmax Solutions Inc.	Development of the Records Information Sharing Portal Solution	363,000.00		363,000.00	
	04/28/2005	6016397	UIR Global	Review telephone and cellular billing	N/A		67,208.98	
Sub-Total					\$ 755,189.92	\$1,446,700. 00	\$ 733,853.28	295,474.00
Management/R &D	04/18/2005 06/09/2005 10/21/2005 11/11/2005 12/13/2005 03/10/2005 12/31/2005	3226941 3235558 6017663 3256769 3261704 3221262 3266734	Hay Management Consultants Ltd	Chief & Command salary review, job evaluation	14,651.40		14,651.40	

	Contract	Contract #			Original			
Expense Category	Date (mm-dd-yr)	PO # DPO #	Consultant's Name	Description of the Work	Contract Value	2005 Budget	2005 Expenditure	2004 Expenditure
	12/23/2005	6018561	Knightsbridge GSW	Employee and Family Assistance Program Referral Agent Course	14,450.00		14,450.00	
	04/06/2005	6016244	Mercer Human Resource Consulting Ltd.	Review of benefits in relation to collective agreement	60,000.00		58,847.50	
	12/22/2005	6018544	Reynolds, Douglas	Preparation of report to justify parking functions to remain in TPS rather than being transferred to Parking Authority	5,000.00		5,000.00	
	10/24/2005	Per Board Minute #244	St. Stephen's Community House	Conflict resolution services in response to audit recommendation "Review of the Investigation of Sexual Assaults-Toronto Police Service" per Board Minute No. 244 dated July 12, 2005.			2,790.00	
Sub-Total					\$ 94,101.40	\$ 263,900.00	\$ 95,738.90	\$ 238,713.00

	Contract	Contract			Original			
Expense Category	Date (mm-dd-yr)	# PO # DPO #	Consultant's Name	Description of the Work	Contract Value	2005 Budget	2005 Expenditure	2004 Expenditure
External Lawyers & Planners			Ferguson, George	Report completion on the review of police misconduct in accordance with agreement with Toronto Police Services Board dated November 29, 2001.			5,500.00	
Sub-Total					\$ 0.00	\$ 0.00	\$ 5,500.00	\$ 23,943.67
Creative Communications	09/30/2005	6017488	The Students Commission of Canada	Video production for Peace Project	39,527.17		31,246.69	
Sub-Total					\$ 39,527.17	\$ 70,000.00	\$ 31,246.69	\$ 0.00
TOTAL					\$ 896,241.75	\$1,781,400.00	\$ 875,962.36	1,338,572.92

2005 Consulting Expenses – Capital

Expense Category	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2005 Expenditure	2004 Expenditure
Technical	08/31/2005 01/10/2005	3246507 6015728	CH2M Hill Canada Limited	Concrete testing and site specific risk assessment field reviews and record of site condition at 70 Birmingham, site for new Training facility	\$ 144,700.00	\$ 70,557.64	
	10/04/2005	6017512	Jacques Whitford Ltd	Supplemental Phase 2 environmental assessment as requested by the Ministry of Environment.	6,000.00	6,000.00	
	08/31/2005	6017264	Marshall Macklin Monaghan Limited	Preliminary design work for new Police Training facility	9,000.00	9,000.00	
	03/30/2005 08/09/2005 07/07/2005 06/24/2005 07/08/2005 12/28/2005	6016191 3243540 3239436 6016790 6016888 3263483	Mayhew & Associates Inc.	Furniture layout and design services for 43 Division, 23 Division and Professional Standards	31,132.03	36,460.80	
	11/20/2005	6018090	Shore Tilbe Irwin and Partners	Preliminary design work for new Police Training facility	3,005,400.00	322,594.64	
	08/03/2005	6017037	Stantec Architects Ltd (SAL)	Historical design of heritage panels for 51 Division	25,267.46	25,267.46	

	Contract	Contract			Original		
Expense	Date	#	Consultant's	Description of the Work	Contract	2005	2004
Category	(mm-dd-yr)	PO #	Name		Value	Expenditure	Expenditure
		DPO #					
	08/18/2005	6017162	Sun, Thomas	23 Division and 9 Hanna rendering	4,800.00	4,800.00	
	10/07/2003 06/14/2005 05/17/2002	6011580 6016719 6006993	Nelson Wong Architect Inc.	Design fees, site plan approval and contract administration for new 23 Division	1,045,732.88	379,572.43	
	05/02/2005 05/24/2005	3229205 3232930	Khurana Associates	23 Division site plan	3,212.48	3,212.48	
	06/06/2005	3234884	BA Consulting	23 Division transportation engineering for traffic flow	2,325.63	2,325.63	
	12/28/2005	3263484	Sarafinchin Associates Ltd.	Underslab drainage design, 23 Division	192.60	180.00	
	03/29/2005	3223893	Speight, Van Nostrand and Gibson Limited	Survey work for 23 Division	950.00	950.00	
		Liability	Various vendors	Voice logging system		48,100.00	
Sub-Total					\$ 4,278,713.08	\$ 909,021.08	258,796.6
Information Technology	05/02/2005	6016409	Business Transformation Associates	Processes for Information Technology (IT) Governance	131,400.00	45,000.00	
	10/28/2004	6014944	CI Technologies, Inc.	Professional Standards Information system (PSIS) data conversion service	10,000.00	10,800.00	

