



The following *draft* Minutes of the meeting of the Toronto Police Services Board held on April 17, 2008 are subject to adoption at its next regularly scheduled meeting.

The Minutes of the meeting held on March 27, 2008, previously circulated in draft form, were approved by the Toronto Police Service Board at its meeting held on April 17, 2008.

MINUTES OF THE PUBLIC MEETING of the Toronto Police Services Board held on **APRIL 17, 2008** at 1:30 PM in the Committee Room 2, 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

ABSENT:

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 17, 2008**

#P96. APPRECIATION AND RECOGNITION AWARDS

Youth in Policing Initiative:

The Board extended its appreciation to Ms. Mary-Anne Chambers, former Minister of Youth and Child Development, for her support of the Board's youth summer employment initiative. Chair Alok Mukherjee presented Ms. Chambers with a plaque in recognition of her work with the Board and the Toronto Police Service.

Chief of Police William Blair advised the Board that the Toronto Police Service had recently received the following three awards:

- Canadian Urban Institute's 5th Annual Urban Leadership Award – the award is presented to an organization which is committed to enhancing the quality of life in urban areas across Canada. The Toronto Police Service is being recognized for the development of its Toronto Anti-Violence Intervention Strategy (TAVIS).
- Ontario Psychologically Healthy Workplace Award – this is the first time that this award is being offered by the Ontario Psychological Association. It will be presented to the Toronto Police Service for its commitment to create a psychologically healthy workplace. Chief Blair commended Dr. Carol Vipari, the Service's Corporate Psychologist, for her good work in this area.
- 2008 Canada's Best Diversity Employers Award - the Toronto Police Service has been recognized as one of 25 employers across Canada which has developed outstanding diversity initiatives.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P97. SEMI-ANNUAL REPORT: DOMESTIC VIOLENCE STATISTICS:
JULY TO DECEMBER 2007**

The Board was in receipt of the following report March 04, 2008 from William Blair, Chief of Police:

Subject: DOMESTIC VIOLENCE SEMI-ANNUAL REPORT: JULY 1, 2007 –
DECEMBER 1, 2007

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

There are no financial implications relating to the recommendation 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:

Recommendation #3:

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

The Service has been providing quarterly Domestic Violence Quality Control Reports to the Ministry of Community Safety and Correctional Services (MCSCS) since 2002. MCSCS, in conjunction with the Service, 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.

At its meeting of April 26, 2007, the Board approved a recommendation to revise the reporting schedule for Domestic Violence Quality Control Reports to be provided semi-annually accompanied by a short presentation (Min. No. P145/07 refers). This report will provide the Board with a review of the last 2 quarters of statistical information from the Domestic Violence Quality Control Reports for the period of July to December 2007. Appended to this report are the statistics for July to December 2007.

Discussion:

There have been 10 homicide cases reported involving 11 victims in 2007; compared to 12 cases with 16 victims in 2006. There was an decrease in cases where charges were laid in 2007 totalling 5,839, compared to 6,162 in 2006. The number of charges related to failing to comply with court ordered release conditions decreased in 2007 showing that the Toronto Anti-Violence Intervention Strategy (TAVIS) bail compliance program is a necessary risk management tool. There were 537 compliance charges in 2006 compared to 507 in 2007.

The Service and Seneca College partnered again in 2007 to develop a number of awareness campaigns highlighting the issue of children witnessing domestic violence (DV) and these campaigns have already been adopted by two community partners for implementation in 2008. The Toronto Recreational Outreach Outtripping Program (TROOP) held 2 trips in August exclusively for children who have witnessed domestic violence. This outstanding program brought together at-risk youth, police officers, social workers, community agency workers and Toronto Parks and Recreation Staff for a week of empowerment and leadership training. The success of this program can be measured by the high percentage of children from the DV program entering the leadership camp at the end of the summer.

Recommendation #4:

That the Board requests from the Chief of Police a report of cultural initiatives that have been developed by the Service.

At its meeting of November 15, 2007, the Board approved a request that the Chief of Police include cultural initiatives that have been developed by the Service (Min. No. P145/07).

The Service engaged numerous ethnic communities in awareness and educational presentations in the area of DV in 2007. As an example, the Community Consultative Committees (CCCs) and the Community Police Liaison Committees (CPLCs) participated in the following activities:

- 41 Division CPLC delivered 4 lectures to each of these specific communities: Chinese, Sri Lankan, African and Muslim;
- 53 Division CPLC delivered 2 lectures to Chinese, Pakistani, Sri Lankan, Afghani, African and Indian communities;

- 23 Division CPLC hosted a seminar for members of the Kenyan community; and
- 33 Division delivered 24 presentations to approximately 60 participants from the Language Institution for Canadian Newcomers, the presentation was in partnership with Closing the Gap and the Arab Working Women's Federation.

The Community Mobilization Unit, in partnership with CCCs members, delivered the following DV presentations:

- The Black Consultative Committee held DV presentations for members of the Caribbean, African, Christian, Muslim and North American community members;
- The South and West Asian Consultative Committee held a presentation and workshop to The Tamil Eelam Society;
- The French Consultative Committee arranged for a presentation delivered to their Canadian, African and Gay community members;
- The Asian Pacific Communities arranged for presentations delivered to their Korean and Filipino community members;
- The Muslim Consultative Committee arranged for their community members to receive a one day workshop and presentation; and
- The Chinese Consultative Committee received a presentation from the Community Mobilization Unit in DV support and awareness.

The Service will continue its commitment in delivering DV education and outreach to the ethnic communities and newcomers of Toronto in 2008.

Conclusion:

The Service is committed to 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 advised the Board that she has been seconded to the Ministry of Community Safety and Correctional Services for two years. While Sergeant Kozmik is seconded to the Ministry, Sergeant Deborah Vittie will be fulfilling the duties of Domestic Violence Coordinator. Sergeant Vittie was in attendance and was introduced to the Board.

Sergeant Kozmik delivered a presentation to the Board on the results of the semi-annual domestic violence statistical report.

In response to a question regarding the data contained in the columns identified as “Total” and “YTD”, Sergeant Kozmik advised that “Total” represents the data for the six-month period which the semi-annual report covers (July to December) and “YTD” represents the data for 12 months (January to December). Sergeant Kozmik said she would re-name the headings in the next semi-annual report.

The Board received the foregoing report.

**TORONTO POLICE SERVICE
DOMESTIC VIOLENCE QUALITY CONTROL REPORT
JULY-DECEMBER
2006/2007 COMPARISONS**

	2006				2007				2006		2007	
	Male	YTD	Female	YTD	Male	YTD	Female	YTD	Total	YTD	Total	YTD
1. Domestic Occurrences												
(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	3,194	6,162	2,902	5,839
(b) Number of accused where one party was charged	2,673	5,170	383	742	2,493	4,964	345	705	N/A	N/A	N/A	N/A
(c) Number of accused where both parties were charged	69	128	69	122	34	88	30	82	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	580	1,135	607	1,165
(f) Number of occurrences where no charges alleged	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6,829	13,225	6,732	13,060
2. Reasons Charges Not Laid												
(a) No reasonable grounds	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	576	1,130	606	1,160
(b) Offender deceased	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4	5	1	5
(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	0	0	0
3. Type of Relationship Between Accused & Victim												
(a) Female victim – male accused	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2,658	5,129	2,420	4,855
(b) Male victim – female accused	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	411	800	344	719
(c) Same sex male	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	84	169	62	197
(d) Same sex female	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	41	64	31	68

LEGEND

M – System does not generate these statistics
N/A – Not Applicable

TORONTO POLICE SERVICE
DOMESTIC VIOLENCE QUALITY CONTROL REPORT
JULY-DECEMBER
2006/2007 COMPARISONS

4. Type of Charges Laid	2006				2007				2006		2007	
	Male	YTD	Female	YTD	Male	YTD	Female	YTD	Total	YTD	Total	YTD
Assault												
(a) Common Assault	2,022	3,874	295	577	1,877	3728	264	538	N/A	N/A	N/A	N/A
(b) Assault with Weapon or Cause Bodily Harm	426	860	124	261	438	836	103	232	N/A	N/A	N/A	N/A
(c) Aggravated Assault	22	37	4	9	14	38	3	9	N/A	N/A	N/A	N/A
Sexual Assault												
(a) Sexual Assault	50	108	1	1	47	113	0	1	N/A	N/A	N/A	N/A
(b) Sexual Assault with Weapon or Cause Bodily Harm	8	9	0	0	3	7	0	0	N/A	N/A	N/A	N/A
(c) Aggravated Sexual Assault	0	1	0	0	2	4	0	0	N/A	N/A	N/A	N/A
Breaches												
(a) Breach of Recognizance	144	239	14	17	91	210	8	19	N/A	N/A	N/A	N/A
(b) Breach of Undertaking	37	53	6	7	25	46	5	10	N/A	N/A	N/A	N/A
(c) Breach of Remand (CC-s.516 / CC-s.517)	0	0	0	0	1	1	0	0	N/A	N/A	N/A	N/A
(d) Breach of Peace Bond (CC-s.810)	8	17	2	4	3	9	0	0	N/A	N/A	N/A	N/A
(e) Breach of Probation / Parole	124	192	5	8	93	204	1	8	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>	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A
Other Charges												
(a) Uttering Threats	718	1,383	47	77	669	1,331	41	106	N/A	N/A	N/A	N/A
(b) Criminal Harassment	211	436	26	53	205	436	25	45	N/A	N/A	N/A	N/A

LEGEND

M – System does not generate these statistics
N/A – Not Applicable

TORONTO POLICE SERVICE
DOMESTIC VIOLENCE QUALITY CONTROL REPORT
JULY-DECEMBER
2006/2007 COMPARISONS

	2006				2007				2006		2007	
	Male	YTD	Female	YTD	Male	YTD	Female	YTD	Total	YTD	Total	YTD
Other Charges (cont'd)												
(c) Mischief	147	266	26	45	138	272	24	48	N/A	N/A	N/A	N/A
(d) Attempted Murder	3	9	3	4	3	13	0	2	N/A	N/A	N/A	N/A
(e) Choking	42	69	2	2	37	59	0	1	N/A	N/A	N/A	N/A
(f) Forcible Confinement	89	160	1	1	97	183	1	2	N/A	N/A	N/A	N/A
(g) Firearms	6	12	0	1	5	16	0	1	N/A	N/A	N/A	N/A
(h) Other charges not listed above												
i. Weapons Dangerous C.C.	32	57	15	21	33	64	11	22	N/A	N/A	N/A	N/A
ii. Break & Enter C.C.	32	64	4	6	30	52	3	9	N/A	N/A	N/A	N/A
iii. Theft C.C.	31	66	4	5	46	93	7	13	N/A	N/A	N/A	N/A
iv. Forcible Entry C.C.	22	34	2	6	12	23	0	1	N/A	N/A	N/A	N/A
v. Total Other Charges	102	199	14	23	91	178	11	19	N/A	N/A	N/A	N/A
5. Weapons Used to Commit an Offence												
(a) Firearms	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	23	49	14	33
(b) Other weapon	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	601	1,160	509	1,030

LEGEND

M – System does not generate these statistics
N/A – Not Applicable

TORONTO POLICE SERVICE
DOMESTIC VIOLENCE QUALITY CONTROL REPORT
JULY-DECEMBER
2006/2007 COMPARISONS

	2006				2007				2006		2007	
	Male	YTD	Female	YTD	Male	YTD	Female	YTD	Total	YTD	Total	YTD
6. Previous Charges (Excluding Breaches)												
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
7. Domestic Violence Adult Homicides												
(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	2	12	5	10
(b) Number of domestic violence homicide adult victims	1	2	2	11	0	0	7	10	N/A	N/A	N/A	N/A
(c) Number of accused that had prior domestic violence charges involved in domestic violence homicides.	1	4	0	0	2	3	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	8	2	4
8. Domestic Violence Related Child Homicides												
(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	1	1	2	0	0	1	1	N/A	N/A	N/A	N/A

LEGEND

M – System does not generate these statistics
N/A – Not Applicable

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P98. AWARDING OF POLICE TOWING AND POUND SERVICES
CONTRACTS: 2008-2011**

The Board was in receipt of the following report March 31, 2008 from William Blair, Chief of Police:

Subject: AWARDING OF POLICE TOWING AND POUND SERVICES CONTRACTS

Recommendations:

It is recommended that:

- (1) the Board award the towing and pound services contracts effective June 1, 2008 to May 31, 2011 to the following towing companies:
 - (i) Towing District No. 1 – JP Towing Service and Storage
 - (ii) Towing District No. 2 – Walsh's Auto Service Ltd.
 - (iii) Towing District No. 4 – Williams Towing Service Ltd.
 - (iv) Towing District No. 6 – A Towing Service Ltd.;
- (2) the Board re-issue the towing and pound services quotation request for Towing District No. 5 and Towing District No. 3;
- (3) the Board request the current contract holder in Towing District No. 5 (Diamond Towing Limited) and the current contract holder in Towing District No. 3 (Abrams Towing Service Limited) extend their contracts for four months from June 1, 2008 to September 30, 2008;
- (4) in the event that either Diamond Towing Limited or Abrams Towing Service Limited is unwilling or unable to extend its current contract for the required period, the Board authorize the Chief of Police to request the towing operators in the adjacent towing districts to temporarily expand the boundaries of those districts until such time as a new contract for these districts can be awarded. Any such expansion of adjacent districts would be apportioned based on the respective towing and storage capacity of the adjacent operators.

Financial Implications:

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

Background:

At its meeting of January 22, 2008, the Board approved the issuance of a Request for Quotation (RFQ) for the police towing and pound services contracts (Min. No. P4/08 refers). At the same meeting, the Board also approved a motion requesting “That the Chief of Police provide the Board with a report identifying the dates of information meetings for interested bidders and the timelines for the quotation request process, the evaluation period and the date that the Service anticipates submitting the final report to the Board for approval.” As a result of the information contained within that report, an RFQ was produced and issued on February 11, 2008.

As outlined in the RFQ, a total of six police towing and pound services contracts are to be awarded – one for each district. The new contracts are scheduled to commence on June 1, 2008, and are to be in effect for a period of three years. There is also an option to extend the contracts for a further year at the sole discretion of the Board.

Tow operators were permitted to submit a response with respect to any or all of the towing districts. However, the RFQ specifies that the Board will not award contracts for more than one district to the same towing operator.

Of the sixteen tow operators that were invited to submit bids, seven responded as of 10:00 am on March 12, 2008, the closing date and time for the RFQ.

Discussion:

Tow operators were instructed to submit a bid that did not exceed a total price of \$188.00, being the combination of the towing fee and the fees for one day of storage, excluding any applicable taxes. The following bids were received in response to the RFQ:

District	Bidder	Towing Charge	Storage Charge	Total Bid
1	JP Towing Service & Storage Ltd.	\$140.00	\$48.00	\$188.00

District	Bidder	Towing Charge	Storage Charge	Total Bid
2	Walsh’s Auto Service Ltd. o/a Bill & Son Towing	\$120.00	\$68.00	\$188.00
2	546627 Ontario Ltd. o/a KBW Towing (DISQUALIFIED)	\$115.00	\$50.00	\$165.00
2	FM Towing Inc. and 1505278 Ontario Ltd. (DISQUALIFIED)	\$80.00	\$45.00	\$125.00

District	Bidder	Towing Charge	Storage Charge	Total Bid
3	1512081 Ontario Ltd. o/a Abrams Towing Service Ltd. (DISQUALIFIED)	\$123.00	\$65.00	\$188.00

District	Bidder	Towing Charge	Storage Charge	Total Bid
4	Williams Towing Service Ltd.	\$112.00	\$76.00	\$188.00

District	Bidder	Towing Charge	Storage Charge	Total Bid
5	NO BIDDERS			

District	Bidder	Towing Charge	Storage Charge	Total Bid
6	A Towing Service Ltd.	\$128.00	\$48.00	\$176.00

During the month of March, members of the Service's Purchasing Support Services and the Traffic Services Unit reviewed the quotations submitted by each of the bidders. Members of the Traffic Services Unit conducted a site inspection of the equipment and facilities of the bidders. In addition, members of Toronto City Legal reviewed all the leases for the proposed pounds submitted by the bidders and reviewed the quotations of the bidders who have been disqualified to evaluate the basis for the respective disqualifications. As a result of the review of the seven bids received, four bidders were found to be compliant with the requirements of the RFQ, and contract awards are therefore being recommended for Towing Districts 1, 2, 4 and 6. No bids were received for District 5, and the only bidder for District 3 was deemed to be non-compliant. The basis for this disqualification as well as for the non-compliant bids received in District 2, are discussed below.

Reasons for Disqualification

District 2:

Section 2 of the RFQ, General Conditions and Requirements, states the following;

(d) Bidders must have, and must continue to maintain throughout the term of the contract, a record in good standing with the Municipal Standards and Licensing Division of the City of Toronto.

(w) In addition to information to be completed on the Schedules included in this quotation, the following must also be submitted with the quotation:

(i) Copy of the bidder's City of Toronto, Municipal Licensing and Standards Division, Public Garage Licence with storage endorsement for over 10 cars.

546627 Ontario Ltd. operating as KBW Towing, and FM Towing Inc. and 1505278 Ontario Limited operating in partnership as FM Towing Services submitted bids for Towing District No. 2. Upon inspection of the documents submitted, it was determined that both KBW Towing and FM Towing Inc. were non-compliant with the requirements set out in the above noted section of the RFQ.

