



The following *draft* Minutes of the meeting of the Toronto Police Services Board held on April 26, 2007 are subject to adoption at its next regularly scheduled meeting.

The Minutes of the meeting held on March 22, 2007, previously circulated in draft form, were approved by the Toronto Police Services Board at its meeting held on April 26, 2007, with the exception of Minute No. P105/07 which was amended. Details of the amendments are noted in Minute No. P105/07.

**MINUTES OF THE PUBLIC MEETING** of the Toronto Police Services Board held on **APRIL 26, 2007** at 1:30 PM in Committee Room 1, Toronto City Hall, Toronto, Ontario.

**PRESENT:**

**Dr. Alok Mukherjee**, Chair  
**Ms. Pam McConnell**, Councillor & Vice-Chair  
**Ms. Judi Cohen**, Member  
**Mr. Frank Di Giorgio**, Councillor & Member  
**Mr. Hamlin Grange**, Member  
**The Honourable Hugh Locke, Q.C.**, Member  
**Mr. David Miller**, Mayor & Member

**ALSO PRESENT:**

**Mr. William Blair**, 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 APRIL 26, 2007**

**#P141. RE-APPOINTMENT TO THE TORONTO POLICE SERVICES BOARD –  
THE HONOURABLE HUGH R. LOCKE, Q.C.**

The Board was in receipt of an Order in Council dated March 21, 2007 from the Premier and President of the Council, Province of Ontario, regarding the re-appointment of The Honourable Hugh R. Locke, Q.C., to the Toronto Police Services Board. The term of appointment is for a period of three years and concludes on April 13, 2010. A copy of the Order in Council is appended to this Minute for information.

**The Board received the foregoing and expressed its pleasure that Judge Locke will remain on the Board for a further three years.**



Ontario  
Executive Council  
Conseil exécutif

Order in Council  
Décret

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and concurrence of the Executive Council, orders that:

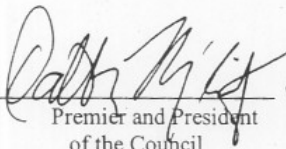
Sur la recommandation de la personne soussignée, le lieutenant-gouverneur, sur l'avis et avec le consentement du Conseil exécutif, décrète ce qui suit :

Pursuant to the provisions of the Police Services Act, as amended,

Hugh R. Locke, Toronto

be reappointed a member of the Toronto Police Services Board for a period of three years, effective from the 14<sup>th</sup> day of April, 2007, to the 13<sup>th</sup> day of April, 2010.

Recommended

  
Premier and President  
of the Council

Concurred

  
Chair of Cabinet

Approved and Ordered

MAR 21 2007

Date

  
Lieutenant Governor

DATE RECEIVED

MAR 27 2007

TORONTO  
POLICE SERVICES BOARD

O.C./Décret 545 / . 2007

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P142. RE-APPOINTMENT TO THE TORONTO POLICE SERVICES BOARD –  
DR. ALOK MUKHERJEE**

The Board was in receipt of correspondence dated April 05, 2007 from Ulli Watkiss, City Clerk, City of Toronto, regarding the re-appointment of Dr. Alok Mukherjee to the Toronto Police Services Board. The term of appointment will conclude on November 30, 2010 and until a successor is appointed. A copy of Ms. Watkiss' correspondence is appended to this Minute for information.

**The Board received the foregoing and Vice Chair Pam McConnell commended Chair Mukherjee on the work that he has accomplished during his term with the Board.**



City Clerk's Office

Secretariat  
Helen Smith  
Civic Appointments Committee  
City Hall, 10th Floor, West Tower  
100 Queen Street West  
Toronto, Ontario M5H 2N2

Ulli S. Watkiss  
City Clerk

Tel: 416-392-0146  
Fax: 416-392-1879  
e-mail: hsmith@toronto.ca  
Web: www.toronto.ca

April 5, 2007

Deirdre Williams, Administrator  
Toronto Police Services Board  
40 College Street, 7th floor  
Toronto ON M5G 2J3

**DATE RECEIVED**

APR 05 2007

TORONTO  
POLICE SERVICES BOARD

Dear Ms Williams:

This is to inform you that City Council, at its meeting on February 5, 6, 7 and 8, 2007, waived the recruitment provisions in the Policy and Processes for Public Appointments to Agencies, Boards, Commissions and Corporations and Nominations to External Special Purpose Bodies, to reappoint Alok K. Mukherjee to the Toronto Police Services Board for the term ending November 30, 2010 and until a successor is appointed, so that the continuity and stability of the Toronto Police Services Board will be maintained.

If you have any questions about this appointment, please contact Helen Smith at 416-392-0146 or hsmith@toronto.ca. I hope that the term will be rewarding for the Toronto Police Services Board and all its staff and board members.

Yours truly,

Ulli S. Watkiss  
City Clerk

Helen Smith/Ir  
Item CA1.4

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P143. AUDITOR GENERAL'S OFFICE REVIEW OF TORONTO POLICE  
SERVICE – COURTS SERVICES: TERMS OF REFERENCE**

The Board was in receipt of a copy of correspondence dated February 26, 2007 from Jeff Griffiths, Auditor General, City of Toronto, to William Blair, Chief of Police, regarding the review that will be conducted of the Court Services Unit. A copy of the correspondence is appended to this Minute for information.

**The Board was also in receipt of the following report April 04, 2007 from Mr. Griffiths:**

**SUBJECT: TERMS OF REFERENCE FOR THE REVIEW OF COURT SERVICES**

Purpose:

This report presents the Terms of Reference for the Auditor General's audit of the Toronto Police Service's Court Services Unit.

Financial Implications and Impact Statement:

There are no financial implications resulting from the adoption of this report.

Recommendations:

It is recommended that:

- (1) the attached Terms of Reference for the audit of the Toronto Police Service's Court Services Unit be received for information; and
- (2) the Toronto Police Services Board forward this report to the Audit Committee for information.

Background:

The Auditor General's 2007 Work Plan includes a review of the Toronto Police Service's Court Services Unit. The attached Terms of Reference includes our preliminary assessment of the audit scope for this project. The scope of work may change depending on issues identified during the review.

Comments:

Sections 177 through 182 of the *City of Toronto Act, 2006* formalized the appointment of an Auditor General for the City of Toronto. However, the role of the City's Auditor General at the Toronto Police Service under the *City of Toronto Act* is restricted. In essence, the Auditor General of the City of Toronto under the new legislation has no authority to access records or conduct audit work at the Toronto Police Service.

At the February 2007 meeting, City Council approved the expansion of the Auditor General's mandate to permit audits of City local boards and agencies at the request of their boards, and that any resulting recommendations be submitted to the respective board.

On January 25, 2007, the Toronto Police Services Board approved the Police Chief's request that the Auditor General consider including in his annual work plan a review of the Toronto Police Service's Court Services Unit. After evaluating other audit priorities, and considering audit risks such as the extent of annual expenditures, budget increases and security concerns, the audit of the Toronto Police Service's Court Services Unit was included in the Auditor General's 2007 Audit Work Plan.

The focus of this audit will be to examine the funding arrangements, deployment of staff resources and related budget implications of the Toronto Police Service's Court Services Unit.

Conclusion:

The attached Terms of Reference provides the background, legislative environment, objectives and scope for our audit of the Toronto Police Service's Court Services Unit. The overall objective of this audit is to determine the extent to which public funds are administered cost effectively for the safe operation of court facilities in the City. In determining these terms of reference, as well as the audit objectives, a number of meetings have been held with both the Chief Administrative Officer and the Deputy Chief responsible for Court Services.

Contact:

Alan Ash, Director  
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Anne Cheung, Senior Audit Manager  
Tel: 416-392-8439  
Fax: 416-392-3754  
[ACheung1@toronto.ca](mailto:ACheung1@toronto.ca)

**The Board received the foregoing and agreed to forward a copy to the City of Toronto – Audit Committee for information.**

AUDITOR GENERAL'S OFFICE  
TERMS OF REFERENCE

Division/Board: Toronto Police Services Board  
Project Name: Court Services Review, Toronto Police Service  
Year of Audit: 2007  
Project Code: 07-BCS-01

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A. Introduction/Background

The Toronto Police Service's Court Services Unit is responsible for the safe operation of all court facilities in the City. The mandate of Court Services is derived from the *Police Service Act of Ontario*, the new *City of Toronto Act, 2006*, *Criminal Code*, *DNA Identification Act*, the *Canada and Ontario Evidence Acts* and various Memorandums of Understanding between the Ontario Association of the Chiefs of Police and the Attorney General.

Until January 1, 1990, the Province of Ontario and former Metropolitan Toronto were involved in a cost sharing agreement for court security. In November 1989, Bill C-187 (The Police and Sheriffs Statute Law Amendment Act) was passed, and responsibility and liability for security and prisoner custody at all court facilities in Ontario were downloaded to local municipalities.

The Toronto Police Chief requested the Auditor General to conduct a review of the management and administration of staff resources in the Court Services Unit. The Toronto Police Services Board approved the Chief's request at its January 25, 2007 meeting. Consequently, the Auditor General's 2007 Audit Work Plan includes a review of the Court Services Unit.

B. Financial/Operational Highlights

The Court Services Unit, with an approved net budget of \$38.5 million in 2006, operates with 33 uniform staff, 457 full-time and 165 part-time civilian staff.

Court Services' responsibilities include:

- securing the transportation of persons in custody throughout Toronto;
- determining appropriate levels of security for court proceedings of a sensitive nature or intense public interest, and ensuring the security of judges and persons taking part or attending court proceedings;
- ensuring the security of related premises when judges and Toronto Police Service members are present;
- ensuring the secure custody of persons in custody on the premises; and



- providing services such as Crown liaison and serving court documents.  
Activities carried out by court officers include:
- scheduling pick-ups and providing transportation from detention centres, jails and local police stations for appearance at various court locations;
- providing courtroom security, including hallway patrol, wandering and metal detection;
- escorting prisoners on court premises; and
- providing Crown liaison and serving court documents such as Summonses, Subpoenas and Evidence Act Notices.

In addition, Court Services staff perform Crown liaison, service court documents, processing Provincial Offences Act summonses, as well as staff recruiting, new staff training and in-service training.

#### C. Key Financial/Operational Issues and Controls

Since the provincial downloading of the responsibility and liability for court security and prisoner custody in 1990, Court Services has experienced significant staffing pressures, increased security concerns from judges, Crown Attorneys, and defense lawyers, increased prisoner volume, more high-risk security offences with trials spanning several months, and a steady increase in the number of court facilities.

In order to staff a new courthouse and expanded operations at two existing courthouses planned by the Province in 2007, Court Services estimates that an additional estimated cost of \$3.5 million (an annualized cost of \$7.1 million) will be required in the 2007 annual budget.

#### D. Audit Objectives and Scope

The objectives of this review are to assess and determine the extent to which financial resources are deployed cost effectively in meeting legislated responsibilities of the Court Services Unit.

This audit will include, but not be limited to, an examination of current funding arrangements, staff deployment and budget implications.

Our review will cover the period from January 1, 2006 to March 31, 2007.

The audit methodology will include a review of relevant legislation and policies, interviews with Court Services personnel, site visits, examination of documents and records, review of relevant audits and studies completed, analysis of data and any other procedures deemed appropriate. Benchmarking the best practices of other jurisdictions will also be conducted.



Jeffrey Griffiths, C.A., C.F.E.  
Auditor General

Auditor General's Office  
9th Floor, Metro Hall  
55 John Street  
Toronto ON M5V 3C6

Tel: 416 392-8461  
Fax: 416 392-3754

February 26, 2007

Chief Bill Blair  
Toronto Police Chief  
40 College Street  
Toronto, ON M5G 2J3

Dear Chief Blair:

**Re: Court Services Review – Toronto Police Service**

In accordance with your request for audit services approved by the Toronto Police Services Board at its January 29, 2007 meeting, the Auditor General's Office is initiating a review of the Court Services Unit of the Toronto Police Service.

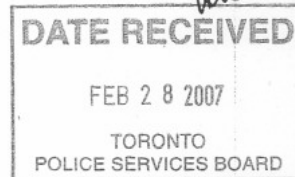
The first stage of our audit work involves gaining an understanding of the court services operation to identify areas that would benefit most from an in-depth review. On January 16, 2007 Chief Administrative Officer Tony Veneziano and Deputy Chief Tony Warr met with myself and members of my staff to discuss the audit process and to answer questions related to the audit process. We have subsequently met with Superintendent Wayne Pye, Unit Commander of Court Services, Staff Superintendent Glenn De Caire, Unit Commander of Area Field, and their Staff on February 8, 2006. At the completion of the audit, we will arrange to meet with you to discuss issues identified and to obtain your comments and suggestions.

A final copy of the audit report will be forwarded to the Toronto Police Services Board.

Thank you for your assistance and co-operation. If you have any questions or concerns during this review, please feel free to call me at 416-392-8461.

Yours very truly,

Jeff Griffiths  
Auditor General



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c: Alok Mukherjee, Chair, Toronto Police Services Board

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P144. EVALUATION OF THE IN-CAR CAMERA PILOT PROJECT:  
NOVEMBER 2005 TO OCTOBER 2006**

The Board was in receipt of the following report February 21, 2007 from William Blair, Chief of Police:

Subject: IN-CAR CAMERA PILOT PROJECT EVALUATION: NOVEMBER 1, 2005 –  
OCTOBER 31, 2006

Recommendation:

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

Financial Implications:

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

The pilot program for in-car cameras has been budgeted for in the Toronto Police Service's (TPS') capital program. The 2006-2010 capital program had a budget of \$11.033M for the pilot and the full implementation. The current estimate (as reflected in the revised submission, presented to the Board at its February 26, 2007 meeting) includes a reduced budget of \$8.1M for the implementation of the first 140 vehicles, with full implementation to be reflected in future capital programs.

Background/Purpose:

The current in-car camera pilot project evolved from discussions between the Police Services Board and Service Command that began in December 2003 (Min. No. P350/03 refers). At that time, the Board requested a report on the advantages and disadvantages of installing video cameras in Toronto Police Service cars. In March 2004, the Board requested a report on the feasibility of establishing a pilot project involving cameras in TPS patrol cars, in the most cost-effective manner possible (Min. No. P82/04 refers). Attached, for the information of the Board, is the report on the evaluation of the resultant pilot project.

The evaluation report indicated that, given the ongoing performance issues, equipment testing should continue until a reliable, consistent in-car camera system that satisfies the Service's requirements is found. While the evaluation report also indicated that the cameras should only be installed in traffic cars, this recommendation was made on the basis of the limited data and unreliable equipment performance during the pilot. It is intended that once a reliable system has been identified, expansion of the in-car cameras commence with Traffic Services and divisional Traffic Response vehicles. Once infrastructure issues have been fully addressed, the Service will

expand the system with implementation of the in-car cameras to the remaining marked Service vehicles. The revised budget of \$8.1M provides for the roll-out of 140 cameras. Full implementation and resultant costs will be reflected in future capital programs.

#### Discussion:

The Service is currently involved in a number of projects that have implications relating to digital storage, processes, and costs. A review of these projects, in particular, digital video asset management system (DVAMS), closed-circuit television (CCTV) cameras, and the in-car camera project, will be undertaken to develop a comprehensive strategy for digital storage and process requirements. Information on this comprehensive strategy will be provided to the Board in 2008. The impact of this storage strategy, and the full roll-out to all marked cars, will be considered in future budget updates (2008-2012 and beyond).

#### Conclusion:

In summary, this report provides the Board with the results of the in-car camera pilot project, and the steps that the Service is taking to address ongoing performance issues prior to full implementation.

Deputy Chief Kim Derry, Divisional Policing Command, will be in attendance to answer any questions that the Board may have regarding this report.

**Inspector Tom Russell, No. 52 Division, was in attendance and responded to questions about the results of the in-car camera pilot project.**

**The Board was advised that there were a number of factors which contributed to the ineffectiveness of the in-car camera equipment which was tested by the Service during the pilot project. Although the equipment provided by the vendor was the latest version available at that time, it had not been tested in a large urban environment. Insp. Russell advised the Board that the equipment had been successful in rural areas and on open highways which were different from the urban architecture of Toronto. Insp. Russell further advised that large cities such as Los Angeles and Detroit are beginning to use in-car camera equipment now and they are not using the same equipment that is being used in state patrol areas.**

**The Board was advised that the Service will evaluate equipment from two new vendors over the next 90 to 100 days.**

**The Board received the foregoing report and requested a further report upon the conclusion of the evaluation of the new equipment.**

**A copy of the complete In-Car Camera Evaluation Report is on file in the Board office.**

## **Executive Summary**

The current in-car camera pilot project evolved from discussions between the Police Services Board and Service Command, that began in December 2003. At that time, the Board requested a report on the advantages and disadvantages of installing video cameras in Toronto Police Service cars. That report was followed in June 2004 with a report on the feasibility of establishing a pilot project involving cameras in TPS patrol cars. The Board supported a pilot project as part of the 2005 capital budget program and, in September 2004, approved capital funding in the amount of \$562,000 over two years for a limited version involving 15 police vehicles and limited technological infrastructure.

At its December 2005 meeting, the Board received an update on the In-Car Camera Pilot Project. Eighteen digital in-car camera systems were installed in marked vehicles in 13 Division and Traffic Services on September 30<sup>th</sup>, 2005. As systematic testing of the camera systems began, however, a series of technical challenges arose. The pilot initially proceeded in a limited manner, with only 8 of the in-car camera systems activated until solutions for the technical problems could be found and applied.

Although all 18 cameras were eventually installed, equipment challenges and failures continued. In February 2006, the vendor updated all 18 in-car camera systems with new and improved hardware/software. However, within 4 weeks, intermittent functionality problems began to reappear at both pilot locations.

Given these technical issues, the Service is looking at piloting alternative products and in late 2006, re-issued a 'Request for Proposal' relating to in-car camera systems. While many of the same equipment-related 'growing pains' are likely, others may be avoided from experience. Peripheral issues, such as downloading, will not likely be as much of an issue in a second pilot.

Pilot Project expenditures in 2005 and 2006 totalled \$452,253. There was a \$109,747 variance at year-end 2006. Due to City one-year cashflow carry forward rules, only \$24,000 can be carried forward; the remaining \$85,000 has been returned to the City. In the 2006-2010 Capital Budget Plan, total funding in the amount of \$10,471,000 was approved for a Service-wide implementation of the program, including the necessary dedicated infrastructure (servers and data storage). Current capital funding for the implementation is \$8.1M (this includes \$8.0M in the 2007-2011 Capital Budget Plan, approved at the Board's special meeting of February 26, 2007, and 0.1M previously approved for 2006). The reduction was based on: (i) the assumption that full implementation would be phased in, beginning with 140 traffic vehicles and (ii) up-to-date information on the project. Full implementation and resultant costs would be reflected in future capital programs.

With the continual technical problems, it was felt the evaluation period needed to be longer than the originally planned 6 months. Therefore, the evaluation period was November 1<sup>st</sup>, 2005 to October 31<sup>st</sup>, 2006. Continued technical difficulties and significant changes to hardware and software, from the time of initial implementation of the in-car cameras, resulted in a limited ability to properly evaluate the system or the pilot project goals. These goals were:

- I) Enhance officer safety
- II) Re-affirm the commitment to professional and unbiased policing in all encounters between officers and citizens.
- III) Protect officers from unwarranted accusations of misconduct in the lawful performance of duties.
- IV) Improve the quality of evidence for investigative and court purposes.

Acknowledging the limitations and unsatisfactory equipment performance, member perceptions and data were collected. While officers tended to be concerned about 'big brother' monitoring and the potential for discipline at the outset of the in-car camera project, by the end of the evaluation period, officers tended to be more positive. The benefits of the cameras for traffic-related policing, rather than for general patrol or street level investigations, were particularly recognised by officers.

With regard to the Pilot Project goals, the in-car cameras did not appear to improve officer safety, as measured by violent offences against officers, or perceptions of officer safety while patrolling. However, more than half of the officers interviewed said they had observed a change in attitude and/or behaviour toward them once the person stopped was advised of being recorded. Officers also said they had used the presence of the cameras to de-escalate a situation. Traffic stops/investigations were again specifically noted in both instances.

While the in-car cameras did not appear to reduce the number of conduct complaints against officers, both pilot units showed larger proportions than the rest of the Service of conduct complaints that were withdrawn, not completed, or unsubstantiated. There appeared to be no effect on length of time to complete conduct complaint investigations, nor on the number of frivolous, vexatious, or made in bad faith conduct complaints.

Measurement of the effects of in-car camera video as evidence was not possible at the time of writing. Given the technical difficulties, particularly at the beginning of the pilot, and the length of time between charge and trial dates, it is unlikely that any trial requests relating to 13 Division or Traffic Services and the in-car camera pilot would have been to trial yet. Evaluation of this measure would require a longer period of time.

The two Crown Attorneys interviewed seemed positive about the potential of in-car videos and the affects on cases. And, while neither Crown had used TPS in-car video evidence as yet, it was felt that the videos, depending on the quality, could increase the number of guilty pleas and convictions, particularly in cases involving Impaired or Over 80mgs charges.

With continued or expanded use of the in-car video systems, the potential requirements for disclosure with *Criminal Code* and *Highway Traffic Act* (HTA) charges were a significant concern for Video Services personnel. With a large increase in requests for video disclosure, Video Services does not feel it would be able to handle the increase in workload at current staffing levels. While many of the charges that may involve the in-car cameras have not yet reached the courts, some requests for disclosure have already been received. Over half were criminal-driving related (e.g. Over 80mgs, Impaired, etc.) or traffic-related (e.g. HTA, Careless Driving, etc.).

Finally, according the results of the general survey of Toronto residents carried out in late 2006, more than three in four people said they believed that having video cameras in marked police cars had made the police more accountable to the community. And 7 in 10 Toronto residents said they believed that having video cameras in marked police cars had improved relations between the police and the public.

If the Service intends to continue to have video cameras in patrol cars, based on the limited data and the unreliable equipment performance during the evaluation, it is recommended:

That, given the ongoing performance issues with current vendor, equipment testing continue with new vendors until a reliable, consistent in-car camera system that satisfies the Service's requirements is found.

That once a reliable system has been identified, expansion of the in-car cameras be limited to Traffic Services and divisional Traffic Response vehicles. Officers using the in-car cameras believed that the system was more beneficial to traffic investigations, since traffic offences and criminal offences involving the operation of a vehicle, such as impaired driving, were more likely than other offences to be captured on video. And, a vehicle that has been stopped for a traffic offence will most likely be positioned in front of the police car, keeping the vehicle and driver within the view of the camera.

That infrastructure issues (such as network upgrades, video storage capability, potential staffing issues in Video Services and ITS, etc.) be addressed prior to any expansion of the in-car camera system. Some of these issues (such as video storage capability) may need to be addressed before a decision about expansion is made, given continued product testing.

And, that, given officer comments on the lack of information provided during the pilot project, a mechanism to improve communication of information addressing officer concerns, positive experiences of officers using the cameras, equipment updates, etc., be developed.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P145. QUARTERLY REPORT: DOMESTIC VIOLENCE STATISTICS:  
OCTOBER TO DECEMBER 2006**

The Board was in receipt of the following report March 07, 2007 from William Blair, Chief of Police:

Subject: DOMESTIC VIOLENCE QUALITY CONTROL REPORT: OCTOBER 1-  
DECEMBER 31, 2006

Recommendation:

It is recommended that:

- (1) The Board receive this report; and
- (2) The Board approve a revised reporting schedule for future reports to be provided semi-annually in the months of April and September.

Financial Implications:

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

Background/Purpose:

In February 2004, the Board received a report from the Chief of Police entitled "Response to Recommendations of the Community Safety Task Force." This report was held by the Board pending a meeting with all key stakeholders to review and assess the status of the core issues and recommendations raised in the report by the Woman Abuse Work Group (WAWG) of the City of Toronto.

On June 18, 2004, a meeting of the key stakeholders was held to review the report and provide status updates on the core issues and recommendations. Following this meeting, the Board at its meeting on June 21, 2004, approved the recommendations outlined in the report (Min. No. P208/04 refers).

The following recommendation contained in that report was specifically directed towards the Toronto Police Service (TPS):

Recommendation #3:

*That the Board request from the Chief of Police, quarterly submissions of the Domestic Violence Quality Control Reports.*



This report will provide the Board with a review of the fourth quarter statistical information from the Domestic Violence Quality Control Reports for the period of October to December 2006. TPS has been providing quarterly Domestic Violence Quality Control Reports to the Ministry of Community Safety and Correctional Services (MCSCS) since 2002. MCSCS, in junction with the TPS, has completed its review of the process for the purpose of enhancing the data reporting mechanism to accommodate new MCSCS data collection guidelines (Min. No. P233/05 refers). As a result, the statistical data required to complete the Domestic Violence Quality Control Report is now readily available. Appended to this report are the fourth quarter results of the Domestic Violence Quality Control Report for October to December 2006. The report has been revised to include “year-to-date” columns comparing 2006 to 2005 statistics.

#### Discussion:

The four quarters of 2006 reported a significant increase in the number of victims of domestic related homicides. There have been 11 homicide cases reported involving 15 victims in 2006; compared to 8 cases with 8 victims in 2005. Of the 15 homicide victims in 2006, 10 of the victims were female, 2 were male and 3 were children. The four quarters of 2006 also reported an increase in the number of occurrences where no charges were alleged. This reflects the success of the awareness campaign that encourages early intervention strategies.

#### Justification:

In order to comply with the deadlines for submissions of Board reports it is necessary to amend the semi-annual reporting structure to April and September of each year, which would allow the capture of the statistics up and including December 31, and June 30, respectively.

#### Conclusion:

The TPS is committed to transforming the organization through community mobilization strategies, thereby actively engaging the violence against women (VAW) service providers and the greater community through ongoing education, public presentations and awareness campaigns, continued outreach, and progressive partnerships.

Effective policing is truly a partnership between the police and the community it serves. Complex social issues, such as relationship violence, cannot be dealt with solely through enforcement measures. The collaboration between law enforcement personnel, VAW service providers, education officials and corporate support, is key to the success of these initiatives.

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

**Sergeant Lorna Kozmik, Domestic Violence Coordinator, was in attendance and responded to questions by the Board.**

**The Board approved the foregoing report. Sergeant Kozmik indicated that each semi-annual report would be accompanied by a short presentation.**

**TORONTO POLICE SERVICE**  
**DOMESTIC VIOLENCE QUALITY CONTROL REPORT**  
**OCTOBER – DECEMBER**  
**2005/2006 COMPARISONS**

|  | 2005 |      |        |     | 2006 |      |        |     | 2005  |       | 2006  |       |
|--|------|------|--------|-----|------|------|--------|-----|-------|-------|-------|-------|
| <b>1. Domestic Occurrences</b>   | Male | YTD  | Female | YTD | Male | YTD  | Female | YTD | Total | YTD   | Total | YTD   |
| (a) Total Number of Occurrences where charges were laid or warrants sought | N/A  | N/A  | N/A    | N/A | N/A  | N/A  | N/A    | N/A | 1433  | 5671  | 1476  | 5819  |
| (b) Number of accused where one party was charged                          | 1201 | 4674 | 172    | 655 | 1226 | 4904 | 186    | 693 | N/A   | N/A   | N/A   | N/A   |
| (c) Number of accused where both parties were charged                      | 31   | 173  | 29     | 171 | 31   | 113  | 33     | 115 | N/A   | N/A   | N/A   | N/A   |
| (d) Number of Occurrences where accused held for bail/show cause           | M    | M    | M      | M   | M    | M    | M      | M   | N/A   | N/A   | N/A   | N/A   |
| (e) Number of occurrences where offences alleged but charges not laid      | N/A  | N/A  | N/A    | N/A | N/A  | N/A  | N/A    | N/A | 151   | 611   | 63    | 349   |
| (f) Number of occurrences where no charges alleged                         | N/A  | N/A  | N/A    | N/A | N/A  | N/A  | N/A    | N/A | 3112  | 11897 | 3258  | 13206 |
| <b>2. Reasons Charges Not Laid</b>   |      |      |        |     |      |      |        |     |       |       |       |       |
| (a) No reasonable grounds  | N/A  | N/A  | N/A    | N/A | N/A  | N/A  | N/A    | N/A | 151   | 609   | 61    | 346   |
| (b) Offender deceased  | N/A  | N/A  | N/A    | N/A | N/A  | N/A  | N/A    | N/A | 0     | 1     | 2     | 3     |
| (c) Diplomatic Immunity  | N/A  | N/A  | N/A    | N/A | N/A  | N/A  | N/A    | N/A | 0     | 0     | 0     | 0     |
| (d) Offender in foreign country  | N/A  | N/A  | N/A    | N/A | N/A  | N/A  | N/A    | N/A | 0     | 1     | 0     | 0     |
| <b>3. Type of Relationship Between Accused &amp; Victim</b>                |      |      |        |     |      |      |        |     |       |       |       |       |
| (a) Female victim – male accused   | N/A  | N/A  | N/A    | N/A | N/A  | N/A  | N/A    | N/A | 1192  | 4699  | 1221  | 4823  |
| (b) Male victim – female accused   | N/A  | N/A  | N/A    | N/A | N/A  | N/A  | N/A    | N/A | 187   | 732   | 195   | 713   |
| (c) Same sex male  | N/A  | N/A  | N/A    | N/A | N/A  | N/A  | N/A    | N/A | 39    | 171   | 37    | 208   |
| (d) Same sex female  | N/A  | N/A  | N/A    | N/A | N/A  | N/A  | N/A    | N/A | 15    | 69    | 23    | 75    |

**LEGEND**

M – System does not generate these statistics

N/A – Not Applicable

Y.T.D. – year-to-date

**TORONTO POLICE SERVICE**  
**DOMESTIC VIOLENCE QUALITY CONTROL REPORT**  
**OCTOBER – DECEMBER**  
**2005/2006 COMPARISONS**

|   | 2005 |      |        |     | 2006 |      |        |     | 2005  |     | 2006  |     |
|---|------|------|--------|-----|------|------|--------|-----|-------|-----|-------|-----|
| 4. Type of Charges Laid   | Male | YTD  | Female | YTD | Male | YTD  | Female | YTD | Total | YTD | Total | YTD |
| <b><u>Assault</u></b>   |      |      |        |     |      |      |        |     |       |     |       |     |
| (a) Common Assault  | 885  | 3569 | 136    | 576 | 946  | 3719 | 149    | 555 | N/A   | N/A | N/A   | N/A |
| (b) Assault with Weapon or Cause Bodily Harm  | 211  | 873  | 48     | 213 | 184  | 831  | 63     | 223 | N/A   | N/A | N/A   | N/A |
| (c) Aggravated Assault  | 5    | 33   | 4      | 17  | 10   | 34   | 1      | 9   | N/A   | N/A | N/A   | N/A |
| <b><u>Sexual Assault</u></b>  |      |      |        |     |      |      |        |     |       |     |       |     |
| (a) Sexual Assault  | 28   | 123  | 0      | 1   | 24   | 103  | 0      | 1   | N/A   | N/A | N/A   | N/A |
| (b) Sexual Assault with Weapon or Cause Bodily Harm   | 3    | 8    | 0      | 0   | 4    | 9    | 0      | 0   | N/A   | N/A | N/A   | N/A |
| (c) Aggravated Sexual Assault   | 0    | 2    | 0      | 0   | 0    | 1    | 0      | 0   | N/A   | N/A | N/A   | N/A |
| <b><u>Breaches</u></b>  |      |      |        |     |      |      |        |     |       |     |       |     |
| (a) Breach of Recognizance  | 60   | 126  | 7      | 14  | 57   | 184  | 6      | 12  | N/A   | N/A | N/A   | N/A |
| (b) Breach of Undertaking   | 16   | 42   | 5      | 10  | 18   | 47   | 3      | 7   | N/A   | N/A | N/A   | N/A |
| (c) Breach of Remand (CC-s.516 / CC-s.517)  | M    | M    | M      | M   | M    | M    | M      | M   | N/A   | N/A | N/A   | N/A |
| (d) Breach of Peace Bond (CC-s.810)   | 3    | 10   | 1      | 2   | 4    | 16   | 2      | 3   | N/A   | N/A | N/A   | N/A |
| (e) Breach of Probation / Parole  | 39   | 120  | 3      | 4   | 50   | 165  | 4      | 6   | N/A   | N/A | N/A   | N/A |
| (f) Breach of Restraining Order <i>Family Act-s.46(2), Children's Reform Act-s.35(2), CC-s.515(4)</i> | M    | M    | M      | M   | M    | M    | M      | M   | N/A   | N/A | N/A   | N/A |
| <b><u>Other Charges</u></b>   |      |      |        |     |      |      |        |     |       |     |       |     |
| (a) Uttering Threats  | 332  | 1303 | 24     | 96  | 335  | 1335 | 22     | 72  | N/A   | N/A | N/A   | N/A |
| (b) Criminal Harassment   | 96   | 388  | 15     | 41  | 98   | 401  | 6      | 44  | N/A   | N/A | N/A   | N/A |

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Y.T.D. – year-to-date

# TORONTO POLICE SERVICE

## DOMESTIC VIOLENCE QUALITY CONTROL REPORT

### OCTOBER – DECEMBER 2005/2006 COMPARISONS

|   | 2005 |     |        |     | 2006 |     |        |     | 2005  |      | 2006  |      |
|---|------|-----|--------|-----|------|-----|--------|-----|-------|------|-------|------|
| Other Charges (cont'd)                      | Male | YTD | Female | YTD | Male | YTD | Female | YTD | Total | YTD  | Total | YTD  |
| (c) Mischief                                | 62   | 217 | 11     | 41  | 76   | 248 | 11     | 43  | N/A   | N/A  | N/A   | N/A  |
| (d) Attempted Murder                        | 2    | 8   | 0      | 0   | 1    | 9   | 1      | 4   | N/A   | N/A  | N/A   | N/A  |
| (e) Choking                                 | 18   | 58  | 0      | 2   | 20   | 69  | 0      | 2   | N/A   | N/A  | N/A   | N/A  |
| (f) Forcible Confinement                    | 36   | 158 | 3      | 6   | 33   | 155 | 0      | 1   | N/A   | N/A  | N/A   | N/A  |
| (g) Firearms                                | 3    | 13  | 0      | 0   | 3    | 12  | 0      | 1   | N/A   | N/A  | N/A   | N/A  |
| (h) Other charges not listed above          |      |     |        |     |      |     |        |     |       |      |       |      |
| i. Weapons Dangerous C.C.                   | 18   | 90  | 1      | 15  | 19   | 54  | 8      | 21  | N/A   | N/A  | N/A   | N/A  |
| ii. Break & Enter C.C.                      | 8    | 44  | 3      | 3   | 12   | 60  | 0      | 2   | N/A   | N/A  | N/A   | N/A  |
| iii. Theft C.C.                             | 16   | 50  | 1      | 7   | 21   | 60  | 4      | 5   | N/A   | N/A  | N/A   | N/A  |
| iv. Forcible Entry C.C.                     | 7    | 30  | 3      | 6   | 10   | 34  | 1      | 4   | N/A   | N/A  | N/A   | N/A  |
| v. Total Other Charges                      | 43   | 143 | 4      | 15  | 58   | 192 | 6      | 23  | N/A   | N/A  | N/A   | N/A  |
| <b>5. Weapons Used to Commit an Offence</b> |      |     |        |     |      |     |        |     |       |      |       |      |
| (a) Firearms                                | N/A  | N/A | N/A    | N/A | N/A  | N/A | N/A    | N/A | 10    | 29   | 11    | 46   |
| (b) Other weapon                            | N/A  | N/A | N/A    | N/A | N/A  | N/A | N/A    | N/A | 281   | 1043 | 277   | 1102 |

**LEGEND**

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Y.T.D. – year-to-date

**TORONTO POLICE SERVICE**  
**DOMESTIC VIOLENCE QUALITY CONTROL REPORT**  
**OCTOBER – DECEMBER**  
**2005/2006 COMPARISONS**

|   | 2005 |     |        |     | 2006 |     |        |     | 2005  |     | 2006  |     |
|---|------|-----|--------|-----|------|-----|--------|-----|-------|-----|-------|-----|
| <b>6. Previous Charges (Excluding Breaches)</b>   | Male | YTD | Female | YTD | Male | YTD | Female | YTD | Total | YTD | Total | YTD |
| Number of accused with previous charges relating to domestic violence                                   | M    | M   | M      | M   | M    | M   | M      | M   | N/A   | N/A | N/A   | N/A |
| <b>7. Domestic Violence Adult Homicides</b>   |      |     |        |     |      |     |        |     |       |     |       |     |
| (a) Total Number of Domestic Violence adult homicide occurrences  | N/A  | N/A | N/A    | N/A | N/A  | N/A | N/A    | N/A | 1     | 8   | 1     | 11  |
| (b) Number of domestic violence homicide adult victims  | 0    | 0   | 1      | 8   | 0    | 2   | 1      | 10  | 1     | 8   | 1     | 12  |
| (c) Number of accused that had prior domestic violence charges involved in domestic violence homicides. | 0    | 1   | 0      | 0   | 0    | 4   | 0      | 0   | N/A   | N/A | N/A   | N/A |
| (d) Number of homicides involving the use of a weapon   | N/A  | N/A | N/A    | N/A | N/A  | N/A | N/A    | N/A | 1     | 4   | 1     | 8   |
| <b>8. Domestic Violence Related Child Homicides</b>   |      |     |        |     |      |     |        |     |       |     |       |     |
| (a) Total number of domestic violence related child homicide occurrences                                | N/A  | N/A | N/A    | N/A | N/A  | N/A | N/A    | N/A | 0     | 0   | 0     | 0   |
| (b) Number of domestic violence related child homicide victims  | 0    | 0   | 0      | 0   | 0    | 1   | 1      | 3   | N/A   | N/A | N/A   | N/A |

**LEGEND**

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N/A – Not Applicable  
Y.T.D. – year-to-date

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P146. 2006 ANNUAL REPORT: INSURANCE CLAIMS ACTIVITY**

The Board was in receipt of the following report April 10, 2007 from Joseph Pennachetti, Deputy City Manager & Chief Financial Officer, City of Toronto:

Subject: 2006 Annual Report: Insurance Claims Activity

**SUMMARY**

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To provide an updated annual public report to the Board containing a financial summary of property, automobile and general liability insurance claims.