	Contract	Contract #			Original		
Expense Category	Date (mm-dd-yr)	PO # DPO #	Consultant's Name	Description of the Work	Contract Value	2005 Expenditure	2004 Expenditure
	11/22/2004	6015266	Fujitsu Consulting	Planning for the deployment of court attendance and tracking using biometric authentication and planning for the development of an interface with the Court Scheduling system.	90,000.00	23,400.00	
	05/05/2005	Paid by invoice	Fujitsu Consulting Canada Inc.	Draft preparation for a project plan to set out key steps and action for the In Car Camera Project		6,000.00	
	11/16/2005	6018040	Map Info Canada	Application Development, Installation & Set-up	18,000.00	19,440.00	
	11/22/2004 07/15/2005 09/26/2005	6015265 6016939 6017447	Workbrain Inc.	Online Court Attendance Project and to implement upgrade to the latest version (Workbrain, Version 5.x) to ensure future support of the Time & Resource Management System (TRMS)	393,364.00	457,828.61	
		Liability	Various vendors	Time & Resource Management System (TRMS)		332,154.00	
Sub-Total					\$ 642,764.00	\$ 894,622.61	\$ 0.00

	Contract	Contract #			Original		
Expense Category	Date (mm-dd-yr)	PO # DPO #	Consultant's Name	Description of the Work	Contract Value	2005 Expenditure	2004 Expenditure
Management/R&D	11/03/2005 08/22/2005	3255432 6017184	Lapp-Hancock Associates Ltd	Review of the whole radio infrastructure between Toronto Police Service (TPS), Fire and Emergency Medical Services (EMS) for future distribution and requirement	64,488.00	64,488.00	
Sub-Total					\$ 64,488.00	\$ 64,488.00	267,623.6
TOTAL					\$ 4,985,965.08	\$1,868,131.69	526,420.3

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P104. CORRESPONDENCE

The Board was in receipt of a summary of the public correspondence received in the Board office between November 29, 2005 and February 15, 2006. 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 MARCH 23, 2006**

**#P105. APPOINTMENT – ACTING VICE CHAIR DURING THE PERIOD
BETWEEN APRIL 08, 2006 AND APRIL 23, 2006, INCLUSIVE**

The Board was in receipt of the following report March 13, 2006 from Alok Mukherjee, Chair:

Subject: APPOINTMENT – ACTING VICE CHAIR DURING THE PERIOD
BETWEEN APRIL 08, 2006 AND APRIL 23, 2006, INCLUSIVE

Recommendation:

It is recommended that the Board appoint Mr. Hamlin Grange to act as Acting Vice-Chair during the period between April 08, 2006 and April 23, 2006, inclusive, for the purposes of execution of all documents that would normally be signed by the Vice-Chair on behalf of the Board.

Background:

I have been advised by Councillor Pam McConnell, Vice-Chair, that she will not be available to perform the duties of Vice-Chair of the Toronto Police Services Board during the period between April 08, 2006 and April 23, 2006, inclusive.

It will, therefore, be necessary to appoint an Acting Vice-Chair for the purposes of the execution of all documents normally signed by the Vice-Chair on behalf of the Board, including legal contracts, personnel and labour relations documents.

The Board members were contacted and Mr. Hamlin Grange offered to perform the duties of Acting Vice-Chair. I am, therefore, recommending that the Board appoint Mr. Grange to act as Acting Vice-Chair during the period of time noted above.

The Board approved the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF
THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P106. PROCESS FOR ESTABLISHING A VENDOR OF RECORD FOR
THE SUPPLY OF DESKTOP COMPUTER EQUIPMENT AND
RELATED PROFESSIONAL SERVICES AND MAINTENANCE**

The Board was in receipt of the following report March 22, 2006 from William Blair, Chief of Police:

Subject: PROCESS FOR ESTABLISHING A VENDOR OF RECORD FOR THE
SUPPLY OF DESKTOP COMPUTER EQUIPMENT AND RELATED
PROFESSIONAL SERVICES AND MAINTENANCE

Recommendation:

It is recommended that:

1. the Board endorse the Toronto Police Service partnering with the City of Toronto on a joint procurement process to establish a vendor of record for the supply and delivery of desktop computer equipment for the City and the Service, for an expected three-year period, with a one-year renewal option; and
2. in the event the Service does not partner with the City on this procurement, that the Board grant an extension for the submission of a report on the process the Service will follow to establish a vendor of record for desktop computer equipment and related services, from the April 24, 2006 to the May 18, 2006 meeting of the Board.