KBW Towing provided with its submission copies of a Business Licence Application for a Public Garage made to the Toronto Municipal Licensing and Standards Division for a pound operation at 280 New Toronto Street in District No. 2. It was confirmed that as of 10:00 am on March 12, 2008, the closing date and time for the RFQ, the licence had not been issued.

FM Towing provided with its submission copies of a Business Licence Application for a Public Garage made to the Toronto Municipal Licensing and Standards Division for a pound operation at 35 Judson Street in District No. 2. It was confirmed that as of 10:00 am on March 12, 2008, the closing date and time for the RFQ, the licence had not been issued. FM Towing also provided a copy of an issued licence for a different pound located in District 5 on Cherry Street which is not the intended pound location and as such is irrelevant for the purposes of the RFQ. Therefore in both cases, the bidders failed to comply with the explicit requirements of the RFQ.

District 3:

Section 3 of the RFQ, Pound Requirements, states the following;

Bidders must own or lease, or have an option to own or lease, an existing pound operation. Bidders must produce proof that, as of May 31, 2008 they will have an unrestricted right to occupy and lawfully operate the specified pound at the designated location for the full period of the contract. Such proof may take the form of an executed agreement of purchase and sale, a lease or option to lease, the only condition of which may be awarding of the contract. These agreements must be irrevocable under all other conditions.

1512081 Ontario Limited operating as Abrams Towing Service Limited submitted a bid for Towing District No. 3. Upon inspection of the documents submitted, it was determined that Abrams Towing Service Ltd. was non-compliant with the requirements set out in the above noted section of the RFQ.

Section 12(f) of the lease submitted by Abrams Towing for part of its pound property located at 124 LePage Avenue explicitly provides the landlord with the right to terminate the lease for “any sale or material change in the use of the building in which the premises are located by landlord”. This section appears to provide the landlord with the contractual right to end the lease if the landlord chooses to sell the property or make the identified type of material change. Consequently, Abrams Towing does not have an unrestricted and irrevocable right to occupy the property since the lease can be terminated regardless of whether Abrams Towing is complying with the conditions of the lease.

The Service is obligated to adhere to the terms of the quotation request and such obligation is owed to all bidders who submitted a response to the quotation request, regardless of which district they may have bid on. Non-compliant bids should not be accepted on the basis of general principles of fairness and the promotion of the integrity of the bidding process as a whole.

District 5:

No bids were received for District No. 5.

Re-Issuance of RFQ for Districts 3 and 5

Section 1, of the RFQ the General Information, states the following;

(d) In the event there are no formal compliant quotations for one or more of the Towing Districts, the Board will issue a further quotation request for such District or Districts, either separately or collectively in the Boards discretion. Any such further quotation request will be on such terms and conditions as the Board, in its sole discretion, considers necessary and/or appropriate and which may differ from the terms and conditions contained in this Quotation Request. In addition the Board, in its sole discretion, may choose to restrict the receipt of quotations on such further quotation request, as it considers appropriate.

If the Board issues such further quotation request for any Towing District or Districts, the Board may make arrangements for towing services for the relevant District or Districts in any manner it considers necessary and/or appropriate pending the award and entering into of any contract under such quotation request. Such arrangements may include, but are not limited to, allowing a towing operator to temporarily provide towing and storage services for the District without the issuance of any quotation request or tender.

With the passage of time, it is possible that potential bidders may succeed in obtaining pound property that complies with the requirements of the RFQ. Therefore in accordance with the provisions of the RFQ set out above, the Service is requesting approval to re-issue the RFQ in an attempt to obtain compliant bids.

The contents of this report have been reviewed and approved by Toronto City Legal.

Conclusion:

The procurement process for towing and pound services has evolved over the years in order to ensure it is fair to all bidders, and results in acceptable levels of service to both the community and the Toronto Police Service.

The most recent RFQ for towing and pound services was approved by the Board at its meeting of January 22, 2008 and was issued on February 11, 2008. The evaluation of bids received has resulted in contract awards being recommended for Districts 1, 2, 4, and 6. Since no compliant bids were received for Districts 3 and 5, the Service is recommending that the RFQ be reissued for those districts, and that the contracts of the current operators be extended from June 1, 2008 to September 30, 2008, subject to the respective operators agreeing to the extension.

The Chief of Police will report to the Board on the outcome of this further procurement process, either recommending an award to a compliant bidder for each district or, in the absence of such a bidder, recommending options to deal with towing and pound services for those districts on an ongoing basis.

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

The Board was also in receipt of the following:

- (i) April 08, 2008 from George Rust-D'Eye, WeirFoulds LLP, on behalf of FM Towing Inc. and 1505378 Ontario Inc.
Re: The Disqualification of FM Towing Inc. and 1505378 Ontario Inc.**
- (ii) Copy of Correspondence dated April 04, 2008 from Joseph Gagne, 1512081 Ontario Ltd. O/A Abrams Towing, to Joseph Martino, Purchasing Support Services, Toronto Police Service
Re: The Disqualification of 1512081 Ontario Ltd. O/A Abrams Towing**
- (iii) April 15, 2008 from Robert Cronish, Q.C., on behalf of Walsh's Auto Service Ltd.
Re: Response to WeirFoulds LLP Submission dated April 08, 2008**
- (iv) April 14, 2008 from Albert H. Cohen, City of Toronto – Legal Services Division
Re: Towing and Pound Services Quotation Request (RFQ) – Response to WeirFoulds LLP Submission dated April 08, 2008**
- (v) Copy of Correspondence dated April 02, 2008 from Sylvia Searles Elam, Office of the Mayor, City of Toronto, to Chris Korwin-Kuczynski
Re: FM Towing Inc. and 1505378 Ontario Inc.**
- (vi) April 02, 2008 from (not signed) FM Towing Inc.
Re: Towing and Pound Services Quotation Request (RFQ)**
- (vii) April 14, 2008 from Albert H. Cohen, City of Toronto – Legal Services Division
Re: Additional Issues in Towing and Pound Services Quotation Request (RFQ) – Abrams Towing and Walsh's Auto Service Limited**
- (viii) April 08, 2008 from William Walsh, President, Walsh's Auto Service Ltd.
Re: Towing and Pound Services Quotation Request (RFQ)**

- (ix) **April 16, 2008 from George Rust D'Eye, WeirFoulds LLP, on behalf of FM Towing Inc. and 1505378 Ontario Inc.**
Re: Towing and Pound Services Quotation Request (RFQ)

Copies of (i) to (ix) are on file in the Board office.

Chair Alok Mukherjee advised the Board that he believed that it would not be appropriate to allow deputations by persons with a direct pecuniary interest in the awarding of the police towing and pound services contracts.

Chair Mukherjee noted that the Board's By-Law No. 107 provides the Board with the authority to waive any rules of procedure established by the By-Law, including the provision to receive oral submissions. On that basis, Chair Mukherjee proposed the following Motion:

THAT, given that section 33 of the Toronto Police Services Board By-Law No. 107 provides the Board with the authority to waive any rules of procedure established by the By-Law as it considers appropriate, the Board agree not to receive oral submissions pertaining to the March 31, 2008 report from the Chief of Police regarding the awarding of the police towing and pound services contracts.

The Board discussed the proposed Motion.

Some members noted that they had not been given much time to read the large number of additional documents that were placed on the walk-on agenda regarding the towing and pound services contracts and that oral submissions might be helpful.

Mr. Albert Cohen and Mr. Karl Druckman, City of Toronto – Legal Services Division, were in attendance and responded to questions by the Board. Mr. Tony Veneziano, Chief Administrative Officer, and Sergeant Paul Bainard, Traffic Services, also responded to questions.

The Board voted on the above-noted Motion proposed by the Chair and it failed.

The following persons were in attendance and delivered deputations to the Board:

- **Mr. Robert Cronish & Mr. Steve Steele ***
Walsh's Auto Service Ltd.
- **Mr. George Rust D'Eye**
FM Towing Inc. and 1505378 Ontario Inc.

- **Mr. Joey Gagne**
Abrams Towing Service

* certified plan of survey for 15 Atomic Avenue was also provided; copy on file in the Board office.

In response to an issue raised by a deputant, the Board asked whether or not the Manager of Purchasing Support Services has the authority to disqualify a bidder. Mr. Druckman advised the Board that the Financial Control By-Law No. 147 implies that the Manager, Purchasing Support Services, has the authority to review the quotations submitted by each bidder. Mr. Veneziano advised the Board that the quotations submitted by bidders for the towing and pound services contracts were reviewed by many people, including the Manager, and that the decisions regarding the quotations were made collectively and not solely by the Manager.

The Board approved the following Motions:

1. **THAT the Board approve recommendation nos. 1, 3 and 4 in the foregoing report;**
2. **THAT, with regard to recommendation no. 2 in the foregoing report, the Board approve the recommendation as amended below:**

THAT the Board re-issue the towing and pound services quotation request for Towing District No. 5 and Towing District No. 3 *under the same terms and conditions.*

3. **THAT the Board direct the Chief to conduct regular audits of companies providing towing services to the Toronto Police Service, including continued adherence to all requirements as listed in the RFQ, including information regarding street tows with police presence on the scene;**
4. **THAT the Chief ensure that the Service's website includes updated and detailed information about the companies providing towing services in each of the city's districts, including contact names and telephone numbers for concerns or complaints;**
5. **THAT the Board request the City Manager to consider having City of Toronto – Municipal Licensing and Standards provide the public with information on towing procedures in the event of an accident;**
6. **THAT the Chief provide a report to the Board which clarifies the implied authorization of the Manager, Purchasing Support Services, to review the quotations submitted by each bidder contained in the Financial Control By-Law No. 147;**

- 7. THAT the Chair, in consultation with the Board's legal counsel, develop criteria to clarify the application of section 33 of Board By-Law No. 107; and**
- 8. THAT the Chair, in consultation with the Board's legal counsel, examine the City of Toronto Municipal Code Chapter 140, "Lobbying" and clarify the rules for the members of Council who are members of the Board who may be lobbied on policing matters as well as the rules for the members of the Board who are not members of City Council.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P99. REVIEW OF A COMPLAINT ABOUT A TORONTO POLICE SERVICE
POLICY (FILE NO. 2007-EXT-0466)**

The Board was in receipt of the following report March 07, 2008 from William Blair, Chief of Police:

Subject: REQUEST FOR REVIEW OF A COMPLAINT ABOUT THE POLICIES
PROVIDED BY THE TORONTO POLICE SERVICE (FILE 2007-EXT-0466)

Recommendations:

It is recommended that:

- (1) the Board review the policy complaint summarized in this report;
- (2) the Board determine whether to concur with the decision that no further action be taken with respect to the complaint; and
- (3) the complainant and I, be notified of the outcome of the Board's decision.

Financial Implications:

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

Background:

The Toronto Police Services Board has received a request to review my disposition of a policy complaint about the "services provided" by the Toronto Police Service.

Legislative Requirements:

Section 61 of the *Police Services Act (PSA)* deals specifically with complaints about the policies of, or services provided by a municipal police force. Subsection 61(7) allows for a complainant to request a review of the investigation into the policy complaint by the Board.

Nature of Complaint:

On June 23, 2005 the complainant contacted the Toronto Police Service (Service) to report that she was a victim of sexual assault which occurred in Toronto in June of 1984. The matter was investigated by members of 14 Division resulting in a suspect being arrested and charged with 10 sexual assault and associated offences. On June 7, 2006 all charges surrounding the sexual assault investigation were withdrawn at the request of the Crown stating there was no reasonable prospect of conviction.

On December 13, 2006, the complainant filed a public complaint with the Ontario Civilian Commission on Police Services (OCCPS). OCCPS forwarded the complaint to the Toronto Police Service on December 19, 2006 which read *inter-alia*:

“I am writing to you further to my experience with the Toronto Police. First and foremost, I am deeply concerned with the Toronto Police services (sic) limited understanding of the impact of post-traumatic stress on victims and their testimony.”

Professional Standards – Complaints Administration assigned File No: 2006-REF-0085 to the matter and reviewed the complaint. In a letter dated January 10, 2007, the complainant was advised *inter-alia*:

“It appears that your complaint rests with the judicial system and how you feel you were treated as a victim and I would recommend you make your complaint directly to them.

Please be assured that the Toronto Police Service strives to treat all victims with respect, dignity and the utmost sensitivity. We work in partnership with professional services in the care of victims and provide the best training and education available to our officers.”

The matter was closed with no further action taken.

The Service received a letter dated January 23, 2007 from the OCCPS. It advised *inter-alia*:

“...has requested on behalf of the complainant that the Ontario Civilian Commission on Police Services review the decision made by the Toronto Police Service in the above matter.”

The Service received a copy of a letter dated August 20, 2007 from OCCPS which was sent to the complainant. It advised *inter-alia*:

“We are writing in response to the complainant’s request for a review of the decision regarding her complaint against members of the Toronto Police Service.

Upon review, the Panel determined that while most of the complainant’s complaint does not involve members of the Toronto Police Service, however she does refer to two members of the Toronto Police Service. Consequently, we are remitting the matter back to the Toronto Police Service with the direction that they interview the complainant to find out what her concern exactly is. The Toronto Police Service will render a second decision and the complainant may request the Ontario Civilian Commission to review that decision”

On August 28, 2007 a member of Professional Standards – Complaint Administration spoke to the lawyer who represented the complainant. In a letter dated August 28, 2007 the lawyer advised *inter-alia*:

“I am writing to you further to our August 28, 2007 telephone conversation in which you indicated that you were seeking clarification as to the nature of my client’s complaint.

As agreed upon, we will attempt to provide clarification through written correspondence in order to avoid exposing my client to undue stress which would undoubtedly be experienced at an in person interview. Thank you in advance for your understanding and accommodation of this request.

I have therefore attached a copy of the complainant’s narrative, which was provided to the Ontario Human Rights Commission.”

Professional Standards – Complaint Administration reviewed the matter. A letter dated September 7, 2007 advised the complainant *inter-alia*:

“I have classified your concern as being about a policy of the Toronto Police Service and have assigned the review to Corporate Planning.

Please be advised that the Toronto Police Service provides continued training and education in regard to offences that are sensitive and serious nature. Be assured that your concerns are acknowledged and will be investigated.”

On October 30, 2007 Corporate Planning was advised by Professional Standards – Complaint Administration to suspend the policy investigation as an appeal of the classification of the complaint had been filed with the OCCPS.

The Service received a copy of a letter dated November 16, 2007 from OCCPS to the complainant. It advised *inter-alia*:

“Upon review, the Panel determined that while most of the complainant’s complaint did not involve members of the Toronto Police Service, however in her initial complaint and subsequent submissions to the Toronto Police Service, she has made reference to conduct...Therefore, we are remitting those portions of the complaint to the Toronto Police, to be dealt with as a conduct complaint pursuant to the Police Services Act.

The Panel was however satisfied with the decision of the Toronto Police Service classifying the remainder of the complaint as a policy concern. Accordingly, we are sending that portion of the complainant back to the Toronto Police Service to have the policy concerns reviewed by their Corporate Planning Division”

On November 21, 2007, Professional Standards – Complaints Administration sent a letter to the complainant. It advised *inter-alia*:

“A review panel of the Ontario Civilian Commission on Police Services recently reviewed and confirmed the classification of your policy complaint file 2007-Ext-0466. Accordingly, the Corporate Planning Division of the Service will resume reviewing the policy concerns of this file.

In addition, the Panel also directed this Service to investigate the conduct portion of your initial complaint. I would like to inform you that complaint file number 2007-EXT-0603, in respect to the conduct portion of your complaint, has been assigned to the Conduct Investigations section of Professional Standards.”

The Chief’s Decision and Reason:

The Policy Complaint was investigated by Corporate Planning and a Report of Investigation was forwarded to the complainant.

In a letter dated December 28, 2007, the complainant was advised *inter-alia*:

“After careful review of the facts of this case, I concur with the investigator’s findings. Toronto Police Procedure 05-05 Sexual Assault and the training provided by the Toronto Police Service Training and Education Unit are effective. They balance the needs of victims/complainants and the requirements of the Toronto Police Service. It is felt that no further action is required at this time on this policy complaint.”

Complainant’s Request for Review:

The Toronto Police Services Board received correspondence from the complainant dated February 4, 2008 which read *inter-alia*:

“I am requesting a review of the decision in which it was determined that no further action was necessary. In my opinion, the review conducted was one of impression management, without any serious critical review of existing policy and practice.”

The complainant specifically outlines three areas of concern with the Report of Investigation:

- 1) *“The report restates policy procedure and legislation verbatim, without any concrete examination of sexual assault and police procedure, practice and training. Most troubling, the investigation fails to situate policy within the context of the case at hand. In the absence of contextualization it is impossible to assess whether or not Toronto Police Services policies were/are indeed adequate in the investigation of sexual assault.”*

Response to item 1:

An extensive review of sexual assault and related procedures along with relevant training was conducted. Toronto Police Service procedures are predicated on Federal and Provincial statutes and case law. Subject matter experts were consulted from the Sex Crimes Unit and Training & Education to ensure thoroughness. It is the role of Corporate Planning to examine policy complaints at the macro level. Although consideration was given to various aspects of the case during the policy review, the conduct portion, which deals with contextualization, is not within the scope of this review.

- 2) *The investigating officer: “repeatedly asserts that Toronto Police policy and training stress the notion of sensitivity; however, he fails to provide any definition of what the Police feel constitutes as ‘sensitivity’. If sensitivity is such a key component in policy and training, it ought to be openly defined when referred.”*

Response to item 2:

The word ‘sensitivity’ or ‘sensitive’ was used to impart our desire as a Police Service to enhance officers’ awareness and promote empathy for the needs of the person who has experienced sexual assault.