**FINANCIAL IMPACT**

There are no financial implications relating to this report.

**ISSUE BACKGROUND**

This is the annual public report to the Toronto Police Services Board containing a summary of financial insurance claims information including property, automobile and general liability insurance claims.

**COMMENTS**

Financial reports on Toronto Police Service insurance claims activity are intended to support the Board's governance mandate to ensure effective management of the police service. Knowledge of what claims are occurring and potential financial exposure resulting from such claims will enhance the Board's ability to manage risk through implementation of loss control measures. The Insurance & Risk Management section of Corporate Finance manages the insurance and claim process and liaises on a regular basis with Toronto Police Service, Legal Services, as well as internal and external defence counsel, to examine claims and implement measures to reduce the impact of insured claims involving the Toronto Police Service.

Claims statistics change daily as payments are made, new files opened, old files closed and reserves (funds set aside to pay claim and related costs) adjusted. The data contained in this report reflect the Toronto Police Service claim status at April, 2007.

## Property Insurance Claims

The City's Property Insurance policy provides coverage for direct physical loss or damage that results from an insured event to buildings, contents, equipment, stock supplies and furniture, owned by or under the care, custody and control of the Board.

Property claims are generally resolved within a six-month period. Table One is a summary of Police Service property claims incurred in 2006.

**Table One**  
**Property**  
**Insurance Claims Incurred in 2006**

|                        |               | Financial |          |                |                  |              |
|------------------------|---------------|-----------|----------|----------------|------------------|--------------|
|                        | No. of Claims | Paid      | Reserve  | Total Incurred | Average Incurred | Largest Loss |
| Toronto Police Service | 8             | \$22,328  | \$60,793 | \$83,122       | \$10,390         | \$26,000     |

The total "incurred" amount consists of two components, amounts paid and amounts in reserve. For property losses, amounts paid are damage payments covered by the policy. The second component includes reserves which may have to be paid in the future on a claim by claim basis. Accordingly, the incurred figure reflects the total of amounts which have been paid and an allowance for possible future payments.

## Automobile Insurance Claims

The City's automobile insurance covers physical damage, bodily injury and property damage liability for all Service owned and leased vehicles. Every qualified, licensed driver operating a Police Service vehicle is insured under the policy. Similar to property claims, auto physical damage claims are generally resolved within months of the claim being opened. Auto liability and accident benefit claims can take considerably longer to settle.

Table Two provides a summary of Police Service auto claims incurred in 2006.

**Table Two**  
**Automobile**  
**Insurance Claims Incurred in 2006**

|                        |               | Financial   |           |                |                  |              |
|------------------------|---------------|-------------|-----------|----------------|------------------|--------------|
|                        | No. of Claims | Paid        | Reserve   | Total Incurred | Average Incurred | Largest Loss |
| Toronto Police Service | 1,127         | \$1,665,231 | \$448,563 | \$2,113,794    | \$1,875          | \$53,000     |

For automobile losses, amounts paid can include (i) auto physical damage claim amounts, (ii) auto accident benefit payments, (iii) automobile liability claim payments and settlements, including damages, interest and costs, and (iv) court ordered judgments and all expenses pertaining to the claims process which can include legal fees, adjusting costs, and defence expert costs.

## **Liability Claims**

The liability insurance policy responds to civil actions alleging negligence causing a third party bodily injury, property damage and/or economic loss.

It may be several years before a claimant commences a claim against the Police Service and it can take years before claims are settled. Table Three provides a summary of Police Service liability claims incurred in 2006.

**Table Three**  
**General Liability**  
**Insurance Claims Incurred in 2006**

|                        |                      | <b>Financial</b> |                |                       |                         |                     |
|------------------------|----------------------|------------------|----------------|-----------------------|-------------------------|---------------------|
|                        | <b>No. of Claims</b> | <b>Paid</b>      | <b>Reserve</b> | <b>Total Incurred</b> | <b>Average Incurred</b> | <b>Largest Loss</b> |
| Toronto Police Service | 49                   | \$49,388         | \$588,629      | \$638,017             | \$13,020                | \$107,500           |

For liability losses amounts paid include (i) settlements, including damages, interest and costs, (ii) court ordered judgements and (iii) all expenses pertaining to the claims process which can include legal fees, adjusting costs, and defence expert costs.

In 2006, 49 new liability claims arose from incidents and activities of the Toronto Police Service that have been reported and/or served as of April 2007. This number will rise in the future as new claims are submitted in respect of alleged incidents in 2006. The number of liability claims made against the Police Service over the years has remained fairly consistent averaging 90 per year since 1989.

## **CONCLUSION**

This report summarizes insurance claims related to the Toronto Police Service during 2006. Attached is a separate page with the tables containing data in a larger font which was requested by the Board at its May 18, 2006 meeting when the Annual Report on 2005 Insurance Claims Activity was considered.



## **CONTACT**

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**The Board received the foregoing.**

## Annual Report on Insurance Claims Activity for 2006 Data Tables

### Property

|               | Financial |          |                |                  |              |
|---------------|-----------|----------|----------------|------------------|--------------|
| No. of Claims | Paid      | Reserve  | Total Incurred | Average Incurred | Largest Loss |
| 8             | \$22,328  | \$60,793 | \$83,122       | \$10,390         | \$26,000     |

### Automobile

|               | Financial   |           |                |                  |              |
|---------------|-------------|-----------|----------------|------------------|--------------|
| No. of Claims | Paid        | Reserve   | Total Incurred | Average Incurred | Largest Loss |
| 1,127         | \$1,665,231 | \$448,563 | \$2,113,794    | \$1,875          | \$53,000     |

### General Liability

|               | Financial |           |                |                  |              |
|---------------|-----------|-----------|----------------|------------------|--------------|
| No. of Claims | Paid      | Reserve   | Total Incurred | Average Incurred | Largest Loss |
| 49            | \$49,388  | \$588,629 | \$638,017      | \$13,020         | \$107,500    |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P147.           2006 ANNUAL REPORT: USE OF TASERS**

The Board was in receipt of the following report February 18, 2007 from William Blair, Chief of Police:

Subject:           ANNUAL REPORT ON THE USE OF TASERS - 2006

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background:

At its meeting of March 8, 2005, the Board directed the Chief of Police to provide an annual report to the Board on the use of TASERS within the Toronto Police Service (Min. No. P74/05 refers). The following information is provided in response to the request:

- Officer Training
- Incidents of TASER Deployment
- Injuries
- Deaths
- Civil Action
- Location of TASER incidents
- Subject's condition during TASER incidents
- TASER effectiveness

The Toronto Police Service (Service) deploys 22 M26 Advanced TASERS and 66 X26 TASERS. The 22 M26 Advanced TASERS are assigned to the Emergency Task Force (ETF), 3 X26 TASERS are assigned to the Public Safety Unit (PSU) and 63 X26 TASERS are assigned to front-line supervisors (FLS).

Purpose:

This report will provide a review of TASER use by members of the Service for the period of January 1, 2006, to December 31, 2006.

### Discussion:

On January 1, 2006, there were no TASERS deployed by any divisional front-line supervisors. Use of the TASER by the Service at this time was limited to the ETF and the PSU.

As of March 30, 2006, the Service commenced the TASER pilot project in Divisions 31, 42 and 52. This pilot project was directed at use by front-line uniform supervisors. The pilot project was successful demonstrating that the Service had in place clear policy and procedure, comprehensive training and a firm reporting structure. At the conclusion of the TASER pilot project, approval was granted for expansion to all front-line supervisors. (Min. No. P281/06 refers). The Service is currently in the process of training the supervisors prior to issuance.

### Officer Training:

All TASER training is conducted by a certified instructor on the specific device used and approved by the Service. For initial training, approved Service members receive a *minimum of eight (8) hours of training*, which includes theoretical components, practical scenarios, as well as a practical and written examination. All training is conducted in accordance with the guidelines established by the Ministry of Community Safety and Correctional Services (the Ministry). Re-certification training takes place at least once every 12 months, in accordance with the Ministry guidelines and Ontario Regulation 926 of the Police Services Act.

### Incidents of TASER Deployment:

The following information has been extracted from the Police Services Act - Use of Force Report (Form 1), the Toronto Police Service Use of Force Report (TPS 911), and the Toronto Police Service TASER Deployment Report (TPS 584). In 2006, the TASER was used 174 times during 156 incidents within the defined categories of TASER deployment. Some incidents required more than 1 TASER to be used during a single deployment.

- (1) *Demonstrated Force Presence: A spark is demonstrated or the laser sighting system is activated. This illustration of the TASER's capability is utilized in order to gain compliance of the subject. At no time does the TASER and/or its darts make contact with the subject.*

The TASER was deployed in demonstrated force presence in 69 incidents for operational calls. This total accounts for 44% of the total TASER usage.

- (2) *Drive Stun Mode: The electrodes on the TASER are touched to the subject's body transmitting electrical energy.*

The TASER was deployed in the drive stun mode in 29 incidents for operational calls. This total accounts for 19% of the total TASER usage.

(3) *Full Deployment: Darts are fired at a subject.*

The TASER was fully deployed in 58 incidents for operational calls. This total accounts for 37% of the total TASER usage.

The relative percentages mentioned for each type of deployment are appended to this report (see Appendix A). Each incident is further itemized in the appended chart (see Appendix B).

Injuries:

In 2006, there were *no injuries* sustained as a result of TASER deployment by members of the Service. Note: the TASER, when deployed in the “drive stun” mode, may leave signature marks on the skin. When the TASER is deployed in the “full deployment” mode the subject is likely to receive minor skin punctures. As each of these injuries is anticipated with the deployment of the TASER, they are not included under the classification of “injury” for the purposes of this report.

Deaths:

In 2006, there were no deaths attributed to the deployment of the TASER by members of the Service.

Civil Action:

The Service’s Legal Services Unit has advised that there were no statements of claim issued and served during 2006.

Location of TASER Incidents:

The following table indicates the total TASER usage in 2006. These totals have been formatted in a graph form and appended to this report (see Appendix C).

| Division | # of incidents |
|----------|----------------|
| 11       | 2              |
| 12       | 3              |
| 13       | 3              |
| 14       | 6              |
| 22       | 8              |
| 23       | 7              |
| 31       | 11             |
| 32       | 3              |
| 33       | 5              |
| 41       | 5              |
| 42       | 23             |
| 43       | 7              |
| 51       | 4              |
| 52       | 43             |

|                 |            |
|-----------------|------------|
| 53              | 6          |
| 54              | 6          |
| 55              | 12         |
| Outside Toronto | 2          |
| <b>TOTAL</b>    | <b>156</b> |

#### Subject Condition During TASER Incidents:

There has been much discussion regarding the issue of TASER use on emotionally disturbed subjects (EDPs). The following statistics report the condition of subjects involved in TASER incidents. The relative percentage of each situation is appended to this report (see Appendix D).

| <b>Situation</b>                            | <b>Number of Subjects</b> |
|---|---------------------------|
| Subject perceived to be in crisis           | 97                        |
| Subject perceived to have a mental disorder | 50                        |
| Undetermined                                | 3                         |
| Animal                                      | 3                         |
| <b>Total subjects involved</b>              | <b>153</b>                |

#### TASER Effectiveness:

The TASER is reported as having successfully de-escalated 147 or 94% of the total incidents in 2006, while 9 or 6% of the total incidents required another force option to de-escalate the incident (see Appendix E). The incidents where the TASER was ineffective can be attributed to shot placement or poor conduction.

#### Conclusion:

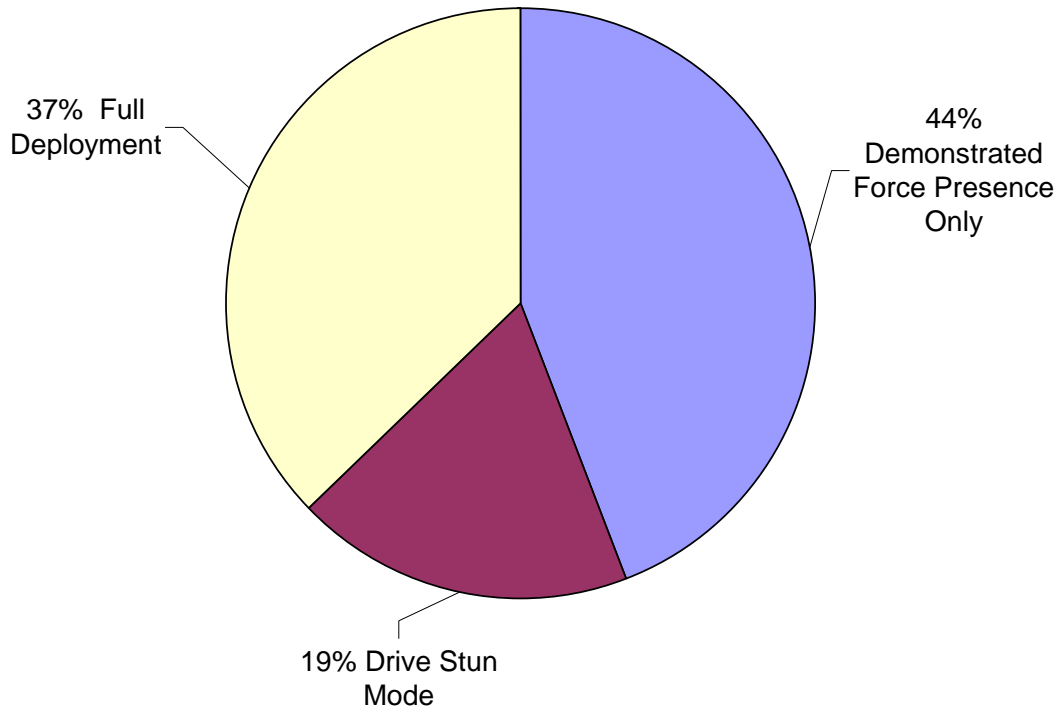
The TASER has been proven to be an effective intermediate force option for front-line policing in the de-escalation of violent incidents and is being used across the city of Toronto.

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

**The Board received the foregoing.**

## APPENDIX 'A'

### TASER Force Options Utilized



## APPENDIX 'B'

### TPS TASER Deployment 2006

| #  | Division | Incident                       | Deployed by | Reason                       | Type of Deployment |
|----|----------|--------------------------------|-------------|------------------------------|--------------------|
| 1  | 11       | Violent Prisoner               | ETF         | Assaultive Behaviour         | Full               |
| 2  | 11       | Cell Extraction                | ETF         | Assaultive Behaviour         | Presence           |
| 3  | 12       | Weapons Call                   | ETF         | Serious Bodily Harm or Death | Presence           |
| 4  | 12       | Search Warrant                 | ETF         | Assaultive Behaviour         | Full               |
| 5  | 12       | EDP                            | ETF         | Assaultive Behaviour         | Presence           |
| 6  | 13       | Assault                        | ETF         | Assaultive Behaviour         | Full               |
| 7  | 13       | Violent Uncooperative Prisoner | ETF         | Assaultive Behaviour         | Presence           |
| 8  | 13       | EDP                            | ETF         | Assaultive Behaviour         | Full               |
| 9  | 14       | EDP                            | ETF         | Assaultive Behaviour         | Presence           |
| 10 | 14       | Violent Prisoner               | ETF         | Assaultive Behaviour         | Presence           |
| 11 | 14       | EDP                            | ETF         | Assaultive Behaviour         | Presence           |
| 12 | 14       | Search Warrant                 | ETF         | Serious Bodily Harm or Death | Presence           |
| 13 | 14       | Cell Extraction                | ETF         | Assaultive Behaviour         | Full               |
| 14 | 14       | Violent Prisoner               | ETF         | Assaultive Behaviour         | Full               |
| 15 | 22       | Violent EDP                    | ETF         | Assaultive Behaviour         | Full               |
| 16 | 22       | Weapons Call                   | ETF         | Serious Bodily Harm or Death | Full               |
| 17 | 22       | Subject wanted attempt murder  | ETF         | Assaultive Behaviour         | Full               |
| 18 | 22       | Weapons Call                   | ETF         | Serious Bodily Harm or Death | Full               |
| 19 | 22       | Weapons Call                   | ETF         | Serious Bodily Harm or Death | Drive Stun         |
| 20 | 22       | Cell Extraction - EDP          | ETF         | Assaultive Behaviour         | Drive Stun         |
| 21 | 22       | Search Warrant                 | ETF         | Serious Bodily Harm or Death | Presence           |
| 22 | 22       | Intoxicated Male               | ETF         | Serious Bodily Harm or Death | Presence           |
| 23 | 23       | Violent Prisoner               | ETF         | Assaultive Behaviour         | Full               |
| 24 | 23       | EDP                            | ETF         | Assaultive Behaviour         | Presence           |
| 25 | 23       | Search Warrant                 | ETF         | Serious Bodily Harm or Death | Presence           |
| 26 | 23       | Weapons Call                   | ETF         | Assaultive Behaviour         | Full               |
| 27 | 23       | Robbery - Firearms Used        | ETF         | Serious Bodily Harm or Death | Drive Stun         |
| 28 | 23       | Search Warrant                 | ETF         | Serious Bodily Harm or Death | Full               |
| 29 | 23       | Domestic Disturbance           | ETF         | Assaultive Behaviour         | Presence           |
| 30 | 31       | Search Warrant                 | ETF         | Assaultive behaviour         | Full               |
| 31 | 31       | Weapons Call                   | FLS         | Serious Bodily Harm or Death | Full               |
| 32 | 31       | Search Warrant                 | ETF         | Serious Bodily Harm or Death | Presence           |
| 33 | 31       | Weapons Call                   | FLS         | Serious Bodily Harm or Death | Drive Stun         |
| 34 | 31       | Weapons Call                   | FLS         | Serious Bodily Harm or Death | Full               |
| 35 | 31       | Weapons Call                   | ETF         | Serious Bodily Harm or Death | Presence           |
| 36 | 31       | Weapons Call                   | FLS         | Assaultive Behaviour         | Presence           |
| 37 | 31       | Weapons Call                   | ETF         | Serious Bodily Harm or Death | Presence           |



|    |    |                               |     |   |            |
|----|----|-------------------------------|-----|---|------------|
| 38 | 31 | Injured Animal Complaint      | FLS | Serious Bodily Harm or Death                  | Full       |
| 39 | 31 | Unknown Trouble Call          | FLS | Serious Bodily Harm or Death                  | Full       |
| 40 | 31 | Assault Call                  | FLS | Assaultive Behaviour                          | Drive Stun |
| 41 | 32 | Threaten Suicide Call         | ETF | Assaultive Behaviour                          | Full       |
| 42 | 32 | Unknown Trouble Call          | ETF | Assaultive Behaviour                          | Presence   |
| 43 | 32 | EDP                           | ETF | Serious Bodily Harm or Death                  | Drive Stun |
| 44 | 33 | Unknown Trouble Call          | FLS | Assaultive Behaviour                          | Presence   |
| 45 | 33 | Weapons Call                  | ETF | Serious Bodily Harm or Death                  | Full       |
| 46 | 33 | Search Warrant                | ETF | Serious Bodily Harm or Death                  | Presence   |
| 47 | 33 | Search Warrant                | ETF | Serious Bodily Harm or Death                  | Presence   |
| 48 | 33 | Weapons Call                  | ETF | Serious Bodily Harm or Death                  | Full       |
| 49 | 41 | Weapons Call - EDP            | ETF | Serious Bodily Harm or Death                  | Full       |
| 50 | 41 | Domestic Disturbance          | FLS | Serious Bodily Harm or Death                  | Presence   |
| 51 | 41 | Armed Subject - barricaded    | ETF | Serious Bodily Harm or Death                  | Full       |
| 52 | 41 | EDP                           | ETF | Assaultive Behaviour                          | Presence   |
| 53 | 41 | Violent Prisoner              | FLS | Assaultive Behaviour                          | Presence   |
| 54 | 42 | Weapons Call                  | FLS | Assaultive Behaviour                          | Drive Stun |
| 55 | 42 | Assault Call                  | FLS | Assaultive Behaviour                          | Presence   |
| 56 | 42 | Break and Enter Call          | FLS | Serious Bodily Harm or Death                  | Drive Stun |
| 57 | 42 | EDP                           | FLS | Serious Bodily Harm or Death                  | Presence   |
| 58 | 42 | Domestic Disturbance          | FLS | Assaultive Behaviour                          | Full       |
| 59 | 42 | Armed Robbery                 | FLS | Serious Bodily Harm or Death                  | Full       |
| 60 | 42 | EDP                           | FLS | Serious Bodily Harm or Death                  | Presence   |
| 61 | 42 | EDP                           | FLS | Assaultive Behaviour                          | Presence   |
| 62 | 42 | EDP                           | ETF | Assaultive Behaviour                          | Presence   |
| 63 | 42 | EDP                           | FLS | Assaultive Behaviour                          | Full       |
| 64 | 42 | Assault Call                  | FLS | Assaultive Behaviour                          | Presence   |
| 65 | 42 | EDP                           | FLS | Assaultive Behaviour                          | Full       |
| 66 | 42 | Assault                       | FLS | Assaultive Behaviour                          | Full       |
| 67 | 42 | Robbery - Knife Used          | FLS | Serious Bodily Harm or Death                  | Presence   |
| 68 | 42 | Violent EDP                   | FLS | Serious Bodily Harm or Death                  | Presence   |
| 69 | 42 | Weapons Call                  | FLS | Serious Bodily Harm or Death                  | Presence   |
| 70 | 42 | Partially Barricaded EDP      | ETF | Assaultive Behaviour                          | Full       |
| 71 | 42 | Barricaded EDP                | ETF | Assaultive Behaviour                          | Presence   |
| 72 | 42 | Stolen Vehicle                | ETF | Assaultive Behaviour                          | Presence   |
| 73 | 42 | Weapons Call                  | ETF | Assaultive Behaviour                          | Full       |
| 74 | 42 | Assault Call                  | FLS | Assaultive Behaviour                          | Presence   |
| 75 | 42 | Assault Call                  | FLS | Assaultive Behaviour                          | Presence   |
| 76 | 42 | Weapons Call - EDP            | FLS | Serious Bodily Harm or Death                  | Drive Stun |
| 77 | 43 | EDP                           | ETF | Assaultive Behaviour                          | Presence   |
| 78 | 43 | Obstruct Police               | ETF | Assaultive Behaviour                          | Full       |
| 79 | 43 | Weapons Call                  | FLS | Serious Bodily Harm or Death                  | Full       |
| 80 | 43 | Violent Prisoner              | ETF | Serious Bodily Harm or Death                  | Full       |
| 81 | 43 | Pit bull Dog Attacking Police | ETF | Bring Dog Under Control –<br>Protect Officers | Full       |

|     |    |                                  |     |   |            |
|-----|----|----------------------------------|-----|---|------------|
| 82  | 43 | Domestic Disturbance - EDP       | ETF | Assaultive Behaviour                        | Full       |
| 83  | 43 | Search Warrant                   | ETF | Serious Bodily Harm or Death                | Full       |
| 84  | 51 | Violent Prisoner                 | ETF | Assaultive Behaviour                        | Presence   |
| 85  | 51 | Violent Prisoner                 | ETF | Assaultive Behaviour                        | Presence   |
| 86  | 51 | Search Warrant                   | ETF | Serious Bodily Harm or Death                | Presence   |
| 87  | 51 | Violent Prisoner                 | ETF | Assaultive Behaviour                        | Full       |
| 88  | 52 | Weapons Call                     | FLS | Serious Bodily Harm or Death                | Presence   |
| 89  | 52 | Cause Disturbance                | FLS | Assaultive Behaviour                        | Full       |
| 90  | 52 | Demonstration-Obstruct Police    | FLS | 15 Subjects Interfering With Lawful Arrest  | Presence   |
| 91  | 52 | Threaten Suicide                 | ETF | Serious Bodily Harm or Death                | Full       |
| 92  | 52 | Intoxicated Male                 | FLS | Assaultive Behaviour                        | Full       |
| 93  | 52 | Obstruct and Assault Police      | FLS | Resist Arrest – Assaultive Behaviour        | Full       |
| 94  | 52 | Assault                          | FLS | Assaultive Behaviour                        | Presence   |
| 95  | 52 | Naked EDP Walking Around         | FLS | Assaultive Behaviour                        | Drive Stun |
| 96  | 52 | Hostage Situation                | FLS | Serious Bodily Harm or Death                | Full       |
| 97  | 52 | Obstruct and Assault Police      | FLS | Assaultive Behaviour                        | Full       |
| 98  | 52 | Violent EDP                      | ETF | Assaultive Behaviour                        | Presence   |
| 99  | 52 | Drug Investigation               | FLS | Assaultive Behaviour                        | Full       |
| 100 | 52 | Assault                          | ETF | Assaultive Behaviour                        | Drive Stun |
| 101 | 52 | Large Fight Call                 | FLS | Assaultive Behaviour                        | Drive Stun |
| 102 | 52 | Drunk and Disorderly             | FLS | Assaultive Behaviour                        | Presence   |
| 103 | 52 | Assault Police Officer           | FLS | Assaultive Behaviour                        | Drive Stun |
| 104 | 52 | Assault                          | FLS | Assaultive Behaviour                        | Drive Stun |
| 105 | 52 | Assault Police Officers          | FLS | Assaultive Behaviour                        | Drive Stun |
| 106 | 52 | Semi-naked EDP                   | FLS | Assaultive Behaviour                        | Drive Stun |
| 107 | 52 | Violent Prisoner                 | FLS | Assaultive Behaviour                        | Drive Stun |
| 108 | 52 | Assault                          | FLS | Assaultive Behaviour                        | Drive Stun |
| 109 | 52 | Assault Police                   | FLS | Assaultive Behaviour                        | Drive Stun |
| 110 | 52 | Drug Investigation               | FLS | Serious Bodily Harm or Death                | Drive Stun |
| 111 | 52 | Large Fight Call                 | FLS | Assaultive Behaviour                        | Drive Stun |
| 112 | 52 | Violent - Intoxicated Person     | FLS | Assaultive Behaviour                        | Drive stun |
| 113 | 52 | Fight Call                       | FLS | Assaultive Behaviour                        | Presence   |
| 114 | 52 | Fight Call                       | FLS | Assaultive Behaviour                        | Presence   |
| 115 | 52 | Fight Call                       | FLS | Assaultive Behaviour                        | Drive Stun |
| 116 | 52 | Fight Call                       | FLS | Assaultive Behaviour                        | Full       |
| 117 | 52 | Subject in alcohol + drug crisis | ETF | Attempting Suicide                          | Full       |
| 118 | 52 | Homicide                         | FLS | Serious Bodily Harm or Death                | Presence   |
| 119 | 52 | Fight Call                       | FLS | Assaultive Behaviour                        | Presence   |
| 120 | 52 | Assault Call                     | FLS | Assaultive Behaviour                        | Drive Stun |
| 121 | 52 | Obstruct Police                  | FLS | Assaultive Behaviour- Large Crowd Advancing | Presence   |
| 122 | 52 | Assault                          | FLS | Assaultive Behaviour                        | Drive Stun |
| 123 | 52 | Obstruct Police                  | FLS | Assaultive Behaviour-                       | Presence   |

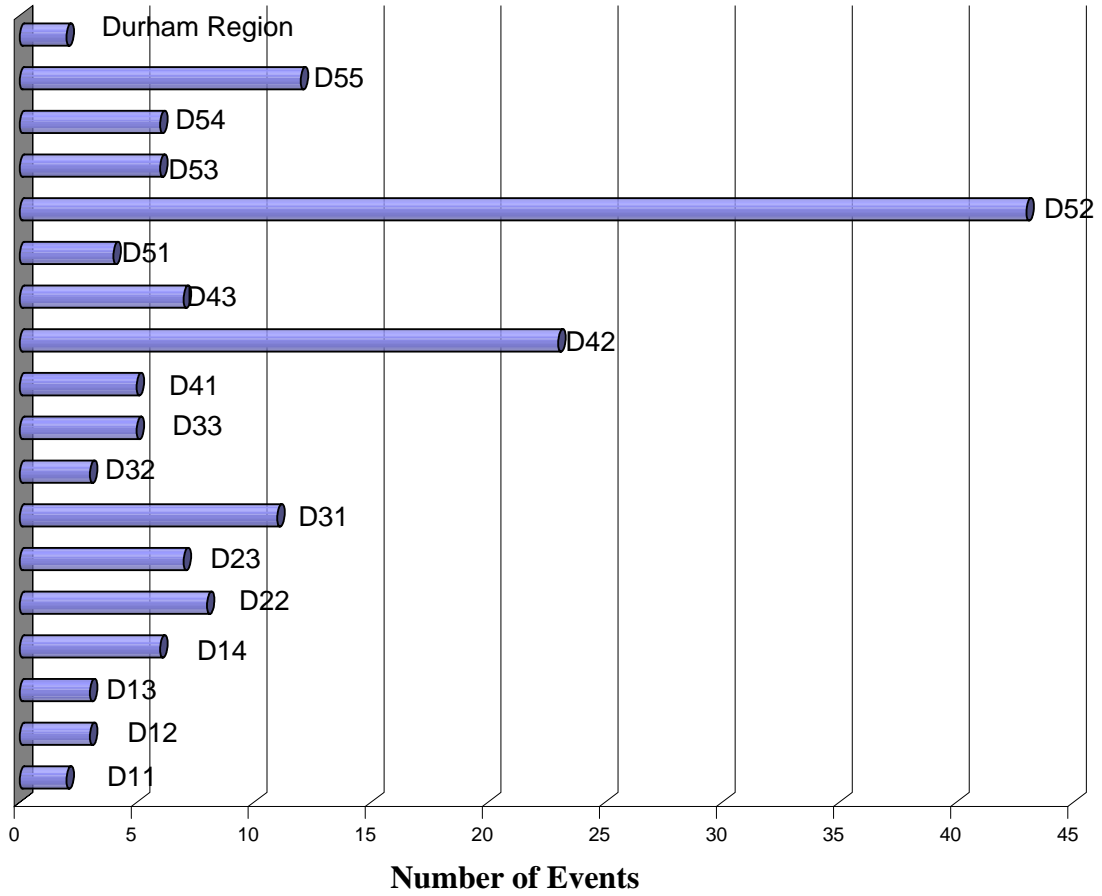
|     |        |                          |     |                              |            |
|-----|--------|--------------------------|-----|------------------------------|------------|
|     |        |                          |     | Large Crowd Advancing        |            |
| 124 | 52     | Weapons Call             | FLS | Serious Bodily Harm or Death | Presence   |
| 125 | 52     | EDP                      | FLS | Assaultive Behaviour         | Full       |
| 126 | 52     | Assault                  | FLS | Assaultive Behaviour         | Presence   |
| 127 | 52     | Fight Call               | FLS | Assaultive Behaviour         | Presence   |
| 128 | 52     | Weapons Call             | FLS | Serious Bodily Harm or Death | Presence   |
| 129 | 52     | Warrant                  | ETF | Serious Bodily Harm or Death | Full       |
| 130 | 52     | Fight Call               | FLS | Assaultive Behaviour         | Drive Stun |
| 131 | 53     | EDP                      | ETF | Assaultive Behaviour         | Presence   |
| 132 | 53     | Weapons Call             | ETF | Serious Bodily Harm or Death | Full       |
| 133 | 53     | Bomb Threat              | ETF | Serious Bodily Harm or Death | Full       |
| 134 | 53     | Cell Extraction          | ETF | Assaultive Behaviour         | Presence   |
| 135 | 53     | Wanted Party             | ETF | Serious Bodily Harm or Death | Presence   |
| 136 | 53     | Barricaded EDP           | ETF | Assaultive Behaviour         | Full       |
| 137 | 54     | Immigration Warrant      | ETF | Serious Bodily Harm or Death | Presence   |
| 138 | 54     | EDP                      | ETF | Assaultive Behaviour         | Presence   |
| 139 | 54     | Search Warrant - Grow-op | ETF | Serious Bodily Harm or Death | Presence   |
| 140 | 54     | EDP                      | ETF | Serious Bodily Harm or Death | Presence   |
| 141 | 54     | Robbery                  | ETF | Assaultive Behaviour         | Drive Stun |
| 142 | 54     | EDP                      | ETF | Serious Bodily Harm or Death | Presence   |
| 143 | 55     | EDP                      | ETF | Assaultive Behaviour         | Full       |
| 144 | 55     | EDP                      | ETF | Assaultive Behaviour         | Full       |
| 145 | 55     | Barricaded EDP           | ETF | Assaultive Behaviour         | Full       |
| 146 | 55     | Wanted Party             | ETF | Assaultive behaviour         | Full       |
| 147 | 55     | Weapons Call             | ETF | Serious Bodily Harm or Death | Presence   |
| 148 | 55     | EDP                      | ETF | Assaultive Behaviour         | Presence   |
| 149 | 55     | Search Warrant           | ETF | Assaultive Behaviour         | Full       |
| 150 | 55     | Search Warrant           | ETF | Serious Bodily Harm or Death | Full       |
| 151 | 55     | Barricaded+ Armed EDP    | ETF | Serious Bodily Harm or Death | Full       |
| 152 | 55     | EDP                      | ETF | Assaultive Behaviour         | Presence   |
| 153 | 55     | EDP                      | ETF | Assaultive Behaviour         | Presence   |
| 154 | 55     | Wanted Party Barricaded  | ETF | Serious Bodily Harm or Death | Drive Stun |
| 155 | Durham | Search Warrant - Weapons | ETF | Serious Bodily Harm or Death | Presence   |
| 156 | Durham | Search Warrant -Firearms | ETF | Assaultive Behaviour         | Drive Stun |

NOTE:

1. There were no deployments by PSU for 2006.
2. There were no injuries sustained as a result of these deployments for 2006.