Background:

At its special meeting on February 20, 2006, the Board approved the purchase, in 2006, of various workstations, printers, laptops and related professional services from NexInnovations, as well as a four-year maintenance agreement for the workstations and laptops (Board Minute #P72 refers).

In approving this expenditure, the Board also requested that “the Chief of Police provide a report to the Board no later than the April 24, 2006 meeting on the process for obtaining a vendor of record, and the period of time which it will cover, for the continued supply of desktop equipment and maintenance and professional services.”

Comments:

In determining a procurement process for desktop equipment, one of the options the Service identified was partnering with the City of Toronto on a joint request for quotations/proposals process. To this end, the Service approached senior City staff, who were very receptive to working with the Service to develop a joint call document that would meet the needs of both the City and the Service.

Several meetings have been held with City staff over the last several weeks to determine the feasibility of this option. In addition, the Service has provided the City with its needs and technical requirements as well as the last request for proposal document issued by the Service for desktop equipment.

The meetings with the City have been very positive and, barring a significant issue, the Service is moving towards being a part of the City's call document for desktop equipment, professional services and maintenance. It is expected the vendor of record agreement from the joint call would be for three years, with a one-year renewal option, and that vendors could bid on all or part of the requirements in the call document.

Partnering with the City on a joint call gives the Service and the City the benefit of potentially lower prices because vendors would be bidding on larger volumes. It would also ensure wider exposure to and hopefully interest on the part of vendors because of the large volumes involved. Further, it is our understanding that the City will be hiring a fairness monitor to oversee and provide advice at various points in the process, and essentially provide assurance on the fairness, openness and effectiveness of the process. By being a part of the City's process, the Service and the Board would also benefit from the independent advice and assurance the fairness monitor would provide.

Conclusion:

This report responds to a request from the Board with respect to the process the Service should follow to establish a vendor of record for the future supply of desktop equipment. This would include workstations, printers, laptops, scanners and other peripheral devices, as well as professional services and maintenance.

Before assessing the effectiveness of the Service's procurement process for desktop equipment, the Chief Administrative Officer requested Toronto Police Service (TPS) staff to explore the feasibility of the Service joining the City in its call document for this computer equipment and related services.

A number of meetings have been held between TPS and City information technology staff, and various information and technical requirements have been exchanged and discussed. Based on those meetings, we have concluded that the Service can benefit from partnering with the City on a joint call document for desktop computer equipment, and are requesting that the Board endorse moving forward in this direction.

It should be noted that the City, after consulting with its procurement and legal staff, will be issuing a request for quotation for this computer equipment, as opposed to a request for proposal. In addition, it will be looking to establish a three-year vendor of record agreement, with an option to renew for an additional one-year. The Board should therefore be prepared to commit to the successful vendor of record for that time period.

The City expects to issue the request for quotation by the end of April 2006 and obtain standing committee and City Council approval in June and July 2006, respectively.

Following City Council approval, we will report to the Board, for information only, on the results of the procurement process and contract award, and specifically how it relates to and impacts the Service. Based on City Council approval, no further approval by the Board would be required. However, the Service will report to the Board annually on the purchase of desktop computer equipment, where the expenditure in the year exceeds \$500,000.

In the event the Service does not join the City's call document, we will report to the Board on the process that the Service will follow to meet its future desktop equipment requirements. The Board had requested that this report be submitted by no later than the April 24, 2006 meeting. However, since Service staff have been focusing their attention over the last several weeks on developing a joint procurement process with the City, an extension to the May 18, 2006 meeting for submission of this report is being requested.

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

Mr. Tony Veneziano, Chief Administrative Officer, was in attendance and responded to questions by the Board about this report.

Following a discussion, the Board amended recommendation no. 1 and added a new recommendation. The three recommendations which were then approved by the Board are re-printed below:

- 1. THAT the Board approve the Toronto Police Service partnering with the City of Toronto on a joint procurement process to establish a vendor of record for the supply and delivery of desktop computer equipment for the City and the Service, for an expected three-year period, with a one-year renewal option;**
- 2. THAT the Board approval be requested for the Toronto Police Service's portion of the vendor of record contract award, and that the City be requested to ensure the City's request for quotation document reflects this requirement; and**

- 3. THAT, in the event the Service does not partner with the City on this procurement, the Board grant an extension for the submission of a report on the process the Service will follow to establish a vendor of record for desktop computer equipment and related services, from the April 24, 2006 to the May 18, 2006 meeting of the Board.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF
THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P107. REQUEST FOR FUNDS: FIFTIETH ANNIVERSARY OF THE
TORONTO POLICE SERVICES BOARD**

The Board was in receipt of the following report March 22, 2006 from Alok Mukherjee, Chair:

Subject: Fiftieth Anniversary of the Toronto Police Services Board

Recommendation:

It is recommended that the Board approve an additional \$20,000 from its Special Fund to defray the cost of the events to be held in May 2006 in recognition of the Board's 50th anniversary.