- 3) *The investigating officer writes: “During the presentation on victim interviewing on the Sexual Assault Course, there is information given to the class about victim issues. I (sic) should be noted however that Post Traumatic Stress Disorder (PTSD) is not the topic of an entire class. Post Traumatic Stress is used as one of the examples of how an interview can be affected. Victim sensitivity is emphasized throughout the entire course but covering all mental possibilities would no (sic) be feasible” (6).*

Trauma, i.e. the sexual assault(s), brings about Post-Traumatic Stress Disorder in rape victims. By the officer’s own admission, when relating section 05-05 Sexual Assault in Toronto Police Service Procedures, “Sexual Assault is a very invasive crime with (sic) is highly traumatic to the victim” (my italics)(4). Therefore, the scant focus afforded post-traumatic stress in training and the coupling of the condition with more genetically-based mental illnesses, such as schizophrenia, is ignorant and offensive.

The investigating officer writes: “the complainant feels that the Toronto Police Service (TPS) has limited understanding of the impact of post traumatic stress on victims.” The fact, as the officer notes, that the topic is mentioned only in passing and is improperly coupled with organic mental health problems supports the essence of my complaint. If post-traumatic stress is recognized in section 05-05 Sexual Assault of the Toronto Police Service Procedure as an integral aspect of sexual assault victimization, how then do you justify relegating it to a mere side-note in the training of officers in the Child Abuse and Sexual Assault Course?

Response to item 3:

During training, Post Traumatic Stress Disorder (PTSD) is one of the various examples used to illustrate victim reaction to trauma. However, PTSD is not specifically mentioned in Procedure 05-05.

The Service Training and Education Unit provide officers with a learning environment that promotes awareness of the impact criminal behaviour has on a person who has experienced that behaviour.

The physical and emotional impact of the trauma, including PTSD, on the person who has experienced sexual assault is emphasized throughout the course. Some examples of course components that include victim sensitivity issues are:

- awareness and a discussion of “rape myths”;
- a review of the recommendations as outlined in the “City Auditor’s Review of Sexual Assault Investigations – Toronto Police”;
- a review of Procedure 05-05 (and associated procedures);
- a presentation about the Sexual Assault Evidence Kit;
- a presentation and discussion from a nurse and social worker from a Sexual Assault Care Centre;
- a presentation and discussion from a representative of Multilingual Community Interpreter Services;
- a presentation on interviewing persons who have experienced sexual assault including topics such as; victim reaction, PTSD, myriad of symptom(s) of crisis and dynamics of disclosure including historical;
- a presentation and discussion of legal issues;
- a presentation on offender typologies that includes a review of possible reaction by the victim to the offender behaviour;
- and a presentation about Major Case Management

Conclusion:

The policy review encompassed Procedures of the Service including associated governance and legislative requirements along with Service training surrounding sexual assault investigations and interviewing victims/complainants.

The following is an excerpt from the Report of Investigation:

The Ministry of the Solicitor General Ontario Policy Standards Manual (2000) section 12(1) (9) requires the Chief of Police to develop and maintain procedures on and processes for undertaking and managing investigations into sexual assaults. Service Procedure 05-05 Sexual Assault has been developed and maintained surrounding all aspects of sexual assault investigations. Service Procedure 04-32 Taped Investigative Interviews and 04-31 Victim Services Program are associated Service Governance.

Procedure 05-05 Sexual Assault recognizes that sexual assault is a very invasive crime that is very traumatic to the victim. The procedure is very specific in outlining the steps necessary to balance the needs of the victim/complainant with the requirements of the investigation.

The Victims’ Bill of Rights, S.O. 1995, Chapter 6 section 2. (1) 1. states that victims should be treated with courtesy, compassion and respect for their personal dignity and privacy by justice system officials. Service Procedures 05-05, 04-31 and 04-32 are consistent and incorporate this view.

Safety of Vulnerable Groups is one of the Services 2006-2008 Service Priorities. Service Procedures 05-05, 04-31 and 04-32 are consistent and incorporate this priority.

The TPS Training & Education Unit Course Training Standards on both the Sexual Assault/Child Abuse Course and Interview Course have been reviewed. Throughout both courses, the instructors stress the need for sensitivity to the needs of a victim(s) during the process of a police investigation. The awareness of sensitivity is an ongoing feature during the training on interviewing. Post Traumatic Stress is used as one of the examples of how an interview can be affected. Issues taught such as victim vulnerability, conducting the interview and investigation in a manner that is sensitive to the needs of the victim, reminding officers on various levels throughout the training of the need to be cognizant of the victims' needs and to address them in an appropriate manner are all material contained in the topics delivered in the training. The Sexual Assault Course and the Interview Course currently address both the needs of the investigators and the victims, to ensure a balanced and insightful approach to sexual assault investigations.

At this time, I am satisfied that the Service Governance and training pertaining to sexual assault investigations sufficiently balance the needs of the public and the requirements of the Service.

In reviewing a policy or Service complaint, the Board may:

- Review the complaint and take action, or no action, in response to the complaint, as it considers appropriate; or
- Appoint a committee of at least three Board members who will review the complaint and provide recommendations to the Board; or
- Hold a public meeting with respect to the complaint.

To assist the Board in reviewing this matter, Board members will receive confidential information in a separate report.

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

Chair Mukherjee advised the Board that legal counsel for the complainant would like to deliver a deputation regarding the review of the complaint but was unable to attend today's meeting.

Chief Blair advised the Board that all the issues raised by the complainant in this case have already been addressed by the Sexual Assault Audit Steering Committee.

The Board approved the following Motions:

- 1. THAT the Board receive the foregoing report;**
- 2. THAT the Board not concur with the Chief's recommendation that no further action be taken with respect to this complaint;**
- 3. THAT the Board appoint a committee of at least three Board members to review the complaint and provide a recommendation to the Board; and**
- 4. THAT the complainant and the Chief be notified of the Board's decision with regard to the review of this complaint.**

Vice-Chair Pam McConnell and The Honourable Hugh Locke indicated that they would be interested in participating on the committee.

A copy of the Report of Investigation pertaining to this complaint was considered during the in-camera meeting (Min. No. C110/08 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

#P100. BUSINESS PLAN PROCESS AND CONSULTATIONS

The Board was in receipt of the following report April 07, 2008 from Alok Mukherjee, Chair:

Subject: BUSINESS PLAN PROCESS AND CONSULTATIONS

Recommendation:

It is recommended that,

1. the Board direct me, in consultation with the Chief, to propose revisions to the existing Police Services Board Business Plan policy to clearly delineate the roles of the Board and the Chief of Police in the development of future business plans; and,
2. in early September 2008, the Board, in cooperation with the Chief, organize and host a series of public consultations to receive community feedback on the draft Service priorities and goals for the 2009 to 2011 Business Plan.

Financial Implications:

There are no financial implications arising from the approval of this report.

Background/Purpose:

The Adequacy and Effectiveness of Police Services Regulation (O. Reg. 3/99) to the *Police Services Act*, at section 30(1) establishes that "...every board shall prepare a business plan for its police force at least once every three years." The board is also required to establish a policy with respect to business planning. The Board's current policy is appended.

The Regulation also establishes that the Board "...shall consult with its municipal council, and the school boards, community organizations and groups, businesses and members of the public..." during the development of the business plan.

Discussion:

To date, the Chief has organized a significant number of consultation meetings: four open public forums, six internal consultations, a meeting with City Councillors, a public and private sector consultation and a criminal justice agencies consultation. Some of these consultations are continuing and are expected to conclude at the end of April.

At each meeting, participants have been asked to respond to the following question:

What do you think is the main challenge, or challenges, that the Police Service will face over the next three years?

The information received from these meetings will be used by the Chief to propose draft Service priorities and goals for the 2009-2011 Business Plan. The Chief will also draw upon Service's own data, assessment of past performance and environmental scanning results in developing these draft priorities and goals.

Board members were informed of the dates of the consultations and I have attended several of them since these consultations are a required part of the development of the Board's Business Plan.

It will be recalled that in a report to the Board, considered on August 9, 2007, I had recommended:

THAT the Chief of Police report to the Board with a proposed, joint Board/Command process and timeline for the development of the 2009 to 2011 Service Priorities and Business Plan.; and

THAT the Chief of Police consult with the Chair in the preparation of this Board report.

Subsequent to the approval of these recommendations, at the Board meeting of January 22, 2008, a presentation was made to the Board by the Service on the process that was proposed to be followed (Minute P13/08 refers). At that time the Board approved the following motion:

THAT, in order to ensure that the contribution of Police Services Board members is maximized, the Chief ensure that all aspects of the business planning process are carried out in consultation and collaboration with the Chair.

It is fair to say, however, that the Board was not sufficiently included in the development and hosting of the consultations.

In March, I met with Board Members Grange and McConnell to discuss our views of public consultation associated with business planning. We were agreed that while the Board and the Chief must work jointly to organize and host business plan consultations, the Board must have a substantive deciding role.

Arising from this discussion, I am recommending that, in early September 2008, the Board, in cooperation with the Chief, organize and host a series of public consultations to receive community feedback on the draft Service priorities and goals for the 2009 to 2011 Business Plan. These consultations will give the community and the groups prescribed in the Regulation the opportunity to react and respond to the draft Service priorities and goals, while providing the Board an opportunity to test these draft priorities and goals against community expectations prior to the finalization of the 2009-2011 Business Plan.

My discussions with Board members have also uncovered what, I believe, is a deficiency in the current Board Business Planning Policy. Although the policy (attached) accurately establishes the legislated requirements of business planning, it fails to clearly delineate the roles of the Chief and the Board in the process. I am proposing that the Board direct me to work with Board staff and the Chief to propose a revised policy that will clearly delineate the steps in the business planning process as well as the steps, at which the Board will have input, conduct a review and give approval.

Conclusion:

Approval of the recommendations in this report will ensure that the Board and the community have meaningful input into both the early and late phases of the development of the 2009 to 2011 business plan. Amendments to the policy will ensure clarity in the roles of the Board and Chief in the development of future business plans.

The Board approved the foregoing report.

ADEQUACY STANDARDS REGULATION

ADMINISTRATION AND INFRASTRUCTURE

TPSB AI-001 Board Business Plan

<input type="checkbox"/>	New	Board Authority:	BM 254/00
<input type="checkbox"/>	Amended	Board Authority:	
<input checked="" type="checkbox"/>	Reviewed – No Amendments		August 2003

BOARD POLICY

It is the policy of the Toronto Police Services Board with respect to the preparation of its business plan for the Toronto Police Service that: (Section 30(1))

Consultation (Section 32(2))

1. The Board, in partnership with the Chief of Police, shall prepare a strategy for the development of a business plan, consistent with the requirements of the Adequacy Standards Regulation, that will include consultation with the City Council, school boards, community organizations and groups, businesses and members of the public including Service personnel: (Section 32(2))
 - a) during the development of an environmental scan of the community that highlights policing issues that may include crime highlights, crime prevention initiatives, calls for service, public disorder trends or any other policing and public safety matter within the community; (Section 30)
 - b) regarding the results achieved by the Service with respect to the current business plan; and (Section 30)
 - c) regarding the business plan with respect to the Service's objectives, core business and functions including performance objectives and indicators relating to: (PSA section 31(1)(c), Section 30(2)(a)(b))
 - i. the Service's provision of community based crime prevention initiatives, community based patrol and criminal investigative services;
 - ii. community satisfaction with the Service;
 - iii. emergency calls for service;
 - iv. violent crime and clearance rates for violent crime;
 - v. property crimes and clearance rates for property crime;
 - vi. youth crime and clearance rates for youth crime
 - vii. police assistance to victims of crime and re-victimization rates; and
 - viii. road safety

Performance Objectives (Section 30(2)(b))

2. The Board, in partnership with the Chief of Police, shall develop performance objectives and indicators consistent with the Adequacy Standards Regulation.

Information Technology (Section 30(2)(c))

3. The Board, in partnership with the Chief of Police, shall develop an information technology plan. Consistent with the Adequacy Standards Regulation, the plan shall be noted in the business plan.

Resource Planning (Section 30(2)(d))

4. The Board, in partnership with the Chief of Police, shall develop a resource plan and methodology which takes into account policing service demands. Consistent with the Adequacy Standards Regulation, the plan shall be noted in the business plan.

Police Facilities (Section 30(2)(e))

5. The Board, in partnership with the Chief of Police, shall develop a police facilities plan that provides adequate policing services 24 hours a day (Section 4(1)). Consistent with the Adequacy Standards Regulation, the plan shall be noted in the business plan.

REPORTING: At least once every three years

LEGISLATIVE REFERENCE

Act	Regulation	Section
Police Services Act R.S.O. 1990 as amended		31(1)(c)
	Ontario Regulation 3/99, Adequacy and Effectiveness of Police Services	4(1), 30 and 32(2)

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P101. ENFORCEMENT OF THE SAFE STREETS ACT BY THE TORONTO
POLICE SERVICE**

The Board was in receipt of the following report February 19, 2008 from William Blair, Chief of Police:

Subject: ENFORCEMENT OF THE SAFE STREETS ACT BY THE TORONTO
POLICE SERVICE.

Recommendation:

It is recommended that the Board receive this report and forward a copy to the General Manager of Shelter Support and Housing, City of Toronto for consideration.

Financial Implications:

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

Background/Purpose:

During 2007, the Toronto Police Service and the representatives from the City of Toronto, including Shelter Support and Housing, met to discuss concerns related to panhandling in the City of Toronto. The City was considering whether a by-law could be created and enforced that would prohibit panhandling in certain designated areas within the city. To properly assess the matter, the City requested that the Board provide a report to the General Manager of Shelter Support and Housing that assesses the experience of the Service in enforcing the Safe Streets Act including effectiveness in addressing aggressive panhandling; and the characteristics of the aggressive panhandler including determinants of aggressive behaviour (Executive Committee May 28, 2007, item 3, refers).

Discussion:

The Safe Streets Act, 1999, S.O. 1999, c. 8, (SSA) which came into effect in 1999, prohibits panhandling under certain conditions. Panhandling means soliciting something of value, including money, whether or not goods or services are offered or exchanged. Aggressive panhandling, which is the conduct that is prohibited, consists of threatening physical harm by word, gesture or other means; obstructing the path of the person solicited, using abusive language; following behind, alongside or ahead, persisting after being refused, or soliciting while intoxicated. Also prohibited is panhandling near automated teller machines, public toilets, transit stops, transit vehicles, parking lots, or persons in vehicles on the road.

The constitutionality of the Act was challenged, in part, on the basis that it violated peoples' freedom of expression (begging was characterized as an expression of one's condition of poverty). The Ontario Court of Appeal ruled the Act constitutional, and the Supreme Court of Canada refused leave to appeal (*R. v. Banks*). The court held that although begging is protected under the Charter's guarantee of freedom of expression, a government could enact legislation that has an incidental impact on begging if the legislation had another purpose which was sufficiently important to warrant overriding one's freedom of expression and if the legislation's effect on begging had a minimal impact on freedom of expression. Thus, the court accepted that the purpose of the Safe Streets Act was not to interfere with a panhandler's right to freedom of expression but to protect public safety.

As a result the Toronto Police Service has been enforcing the law when appropriate. Police officers' powers under the Safe Streets Act include the authority to lay charges by way of provincial offence notice or summons and, under certain circumstances, to arrest without warrant (see Appendix A refers).

Since its proclamation, enforcement of the Act has steadily increased in Toronto. From 2004 to 2007, the total number of charges went from 2,725 to 10,584, an increase of 288% (the break down of specific charges is provided in Appendix A). However, because this is the only formal data available to the Service upon which to base analysis regarding panhandling it is difficult to draw many conclusions.

For example, it is uncertain whether enforcement is having an impact on the number of aggressive panhandlers or the incidents of unlawful panhandling in the City. While the data might suggest there has been an increase in the number of unlawful panhandlers on the street, the data might only reflect an increased readiness on the part of officers to use the Act, or an increase in the number of complaints received by the police about chronic panhandlers, or repeated enforcement against the same offender (anecdotally, officers report many panhandlers ignore the charges and penalties and do not leave the streets because even after a conviction, no meaningful subsequent consequence awaits them, e.g. courts no longer issue committal warrants, and denying panhandlers a driver's licence or the ability to register a motor vehicle is ineffective for obvious reasons). Without more costly data collection and analysis the Service's experience enforcing the law is, thus far, inconclusive. Nevertheless, the rate at which Toronto police officers resort to the Act suggests that it has been of some assistance to the Service in responding to unlawful panhandling. And, the data clearly shows the Service is paying attention to the problem.

The data shows that the majority of offenders are charged with soliciting occupants of motor vehicles on the road. The next largest category is soliciting in an aggressive manner as defined by section 3(2), and the third largest group are those offenders soliciting persons near transit stops or parking lots (see Appendix A refers). The distribution of offences might reveal some characteristics of aggressive panhandling as defined by the law, but the data does not distinguish the exact nature or frequency of the aggression. Moreover, incidents of outright threats and violence are rare. Finally, the data says little if anything about the determinants of aggressive behaviour associated with panhandling. Once again, unless more costly data collection and

analysis is undertaken, it is difficult for the Service to say more about the characteristics of aggressive panhandling and the determinants of aggressive behaviour.