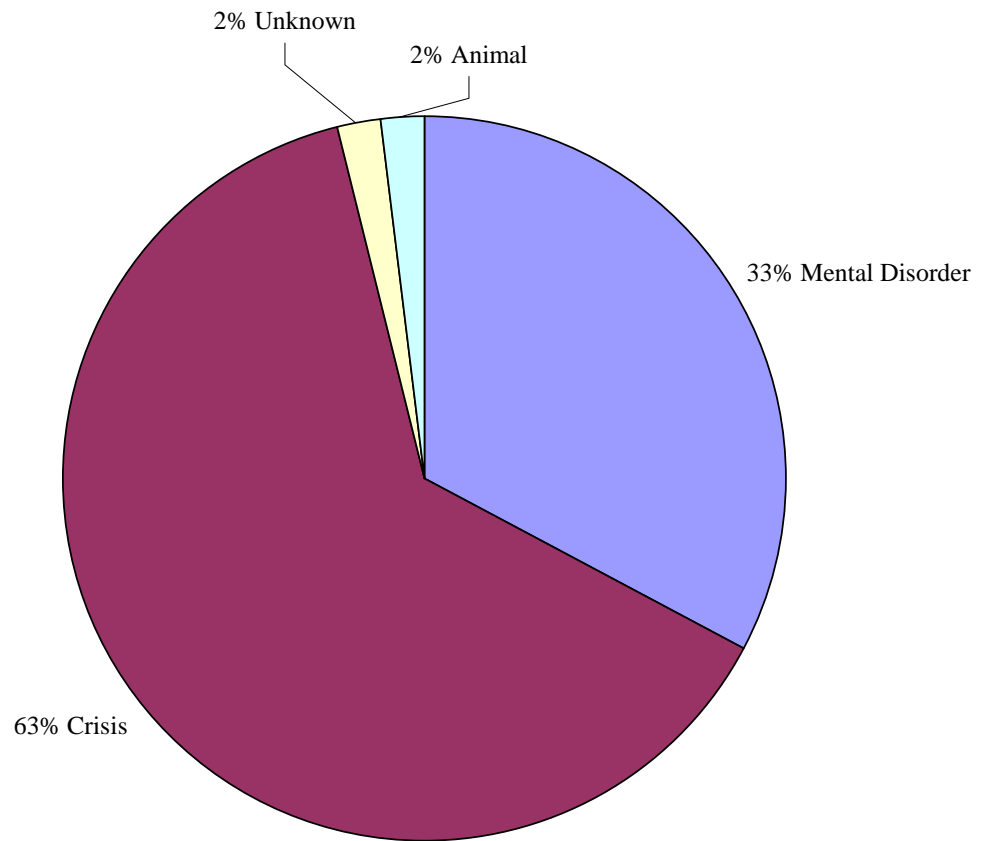
## APPENDIX 'C'

### TASER Incident Location



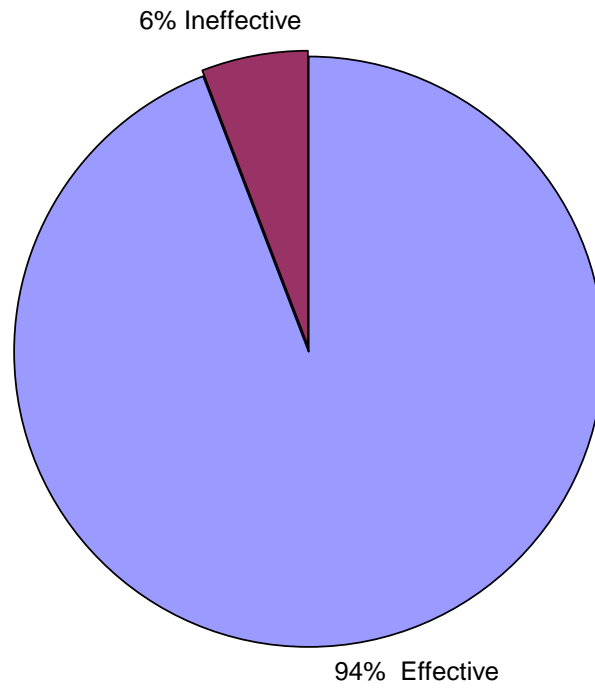
## APPENDIX 'D'

### Condition of Subject



## APPENDIX 'E'

### TASER Effectiveness



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P148.           2006 ANNUAL REPORT: ENHANCED EMERGENCY MANAGEMENT**

The Board was in receipt of the following report March 20, 2007 from William Blair, Chief of Police:

Subject:           2006 ANNUAL REPORT – ENHANCED EMERGENCY MANAGEMENT

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

At its meeting of December 13, 2001, (Min. No. P356/01 refers), the Chief of Police was directed by the Board to report quarterly on the progress of Enhanced Emergency Management. At its meeting of May 18, 2006, the Board received the last update and agreed to receive Enhanced Emergency Management reports on an annual basis (Min. No. P163/06 refers). This report is provided as the annual report in response to that direction from the Board.

Public Safety and Emergency Planning is responsible for the emergency preparedness of the Toronto Police Service (TPS), and the Service's capability to mitigate, plan/prepare, respond to, and facilitate the recovery from, all emergencies and disasters that may affect Toronto.

This report will provide an overview of the general operations of the Public Safety and Emergency Planning section and its components for the period March 2006 to February 2007.

Discussion:

The goal of Enhanced Emergency Management is for Police, Fire and Emergency Medical Services (EMS), along with Works and Emergency Services (WES) and Public Health, to provide the appropriate preparation and response capability to any level emergency in Toronto.

The Enhanced Emergency Management Initiative commenced shortly after September 11, 2001. It is co-ordinated through the City of Toronto Office of Emergency Management (OEM). It is focused on the following components:

1. Emergency Operations Planning – Unified Command and Joint Planning,
2. Chemical, Biological, Radiological and Nuclear (CBRN) – Joint Team,
3. Heavy Urban Search and Rescue (HUSAR) – Joint Team,
4. Public Health Emergencies, Preparations and Response,
5. Creation of Functional Service Emergency Operations Centres.

These components are coordinated through the Emergency Planning section. Emergency Planning facilitates and delivers training in relation to these components and participates in other activities as assigned.

## **1. Emergency Operations Planning – Unified Command and Joint Planning**

### Emergency Planning Section

Public Safety and Emergency Planning is concerned with events that are high risk but low frequency, with a strong emphasis on internal/external liaison and site operations integration. Emergency Planning operates out of 703 Don Mills Road to better facilitate operations at the Police Command Centre, and to enhance liaison with the City of Toronto Office of Emergency Management.

Public Safety and Emergency Planning provides 24/7 support for emergency events and works in co-operation with other emergency service providers to facilitate a unified response to emergency situations as they arise within and around the City of Toronto.

Emergency Planning was involved in responses to hazardous material situations throughout the period covered by this report. Emergency Planning continues to monitor reportable events from the Pickering Nuclear Station, as prescribed through the Provincial Nuclear Emergency Response Plan (PNERP). Emergency Planning continued to assist and advise TPS units with respect to potential escalation of emergent situations.

The following list generated from calls to 911, indicates the general type of emergent events that have occurred within Toronto over the course of the past 12 months:

| <u>Type of Event</u>                        | <u>Number of Events</u>     |
|---|-----------------------------|
| Chemical, Biological, Radiological, Nuclear | 149                         |
| Nuclear (reportable events)                 | 2                           |
| Natural Gas Leak                            | 1170                        |
| Chemical Hazards                            | 111                         |
| Explosions                                  | 116                         |
| Grand Total                                 | 1,548                       |
| Daily Average                               | 4.2 hazardous calls per day |

The Emergency Planning section has been working towards the successful completion of a number of infrastructure projects. These projects include the following:



### Operational Continuity

The Emergency Planning section continues with its responsibility of supervising the maintenance of operational continuity plans for each TPS unit.

### Incident Management/Command

Through the Emergency Planning section, the Toronto Police Service has a trained cadre of incident commanders. Emergency Planning is capable of activating the Police Command Centre (PCC) and operating a site command post through the mobile command vehicles.

### Emergency Management Training and Exercises

Emergency Planning conducts training and education in conjunction with the City of Toronto Office of Emergency Management. These courses are offered to Service members and other City of Toronto agencies, boards, commissions and divisions, along with the private sector.

## **2. Chemical, Biological, Radiological and Nuclear (CBRN) – Joint Team**

In the fall of 2006, the three Emergency Services components (TPS, TFS and EMS) of the Joint CBRN Team were consolidated into offices at 4610 Finch Avenue East. This move was orchestrated to allow for stronger communication and improved consistency of operations amongst the three agencies. Consolidating the team has also proven to be beneficial in the scheduling and delivery of training to emergency services personnel from all three agencies.

Presently, the police component consists of two full-time members. TPS is capable of mounting an integrated CBRN response including intervention within the warm and hot zone. The TPS CBRN team components include Emergency Planning, Forensic Identification Services, Emergency Task Force, divisional personnel, Public Safety Unit – COR Team and the Marine Unit.

The TPS component will be expanded in the next 12 months as additional training is provided for warm and cold zone operations. This training will be expanded to encompass primary response and other divisional sub-units. The intent is to have the ability to draw resources from all areas of the Service, thereby providing a balanced response to a major event.

The TPS CBRN project manager continues to be involved in the development and delivery of the National First Responders Training Programme in conjunction with the Federal Government (Public Safety and Emergency Preparedness Canada and the Department of National Defence). This program has developed a national standard with respect to CBRN training for municipal emergency response organizations.

The TPS project manager provides a variety of CBRN training to TPS and non-TPS personnel (other emergency responders and related groups). The training includes Basic CBRN Awareness to Live Agent training at the Canadian Forces Base in Suffield, Alberta.

In December 2006, the CBRN team facilitated a radiological forensic exercise at Bluffers Park which simulated the detonation of a small dirty bomb. Forensic Identification Services members of the CBRN team were then tasked to process this radiological contaminated environment.

Representatives from Australia, Brazil, Japan, the Federal Bureau of Investigation and the Centre of Forensic Science were present to observe this exercise.

The Public Safety Unit has purchased equipment for wireless communications (voice, data and video). The four cameras, two computers and four hand-held sets are mobile and capable of operating in a contaminated environment. This will enable the Police Incident Command to view video from the safety of the mobile command vehicle and to communicate with command staff. This system is a stand alone secure wireless network that has no connection to the TPS Closed Circuit Television project.

### **3. Heavy Urban Search and Rescue (HUSAR) – Joint Team**

The Heavy Urban Search and Rescue team - Canada Task Force 3 (CANTF3) is a Toronto Fire Service led initiative and is comprised of members from all emergency services and Toronto Water. This team has TPS components from Public Safety and Emergency Planning and Police Dog Services (PDS).

Presently four (4) personnel are trained for the search management and technical search components. An additional four (4) members have now been identified and commenced training in February 2007. They will not respond as part of the team until their training has been completed. It is anticipated that this training will take between 18 to 24 months to complete. The addition of these four (4) members addresses succession planning for this component. There is no cost to the Service for this training as a result of the availability of federal funding for this initiative.

The PDS component is currently comprised of three (3) search and rescue dogs and two (2) cadaver dogs. Succession planning and additional staffing for the PDS component is ongoing. Funds have been made available for additional canine purchases by HUSAR and this will be undertaken sometime in 2007.

In addition to the national deployment exercise conducted in March 2006, (Min. No. P163/06 refers), a Provincial HUSAR exercise was held in Fergus, Ontario in conjunction with the Ontario Provincial Police in September 2006. The local secondary school became the “mock” scene of a tornado and structure collapse, where many attendees at the school reunion were trapped, injured or killed. The goal of the exercise was to further test deployment and interoperability with the Ontario Provincial Police (OPP) - Provincial Emergency Response Team (PERT) in sustained search and rescue operations. The exercise spanned five (5) days, with representatives from all TPS components operating 24 hours per day. Federal, provincial and municipal authorities were also present and expressed extremely high praise for the seamless operation of the two teams. The exercise was deemed very successful. It is anticipated that a similar exercise will take place in June of 2007.

In late February 2007, the HUSAR team was deployed to assist 53 Division and the Office of the Ontario Fire Marshall. The foundation of a residential property destroyed by a natural gas explosion was rendered safe by the team, thereby allowing for the safe collection of evidence.

#### **4. Public Health Emergencies, Preparations and Response**

Public Safety and Emergency Planning continues to liaise with Toronto Public Health in order to mitigate any public health emergencies, including pandemic influenza. In conjunction with the Occupational Health and Safety Unit, Emergency Planning has provided information to first responders in relation to public health emergencies on the Public Safety and Emergency Planning Intranet website. This includes reproduction of materials provided by the Provincial Ministry of Health and Toronto Public Health.

Emergency Planning and the Occupational Health and Safety Unit are nearing completion of a Public Health and Pandemic Response Plan and Procedure for the TPS. The plan has been approved in principle by Command and the procedure is within weeks of completion. Selection, approval and acquisition of Personal Protective Equipment (PPE) and the associated logistics are the only remaining issues to be addressed. Once a decision is agreed upon by Federal, Provincial and Municipal Governments, the Service will move forward with implementation of the plan and publication of the procedure.

#### **5. Creation of Functional Service Emergency Operations Centre**

The Police Command Centre (PCC) commenced renovations in late December 2004 and was completed by the second quarter of 2005. The new PCC is comprised of an operational area and a boardroom.

Office space has been provided for Emergency Planning personnel who are tasked with operational responsibility for the PCC. Communications Services maintains a supportive custodial responsibility for the seventh, eighth and ninth floors of the Don Mills complex.

The renovated PCC will offer a better command and control environment for TPS Command Officers to manage emergency situations across the city. This combined with the mobile command vehicle (MCV) has given the Service the capability to respond to and to manage all levels of emergencies.

#### **2006 Major Event Highlights for Emergency Planning:**

##### **July Heat Wave**

On July 31, 2006, as a result of heavy consumer use during the July heat wave, Emergency Planning conducted enhanced monitoring from the Police Command Centre of hydro use in the City and the potential for a hydro black or brown out.

##### **Molson Indy**

In July of 2006, the Molson Indy requested a CBRN assessment team for their event. A joint team consisting of TPS, TFS and EMS was on site for all three days of racing. No incidents occurred.

## **Caribana**

Members of Emergency Planning attended the annual Caribana weekend celebrations on Yonge Street along with the Public Order Unit. Emergency Planning staffed the mobile command vehicle (COMD 1) providing communication, command and control for the four (4) day event.

## **Reportable Nuclear Events at Pickering/Darlington Power Generation Stations**

There were two (2) reportable Nuclear Facility Incidents in 2006. The first occurred January 11, 2006, at the Darlington Nuclear Generation Station. The second occurred on July 18, 2006, involving the Pickering Power Generation Station. Both nuclear plants remained stable and there were no risks to the public at any time.

## **Information Exchanges**

The Toronto CBRN Team continues to liaise and exchange information on a provincial, national and international basis.

The Toronto HUSAR Team also liaises and exchanges information on a provincial, national and international basis.

## **Training, Education and Exercises**

Emergency Planning continues to participate in a variety of joint training and education activities. This includes joint emergency management training with the Office of Emergency Management and offers TPS personnel the Provincial Basic Emergency Management (BEM) Certificate at the end of the three courses. This training includes three basic courses:

- Basic Emergency Planning
- Incident Management System
- Emergency Operations Centre

This training was completed by the Command in 2006. The cadre of incident commanders will complete this training in 2007, progressing to the next level of training in Emergency Site Management and Emergency Operations Centre at the Canadian Emergency Preparedness College. The cadre will also receive the National Incident Commanders Course as it becomes available through the Canadian Police College.

Emergency Planning staff were able to deliver a number of training lectures to TPS personnel regarding hazardous materials. Additionally, two half day seminars were offered by this section in May at the Training and Education Unit.

Emergency Planning staff participated in training at the Canadian Emergency Preparedness College (CEPC). This training included the following courses:

- Emergency Site Management
- Emergency Operations Centre
- CBRN (multiple levels)

In 2006, Emergency Planning participated in numerous exercises including:

- Exercise Health Guard (Pandemic)
- Exercise Safe Guard (Terrorism)
- Community Awareness Emergency Response (CAER) Chemical Exercise at SI Group
- Community Awareness Emergency Response CAER Chemical Exercise at Univar
- Toronto City Centre Airport / Port Authority Exercise

Conclusion:

The aim of emergency management is to provide the framework within which extraordinary arrangements and measures can be taken to protect the health, safety, and welfare of the citizens of Toronto, should an emergency occur. Emergency management provides the methodology through which the Toronto Police Service will mobilize its resources in the event of an emergency. Thus, working to restore the Service to a state of normalcy as quickly as possible.

Deputy Chief A.J. (Tony) Warr, Specialized Operations Command, will be in attendance to answer any questions that the Board may have regarding this report.

**The Board received the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P149. SPECIAL CONSTABLES – TORONTO TRANSIT COMMISSION –  
RE-APPOINTMENTS**

The Board was in receipt of the following report March 19, 2007 from William Blair, Chief of Police:

Subject: RE-APPOINTMENT OF SPECIAL CONSTABLES FOR THE TORONTO  
TRANSIT COMMISSION

Recommendation:

It is recommended that the Board approve the re-appointment of the individuals listed in this report as special constables for the Toronto Transit Commission, subject to the approval of the Minister of Community Safety and Correctional Services.

Financial Implications:

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

Background/Purpose:

Under Section 53 of the Police Services Act of Ontario (the Act); the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Minister of Community Safety and Correctional Services (the Minister). Pursuant to this authority, the Board entered into an agreement with the Toronto Transit Commission (TTC) for the administration of special constables (Min. No. P39/96 refers).

At its meeting of January 29, 1998, the Board approved a recommendation requiring requests for the appointment and re-appointment of special constables, who are not members of the Toronto Police Service (Service), be forwarded to the Board with the Chief's recommendation, for the Board's consideration (Min. No. P41/98 refers).

The Service has received a request from the TTC to re-appoint the following individuals as special constables:

|  |       |                        |       |
|--|-------|------------------------|-------|
| ANDREWS, Theodora Anne                   | 30006 | LEES, Alvin Louis      | 30077 |
| BARBER, Jason Andrew                     | 30020 | LOVE, Michelle Barbara | 30089 |
| BERCIER, Louise Marie Chantal<br>Suzanne | 30016 | MACLELLAN, Robert Ian  | 30063 |
| BLAKEY, David Morris                     | 30042 | MACNEILL, Glen Alan    | 30068 |
| BUDGELL, Stuart Douglas                  | 30080 | MARCON, Diane Luisa    | 30092 |
| BUTLER, Aubrey William                   | 30084 | MUNROE, Ralph Clayton  | 30079 |

|                                     |       |                              |       |
|-------------------------------------|-------|------------------------------|-------|
| Michael                             |       |                              |       |
| CATIC, Svetomir Tony                | 30010 | PATRICK, Daniel William      | 30025 |
| CORVESE, Angelo                     | 30022 | PERIVOLARIS, Vasilios (Bill) | 30045 |
| DANKIW, John Alexander              | 30017 | POWER, Randolph Glen         | 30082 |
| EDWARD, Matthew Robert              | 30052 | RAMSAY, Tennyson Anthony     | 30015 |
| EL-ATTAR, Mohamed                   | 30074 | RUSSELL, Mark Lawrence       | 30083 |
| FARRELL, Thomas Luke                | 30019 | SHULGA, Judith Helen         | 30064 |
| FICE, Linda Lee                     | 30007 | SPENCER, William Steven      | 30091 |
| GRAHAM, Robert Stacy                | 30035 | STEWART, Richard Steven      | 30029 |
| GREENBANK, James Anthony            | 30056 | STUBBS, Kevin Robert         | 30023 |
| HACHEY, Bernard Clarence            | 30059 | TAILLEFER, Fernand Omer      | 30073 |
| HAMSON, Richard Anthony             | 30070 | TATLER, Derek Vincent        | 30062 |
| HANSON, Alan Robert George          | 30021 | TEDFORD, Kenneth Robert John | 30034 |
| KALKA, David Joseph                 | 30043 | TWIGG, Michael Alfred        | 30037 |
| KESTNER, Francis Thomas             | 30024 | UNCAO, Carlos Humberto       | 30087 |
| KILLINGSWORTH, Michael<br>Frederick | 30076 | WALTERS, Courtney Brenton    | 30065 |
| LAKE, Phynix Martin                 | 30018 | WEATHERBEE, David Raymond    | 30072 |
|                                     |       | WHITE, Alison                | 30081 |
|                                     |       | WRIGHT, Craig                | 30097 |

#### Discussion:

The TTC special constables are appointed to enforce the Criminal Code of Canada, Controlled Drugs and Substances Act, Trespass to Property Act, Liquor Licence Act and Mental Health Act on TTC property situated within the boundaries of the City of Toronto.

The agreement between the Board and the TTC requires that background investigations be conducted on all individuals recommended for appointment and re-appointment as special constables. The Service's Employment Unit completed background investigations on these individuals and there is nothing on file to preclude them from being re-appointed as special constables.

The TTC has advised that the individuals satisfy all the criteria as set out in the agreement between the Board and the TTC for re-appointment as special constables.

#### Conclusion:

The Toronto Police Service and the TTC work together in partnership to identify individuals for the position of special constable who will contribute positively to the safety and well-being of patrons using the transit system. The individuals currently before the Board for consideration have satisfied the criteria contained in the agreement between the Board and the TTC.

Deputy Chief A.J. (Tony) Warr, Specialized Operations Command, will be in attendance to answer any questions that the Board may have regarding 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 APRIL 26, 2007**

**#P150. SPECIAL CONSTABLES – TORONTO TRANSIT COMMISSION –  
APPOINTMENT**

The Board was in receipt of the following report March 21, 2007 from William Blair, Chief of Police:

Subject: APPOINTMENT OF SPECIAL CONSTABLE FOR THE TORONTO TRANSIT  
COMMISSION

Recommendation:

It is recommended that the Board approve the appointment of the individual listed in this report as a special constable for the Toronto Transit Commission, subject to the approval of the Minister of Community Safety and Correctional Services.

Financial Implications:

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

Background/Purpose:

Under Section 53 of the Police Services Act of Ontario (the Act); the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Minister of Community Safety and Correctional Services (the Minister). Pursuant to this authority, the Board entered into an agreement with the Toronto Transit Commission (TTC) for the administration of special constables (Min. No. P39/96 refers).

At its meeting of January 29, 1998, the Board approved a recommendation requiring requests for the appointment and re-appointment of special constables, who are not members of the Toronto Police Service (Service), be forwarded to the Board with the Chief's recommendation, for the Board's consideration (Min. No. P41/98 refers).

The Service has received a request from the TTC to appoint the following individual as a special constable:

WOOD, Natalie Rachel



### Discussion:

The TTC special constables are appointed to enforce the Criminal Code of Canada, Controlled Drugs and Substances Act, Trespass to Property Act, Liquor Licence Act and Mental Health Act on TTC property situated within the boundaries of the City of Toronto.

The agreement between the Board and the TTC requires that background investigations be conducted on all individuals recommended for appointment and re-appointment as special constables. The Service's Employment Unit completed background investigations on this individual and there is nothing on file to preclude her from being appointed as a special constable.

The TTC has advised that the individual satisfies all the criteria as set out in the agreement between the Board and the TTC for appointment as a special constable.

### Conclusion:

The Toronto Police Service and the TTC work together in partnership to identify individuals for the position of special constable who will contribute positively to the safety and well-being of patrons using the transit system. The individual currently before the Board for consideration has satisfied the criteria contained in the agreement between the Board and the TTC.

Deputy Chief A.J. (Tony) Warr, Specialized Operations Command, will be in attendance to answer any questions that the Board may have regarding 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 APRIL 26, 2007**

**#P151. TORONTO POLICE SERVICE – HUMAN RESOURCES STAFFING  
STATISTICS COMPARED TO OTHER POLICE SERVICES’ HUMAN  
RESOURCES STAFFING STATISTICS**

The Board was in receipt of the following report March 23, 2007 from William Blair, Chief of Police:

Subject: COMPARATIVE STATISTICS

Recommendation:

It is recommended that:

- (1) the Board receive the following report, and
- (2) the Board forward a copy of this report to the City’s Budget Advisory Committee.

Financial Implications:

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

Background:/Purpose:

At its meeting of March 27, 2006, City Council requested that the “Toronto Police Services Board be requested to report back to the Budget Advisory Committee prior to the start of the 2007 Budget process on the comparison of Toronto Police Service’s (the Service) Human Resources staffing and spending rate per total number of employees versus comparable police forces in large cities and municipalities across Canada.”

Discussion:

This Board made a request for Service related Human Resources (HR) benchmarking information. The request was made during a specific budget review of the Employment Unit. The following report will provide an overview of HR measures and benchmarking in private and public sectors, an overview of the state of HR measures and benchmarking in the policing sector, an overview of the Service’s HR measures and benchmarking, and a specific overview of the Service’s Employment Unit HR measures and benchmarking.

**HR Measures & Benchmarking in Private and Public Sectors**

There are some very good sources of HR measures and benchmarking information. For example, the Service obtained the 2006 annual report from the Conference Board of Canada

called, “The Strategic Value of People: Human Resource Trends and Metrics”. This report stated that a HR function has an important role in ensuring that organizations have the people capacity to execute strategic objectives. The metrics and measures relevant to the HR function fall into three categories:

- 1) HR measures relating to business outcomes and the metrics used to monitor how well the organization is delivering against a set strategy;
- 2) HR measures which reflect the relative size and cost of the HR function;
- 3) HR measures which describe the performance or quality of people and processes used to acquire, develop and sustain staff. This HR measure has two distinct categories: (1) Human capital measures which are used to assess the broad relationship between investments in people and organizational performance, and (2) Strategic talent management measures which are used to assess the relative quality of people within an organization which makes it possible to evaluate the outcomes of HR initiatives and to link people outcomes to key business objectives.

The report noted that when evaluating the relative cost or efficiency of an HR department, it is important to look at the range of activities included in the HR function. HR cost and efficiency measures should be considered as broad and somewhat imprecise benchmarks as these activities fluctuate between organizations. Finally, the size and cost of HR departments are highly dependent on an organization’s size with relative size and cost declining as organizational size increases.

Measures of the relative size and cost of HR departments may reflect general efficiency but not relative effectiveness or value. Some organizations may engage in initiatives that are relatively staff intensive and costly, but also deliver a higher return on investment. Talent management processes, like recruiting, hiring, developing and retaining top performers and/or employees with competitive skills/assets requires more investment in HR resources. From this perspective some level of strategic investment in higher value added HR activities will drive value, justifying higher costs.

Voluntary turnovers in the Canadian workforce are on the rise and employers face significant challenges in recruiting and retaining specialized talent. Skill and labour shortages continue to grow, shifting Canadian labour market from an employers’ to an employees’ market. These challenges are even more acute in the area of recruiting, hiring, developing and retaining employees who have diversity assets (e.g. language skills). These general HR challenges are having a significant direct impact on the policing sector in Canada and driving up the level of competition between police services in the area of HR management.

Given demographic trends, global competitive pressures and growing local labour shortages, HR departments and leaders have to focus on ensuring that their organizations have the talent they need to be successful. Organizations now have to build HR goals and objectives into their core business plans with accompanying measures and benchmarks to ensure that they are supporting the corporate bottom line and acting as value producers (versus cost centers). Finally, the

customer base for most organizations is getting increasingly diverse and so too is scarce labour pool from which the organizations are hiring employees. Therefore all HR policies, procedures and practices must be free from bias, promote the value of diversity and maximize the diversity assets of all employees.

### HR Measures and Benchmarking within the Police Sector

The Service was asked to specifically assess the, “Human Resources staffing and spending rate per total number of employees versus comparable police forces in large cities and municipalities across Canada.”

The Toronto Board of Trade “Benefits and Employment Practices Survey, 2006” conducted a survey in which 330 public and private companies were surveyed. The results showed that the percentage of HR staff compared to total number of employees in an organization averaged 2.2%. When individuals whose job function it is to provide administrative assistance, payroll, facilities management, security, and product/process training were excluded from this reporting, the percentage shrunk to 1.8%.

The Service has a similar ratio of HR employees to total number of employees. With similar exclusions reflected within the Service (training, ERMS and other administrative functions), there are 166 HR staff compared to the total number of 7403 civilian and uniform members. This means that the percentage of the Service’s employees dedicated to the delivery of HR services is 2.2%. This is right in line with the general HR benchmark and is evidence of the Service’s efficiency given the extra work needed to mitigate risk and manage value of our number one asset; our people.

Significant efforts were made to obtain HR measures and benchmarking information from the City of Toronto and other municipalities, however at the time of writing such data/information remained unavailable. There will be continued efforts to seek these measures from the City of Toronto and other municipalities.

HR measures and benchmarking information is reasonably well established in most private and public industries but is very immature in the police sector. In fact, HR measures and benchmarking practices in the policing field are not commonplace and in some police agencies they are virtually non-existent.

Furthermore, it is difficult to measure and compare staffing and the administration of HR services due to the fact that each police service’s HR department functions in a manner that is suited to their respective needs. These functionalities also depend on the geographical location of the police service, the size and demographic make up of the population it serves along with a host of other local factors.

The Service is one of the few police services that have a full HR Strategic Plan which includes benchmarking goals and strategies designed to support the achievement of its 2006-2008 Business Plan. Some of the other comparably large police services who have mature HR

measures and benchmarking infrastructure are the Royal Canadian Mounted Police, the Ontario Provincial Police and the Ottawa Police Service.

Notwithstanding that there are three comparative agencies, there are problems in obtaining the relevant data because of a general lack of public disclosure and willingness to share such HR data between police agencies. The data that is available is primarily in the area of number of total employees, number of employees in certain job functions, and some more specific information in the area of recruiting and hiring.

Finally, the data obtained from these limited sources has associated validity and comparability problems.

Therefore, our ability to benchmark the Service against other police agencies is very limited at present and even the resulting comparisons should be used with caution.

#### HR Measures and Benchmarking for the Service and other Police Services

One of the 2006-2008 Service Priorities is Human Resources. The 2006-2008 Human Resources Command (HRC) Strategic Plan, ensures that the HRC meets obligations under the Service's priority. The Service is the largest municipal police service in Canada and the Service provides policing for one of the most diverse city in Canada. The Service has created its HR Strategic Plan to address the unique challenges and opportunities within the City of Toronto.

The aforementioned lack of HR measures and benchmarking information in the Canadian police sector coupled with minimal access to existing benchmarking information means that the Service can only provide some basic comparisons to others police agencies.

The following table provides an overview of total Employment Unit staff to the total number new employees hired by the Service in comparison to the other GTA police services:

| Police Service         | Total Number of Employment Unit Staff (Police & Civilian) |     | Total number of Employees Hired in 2006 |     | Total number of Recruiting Events Attended in 2006 | Ratio of Employment Staff to Hired Applicants |
|------------------------|---|-----|---|-----|--|---|
|                        | Pol   | Civ | Pol                                     | Civ |  |   |
| Toronto Police Service | 52  | 10  | 457                                     | 412 | 200  | 1: 14   |
| Durham Region Police   | 6   | 2   | 56                                      | 44  | 20   | 1: 12.5                                       |
| York Region Police     | 16  | 10  | 35                                      | 65  | 150  | 1: 3.8  |
| Peel Region Police     | 15  | 7   | 79                                      | 86  | 150  | 1: 7.5  |

The analysis of this table reveals the following insights about the relative effectiveness and efficiency of the Service's Employment Unit when compared to other GTA police services.

- The Service has the largest ratio of police to civilian staff in the Employment Unit but the Service has the best employee to hire ratio
- The Service is recruiting and hiring more total employees than the other police services. In fact, the Service hired 457 police officers which resulted in a record the Service's history

The analysis of this set of HR measures starts to provide some initial benchmarks to show that the Service has a very efficient and effective recruiting and hiring system in comparison to the other GTA police services.

The following chart compares the Service against the other GTA police services and the Ontario Provincial Police (OPP) which is the only other similarly sized police service in Ontario. This chart focus on measures of total dedicated police recruiting resources as compared to total police hires:

| <b>Police Service</b>     | <b>Total Number of Full-Time Police Recruiters</b> | <b>Total 2006 Recruiting Advertising Budget</b> | <b>Total 2006 Number of Police Applications</b> | <b>Total 2006 Number of Police Hires</b> | <b>Ratio of Recruiter to Police Hire</b> | <b>Ratio of Recruiting Advertising Dollars per Police Hire</b> |
|---------------------------|--|---|---|--|--|--|
| Toronto Police Service    | 6  | \$45,000.00                                     | 1231  | 457                                      | 1 : 76.15                                | 1 : \$98   |
| Ontario Provincial Police | 12   | \$100,000.00                                    | 1,000   | 183                                      | 1 : 65.25                                | 1 : \$546  |
| Durham Regional Police    | 7  | \$16,000.00                                     | 900   | 56                                       | 1 : 8.00                                 | 1 : \$285  |
| York Regional Police      | 5  | \$15,000.00                                     | 888   | 35                                       | 1 : 7.00                                 | 1 : \$428  |
| Peel Regional Police      | 9  | \$370,000.00                                    | 900   | 79                                       | 1 : 8.78                                 | 1 : \$4683   |

The analysis of this second table reveals the further insights about the relative effectiveness and efficiency of the Service's Employment Unit when compared to the OPP and other GTA police services.