Background:

At its meeting on December 15, 2005, the Board approved a report from the Chair recommending that:

1. The Toronto Police Services Board request the Mayor of Toronto to proclaim Monday, May 15, as "Toronto Police Services Board Day" in recognition of the inaugural meeting of the Metropolitan Board of Commissioners of Police for the Municipality of Metropolitan Toronto.
2. The Board, in cooperation with the Service, host a banquet and a conference in May 2006 to commemorate fifty years of civilian oversight of police in the City of Toronto.
3. The Board authorize the Chair and the Vice Chair, in consultation with the Chief, to establish a planning committee to organize the two events.

(Minute No. P399/05 refers)

The Board was in receipt of a report from me for its February 15, 2006 meeting describing the progress made in planning for the two events scheduled for May 2006, namely, a conference on civilian governance to be held in the Toronto City Hall Council Chambers on Saturday, May 13, and a banquet at the Liberty Grand on Monday, May 15 (Min. No. P66/06 refers).

I am pleased to advise the Board that implementation of the plans for the two events is well under way and fairly on schedule. As Board members have been advised, a temporary staff member has been added to the Board office to assist with the workload related to these preparations.

At the February 15, 2006 meeting, the Board had approved the use of \$25,000 from its Special Funds. Of that amount, \$15,000 was to defray part of the cost of the two events and \$10,000 was to cover the cost of hiring temporary staff to assist with the organization of both events. The recommendation for the allocation of that amount was based on preliminary estimates and immediate known requirements.

I now have additional information on the expenses for the conference and the banquet. A full breakdown of these expenses, based on the best information available at this time, is provided in Appendix A.

I, therefore, recommend that the Board approve an additional \$20,000 from its Special Fund to defray the cost of the events to be held in May 2006 in recognition of the Board's 50th anniversary. This will bring the total amount allocated from the Special Fund to \$45,000.00, to date, for 50th Anniversary projects.

The Board approved the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF
THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

**#P108. REQUEST FOR FUNDS: 24TH ANNUAL BBPA HARRY JEROME
AWARDS**

The Board was in receipt of the following report March 21, 2006 from Alok Mukherjee,
Chair:

Subject: 24th ANNUAL BBPA HARRY JEROME AWARDS

Recommendations:

It is recommended that:

- (1) the Board approve the purchase, from the Special Fund, of tickets for two tables for the 24th Annual BBPA Harry Jerome Awards, in an amount not to exceed \$2,400.00 and;
- (2) tickets be provided to interested Board members and that the remaining tickets be provided to the Chief of Police for distribution to members of the Chief's Youth Advisory Committee

Background:

Each year the Black Business and Professionals Association host the Harry Jerome Awards in recognition of the contribution to our communities of Black youth from coast to coast.

The gala dinner and awards event will be held at the Toronto Congress Centre, 650 Dixon Road, Toronto, on April 29, 2006.

Invited guests include Premier McGuinty, Mayor Miller, other Federal, Provincial and Municipal politicians, Chief Blair, amongst other dignitaries. Organizers anticipate over 900 patrons.

I recommend that the Board approve the purchase, from the Special Fund, of tickets for two tables for the 24th Annual BBPA Harry Jerome Awards, in an amount not to exceed \$2,400.00. I further recommend that tickets be provided to interested Board members and that the remaining tickets be provided to the Chief of Police for distribution to members of the Chief's Youth Advisory Committee.

The Board approved the foregoing.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF
THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P109. IN-CAMERA MEETING – MARCH 23, 2006

In addition to the public meeting conducted by the Board today, an in-camera meeting was held to consider a number of matters which were exempt from the public agenda in accordance with the criteria for considering confidential matters set out in s.35(4) of the *Police Services Act*.

The following members attended the in-camera meeting:

Chair Alok Mukherjee
Vice-Chair & Councillor Pam McConnell
Ms. Judi Cohen
Councillor John Filion
Mr. Hamlin Grange
The Honourable Hugh Locke, Q.C. – participated via telephone
Mayor David Miller

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF
THE TORONTO POLICE SERVICES BOARD HELD ON MARCH 23, 2006**

#P110. ADJOURNMENT

Alok Mukherjee
Chair