Conclusion:

Since the proclamation of the Safe Streets Act the Toronto Police Service has increased its enforcement against unlawful panhandling. However, based on the available data, caution should be exercised when drawing conclusions about the Services' experience enforcing the law. It is difficult to conclude if the law has had an impact on the number of aggressive panhandlers or the frequency of unlawful panhandling. Moreover, while the data show the classification of offences, they do not distinguish the exact nature and frequency of aggressive panhandling as defined by the law, limiting any conclusions about the characteristics of aggressive panhandling. Finally, determinants of aggressive behaviour are difficult to discern from the data. Nevertheless, the data suggests the Service has found the Act to be of some use in addressing unlawful panhandling, and the data clearly demonstrate that the Service is paying attention to the problem.

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

The Board received the foregoing report and agreed to forward a copy to the General Manager of Shelter Support and Housing, City of Toronto, for consideration.

Attachment

Arrest without warrant (SSA 1999, c.8 s. 6):

A police officer who believes on reasonable and probable grounds that a person has contravened section 2, 3 or 4 may arrest the person without warrant if,

- (a) before the alleged contravention of section 2, 3 or 4, the police officer directed the person not to engage in activity that contravenes that section; or
- (b) the police officer believes on reasonable and probable grounds that it is necessary to arrest the person without warrant in order to establish the identity of the person or to prevent the person from continuing or repeating the contravention.

Safe Streets Act Charges from 2004 to 2007

<u>SSA Wording</u>	<u>Section 2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	
Solicit in an aggressive manner ("aggressive manner" means threatening with physical harm by word, gesture or other means; obstructing the path of the person solicited, using abusive language, following behind, alongside or ahead, persisting after refused, or soliciting while intoxicated)	2(2)	2,319	1,257	578	368
Solicit near automated teller machine (persons using, waiting to use, or departing from)	3(2)(a)	831	490	313	216
Solicit near public toilet facility (or pay phone; persons using or waiting to use)	3(2)(b)	52	28	20	12
Solicit near public transit stop (or taxi stand; where persons waiting)	3(2)(c)	1075	637	383	195
Solicit near public transit vehicle (persons in or on; includes streetcars and subways)	3(2)(d)	106	73	56	20
Solicit near vehicle/ Parking lot	3(2)(e)	1419	767	416	288
Solicit person in vehicle on roadway (person in a stopped, standing or parked vehicle – see also HTA 177(2))	3(2)(f)	4080	2805	1843	1488
Dispose of used condom/ needle/syringe/ broken glass in public place	4(2)	276	183	100	39
Other SSA Charges		426	257	115	99
TOTAL SSA		<u>10,584</u>	<u>6,497</u>	<u>3,824</u>	<u>2,725</u>
<u>Criteria Document</u>					
Extract Date:	2008.02.18; 2007.02.06 & 2006.02.08	Criteria Used: Offence			
Time Period:	2004-2008	Compiled by: George Karottu & Michael Phipps			
Act: SSA	Source: POA mainframe system	Location: All of Toronto			
Job Ref:	02/2008; 10/2007				

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P102. REQUEST FOR INCREASED ASSISTANCE FROM THE TORONTO
POLICE SERVICE**

The Board was in receipt of the attached correspondence dated April 03, 2008 from Adam Giambrone, Chair, and Gary Webster, Chief General Manager, Toronto Transit Commission, requesting increased assistance from the Toronto Police Service to reduce delays in the transit services when motorists disregard traffic regulations on city streets.

The Board referred the correspondence to the Chair for consideration as part of the 2009-2011 Business Planning Process.



TORONTO TRANSIT COMMISSION



ADAM GIAMBRONE
CHAIR
JOE MIHEVC
VICE-CHAIR

SANDRA BUSSIN
GLENN DE BAEREMAEKER
SUZAN HALL
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ANTHONY PERRUZZA
BILL SAUNDERCOOK
MICHAEL THOMPSON

GARY WEBSTER
CHIEF GENERAL MANAGER
VINCENT RODO
GENERAL SECRETARY

Copy: Rick Cornacchia
Dave Dixon
Mitch Stambler
Terry Andrews

April 3, 2008

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

DATE RECEIVED

APR 02 2008

TORONTO
POLICE SERVICES BOARD

Dear Dr. Mukherjee:

We are writing in reference to our recent discussions about the TTC's need for increased assistance from the Toronto Police Service to significantly reduce delays to our transit services, which result from motorists who disregard traffic regulations on City streets.

In response to a request from the TTC Commission, TTC staff are preparing a report on ways to reduce the occurrences of traffic violations on roadways where TTC services operate. All of our services – streetcars more than buses -- suffer from decreased reliability, speed, travel-time competitiveness, and cost-effectiveness when motorists, taxis, trucks, and other vehicles disobey traffic regulations which are intended to make roadways operate as smoothly and efficiently as possible. Examples of violations which are particularly detrimental to TTC operations are:

- Illegal left turns, especially from streetcar tracks
- Obstruction of traffic lanes due to illegal parking, standing, and stopping
- Illegal parking and loading during peak periods, and at all times in prohibited intersection areas
- Illegal blocking of intersections by traffic trying to "sneak" through gridlocked intersections, which obstructs cross-street traffic
- Parked vehicles obstructing streetcar tracks, especially in winter
- Illegal use of reserved transit lanes and High-Occupancy Vehicle (HOV) lanes

The TTC staff report will recommend that new City by-laws be developed to enable the creation of 'Transit Priority Zones', where fines would be at least doubled for traffic infractions, similar to the existing 'Community Safety Zones'.



- 2 -

TTC staff will also be recommending that Toronto Police Service be requested to assign five, full-time officers, whose sole responsibility would be traffic enforcement targeted specifically at improving TTC operations, with priority given to what we hope will be these newly-created 'Transit Priority Zones'.

We would also like to meet with Police Service staff to discuss other means by which Toronto Police can help the TTC improve our services to the public. For example, we would like to discuss the current protocol for clearing roadways after automobile collisions, to determine if there are ways to further reduce the length of time that TTC services are disrupted following such incidents.

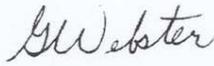
We would also like to pass along to you the appreciation of TTC staff for your assistance in assigning transitional workers to assist our Special Constables with parking enforcement on transit routes. This has been very helpful, and we hope that it will continue.

As you know, the TTC carries 1.5 million passengers per day in Toronto, and the city's economic and environmental health very much depend on more travelers choosing transit to get around. We look forward to Toronto Police Service helping make this happen by allowing the TTC to deliver more-attractive and reliable services to all Torontonians.

Sincerely,



Adam Giambone
Chair - Toronto Transit Commission



Gary Webster
Chief General Manager

11-38-42

Copy: Mr. Richard Butts, Deputy City Manager
Mr. Gary Welsh, General Manager - Transportation Services

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P103. NOTIFICATION PROCEDURE: COMMUNICATING WITH A CITY
COUNCILLOR FOLLOWING A MAJOR INCIDENT**

The Board was in receipt of the attached correspondence dated March 25, 2008 from Paula Fletcher, Councillor, City of Toronto, regarding the feasibility of establishing a notification procedure for divisional unit commanders at the time of a major incident within their division.

The Board inquired about the current practice for communicating with local councillors about incidents within their constituencies. Chief Blair advised the Board that there is no formal procedure requiring unit commanders to communicate with any of their elected officials. Each divisional unit commander does maintain a working relationship with their local councillors and those relationships are working very well.

The Board referred Councillor Fletcher's correspondence to the Chief and requested that he consider, in consultation with the Chair, whether or not a notification protocol is necessary and, if so, that he develop a protocol for divisional unit commanders to notify city councillors to keep them in the loop.



方卓怡 市議員 **Paula FLETCHER**
Councillor Toronto-Danforth Ward 30

March 25, 2008

Dr. Alok Mukerjee
Board Chair, Toronto Police Service
40 College St.
Toronto, Ont
M5G 2J3

Dear Dr. Mukerjee,

Recently it has come to my attention that there is no direct communication with the City Councillor when a major incident, such as a homicide occurs. I understand it is left up to the divisional leadership to decide if and when these incidents will be communicated outside of the central media release. No doubt this has been the long standing operational procedure.

Would it be possible for the Board to review with Chief Blair how this is working across the divisions and the feasibility of establishing a notification procedure more like that of the Fire Department?

Thank you for taking the time to consider this matter.

Yours truly,

Paula Fletcher

Paula Fletcher
Councillor Ward 30

Alok Mukerjee
04/02/08



City Hall, 100 Queen St. West, Suite C44, Toronto, ON., M5H 2N2
Telephone: (416) 392-4060 Fax: (416) 397-5200 email: councillor_fletcher@toronto.ca



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P104. REQUEST FOR WEB STREAMING AND WEB RECORDING OF CITY
COUNCIL, TORONTO TRANSIT COMMISSION AND TORONTO
POLICE SERVICES BOARD MEETINGS**

The Board was in receipt of the attached copy of correspondence, dated March 06, 2008, from Joe Mihevc, Councillor, City of Toronto, to Ulli Watkiss, City Clerk, City of Toronto, and Vincent Rodo, General Secretary, Toronto Transit Commission, regarding web streaming and web recording of meetings.

The Board approved the following Motion:

THAT the Board support the request for increased or enhanced access to Board meetings, in principle, and request the Chief of Police to submit a report on the costs that would be associated with providing this web service to residents.



Councillor Joe Mihevc

Toronto City Council
St. Paul's West
Ward 21

MEMO

TO: Ulli Watkiss, City Clerk
Vince Rodo, General Secretary, Toronto Transit Commission

FROM: Councillor Joe Mihevc

RE: **Web streaming and web recording of City Council, TTC Commission and Toronto Police Services Board meetings**

DATE: March 6th, 2008

I am following on an inquiry made by a disabled Toronto resident who expressed his dismay that the City fails to provide live web streaming and web recordings of City Council, TTC Commission and Toronto Police Service Board meetings. These three bodies are mentioned specifically, as all of their public meetings are taped for live broadcast internally and recorded for archival purposes. Given these meetings are taped already, it would seem to me that the additional cost of live web streaming would be minimal and the needed technology readily available. I would also recommend that the proceedings be posted on the web.

I believe that we have a responsibility to provide web service for residents interested in these public meetings, but unable to attend due to mobility or other disability-related issues. This idea is not without precedent. Many large cities including, Vancouver and Detroit, provide this kind of service already. Closer to home, the Toronto District School Board provides this service as well.

I request a report from the appropriate staff outlining the additional measures required to provide live web streaming and web recording of City Council, Toronto Transit Commission and Toronto Police Services Board and a timeline for implementation.

Sincerely,

Councillor Joe Mihevc
Ward 21, St. Paul's West
Past Chair, Mayor's Roundtable on Access & Equity & Human Rights
& Past Chair, Disability Issues Committee



CC: Dallyn Linde; Councillor Adam Giambrone, TTC Commission Chair; Alok Mukherjee, Toronto Police Services Board Chair; Councillor A.A. Heaps, Disability Issues Committee Chair; Sylvia Searles Elam

Toronto City Hall
100 Queen Street West,
Toronto, Ontario M5H 2N2
Telephone: (416) 392-0208
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Community Office
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E-mail: councillor_mihevc@toronto.ca
Home Page: www.joemihevc.com

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

#P105. ANNUAL REPORT: 2007 ENHANCED EMERGENCY PREPAREDNESS

The Board was in receipt of the following report March 20, 2008 from William Blair, Chief of Police:

Subject: 2007 ANNUAL REPORT - ENHANCED EMERGENCY PREPAREDNESS

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

At its meeting of May 18, 2006, the Board agreed to receive annual progress reports on Enhanced Emergency Management (Min. No. P20/06 refers). This report will provide an overview of the general operations of the Public Safety and Emergency Management Unit and its components for the period February 1, 2007 to February 29, 2008.

Discussion:

The primary function of the Public Safety and Emergency Management Unit is to oversee the internal 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.

The focus of our Enhanced Emergency Preparedness Initiative is for members of the TPS to work in partnership with our immediate partners from Fire and Emergency Medical Services (EMS), along with broader external agencies including Toronto Transportation, Toronto Water and Toronto Public Health, in collaboration with Provincial and Federal agencies to provide a coordinated and effective emergency preparedness capability to any level of emergency in Toronto.

The Enhanced Emergency Preparedness Initiative commenced shortly after September 11, 2001, and is co-ordinated through the City of Toronto Office of Emergency Management (OEM). The primary focus of this initiative is to concentrate on the following components:

- Emergency Management Planning – Unified Command and Joint Planning,
- Chemical, Biological, Radiological and Nuclear (CBRN) – Joint Team,
- Heavy Urban Search and Rescue (HUSAR) – Joint Team,
- Public Health Emergencies, Preparations and Response,
- Critical Infrastructure/Counter Terrorism.

1. Emergency Management – Unified Command and Joint Planning

The Emergency Management section is concerned with events that are high risk but low frequency, with a strong emphasis on internal/external liaison and site operations integration.

The section 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. During 2007, the day to day operations of the Public Safety and Emergency Management Unit were consolidated into one address at 4610 Finch Avenue East. This move was undertaken to enhance inter-office operations and improve interoperability with other units of the TPS and external stakeholders.

Since the last reporting period the Emergency Preparedness Committee has been formed. This committee and its associated working groups are developing, auditing and testing the TPS emergency preparedness, business continuity and critical infrastructure. This committee is mandated to:

- Conduct corporate level Critical Incident Debriefings and review After Action Reports to create a central repository for emergency preparedness best practices and lessons learned;
- Develop, audit and test emergency preparedness compliance, business continuity and critical infrastructure;
- Plan, conduct and review emergency preparedness exercises;
- Develop a comprehensive communications strategy to increase internal and external education and engagement;
- Provide opportunities for relevant intelligence briefings and sharing of information regarding emergency preparedness; and
- Develop relevant Memorandums of Understanding, Joint Forces Operations and community mobilization opportunities and partnerships.

The committee has established several smaller working groups to address issues associated with the committee mandate. These groups are currently reviewing Chapter 10 policies, assessing new technology and target hardening programs as well as developing the communications strategy. The Standing Committee is comprised of internal representatives from key areas of the Service. These committee members are currently meeting on a monthly basis.

A very important focus of the Emergency Preparedness Committee is ensuring that our Service complies with the Provincial Counter Terrorism Plan, ministry audits and any applicable components of the Federal Counter Terrorism Plan.

Externally, the Joint Operations Steering Committee is comprised of Deputy Chief level representation from the Toronto Fire Services, Emergency Medical Services and the Toronto Police Service. The committee meets regularly in order to facilitate and harmonize emergency operations between the major emergency response agencies. Joint emergency planning is ongoing with respect to CBRN, HUSAR, pandemic planning and general emergency preparedness.

The Public Safety and Emergency Management Unit was involved in responses to hazardous material situations throughout the period covered by this report. The unit continues to monitor reportable nuclear events from the Pickering and Darlington Nuclear Generating Stations, as prescribed by the Provincial Nuclear Emergency Response Plan (PNERP) and the Provincial Liquid Emergency Response Plan (PLERP). The Public Safety and Emergency Management Unit continued to assist and advise TPS units with respect to the potential escalation of emergent situations.

The following charts were created using data compiled by Communications Services. The criteria for the collection of this data was provided by the Public Safety and Emergency Management Unit and involved reviewing calls for service received through the 9-1-1 emergency number. Information of this nature helps to create a better understanding of the type and quantity of emergent events that have occurred in Toronto over the 2006 and 2007 reporting periods.

2006 Emergent Events

Type of Event	Number of Events
Chemical, Biological, Radiological, Nuclear & Explosive	265
Nuclear (reportable events)	2
Natural Gas Leak	1170
Chemical Hazards	111
Grand Total	1548
<i>Daily Average</i>	<i>4.2 hazardous calls per day</i>

2007 Emergent Events

Type of Event	Number of Events
Chemical, Biological, Radiological, Nuclear & Explosive	*385
Nuclear (reportable events)	1
Natural Gas Leak	1299
Chemical Hazards	137
Grand Total	1822
<i>Daily Average</i>	<i>5 hazardous calls per day</i>

- *In 2007, the list of key words used to extract this information was expanded, resulting in a greater number of events being captured.*

The Public Safety and Emergency Management Unit have been working towards the successful completion of a number of infrastructure projects. These projects include the following;

Operational Continuity

The Emergency Management section maintains responsibility for overseeing the maintenance of operational continuity plans for each TPS unit.

Incident Management/Command

Through training provided by the Public Safety and Emergency Management Unit, the TPS is developing a cadre of trained incident commanders. The Emergency Management section is capable of activating the Police Command Centre (PCC) and operating a site command post through the mobile command vehicles and community stations.

The Ministry of Correctional Services and Community Safety (MCSCS) is preparing to enact guidelines for a standardized Incident Management System (IMS) used to facilitate command and control for emergency and disaster situations. The TPS adopted IMS several years ago and is currently providing assistance to the province with the development of a Provincial IMS standard that will be implemented province-wide. The MCSCS is preparing to release its plan and training programs for the Provincial Incident Management System in the fall of 2008.

Critical Infrastructure

The Public Safety and Emergency Management Unit, the TPS Intelligence Division and the Toronto Office of Emergency Management continue to work together to identify, document and analyze specific City of Toronto and TPS critical infrastructure sites. Once identified, the appropriate action can be taken to ensure the risk to these sites is minimized through education, information sharing and the implementation of target hardening activities. The goal is to help ensure that key operations and economic activities are protected, in addition to ensuring that core city services are maintained or restored as quickly as possible in the event critical infrastructure is affected by an emergent situation.

Emergency Preparedness Training

The Public Safety and Emergency Management Unit continue to participate in a variety of joint training and education opportunities. This includes joint emergency management training with the Office of Emergency Management and provides TPS personnel with the Provincial Basic Emergency Management (BEM) Certificate upon completion of the required courses.