- The Service has the best ratio of recruiting advertising dollar expenditure to the number of police officers by a significant margin
- The Service has the ratio of full time recruiting staff to police officers hired

The analysis of this set of HR measures provides further benchmarks to show that the Service has one of the most efficient and effective recruiting and hiring systems in comparison to the OPP and the other GTA police services.

At present, these are the only relevant and reliable measures that the Service is currently able to use to compare itself with other police services. Even at this level, it is difficult to make an accurate or fair comparison of the use of uniform and civilian officers because of the differential job functions and local conditions.

One of the goals within this priority is to “increase recruitment, hiring, promotion and retention of those identified groups (Women, visible minority, aboriginal, disability, sexual orientation, speak more than one language)” within the Service.

The Service is therefore recruiting and hiring people from demographics that are currently underrepresented in our police service. The knowledge, skills, experiences and diversity assets of each of the Service’s employees assists the Service to provide better police services, form more effective community partnerships and is establishing the Service as an employer of choice.

In order to attract high quality candidates with an array of experiences and competencies, several innovative programs and directives have been developed. The Employment Unit’s recruiting and hiring systems were enhanced by adding a significant Customer Relation Management (CRM) program.

The CRM emphasis has proven to be a critical success factor for the Service’s Business Plan goal to be more representative of Toronto’s demographics.

The results of these initiatives are evident in the measures presented in the table below:

| <b>Cadet Class 2005-03 to Cadet Class 2006-03</b> |               |         |               |         |               |         |               |         |
|---|---------------|---------|---------------|---------|---------------|---------|---------------|---------|
|   | Cadet Class   |         |               |         |               |         |               |         |
|   | Class 2005-03 |         | Class 2006-01 |         | Class 2006-02 |         | Class 2006-03 |         |
|   | Total #       | Total % | Total #       | Total % | Total #       | Total % | Total #       | Total % |
| Male Aboriginal                                   | 1             | 0.9     | 2             | 1.4     | 3             | 1.9     | 4             | 2.8     |
| Male Visible Minority                             | 25            | 23.6    | 27            | 18.8    | 42            | 25.9    | 49            | 34      |
| Male Non-Visible Minority                         | 63            | 59.4    | 84            | 58.3    | 95            | 58.6    | 66            | 45.8    |
| Female Visible Minority                           | 1             | 0.9     | 5             | 3.5     | 3             | 1.9     | 2             | 1.4     |
| Female Non-Visible Minority                       | 16            | 15.1    | 26            | 18.1    | 19            | 11.7    | 23            | 16      |
| Female Aboriginal                                 | 0             | 0       | 0             | 0       | 0             | 0       | 0             | 0       |
| Subtotal  | 106           | 100     | 144           | 100     | 162           | 100     | 144           | 100     |
| *Total Combined Organizational Needs              | 43            | 40.6%   | 60            | 41.7%   | 67            | 41.4%   | 78            | 54.2%   |

*\*The term “total combined organizational needs” is in reference to the hired officers who are from the underrepresented demographic groups within the Service (women, visible minorities, aboriginal, disability, sexual orientation, and those with more than one language skill).*

Further analysis of the police hires for the year 2006 revealed the following measures:

- The total number of newly hired police officers was 450
- The average number of hired candidates per class was 150
- 45% of the newly hired officers filled organizational needs
- 58% of the newly hired officers had post secondary education
- 62% of the newly hired officers spoke more than one language

The Service’s present HR Command was actually created in September 2005. The 2006-2008 HR Command was then created which included the new recruiting, hiring and customer relationship management strategy. Prior to these significant HR infrastructure and strategy enhancements, the Service hired an average of approximately 30% of each class from underrepresented demographics. Under the new HR Command Strategic Plan, the police classes hired in 2006 had an average of 45% - this is a 15% increase in just one year.

Unfortunately, we were unable to get relevant and reliable information from other police services regarding the percentage of their 2006 police hires that came from the aforementioned demographic groups.

The Service is now recognized as a Canadian police sector industry leader in many areas of HR management and specifically in the area of recruiting and hiring. This assessment is based partially on the HR measures and benchmarks outlined above and also on qualitative and innovative measures.

Policing agencies from across the country and around the world are consulting with the Service trying to replicate the Service’s HR Strategic Plan. The Service has provided assistance to police delegations from the Netherlands, Australia and China as well as national police services including; the Royal Newfoundland Constabulary, Calgary Police Service, Montreal Urban Community Police, Ottawa Police Service, Peel Region Police Service, Durham Region Police Service, York Region Police Service, Ontario Provincial Police and even the Toronto Fire Service.

### Conclusion:

There are some strong HR measures, police sector benchmarks and qualitative indicators that establish that the Service has very effective HR systems and strategies and that we are considered an industry leader in this area. The level of success that the Service has seen in areas like the Employment Unit is confirmation that the current investment in HR is not only needed, it is working.

The practice of HR measures and benchmarking in the policing sector is still new. As it stands, there are few benchmarking standards that one can look to outside of our own Service initiatives.



In addition it is very difficult to compare the Service to other police services, municipal HR departments or other public private sector industries.

Regardless, the Service recognises necessity of developing relevant and reliable HR measures and benchmarking to support the Service's Business Plan. The HRC Strategic Plan's Goal #5(i) is to "develop a strategic management and accountability tool for HR Command". Once achieved, this goal will significantly rectify the current issues around establishing effective HR measures and determining appropriate benchmarks.

Deputy Keith Forde, Executive Command, will be in attendance to answer any questions that the Board may have regarding this report.

**The Board received the foregoing and agreed to forward a copy to the City of Toronto – Budget Advisory Committee for information.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P152. RESULTS OF CHILDCARE NEEDS ASSESSMENT SURVEY**

The Board was in receipt of the following report February 27, 2007 from William Blair, Chief of Police:

Subject: RESULTS OF CHILDCARE NEEDS ASSESSMENT SURVEY

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

The financial implications for engaging the services of a childcare consultant have been estimated at \$50,000. This amount has been included in the Service's 2007 operating budget request.

Background/Purpose:

At its meeting on May 18, 2006, the Board considered a report submitted by Chair Alok Mukherjee and then approved a recommendation that the Chief of Police conduct a review of the feasibility of establishing a workplace childcare facility for Toronto Police Service employees (Min. No. P141/06 refers). The Board received a report from the Chief of Police, at its meeting on September 28, 2006, outlining a proposed two-phased approach to conducting a feasibility study to determine the childcare needs of the Service (Min. No. P285/06 refers). The Board approved a recommendation to allow sufficient time for Compensation and Benefits to conduct a needs analysis survey and to report back at its meeting in March 2007.

Discussion:

The first phase of the feasibility study included the development of a survey, analyzing the results, determining the needs, consulting with other units such as Facilities Management and Legal Services, and providing recommendations on the feasibility of establishing a childcare facility in or around Headquarters, as well as exploring other options such as partnerships with neighbouring childcare centres and other organizations/agencies. The second phase would involve seeking alternative sites in other parts of the City, based on the needs analysis and alternative solutions to ease members' childcare pressure.

Compensation and Benefits developed a Childcare Needs Assessment Survey, consisting of seventeen questions, and announced its distribution in Routine Order 881 dated September 11, 2006. In mid-September, the Childcare Survey was distributed in hard copy format to

approximately 7,700 members. An announcement was also posted on the TPS Net Screensaver where members could click on the link to print the Survey. This anonymous Survey was due back at Compensation and Benefits on September 29, 2006, thus giving respondents a little more than two weeks to complete it. Members who have a partner/spouse within the Service were requested to complete only one Survey per family to avoid duplication of information. Completed Surveys were returned to Compensation and Benefits and the responses entered into an electronic database, tabulated and analyzed.

### Survey Highlights

Out of the 7,700 Surveys distributed, 2,453 responses were received giving this Survey an overall response rate of 32%. Members with current childcare needs represent 22% of the total membership.

The following is a brief synopsis of the total respondent population:

- 75% range in age from 31 to 50 years of age;
- 70% are police officers and 30% are civilians;
- 65% are working permanent shift work, with 75% of these working a schedule that includes up to 10 hours shifts;
- 14% work at Headquarters, with percentages ranging from approximately 1 to 7 % from each of the other police facility locations;
- 39% have children under age 6; and
- 53% anticipate a need for childcare within the next two years.

When asked what type of childcare support would be helpful, the majority of respondents (52.8%) indicated a preference for a childcare subsidy to assist with their own childcare arrangements, followed by childcare services in case of emergencies, full-time care, extended hours care, do not know and other. Written comments in the 'other' category included:

- Job flexibility without repercussions;
- Extend/increase the number of dependent sick days;
- Emergency/24-hour childcare to accommodate shift work;
- Other alternative ideas, such as sharing baby sitters, assistance with securing part-time childcare spaces, a registry of names of those who are willing to offer childcare services, etc.

When members were asked whether they would use a childcare provider located at Headquarters, out of the 22% of the members with childcare needs, 36.8% indicated they would not use childcare services at Headquarters, 21.5% indicated that they may consider it but would need more information, only 19.1% committed that they would definitely use it, 14.2% were not interested in a TPS childcare provider and 8.5% answered they did not know whether they would use them or not.

Of the respondents who indicated they would not use a childcare provider at Headquarters, the majority (72%) cited the reason as being the distance from work and/or from home. Other factors influencing their response were the cost of the care, availability during extended hours due to shifts, access to parking, quality of care, security, amount of time in care due to long shifts, accommodating children in one location, preference for home-like setting, satisfaction with current arrangements, and other reasons. On the security issue, some members took the time to elaborate and expressed that, in light of the Oklahoma bombing incident, they would not want their children cared for in a facility that could potentially be a target of terrorist attacks. Our Facilities Management unit has indicated that the Headquarters facility is overcrowded and currently falls short by 25,000 square feet of the Service's operational needs. Furthermore, there is no appropriate space available to create an outdoor play area for children, which is mandated by the Day Nurseries Act.

In addition, of the 19.1% who indicated that they would definitely use a Headquarters childcare facility, 26.4% work in Headquarters, 10% in Central Courts, 6.8% in 52 Division and remaining responses are from other units throughout the Service.

It is interesting to note that when asked 'If a TPS childcare provider were available, and its hours of operation coincided with your schedule, which location would be preferred', 45% of respondents indicated they preferred a location near their work unit, 29% preferred to arrange for childcare near their home, 9% were not interested in a TPS childcare provider, another 9% would prefer a location near but not at Headquarters and the remaining 8% answered 'do not know'. It is clear from this that childcare arrangements, accessible to members at the various work locations, would satisfy many more of our members as compared to a single site near Headquarters.

In summary, the survey results indicate a low level of interest in a Service-sponsored childcare facility at Headquarters but with 53% of respondents anticipating that they will need childcare in the next few years, there is clearly a need to continue to pursue the establishment of childcare facilities close to the workplaces of members.

Compensation and Benefits has explored other options, such as partnerships with organizations and neighbourhood childcare centres in the vicinity of Headquarters and in other areas of Toronto. As illustrated below, the forming of partnerships with any of the organizations highlighted, does not appear to be a viable alternative. Most have long waiting lists and give priority to their own employees when there are spaces available.

### Partnerships with Other Organizations

| Company                                       | Type of Care & Spaces Available   | Priority  |
|---|---|---|
| Municipal Day Care Centres*                   | 56 Centres; # of spaces vary; majority have waiting lists   | City of Toronto Employees, excluding Boards, Agencies & Commissions |
| Hestor Howe Childcare Centre (Tor. City Hall) | Full-time Care; 67 spaces; approx. 130 on waiting list  | Siblings and City of Toronto Employees                              |
| Hydro Kids - Ontario Power Generation         | Full-time Care; 82 spaces; 2 yr. waiting period   | Employees & Tenants of bldg.  |
| Early Centre Learning - Ryerson University    | Full-time Care; 54 spaces; 1.5 yr. waiting period   | Employees & Students  |
| T.D. Canada Trust                             | Emergency Care with Kids & Company  | Employees   |
| C.I.B.C. Children's Centre                    | Emergency Care with Bright Horizons - 40 spaces   | Employees   |
| T.T.C.  | No childcare program  | n/a   |
| Queen's Park Childcare Centre                 | Full-time Care; 80 spaces; 100+ on waiting list   | Provincial Employees  |
| BCE Place                                     | Full-time Care with Mothercraft Centre; developer provides space and Mothercraft provides services; 56 spaces; 1.5 yr. waiting period         | Tenants of Building   |
| Eaton's Centre                                | Full-time Care with Mothercraft Centre; developer provides space and Mothercraft provides services; approx. 50 spaces; 1.5 yr. waiting period | Tenants of Building   |
| RBC   | Emergency Care with Kids & Company  | Employees   |

\* Operated by City of Toronto Children's Services

### Partnerships with Childcare Agencies & Others

| Agency                        | Availabilities of Centres, Etc.  |
|-------------------------------|--|
| Not Your Average Daycare*     | Few spaces available; may consider agreement with TPS to purchase spaces                                 |
| Y.M.C.A.                      | 85 Centres; 95 before & after school programs; all vacancies open to public                              |
| Bright Horizons               | Operate centres on behalf of corporations; have plans to build more centres                              |
| Family Day                    | Licenses caregivers who offer home-based care  |
| Toronto District School Board | Offers childcare within schools in partnership with Y.M.C.A., City of Toronto, other childcare providers |

\* 8 locations in Scarborough only

The feasibility of establishing dedicated childcare facilities for Service employees, or in partnership with other organizations, and other viable alternatives needs to be explored further. The services of a childcare specialist with experience in and knowledge of a broad spectrum of childcare issues, including facilities set-up, licensing, program development, accessing funding grants, etc. are required to avoid major problems in the process. Guidance from a professional will ensure proper compliance with legislation, public health issues, occupational health and safety issues, building codes, etc. A qualified individual with this particular knowledge and expertise is not presently available within the Service, therefore, a childcare consultant needs to

be engaged to assist with developing a strategic plan based on the results of the Survey. It is envisioned that the consultant would further analyze Survey results, conduct focus groups, take into consideration the needs of membership from a geographic perspective and determine whether it would be more feasible to create a childcare facility in an existing City Building, or lease space, or whether there would be another more prudent avenue to explore. In addition, the consultant would be required to determine the associated costing for whatever course of action is recommended. Funding in the amount of \$50,000 has been included in the Service's 2007 operating budget to engage the services of a childcare consultant.

#### Update on Emergency/Back-up Childcare Pilot Project

The Service has successfully arranged a one-year partnership with Kids and Company, the only 24/7 childcare provider in the City of Toronto, for emergency/back-up childcare, thus meeting the needs of some members as indicated in the Survey results. The target date for implementation of this pilot project has been scheduled for March 27<sup>th</sup>. An agreement has been drawn up between the parties involved, the Service and Kids and Company, and is currently with the City of Toronto Legal Division for finalizing. A communication strategy has been developed and an announcement on this initiative will be issued, once the agreement has been approved to form by City solicitors and executed.

#### Conclusion:

In summary, this report highlights the key findings of the Childcare Needs Assessment Survey which, overall, indicates a low level of interest in establishing a childcare facility at Headquarters and recommends the engaging of the services of a childcare consultant to further explore alternatives to address the childcare needs of our members.

The next update on childcare will be made available to the Board for its meeting on October 18<sup>th</sup>. This timeframe will provide sufficient time for tendering the services of a consultant and for that person to determine the direction the Service should take to meet the childcare needs of its members.

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

**Ms. Marinella Black and Ms. Marianne Chen, Compensation and Benefits, were in attendance and responded to questions by the Board.**

**The Board received the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P153. QUARTERLY REPORT: COMPRESSED WORK WEEK SCHEDULING  
COMMITTEE: DECEMBER 2006 TO FEBRUARY 2007**

The Board was in receipt of the following report March 15, 2007 from William Blair, Chief of Police:

Subject: QUARTERLY STATUS REPORT: DECEMBER 1, 2006 TO FEBRUARY 1,  
2007 – COMPRESSED WORK WEEK SCHEDULING COMMITTEE.

Recommendation:

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

Financial Implications:

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

Background/Purpose:

At its meeting of December 15, 2005, 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. (Min. No. P408/05 refers.) The following information is provided in response to the request.

The Compressed Work Week Scheduling Committee (Parent Committee) is a joint committee of the Toronto Police Services Board (Board) and the Toronto Police Association (TPA). The Parent Committee was struck in accordance with Schedule 1 of the Memorandum of Agreement in the 2005-2007 Collective Agreement between the Board and the TPA. The mission of the Parent 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 fundamental principles set out in paragraph 8 of Schedule 1.

In November 2006, Strategic Direction was hired as an independent subject matter expert to review the current CWW, to determine if there are improvements that can be made to the existing CWW and to identify if there is an alternative shift schedule or schedules that might better meet the needs of the membership and organization. Strategic Direction is a British company specializing in public safety resource allocation and work scheduling.

### Discussion:

The CWW Parent Committee met on a regular basis and was successful in achieving several of the goals particularized in Schedule 1. Progress included the recognition of the CWW Sub-Committee by the TPA and the appointment of TPA Director Mr. Mike Abbott and TPA Counsel Mr. Roger Aveling to the sub-committee.

The Parent Committee was able to achieve consensus on the methodology used to facilitate a series of focus groups, held by Strategic Direction in December 2006. The Parent Committee released a Joint Communiqué on November 28, 2006, encouraging membership participation in the focus groups. All ranks of personnel and platoons citywide participated in the focus groups and Strategic Direction used the information gathered to design a survey for distribution to the membership. The Parent Committee has agreed on a process to administer the survey and is currently reviewing the draft survey.

On January 29, 2007, Strategic Direction held a progress meeting with the Parent Committee and reported that the data collection and analysis was progressing well. Strategic Direction is currently analyzing corporate data including calls for service, time and attendance and resource deployment. Strategic Direction is also analyzing service demands at the unit level and each division has completed a divisional demand profile. During the week of January 29, 2007, Strategic Direction visited selected units to review their divisional demand profile.

### Conclusion:

Strategic Direction has achieved many of the deliverables outlined in the scope of work. The CWW Parent Committee continues to work together in the spirit of cooperation to advance the joint process. Critical timelines have been identified and all parties are working together to meet target deadlines.

Deputy Chief Kim Derry, Divisional Policing Command, will be in attendance to answer any questions that the Board may have regarding this report.

**Staff Superintendent Glenn DeCaire, Area Field, was in attendance and provided an update to the Board on the work that has been completed by the CWW Parent Committee.**

**The Board received the foregoing.**



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P154. 2006 ANNUAL REPORT: SPECIAL CONSTABLES: TORONTO  
TRANSIT COMMISSION**

The Board was in receipt of the following report March 16, 2007 from William Blair, Chief of Police:

Subject: SPECIAL CONSTABLE ANNUAL REPORT 2006 - TORONTO TRANSIT  
COMMISSION

Recommendation:

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

Financial Implications:

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

Background/Purpose:

Section 54 of the agreement between the Toronto Police Services Board and Toronto Transit Commission (TTC) regarding special constables states that:

*The Commission shall provide to the Board an annual report with statistical information including but not limited to information regarding enforcement activities, training, supervision, complaints and other issues of concern to the parties and such further categories of information as may be requested by the Board from time to time.*

Discussion:

As directed by the Board, appended to this report is the 2006 Annual Report from the TTC regarding special constables. The report is consistent with the reporting guidelines established by the Board.

Conclusion:

The Toronto Police Service has established a strong working relationship with the Toronto transit Commission through the special constable program. As outlined in the Special Constable Annual Report for 2006, a number of community outreach initiatives have been undertaken to enhance the safety and security of patrons utilizing the transit system. These initiatives are consistent with the community policing model employed by the Toronto police Service and should compliment our efforts to better serve the citizens of Toronto.

Deputy Chief A. J. (Tony) Warr, Specialized Operations Command, will be in attendance to answer any questions that Board may have regarding this report.

**Staff Sergeant Gord Barratt, Special Constables Liaison, and Acting Inspector Fergie Reynolds, Toronto Transit Commission – Liaison Officer, were in attendance and responded to questions by the Board.**

**The Board received the foregoing.**

The electronic version of the attachment 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 APRIL 26, 2007**

**#P155. 2006 ANNUAL REPORT: SPECIAL CONSTABLES: UNIVERSITY OF  
TORONTO**

The Board was in receipt of the following report March 16, 2007 from William Blair, Chief of Police:

Subject: SPECIAL CONSTABLE ANNUAL REPORT 2006 - UNIVERSITY OF  
TORONTO POLICE

Recommendation:

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

Financial Implications:

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

Background/Purpose:

Section 45 of the agreement between the Toronto Police Services Board and the University of Toronto (U of T) Governing Council regarding special constables states that:

*The University shall provide to the Board an annual report with statistical information including but not limited to information as to enforcement activities, training, supervision, complaints and other issues of concern to the parties and such further relevant information as may be requested by the Board.*

Discussion:

As directed by the Board, appended to this report is the 2006 Annual Report from the Scarborough and St. George Campuses of the U of T Police regarding special constables. The report is consistent with the reporting guidelines established by the Board.

Conclusion:

The Toronto Police Service has established an excellent working relationship with the University of Toronto. Over the past 12 months, a number of community outreach initiatives have been undertaken by the University of Toronto Police to enhance the feeling of safety and security for the users of University of Toronto properties in the downtown core and Scarborough. These initiatives are consistent with the community policing model employed by the Toronto Police Service and should compliment our efforts to better serve the citizens of Toronto.

Deputy Chief A. J. (Tony) Warr, Specialized Operations Command, will be in attendance to answer any questions that Board may have regarding this report.

**The Board received the foregoing.**

The electronic version of the attachment 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 APRIL 26, 2007**

**#P156. 2006 ANNUAL REPORT: SPECIAL CONSTABLES: TORONTO  
COMMUNITY HOUSING CORPORATION**

The Board was in receipt of the following report March 15, 2007 from William Blair, Chief of Police:

Subject: SPECIAL CONSTABLE ANNUAL REPORT 2006 - TORONTO  
COMMUNITY HOUSING CORPORATION

Recommendation:

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

Financial Implications:

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

Background/Purpose:

Section 53 of the agreement between the Toronto Police Services Board and Toronto Community Housing Corporation (TCHC) regarding special constables states that:

*The TCHC shall provide to the Board an annual report with statistical information including but not limited to information regarding enforcement activities, training, supervision, complaints and other issues of concern to the parties and such further categories of information as may be requested by the Board from time to time.*

Discussion:

As directed by the Board, appended to this report is the 2006 Annual Report from the TCHC regarding special constables. The report is consistent with the reporting guidelines established by the Board.

Conclusion:

The Toronto Police Service has established a strong working relationship with the Toronto Community Housing Corporation. The mandate of the TCHC Community Safety Unit is to partner with communities to promote a safe environment for residents and to preserve the assets, building and property that are managed and owned by Toronto Community Housing. As outlined in the Special Constable Annual Report for 2006, a number of community outreach initiatives have been undertaken throughout 2006. These initiatives are consistent with the community policing model employed by the Toronto Police Service and should compliment our efforts to better serve the residents of Toronto.

Deputy Chief A. J. (Tony) Warr, Specialized Operations Command will be in attendance to answer any questions that Board may have regarding this report.

**The Board received the forgoing.**



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P157.            2006 ANNUAL REPORT: SUMMARY OF GRIEVANCES**

The Board was in receipt of the following report January 30, 2007 from William Gibson, Director of Human Resources Management:

Subject:            2006 SUMMARY OF GRIEVANCES

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

The overall legal costs expended in 2006 in resolving grievances amounted to \$242,881.92. The following is a breakdown of costs by type of grievance:

| <b>Number and Type of<br/>Grievance</b> | <b>Costs Incurred in 2006</b> |
|---|-------------------------------|
| 3 Transfer Grievances                   | \$ 19,936.97                  |
| 8 Termination Grievances                | 155,066.90                    |
| 1 Promotion                             | 18,267.93                     |
| 1 Overtime                              | 6,130.77                      |
| 3 Policy Grievances                     | 43,278.10                     |
| 1 Legal Indemnification                 | 201.25                        |
| <b>TOTAL COST FOR 2006</b>              | <b>\$242,881.92</b>           |

These costs include fees for legal counsel, arbitrator fees and disbursements related to the arbitration hearing. The final invoice for legal fees for 2006 has not yet been received.

Background/Purpose:

At its confidential meeting on February 20, 2003, the Board requested that an annual summary report on grievances be provided for the public meeting in February each year. (Min. No. C30/03) refers). The Board further requested that the public report include the cost of each grievance, the total costs for the year and the number of grievances where the Board, Association or both were successful.

### Discussion:

During the year 2006, there were forty-six (46) new grievances filed. Of this number, twenty (20) grievances were either withdrawn or resolved by the parties, and twenty-six (26) remain ongoing.

In addition to the above, twenty-nine (29) grievances that were outstanding from previous years were resolved in 2006. Six (6) outstanding grievances were resolved through the arbitration process. Three (3) arbitration decisions were in favour of the Board, one decision was in favour of the Toronto Police Association and is now being judicially reviewed, and the other two (2) decisions have not yet been received. Ten (10) grievances were withdrawn by the Toronto Police Association and the remaining thirteen (13) were resolved between the parties outside of the arbitration process.

The Board has been provided with a full copy of the arbitration decisions referred to above.

### Conclusion:

This report provides the Board with an annual summary on grievances for 2006 and the financial impact of these grievances.

Ms. Maria Ciani, Manager, Labour Relations, will be in attendance to respond to any questions the Board may have in regard to this matter.

**The Board received the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P158. LEGAL FEES – TORONTO POLICE SERVICES BOARD ATS. MR.  
NORMAN GARDNER**

The Board was in receipt of the following report March 26, 2007 from Alok Mukherjee, Chair:

Subject: LEGAL FEES - TORONTO - POLICE SERVICES BOARD ATS NORM  
GARDNER

Recommendation:

It is recommended that the Board approve payment of legal fees charged by Torys LLP, in the amount of \$2,958.69.

Financial Implications:

The funding required to cover the cost of these legal fees is available within the Board's 2007 operating budget.

Background/Purpose:

Attached is a statement of account from the legal firm of Torys LLP for professional services rendered in connection with the above-noted matter. The attached account is for the month ending January 31, 2007, in the amount of \$2,958.69.

I recommend that the Board approve payment of this account from the Board's operating budget.

This report corresponds with additional information provided on the in-camera agenda.

**The Board was also in receipt of the following report April 16, 2007 from Alok Mukherjee,  
Chair:**

Subject: LEGAL FEES - TORONTO - POLICE SERVICES BOARD ATS NORM  
GARDNER

Recommendation:

It is recommended that the Board approve payment of legal fees charged by Torys LLP, in the amount of \$7,400.60.

Financial Implications:

The funding required to cover the cost of these legal fees is available within the Board's 2007 operating budget.

Background/Purpose:

Attached is a statement of account from the legal firm of Torys LLP for professional services rendered in connection with the above-noted matter. The attached account is for the month ending February 28, 2007, in the amount of \$7,400.60, respectively.

I have also appended a letter dated April 5, 2007, from Mr. Albert Cohen, City Solicitor, City of Toronto, Legal Services, in which he recommends "*payment of this invoice as it is reasonable in my opinion.*"

I, therefore, recommend that the Board approve payment of this account from the Board's operating budget.

This report corresponds with additional information provided on the in-camera agenda.

**The Board approved the foregoing reports.**



Anna Kinastowski, B.A., LL.B.  
City Solicitor  
Legal Services  
Metro Hall, 26th Fl., Stn. 1260  
55 John Street  
Toronto, ON M5V 3C6  
Tel. 416-392-8047  
Fax 416-397-5624

Reply To: Albert H. Cohen  
Tel: 416-392-8041  
Fax: 416-397-5624  
E-Mail: acohen0@toronto.ca

File No. 8404-A60-4879.06

March 13, 2007

**Delivered by Regular Mail**


Ms. Joanne Campbell  
Executive Director  
Toronto Police Services Board  
40 College Street  
Toronto, ON M5G 2J3

Dear Ms. Campbell:

**Re: Toronto Police Services Board ats Norm Gardner**

Enclosed please find an account for services from Tors LLP. with respect to the above referenced matter for the period ending January 31, 2006. I recommend payment of this invoice as it is reasonable in my opinion.

Yours truly,



Albert H. Cohen  
Director of Litigation

AHC:tt  
Encl.



**TORYS** LLP  
NEW YORK TORONTO

Suite 3000  
79 Wellington St. W.  
Box 270, TD Centre  
Toronto, Ontario  
M5K 1N2 Canada

TEL 416.865.0040  
FAX 416.865.7380

www.torys.com

Patricia D.S. Jackson  
Direct Tel. 416.865.7323  
tjackson@torys.com

March 8, 2007

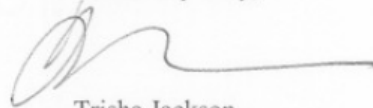
Mr. Albert Cohen  
Metro Hall  
25th Floor, Stn. 1260  
55 John Street  
Toronto, Ontario  
M5V 3C6

Dear Mr. Cohen:

**Re: Toronto Police Services Board ats Norm Gardner**

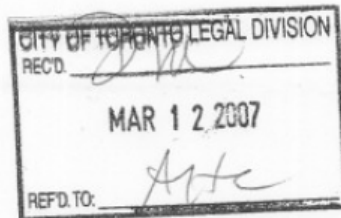
I enclose our account for services rendered in connection with the above-noted matter for the period ending January 31, 2007, which I trust is satisfactory.

Yours very truly,



Trisha Jackson

PDSJ/fc  
Enclosure



In Account With **TORYS** LLP  
NEW YORK TORONTO

Suite 3000  
79 Wellington St. W.  
Box 270, TD Centre  
Toronto, Ontario  
M5K 1N2 Canada

TEL 416.865.0040  
FAX 416.865.7380

www.torys.com

All accounts  
are payable on receipt.

GST registration number  
R119420685

February 28, 2007

Metro Hall  
55 John Street  
35th Floor, Stn. 1260  
Toronto, Ontario  
M5V 3C6

Attention: Albert Cohen

Re: Toronto Police Services Board ats. Norm Gardner

TO PROFESSIONAL SERVICES RENDERED, for the period ending January 31, 2007 as described on the attached Schedule.

|     |  |            |
|-----|--|------------|
| Fee |  | \$2,731.00 |
|-----|--|------------|

Disbursements Subject to GST

|   |              |                   |
|---|--------------|-------------------|
| Binding Charges                             | \$1.70       |                   |
| Copies                                      | 12.42        |                   |
| Laser Printing                              | 12.60        |                   |
| On Line Research Charges - WestlaweCarswell | 13.00        |                   |
| On-Line Research Cost - Quicklaw            | <u>20.50</u> | 60.22             |
| GST   |              | <u>167.47</u>     |
| TOTAL                                       |              | <u>\$2,958.69</u> |

TORYS LLP

Per: 

REF: 1139605/32032-2002

Please retain this copy  
for your files.

Interest at the rate of 4.50% per year, calculated on a daily basis,  
will be charged on all accounts overdue one month or more.



Anna Kinastowski, B.A., LL.B.  
City Solicitor  
Legal Services  
Metro Hall, 26th Fl., Stn. 1260  
55 John Street  
Toronto, ON M5V 3C6  
Tel. 416-392-8047  
Fax 416-397-5624

Reply To: Albert H. Cohen  
Tel: 416-392-8041  
Fax: 416-397-5624  
E-Mail: acohen0@toronto.ca

File No. 8404-A60-4879 06

April 5, 2007

Delivered by Regular Mail

Ms. Joanne Campbell  
Executive Director  
Toronto Police Services Board  
40 College Street  
Toronto, ON M5G 2J3

Dear Ms. Campbell:

**Re: Toronto Police Services Board ats Norm Gardner**

Enclosed please find an account for services from Torys LLP, dated March 29, 2007 with respect to the above referenced matter for the period ending February 28, 2007. I recommend payment of this invoice as it is reasonable in my opinion.

Yours truly,

  
Albert H. Cohen  
Director of Litigation

AHC:tt  
Encl.

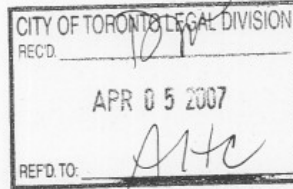




**TORYS** LLP  
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M5K 1N2 Canada

Patricia D.S. Jackson  
Direct Tel. 416.865.7323  
tjackson@torys.com



TEL 416.865.0040  
FAX 416.865.7380

www.torys.com

March 29, 2007

Mr. Albert Cohen  
Metro Hall  
25th Floor, Stn. 1260  
55 John Street  
Toronto, Ontario  
M5V 3C6

Dear Mr. Cohen:

**Re: Toronto Police Services Board ats Norm Gardner**

I enclose our account for services rendered in connection with the above-noted matter for the period ending February 28, 2007, which I trust is satisfactory.

Yours very truly,

A handwritten signature in dark ink, appearing to be "Trisha Jackson".

Trisha Jackson

PDSJ/fc  
Enclosure

In Account With

**TORYS** LLP  
NEW YORK TORONTO

Suite 3000  
79 Wellington St. W.  
Box 270, TD Centre  
Toronto, Ontario  
M5K 1N2 Canada

TEL 416 865 0040  
FAX 416 865 7380

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All accounts  
are payable on receipt.

GST registration number  
R119420685

March 29, 2007

The Toronto Police Services Board  
Metro Hall, 25th Floor  
Stn. 1260  
55 John Street  
Toronto, Ontario  
M5V 3C6

Attention: Mr. Albert Cohen

Re: Toronto Police Services Board ats Norm Gardner

TO PROFESSIONAL SERVICES RENDERED, for the period ending February 28, 2007 as described on the attached Schedule.

|     |            |
|-----|------------|
| Fee | \$6,755.50 |
|-----|------------|

Disbursements Subject to GST

|   |             |        |
|---|-------------|--------|
| Binding Charges                             | \$3.10      |        |
| Copies                                      | 75.87       |        |
| Laser Printing                              | 15.35       |        |
| On Line Research Charges - WestlaweCarswell | 10.50       |        |
| On-Line Research Cost - Quicklaw            | <u>1.57</u> | 106.39 |

Disbursements Not Subject to GST

|                                |        |
|--------------------------------|--------|
| Notice of Motion/Leave to Appl | 127.00 |
|--------------------------------|--------|

|     |               |
|-----|---------------|
| GST | <u>411.71</u> |
|-----|---------------|

|       |                   |
|-------|-------------------|
| TOTAL | <u>\$7,400.60</u> |
|-------|-------------------|

TORYS LLP

Per: 

REF: 1141017/32032-2002

Please retain this copy  
for your files.

Interest at the rate of 4.50% per year, calculated on a daily basis,  
will be charged on all accounts overdue one month or more.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P159.       ROLE OF POLICE OFFICERS IN LANDLORD AND TENANT  
DISPUTES**

The Board was in receipt of the following report March 16, 2007 from William Blair, Chief of Police:

Subject:       ROLE OF POLICE OFFICERS IN LANDLORD AND TENANT ACT  
DISPUTES

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

At its meeting of July 10, 2006, the Board considered a report regarding a complaint about the service provided in the course of a landlord and tenant dispute. The complainant, a landlord, alleged that his tenant had, among other things, stolen some of his belongings and threatened to assault him. The complainant contacted police and later complained about what he deemed to be a lack of an appropriate response (Min. No. P200/06 refers).

Discussion:

The complaint was classified as a “services provided” complaint and was investigated. After a review, it was determined that no further action would be taken. The Report of Investigation and the Chief’s decision were forwarded to the complainant.

Subsequently, the complainant requested a review of his complaint by the Ontario Civilian Commission on Police Services (OCCPS). OCCPS noted that the complaint had been investigated as a “services provided” complaint and referred the complainant’s appeal to the Board. The Chief reaffirmed his conclusion in the original report that members of the Service acted properly and had complied with the Service Procedure entitled “*Landlord and Tenant Disputes*” (06-10).

The Board did not agree with the Chief’s recommendation that no further action be taken. As a result, a committee was formed to review the complaint and provide recommendations to the Board.

On November 13, 2006, Alok Mukherjee, Chair, and Board members Hugh Locke, Hamlin Grange and Senior Policy Advisor Sandy Adelson met with Service representatives Staff Superintendent Tony Corrie, Professional Standards, Kristina Kijewski, Director, Corporate Services and Albert H. Cohen, Director, Legal Services, City of Toronto to discuss the issue.

Following the discussion, Alok Mukherjee, Chair, recommended that the Board:

- “1. agree that the decision made by the Chief in this matter is reasonable; and*
- 2. direct the Chief to review the issue raised in this complaint, namely the role of police officers in apparent landlord and tenant disputes where there may or may not be possible criminal conduct present, and determine what changes, if any, are required to clarify that role, through mechanisms including, but not limited to, procedures, training and Routine Orders” (Min. No. P388/06 refers).*

#### Conclusion:

I directed Corporate Planning to review the Procedure entitled “*Landlord and Tenant Disputes*” to determine what, if any, changes might be required to clarify a police officer’s role at this type of occurrence. As a result, the following was inserted into the Procedure,

“Police officers are primarily responsible for keeping the peace, but must be aware that offences may occur that require prompt enforcement action...

In addition to investigating and taking action in relation to any new criminal offence, prompt enforcement action shall be taken in all cases in which there is any breach of:

- a Bail condition
- a Probation Order, Parole or Conditional Sentence
- a Recognizance to Keep the Peace
- a Restraining Order (*Family Law Act and Children’s Law Reform Act*)
- the *Trespass to Property Act*
- any other court order”

The Procedure entitled “*Landlord and Tenant Disputes*” was republished and announced on Routine Orders. These instructions emphasize to officers the necessity of thoroughly investigating any criminal allegations or the contravention of any existing Court Orders.

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

**The Board received the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P160.        RESPONSE TO JURY RECOMMENDATIONS FROM THE CORONER'S  
INQUEST INTO THE DEATH OF JEFFREY REODICA**

The Board was in receipt of the following report March 19, 2007 from William Blair, Chief of Police:

Subject:        RESPONSE TO THE JURY RECOMMENDATIONS FROM THE CORONER'S  
INQUEST INTO THE DEATH OF JEFFREY REODICA

Recommendations:

It is recommended that:

- (1)     the Board receive this report for information, and
- (2)     the Board Administrator forward a copy of this report to the Chief Coroner for the Province of Ontario.

Financial Implications:

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

The total cost of outfitting plainclothes officers and unmarked vehicles is \$438,350.00 to be phased in over a period of three years. Funding for this additional equipment will be included in the 2008 and future operating budget requests.

Background/Purpose:

At its meeting of October 19, 2006, the Board requested that the Service provide a response to the jury recommendations from the coroner's inquest into the death of Jeffrey Reodica (Min. No. P347/06 refers). At its meeting of January 25, 2007, a four-month extension was requested and granted by the Board (Min. No. P52/07 refers).

Details Regarding the Death of Jeffrey Reodica

On May 20, 2004, a scuffle occurred between two groups of youths (one mostly Filipino and one mostly white) at the basketball court of an elementary school in Scarborough. During the scuffle there were racial slurs and challenges made to return to finish the fight the next day. One of the Filipino youths fell while running away and broke some of his front teeth.

During the evening of May 20, 2004 and the following day, allegations arose that the youth's teeth had been knocked out during the fight. After school of May 21, 2004, a group of Filipino youths gathered at a local high school and at a subway station with the purpose of returning to the basketball court to settle the matter.

A large group of Filipino youths later attended at the elementary school's basketball court where four white youths awaited. At the sight of the large group, the white youths ran away with the group of Filipino youths chasing them. Jeffrey Reodica was one of the involved Filipino youths.

At approximately 4:08 pm, the Communications Centre began to receive 9-1-1 emergency calls from members of the public about the chase. At the time the 9-1-1 calls were received there were no marked police vehicles available to respond. Two plainclothes officers who were on their way to lunch in their supervisor's unmarked car advised they would respond to the priority one call. One of the officers, Detective Constable Belanger, had his baton and oleoresin capicum (pepper) spray in a knapsack in the back seat of the vehicle.

When the officers arrived, they saw a youth running into a van. As they approached the van, a youth exited the vehicle and picked up a baseball bat. The officers exited their vehicle and told the youth to put the baseball bat away and he did. There were adults in the van who testified that the officers identified themselves as police officers and told them not to leave the area.

The plainclothes officers then observed another group of youths on an adjacent street. One of the officers, Detective Constable Love, started walking towards the group, while Detective Constable Belanger got back into their vehicle and drove it to a position so as to block the retreat of the youths. As he was doing so he observed that one of the youths, Jeffrey Reodica, had a rock in his right hand.

Detective Constable Belanger stopped his vehicle near Jeffrey Reodica and exited the police vehicle. The officer held his police identification badge in his hand and said "police, drop the rock". Jeffrey Reodica turned away, dropped the rock and began to walk away. Detective Constable Belanger told Jeffrey Reodica to come over to him, but he responded by swearing at the officer and continued walking.

Detective Constable Belanger grabbed Jeffrey Reodica, took him to the ground and told him he was under arrest for weapons dangerous. At this point, Jeffrey Reodica was lying face down with both arms under his body.

As Detective Constable Belanger attempted to handcuff Jeffrey Reodica, Detective Constable Love became aware of this and went to assist. Detective Constable Love attempted to pull Jeffrey Reodica's right arm out from under his body. Jeffrey Reodica resisted these attempts and began to push himself up onto his knees, and while doing so swung out his left arm. Detective Constable Belanger saw a knife blade pointing out from the bottom of Jeffrey Reodica's hand as he rose in a counter clockwise spin. Detective Constable Belanger yelled "knife" and as he pushed off he felt an impact on his right inner thigh.

Detective Constable Belanger pulled out his firearm and shot three times as Jeffrey Reodica continued to spin towards Detective Constable Love. Jeffrey Reodica fell to the ground landing face down. Detective Constable Love turned Jeffrey Reodica on to his back, removed the knife and commenced mouth to mouth resuscitation. A call for assistance from the officers was made at 4:22 pm.

Jeffrey Reodica sustained three gunshot wounds to his flank and back. He was taken to Sunnybrook Health Sciences Centre where on May 24, 2004, he was declared brain dead. Jeffrey Reodica was in custody at the time of his death and therefore a mandatory inquest was called.

The inquest began on May 8, 2006 and the jury heard evidence from forty-seven (47) witnesses over forty-six (46) days. The jury returned its verdict and recommendations on October 13, 2006.

#### Discussion:

Corporate Planning was tasked with preparing a response to four (4) of the seven (7) jury recommendations from the Jeffrey Reodica inquest.

Considerable research was conducted by both Corporate Planning and a sub-committee of the Use of Force Review Committee. Personnel from the Drug Squad, Intelligence Services, the Gun and Gang Task Force of Organized Crime Enforcement, 52 Division plainclothes office and the Hold-Up Squad have participated in this research. Additionally, consultations have been on-going with Fleet and Materials Management, as well as other police agencies from across North America. Participation from the Service's Clothing and Equipment Committee was also solicited.

#### Recommendation # 1:

*The Toronto Police Service should study and determine whether outfitting unmarked police service vehicles with sirens, and/or "cherries", and/or Public Address System and/or "Police" raid jackets, and/or "Police" arm bands would be useful, cost effective and a practical means to enhance identification of plain clothes officers, when required. The item(s) should be installed in such a way as to keep the undercover officers safe, secure and subversive.*

#### Response to Recommendation # 1:

After consideration of Recommendation #1, the Use of Force Review Committee determined that all Toronto police officers who perform their duties in a plainclothes capacity should be issued both a "POLICE" arm band and a "POLICE" raid jacket. At \$10.00 per arm band, and \$55.00 per raid jacket, it would cost the Service approximately \$89,000.00 to outfit all 1,300 plainclothes officers. This equipment would be issued temporarily to each plainclothes officer, to be returned when the officer returns to uniformed duties.

Each unmarked police vehicle is already equipped with a plug-in red “POLICE” stop light. It is recommended that unmarked vehicles also be equipped with additional emergency equipment, “wigwag” front headlights and siren package. The cost to equip over 500 selected unmarked vehicles would be approximately \$350,000.00.

This equipment would be phased in for all plainclothes officers and vehicles beginning in 2008 and concluding in 2010. The 2008 and future operating budgets will include a request to fund this equipment.

#### Recommendation # 2:

*The Toronto Police Service should require all plainclothes officers when responding to calls for service, now taking the role of “uniform officers” to take with them, by whatever means possible, all use of force options when exiting their vehicles.*

#### Response to Recommendation # 2:

The Procedure entitled Uniform, Equipment and Appearance Standards (15-16) is undergoing revision to provide guidance to police officers on which use of force options they may/must wear or have access to when on duty. The following excerpt is provided for the information of the Board.

*Plainclothes officers are often required to participate in planned events such as executing a search warrant, community events, or unplanned events while on duty. Unless to do so would negatively impact on public or officer safety, or the integrity of the investigation or event, or when it is not reasonable or practicable, plainclothes officers shall wear, carry or have access to their issued identification and use of force options.*

*When performing covert/specialized functions requiring a high degree of anonymity, may deviate from the requirement of carrying or having access to a particular use of force option(s) or identification where to do so would negatively impact on the public or officer safety, or the integrity of the investigation.*

All police officers, whether they perform their duties in uniform or a plainclothes capacity are issued the same use of force options.

#### Recommendation # 3:

*Parents or guardians of youths, who are being detained for the purpose of an interview by the police and/or SIU, should be notified as soon as practicable.*

#### Response to Recommendation # 3:

There is no authority for police to detain witnesses for interviews. Witnesses to crimes are always free to leave at any time, and free to choose whether or not to give a statement to any investigating body.



If youth witnesses under the age of eighteen choose to assist police in their investigations, the parents or guardians of these witnesses shall be notified at the earliest opportunity. The Officer in Charge shall ensure that the parents or guardians of these youth are notified accordingly.

These instructions also apply should youths under the age of eighteen be witnesses in situations where the Provincial Special Investigations Unit mandate is or could be invoked.

As a result, a Routine Order was published reminding members to notify parents or guardians of witnesses under the age of eighteen (18) that have attended at a police facility to assist in an investigation.

#### Recommendation # 4:

*Community Liaison Officers should continue their practice of building up relationships and establishing trusts between themselves and the communities.*

#### Response to Recommendation # 4:

The Community Mobilization Unit continues to expand and improve the quality of interaction between the Toronto Police Service and the diverse communities of Toronto. A key element of community mobilization is the effective and efficient level of consultation that is undertaken between the police and all community stakeholders. The consultative process within the Toronto Police Service exists on many levels, both formally and informally but in particular on three (3) formalized levels,

- the Community Police Liaison Committees (CPLC),
- the Community Consultative Committees (CCC),
- the Chief's Community Advisory Council (CCAC), and the Chief's Youth Advisory Council (CYAC).

All of the seventeen (17) Toronto Police divisions throughout the City of Toronto, as well as Traffic Services have a CPLC to provide advice and assistance to the local unit commander and to work in partnership with local police towards a safe and secure community. The membership of each CPLC reflects the unique and diverse population served by a particular division. Participants on committees include community representatives from racial, cultural or linguistic groups, social agencies, businesses, schools, places of worship, gender, youth and socio-economic status.

The Service operates a second level of consultation for (but not limited to) the following communities: Aboriginal, Black, Chinese, French, Gay/Lesbian/Bisexual/Transgender, Muslim, South and West Asian. The Chief of Police has assigned a Senior Officer to each committee to ensure that there is an effective flow of information between the Executive branch of the Service and the respective Community Consultative committees.

The Chief's Consultative committees (CCC) are meant to serve specific communities on a Toronto-wide basis. The membership is drawn from various organizations within each of these communities so as to reflect both inclusiveness and credibility within that community. These committees serve as a voice on wider policing issues such as: training, recruiting, Professional Standards and Community Mobilization.

The Service operates a third level of consultation at the Chief of Police level. The Chief's Community Advisory Council (CAC) and the Chief's Youth Advisory Committee (CYAC) exist to provide a voice for various community representatives from business through to social agencies and spanning the various diverse communities as well as youth on a wide variety of issues. The CAC and CYAC have direct access to the Chief of Police and in return, the Chief of Police has a point of reference in the community to engage in constructive dialogue with appropriate, recognized community spokespersons.

Although these formalized levels of consultation exist within the Service, many front-line officers along with those officers assigned to specialized units, are engaged in various forms of consultations with many community stakeholders, involving a myriad of community-police issues. The integrity and reputation of the Service are fundamental when liaison or consultation at any level occurs between Service members and the community. Constructive partnerships and positive outcomes that occur as a result of community-police interaction remain the cornerstone of a successful police service and ultimately lead to an enhanced quality of life within the community.

#### Conclusion:

As a result of the coroner's inquest into the death of Jeffrey Reodica, and the subsequent jury recommendations, the Service has reviewed its policies with respect to the use of force options that plainclothes officers must carry. The associated Service Procedure is currently undergoing revision and shall be published once funding is secured to equip all plainclothes officers and unmarked vehicles.

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

**Mr. Geoff Currie was in attendance and delivered a deputation to the Board with regard to the Chief's response to recommendation no. 3.**

**The Board received the foregoing report and the deputation and indicated that it would forward a copy of the report to the Office of the Chief Coroner.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P161. SPECIAL INVESTIGATIONS UNIT – RELEASE OF ADMINISTRATIVE  
INVESTIGATIVE REPORTS PREPARED BY THE CHIEF OF POLICE**

The Board was in receipt of the following report March 16, 2007 from William Blair, Chief of Police:

Subject: SIU ADMINISTRATIVE INVESTIGATION REPORTS

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

Sub-section 11(1) of Ontario Regulation 673/98 of the *Police Services Act (PSA)*, requires the Chief of Police to conduct an administrative investigation whenever the Special Investigations Unit (SIU) invokes its mandate and conducts an investigation. The SIU conducts an investigation into incidents resulting in serious injury or death that may have resulted from criminal offences committed by police officers (ss. 113(5) *PSA*). The Regulation requires the Chief of Police to conduct an administrative investigation into the policies or services provided by the police and police conduct.

At the conclusion of the administrative investigation, the Chief of Police provides the Board with a report containing a summary of the incident and the investigation (ss. 11(4) of the Regulation). The report includes information such as names and locations, as well as a copy of the concluding letter from the SIU. The structure of these reports may contain information relative to ongoing civil, criminal or *PSA* matters where there is often a legislated requirement for confidentiality. They may also identify deficiencies in Service Rules and Regulations, which may raise potential liability issues for the Board and the Service.

Subsection 11(4) of the Regulation states that “the board may make the chief of police’s report available to the public”. In an effort to act in accordance with the Board’s commitment of transparency to the public, the Board has raised the issue of whether these reports can be placed on the public agenda. At its meeting on April 7, 2005, the Board received a report from the Chief providing the rationale for keeping the reports on the confidential agenda (Min. No. #C96/2005 refers).

The issue was raised once again at an informal meeting in July 2006 between members of Professional Standards and the Chair of the Board, Dr. Mukherjee. Dr. Mukherjee subsequently requested another report addressing the reasons why the reports cannot be tabled on the public agenda. Finally, upon receiving four administrative investigation reports at its meeting on January 25, 2007, the Board requested additional information on the reason for the Chief's recommendation not to release administrative investigation reports publicly (Min. Nos. #C20/2007, #C21/2007, #C22/2007, #C23/2007 and #C38/2007 refer).

#### Discussion:

Historically, the administrative investigation reports have always been tabled on the confidential agenda. In their present form, releasing these reports to the public by placing them on the public agenda raises a number of issues, including the following:

- If officer misconduct is identified in the report, s. 80 of the *PSA* requires all persons engaged in the administration of Part V of the *PSA* (the complaints and misconduct provisions) to maintain secrecy with respect to information gathered;
- Section 14 of the *Municipal Freedom of Information and Protection of Privacy Act* precludes the disclosure of personal information to any person other than the individual to whom the information relates, except in certain specified circumstances.

Even if s. 80 of the *PSA* did not apply, all personal information and any information that may lead to the release of the identities of the persons involved would have to be removed from the reports before they could be released to the public. Without this information, the resulting report would, in most cases, be of no use to anyone.

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

**The Board received the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P162. ANNUAL REPORT: 2006 ACTIVITIES AND EXPENDITURES OF THE  
CONSULTATIVE COMMITTEES; AND REQUEST FOR FUNDS FOR  
2007**

The Board was in receipt of the following report February 14, 2007 from William Blair, Chief of Police:

Subject: 2006 YEAR END REPORT - ACTIVITIES AND EXPENDITURES OF  
CONSULTATIVE GROUPS

Recommendations:

It is recommended that:

- (1) The Board continue to provide funding from the Board's Special Fund for each of the twenty-seven consultative groups identified in this report for a total amount of \$29,000.00; and
- (2) The Board continue to provide funding from the Board's Special Fund in the amount of \$7,040.00, to cover the cost of the annual Community Police Consultative Conference scheduled to take place on Saturday, November 17, 2007.

Financial Implications:

The Board's special fund will expend \$36,040.00 to provide support for the consultative groups.

Background/Purpose:

At its meeting of February 28, 1998, the Board directed that the Chief of Police provide an annual report to the Board on the activities which were funded by the police divisions using Board grants (Min. No. P65/98 refers).

In addition, Board Chairman, Mr. Norman Gardner, submitted a report to the Board at its meeting of February 28, 2002, (Min. No. P51/01 refers). The Board approved the following recommendations from that report:

1. The Board continue to provide an annual grant of \$1,000.00 to each of the seventeen divisional Community Police Liaison Committees, the Traffic Services CPLC, the Chief's Consultative Committee, and the Chief's Advisory Council and that funding be approved from the Special Fund.
2. The Board sponsor a sixth annual conference for members of Community Liaison Committees on April 28, 2001 at a cost not to exceed \$6000.00. That funding be provided from the Board Special Fund.

3. Board members be invited to attend the CPLC conference on April 28, 2001 and be invited to participate in the Board/Community Workshop.
4. That the Chief be requested to bring forward all future funding requests for the CPLC annual conference.

The Board, at its meeting of November 18, 2004, (Min. No. P371/04 refers) approved the following:

1. The Board change the requirement for receipt of the annual report concerning Community Police Liaison Committees (CPLCs) and Consultative Committee activities and expenditures from the January Board meeting to the March Board meeting each year; and
2. The request for annual funding from the Board Special Fund in the amount of \$1,000.00 for each individual CPLC and Consultative Committee and the request for funding of the annual CPLC conference, be combined with the annual activity report.

This report provides the annual review of the activities and expenditures of the Community Police Consultative groups during the period of January 1, 2006 to December 31, 2006.

#### Community Consultative Process:

The Mission Statement of the Toronto Police Service Consultative Committee process is:

“To create meaningful partnerships through trust, understanding, shared knowledge and effective community mobilization to maintain safety and security in our communities.”

The community consultative process within the Toronto Police Service (TPS) exists formally on three levels;

- Community Police Liaison Committees (CPLCs);
- Community Consultative Committees (CCCs); and
- Chief’s Advisory Council (CAC) and Youth Advisory Committees (CYAC).

The consultation process is not meant to provide another level of police oversight but rather to establish a process that affords opportunities for enhanced community safety involving community based activities and leadership, the mutual exchange of information and the development of joint problem solving initiatives. It ensures that strategic and effective outcomes are achieved through a formal police/community committee structure, empowering the community and providing the opportunity for a mutually beneficial relationship.

The criteria for the formation and activities of each of these consultative levels is found in the Community Volunteer and Consultation Manual (CVCM), originally published in 2002 and last updated in December 2006. The CVCM sets out the standards for structure, activity standard responsibilities of executive members, and funding for each consultative group.

Some of the activity standards mandated for each of the consultative groups include:

- Meeting at least four times per year;
- Set goals and objectives consistent with Service priorities at the beginning of each calendar year;
- Hold one town hall forum jointly with police annually;
- One value-added community-police project per year consistent with Service priorities;
- Participate in the Annual Consultative Committee Conference for Consultative members;
- Keep minutes of all meetings;
- Prepare a financial statement for the Committee Executive when requested; and,
- Complete a year-end Activity and Annual Performance Evaluation Report.

For the past eight years, the Board, through its Special Fund, has provided funding to each of the CPLCs, CAC and CYAC.

#### Community Police Liaison Committees:

A CPLC is mandated and established in each of the 17 policing divisions, in addition to Traffic Services.

The purpose of the CPLC is to provide advice and assistance to the local unit commander on matters of concern to the local community including crime and quality of life issues. The CPLCs also consulted as part of the divisional crime management process established by Service Procedure 04-18 entitled “Crime and Disorder Management”, a process which includes assisting the local unit commander in establishing annual priorities.

The composition of the CPLCs differ across the city, as each unit commander is required to establish a committee that reflects the unique and diverse population served by a particular policing division. CPLC participants shall include representation from various racial, cultural or linguistic communities, social agencies, businesses, schools, places of worship, local youth and senior groups, marginalized or disadvantaged communities and other interested entities within the local community. Each CPLC is co-chaired by the local unit commander and a community member.

#### Community Consultative Committees:

The CCCs are meant to serve specific communities on a Toronto-wide basis. The membership is drawn from various organizations within each of these communities so as to reflect both inclusiveness and credibility within that community. These committees serve as a voice on wider policing issues such as: training, recruiting, professional standards and community mobilization.

The Service currently maintains a CCC for the following communities:

- Aboriginal;
- Black;

- Chinese;
- French;
- Gay/Lesbian/Bisexual/Transgender;
- Muslim (established in 2006); and,
- South and West Asian.

Each CCC is co-chaired by a senior officer and a community member.

#### Chief's Advisory Council & Chief's Youth Advisory Committee:

The Service operates a third level of consultation at the Chief of Police level. The CAC and the CYAC exist to provide a voice for various community representatives from business through to social agencies and spanning the various diverse communities as well as youth on a wide variety of issues.

In 2006, each of these consultative groups was allotted \$1,000.00 with additional funding of \$2,000.00 being granted to the CYAC for the purpose of enhancing its efforts to engage youth. The total funding for the Consultative Committees in 2006 was \$29,000.00 (Min. No. P119/06 refers).

#### Discussion:

Each consultative group relies on the funding of \$1,000.00 and the CYAC relies on additional funding of \$2,000.00. The funding of the consultative committees results in a total cost of \$29,000.00.

#### Reporting:

Each consultative group is required to include in a year-end report, an accounting for expenditures made from the \$1,000.00 grant during the year. The funds are generally used for community outreach, community events, 'value-added' community projects and administrative meetings.

This report summarizes for the Board, the annual activities during 2006 and the amount spent from the \$1,000.00 grant by each of the consultative groups. Expenditures have been recorded and verified within the Systems Application Products (SAP) accounting software used by the Service with checks at the unit level and at Finance and Administration.

#### Summary of Activities and Expenditures:

Appendix "A" attached to this report, provides in table form, a summary of activities and expenditures for each of the consultative groups in 2006.



### Community Police Consultative Conference:

Since 1997, the Board has sponsored an annual conference for the CPLC members with funding approved from the Special Fund. A grant of \$6,400.00 was provided by the Board for the 2006 Conference.

Expenditures for the 2006 Community Police Consultative Conference were as follows:

| <b>Item</b>                        | <b>Received</b> | <b>Expenditure</b> | <b>Balance</b> |
|------------------------------------|-----------------|--------------------|----------------|
| Board Grant                        | (\$6,400.00)    |                    |                |
| Queen's Park facility and Catering |                 | \$4365.18          | (\$2034.82)    |
| Gift Items                         |                 | \$328.42           | (\$1706.40)    |
| Signs                              |                 | \$399.00           | (1307.40)      |
| Cleaning Staff                     |                 | \$398.10           | (909.30)       |
| Technical Staff                    |                 | \$140.00           | (\$769.30)     |
| Supplies                           |                 | \$250.84           | (\$518.46)     |
| Subtotals                          | (\$6,400.00)    | \$5881.54          | (518.46)       |
| Returned to the Board              |                 | \$518.46           | Nil            |
| Totals                             | (\$6,400.00)    | \$6, 400.00        | Nil            |

Traditionally referred to as the Community Police Liaison Committees (CPLC) Conference, the title of the event was changed to be more inclusive of the three formalized levels of consultation thereby inciting participation from not only the CPLCs, but also the CAC, CYAC, and the 7 CCCs.

Now referred to as the "Community Police Consultative (CPC) Conference", the focus of the event is to bring the components of the consultative process together to maintain effective networking, communication, training and the exchange of best practices.

The ninth annual conference was held at Queen's Park on November 25, 2006. The theme of last year's conference was "*Community Mobilization – Building Safe and Healthy Communities.*"

To meet the conference's objective, community justice consultant Dr. Hugh Russell was retained as the key note speaker. Dr. Russell has participated in community mobilization training to TPS members in conjunction with the Training and Education Unit. Traditionally, his sessions outline the basic premise of a community mobilization initiative: "that a troubled community will receive increased police enforcement to respond to the crisis at hand, while a community of strong partnerships builds an infrastructure to support the cause." His participation as key note speaker was vital as it ensured consistent messaging throughout the Service and the community.

There were close to 130 people in attendance including the Toronto Police Services Board Chair Dr. Alok Mukherjee, Chief of Police William Blair, Deputy Chief Keith Forde and Mr. Garfield Dunlop, MPP for Simcoe North. Of that number, 114 were registered guests. 68% of the guests were affiliated with the CPLC, 16% were from the consultative committees and 4% represented both the CAC and CYAC. 12% of the registered guests were comprised of community mobilization staff or workshop facilitators. Overall, 33% of the attendees were uniformed members, over half being senior command officers

The tenth annual CPC conference is scheduled for Saturday, November 17, 2007. The proposed budget for the 2007 conference is presented below and includes a 10% increase from 2006 (Min. No. P77/03 refers). The increase is based on an anticipated rise in costs associated with facility rental and catering, an increase in conference attendees due to its more inclusive nature, and the marking of its tenth anniversary celebration.

Proposed Budget for 2007 Community Police Consultative Conference:

| Item                             | Balance   |
|----------------------------------|-----------|
| Facility Rental/Catering         | \$4320.00 |
| Gift Items                       | \$500.00  |
| Signs/Printing Costs             | \$1300.00 |
| Cleaning Staff                   | \$380.00  |
| Technical Staff                  | \$140.00  |
| Supplies                         | \$400.00  |
| Amount requested from the Board* | \$7040.00 |

*\*Any excess funds following the conclusion of the conference will be returned to the Board.*

#### Conclusion:

The Service has and continues to remain committed to an effective and constructive community consultative process with community stakeholders in an atmosphere of mutual trust, respect and understanding. The current consultative process is one method utilized by the Service to advance this goal. Continued and sustained funding of this process will ensure an empowered community lending it self to a safer, secure and healthy community.

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

**Chief Blair advised the Board that recommendation no. 1 should have indicated a request for funding in the amount of \$28,000 and not \$29,000, and that the total amount indicated to be drawn from the Special Fund under Financial Implications should have been \$35,040 and not \$36,040.**

**The Board received the foregoing report and approved recommendation no. 1 as amended and approved recommendation no. 2.**

| <b>Group</b>     | <b>Co-Chairs</b>                   | <b>No. of Meetings</b> | <b>Goals and Objectives</b>  | <b>Town Hall Meeting</b>                        | <b>Initiatives (* = Value Added Project)</b>   | <b>Crime Management Process</b>   | <b>Expenditures from \$1,000.00 Grant</b>                      |
|------------------|------------------------------------|------------------------|--|---|--|---|--|
| 11 Division CPLC | S/Insp. Smollet<br>Mr. Paul Hindle | 6                      | To be a resource for bringing community issues to the forefront.<br><br>To help develop solutions to identified problems | Nov. 22/06, Keele Public School - 45 attendees. | Keep The Peace basketball tournament<br><br>Neighbours Night Out<br><br>Graffiti Eradication<br><br>Junction Neighbour-hood walk<br><br>Police Community Appreciation Day<br><br>Keele Correctional Centre community information (hosted by member of CPLC and 11 Div) | CPLC regularly advised of crime trends in 11 Div.<br><br>CPLC provides input on community concerns and issues to 11 Division management<br><br>4 Community Mobilization meetings in targeted neighbourhoods to elicit input from stakeholders | \$570.51<br><br>Community events, facility permits             |
| 12 Division CPLC | Supt. Munroe<br>Barb Spyropolous   | 11                     | To build a safer community.  | 0   | Neighbours Night Out (3)<br><br>Community Day - 12 Div. Participation in 23 events led by other  | CPLC regularly advised of crime trends.<br><br>CPLC provides input on community concerns and  | \$999.86<br><br>Supplies for Community events and initiatives. |

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|  |  |  |  |  | <p>community partners.</p> <p>York Sq. Drumming Circle.</p> <p>'Keep the Peace' Wristband Campaign.</p> <p>'Stone Soup' Cooking Club.</p> <p>12 Div. Soccer Camp.</p> <p>Participated in community partners support committees at 3 schools.</p> <p>Earth Week clean ups at local schools, Rail lands &amp; Cruickshank Park.</p> <p>Lectured at 'John School'.</p> <p>Graffiti Eradication</p> <p>Lectured at Humber College Police Foundations</p> | <p>issues to unit management.</p> |  |
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|  |  |  |  |  | <p>course.</p> <p>Safety Audits conducted in Mt. Dennis.</p> <p>Attended Safe &amp; Healthy Schools &amp; Communities Conference.</p> <p>Hosted 12 Div. Volunteer Appreciation Nights.</p> <p>10 CPLC members recognized for 5 &amp; 10 years of service.</p> <p>Hosted visiting Irish officer on tour of Div.</p> <p>Spearheaded the 'Pricilla Campaign' a fire safety education project.</p> <p>Ran Community Information Exchange and set up the Youth Employment sub-Network.</p> |  |  |
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|------------------|---|----|---|--|---|---|---|
|                  |   |    |   |  | Participated in CPTED Ont. and attended the CPTED Ont. Conference.  |   |   |
|                  |   |    |   |  | Participated in Central Ontario, Crime Prevention Association.  |   |   |
| 13 Division CPLC | <p>S/Insp Richard Stubbings</p> <p>Ron Singer (co-chairs)</p> <p>(S/Insp Stubbings replaced S/Insp Earl Witty in Sept. 06 )</p> | 10 | Be proactively involved in community relations, crime prevention and community improvement and youth issues | 0  | <p>Community Clean-up Day</p> <p>Gun Play No Way Program</p> <p>Remembrance Day at Fairbank Legion</p> <p>Financial Support of the 13 Youth Outreach Program</p> <p>Physical and financial support of the Toronto Ti-cats Youth Football league</p> | <p>CPLC regularly advised of crime trends.</p> <p>CPLC regularly advised of traffic issues and trends.</p> <p>CPLC provides input on community concerns and issues to unit management</p> | <p>\$980.00</p> <p>Eglinton Ave W. Community Clean-up Day, Remembrance Day Activities, 13 Division Youth Outreach Program, Toronto Ti-Cat Youth Football League</p> |
| 14 Division CPLC | <p>Supt. Ruth White</p> <p>Susan D'Oliveira</p>   | 9  | Be proactively involved in community relations, crime prevention and community improvement                  | September 26 <sup>th</sup> at Central Technical School | Partnership with 2605 Army Cadet Corps, (located at Fort York Armoury, support funding received through ProAction )   | <p>CPLC regularly advised of crime trends</p> <p>CPLC provides input on community concerns and</p>  | <p>\$966.24</p> <p>Office Supplies, Community events, plaques, printing, hall rental</p>  |

|                  |                                   |   |   |   |  |  |                                 |
|------------------|-----------------------------------|---|---|---|--|--|---------------------------------|
|                  |                                   |   | youth issues<br>problem solving<br>info sharing<br>alternative resource<br>advisement |   | Open House held during Police week (traffic and graffiti displays)<br>May meeting held at FIS (info session)<br>Richmond Street Laneway Revitalization project<br>Continuing with Graffiti Eradication<br>Guest speakers at certain CPLC meetings providing info (gangs, weapons, etc.)<br>Neighbours night out<br>Dupont Street Laneway clean-up (Mayor on scene)<br>Annual CPLC conference | issues to unit management<br>Focus Group conducted with CPLC and community members on methods where they can take responsibility for making their neighbourhoods safer |                                 |
| 22 Division CPLC | Supt. Tom McIlhone<br>Frank Sword | 7 | Victim friendly interview room<br>Web-site creation                                   | April 10 <sup>th</sup> , 2005. Over 100 people in attendance, including Chief | Police Week<br>Lakeshore Santa Claus Parade  | CPLC regularly advised of crime trends   | \$998.74<br>Hall Rental, Victim |

|                  |  |   |   |   |   |   |   |
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|                  |  |   | Youth Violence education  | Blair.  | Established the Victim Friendly Interview Room  |   | friendly room, Office Supplies  |
| 23 Division CPLC | Supt Ron Taverner<br><br>Donata Calitri-Bellus | 8 | <p>To actively participate with and support police officers in 23 Division and to act as a community resource</p> <p>To ultimately work towards providing a safe community for all residents of 23 Division</p> <p>To be involved with the at-risk members of the Community- the youth and seniors.</p> | <p>January 10<sup>th</sup> in collaboration with the Faith Community, hosted a town hall meeting during the day and in the evening with guest speaker Dr Reverend Rivers</p> <p>Involved in Monday February 20<sup>th</sup> Kipling Avenue Baptist Church presentation- How to tell if your child is involved in a gang</p> <p>May 23<sup>rd</sup> Jamestown Community Meeting/ BBQ following Project XXX</p> | <p>May 23<sup>rd</sup> Jamestown Community Meeting/ BBQ following Project XXX Program</p> <p>November 11<sup>th</sup> Royal Canadian Remembrance Day Luncheon at Branch 286</p> <p>Graffiti Eradication</p> <p>Attended many community and police events- April 19<sup>th</sup> Fundraiser for The Advocates for Etobicoke Youth and April 19<sup>th</sup> Chief's Breakfast</p> <p>Gun Play No Way June 17<sup>th</sup></p> <p>Involved in Junior Achievement Awards in April</p> <p>Assist with May</p> | <p>CPLC were advised of crime trends and actions taken to combat crime</p> <p>CPLC members were given safety tips and asked to pass these on to members of their organizations</p> <p>CPLC provides input on community concerns and issues to unit management</p> | <p>\$998.60</p> <p>Jamestown Community Meeting, Embroidery for Etobicoke Strategy Jackets, Sun Shelter for Community Events, Contribution to Royal Canadian Legion for Veterans Luncheon on Remembrance Day</p> |