The following three basic emergency management courses are included as part of this training:

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

In addition to the above mentioned training, the Public Safety and Emergency Management Unit also coordinate the following;

- Specialized training for members of the Public Order Unit;
- Basic Search and Rescue training for supervisors and selected constables;
- Scribe training for identified individuals acting in a support capacity to Incident Commanders.

During 2007, the staff of the Public Safety and Emergency Management Unit participated in the following training courses at the Canadian Emergency Preparedness College in Ottawa:

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

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

The three emergency services components (TFS, EMS and TPS) of the Joint CBRN Team managers operate from the Public Safety and Emergency Management Unit offices situated at 4610 Finch Avenue East. This allows for greater communication and consistent operations among the three agencies. Consolidating the team at one location has also proven to be beneficial in the scheduling and delivery of training to emergency services personnel from all three agencies.

At the present time the police component consists of four full-time members. The TPS is capable of mounting an integrated CBRN response including intervention within the warm and hot zones. The TPS CBRN team components include the Public Safety and Emergency Management Unit, Forensic Identification Services, Emergency Task Force, Marine Unit and divisional personnel.

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, Defence Research and Development Canada (DRDC). This program has developed a national standard with respect to CBRN training for municipal emergency response organizations.

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

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 Services led initiative that is comprised of representatives from all emergency services and Toronto Water. This team has TPS components from the Public Safety and Emergency Management Unit and the Police Dog Services (PDS). The team is supported by the Provincial Emergency Response Team (PERT) from the Ontario Provincial Police.

Presently five TPS members are trained for the search management and technical search components. An additional three TPS members began training in February 2007. It is anticipated that this training will take 18 to 24 months to complete. The additional three members will help address any succession planning requirements for the TPS component of the team. 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 search and rescue dogs and one cadaver dog. This represents a decrease of one search dog from the last reporting period due to the death of the animal. Measures to address succession planning and additional staffing for the PDS component of the HUSAR Team is ongoing. Funds are available for additional canine purchases by HUSAR which should be undertaken sometime during the 2008 calendar year.

The HUSAR Team exercised two deployments in Toronto during this reporting period. The first was a provincial exercise and the second a federal exercise involving all five federal HUSAR Teams, the Provincial Emergency Medical Assistance Team (EMAT) and the National Office of Emergency Response Team (NOHERT). Both EMAT and NOHERT are medical emergency response teams.

No emergencies involving HUSAR occurred in Toronto during this reporting period.

4. Public Health Emergencies, Preparations and Response

The Public Safety and Emergency Management Unit continue to liaise with Toronto Public Health in order to mitigate any public health emergencies, including pandemic influenza. In conjunction with the TPS Occupational Health and Safety Unit, the Emergency Management section has provided information to first responders in relation to public health emergencies on the Public Safety and Emergency Management Unit intranet site. This includes the reproduction of materials provided by the provincial Ministry of Health and Toronto Public Health.

The Emergency Management section and the Occupational Health and Safety Unit are nearing completion of a Public Health and Pandemic Response Plan, Procedure and Vaccination Strategy for members of the TPS. Selection, approval and acquisition of Personal Protective Equipment (PPE) and the associated logistics are the only remaining issues to be clarified. The City of Toronto has established a budget and will soon begin accumulating logistical supplies, including Anti-Virals, to be made available to all city employees through their agencies, boards, commissions and divisions.

The TPS is the lead agency for both the Mass Fatalities and Health Death Surge Plan for the City of Toronto. The Emergency Management section is currently working on this plan with the City of Toronto Office of Emergency Management and other key community stakeholders. The goal is to create a plan to facilitate the body management cycle of deceased persons resulting from a pandemic disease.

5. Critical Infrastructure/Counter Terrorism

The Public Safety and Emergency Management Unit were authorized to add a new subsection to begin work in the area of critical infrastructure and counter terrorism. A team comprised of one sergeant and two constables were transferred into the unit during the first quarter of 2008. These personnel are working with the Intelligence Division and community partners to identify and target harden potential terrorist targets and critical infrastructure within the city boundaries.

These personnel are working on the four counter terrorism guidelines of mitigation, preparedness/planning, response and recovery from a terrorist incident as per the Provincial Counter Terrorism Plan and National Counter Terrorism Plan.

2007 Major Event Highlights for Emergency Management

National Day of Action

On June 29, 2007, the Police Command Centre (PCC) was opened to a state of enhanced monitoring for the Aboriginal National Day of Action. The PCC was staffed by an incident commander and members of the Emergency Management section, Communications Centre, Intelligence Division, Special Events Planning, Toronto Fire, Toronto EMS and the Joint Office of Emergency Management. The PCC monitored two events in Toronto as well as events occurring throughout the province. For the purposes of these events, the Emergency Management section deployed one liaison officer to the Ontario Provincial Police Command Centre.

Reportable Nuclear Event

On July 19, 2007, the Pickering Nuclear Power Generating Station had a forced shutdown of reactor number five, which required the TPS to be notified. Ontario Power Generation advised that no emission occurred and only routine monitoring was required. The Emergency Management section monitored the situation. As a result of this incident no protective action was ordered by the province.

Caribana

Members of the Emergency Management section attended the annual Caribana weekend celebrations on Yonge Street along with members of the Public Order Unit. Personnel from the Emergency Management section staffed the mobile command vehicle providing communication, command and control for the four day event.

North American Leaders Summit

During the period from August 14 to 23, 2007, members of the Emergency Management section were deployed to the North American Leaders Summit in Ottawa. While on location their duties included administrative coordination, logistics support and operational deployment.

Suspicious Event

On August 31, 2007, the Emergency Management section attended 65 Thorncliffe Park Drive and assisted 53 Division with command operations in relation to a call for a suspicious package. The Emergency Task Force (ETF) and Intelligence Division were on scene and assisting with a suspect and vehicle which had a number of explosive devices in the trunk. Both mobile command vehicles were dispatched to the scene to assist with emergency incident management. Emergency Management and Traffic Services assisted with the planning for the containment of the immediate area and later with the required closure of the Don Valley Parkway to facilitate the movement of these explosive devices to the Leslie Street spit. Two members of the Emergency Management CBRN Team also attended and assisted the ETF with rendering three explosive devices safe. At the conclusion of the investigation at this scene, the mobile command vehicle was taken to the home address of the suspect to assist with the execution of the search warrant.

Chemical Fire

On September 20, 2007, members of the Emergency Management section attended with the mobile command vehicle at the scene of a fire in a scrap yard on Thora Avenue in 41 Division. Once on location the unit established incident command for the TPS as well as establishing unified command with other responding agencies. The Toronto Fire Services was the lead agency at this call. Under the direction of the TPS Duty Inspector, personnel from Traffic Services, Police Dog Services and divisional units from 41, 33, 54 and 55 were utilized for the purposes of scene management. There were no injuries sustained as a result of this major chemical fire. There was however a significant environmental impact to the ground and the atmosphere due to the unknown nature of the combustible materials. The Ministry of the Environment and Environment Canada attended at the site to commence an investigation.

Queen Street Fire

On February 20, 2008, a large fire erupted in a row of business premises situated on the south side of Queen Street West, east of Bathurst Street. This necessitated the evacuation of approximately thirty persons from apartments situated on the upper floors of these buildings. The fire totally destroyed eight buildings causing the residential tenants to be permanently displaced. The emergency and support agencies response to this event was extensive;

- TPS sent personnel and equipment from several front line divisions, Traffic Services, the Toronto Drug Squad, Public Safety and Emergency Management Unit, Forensic Identification Services, Community Mobilization and Occupational Health and Safety.
- The City of Toronto responded with Toronto Fire, Toronto EMS, Shelter Support and Housing Administration, Toronto Transportation, Toronto Hydro and Buildings and Inspections.
- Other agencies which attended included the Ontario Fire Marshall, Enbridge Gas, Salvation Army and the Canadian Red Cross.

The Public Safety and Emergency Management Unit provided the mobile command vehicle and facilitated unified command for many of the response and support agencies in attendance. All agencies in attendance performed admirably and the sense of urgency and cooperation between all in attendance was evident in their efficient response to this prolonged and complicated event.

Exercises

The Public Safety and Emergency Management Unit continue to participate in a variety of joint training and education activities as part of our emergency preparedness strategy. The following is a summary of the training exercises the unit has been involved with since the 2006 Annual Report to the Board was provided:

- Exercise All Hands (terrorist attack on a mass transit system)
- Exercise Delayed Departure (terrorist attack on the Toronto City Centre Airport)
- Safe Guard (terrorist attack on an education facility)
- Health Guard 2 (table top pandemic exercise)

- Hot Water (Pickering Nuclear Generating Station - combined exercise)
- Provincial Liquid Emission Response Plan (communication drill and table top exercise)

Conclusion:

The Toronto Police Service recognizes the importance of emergency preparedness to the organization, other emergency service providers and our network of external stakeholder agencies. The overall goal of emergency preparedness 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. Our Service will strive to find new and innovative methods to mobilize our available resources in the event of an emergency situation in order to restore the Service, the community and the Province to a state of normalcy as quickly and efficiently 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 report.

The Board also noted that, at its meeting on April 22, 2008, the City of Toronto – Audit Committee would consider a report by the Auditor General entitled *Review of City of Toronto Pandemic Planning and Preparedness*. The Board asked Chief Blair to review the report and advise the Board on any matters that may impact the police service.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P106. ANNUAL REPORT: 2007 TORONTO TRANSIT COMMISSION
SPECIAL CONSTABLE PROGRAM**

The Board was in receipt of the following report March 14, 2008 from William Blair, Chief of Police:

Subject: SPECIAL CONSTABLE ANNUAL REPORT 2007 - TORONTO TRANSIT
COMMISSION

Recommendation:

It is recommended that the Board receive this report.

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 2007 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 2007, 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.

The following persons were in attendance and responded to questions about this report:

- **Acting Inspector Fergie Reynolds, Deputy Chief, Transit Patrol, Toronto Transit Commission**
- **Staff Sergeant Gord Barratt, Special Constable Liaison Officer, Toronto Police Service**

The Board inquired about a report in today's Toronto Star which indicates that the TTC has retained a consultant to review its use of force policies. The newspaper also reports that the review will include whether or not TTC special constables should be equipped with TASERS.

A/Insp. Reynolds advised the Board that the TTC decided to review its use of force policies after concerns were raised by special constables at a joint health and safety committee meeting.

The Board inquired about any plans the TTC may have to increase the number of special constables over the next four years. A/Insp. Reynolds advised that the TTC would like to increase the number of special constables by 20 in 2008; 20 in 2009; 20 in 2010; and 20 in 2011. These additional special constables would be required to patrol the subways.

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

- 1. THAT the Chief of Police provide a report as soon as possible on the adequate and effective policing of public transit and public housing in Toronto within the meaning and scope of the *Police Services Act*;**
- 2. THAT the Board initiate a public discussion on the issue of adequate and effective policing of public transit and public housing in Toronto, based on the Chief's report;**
- 3. THAT the Board request the TTC Commission to provide information to the Board regarding its intention, as noted in the alleged review, about the possible use of TASERS by TTC special constables; and**
- 4. THAT, with regard to Motion No. 3, the Board be provided with a reasonable amount of time in which it can respond to any information it receives from the TTC about the possible use of TASERS by special constables.**



**2007 TTC Special Constable Annual Report
to the Toronto Transit Commission
and the Toronto Police Services Board**

***Toronto Transit Commission
1900 Yonge Street, Toronto, ON M4S 1Z2
Tel: 416-393-3007
Email: terry.andrews@ttc.ca***



**2007 Special Constable Annual Report
to the Toronto Transit Commission
and the Toronto Police Services Board**

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Background

At the request of the Toronto Transit Commission, and with the approval of the Minister of Community Safety and Correctional Services, the Toronto Police Services Board designated employees of the Toronto Transit Commission responsible for law enforcement and security as Special Constables in June 1997.

The Toronto Transit Commission has an approved Special Constable workforce of 95 in their Special Constable Services department. New Transit Special Constables (TSC) must complete a comprehensive eleven week training course involving law, procedures, defensive tactics, officer safety and ethics. Recruits are tested and evaluated prior to receiving their designation as a Special Constable. Classroom training is supplemented by a formal on the job coaching program consistent with current policing standards.

In general, Special Constable designation gives Transit Special Constables peace officer powers for the purpose of enforcing the Criminal Code of Canada and the Controlled Drugs and Substances Act, and police officer powers for the purpose of enforcing the Liquor Licence Act, the Trespass to Property Act and Section 17 of the Mental Health Act, for incidents that occur on or in relation to TTC property and vehicles.

Transit Special Constables have also been designated as Provincial Offences Officers for the purposes of Provincial Offences Act enforcement of the Liquor Licence Act, Trespass to Property Act and the TTC By-Law No. 1.

Appointments

Number of Total Applications (January 1 st -December 31 st)	Number of New Appointments (January 1 st -December 31 st)	Number of Re-Appointments (January 1 st -December 31 st)	Total Number of Special Constables (As of December 31 st)
79	23	56	91

TTC Special Constable approved workforce was 95 as of December 31, 2007.

TTC Special Constable actual strength was 91 as of December 31, 2007:

- 3 Transit Special Constable vacancies;
- The Deputy Chief Special Constable position is currently filled with a seconded Toronto Police Officer.

Terminations/Suspensions/Resignations/Retirements

Number of Terminations (January 1 st -December 31 st)	Number of Suspensions (January 1 st -December 31 st)	Number of Resignations * (January 1 st -December 31 st)	Number of Retirements (January 1 st -December 31 st)
0	1	2	1

* Includes personnel who transferred to a new position within the Agency not requiring Special Constable

Training

Ethics and Diversity Training:

In addition to the training items listed in the following table, eleven new Transit Special Constables received a 3-day Diversity Training course delivered by qualified police instructors that met the training standards of the Toronto Police C.O. Bick Police College. In addition, 89 Transit Special Constables received a 4-hour refresher Ethics and Diversity course that included a component addressing racial profiling awareness.

Below is a table outlining training Transit Special Constables received in 2007.

Course/ Topic	Delivered By	Duration	Number Who Received Training
1. Annual Fraud Conference	Association of Certified Forensic Investigators	2 Days	1
2. Advanced Patrol Training	Peel Police	1 Week	6
3. Advanced Search Warrant	Toronto Police	2 Days	1
4. Annual Professional Standards Seminar	Toronto Police	3 Days	3
5. CPIC Query/Narrative	Ontario Police College	3 Days	1
6. Crime Prevention Through Environmental Design CPTED Level One Training Course	J.E. Judd and Assoc.	4 Days	2
7. Ethics and Diversity	Toronto Transit Commission	4 Hours	89
8. Front Line Supervisor	Toronto Police	3 Weeks	4
9. General Investigator's Course	Toronto Police	2 Weeks	3
10. International Counterfeit Workshop	Niagara Regional Police Service	3 Days	2
11. Interview Course	Toronto Police	1 Week	2
12. Liability & Risk	Ontario Association of Chiefs of Police	8 Hours	1
13. Special Investigations Unit Workshop	Ontario Association of Chiefs of Police	8 Hours	2
14. One on One Coach Officer	Toronto Transit Commission	4 Hours	10

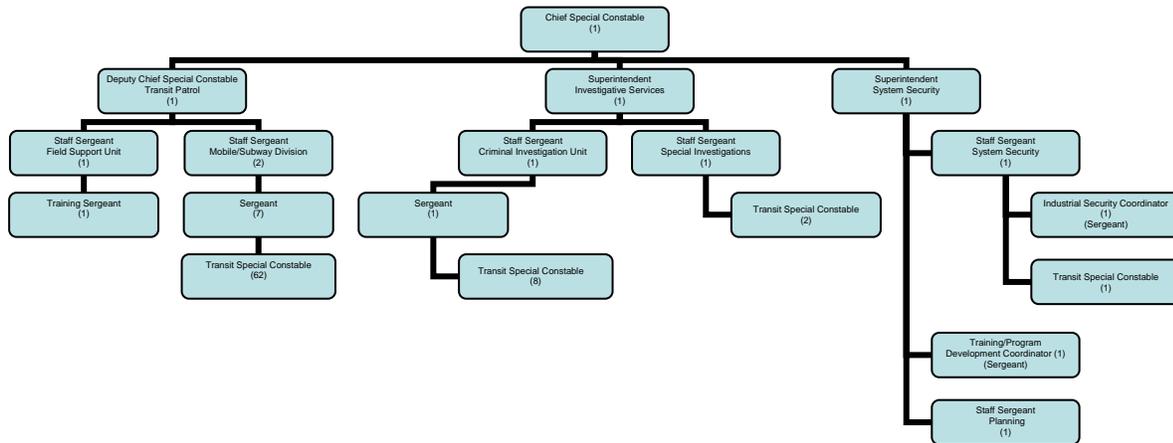
Course/ Topic	Delivered By	Duration	Number Who Received Training
15. Ont. Assoc. Police Educators Conference	Ontario Police College	1 Week	1
16. Outreach Training (12 Topics)	Toronto Transit Commission	12 Hours	65
17. Racial Profiling Awareness	Toronto Transit Commission	4 Hours	89
18. Recruit Training (1 Intake)	Toronto Transit Commission	11 Weeks	11
19. Reid Interviewing & Interrogation	John Reid and Assoc.	3 Days	2
20. Scene of Crime Photography	Toronto Police Forensic Identification Services	8 Hours	25
21. Standard First Aid	Toronto Transit Commission	16 Hours	64
22. Subway/SRT Rulebook & WHMIS	Toronto Transit Commission	8 Hours	90
23. TTC New Supervisor's Course	Toronto Transit Commission	40 Hours	2
24. Use of Force Requalification	Toronto Police C.O. Bick College	4 Hours	89 *
25. World Conference on Disaster Management	Canadian Centre for Emergency Preparedness	3 Days	1

* Five (5) Transit Special Constables did not requalify in Use of Force training in 2007 for the following reasons: (1) officer remains on restricted duties; (1) officer retired; (1) officer remains under a Toronto Police Chief of Police status suspension; (1) officer is on maternity leave until April 2008; and (1) officer resigned.