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|  |  |  |  |  | <p>5<sup>th</sup> 2<sup>nd</sup> Annual Youth Conference</p> <p>August 26<sup>th</sup> Gun Play No Way Event</p> <p>August 12<sup>th</sup> Taste of the Danforth- hand out crime prevention pamphlets on purse snatches</p> <p>October 14<sup>th</sup> Thanksgiving Luncheon for youth and seniors</p> <p>Attended May 6<sup>th</sup> Black Officer Recruitment Drive Elmbank Community Centre</p> <p>Consultation with CPLC regarding development of plans for new station</p> <p>Acted as liaison between business sector and Community-</p> |  |  |
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|                        |   |    |  |  | result was GH Wood Foundation directed funds to support an initiative to support at-risk youth in 23 Division to over 1 million dollars                              |   |   |
| 31 Division<br>CPLC    | Supt. Roy Pilkington  | 9  | be proactively involved in community relations, crime prevention and community improvement   | All meetings were conducted at the 31 Division Community, Lecture Room | Student Bursary Program  | CPLC regularly advised of crime trends  | \$968.00 Approx.  |
| 31/12 Division<br>WCPP | Ellen Hudgin (co-chairs)<br><br>Supt. Roy Pilkington<br><br>Councillor Frances Nunziata | 8  | youth issues<br><br>clean up drugs and prostitution  |  | Earth Day cleanup<br><br>Open House<br><br>Police Week<br><br>Generation Change<br><br>For KICKS Clinics and Leadership Camps<br><br>Music School<br><br>Dusk Dances | E-mail updates<br><br>CPLC provides input on community concerns and issues to unit management<br><br>Involved in some community initiatives | Office Supplies, Bursary Fund, Community events (including Generation Change) |
| 32 Division<br>CPLC    | Supt. D Gauthier<br><br>Keith Le Clair  | 10 | Increase membership of CPLC to reflect diversity of the community<br><br>Increase attendance | 0  | Poster Campaign promoting elimination of racism in conjunction with the "International   | CPLC regularly advised of crime trends<br><br>CPLC provides input on community  | \$825.45<br><br>OSAID Conference Sponsorship. Poster Competition,             |

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|                  |   |   | <p>number of public at CPLC monthly meetings.</p> <p>Carry out four out reach information presentations dealing with topic of interest and concern to the community. The meetings to be held in various geographic areas of 32 Division</p>  |   | <p>Day for Elimination of Racism”</p> <p>Yorkdale Auto Theft Auto Break-in Prevention program</p> <p>Sending one Student from the Divisional ESP program to annual OSAID conference that puts on an OSAID display or conference at their school. (Loretto Abbey)</p> | concerns and issues to unit management  | TRIP’s award ceremony & banquet, computer repair, graffiti supplies, community award plaque.   |
| 33 Division CPLC | <p>Staff Inspector Breen</p> <p>Inspector Yeandle</p> <p>Kristen Selby (Chair)</p> <p>Liz Cavan</p> <p>Linda Averil (co-chairs)</p> | <p>15</p> <p>Day - 6</p> <p>Eve.- 6</p> <p>Combined - 3</p> | <p><u>Established yearly goals:</u></p> <p>1. Volunteers Award and Appreciation Night honouring auxiliary, civilian volunteers, schools crossing guards and CPLC members.</p> <p>2.33 Division Open House June 17<sup>th</sup></p> <p>3. Elder Safety and Abuse. Programs, Seminars ,Traffic</p> | <p>November 02</p> <p>Senator O’Connor High School</p> <p>50 attended</p> <p>TOPICS</p> <ul style="list-style-type: none"> <li>• Bullying</li> <li>• ESP</li> <li>• Family Violence Unit</li> <li>• Conflict Mediation</li> </ul> | <p>Open House</p> <p>Volunteers Award and Appreciation Night</p> <p>Seniors Issues and Seminar Committee</p> <p>Law in the Mall Seneca College</p> <p>Auto Dialler project. Researched but not commenced due to Service</p>  | <p>CPLC advised of crime trends through power point presentation at every meeting</p> <p>CPLC members invited and attend Crime Management meetings</p> <p>CPLC provides input on community concerns and issues to unit management</p> | <p>\$987.41</p> <p>Appreciation Night, Auto Dialler expense, Town hall meeting, Safety Patrollers supplies, Toy drive donation , Gifts and awards for guest speakers and leaving members</p> |

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|                  |                                   |   | <p>Safety and Training</p> <p>4. Town Hall Meeting</p> <p><u>Additional Goals :</u></p> <p>1. Increase education and support for youth base problems</p> <p>2. Law in the Mall program focusing on the Justice System.</p> <p>3. CPLC membership to canvas for more representation from various communities</p> |   | <p>Plan</p> <p>Annual Safety Patrollers Award</p> <p>Halloween Haunted House</p> <p>Toy Drive</p> <p>Increase in membership</p>   | <p>CPLC has also input from local councillors who attend meetings but are not members</p>   |  |
| 41 Division CPLC | Supt. Qualtrough<br>Lori Metcalfe | 9 | <p>Increase in community mobilization and knowledge of local crime issues</p> <p>Community involvement in local problem solving</p> <p>Establish and maintain meaningful Community Police</p>   | <p>April 19, 2006, at Birchmount Collegiate for traffic issues. Traffic Sub-committee chaired by Carol Cassidy</p> <p>June 9, 2006, at Mid-Scarborough Community Centre for youth issues. Youth</p> | <p>Cricket Tournament</p> <p>Bike Rodeo road safety program</p> <p>Traffic safety presentations at Buchanan Public School</p> <p>Graffiti Eradication</p> <p>Skate Day at</p> | <p>CPLC regularly advised of crime trends</p> <p>CPLC provides input on community concerns and issues to unit management</p> <p>Identify areas of concern in order to conduct safety audits and CPTED</p> | <p>\$952.64:</p> <p>\$84.24 Framed certificates</p> <p>\$177.84 Games &amp; toys</p> <p>\$63.60 Games &amp; toys</p> <p>\$40.10 Food items (BBQ)</p> |

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|                  |   |    | <p>partnership</p> <p>Create partnership with police on youth programs</p> <p>To be proactive in community relations and crime prevention</p> <p>To act as a resource to the police and the community</p> | Advisory Committee chaired by Marie Heron           | <p>McGregor Park Arena</p> <p>41 Division CPLC BBQ</p> <p>41 Division Kids &amp; Cops Picnic</p> <p>Child Fingerprinting</p> <p>Crime Prevention Week</p> <p>Police Week</p>  | <p>initiatives in partnership with local stakeholders</p>   | <p>\$107.98<br/>Travel boxes for fingerprint kits</p> <p>\$170.55<br/>Golf shirts</p> <p>\$90.95<br/>Christmas toys</p> <p>\$52.02<br/>Christmas toys</p> <p>\$165.36<br/>Christmas toys</p> |
| 42 Division CPLC | <p>Supt. Gary Ellis</p> <p>Insp. Dave Brown</p> <p>Ms. Valerie Plunkett</p> | 10 | be proactively involved in community relations, crime prevention and community improvement  | May 3 <sup>rd</sup> at the Malvern Community Centre | <p>Donation to Chester Le Camera club</p> <p>Police Week</p> <p>42 Division Community Picnic</p> <p>Donation to Glendower breakfast club</p> <p>Donation to H.O.P.E House for a computer</p> <p>Donation to Milliken park basketball team</p> | <p>CPLC regularly advised of crime trends</p> <p>“Walk abouts” in problem neighbourhoods</p> <p>CPLC provides input on community concerns and issues to unit management</p> <p>Deputations at CPLC meetings by community members affected by crime.</p> <p>Mall Walks- meet</p> | <p>\$1000.00</p> <p>CPLC relied on funds that were self-generated, primarily through the community picnic</p>  |

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|                  |                                   |    |  |   | <p>Donation to Chester Le School Library</p> <p>Sponsorship of S.P.E.S. Initiatives involving youths living in 42 Div.</p> <p>Donation to Auxiliary Christmas toy Drive.</p> | business owners to discuss crime concerns  |   |
| 43 Division CPLC | Supt. Gottschalk<br>Lori Metcalfe | 10 | <p>To create a strong, diverse membership, reflective of the geographic and cultural 43 Division community.</p> <p>Appoint a transitional executive until the committee is established and then hold elections for a permanent executive.</p> <p>Appoint sub-committees to deal with specific Divisional issues such as Youth, Seniors, Sex Trade Workers, Traffic</p> | <p>March 2<sup>nd</sup> Scarborough Village</p> <p>May 9<sup>th</sup> Scarborough Store Front</p> | <p>43 Division Grand Opening</p> <p>43 Division Community Open House</p> <p>Police Week</p> <p>43 Division Auxiliary Police Toy Drive</p>                                    | <p>The CPLC receives a police report on crime and other issues at every meeting</p> <p>The CPLC provides input on community concerns and issues to police at all meetings and at other times throughout the year</p> | <p>567.91</p> <p>\$ 500.00-donation to Dunk out Violence (local basketball event involving police and youth)</p> <p>Other funds utilized for paper, pens and other supplies</p> |

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|                     |   |   | <p>and Event Planning</p> <p>Host Town Hall Meetings</p> <p>Host a community outreach event</p> <p>Financially support and participate in community and police events.</p>  |  |   |   |            |
| 51 Division<br>CPLC | <p>Supt. Jeff McGuire</p> <p>Bob Kemp</p> | 6 | <p>Be proactively involved in community relations, crime prevention and community improvement</p> <p>Develop a communication initiative regarding ILP Community Complaint form.</p> <p>Incorporate CPLC dialogue and initiative into 51 divisional web page</p> | <p>4 Town Hall Meetings<br/>April 24<sup>th</sup>, John Innes Community Centre, 80 in attendance</p> <p>May 18<sup>th</sup>, 519 Church Community Centre, 32 people in attendance</p> <p>June 19<sup>th</sup>, Wellesley Community Centre., 86 in attendance</p> <p>September 18<sup>th</sup>, St. Lawrence Community Centre, 53 in attendance</p> | <p>April 6, Bob Kemp Toronto Dollar Party</p> <p>April 15, Bengali New Year at 237 Sackville (400 people)</p> <p>May 7, Forsythia Festival</p> <p>May 15, Police Week</p> <p>May 18<sup>th</sup>, Police BBQ at Wellesley Community Centre</p> <p>June 3<sup>rd</sup>, 911 Day (100+ in attendance)</p> | <p>CPLC regularly advised of crime trends</p> <p>CPLC provides input on community concerns and issues to unit management</p> <p>CPLC executive attended on two occasions the UCM meetings and two crime management meetings</p> | \$1,000.00 |

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|  |  |  |  |  | <p>June 11<sup>th</sup>, St. Jamestown Festival (400 People in attendance)</p> <p>June 13<sup>th</sup>, Neighbours Night Out Kick off Event</p> <p>June 20<sup>th</sup>, Neighbours Night Out</p> <p>Aug. 12<sup>th</sup>, St. Cyrils's Church Cultural Event (200 people)</p> <p>Aug. 17<sup>th</sup>, Golden Griddle Charity BBQ (300 people)</p> <p>Aug. 19<sup>th</sup>, Regent Park basketball tournament (300 people)</p> <p>Aug. 21<sup>st</sup>, visit to the Mounted Unit then social</p> <p>Aug. 23<sup>rd</sup>, Rogers Centre Rookie Ball</p> <p>Aug. 26<sup>th</sup>,</p> |  |  |
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|                     |                        |    |   |   | <p>Block-O-Rama<br/>S. Regent All<br/>Saints Square<br/>(200 people)</p> <p>Sept. 9<sup>th</sup>,<br/>Cabbagetown<br/>Festival</p> <p>Nov. 3<sup>rd</sup>,<br/>Christmas Tree<br/>Community<br/>Event</p> <p>Nov.5<sup>th</sup>, Fun<br/>Run</p> <p>Nov. 9<sup>th</sup>, Radio<br/>City Rockettes<br/>(Front/Yonge)</p> <p>Dec.1, Kick Off<br/>Toy Drive and<br/>Christmas Tree<br/>Decorating<br/>(Bob Kemp)</p> <p>Dec. 2<sup>nd</sup>, St.<br/>Jamestown<br/>Winter Festival<br/>at the Wellesley<br/>Community<br/>Centre</p> <p>Christmas event<br/>at Chapter<br/>Eleven</p> |   |                             |
| 52 Division<br>CPLC | Supt. Hugh<br>Ferguson | 10 | Educate and extend<br>the CPLC base and<br>to promote | Thursday<br>November 9 <sup>th</sup> ,<br>Held at the | Partnered with<br>businesses and<br>community to   | Participated in<br>Gun Play No<br>Way, Kids and | \$993.95<br><br>Stationary, |

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|                  | May Chow  |   | awareness of our organization through public relations and communications with the public at large.                   | Ontario College of Art and Design.  | <p>hold Scholarship Gala “Kick Start the Future” on 2006.10.02 - \$13,000 raised.</p> <p>Police Week event at Dundas Square</p> <p>Public outreach at the Taste of the Danforth Celebration.</p> <p>Showcased CPLC at the Crime Prevention Association at Nathan Phillips Square, June 13<sup>th</sup>, 2006</p> <p>Neighbours’ Night Out</p> | Kops, Crime Prevention through Environmental Design.   | Public Relations and Promotional Material, Refreshments for Town Hall Meeting |
| 53 Division CPLC | <p>S/Insp. L. Sinclair</p> <p>Adrian Richter (co-chair)</p> | 4 | <p>be proactively involved in community relations, crime prevention and community improvement</p> <p>youth issues</p> | <p>Nov. 7<sup>th</sup> at Pilot Tavern</p> <p>Approx. 35 attendees – topics included crime trends; traffic issues; ESP presentation</p> | <p>Student Conflict Resolution course</p> <p>Divisional New Year’s Levy</p> <p>Internet Safety brochure</p> <p>Graffiti</p>   | <p>CPLC regularly advised of crime trends</p> <p>CPLC provides input on community concerns and issues to unit management</p> | <p>\$1007.41</p> <p>Outreach programs; community events; office supplies.</p> |

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|                     |  |   |   |  | Eradication<br>ESP support   |   |   |
| 54 Division<br>CPLC | S/Insp. Dan<br>Hayes Co-Chair<br><br>Butch Windsor,<br>Chair<br><br>Bert Kivimaki,<br>Vice Chair | 8 | be proactively<br>involved in<br>community<br>relations, crime<br>prevention and<br>community<br>improvement<br><br>youth issues a<br>priority addressed<br>by CPLC Youth<br>Sub-Committee<br><br>4 Sub Committee<br>created to address<br>the above CPLC<br>goals and<br>objectives. | January 26 <sup>th</sup> ,<br>Councillor Case<br>Ootes, Chief<br>Blair meeting<br>held at the Pape<br>Rec Centre,<br>attended by<br>approx. 200<br>people.<br>Outbreak of<br>violence in the<br>Pape/Cosburn<br>area was topic of<br>discussion. | Student Bursary<br>\$200.00 for<br>CPLC<br>Letterhead<br>Competition,<br>student enrolled<br>in art program<br>Centennial<br>College<br>responsible for<br>creation of<br>CPLC letterhead.<br><br>Canada Day East<br>York<br>Celebrations July<br>1st, information<br>table, distributed<br>crime prevention<br>pamphlets,<br>fielded questions<br>of CPLC from<br>area residents.<br><br>Police Week,<br>June 10 <sup>th</sup> , bicycle<br>rodeo, crime<br>prevention<br>tables, personal<br>safety education<br>materials<br>distributed.<br><br>Earl Beatty<br>Youth and Police<br>interactive | CPLC were<br>regularly briefed<br>on crime trends<br>and stats<br><br>CPLC provided<br>input with area<br>concerns and<br>issues in the<br>Pape/Cosburn and<br>Danforth and<br>Logan area.<br>Divisional ILP<br>Strategies put in<br>place. | \$860.77<br><br>Community<br>Day<br>refreshments<br>\$48.47<br><br>Gun Play No<br>Way ice for<br>refreshments<br>\$6.88<br><br>Touch Stone<br>Fund Raiser<br>\$190.00<br><br>School Liaison<br>with local<br>teachers<br>\$25.46<br>Assorted<br>appreciation<br>gifts<br>\$199.62<br><br>Appreciation<br>Dinner<br>\$195.00<br><br>Appreciation<br>Gifts for CPLC<br>\$195.34 |

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|                  |   |    |   |   | volleyball tournament.   |   |   |
| 55 Division CPLC | Supt Wayne Peden<br><br>Jeff Paulin (co-chairs) | 11 | be proactively involved in community relations, crime prevention and community improvement<br><br>youth issues and encourage greater youth representation within CPLC       | June 13. Beaches Recreation Centre with Supt. Peden<br><br>Approximately 75 persons in attendance<br><br>Topics included traffic, parking, mischief/graffiti, marihuana legislation, drinking and crime in parklands    | Student Bursary Program<br><br>Earth Day cleanup<br><br>Police Week<br><br>Graffiti Eradication<br><br>Developed multi-denominational Faith Leaders outreach group<br><br>Senior outreach and traffic safety | CPLC regularly advised of crime trends<br><br>Several different members of the CPLC attended divisional crime management meetings.<br><br>CPLC provides input on community concerns and issues to unit management | \$657.66<br><br>Volunteer appreciation event, Picture frames for unit commander appreciation certificates, Printing - Appreciation certificates for school crossing guards                                |
| TSV CPLC         | Supt. Grant<br><br>Joanne Banfield              | 3  | To solicit community interaction and engage the community in identifying and addressing traffic safety concerns through the development of sustainable, effective solutions | Community Partners Appreciation Night Nov. 21/2006<br><br>(The TSV CPLC actively recruits members from stakeholder organizations who represent specific road user interests- this reduces the need for Town Hall Mtgs.) | Refer to the 2006 Traffic Safety Programs delivered corporately across the Service. These programs are developed with input from the TSV CPLC. Several CPLC member groups are partners in these initiatives. | TSV CPLC regularly updated regarding trends with respect to:<br><br>POA enforcement<br><br>CCC impaired driving stats<br><br>Toronto collision stats<br><br>emerging legislation and relevant case law            | \$1000<br><br>Spent by TSV CPLC in co-hosting the TSV "Community Partners Appreciation Night". At this event community partners in traffic policing issues are recognized for their invaluable assistance |

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|                                   |  |   |  |   |   | Feedback and concerns are related to TSV Unit Mgt through CPLC mtgs.   | through the presentation of plaques and certificates.   |
| Aboriginal Consultative Committee | S/Supt. Grant<br><br>Frances Sanderson | 6 | Recruiting within the Aboriginal Community to the TPS – members attended 2 specific practice/prep days | <ul style="list-style-type: none"> <li>N/A</li> </ul> | <p>Awareness – National Aboriginal Day – continue the building of partnerships of the community and the TPS</p> <p>Urban Youth Riding Project/ Tecumseh Graduation –in partnership with Aboriginal Youth, TPS Mounted Unit, Native Child and Family Services – an event that brought community together<br/>Assisted with the Consultative Evaluation – continue partnerships with the TPS</p> <p>Training – Employment Unit and ACC developing cross training of</p> | <p>ACC members brought concerns to the meeting and met with some divisions to work together and decrease crime/safety concerns in specific areas</p> | <p>\$930.30</p> <p>Community Events (Refreshments)</p> <p>Christmas Tree lunch for kids</p> <p>Honorarium to elders/ drummers</p> <p>2 Floral arrangements – Late Jim Sneep &amp; member's mother</p> |

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|   |   |  |   |   | <p>members for employment and ACC ambassadors within the community</p> <p>Hosts of the National Aboriginal Day celebration and the Christmas tree decorating by native children – Both events at 40 College Street to increase cultural awareness and breakdown barriers</p> |   |   |
| Black Community Police Consultative Committee (BCPCC) | <p>S/Supt. Peter Sloly</p> <p>John O'Dell</p> | <p>10 full committee meetings (once per month except July &amp; August)</p> <p>Numerous sub-committee meetings</p> | <p>Community Outreach</p> <p>Assist TPS in Recruitment/Hiring drive</p> <p>Youth Engagement</p> <p>Committee Membership, Capacity Building &amp; Training</p> | <p>November 8<sup>th</sup>, 2006 Youth Engagement session in Rexdale/23 Division</p> <p>June 7<sup>th</sup>, 2006 Youth Engagement Session in Scarborough/42 Division</p> | <p>May 27, 2006 Civilian Police College Training for members</p> <p>May 6<sup>th</sup>, 2006 Job Fair in Collaboration with TPS Employment Unit</p> <p>March 26<sup>th</sup>, 2006 Law enforcement job fair with other agencies</p>  | <p>Regularly advised of TAVIS, major crimes and crime trends by field officers.</p> <p>Presentation by the Urban Organized Crime Unit</p> | <p>\$1000.00:</p> <p>Youth Engagement events, Committee Meetings, Black history books</p> |
| French Consultative                                   | Director Kristine Kijewski                    | 6  | Host a town hall meeting  | On June 25 <sup>th</sup> , 2006, the FCC  | Participated with the Black  | Building new relationships  | \$798.47  |

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| Committee                        | Paul Morin                                      |   | Another goal was to increase the membership of the committee and include youth representation                          | held a Town Hall meeting at the Paroisse Scare Coeur and hosted the Congolese Catholic Parish to speak about the FCC and Police Services in the City of Toronto. | History Month Reading Initiative                                   | between the police and the community by attending community events such as the Black History Month Reading Initiative proved to be beneficial as it   | -meeting expenses, town hall donation, plaque, printing materials     |
| LGBT Consultative Committee      | Supt. McGuire<br><br>Co-Chair Howard Shulman    | 4 | Partner with police and community  | n/a  | Review of committee membership                                     | n/a   | \$396.34<br><br>\$146.34 – food meetings<br><br>\$250.00 - parade fee |
| Chief's Youth Advisory Committee | Chief William Blair<br><br>S/Sgt. Dave Saunders | 6 | Partner with police and community best practices<br><br>Youth representative on CPLCs and Police Service Board meeting | CPLC in 51 Div<br><br>Community Police Consultative Conference   | Youth Policing Initiative<br><br>Project PEACE Showcase –City Hall | Youth Advisory Committee (YAC) attended November CPLC Conference and presented workshop on local youth engagement<br><br>YAC advised Chief and 51 Div. Unit Commander on youth crime and victimization issues | \$2,873.98<br><br>TTC, website, Community events and meetings         |
| Chief's Advisory                 | Chief William Blair                             | 2 | Community dialogues with   | planned  |  | Youth Advisory Committee  | \$241.50  |

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| Council                                     | S/Sgt. Stu Eley<br><br>S/Sgt. Dave Saunders |   | ethno-cultural leaders<br>Ethno-cultural representatives on CPLCs and Townhall meetings<br><br>Police stories in ethnic media  |   |  | (YAC) attended November CPLC Conference and presented workshop on local youth engagement   | Meetings   |
| South and West Asian Consultative Committee | S/Supt. Mike Federico<br><br>Zul Kassamali  | 7 | The members focused on addressing the following issues relevant to the South and West Asian communities.<br><br>Youth Issues<br><br>Domestic Violence<br><br>Senior Issues (includes elder abuse and frauds against seniors) | June 4 <sup>th</sup> , Islamic Foundation of Toronto News Conference with Chief Blair regarding arrests of Muslims plotting terrorist acts (approx. 1000 people)<br><br>Domestic violence Initiative (Staff Supt. Federico-50 people) | South and West Asian Youth Basketball Tournament<br><br>Marine Unit Barbeque<br><br>Islamic Foundation Dinner for Chief and Senior Officers<br><br>Hate Crime training session<br><br>Domestic Violence Initiative<br><br>Eid and Diwali Dinner<br><br>Eid Dinner at Haroon Khans Residence<br><br>Sri Durka Hindu | Members regularly brought forth issues concerning the Community.<br><br>Initiatives have encouraged the reporting of hate crimes and incidents of domestic violence.<br><br>Youth initiatives promoted good life skills and encouragement to seek policing as a career choice. | 983.77<br><br>Food & refreshments for meetings, community events, office supplies and give away prizes |



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|                                |   |   |   |  | <p>Temple Celebration</p> <p>News Conference with L. Governor at Queens Park</p> <p>Imdadul Islamic Centre-Eid Dinner</p> <p>Contribution of members towards the development of the Consultative Process Manual</p> <p>Translation by Tamil member of the TPS "Guide to Police Services" DVD</p> |   |   |
| Chinese Consultative Committee | <p>S/Supt. Tony Corrie</p> <p>Mr. Ben Lau</p> | <p>Total = 9</p> <p>7 Committee Meetings and attended Community Agency meetings twice</p> | <p>To provide an effective communication channel between the Chinese Community and the Toronto Police Service (TPS)</p> <p>To advise TPS on matters relating to the safety and quality of life in</p> | <p>2006.11.15 - East China Town</p> <p>Discussed new comers to the community, domestic violence, and the Highway Traffic Act</p> | <p>Co-hosted charity events at Chinese Community Cops for Cancer Fundraising</p> <p>Participated in the Victim Services Fundraising Dinner</p> <p>Partnered with</p>   | <p>CCC members regularly advised of crime trends</p> <p>CCC members provided with input on community concerns and issues to Police Service Management</p> | <p>\$950.23</p> <p>Office Supplies, name tags for committee members and refreshments for Town Hall Meeting and Committee meetings</p> |

|                               |  |   |  |  |  |                                      |                                   |
|-------------------------------|--|---|--|--|--|--------------------------------------|-----------------------------------|
|                               |  |   | <p>the Toronto Chinese community</p> <p>be proactively involved in community relations, crime prevention and community improvement</p> <p>New immigrant issues</p> |  | <p>the City of Toronto in its community outreach initiative, i.e. Scarborough Library information booths</p> <p>Partnered with SEAS Centre i.e. information booth in East China Town.</p> <p>Partnered with the Chinese media, i.e. Web TV published a “Guide to Police Services in Toronto” in Chinese</p> <p>Partnered with East Chinatown on an outreach to Seniors and conducted a Crime Prevention Presentation</p> |                                      |                                   |
| Muslim Consultative Committee | <ul style="list-style-type: none"> <li>• S/Supt. Glenn DeCaire</li> <li>• Abdul Hai Patel</li> </ul> | 7 | Enhance trust between the police and the   | June 4 <sup>th</sup> , Islamic Foundation of | South and West Asian Youth Basketball  | Members regularly bring forth issues | <p>\$992.73</p> <p>Food &amp;</p> |

|  |   |  |   |   |   |  |  |
|--|---|--|---|---|---|--|--|
|  | <ul style="list-style-type: none"> <li>• (Co-chairs)</li> </ul> |  | <p>Muslim community</p> <p>To open dialogue with the police and the community</p> <p>Encourage the recruitment of officers from the Muslim community</p> <p>Address and find solutions to problems within the Muslim community. I.e., Hate Crimes, Parking problems at places of worship</p> <p>Eliminate negative perception and stereotypes of Muslims</p> <p>Provide sensitivity</p> | <p>Toronto News Conference with Chief Blair regarding arrests of Muslims plotting terrorist acts (approx. 1000 people)</p> <p>June 7<sup>th</sup>, Town Halls with Staff Supt. DeCaire at International Muslim Organization, (approx. 1000 people)</p> <p>Taric Mosque, (approx. 200 people)<br/>Khalid Bin Al-Walid Mosque (approx. 50 people)</p> | <p>Tournament</p> <p>Youth Barbeque at International Muslim Organization</p> <p>Walk for homeless</p> <p>Marine Unit Barbeque</p> <p>Islamic Foundation Dinner for Chief and Senior Officers</p> <p>Hate Crime training session</p> <p>Domestic Violence Initiative</p> <p>Eid and Diwali Dinner</p> <p>Muslim Youth Conference</p> <p>Eid Dinner at Imdadul Islamic Centre</p> <p>Development of the Muslim Consultative Committee</p> | <p>concerning the Community.</p> <p>Initiatives have encouraged the reporting of hate crimes and incidents of domestic violence.</p> <p>Youth initiatives promoted good life skills and encouragement to seek policing as a career choice.</p> | <p>Refreshments for meetings, Canadian Association of Chiefs Conference, Office Supplies, Community events</p> |
|--|---|--|---|---|---|--|--|

|  |  |  |   |  |          |  |  |
|--|--|--|---|--|----------|--|--|
|  |  |  | training and<br>information to<br>Police and<br>Civilian Staff<br>of the religious<br>and cultural<br>practices of<br>Muslims in<br>Toronto |  | Pamphlet |  |  |
|--|--|--|---|--|----------|--|--|

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P163. REQUEST FOR FUNDS: 11TH ANNUAL CHIEF OF POLICE GALA  
DINNER SUPPORTING THE CRIME STOPPERS PROGRAMS**

The Board was in receipt of the following report April 05, 2007 from Alok Mukherjee, Chair:

Subject: REQUEST FOR FUNDS: 11th ANNUAL CHIEF OF POLICE GALA DINNER

Recommendations:

It is recommended that

- (1) the Board approve an expenditure from the Special Fund, in an amount not to exceed \$3,000.00, to purchase tickets for one table for the 11<sup>th</sup> Annual Chief of Police Gala Dinner; and
- (2) tickets be provided to interested Board members and that the remaining tickets be provided to the Chief of Police for distribution, as deemed appropriate

Financial Implications:

If the Board approves recommendation number one, the Board's Special Fund will be reduced by the amount of \$3,000.00.

Background:

In recognition of the Toronto Police Service's longstanding participation in Crime Stoppers programs, the Board has been invited to consider sponsorship of the 11<sup>th</sup> Annual Chief of Police Gala Dinner. This year's event will be held on May 15, 2007 at the Arcadian Court, 401 Bay Street.

The 11<sup>th</sup> Annual Chief of Police Gala Dinner is an excellent way to honour the Toronto Police Service and to further promote this important initiative as well to assist in the fight and prevention against crime.

It is recommended that the board continue to support the Toronto Crime Stoppers Program with the approval of 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 APRIL 26, 2007**

**#P164. REQUEST FOR FUNDS: 2007 SPECIAL OLYMPICS ONTARIO  
PROVINCIAL FLOOR HOCKEY CHAMPIONSHIP**

The Board was in receipt of the following report April 04, 2007 from Alok Mukherjee, Chair:

Subject: REQUEST FOR FUNDS – 2007 SPECIAL OLYMPICS ONTARIO  
PROVINCIAL FLOOR HOCKEY CHAMPIONSHIPS

Recommendations:

It is recommended that: the Board approve an expenditure from the Special Fund, in an amount not to exceed \$2,500.00 to sponsor the 2007 Special Olympics Ontario Provincial Floor Hockey Championships.

Financial Implications:

If the Board approves the recommendation, the Board's Special Fund will be reduced by the amount of \$2,500.00.

Background/Purpose:

The 2007 Provincial Floor Hockey Championships, which are held every four years, will be a "high profile" Special Olympics event held at Humber College in Toronto, May 17 – 20, 2007 inclusive. This event is hosted by Special Olympics Ontario in partnership with the Toronto Police Service and the Toronto Maple Leafs.

The mission of Special Olympics is to provide year-round sports training and athletic competition in a variety of Olympic-type sports for children and adults with intellectual disabilities, giving them continuing opportunities to develop physical fitness, demonstrate courage, experience joy and participate in a sharing of gifts, skills and friendship with their families, other Special Olympics athletes and the communities.

I have appended a prospectus for the 2007 Ontario Special Olympics Provincial Floor Hockey detailing the different levels of sponsorship opportunities.

I recommend that the Board approve expenditure, from the Special Fund, in an amount not to exceed \$2,500.00 to sponsor the 2007 Special Olympics Provincial Floor Hockey Championship.

**The Board approved the foregoing.**



**Special Olympics**  
**Ontario**

18 Wynford Drive, Suite 300  
Toronto, Ontario  
M3C 3S2  
416.447.8326  
Toll-Free: 1.888.333.5515  
Fax: 416.447.6336  
www.osoinc.com

2006-10-31

Dear Friends of Special Olympics:

The purpose of this letter is to introduce you to Special Olympics Ontario and to offer a sponsorship opportunity to a "high profile" provincial event being hosted in association with the Toronto Police Service and the Toronto Maple Leafs.

The Special Olympics Ontario Provincial Floor Hockey Championships, held every four years, will take place at Humber College in Toronto May 17th - 20th, 2007. This prestigious event will involve 24 floor hockey teams, with 360 athletes, and 72 coaches, supported by over 400 volunteers, hundreds of parents, caregivers and supporters.

The overall mission of the event is to broaden the exposure of the Special Olympics movement throughout Ontario and Canada.

There are many reasons to support the Special Olympics from a corporate and personal perspective. Special Olympics is a dynamic and world-wide charitable organization dedicated, through the involvement in sports, to promoting a more active and enhanced quality of life for individuals who have an intellectual disability.

In a wide-ranging North American survey, 73.9 % of respondents viewed the Special Olympics as the most credible charity providing an outstanding medium to build an association through philanthropic giving or sponsorship.

The Toronto Police Service has been a strong supporter of the Special Olympics for more than 20 years. In 1987, the Toronto Police Service hosted the International Association of Chiefs of Police Conference and launched the Law Enforcement Torch Run for Canada. Since its inception, the Torch Run Program in Ontario has raised over 20 million dollars and is the charity of choice for the Ontario Association of Chiefs of Police.

The Toronto Maple Leafs, the premier sports franchise in the province, also has a long standing relationship with Special Olympics. The Maple Leafs consistent support has enabled the organization to grow and make a significant impact in communities across Ontario. Since the Inaugural Games in 1968, the Toronto Maple Leafs and numerous NHL players have given generously to this remarkable world-wide movement.

We are pleased to enclose a prospectus for the 2007 Ontario Special Olympics Provincial Floor Hockey Championships with detailed sponsorship opportunities.

Thank you for your kind consideration.

Sincerely,

Chief William Blair  
Honorary Host  
Toronto Police Service

Chad Kilger  
Honorary Coach  
Toronto Maple Leafs

*To provide sports training & competition for people with an intellectual disability*

Special Olympics Ontario is an accredited member of Special Olympics Inc. created by the Joseph P. Kennedy Jr. Foundation  
Charitable Registration No 11906 8435 RR0001



The Passion Returns





## Be Part Of An Emotionally Charged Event!

The 2007 Provincial Floor Hockey Championship, which is held every four years, will be a "high profile" Special Olympics event held at Humber College in Toronto, May 17-20 inclusive. This event is hosted in partnership with the Toronto Police Service and supported by the Toronto Maple Leafs. It will be a celebration of sport, competition and community engagement.



Chief William Blair, Honorary Host

### About Special Olympics



Dhad Kiger, Honorary Coach

The mission of Special Olympics is to provide year-round sports training and athletic competition in a variety of Olympic-type sports for children and adults with intellectual disabilities\*, giving them continuing opportunities to develop physical fitness, demonstrate courage, experience joy and participate in a sharing of gifts, skills and friendship with their families, other Special Olympics athletes and the community.

Special Olympics Ontario (SOO) operates like no other sport body. We take provincial responsibility for the accountability and

solvency of all our programs; creating an equitable playing field that is not a philosophy, but rather standard practice.

Being part of the Special Olympics movement means:

- Witnessing the results of your work in an immediate and measurable way.
- Having the opportunity to create distinction within Special Olympics and the Marketplace by supporting a provincial level sporting event.



**Special Olympics**  
Ontario

- 3% of all children born have an intellectual disability; 300 million individuals world-wide
- Approximately 700,000 Canadians have an intellectual disability; almost half live in Ontario
- It is the most prevalent of all childhood diseases

## The 2007 Provincial Floor Hockey Championships

### Event Background

The overall mission of the Special Olympics Provincial Floor Hockey Championships is to create an event that broadens the exposure of the Special Olympics movement, not only in the immediate area, but also throughout Ontario and Canada. The event will involve 24 teams (360 athletes), 72 coaches, 400 volunteers and hundreds of parents, caregivers and supporters.

- Humber College will host the athlete's village and associated events.
- Three separate rinks will be constructed in the Humber Gymnasium, providing a "big league" feel to the sporting competition.
- A Gala/Opening Ceremonies will be staged Thursday, May 17th in which the extraordinary support of the entertainment community is typically on parade, performing for a full house and throughout the province courtesy of Rogers Television.
- The trend in sport image is to transfer away from "hero" to team values. In Special Olympics and through these Games, it is our intention to broaden the awareness and understanding that "the team" includes everyone and that inclusive communities are the ultimate lineup.



## How YOU can be a part of this historic event



### 1. PLATINUM LEVEL - \$15,000 +

- Naming rights and logo associated with one of three competition pads
- Prominent signage at all event venues
- Company Logo on rink boards
- 8 invitations to VIP reception
- 8 invitations to the opening ceremonies
- Logo rolls on in-house monitors during opening ceremonies
- Recognition on Rogers TV broadcast of opening ceremonies
- Full page advertisement in Souvenir Games Program (10,000 copies)
- Prominent logo recognition in Toronto Sun thank you advertisement
- Photo Shoot opportunities with dignitaries and athletes
- Charitable Tax Receipts for business purposes
- Thank you plaque to commemorate the event

### 2. GOLD LEVEL - \$10,000 to \$14,999

- Prominent signage at all event venues with Corporate Logo
- Company Logo on rink boards
- 6 invitations to VIP reception
- 6 invitations to the opening ceremonies
- Logo rolls on in-house monitors during opening ceremonies
- Recognition on Rogers TV broadcast of opening ceremonies
- Half page advertisement in Souvenir Games Program (10,000 copies)
- Prominent logo recognition in Toronto Sun thank you advertisement
- Charitable Tax Receipts for business purposes
- Thank you plaque to commemorate the event

### 3. SILVER LEVEL - \$7,500 to \$9,999

- Prominent signage at all event venues with Corporate Logo
- Company Logo on rink boards
- 4 invitations to VIP reception
- 4 invitations to the opening ceremonies
- Logo rolls on in-house monitors during opening ceremonies
- Recognition on Rogers TV broadcast of opening ceremonies
- Quarter page advertisement in Souvenir Games Program (10,000 copies)
- Prominent logo recognition in Toronto Sun thank you advertisement
- Charitable Tax Receipts for business purposes
- Thank you plaque to commemorate the event

### 4. BRONZE LEVEL - \$5,000 to \$7,499

- Memento item for each athlete
- ¼ page advertisement in souvenir Games Program 10,000 copies
- Company Logo on rink boards
- Logo included in Toronto Sun thank you advertisement
- Recognition and signage at the sponsored event
- Logo rolls on in-house monitors during opening ceremonies
- Two tickets opening ceremonies
- Business receipt for tax purposes
- Thank you plaque to commemorate the event

### 5. COPPER LEVEL - \$2,500 to \$4,999

- Signage at all event venues with Corporate Logo
- 2 invitations to the opening ceremonies
- Corporate logo included in Souvenir Games Program (10,000 copies)
- Corporate logo displayed in Toronto Sun thank you advertisement
- Charitable Tax Receipts for business purposes
- Thank you plaque to commemorate the event

### 6. BRASS LEVEL - \$100 to \$2,499

- Acknowledgement in Souvenir Games Program (10,000 copies)
- Acknowledgement in Toronto Sun thank you advertisement
- Charitable Tax Receipts for business purposes

#### Direct all Sponsorship and Donation inquiries to:

**Cheryl Gollob**  
Toronto Police Service  
Cheryl.Gollob@torontopolice.on.ca  
416-808-7076  
Fax: 416-808-7092

#### For any additional information please contact::

**Todd Hillhouse**  
Toronto Police Service  
40 College St.  
Toronto, ON M5G 2J3  
Todd.Hillhouse@torontopolice.on.ca  
416-808-7047  
Fax: 416-808-7092  
www.osoinc.com

Please make cheques payable to Special Olympics Ontario

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P165. REQUEST FOR FUNDS: TORONTO POLICE SERVICE 2007 UNITED  
WAY CAMPAIGN**

The Board was in receipt of the following report March 09, 2007 from William Blair, Chief of Police:

Subject: 2007 UNITED WAY CAMPAIGN

Recommendation:

It is recommended that the Board approve an expenditure from the Board's Special Fund in an amount not to exceed \$4,000.00 to support the Toronto Police Service's 2007 United Way Campaign.

Financial Implications:

If the Board approves this recommendation, the Board's Special Fund will be reduced by the amount of \$4,000.00.

Background/Purpose:

The Toronto Police Service's 2005 United Way campaign was an outstanding success raising over \$565,000.00. The special incentives offered to participants enabled the Service to achieve another great success.

The United Way Committee is requesting \$4,000.00 to cover operating and incentive costs for the 2007 campaign and that the outstanding balance from 2006 (\$3,560.92) be retained to cover the preparations for the annual spring bike race. A committee chart that shows the budget amount and the actual amount spent on various campaign activities from 2005 to 2006 is attached.

Continued financial assistance from the Police Services Board will allow the Service to continue to build on its successes to encourage participation not only from Service members but also from the general public.

The high profile of the Service in Toronto's United Way campaign benefits both the citizens of Toronto and the police officers who utilize the services provided by the United Way in their daily duties.

Staff Superintendent Tony Corrie has agreed to remain as Chairman of the 2007 campaign and will be in attendance to answer any questions the Board members may have.

**The Board approved the foregoing.**

2005-2006 UNITED WAY CAMPAIGN  
2005 BUDGET/ACTUAL EXPENSES - PLCC8ZZ 2999 (Revenue Account)

| <b>(Internal Order #10000091) PLCC8ZZ 9030 (Revenue Account)</b>  |                      |                      |                      |
|---|----------------------|----------------------|----------------------|
| Police Services Board Special Fund Request for \$8,000<br>(February 10, 2005 Board Meeting - BM#P47/05) | <b><u>BUDGET</u></b> | <b><u>BUDGET</u></b> | <b><u>ACTUAL</u></b> |
|   | <b><u>AMT</u></b>    |                      |                      |
| <b>2005 OPENING BALANCE (2004 Balance Adj.)</b>   | <b>\$ 265.97</b>     |                      |                      |
| <b>SPECIAL FUND APPROVAL (\$8,000)</b>  | <b>\$ 8,000.00</b>   |                      |                      |
| <b>TOTAL 2005 BUDGET</b>  | <b>\$ 8,265.97</b>   |                      |                      |
| <b>ADDITIONAL EXPENSES FROM 2004</b>  | <b>\$ 331.00</b>     |                      | \$ 331.00            |
| Meetings - United Way Committee / Canvassers' Briefing  |                      | \$ 100.00            | \$ 109.25            |
| Campaign Kick Off (pizza, pop, and banner)  |                      | \$ 300.00            | \$ 20.47             |
| Leadership Campaign (breakfast reception)   |                      | \$ 200.00            | \$ 160.60            |
| Pensioners' Campaign (promotion)  |                      | \$ -                 |                      |
| Cheque Presentation / canvasser Appreciation  |                      | \$ 800.00            | \$ 482.37            |
| Celebration Dinner (2 tables) - January 2006  |                      | \$ 1,300.00          | \$ 780.00            |
| Special Events ( T-shirts for canvassers to promote events)   |                      | \$ 700.00            |                      |
| Stationary Bike Race -April 13, 2005 (incl. pizza cost)   |                      | \$ 900.00            | \$ 2,292.24          |
| Miscellaneous (costco, cell phones, pagers, etc)  |                      | \$ 303.97            | \$ 532.64            |
| Marketing (Increase Donations / Participation)  |                      | \$ 3,000.00          | \$ 2,734.40          |
| Credit from Rogers for error on cell phones in 2004   |                      |                      | -\$ 681.50           |
| <b>TOTAL BUDGET / ACTUAL SPENT</b>  | <b>\$ 7,934.97</b>   |                      | <b>\$ 6,761.47</b>   |
| <b>BALANCE IN ACCOUNT</b>   |                      |                      | <b>\$ 1,173.50</b>   |

2006 UNITED BUDGET/ACTUAL EXPENSES - PLCC8ZZ 2999 (Revenue Account)

| <b>(Internal Order #10000091) PLCC8ZZ 9030 (Revenue Account)</b>                         |                      |                      |                      |
|--|----------------------|----------------------|----------------------|
| Police Services Board Special Fund Request for \$8,000                                   | <b><u>BUDGET</u></b> | <b><u>BUDGET</u></b> | <b><u>ACTUAL</u></b> |
|  |                      | <b><u>AMT</u></b>    |                      |
| <b>2006 OPENING BALANCE (2005 Balance Adj.)</b>  | <b>\$ 1,173.50</b>   |                      |                      |
| <b>SPECIAL FUND APPROVAL (\$8,000)</b>   | <b>\$ 8,000.00</b>   |                      |                      |
| <b>2005 cell phone credit (susan aitken)</b>   | <b>\$ 180.00</b>     |                      |                      |
| <b>TOTAL 2006 BUDGET</b>   | <b>\$ 9,353.50</b>   |                      |                      |
| <b>Invoice paid twice Agincourt trophy reimbursement invoice # 2695310<br/>4/05/05</b>   | <b>\$ 578.45</b>     |                      |                      |
| <b>ADDITIONAL EXPENSES FROM 2005 (BREAKFAST W/AREA CO-<br/>ORDINATORS)</b>               |                      |                      | \$ 59.88             |
| Meetings - United Way Committee / Canvassers' Briefing                                   |                      | \$ 100.00            | \$ 215.46            |
| Campaign Kick Off (pizza, pop, and banner)   |                      | \$ 300.00            | \$ 470.66            |
| Leadership Campaign (breakfast reception)  |                      | \$ 200.00            | \$ 42.40             |
| Pensioners' Campaign (promotion)   |                      | \$ -                 |                      |
| Cheque Presentation / Canvasser Appreciation   |                      | \$ 800.00            | \$ 705.68            |
| Celebration Dinner (2 tables) - January 18, 2007   |                      | \$ 300.00            | \$ 1,080.00          |
| Special Events (to promote events)   |                      | \$ 700.00            | \$ 200.00            |
| Stationary Bike Race -April 5, 2006 (incl. pizza cost)                                   |                      | \$ 900.00            | \$ 556.57            |
| Miscellaneous (cell phones, pagers, parking u/w insignas etc) (446.26-106.65 GST REBATE) |                      | \$ 303.97            | \$ 635.18            |
| Marketing (Increase Donations / Participation {G&G - Quality Travel})                    |                      | \$ 3,000.00          | \$ 2,405.20          |
| <b>TOTAL BUDGET / ACTUAL SPENT</b>   | <b>\$ 9,931.95</b>   |                      | <b>\$ 6,371.03</b>   |
| <b>BALANCE IN ACCOUNT</b>  |                      |                      | <b>\$ 3,560.92</b>   |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P166.           REQUEST FOR FUNDS: 2007 UNITY GALA**

The Board was in receipt of the following report March 26, 2007 from Alok Mukherjee, Chair:

Subject:           REQUEST FOR FUNDS – 2007 UNITY GALA

Recommendations:

It is recommended that:

- (1)     the Board approve an expenditure from the Special Fund, in an amount not to exceed \$3,500.00 to sponsor the 2007 Unity Gala;
- (2)     tickets be provided to interested Board members and that the remaining tickets be provided to the Chief of Police for distribution, as deemed appropriate

Financial Implications:

If the Board approves recommendation number one, the Board's Special Fund will be reduced by the amount of \$3,500.00.

Background/Purpose:

I am in receipt of correspondence dated March 22, 2007 from Mr. Hassan Jama, Youth Advocate (copy attached).

In partnership with the Toronto Youth Cabinet, BLOCKHeadz ( Building Links on Community Korners) will be hosting the Unity Gala on June 14' 2007. This event will celebrate the achievements and contributions of Toronto's youth leaders.

The Gala dinner will be held at the Docks Entertainment Complex and will host approximately 500 guests, including elected officials from all three levels of government, corporate executives, civic leaders, arts and sports celebrities.

I recommend that the Board approve expenditure, from the Special Fund, in an amount not to exceed \$3,500.00 to sponsor the 2007 Unity Gala. 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, as deemed appropriate.

**The Board approved the foregoing.**



# unity

Thursday, March 22, 2007

Toronto Police Services Board  
Dr. Alok Mukherjee, Chair  
40 College Street  
Toronto, Ontario M5G 2J3  
Canada

Dear Dr. Alok Mukherjee,

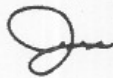
On behalf of the Toronto Youth Cabinet and BLOCKHeadz (Building Links on Community Korners), I am pleased to introduce you to the Unity Gala. The Unity Gala aims to bring together youth leaders and advocates from all across the City of Toronto. The gala will be held June 14th, 2007 at the Docks Entertainment Complex. I am writing to provide you with the opportunity to become our contributing sponsor with a commitment of \$3,500.00.

The gala will celebrate and recognize the many achievements of young people, and highlight their boundless talents. The evening will also provide a forum for youth leaders to network and share best practices.

To become a reality, the Unity Gala relies on external financial support from businesses and service groups. Your contributions will go toward organizing and running the event as well as creating a citywide on-line resource for young people.

Thank you for your commitment to Toronto's youth. For any inquiries, please do not hesitate to contact me at 416.856.3292 / hassanjama@rogers.com

Sincerely,



Hassan Jama  
Youth Advocate

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P167.        AWARDS GRANTED BY THE TORONTO POLICE SERVICES BOARD:  
JANUARY TO DECEMBER 2006**

The Board was in receipt of the following report March 09, 2007 from Alok Mukherjee, Chair:

Subject:        AWARDS GRANTED BY THE TORONTO POLICE SERVICES BOARD:  
JANUARY TO DECEMBER 2006

Recommendation:

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

Financial Implications:

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

Background/Purpose:

The following Toronto Police Services Board awards were presented to members of the Toronto Police Service during the period from January to December 2006:

MERIT MARK:

|      |                         |             |
|------|-------------------------|-------------|
| PC   | DE COSTE, Lisa (7888)   | 54 Division |
| PC   | DOUGLAS, Stephen (8002) | 54 Division |
| Sgt. | FEBBO, Oliver (5861)    | 23 Division |
| PC   | FONG, Michael (8654)    | 14 Division |
| PC   | MATTE, Paul (8086)      | 31 Division |
| PC   | UPPAL, Vishal (5403)    | 14 Division |

COMMENDATION:

|           |                              |                       |
|-----------|------------------------------|-----------------------|
| PC        | ARULANANDAM, Gerrard (5414)  | Drug Squad            |
| PC        | BAJWA, Rajwant Singh (99284) | Intelligence Services |
| Lifeguard | BAKER, Shane (89047)         | Marine Unit           |
| PC        | BEARD, Benjamin (7427)       | 12 Division           |
| PC        | BLOOM, Gavin (7104)          | Marine Unit           |
| PC        | BRADLEY, Stephen (8236)      | 51 Division           |
| PC        | BRAUND, James (8592)         | 11 Division           |
| PC        | CASTELLUCCI, Anthony (7118)  | 23 Division           |



|           |                               |                              |
|-----------|-------------------------------|------------------------------|
| PC        | CLARK, Hazel (5110)           | 52 Division                  |
| Civ.      | CUNNINGHAM, Robert (86223)    | Radio & Electronics Services |
| Det.      | DEE, Larry (6957)             | 23 Division                  |
| PC        | DOUVIS, Antonios (9002)       | 13 Division                  |
| PC        | DZIEMIANKO, Staislaw (4675)   | 52 Division                  |
| PC        | ECKLUND, Andrew (5343)        | Sex Crimes Unit              |
| PC        | FAGU, Avinaash (5416)         | 23 Division                  |
| Det.      | GALLANT, Stacy (2515)         | Homicide Squad               |
| PC        | GIBSON, Gary (7192)           | Marine Unit                  |
| PC        | GODDARD, Glenn (7450)         | 23 Division                  |
| PC        | GOMEZ, Ricardo (8222)         | 12 Division                  |
| PC        | HARRIS, Craig (926)           | 42 Division                  |
| PC        | HENDERSON, Geoffrey (5981)    | 52 Division                  |
| PC        | JOHNSTON, Carla (99912)       | 23 Division                  |
| Sgt.      | JONES, Leanne (1828)          | 13 Division                  |
| Lifeguard | KARAKOLIS, Thomas (88261)     | Marine Unit                  |
| PC        | KELLAR, Brian (8715)          | Divisional Policing Command  |
| PC        | KISH, Jason (8055)            | 23 Division                  |
| PC        | KOZMIK, James (4174)          | 43 Division                  |
| PC        | LANDRY, Darryl (8061)         | 23 Division                  |
| PC        | LIPKUS, Andrew (65471)        | Divisional Policing Command  |
| PEO       | LYNN, Kathryn (65631)         | Parking Enforcement          |
| PC        | MANCUSO, Anita (3518)         | Hold Up Squad                |
| PC        | MEEHAN, Katharine (89280)     | 32 Division                  |
| Lifeguard | MINASSIAN, Natasha (88457)    | Marine Unit                  |
| PC        | MOUTER, John (4887)           | Marine Unit                  |
| Det.      | NICOL, Brett (99444)          | PRS-Investigative Unit       |
| PEO       | PAESANO, Antonio (86125)      | Parking Enforcement          |
| Det.      | PAYNE, Theodore (7149)        | Intelligence Services        |
| PC        | POLLOCK, Tige (7911)          | 12 Division                  |
| PC        | PROSAVICH, Paula (7922)       | 13 Division                  |
| PC        | QUIBELL, Richard (6578)       | 41 Division                  |
| PC        | QURESHI, Ajwaid (99877)       | 23 Division                  |
| PC        | RANDLE, Mark (2372)           | 55 Division                  |
| PC        | ROURKE, Emerald (7797)        | 51 Division                  |
| PC        | SAITO, Thomas (4253)          | Marine Unit                  |
| PEO       | STAM, Paul (99325)            | Parking Enforcement          |
| PC        | STRACHAN, James (99515)       | 14 Division                  |
| Civ.      | TALSMA, Carol (87317)         | Communication Services       |
| PC        | TOWNLEY, Philip (5411)        | 11 Division                  |
| PC        | URE, James (863)              | 23 Division                  |
| Lifeguard | VAN DER WEES, Gregory (88263) | Marine Unit                  |
| PC        | VLACH, Eric (4440)            | Marine Unit                  |
| PC        | WEIPPERT, Joern (1073)        | 51 Division                  |
| Sgt.      | ZIMMERMAN, Lawrence (3641)    | 12 Division                  |

TEAMWORK COMMENDATION:

|      |                              |                                  |
|------|------------------------------|----------------------------------|
| PC   | ABDEL-MALIK, Maher (7670)    | 42 Division                      |
| PC   | ADAMS, Bradley (4085)        | 41 Division                      |
| PC   | ADAMS, Clayton (5174)        | Intelligence Services            |
| PC   | ALBRECHT, Irvin (5043)       | Forensic Identification Services |
| PC   | ALEXANDER, Wayne (8726)      | 51 Division                      |
| PC   | ALTILIA, John (1182)         | Intelligence Services            |
| Civ. | ALVARADO, Gemma (89262)      | Fleet Administration             |
| PC   | AMLIN, Scott (8301)          | 13 Division                      |
| PC   | ANDRADE, Rearden (7493) (x2) | Drug Squad                       |
| Det. | ANGLE, Brian (3089)          | Hold Up Squad                    |
| Det. | ANSARI, Ali (21)             | Sex Crimes Unit                  |
| PC   | ANTONELLI, Gianpiero (1139)  | 31 Division                      |
| PC   | ARCAND, Shawn (8169)         | 13 Division                      |
| PC   | ARMSTRONG, Robert (7547)     | Forensic Identification Services |
| PC   | ARODA, Sanjee (5159)         | 31 Division                      |
| PC   | ARTINIAN, Peglar (99979)     | 13 Division                      |
| PC   | ARULANANDAM, Gerrard (5414)  | Drug Squad                       |
| PC   | ATTENBOROUGH, Jeffrey (134)  | Marine Unit                      |
| Det. | BARATTO, Michelle (5641)     | Homicide Squad                   |
| Det. | BATES, Wayne (4870)          | 12 Division                      |
| PC   | BAUS, Joseph (7987)          | 13 Division                      |
| PC   | BAZMI, Salman (3394)         | Special Investigation Services   |
| Sgt. | BEADMAN, Brian (1231)        | 23 Division                      |
| PC   | BEAUPRE, Jeremy (8240)       | 55 Division                      |
| PC   | BELANGER, Donald (5072)      | Drug Squad                       |
| Sgt. | BEVAN, William (3733)        | 52 Division                      |
| PC   | BIANCHI, Daniela (5159)      | 31 Division                      |
| PC   | BIRRELL, John (157)          | Drug Squad                       |
| PC   | BLACKADAR, Janelle (5016)    | Drug Squad                       |
| PC   | BLOOR, Kyla (87712)          | 32 Division                      |
| Civ. | BOND, Kimberley (89112)      | Intelligence Services            |
| Sgt. | BOND, Marlin (6160)          | 33 Division                      |
| Det. | BOOTH, Edward (6912)         | 55 Division                      |
| PC   | BOURGEOIS, Bernard (6924)    | 51 Division                      |
| PC   | BOYKO, Jeremy (7935)         | 12 Division                      |
| Sgt. | BRANTON, Shane (6620)        | 14 Division                      |
| Det. | BRAUND, Michael (2710)       | Homicide Squad                   |
| PC   | BRIGGS, Christopher (8858)   | 32 Division                      |
| PC   | BRONSEMA, Tanya (5205)       | 55 Division                      |
| PC   | BRUCE, Pamela (1186)         | Sex Crimes Unit                  |
| PC   | BRUNELLE, Glen (8219)        | 12 Division                      |
| PC   | BUCHANAN, Gregory (87055)    | 14 Division                      |
| PC   | BULMER, Warren (1406)        | Sex Crimes Unit                  |

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|--------|------------------------------|----------------------------------|
| PC     | BURKE, Christopher (3015)    | 42 Division                      |
| Sgt.   | BURKE, Susan (2209)          | 31 Division                      |
| Sgt.   | BURKHOLDER, Herbert (4509)   | 53 Division                      |
| PC     | BUTT, Stephen (8588)         | 14 Division                      |
| PC     | CACCAVALE, Erasmo (1519)     | Drug Squad                       |
| PC     | CALMEIRA, Sandra (5401)      | 14 Division                      |
| PC     | CAREFOOT, Todd (798)         | Forensic Identification Services |
| S/Sgt. | CASHMAN, Gerald (2562)       | 31 Division                      |
| PC     | CAWTHORNE, Jason (8917)      | 14 Division                      |
| Sgt.   | CHAMBERS, Courtney (3842)    | 31 Division                      |
| PC     | CHAN, Chun Kwong (296)       | Intelligence Services            |
| PC     | CHANT, James (7646)          | 42 Division                      |
| PC     | CHAPMAN, Karen (5108)        | 51 Division                      |
| Sgt.   | CHELLEW, Stephen (3592)      | 51 Division                      |
| Det.   | CHRISTIE, Peter (6563) (x2)  | Sex Crimes Unit                  |
| PC     | CHUNG, Ryan (87706)          | 52 Division                      |
| PC     | CHURKOO, Doodnath (99547)    | 12 Division                      |
| Sgt.   | CLARK, Corinne (5771)        | Divisional Policing Command      |
| PC     | CLARK, Jamie (7483)          | Drug Squad                       |
| PC     | CLARKE, Jeffery (8133)       | 31 Division                      |
| PC     | COLLINS, Allan (9023)        | 12 Division                      |
| PC     | COLLYER, Adam (8157)         | Divisional Policing Command      |
| S/Sgt. | COMEAU, Alan (6373)          | 55 Division                      |
| Civ.   | COOPER, Kimberley (86907)    | 53 Division                      |
| Sgt.   | COOPER, Robert (5703)        | Court Services                   |
| D/Sgt. | COSENTINO, Salvatore (4495)  | PRS-Investigative Unit           |
| S/Sgt. | COTTRELL, John (6628)        | 12 Division                      |
| PEO    | COWAN, David (65520)         | Parking Enforcement East         |
| PC     | CRAWFORD, Susan (7261)       | 51 Division                      |
| Sgt.   | CRICHTON, Norman (2613)      | Traffic Services                 |
| PC     | CRISP, Mathew (99540)        | 14 Division                      |
| PC     | CURTIS, Teresa (8168)        | 31 Division                      |
| Sgt.   | DAKIN, Brian (613)           | 51 Division                      |
| PC     | D'ANGELO, Giuseppe (464)     | Special Investigation Services   |
| Det.   | DALZIEL, David (7356)        | Special Investigation Services   |
| PC     | DAMASO, Rodney (7629)        | 12 Division                      |
| Sgt.   | DAVIS, Stacey (7746)         | 14 Division                      |
| PC     | DAWSON, Vicki (3766)         | PRS-Investigative Unit           |
| PC     | DEFOE, Michael (5777)        | Intelligence Services            |
| PC     | DELI, Ronald (3909)          | Marine Unit                      |
| PC     | DELOTTINVILLE, Steven (5340) | 55 Division                      |
| D/Sgt. | DEMKIW, Myron (1594)         | 53 Division                      |
| PC     | DENTON, Mark (3229)          | 54 Division                      |
| PC     | DHUKAI, Esmail (5304)        | 54 Division                      |
| Det.   | DI PASSA, Domenico (5715)    | 31 Division                      |

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|--------|----------------------------|-----------------------------------|
| PC     | DICKIE, Craig (5361)       | Emergency Task Force              |
| PC     | DIZON, Eduardo (5238)      | Sex Crimes Unit                   |
| PC     | DRAPACK, Ryan (7982)       | 32 Division                       |
| PC     | DUARTE, Margaret (5973)    | 14 Division                       |
| PC     | DUFFUS, Richard (1233)     | Drug Squad                        |
| PC     | DUGAN, Eric (2969)         | 53 Division                       |
| PC     | DURY, Benjamin (5071)      | Drug Squad                        |
| PC     | DUTKOSKI, John (7185)      | 14 Division                       |
| PC     | DZELAJLIJA, George (7900)  | 12 Division                       |
| PC     | ELKINGTON, Alan (6039)     | 31 Division                       |
| PC     | ELO, Douglas (8865)        | 54 Division                       |
| PC     | ENG, Si (3847)             | 52 Division                       |
| PC     | ERKILA, Markus (8500)      | 13 Division                       |
| PC     | FALLIS, Robert (7249)      | Intelligence Services             |
| Det.   | FERGUSON, Scott (1082)     | Firearms & Fugitive Investigation |
| PC     | FERREIRA, Mark (5844)      | 52 Division                       |
| Sgt.   | FERRIS, Stephen (7262)     | 31 Division                       |
| PC     | FILIPPIN, Gianni (7230)    | 51 Division                       |
| PC     | FINLEY, Jillian (8350)     | 55 Division                       |
| Sgt.   | FLIS, Albert (6775)        | 53 Division                       |
| PC     | FOLEY, Renee (5078)        | Drug Squad                        |
| PC     | FONSECA, Michael (5390)    | Emergency Task Force              |
| PC     | FOSTER, Anthony (8150)     | 54 Division                       |
| PC     | FREMLIN, Jeffrey (5430)    | Special Investigation Services    |
| PC     | GAGLIARDI, Vito (5245)     | 12 Division                       |
| PC     | GARBUTT, Todd (1867)       | Mounted Unit                      |
| PC     | GARROW, Patrick (5022)     | 13 Division                       |
| Det.   | GERRY, Donald (2477)       | 14 Division                       |
| Insp.  | GETTY, Gregory (4295)      | Divisional Policing Command       |
| PC     | GIBSON, Andrew (88555)     | 14 Division                       |
| D/Sgt. | GILLESPIE, Paul (1638)     | Sex Crimes Unit                   |
| Sgt.   | GLAVIN, Phillip (4396)     | Marine Unit                       |
| PC     | GOGUEN, John (645)         | 51 Division                       |
| PC     | GOODENOUGH, David (5334)   | 52 Division                       |
| Det.   | GOTELL, James (2833)       | Special Investigation Services    |
| PC     | GREGORIS, Derek (99655)    | 12 Division                       |
| Det.   | GROSS, Kimberly (1092)     | Hold Up Squad                     |
| PC     | GUERAN, Wayne (1950)       | 12 Division                       |
| PC     | HABUDA, Jerry (3283)       | 31 Division                       |
| PC     | HAGGETT, Lori (1507)       | Sex Crimes Unit                   |
| Det.   | HALL, Janet (117)          | Sex Crimes Unit                   |
| Sgt.   | HALMAN, Darren (6369)      | 12 Division                       |
| PC     | HARDY, Russell (6150)      | 41 Division                       |
| Sgt.   | HARRIS, David (7016)       | 12 Division                       |
| S/Sgt. | HOBSON, Christopher (4859) | 12 Division                       |

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|--------|-----------------------------|------------------------------------|
| Sgt.   | HUTCHISON, Gary (2486)      | Public Safety & Emergency Planning |
| Det.   | IRISH, David (1376)         | Drug Squad                         |
| PC     | JANDER, Michael (314)       | Marine Unit                        |
| PC     | JANSZ, Gawain (5330)        | Special Investigation Services     |
| PC     | JOHNS, Mark (8602)          | 12 Division                        |
| PC     | JOHNSTON, Jeffrey (30)      | Forensic Identification Services   |
| Sgt.   | JONES, Leanne (1828)        | 13 Division                        |
| Sgt.   | JOSIFOVIC, Mladen (2715)    | 52 Division                        |
| PC     | KAHNT, Angela (5980) (x2)   | 51 Division                        |
| PC     | KEHLER, Jason (5272)        | 55 Division                        |
| PC     | KENNEDY, Candice (7669)     | 31 Division                        |
| PC     | KERR, Terry (530)           | Drug Squad                         |
| PC     | KIM, Charles (7509)         | 22 Division                        |
| Det.   | KIS, Andrew (4799)          | 31 Division                        |
| PC     | KISH, Jason (8055)          | 23 Division                        |
| Det.   | KONDO, Jason (4337)         | Special Investigation Services     |
| PC     | KOZAK, David (8553)         | 14 Division                        |
| PC     | KRAWCZYK, Paul (7451)       | Sex Crimes Unit                    |
| S/Sgt. | LAMOND, Ian (1100)          | 31 Division                        |
| PC     | LANGFORD, Christain (8932)  | 54 Division                        |
| PC     | LANGILLE, Lyn (7064)        | Forensic Identification Services   |
| PC     | LAUSH, Christopher (7336)   | 23 Division                        |
| PC     | LEAHY, Kevin (99418)        | Special Investigation Services     |
| PC     | LEAL, Jason (8232)          | 13 Division                        |
| PC     | LEE, Kenny (5117)           | Special Investigation Services     |
| PC     | LEERMAKERS, William (7651)  | 14 Division                        |
| PC     | LEWIS, Michael (5285)       | 55 Division                        |
| PC     | LI, Christine (8851)        | 14 Division                        |
| PC     | LICOP, Robert (2691)        | 23 Division                        |
| PC     | LIOUMANIS, Metodios (5363)  | 31 Division                        |
| PC     | LIPKUS, Andrew (65471)      | Divisional Policing Command        |
| Det.   | LONG, Christine (6350)      | Sex Crimes Unit                    |
| PC     | LORRIMAN, Steven (5118)     | 51 Division                        |
| PC     | LOUCKS, Wilson (5728)       | Special Investigation Services     |
| PC     | LUDLOW, Elizabeth (8118)    | 55 Division                        |
| PC     | MAC, Ovid (7690)            | Traffic Services                   |
| PC     | MacDONALD, Ian (87755)      | 42 Division                        |
| PC     | MacFARLANE, Richard (8673)  | 52 Division                        |
| Civ.   | MacFARLANE, Rosa (89605)    | Intelligence Services              |
| PC     | MacPHERSON, Michael (7683)  | 31 Division                        |
| PC     | MAILER, Steven (99628) (x2) | Drug Squad                         |
| PC     | MANCUSO, Francesco (7761)   | ROPE Squad                         |
| PC     | MANHERZ, Joel (7962)        | 31 Division                        |
| PC     | MANN, Mandeep (5375)        | Drug Squad                         |
| Det.   | MARCH, John (3164)          | 51 Division                        |