Supervision

TTC Special Constable Services is comprised of three sections: Transit Patrol, Investigative Services and System Security. Ninety-five (95) of the department's total strength of 125 employees is designated as Special Constable positions. Sixty-nine (69) frontline uniformed Transit Special Constable positions (62 Constables & 7 Sergeants) provide dedicated and proactive order maintenance and law enforcement to both the subway and surface systems. They also respond to emergency and security-related calls for service issued by the Transit Control Centre.

General supervision is under the authority of the Chief Special Constable who has delegated this authority through the established rank structure as illustrated below.



Equipment

Equipment Issued to Special Constables
<ul style="list-style-type: none"> • One wallet badge, appropriate wallet and agency identification card • Soft body armour with appropriate carriers • One set of standard handcuffs with appropriate carrying case • One expandable baton with appropriate carrying case • One container of Oleoresin Capsicum (OC) foam with appropriate carrying case • One approved memo book • One Special Constable Services Policy, Procedure and Rules Manual

Enforcement

Authority *	Arrested	Charged (Form 9, P.O.T)	Released No Charges (Unconditionally)	Turned Over to Toronto Police Service
Criminal Code	396	88	70	238
Controlled Drugs and Substance Act	28	8	7	13
Criminal Warrants	89	0	4	85

Trespass to Property Act	317	291	24	2
Liquor Licence Act	71	19	6	41 to police 5 to a hospital
Provincial Offences Act-Breach of Probation	0	17	0	0
Mental Health Act	74	N/A	0	N/A

** As provided in the Special Constable Appointment*

Occurrence Reporting

Occurrence Type	Number of Reports
General Occurrences (TPS 200/205)	1363
Record of Arrest (TPS 100/101)	1368
Property Occurrences (TPS 400)	1244
EDP Information Form (TPS 710)	74
Person Contact Cards (TPS 208)	5690

Property

In 2007, Special Constable Services processed 954 pieces of property into their property room. In addition, property that was no longer required for court or investigative purposes was either returned to the lawful owner or disposed of in accordance with TPS procedures for the disposal of property.

Complaints

All public complaints relating to conduct of Transit Special Constables are forwarded to the Toronto Police Service's Professional Standards Administration Unit for assessment. The Toronto Police Service classifies each complaint as either serious (e.g. criminal allegation) or less serious (e.g. minor breach of discipline).

Serious public complaints are investigated by the Toronto Police Service's Professional Standards Criminal and Conduct Investigations Unit. Less serious public complaints are investigated by TTC Special Constable Services' Unit Complaints Co-ordinator.

Adjudication and appropriate penalties are the responsibility of the Chief Special Constable. Complainants are advised of the findings of all investigations and are advised of the right to request a review of the adjudication by the TTC Chief General Manager. All investigations are conducted in accordance with TTC Special Constable Services' policy and procedures.

The investigation findings categories are:

Unsubstantiated: - No evidence exists to support the allegation
 - Evidence exists, and if believed would not constitute misconduct
 - The identification of the officer involved cannot be established

Substantiated: - Complaint found to be supported by statements or evidence

Informal Resolution: - Mediation and successful conclusion of a less serious complaint

Pending: - Investigation not yet completed

Total Number of Complaints	Investigated by Agency	Investigated by Toronto Police Service	Number Resolved	Number Outstanding
9	9	0	9	0

Calls for Service

Transit Special Constables responded to 11,151 calls for service in 2007.

Throughout 2007, the Community Response Unit continued to target crime and disorder at subway stations. Their activities were instrumental in responding to customer and employee continuous complaints.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P107. ANNUAL REPORT: 2007 UNIVERSITY OF TORONTO SPECIAL
CONSTABLE PROGRAM**

The Board was in receipt of the following report March 13, 2008 from William Blair, Chief of Police:

Subject: SPECIAL CONSTABLE ANNUAL REPORT 2007 - UNIVERSITY OF
TORONTO POLICE

Recommendation:

It is recommended that the Board receive this report.

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 2007 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 following persons were in attendance and responded to questions about this report:

- **Ms. Caroline Rabbat, University of Toronto – Scarborough Campus**
- **Mr. Sam D'Angelo, University of Toronto – St. George Campus**
- **Staff Sergeant Gord Barratt, Special Constable Liaison Officer, Toronto Police Service**

The Board received the foregoing report.

**2007 Annual Report
To the
Toronto Police Services Board**



A Special Constable Service

**University of Toronto Scarborough
Community Police Services**

1265 Military Trail
Toronto, Ontario M1C 1A4
General: (416) 287-7398 Fax: (416) 287-7641
E-Mail: communitypolice@utsc.utoronto.ca

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Background

Established in 1964, the University of Toronto Scarborough (UTSC) is one of the three campuses of the University of Toronto, Canada's leading teaching and research university. Between 2002 and 2005, UTSC added five new, leading-edge facilities as part of its \$150 million capital expansion - the largest in campus history. Enrolment at UTSC has increased from 6,000 undergraduate and graduate students in 2001 to approximately 10,000 students in 2007.

The UTSC Community Police Services has, as its primary responsibility, the safety and security of the university community. The UTSC Community Police Services consists of the Manager, an Assistant Manager, three Corporals, and eight Constables. All officers are sworn special constables and act under the authority of the Ontario Police Services Act to enforce federal and provincial statutes on University of Toronto property. Officers also enforce certain University and parking regulations. UTSC Community Police are on duty 24 hours a day, seven days a week and patrol the campus property by foot, bicycle and car. The purpose of these patrols is to enhance personal safety, to prevent property crime, and to monitor for fire and other hazardous conditions on campus. The UTSC Community Police office is located in the Science Wing.

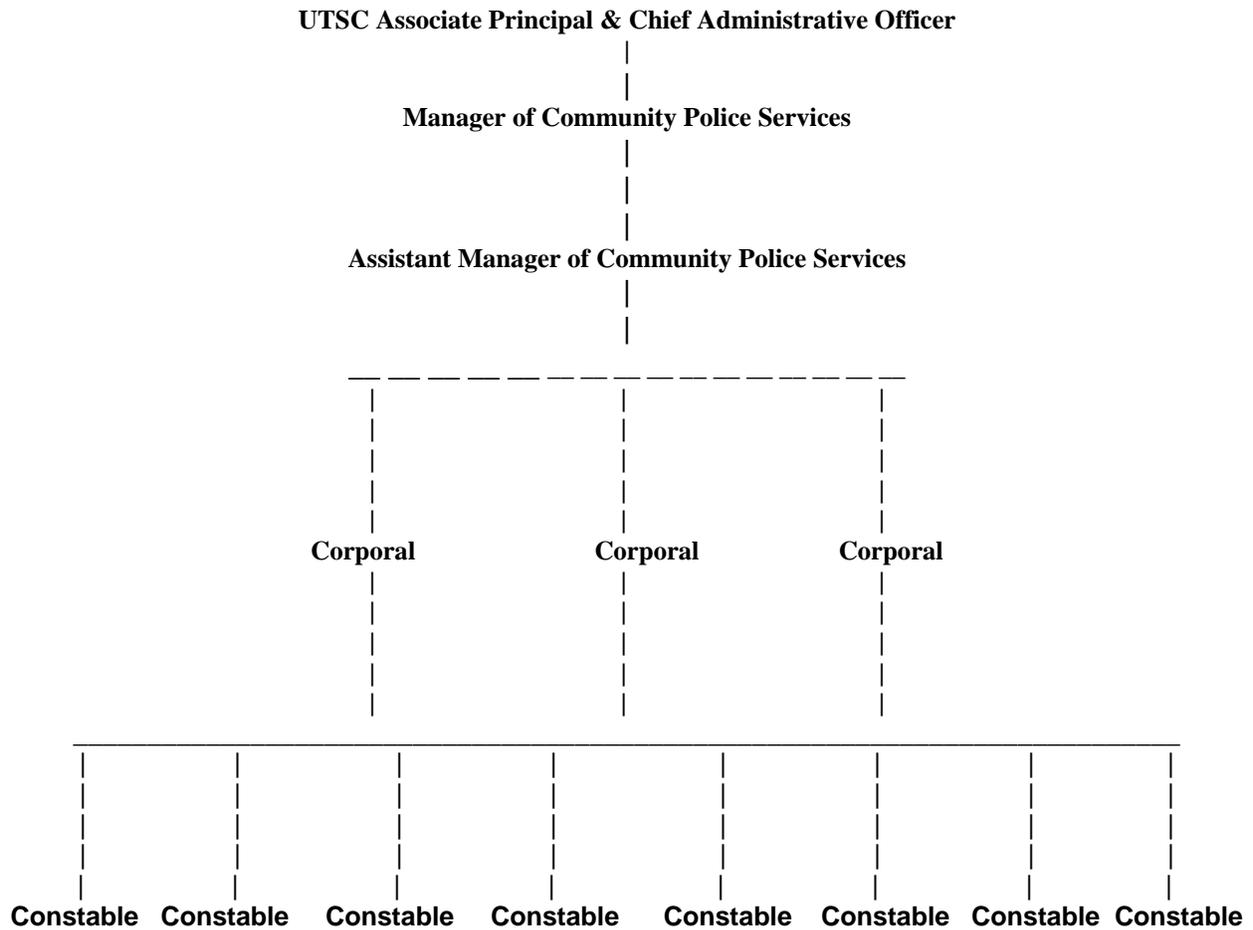
UTSC Community Police coordinate community relations programs, provide speakers, answer inquiries on matters of law enforcement, provide advice on personal safety and security and other related topics. UTSC Community Police also coordinate the UTSC Student Patrol, which operates from September to April. This service is available to all students, staff, faculty and visitors and, as well as being a safer alternative to walking alone at night, the patrollers are also responsible for building checks and general foot patrols.

Supervision

The Manager of UTSC Community Police Services reports to the Assistant Principal (Business and Administration) and Chief Administrative Officer of the University of Toronto Scarborough.

The Manager and the Assistant Manager of UTSC Community Police Services are responsible for the management and general supervision of all Corporals and Constables, while the Corporals are responsible for the supervision of the Constables. Managers are generally on duty from 7:00 a.m. – 8:00 p.m. Monday to Friday and on call and available at other times. At all times there is a Corporal or Acting Corporal on duty and designated as shift supervisor, who will be responsible for supervising between 1 and 4 officers.

UTSC Community Police Services Organizational Chart



Appointments

Number of Total Applications (January 1 st -December 31 st)	Number of New Appointments (January 1 st -December 31 st)	Number of Re-Appointments (January 1 st -December 31 st)	Total Number of Special Constables (As of December 31 st)
0	0	0	13

Terminations/ Suspensions/ Resignations and Retirements

Number of Terminations (January 1st-December 31st)	Number of Suspensions (January 1st-December 31st)	Number of Resignations * (January 1st-December 31st)	Number of Retirements (January 1st-December 31st)
0	0	0	0

* Includes personnel who transferred to a new position within the agency not requiring Special Constable authority or died prior to retirement.

Training

Mandatory Training

Course/Topic	Delivered By	Duration	Number who received Training
Annual Use of Force	UTSC Community Police	12 hours	12*
First Aid	Life Saving Society	8 hours	12*
Cardio Pulmonary Resuscitation (CPR)	Toronto EMS	4 hours	12*

Additional Training

Course/Topic	Delivered By	Duration	Number who received Training
Advanced Patrol Training	Peel Regional Police	1 week	5
General Investigators Course	Durham Regional Police	2 weeks	1
SOCO (Scenes of Crime)	York Regional Police	2 weeks	1
Crime Scene Management	UTSC Community Police	3 hours	10
Court Testimony	TPS/UTSC Community Police	1 hour	10
Investigative Detention	OPTVA/UTSC	1 hour	10
Impaired Articulation	OPTVA/UTSC	1 hour	10
Automated External Defibrillators	Toronto EMS	4 hours	12*
Diversity (May, June 2006)	University of Toronto	2 days	12*

* One officer has been on Long Term Disability (LTD) and has not been available for Annual Use of Force and AED Training or First Aid Training.

The University of Toronto Scarborough Community Police have made great strides in recent years in the quality and extent of training for front-line officers and this success continued in 2007.

In addition to mandatory training requirements, officers continued to attend Advanced Patrol Training. All officers have now completed this course. There are now a total of four officers who have completed the General Investigators Course and one officer has been certified as a Scenes of Crime Officer. Four Officers are also CPTED (Crime Prevention Through Environmental Design) Level 1 and 2 practitioners.

The University of Toronto Scarborough Community Police have further expanded training resources by becoming a member of the Ontario Association of Police Educators and remain active with the Toronto Learning Network as well as the Ontario Police Training Video Alliance (OPTVA). As such, we liaise extensively with municipal and regional police services in an effort to meet the needs of an expanding and diversified community.

All members completed Level One and Two Diversity training in 2006, as offered by the University of Toronto's Anti-Racism and Cultural Diversity Officer.

Equipment

Equipment Issued to Special Constables
<ul style="list-style-type: none"> ▪ Revised shoulder flashes (as depicted on the cover page) were affixed to all external uniform in compliance with the Minister of Community Safety and Correctional Services May 25th, 2007 correspondence CU06-04701. ▪ All Agency badges and identification are also in compliance.

Reporting Requirement

Enforcement

Authority *	Arrested	Charged (Form 9, P.O.T)	Released No Charges (Unconditionall	Turned Over to Toronto Police Service
Criminal Code	8	1	2	5
Controlled Drugs and Substance Act	0	0	0	0
Trespass to Property Act	2	2	0	0

Authority *	Arrested	Charged (Form 9, P.O.T)	Released No Charges (Unconditionall	Turned Over to Toronto Police Service
Liquor Licence Act	0	0	0	0
Mental Health Act	7	0	0	0

** As provided in the Special Constable Appointment.*

Additional Trespass to Property Act and Liquor Licence Act charges were laid (not listed) using Provincial Offences Act authority only.

Reports

Occurrence Type	Number of Reports
Found Property	220
Lost Property	520
Theft Under \$5000	32
Mischief Under \$5000	26
Assault	12
Fraud Under \$5000	3
Person Contact Cards (TPS 208)	13

Property

Special Constables with the University of Toronto Scarborough Community Police Services seize property in accordance with Toronto Police Service policies and procedures. All seized property is bagged and sealed in numbered evidence bags, logged and stored in locked cabinets. Any seized property which is evidence for cases being led by a member of the Toronto Police Service is turned over to Toronto Police Service for storage.

Complaints

The UTSC Community Police Complaint Investigation Procedure is consistent with Toronto Police requirements. When there is a criminal complaint, the matter is immediately turned over to the Officer in Charge at 43 Division of the Toronto Police Service. If the complaint in writing is not criminal in nature, the complaint is referred to the Unit Commander, Complaints Review of the Toronto Police Service to

determine who will investigate the complaint. If the complaint is returned to the UTSC Community Police Services for investigation, the Assistant Manager or designated supervisor will investigate the complaint and submit a report to the Manager of UTSC Community Police Services, who will determine whether the complaint is founded or unfounded. If the complaint is founded, then disciplinary action will be taken in accordance with the collective agreement. The Manager of UTSC Community Police Services reports complaints quarterly to the Toronto Police Service. The complaints procedure is posted on the UTSC Community Police website. The UTSC Community Police received no complaints in 2007.

Total Number of Complaints	Investigated by Agency	Investigated by Toronto Police Service	Number Resolved	Number Outstanding
0	0	0	0	0

Highlights of Reporting Year

The University of Toronto Scarborough Community Police Service has continued to be active in the community with events such as the annual Cops for Cancer “Fund Razor” event, Traffic Safety Week, Alcohol and Drug Awareness sessions, as well as entering a team in the MS Bike Tour. This interaction affords the UTSC Community Police with the opportunity to maintain a working relationship with the community.

In 2007, Automated External Defibrillators (AED’s) were made available to the University of Toronto Scarborough community. All UTSC Community Police Special Constables have been trained and have access to these life-saving devices.

Officers regularly participated in Special Constable Agency Awareness sessions provided at Charles O Bick College to Toronto Police Service officers during their annual Provincial Statutes training, and UTSC Community Police co-hosted a Youth Engagement Session with the Toronto Police Service and the Black Community Consultative Committee.

UTSC Community Police commenced a pilot project with Campus Crime Watch (an affiliate of Neighbourhood Watch), an internet based campus safety and security resource. In addition, University of Toronto at Scarborough Community Police Services operates the UTSC Patrol, a student patrol and escort service designed to provide a safer alternative to walking alone at night, the Lone Worker Program designed to allow staff and faculty on campus to “check in” with UTSC Community Police Services while working after hours, the Anti-Graffiti Program, designed to raise awareness of graffiti on campus among community members through advertising and enforcement, and the Student Crime Stoppers program in which UTSC Community Police work in partnership with the University community and Toronto Police Service to encourage those students who are reluctant to come forward with information regarding criminal activity, to do so anonymously.