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|--------|--------------------------------|----------------------------------|
| Sgt.   | MARSHALL, Brian (1850)         | 23 Division                      |
| PC     | MARTIN, Caroline (4877)        | Special Investigation Services   |
| PC     | MASLAK, Jonathan (8600)        | 31 Division                      |
| PC     | MATTE, Paul (8086) (x2)        | 31 Division                      |
| PC     | MATTHEWS, Stephen (8345)       | 31 Division                      |
| Det.   | MATTLESS, Wayne (4846)         | Intelligence Services            |
| PC     | McCALL, Andrew (1278)          | Drug Squad                       |
| PC     | McCULLOCH, Michael (6340)      | Sex Crimes Unit                  |
| PC     | McCULLOUGH, Christopher (7632) | 14 Division                      |
| PC     | McDERMOTT, Euan (8736)         | 51 Division                      |
| PC     | McDONALD, Robert (8931)        | 54 Division                      |
| PC     | McGARRY, Megan (8540)          | 13 Division                      |
| PC     | McGARRY, William (3339)        | Sex Crimes Unit                  |
| PC     | McINTOSH, Daniel (4982)        | Intelligence Services            |
| PC     | McINTYRE, Jason (8701)         | 55 Division                      |
| PC     | McKENZIE, Shawn (5135)         | 14 Division                      |
| PC     | McLEAN, Nancy (903)            | 14 Division                      |
| PC     | McLEISH, William (5222)        | 22 Division                      |
| PC     | McNEVIN, Jennifer (8978)       | 12 Division                      |
| Det.   | McPHEE, Donald (6013)          | Intelligence Services            |
| Sgt.   | MEANEY, Shawn (6436)           | Forensic Identification Services |
| PC     | MEDEIROS, Andy (7766)          | 13 Division                      |
| PC     | MENARD, John (99812)           | Sex Crimes Unit                  |
| PC     | MILLS, Scott (8501)            | 14 Division                      |
| PC     | MINAMI, Mark (6721)            | 54 Division                      |
| PC     | MINASVAND, George (5329)       | 33 Division                      |
| D/Sgt. | MONAGHAN, Patrick (2956)       | Hold Up Squad                    |
| PC     | MONTGOMERY, Elizabeth (4573)   | Sex Crimes Unit                  |
| PC     | MOSQUITE, Ruel (3663)          | Special Investigation Services   |
| PC     | MUELLER, Stefan (1065)         | Sex Crimes Unit                  |
| PC     | MULLEN, Michael (7592)         | Hold Up Squad                    |
| Sgt.   | MUNGAL, Matthew (4201)         | 53 Division                      |
| PC     | MUSSO DUARTE, Susana (89667)   | 31 Division                      |
| Civ.   | NGUYEN, Phuong (86242)         | RMS-Operations                   |
| PC     | NICOLLE, Chad (692)            | Drug Squad                       |
| PC     | NORTON, David (99564)          | 12 Division                      |
| PC     | NURI, Abdullah (8625)          | 55 Division                      |
| PC     | O'DRISCOLL, Dennis (1351)      | Intelligence Services            |
| S/Sgt. | O'GRADY, Sandy (4344)          | Training & Education             |
| PC     | OLSEN, Shaun (6454)            | Drug Squad                       |
| PC     | PANGOS, Edward (8889)          | 13 Division                      |
| PC     | PAPATHEODOROU, George (65551)  | 54 Division                      |
| PC     | PARK, Chris (8300)             | 52 Division                      |
| PC     | PATCHING, Andrea (5732)        | Forensic Identification Services |
| PC     | PATEL, Manhar (4305)           | 23 Division                      |

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|--------|--------------------------------|--------------------------------|
| PC     | PERTABSINGH, Charlene (99815)  | Drug Squad                     |
| PC     | PETKOVIC, Boris (8538)         | 54 Division                    |
| Det.   | PHELPS, John (3664)            | 23 Division                    |
| PC     | PHILLIPS, Robert (7407)        | Hold Up Squad                  |
| PC     | PLUNKETT, Patrick (7831)       | 31 Division                    |
| PC     | POCZAK, Lisa (1821)            | 41 Division                    |
| PC     | POLICELLI, Tanya (809)         | Marine Unit                    |
| PC     | PRIEST, Douglas (6853)         | Sex Crimes Unit                |
| PC     | PURCHAS, Christopher (7446)    | Sex Crimes Unit                |
| PC     | PURCHES, Scott (5183)          | Sex Crimes Unit                |
| D/Sgt. | QUAN, Douglas (587)            | Special Investigation Services |
| PC     | RABBITO, Corrado (7460)        | Drug Squad                     |
| Det.   | RADFORD, Barry (4442)          | 51 Division                    |
| PC     | RAMBHARACK, Neil (8123)        | 32 Division                    |
| PC     | REDFERN, David (5961)          | 43 Division                    |
| PC     | REIMER, Eric (7474)            | Emergency Task Force           |
| PC     | REUBEN, Nicole (99739)         | Sex Crimes Unit                |
| PC     | RHONE, Richard (8873)          | 14 Division                    |
| Det.   | RICHARDSON, Maxwell (6829)     | Drug Squad                     |
| PC     | ROBERTS, David (4385)          | Marine Unit                    |
| PC     | ROLLAND, Shane (8836)          | 14 Division                    |
| PC     | ROONEY, Nigel (5341)           | 13 Division                    |
| PC     | ROSS, Jeffrey (7681)           | Drug Squad                     |
| PC     | ROZARIO, Conrad (5360)         | 51 Division                    |
| PC     | SAITO, Thomas (4253)           | Marine Unit                    |
| PC     | SALERMO PANEQUE, Javier (9167) | 14 Division                    |
| Det.   | SANSOM, Douglas (4660)         | Sex Crimes Unit                |
| PC     | SCHERBEY, Ronnie (7556)        | 14 Division                    |
| PC     | SCHIPPKE, Daniel (9092)        | 14 Division                    |
| PC     | SCHOFIELD, Glenn (6865)        | 54 Division                    |
| PC     | SCHUMACHER, Jonathan (5124)    | Intelligence Services          |
| PC     | SCHUURMAN, George (348)        | Sex Crimes Unit                |
| Sgt.   | SCRIVEN, Patrick (6799)        | Public Safety Unit             |
| PC     | SEELEY, Sheldon (1310)         | Special Investigation Services |
| Det.   | SHANK, Richards (6045)         | Special Investigation Services |
| PC     | SHANNON, Donald (3141)         | PRS-Investigative Unit         |
| PC     | SHETTY, Vijay (5206)           | 42 Division                    |
| PC     | SHREERAM, Amar (7672)          | Community Mobilization         |
| Civ.   | SKOK, Bonnie (88386)           | Special Investigation Services |
| PC     | SLAVEN, William (1570)         | Intelligence Services          |
| Det.   | SMITH, Brian (6723)            | Sex Crimes Unit                |
| D/Sgt. | SMITH, Randolph (6678)         | Special Investigation Services |
| Det.   | SORGO, Roy (4690)              | 14 Division                    |
| PC     | SPADE, Brian (8609)            | 55 Division                    |
| PC     | SPENCER, Wayne (3388)          | 23 Division                    |

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|--------|-----------------------------|--------------------------------|
| PC     | SPYROPOULOS, Iliada (7918)  | Drug Squad                     |
| PC     | STEPHENS, Michael (6302)    | Marine Unit                    |
| PC     | STEVENS, John (3796)        | Emergency Task Force           |
| PC     | STOREY, Todd (7457)         | 22 Division                    |
| PC     | STUART, Matthew (8089)      | 51 Division                    |
| PC     | SUKUMARAN, Rajeev (7089)    | Special Investigation Services |
| PC     | SUMAISAR, Tom (99447)       | 43 Division                    |
| PC     | SUTHERLAND, Brian (8839)    | 14 Division                    |
| PC     | SWART, Roger (5315)         | 12 Division                    |
| PC     | SZKOTAK, Mariusz (5493)     | 14 Division                    |
| PC     | TAIT, Scott (7075)          | 14 Division                    |
| PC     | TANABE, Shingo (8252)       | 14 Division                    |
| PC     | TANASIC, Aleksandar (90118) | 31 Division                    |
| PC     | TAYLOR, David (8486)        | 51 Division                    |
| PC     | TEIXEIRA, Andrew (65464)    | Drug Squad                     |
| PC     | TIGHE, Thomas (5881)        | Homicide Squad                 |
| PC     | TUGHAN, Michael (8682)      | 43 Division                    |
| Sgt.   | VAN SCHUBERT, Kevin (1379)  | 54 Division                    |
| S/Sgt. | VERBEEK, Joanne (52)        | 51 Division                    |
| PC     | VERCHOLUK, Allan (8376)     | 22 Division                    |
| PC     | VLACH, Eric (4440)          | Marine Unit                    |
| PC     | VORMITTAG, Jason (6637)     | 14 Division                    |
| Sgt.   | VRUNA, Maria (7164)         | 42 Division                    |
| PC     | WALLS, Christopher (7575)   | 51 Division                    |
| PC     | WARCOP, Shannon (8340)      | 32 Division                    |
| PC     | WARD, Douglas (6040)        | Sex Crimes Unit                |
| Sgt.   | WATERS, Jason (7477)        | 42 Division                    |
| Det.   | WATTS, Steven (4007)        | Drug Squad                     |
| PC     | WEBSTER, David (402)        | Special Investigation Services |
| Sgt.   | WELGAN, John (2909)         | 41 Division                    |
| PC     | WHITE, Kevin (3538)         | 52 Division                    |
| Insp.  | WHITEFIELD, Ronald (3759)   | ROPE Squad                     |
| D/Sgt. | WHITWORTH, Ernest (3316)    | Special Investigation Services |
| PC     | WILLIAMS, Hugh (3846)       | Drug Squad                     |
| PC     | WILLIAMSON, Sheri (7731)    | 31 Division                    |
| Sgt.   | WILSON, Suzanne (7172)      | 52 Division                    |
| PC     | WOO, Richard (8228)         | 12 Division                    |
| Sgt.   | WOOKEY, Brian (4031)        | 32 Division                    |
| Sgt.   | WORDEN, Paul (1542) (x2)    | 31 Division                    |
| PC     | WRIGHT, Arthur (120)        | 54 Division                    |
| PC     | YACULA, Robert (7857)       | 13 Division                    |
| PC     | YOUNG, Paul (7869)          | 13 Division                    |
| Sgt.   | ZAMMIT, Jeffrey (598) (x2)  | 14 Division                    |
| PC     | ZAMPARO, Daniel (8194)      | 14 Division                    |
| PC     | ZIMMER, Lesley (5455)       | 55 Division                    |



#### AUXILIARY COMMENDATION:

|        |                      |             |
|--------|----------------------|-------------|
| S/Sgt. | LYN, Leonard (50266) | Marine Unit |
|--------|----------------------|-------------|

Members who were unable to attend the ceremonies were presented with their awards at the unit level.

In summary, there were a total of 6 Merit Marks, 53 Commendations, 320 Teamwork Commendations and 1 Auxiliary Commendation presented during 2006.

The following Community Member Awards were presented to members of the community during the period from January to December 2006:

| NAME              | SUBMITTED BY:    |
|-------------------|------------------|
| ABREU, Monika     | 55 Division      |
| AHMAD, Mahmood    | 32 Division      |
| ALLPRESS, Albert  | Homicide Squad   |
| ALVARO, Mejia     | 13 Division      |
| ANDERSON, John    | Traffic Services |
| ANDERSON, Michael | 32 Division      |
| BARBER, Wendy     | Marine Unit      |
| BARBER, William   | Marine Unit      |
| BARCENAS, Isnardo | 55 Division      |
| BAYGAN, Milad     | 31 Division      |
| BIBBY, Bruce      | 55 Division      |
| BOYLE, Mitch      | Traffic Services |
| BRESLOW, Simcha   | 32 Division      |
| BRISKIN, Daniel   | 32 Division      |
| BULGER, Dave      | 14 Division      |
| CALITRI, Gerardo  | 12 Division      |
| CANALES, Diego    | 51 Division      |
| CATIC, Tony       | Homicide Squad   |
| CAVON, Alan       | Homicide Squad   |
| COKE, Nicola      | 32 Division      |
| COLUCCIO, Anthony | 55 Division      |
| DEMAERSON, Taras  | 14 Division      |
| DEONARINE, Anandi | Traffic Services |
| DUCUSIN, Anthony  | 32 Division      |
| EDWARD, Mathew    | Homicide Squad   |
| FLANAGAN, Martin  | Homicide Squad   |
| FONG, Chen-Song   | 55 Division      |
| GNATEK, Mirek     | 32 Division      |
| GORDON, Albert    | 31 Division      |
| HALL, Bruce       | 54 Division      |

|                         |                      |
|-------------------------|----------------------|
| HARRIS, Kester          | 41 Division          |
| HEYLAND, Robert Kelly   | 14 Division          |
| HOLTZBERG, Troy         | Marine Unit          |
| HUNG, Patrick Lan Yeung | 14 Division          |
| KALKA, Dave             | Homicide Squad       |
| KEITH, Dorothy          | Mounted Unit         |
| KOHLER, Joanne          | 12 Division          |
| LACKIE, Jeff            | Traffic Services     |
| LAM, Dean               | 42 Division          |
| LAWRENCE, Jay           | Homicide Squad       |
| LOVE, Michelle          | Homicide Squad       |
| MacDONALD, Chad         | 55 Division          |
| MacINTOSH, Steve        | Marine Unit          |
| MARCON, Diana           | Homicide Squad       |
| McCABE, Shawn           | 42 Division          |
| McCOMB, Sue             | Homicide Squad       |
| McMASTER, Paul          | 55 Division          |
| McNAMEE, Kevin          | 53 Division          |
| MEYERS, John            | Marine Unit          |
| MILLS, Robert           | 41 Division          |
| MING-SUN, Lorrie        | 32 Division          |
| MORRIS, Alan            | 14 Division          |
| NILSEN, Jan             | 51 Division          |
| NOKES, Guy              | 55 Division          |
| O'REILLY, Timothy       | Homicide Squad       |
| PALMISANO, Angelina     | 13 Division          |
| PEDIAS, Chris           | Homicide Squad       |
| PERIVOLARIS, Bill       | Homicide Squad       |
| PERSAUD, Paul           | 31 Division          |
| PINHO, Ada              | 42 Division          |
| POWERS, David           | Marine Unit          |
| PUAR, Gurinder Singh    | 31 Division          |
| RAY, Chris              | 42 Division          |
| ROBSON, Kimberly        | 43 Division          |
| ROE, Andrew             | Traffic Services     |
| ROSLER, Fred            | Sex Crimes Unit      |
| ROUK, Alexander         | 11 Division          |
| RYBINE, Vadim           | 32 Division          |
| SCHMIDT, Mike           | Homicide Squad       |
| SCHOEFTNEK, Larry       | 23 Division          |
| SIMON, Lorne            | Operational Services |
| SPANOS, Jenny           | 54 Division          |
| SUTTON, Cheryl          | 32 Division          |
| SWALES, Linda           | 32 Division          |
| SWARTZ, John            | 51 Division          |

|                       |                |
|-----------------------|----------------|
| TEDFORD, Ken          | Homicide Squad |
| THEOPHILLIOS, Parusis | 13 Division    |
| THOMAS, Garvin        | 52 Division    |
| THOMLINSON, Geoffrey  | 11 Division    |
| THOMASSIAN, Edmund    | 14 Division    |
| VEINOT, Neil          | 54 Division    |
| VRIESWYK, Will        | 41 Division    |
| WALTERS, Courtney     | Homicide Squad |
| WHITE, Steve          | 55 Division    |
| WILCOX, Glenn         | 13 Division    |
| WILLIAMS, Kenneth     | Homicide Squad |
| WINSTONE, Christian   | Hold Up Squad  |
| ZYLA, Robert          | 41 Division    |

The following Partnership Citation Awards were presented to members of the community during the period from January to December 2006:

| NAME               | SUBMITTED BY:  |
|--------------------|----------------|
| BENTLET, Paul      | Court Services |
| BIALKOWSKI, Robert | Marine Unit    |
| CAMACHO, Rose      | Court Services |
| CIDALE, David      | Marine Unit    |
| FRATANGELO, Robert | Marine Unit    |
| HAMPTON, Robert    | Marine Unit    |
| LEUCHNER, Paul     | Marine Unit    |
| MARCELINO, Jason   | Marine Unit    |
| MAZEL, James       | Marine Unit    |
| PAILLE, Marc       | Marine Unit    |
| PIRRIE, Andrew     | Marine Unit    |
| TEEVAN, Eoin       | Marine Unit    |
| WILSON, Kevin      | Court Services |

In summary, there were a total of 88 Community Member Awards and 13 Partnership Citations presented during 2006.

Members of the community who were unable to attend the ceremonies were advised to contact Professional Standards in regards to their awards.

#### Conclusion:

The purpose of the report is to provide a records of awards granted by the Toronto Police Services Board during the period from January to December 2006.

**The Board received the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P168. 2006 ANNUAL REPORT: CORPORATE AND COMMUNITY  
DONATIONS**

The Board was in receipt of the following report March 23, 2007 from William Blair, Chief of Police:

Subject: 2006 ANNUAL REPORT - CORPORATE & COMMUNITY DONATIONS

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

At its meeting of March 26, 1998, the Board approved a report from the Chief of Police regarding a policy with respect to the acceptance of donations to the Service and requested that regular updates be provided to the Board for its information. (Min. No. 113/98 refers). Acceptance of donations valued at more than one thousand five hundred dollars (\$1,500.00) requires the approval of the Police Services Board. Acceptance of donations valued at one thousand five hundred dollars (\$1,500.00) or less requires the approval of the Chief of Police.

Discussion:

A chronological listing of all request submitted for the period of January 1, 2006 to December 31, 2006, is appended to this report.

A total of six (6) requests were received, all of which were approved.

All donations accepted were in compliance with the criteria as outlined in Service Procedure 18-08, entitled 'Donations' governing corporate and community donations.

Conclusion:

In summary, this report provides the Board with summary of all corporate and community donations in the year of 2006.

Staff Sergeant Stu Eley, Acting Executive Officer, Office of the Chief of Police will be in attendance to respond to any questions, if required.

**Staff Sergeant Stu Eley, Acting Executive Officer, Office of the Chief of Police, was in attendance and responded to questions by the Board.**

**The Board received the foregoing.**

**CENTRAL DIRECTORY**  
**CORPORATE & COMMUNITY DONATIONS: 2006**

| <b>Donor</b>   | <b>Purpose</b>  | <b>Decision &amp; Date</b>   |
|--|---|--|
| McLean Watson Capital                                  | Donation of \$5,000 in support of the Toronto Police Services Annual Sexual Assault Seminar held in October 2005.           | Approved by: Toronto Police Services Board on January 11, 2006 (Min. No. P12 refers).    |
| The Centennial Community Recreation Association (CCRA) | Donation of \$1,500.00 for the fitness equipment for the new 43 division.   | Approved by: William Blair, Chief of Police on March 8, 2006.                            |
| Canadian Centre for Abuse Awareness (CCAA)             | Donation of a Sony EVI D70 Video Camera valued at \$800.00.   | Approved by: William Blair, Chief of Police on June 19, 2006.                            |
| Volkswagen Canada                                      | Donation of a 2000 Volkswagen Beetle in support of traffic safety initiatives for community events and outreach activities. | Approved by: Toronto Police Services Board on July 10, 2006 (Min. No. P205 refers).      |
| David Carsons Farms & Auction Services Ltd.            | Donation of a horse valued at \$5,000.00.   | Approved by: Toronto Police Services Board on September 28, 2006 (Min. No. P286 refers). |
| Bank of Nova Scotia                                    | Donation of three (3) refurbished Toshiba Laptop computers valued at \$899.58.  | Approved by: William Blair, Chief of Police on December 20, 2006.                        |
|  |   |  |

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P169.        APPRECIATION LETTER:    CONTRIBUTION TO THE VICTIM  
SERVICES PROGRAM OF TORONTO**

The Board was in receipt of correspondence dated March 30, 2007 from Brad Jones, Chairperson, Board of Directors, Victim Services Toronto, expressing appreciation for the financial assistance provided by the Board. A copy of the correspondence is appended to this Minute for information.

**The Board received the foregoing.**



victim services toronto

Toronto Police Services Board  
40 College Street  
Toronto, Ontario  
M5G 2J3

March 30, 2007

**Re: Contribution to Victim Services Program of Toronto**

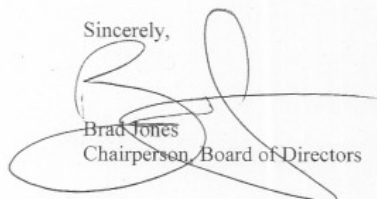
Dear Members of the Toronto Police Services Board,

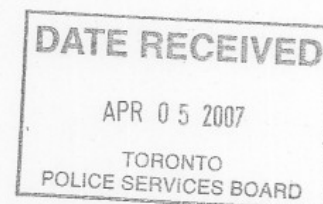
On behalf of the Board of Directors, staff, volunteers and the tens of thousands of victims served each year through our programs, I would like to express our tremendous gratitude for your outstanding demonstration of support for Victim Services Program of Toronto (VSPT). Your incredible contribution of \$100,000 makes such an enormous impact on our agency. Essentially, you have safeguarded the agency against significant service cuts and have further enabled us to enhance victim services for the 2007-2008 fiscal year.

We are overwhelmingly appreciative of your exceptional public show of support and remarkably generous patronage. It is always incredibly moving when someone hears and heeds our call for help, but it becomes extraordinarily meaningful when it comes from people and organizations who directly know our work. You have sent a very significant and influential message and we thank you whole-heartedly for this.

We are delighted that our long-standing partnership with the Toronto Police Service continues to protect, support and assist the people of Toronto. Thank you.

Sincerely,

  
Brad Jones  
Chairperson, Board of Directors



c.c. Chief William Blair



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P170. NEW TRAINING FACILITY – PARTNERSHIP WITH THE  
DEPARTMENT OF NATIONAL DEFENCE**

The Board was in receipt of correspondence dated March 30, 2007 from Gordon O'Connor, Minister of National Defence, with regard to the new training facility. A copy of the correspondence is appended to this Minute for information.

**The Board received the foregoing.**

Minister  
of National Defence



Ministre  
de la Défense nationale

Ottawa, Canada K1A 0K2

MAR 30 2007

Dr. Alok Mukherjee  
Chair  
Toronto Police Services Board  
40 College Street  
Toronto ON M5G 2J3

Dear Dr. Mukherjee:

Thank you for your correspondence of 1 and 14 February 2007 concerning the proposed Department of National Defence (DND) – Toronto Police Services Board partnership in south Etobicoke.

As stated in my letter of 15 January 2007, I regard this project as a positive and important step in re-invigorating the Militia infrastructure in the City of Toronto. Funds have been earmarked in fiscal year 2007/2008 to cover DND's portion of the costs; however, funds cannot be released until the Treasury Board has approved the project. DND officials have received approval to move the proposal forward to the Treasury Board, and the Treasury Board submission should be ready in April 2007.

I remain committed to this project and look forward to concluding the joint venture with the City of Toronto.

Sincerely,

  
The Honourable Gordon J. O'Connor, PC, MP

DATE RECEIVED

APR 04 2007

TORONTO  
POLICE SERVICES BOARD

Canada

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P171.       CORRESPONDENCE**

The Board was in receipt of a summary of the public correspondence received in the Board office between October 10, 2006 and December 27, 2006. A copy of the summary is on file in the Board office.

**The Board received the foregoing.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P172. APPOINTMENT – ACTING VICE CHAIR DURING THE PERIOD  
BETWEEN MAY 03, 2007 AND MAY 21, 2007, INCLUSIVE**

The Board was in receipt of the following report April 16, 2007 from Alok Mukherjee, Chair:

Subject: APPOINTMENT – ACTING VICE CHAIR DURING THE PERIOD BETWEEN  
MAY 03, 2007 and MAY 21, 2007, INCLUSIVE

Recommendation:

It is recommended that the Board appoint one member to act as Acting Vice-Chair during the period between May 03, 2007 and May 21, 2007, inclusive, for the purposes of execution of all documents that would normally be signed by the Vice-Chair on behalf of the Board.

Financial Implications:

There are no financial implications relating to the approval of the recommendation contained in this report.

Background/Purpose:

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 May 03, 2007 and May 21, 2007, 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.

Conclusion:

It is, therefore, recommended that the Board appoint one member who is available during that period of time to perform the duties of Acting Vice-Chair of the Board.

**Mr. Hamlin Grange indicated that he would be willing to perform the duties of Acting Vice-Chair during the abovenoted period of time.**

**The Board received the foregoing report and approved the appointment of Mr. Grange to act as Acting Vice-Chair during the period between May 03, 2007 and May 21, 2007.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P173. REQUEST FOR FUNDS – 15TH ANNUAL SCHOLARSHIP AWARDS  
BALL**

The Board was in receipt of the following report April 16, 2007 from Alok Mukherjee, Chair:

Subject: REQUEST FOR FUNDS – 15<sup>TH</sup> ANNUAL SCHOLARSHIP AWARDS BALL

Recommendations:

It is recommended that: the Board approve the purchase of a table, from the Special Fund, at the Association of Black Law Enforcers' 15<sup>th</sup> Annual Scholarship Awards Ball in an amount not to exceed \$1,200.00.

Financial Implications:

An amount not to exceed \$1,200.00 will be expended from the Board's Special Fund.

Background/Purpose:

The Association of Black Law Enforcers (ABLE) is an organization that acknowledges the contributions and dedication to duty that black people have made in the area of law enforcement in Canada.

On May 12, 2007, the ABLE will host its 15 Annual Scholarship Awards Ball. The event will be held at Renaissance Parque and Convention Centre, 2800 Hwy #7 West Vaughan, Ontario.

This year's theme is "Succession Planning for Black Leadership: The Time is Now" with Mayor Byron Brown, Mayor of the City of Buffalo as keynote speaker.

I recommend that the Board approve expenditure, from the Special Fund, in an amount not to exceed \$1,200.00 for the purchase of a table for the 15<sup>th</sup> Annual Scholarship Awards Ball.

**The Board approved the foregoing.**



**ASSOCIATION OF BLACK LAW  
ENFORCERS**

522 Oakwood Avenue, 2<sup>nd</sup> Floor  
Toronto, Ontario M6E 2X1  
Tel: (416) 652-5055  
Fax: (416) 652-3011  
Website: [www.ablenet.ca](http://www.ablenet.ca)  
Email: [info@ablenet.ca](mailto:info@ablenet.ca)

March 12, 2007

Mr. Alok Mukherjee  
Chair  
Toronto Police Services Board  
40 College Street  
Toronto, ON  
M5G 2J3



Dear Mr. Mukherjee:

The Association of Black Law Enforcers (ABLE) will be hosting its 15<sup>th</sup> Annual Scholarship Awards Ball on Saturday May 12<sup>th</sup>, 2007, at Renaissance Parque and Convention Centre, 2800 Hwy # 7 West, Vaughan, Ontario.

"Succession Planning for Black Leadership: The Time is Now" is this year's theme for the evening and Mayor Byron Brown, Mayor of the City of Buffalo, will deliver the keynote address.

We invite you to join us on Saturday May 12<sup>th</sup>, 2007, as we acknowledge the past, celebrate the present and look forward to the future with great expectations.

Your timely response, by Friday April 6<sup>th</sup>, 2007, would be greatly appreciated.

Yours truly,

W. Chris Bullen  
Vice-President

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P174. TORONTO POLICE SERVICE 2007 OPERATING BUDGET  
SUBMISSION - UPDATE**

The Board was in receipt of the following report April 25, 2007 from William Blair, Chief of Police:

Subject: TORONTO POLICE SERVICE 2007 OPERATING BUDGET SUBMISSION –  
UPDATE

Recommendation:

It is recommended that the Board approve an increase of 101 positions to the Service's civilian establishment, as a result of new and existing programs included in the 2007 budget.

Financial Implications:

The current Board-approved operating budget (\$783.1M plus \$3.5M to provide security for new courts being opened by the Province) is \$1.6M higher than the operating budget (\$784.958M, including security for the new courts) approved by Toronto City Council at its special meeting on April 20 and 23, 2007. In order to meet the Council-approved funding level, \$1.6M in reductions must be identified in 2007.

Background/Purpose:

At its January 2007 meeting (Min. No. P26/07 refers), the Board approved the Service's operating budget in the amount of \$783.1M, plus an additional \$3.5M (in principle) to provide security for new courts to be opened by the Province in 2007. Toronto City Council has subsequently approved the Service's operating budget at \$784.958M. The table below summarizes the Board and Council approvals.

|  |                   |
|--|-------------------|
| <u>Board-approved budget:</u>            |                   |
| Net operating budget                     | \$783.052M        |
| Funding for court security               | <u>\$3.530M</u>   |
| Total, Board-approved budget:            | \$786.552M        |
| City Reductions:                         |                   |
| No new initiatives                       | (\$0.624M)        |
| \$1.0M unspecified reduction             | <u>(\$1.000M)</u> |
| <b>Council-Approved Operating Budget</b> | <b>\$784.958M</b> |

Council has also recommended that:

“the Toronto Police Services Board report back to the Budget Committee as part of the 2007 1<sup>st</sup> quarter operating variance report, on a firm schedule for the opening of the new Provincial courtrooms in 2007, and adjustments to the recommended funding for 2007 should the opening of the new courtrooms be delayed;”

“the Toronto Police Services Board report back to the Budget Committee by September 2007, on how the \$1.000 million unspecified expenditure reduction to the Toronto Police Service 2007 Base Budget can be accommodated;” and

“the Toronto Police Services Board adjust their budget process and schedule in 2007, so that it matches the scheduled requirements of the City of Toronto’s budget review process for 2008 and beyond.”

It should be noted that the “\$1.0 million unspecified expenditure reduction” is in addition to the \$0.6M in new initiatives that was not approved by City Council. As a result, the total City Council reduction is \$1.6M.

#### Discussion:

In order to achieve the \$1.6M reductions made by Council, the Service’s budget will be reviewed, with particular focus on the computer maintenance, employee benefits and revenue accounts. Furthermore, all expenditures will be managed with a view to staying within the budget approved by City Council.

Information will be provided to the Board in July 2007 (as part of the operating variance report) on the specific action required to achieve the \$1.6M reduction, as well as any funding adjustments with respect to the additional court security requirements.

#### Increase to Establishment:

At its meeting of January 25, 2007, the Board also considered a report on the staffing strategy for 2007-2009 (Min. No. P15/07 refers). This report recommended that the Board approve:

- “(1) the uniform hiring program to maintain the Service on average at its deployed target of 5,510;
- (2) revisions to the Civilian Establishment to add six civilian positions for existing programs, 21 positions as new initiatives, and 90 court officer positions as new initiatives, for a revised Civilian Establishment of 2,017;
- (3) the civilian hiring program to address attrition and staffing of the establishment.”

The Board approved recommendation No.1 and deferred recommendations Nos. 2 and 3, and requested that they be returned to the Board for consideration following City Council’s approval of the 2007 operating budget.



The recommendation in this report replaces recommendation No. 2 of Min. No. P15/07. The current Board-approved budget includes funding for 101 new positions for new and existing programs summarized below, and increases the civilian establishment to 2,001. Pursuant to recommendation No. 3 of Min. No. P15/07, the civilian hiring program will include these new positions accordingly.

*New Initiatives:*

*Information Technology Services (one position)*

Information Technology Services has critical needs for the development and management of its responsibilities for databases, information architecture, and information security. A senior position is required in this area to support data architecture. Part-year funding for this position is included in the Service's 2007 budget.

*Legal Services (one position)*

Legal Services is a newly established unit, headed by a Director. The responsibilities of this unit require the support of an Executive Assistant. Part-year funding for this position is included in the Service's 2007 budget.

*Court Services – DOJ Disclosure Program (three positions)*

The Department of Justice (DOJ) implemented a new disclosure program to remedy deficiencies in the disclosure process relating to narcotics offences. This program has been successful, and has been approved to continue on a permanent basis in the 2007 budget. The three temporary clerk positions should therefore be made permanent. No additional funding is required for the three permanent positions, as funding was already in the budget for the temporary clerks.

*Court Services Security (ninety positions)*

Under the Police Services Act, the Chief is required to provide court security for provincial court rooms. An additional 90 court officers are required to provide court security for 12 new court rooms that the Province is planning to open in 2007. The Ministry of the Attorney General is opening an entirely new courthouse at 330 University Avenue, and expanding operations at two other sites (393 University Avenue and 2201 Finch Avenue). Part-year funding for ninety additional court officers has been included in the 2007 budget.

*Existing Programs:*

There are six positions associated with current, permanent programs that have been funded as temporary positions for an extended period. Funding has been maintained in the 2007 budget, and it is recommended that these positions be made permanent in the civilian establishment.

*Repeat Offender Provincial Enforcement (ROPE) Unit (two positions)*

Two revenue-funded positions in this unit are currently being filled by temporary personnel. This function, and the revenue to support them, is expected to continue for the foreseeable future.

*Sex Crimes Unit (one position)*

One clerical position, previously supported by a grant from the Provincial Government and now funded as a temporary position, is required to support the investigation of pornography and sex crimes relating to children. This project is now an integral part of the strategy for combating this type of serious crime, and requires this on-going support.

*Property and Evidence Management Unit (two positions)*

Two (temporary) positions support administrative requirements mandated by the Ministry of Community Safety and Correctional Services in 2005 for the handling of seized property, which has generated a high workload of forms for processing.

*Pay Duty Clerk (one position)*

A centralized office was created in 2005 to administer pay duties in an efficient and fair manner. The high volume of work has required the support of a clerical position. This work demand is expected to continue, necessitating the addition of this position to the civilian establishment.

Conclusion:

The 2007 operating budget approved by the Board at its January 2007 meeting was the result of a detailed review process by the Command and the Board's Budget Sub-Committee. The budget achieved the business priorities of the Service and the Board, and met the Service's operating needs.

The Service is aware of and understands the City's budget pressures, and will perform a further review of its cost and revenue accounts to achieve the \$1.6M reduction to the Board-approved budget by City Council.

The results of this review will be reported to the Board in July 2007 as part of the Service's operating variance report.

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

**cont...d**

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

- 1. THAT the Board accept the reduced 2007 operating budget in the net amount of \$784.958M, as approved by Toronto City Council, with the understanding that the Chief will report back to the Board at its September 2007 meeting on how the unspecified reduction of \$1.6M will be addressed;**
- 2. THAT the Board approve an increase of 101 positions to the Service's civilian establishment, as a result of new and existing programs included in the 2007 budget, for a revised civilian establishment of 2001; and**
- 3. THAT the Board forward a copy to the City of Toronto Deputy City Manager and Chief Financial Officer for information.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P175. CHIEF OF POLICE – 2<sup>nd</sup> ANNIVERSARY – APRIL 26, 2007**

At the beginning of the meeting today, Chair Mukherjee noted that on April 26, 2007 Chief Blair had completed two years as Chief of Police. The Board congratulated Chief Blair and wished him a future that is as successful and productive as the two years that he just completed.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
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**#P176. SPECIAL FUND EXPENDITURES**

The Board noted that it considered a number of reports during the meeting today which recommended expenditures from the Special Fund to support community dinners or activities. The Board discussed the policy governing expenditures from the Special Fund and noted that all the requests that are forwarded to the Board for approval have a community partnership component.

Chair Mukherjee advised the Board that he would submit a report that lists the expenditures that were approved in 2006 and to date 2007 having a community capacity building component.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P177. IN-CAMERA MEETING – APRIL 26, 2007**

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:

Dr. Alok Mukherjee, Chair  
Ms. Pam McConnell, Councillor & Vice-Chair  
Ms. Judi Cohen, Member  
Mr. Frank Di Giorgio, Councillor & Member  
Mr. Hamlin Grange, Member  
The Honourable Hugh Locke, Q.C., Member  
Mr. David Miller, Mayor & Member

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON APRIL 26, 2007**

**#P178.       ADJOURNMENT**

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Alok Mukherjee  
Chair