2007

Annual Report to the Toronto Police Services Board

Special Constables
at the
University of Toronto
St. George Campus

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Background

The University of Toronto was established in 1827 by Royal Charter. In 1904, the University hired its first Police Constable who was also responsible for discipline. Over the years, as times have changed, so has the role of the University of Toronto Campus Community Police. Because the University was not originally part of the city service plan, it was responsible for its own policing. Constables were appointed by the Province. Later, city police service was provided through mutual aid agreements. The University campus police special constable service was made responsible to the Toronto Police Services Board through an agreement signed in 1995. Today, we provide special constable services to support the University community and the Toronto Police Service by responding to calls for service and incidents on the campus in a timely and community oriented manner.

Currently providing service to a community of seventy thousand students and more than ten thousand faculty and staff, the University of Toronto Campus Community Police Special Constable Service has three functional groups – St. George (Downtown), Scarborough and Mississauga Campuses. Each is functionally separate but work under a common policy. There are two separate special constable agreements – one with Peel Regional Police Services Board and the other with the Toronto Police Services Board. More than ten thousand students are in residence on the St. George campus and the balance use transit and other means of transportation to attend as day students.

The University of Toronto is the largest university in Canada and the United States (by enrolment) and the most diverse university in the world. Almost every racial, language, ethnic, national, political and religious group is represented. Approximately fifteen thousand new students are admitted to the University every year and a similar number are granted degrees. During the non-academic year, the University is host to students from around the world looking for a Canadian experience.

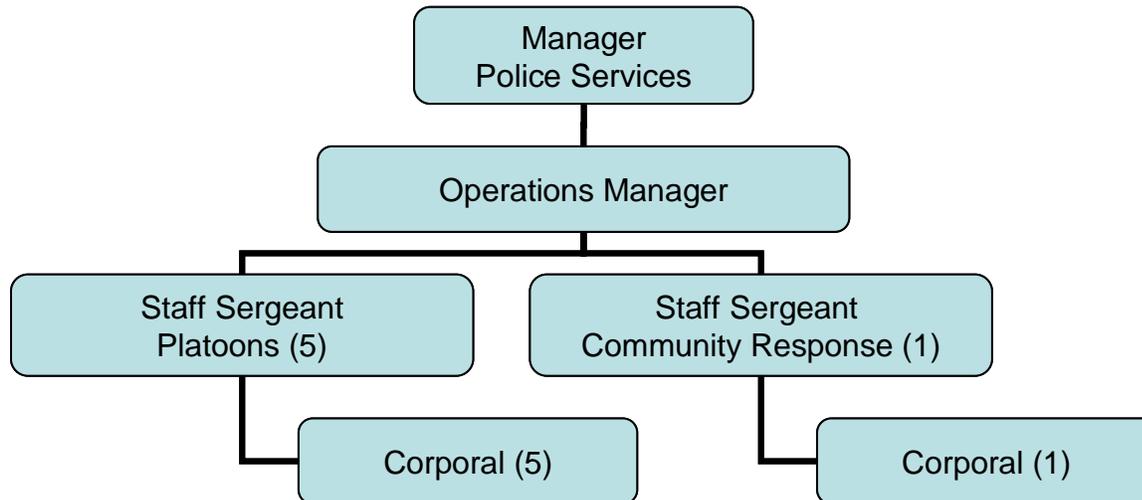
The university is a peaceful place where issues are explored, debated and at times argued. The freedom to speak, believe and learn is fundamental to the institution. Despite or because of its differences, the University thrives in the world of research and culture. By all of the standards used to assess the safety of a community in Canada, the University of Toronto remains a safe environment. Our campuses are open to the community. They are the source of much of the academic culture available in the cities of Toronto and Mississauga.

It is the role of the special constable service to recognize and anticipate issues and take corrective action. For this reason, each campus service has responsibilities beyond community policing and law enforcement. We provide safety and security plans, systems and services. Our methodology relies heavily on Crime Prevention Through Environmental Design (CPTED) principles for physical security and the office of the Community Safety Office for social and community development, safety planning and coordination of crisis services.

The result is a level of service sought by many academic and community organizations. It serves our community well.

Supervision

Service is provided on a platoon based system. The platoons are led by Staff Sergeants who are assisted by a corporal. Managers and Staff Sergeants are members of the Professional Managerial Group and corporals are members of OPSEU, the union which represents special constables and communications operators.



Appointments

Number of Total Applications (January 1st-	Number of New Appointments (January 1st-	Number of Re-Appointments (January 1st-	Total Number of Special Constables (As of December 31st)
8	4	4	31

Terminations/ Suspensions/ Resignations and Retirements

Number of Terminations (January 1st-	Number of Suspensions (January 1st-	Number of Resignations * (January 1st-	Number of Retirements (January 1st-December 31st)
0	0	2	0

* Includes personnel who transferred to a new position within the Agency not requiring Special Constable Authority or died prior to retirement.

TRAINING

Our training mandate is designed to meet the needs of the University. Training combines directives from the Toronto Police Service, changes in law, court decisions, Federal, and Provincial standards into a comprehensive learning model.

The Service strives to keep current with community policing, public safety and law enforcement trends while recognizing trends in social development and learning from professionals within and outside the University. The training program is developed through consultation with the community, other institutions and case debriefing of situations.

The Service welcomes constructive comment from its clients. Recommendations from all levels of policing contribute to the process of designing and delivering the courses to meet the specific needs of the service and its community. The training curriculum is designed to ensure a balanced mix of mandatory skills training, sensitivity to the University environment and practical field experience. This is accomplished through a combination of on-line and in-class lectures, seminars and participative, in-group discussions to approximate campus policing situations. Campus resources are used whenever possible, but due to the unique style of policing that is required on campus; outside resources are occasionally used.

The nature of the University community requires its special constables to have a high level of understanding of the cultures, beliefs and experiences of people from all over the world. Understanding people and developing empathy for their situations is essential to providing community policing services. There are core learning requirements that lead to understanding diversity in many parts of the training, not just in courses titled as such. The initiatives taken are highlighted in the chart but an explanation is included to provide context.

The table following details the training provided during 2007 to special constables at the University of Toronto.

- * Denotes the course is diversity training
- + Denotes that the course has Diversity content

Course/Topic	Delivered by	Duration	No. Trained
ACD Phone Training	Maria Diberardino / Bell Canada	4 hours	13
Advanced Patrol Training On-Line	Canadian Police Knowledge Network	8 hours	2
Advanced University Special Constable Course	Ed Judd and Associates	80 hours	2
Campus Policy Information Portal training	Barry Dean of D-Tech Consulting	2 hours	7
Central Ontario Crime Prevention Association	Hosted by York Regional Police	2.5 hours	2
Communicate with Impact	Suzanne Park / U of T Staff Development	6 hours	2
Unit Complaints Co-coordinator Training Session	Toronto Police Service Professional Standards	8 hours	1
CPIC Query – Narrative	Ontario Police College	24 hours	1
CPIC Query - Narrative Review	Ontario Police College/ on-site U of T	4 hours	18
CPIC Query – Narrative On-Line	Canadian Police Knowledge Network	8 hours	13
Defensive Driver Training	Graham Austin/CARS	16 hours	7
Defensive Tactics Instructor Course	Robert Pruolx / PPCT Management Systems	32 hours	2

ENTERPOL Lotus Notes	Brian Henry/Team Huber	32 hours	4
ERMS Crisis Management	ERMS Corporation	3 hours	6
Facilitation Skills	OISE Certificate in Adult Training and Design	24 hours	2
FIPPA Basic Introduction	Rafael Eskenazi / Ilone Harrison	2 hours	15
Fire Alarm Central Monitoring Procedures	U of T Fire Prevention	5 hours	9
First Response to Terrorist Activity Seminar	Paul Fennewald (FBI ret.)	8 hours	2
Forensic Identification Service Educational Conference	Toronto Police Forensic Identification Service	40 hours	2
*Forensic Issues in Mental Health	Dr Jose MEJIA / Seneca College	24 hours	2
First Aid CPR	Campus Police Instructor	16 hours	28
General Investigation Course	Durham Regional Police / OPC	80 hours	2
*Group Dynamics and Team Enablement	Anti-Racism and Cultural Diversity Office	4 hours	5
Guns and Gangs Seminar	Toronto Police Service	1 hour	5
Honeywell EBI System Training Disk	Honeywell	3 hours	14
Incident Management Systems Executive Overview	BowMac Education Services	16 hours	7
Instructional Design	OISE Certificate in Adult Training and Design	24 hours	2
Incident Management System	BowMac Education Services	24 hours	9
*International Conference of Lesbian and Gay Criminal Justice Professionals	Cultural Diversity and Human Relations Symposium	40 hours	2
Joint Health and Safety Committee Basic Certification	Ana Derksen BSc	24 hours	1
Maritime Security Symposium	Toronto Police Marine Unit	24 hours	2
Needs Assessment and Evaluation	OISE Certificate in Adult Training and Design	24 hours	2
+OACUSA Protective Services Course On - Line	Ed Judd and Associates	240 hours	8
OACUSA Protective Services Course On - Site	Ed Judd and Associates	80 hours	8
Photo Imaging Network Session	Toronto Police Forensic Identification Unit	8 hours	2
Presentation Design and Delivery	OISE Certificate in Adult Training and Design	24 hours	2
Professional Excellence in Protective Services	Wendy Hay	7 hours	15
Random Actor Violence Prevention	Dan Korem / hosted by University of Windsor	16 hours	8
Students Working Abroad Program Overview	Holly Luffman / International Student Exchange Office	.50 hours	8
*Suicide and Crisis Cases	Andrea Carter / Community Safety Office	3 hours	34
Supervisory Leadership Course	Toronto Police Service	120 hours	5
Terrorism/Hazardous Materials Awareness for First Responders in Ontario	Ontario Fire Marshal	4 hours	21
Understanding the Adult Learner	OISE Certificate in Adult Training and Design	24 hours	2
University of Toronto Hiring Process	U of T Staff Development	3 hours	1
University of Toronto Emergency Management System	Implementation Manager, UT- Emergency Response Management System	.50 hours	10
Use of Force	Campus Police Instructor(s)	8 hours	29

Annual Use of Force

2 could not attend for medical reasons
2 resignations from Service

Equipment

Equipment Issued to Special Constables
#1. One wallet badge, appropriate wallet and Agency identification card #1. Soft body armour with appropriate carriers #1. One set of standard handcuffs with appropriate carrying case #1. One expandable baton with appropriate carrying case #1. One approved memo book #1. Other equipment as required to safely and effectively carry out their duties

Reporting Requirement

Enforcement

Authority *	Arrested	Charged (Form 9, P.O.T)	Released No Charges (Unconditional v)	Turned Over to Toronto Police Service
Criminal Code	42	10	5	27
Controlled Drugs and Substance Act	4	4	0	0
Trespass to Property Act	193	84	109	0
Liquor Licence Act	5	43	7	0
Mental Health Act	23	0	0	Hospital 23

** As provided in the Special Constable Appointment*

Reports

Incident Types	2007
Break and Enter	39
Robbery	10
Theft Over \$5000	11
Theft Under \$5000	341
Theft Bicycles	92
Possess stolen property	1
Disturb Peace	2
Indecent Acts	2
Mischief/Damage	162
Other Offences	57
Arrest Warrants	12
Sexual Assaults	0
Assaults	33
Impaired Driving	0
Criminal Harassment	15
Threatening	21
Homophobic/Hate Crimes	1
Homicide	0
Total Crime Occurrences	799

Property

Evidence property is managed by the Case Manager and is returned at the end of cases or as directed by the court. Property is not retained for cases managed by Toronto Police.

Complaints

Total Number of Complaints	Investigated by Agency	Investigated by Toronto Police Service	Number Resolved	Number Outstanding
1	0	1	0	0

Highlights of Reporting Year

21st Annual Torch Run 2007

In June 2006, University of Toronto Police Services participated in the 20th Annual Torch Run for Special Olympics. Participation in the Torch Run is a long standing tradition and on this occasion we had 15 participants. \$ 1000.00 was raised through T- shirt sales, 50/50 draw and donations through pledge sheets.

'STOP' Program

Beginning July 2006 the University of Toronto Campus Community Police joined forces with Security Tracking of Office Property (STOP) in order to address the growing laptop and electronic device theft problem. STOP anti-theft system is a unique patented protection that solves the problem of equipment theft by eliminating the reason for most theft: resale value. Campus Police have sold approximately 4,200 registered plates. To the end of 2007, none of the devices registered in the STOP program have been stolen.

GPS Bait Bike Program

In order to deter and apprehend offenders, Campus Police launched a bait bike program in October 2006. Modeled after the Victoria Police program, Campus Police hid a Global Positioning Beacon (GPS) on a bicycle and then placed the bike within high theft areas on campus. When the bike was stolen from its "geozone" campus police assisting members of the Toronto Police Service (52 Division CRU) apprehended the suspects. A total of five suspects were apprehended in 2007.

Nuit Blanche

The first Canadian 'Nuit Blanche' cultural experience was held in various locations across the city on the night of September 29 to 30. The University of Toronto hosted more than 200,000 people.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P108. ANNUAL REPORT: 2007 TORONTO COMMUNITY HOUSING
CORPORATION SPECIAL CONSTABLE PROGRAM**

The Board was in receipt of the following report March 14, 2008 from William Blair, Chief of Police:

Subject: SPECIAL CONSTABLE ANNUAL REPORT 2007 - TORONTO
COMMUNITY HOUSING CORPORATION

Recommendation:

It is recommended that the Board receive this report.

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 2007 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 2007, a number of community outreach initiatives have been undertaken throughout 2007. 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 following persons were in attendance and responded to questions about this report:

- **Ms. Pamela Boyce Richard, Coordinator, Field Operations, Toronto Community Housing Corporation**
- **Staff Sergeant Gord Barratt, Special Constable Liaison Officer, Toronto Police Service**

The Board received the foregoing report.

TORONTO COMMUNITY HOUSING COMMUNITY SAFETY UNIT

**365 Bloor Street East, 8th Floor
Toronto, Ontario M4W 3L4
General (416) 921-2323 Fax (416) 921-3627**



2007 ANNUAL REPORT on SPECIAL CONSTABLE OPERATIONS to the TORONTO POLICE SERVICES BOARD

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Background

Toronto Community Housing (also commonly known as TCH or “Toronto Housing”) is legally organized as a corporation, owned completely by the City of Toronto and operated at arms length from the City. It is governed by a Board of Directors made up of the Mayor (or designate), 3 City Councilors, and 9 other citizens, including 2 TCH tenants.

TCH provides homes for about 164,000 people. Our portfolio is made up of high-rise and low-rise apartment buildings, townhouses, rooming houses, and a variety of detached and semi-detached homes. In total TCH operates about 58,500 housing units, making us one of the largest housing providers in North America. Our tenants reflect the face of Toronto. They are of all ages, races, religions, backgrounds, and family types.

The Community Safety Unit (CSU) is one operating unit of Toronto Housing. Our staff of approximately 135 professionals performs a variety of functions. These include Special Constables, Provincial Offences Officers, Parking Enforcement Officers, and Safety Consultants. Since TCH communities are diverse and unique, each of these positions is designed to have different authorities and resources to help address these needs.

The CSU mandate and vision express our role in helping to accomplish the goals of Toronto Community Housing.

The mandate of the Community Safety Unit is to partner with communities, to promote a safe environment for residents, and to preserve the assets, buildings and property that are managed and owned by Toronto Community Housing.

Building on the best practices of our three legacy companies, our vision is to provide innovative, value added, sector-sensitive, safety promotion and security services.

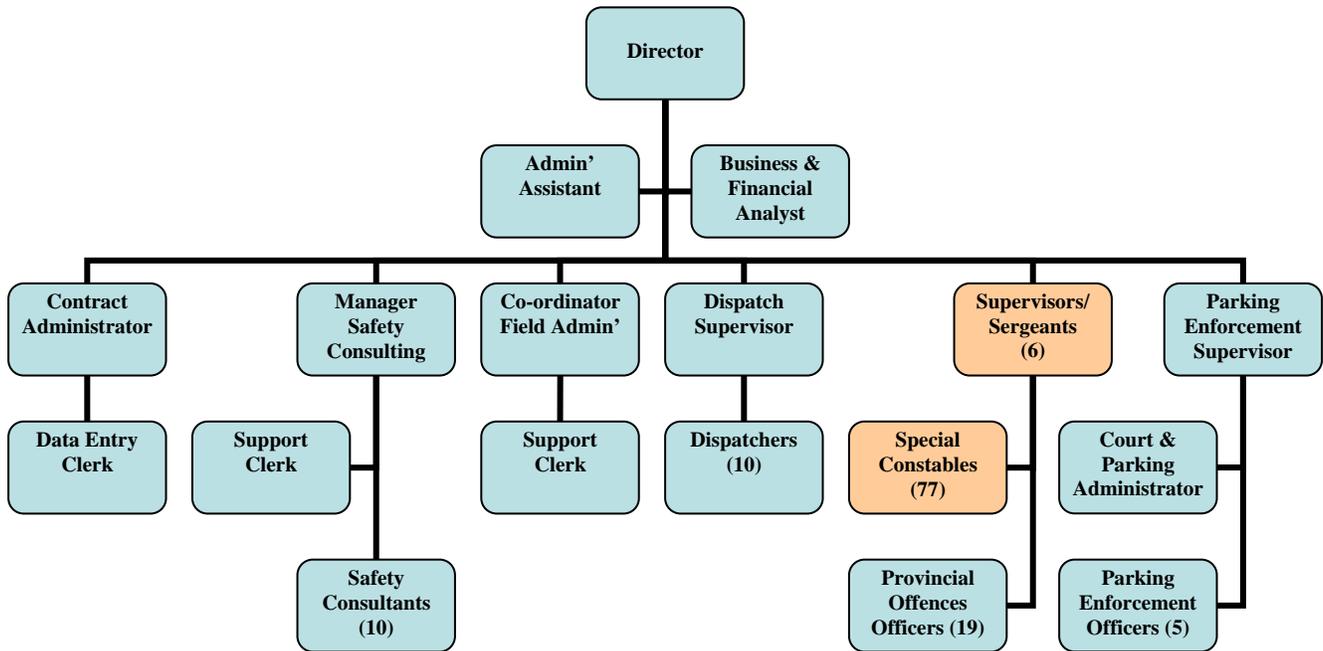
In December 2000, Toronto Community Housing entered into an agreement with the Toronto Police Service for Special Constable status. A total of 83 CSU staff are currently appointed and sworn as Special Constables.

This report provides an overview of our Special Constable program in 2007.

Supervision

The CSU has 6 Field Supervisors with Special Constable Sergeant status who oversee operations 24 hours a day, 365 days a year. They supervise 77 Special Constables, 19 Provincial Offences Officers, 5 Parking Enforcement Officers and 10 Dispatchers. They are supported by supervisors in the Parking Enforcement and Dispatch areas (one each). Officers are assigned in TCH communities throughout the city. Methods of operation include foot, bicycle and vehicular deployments. Duties include patrolling for visibility and deterrence, responding to radio calls, conducting investigations and enforcement activities, answering service requests, parking control, special attention checks, and providing back-up to other officers. Special Constables also participate in many community events, activities and meetings.

Organization Chart - Community Safety Unit



Organization Chart - Special Constables



Appointments

Total Applications (January 1 st - December 31 st)	New Appointments (January 1 st - December 31 st)	Re-Appointments (January 1 st - December 31 st)	Total Special Constables (December 31 st , 2007)
8	8	0	83

Departures

Number of Terminations (January 1st to December 31st)	Number of Suspensions (January 1st to December)	Number of Resignations * (January 1st to December)	Number of Retirements (January 1st to December)
0	0	2	0

* Includes personnel who transferred to a new position within the Agency not requiring Special Constable Authority or who died prior to retirement.

Training

Mandatory Training

Course / Topic	Delivered By	Duration	Number trained
Annual Use of Force (refresher)	Tactical Edge	1 day	70 *
Standard First Aid *	Active Canadian Emergency Training	1 day	70 *
Cardio Pulmonary Resuscitation (CPR - level C)*	Active Canadian Emergency Training	1 day	70 *
Diversity (Human Rights and Equity)	Director of Public Education-OHRC	1 day	6

*First Aid and CPR training are conducted together in a one day course. All TCH Special Constables hold certification.

*Four Special Constables on leave/illness – will certify upon return to Special Constable duties.

Additional Training

Course / Topic	Delivered By	Duration	Number trained
CCTV and DVR Orientation	TCH internal	2 hrs	69
CPTED	Peel Regional Police	4 days	50
General Investigator – Special Constable Training	Ed Judd and Associates	16 weeks	5
Booking and Sally Port Procedures	32 Division – Toronto Police	3 hrs	58
Conflict Resolution	Peer trainers (TCH internal)	2 days	15
Critical Incident Stress Debriefing	Toby Snelgrove	3 days	14

Course / Topic	Delivered By	Duration	Number trained
Supervisory Leadership Training	Humber College	3 weeks	3
Graffiti Training	11 Division – Toronto Police	2 hrs	61
Acting Supervisor Orientation	TCH Internal	4 days	8

Equipment

In 2007 there were no changes to authorized equipment for TCHC Special Constables.

Equipment Issued to Special Constables
<ul style="list-style-type: none"> • One badge with appropriate wallet or carrier and TCH Special Constable photo ID card • Soft body armour with appropriate carriers • One pair of cut-resistant Kevlar-lined leather gloves • Disposable bio-hazard gloves and belt pouch • One set of handcuffs with appropriate belt case • One expandable baton with appropriate belt carrier • Memo book and cover • One CSU Standard Operating Procedures (SOP) manual. • One AA battery flashlight with belt case • One container of OC foam with belt case • Folding multi-tool and belt case (approved by CSU, supplied by the officer) • Personalized TCH business cards (Special Constable role explained on the back)

Property

All property seized by TCHC Special Constables are seized in accordance with Toronto Police Services policies and procedures.

Any seized property which is required for cases investigated by the Toronto Police Service is immediately forwarded to them for storage and/or evidence.

All other seizures (drugs, cash, weapons, found property) are surrendered directly to the Toronto Police Service at the time of the initial investigation, including completion of the applicable reports and TPS property processing procedures, and in compliance with our Special Constable agreement.

Reporting Requirement

In 2007 TCH Special Constables reported 20,044 calls, investigations and service requests for events on or in relation to Toronto Community Housing properties. Many of these calls were attended by both TCH officers and the Toronto Police Service. The jointly attended matters were reported to the Toronto Police Service by the TPS officers involved and were cross-

referenced in the TCH daily activity report submitted to the Special Constable Liaison Officer (S/Sgt. Gord Barratt). TCH does not generate duplicate TPS reports. The statistics below reflect enforcement and investigations that were initiated or conducted independently by TCH officers.

Enforcement

Authority *	Total Arrested and/or Charged	Charged and Released - (Form 9 / PON)	Released Unconditionally -	Delivered in Custody to Toronto Police
Criminal Code	56	1	0	55
Controlled Drugs and Substances Act	4	0	0	4
Trespass to Property Act	494	446	29	24
Liquor License Act	5	0	5 {Detox}	0
Mental Health Act	11	0	11 {Hospital}	0

** As provided in the Special Constable Appointment*

Other Reports

Event Type: Criminal Investigation (TPS General Occurrence filed by CSU)	No.
Armed Robbery	1
Arson	2
Assault	13
Assault Peace Officer	1
Assault with Weapon or Bodily Harm	1
Attempt Break and Enter – Residence	2
Attempt Theft From Vehicle	1
Attempt Theft of Motor Vehicle	4
Breach of Recognizance	1
Break and Enter	8
Cause Disturbance or Loitering	2
Child Neglect	1
Domestic	3

Event Type: Criminal Investigation (TPS General Occurrence filed by CSU)	No.
Fire	1
Found Property	1
Fraudulent Use of Credit Cards	1
Law Enforcement Information Only	2
Mischief	274
Possession Under- Property Obtained By Crime	1
Sexual Exploitation	1
Theft From Vehicle Under	20
Theft of Motor Vehicle	1
Theft of License Plate Val Tag {Sticker}	2
Theft Under - \$5000	63
Unlawfully in Dwelling	1
Utter Threats	5
Warrant – Executed Arrest	2

Event Type: Non-Offence (CSU internal reports only)	No.
Ambulance Call	128
Assistance to Residents and Others (Access / Information / Other)	1295
Assist Resident – Check the Welfare	225
Defective Equipment (Access / Elevator / Fire and Life Safety / Other)	942
Dispute - Neighbour	5156
False Fire Alarm (Mischief / Accidental / Defective / Justified)	813
Fire	261
Found Property	32
Hazardous Condition	357
Insecure Premises	206
Intrusion Alarm (Accidental / Defective)	120

Event Type: Non-Offence (CSU internal reports only)	No.
Parking Enforcement (patrols)	333
Personal Injury	52
Vehicle Accident (private property, no charges)	66

Complaints

As required by the agreement between the Toronto Police Services Board and the TCH, Toronto Housing has established a complaint investigation procedure for Special Constables which corresponds to the procedure used by the Toronto Police Service. TCH provides a quarterly report of all complaints and their investigations to the TPS Board. Any findings of misconduct are reported forthwith.

In 2007, the CSU developed a new brochure about its Special Constable program for distribution to communities and tenant representatives. It includes information about how to report a complaint regarding the actions of a Special Constable.

During 2007, one complaint was received by the Toronto Police Service. It was substantiated by Professional Standards with no recommendation for suspension/termination of the officer's Special Constable status. The results were referred to TCHC for further resolution and/or discipline.

Total Number of Complaints	Investigated by CSU	Investigated by Toronto Police	Number Resolved	Number Outstanding
1	0	1	0	1

Highlights of the Reporting Year

Diversity Initiatives Action Group (DIAG)

2007 marked the fifth year of operation for the staff driven CSU human rights and equity group known as the "Diversity Initiative Action Group". The group includes eight Special Constables in its membership. It is responsible for facilitating ongoing needs assessment of staff related to equity issues and for developing and recommending process changes and activities to support anti-racism and anti-oppression. During 2007, DIAG conducted an exhaustive staff evaluation seeking feedback about its work and the function of its role within the CSU. The evaluation sought input from all front line staff, including Special Constables, along with TCHC senior executive. DIAG also continued its equity training about issues such as systemic discrimination and is currently in the process of finalizing its training content for roll out to CSU staff in 2008.

African Heritage and Asian Heritage Months

CSU staff worked and celebrated together during February and May, learning (and unlearning), feasting on culture and cuisine, and celebrating both African heritage and Asian heritage. Several internal events were held with wide participation by both our officers and other TCH staff. The annual African Heritage Month fundraising campaign contributed over \$2,000 to scholarship funds which recognize and value the youth of TCH communities: the *Second Chance Foundation Scholarship* and the *Jean Augustine Scholarship* for youth.

Youth Events and Programs

Children and young people are a vital part of our communities. Relating positively to children and young people is very important to the daily work of every CSU Officer. With this in mind, it is vital for our Special Constables to seek opportunities for healthy, positive interaction with children and young people in settings where they can build relationships and be known as individuals rather than just as persons in authority. In addition to the thousands of ad hoc conversations and “pop-ins” at recreation centers, our officers have contributed directly too many structured events and programs during 2007. These include volunteering to work for “Holi-Jays” at the Roger’s Centre, initiating the Homework & Reading Club and the Youth Basketball and Life-skills Program at Weston Towers, as well as coordinating the creation of a computer room and job-search training program in the Kennedy/Glamorgan community.

Community Relations and Safety Promotion

CSU Special Constables participate annually in many local events and activities. These allow us to share information with TCH tenants and the general public, and give us a way to support organizations and events that help to build and support community. In 2007 these included the Raising the Roof, Law Enforcement Torch Run for Special Olympics, the Toronto Pride Parade, Cops for Cancer, the annual Regent Park Block-O-Rama Bar-B-Q (and too many other local community picnics and BBQ’s to list), including the United Way fundraising challenge.

Conclusion: A Valuable Partnership with the Toronto Police Service

The Special Constable agreement between TCHC and the Toronto Police Service is one benefit of a strong partnership that reaches back over many years. This relationship has supported communication and co-operation between our organizations to the benefit of all. Because of the enhanced training, legal status, and access to information available to Special Constables they have been able to support and assist both Toronto Police and the residents of our communities in hundreds of investigations.

At less serious incidents, TCH Special Constables have conducted complete investigations and filed all of the required TPS reports for thefts, mischief, threats, assaults, and other less violent matters. At many major crimes they have been the first officers on scene, assisting with the primary assessment and notifications, perimeter protection, crowd management, witness canvassing, evidence security, and prisoner transports. In many, many other instances, Special Constables and Toronto Police have attended calls together in situations where the community

knowledge of the TCH officer and the police authority of the TPS Officer have combined to support one another and to solve problems quickly and safely.

- Our communities benefit when TCH Special Constables are able to process minor offences and release prisoners at the scene without tying up the scarce resources of the Toronto Police Service and without holding a citizen in custody for longer than is required.
- Our communities benefit when Special Constables are able to act directly – to apprehend offenders and persons wanted on warrants and transport them to the local Division. In so doing, they interrupt illegal and anti-social behaviour and help to keep the peace in our neighbourhoods.
- Our communities benefit when TCH Officers with a detailed knowledge of local people and situations are able to support the Toronto Police Service not only with factual information, but also with detailed intelligence about criminal activity.

This partnership goes far beyond just working together on Community-Police Liaison Committees (which we do) or benefiting from training with the Toronto Police Service at CO Bick College. It gets right down to better problem solving on the street, working in collaboration with the people who form Toronto Housing communities, and empowering them to maintain safe and healthy neighbourhoods with us.

We highly value our working partnership with the Toronto Police Service and our joint Special Constable agreement. It helps us to promote and maintain safe, secure, and healthy communities.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

#P109. IN-CAR CAMERA SYSTEM EQUIPMENT EVALUATION

The Board was in receipt of the following report April 03, 2008 from William Blair, Chief of Police:

Subject: IN CAR CAMERA SYSTEM (ICC PROJECT) EQUIPMENT EVALUATION

Recommendations:

It is recommended that: the Board receive this report.

Financial Implications:

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

Background/Purpose:

The Toronto Police Services Board received a report from the Chief of Police in March, 2004 (Min. No. P82/04 refers), outlining the feasibility of establishing a pilot project involving cameras in police patrol cars in the most cost effective manner possible. The main objective of the pilot was to ascertain the benefit and effectiveness of installing video camera equipment in front-line TPS vehicles.

The Board accepted this report and requested that the implementation of this proposed pilot project be considered as part of the 2005 capital budget request process. A Capital Business Case was submitted and approved through Toronto City Council's Budgeting Sub-Committee.

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, 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 four weeks, intermittent functionality problems began to re-appear at both pilot locations. It was apparent, however, that the pilot project goals (i.e. enhanced officer safety, re-affirmed commitment to professional and unbiased policing, protection of officers from unwarranted accusations of misconduct and improved quality of evidence for investigative and court purposes) were met, despite continued technical difficulties.

As a result, the decision was made, during the course of the Pilot, to proceed with the Service-wide implementation of in car cameras in all front-line TPS vehicles.

The Board received the results of the original twelve month in-car camera pilot project conducted by the Service at its meeting in April, 2007. The Board was advised that, given all the technical issues experienced during the initial pilot, the Service would conduct a second pilot relating specifically to the evaluation of the reliability and functionality of the in-car camera systems (Min. No. P144/07 refers).

To achieve this, a Request for Proposal (RFP) was issued by the Service (RFP #1076136-06). The RFP objective was to invite proposals from qualified vendors to provide the products and services required for the implementation of up to 450 In Car Camera Systems which would meet TPS's stringent reliability and performance requirements.

The RFP was released to the public on October 20, 2006, with a closing date of December 12, 2006. Copies of the RFP were issued to a total of 21 companies located in both Canada and the United States.

Vendors were instructed to submit inquiries and questions concerning the form and content of the RFP by December 1, 2006. Five proposals were received by the due date in December, 2006. One proposal was subsequently disqualified and a total of four proposals were provided to the ICC evaluation team for appraisal. The ICC evaluation team consisted of representatives from ITS (Information Technology Services) and uniform officer representation from 13 Division (i.e. the pilot division).

The evaluation process was based on three main criteria:

1. Compliance with Specifications and Supportability (60%),
2. Proposed Solution Cost (20%)
3. Bidder's Record of Performance and Stability (20%).

The bid evaluation process was conducted in several steps. During the first iteration, the ICC evaluation team reviewed all the responses to the RFP on an individual basis. The vendors that responded were as follows: **Panasonic, IPT – VisionHawk, L3 Communications and M.D. Charlton Co. Ltd.** During the second iteration, members of the ICC Evaluation team, met to discuss and evaluate each response in detail.

As a result of the detailed review of the bids, two of the vendors were short-listed and invited to TPS to present their products to the team in January, 2007. Both vendors were asked to install their system, at their own cost, in three vehicles for a trial period. Each vendor was expected to document and implement a fully functional, end-to-end solution.

Site visits were made to two vendor installations. Representatives from TPS visited the Louisville Police Force in Kentucky, who had implemented Panasonic's ICC systems, (August 9 to 10, 2007), to conduct a reference check and gather information regarding the reliability of the equipment installed. The Louisville Police found that the ICC systems were functioning very reliably and that their officers were very happy with the performance and stability of Panasonic's

equipment. TPS also visited the Dallas Police Force in Texas, (June 12 to 15, 2007) and received mixed reports regarding the reliability and performance of the Integrian ICC systems installed in their vehicles.

The 90 day pilot was conducted at 13 Division, June through August, 2007. Officers at the pilot division were asked to fill out surveys during the first week of September, 2007, regarding the functionality and ease of use of both Panasonic and Integrian ICC systems. On the whole, officers found the Panasonic equipment easier to use and more reliable.

During the pilot, it became apparent that reliability and performance were key issues. Part of the trial was focused on determining which vendor best met our reliability expectations.

The overall objectives, as outlined in the goals of the original Pilot continued to be met (i.e. enhanced officer safety, re-affirmed commitment to professional and unbiased policing, protection of officers from unwarranted accusations of misconduct and improved quality of evidence for investigative and court purposes). The purpose of the second pilot, however, focused on a thorough technical evaluation of the ICC systems rather than the benefit and effectiveness of installing video camera equipment in front-line TPS vehicles.

The final evaluation process was based on four main criteria:

1. Compliance with Functional Specifications (20%),
2. Ability to transmit video securely from vehicle to division and ultimately to a central Database (20%)
3. Data Management Capabilities (20%)
4. Performance, Reliability and Support (40%).

Based on the above criteria, Panasonic Canada Inc. scored the highest in all categories and achieved the highest overall score.

Conclusion:

In conclusion, the final selection of a vendor to provide in car camera systems to be installed within up to 450 TPS vehicles was made at the end of a multi step evaluation process. It had become quite apparent, during the trial period, that Panasonic met all of TPS's functional, performance and reliability as well as support requirements. As a result, the ICC evaluation team recommended the selection of Panasonic Canada Inc. The Board has approved Panasonic as the Vendor of Record for In Car Cameras and authorized the project team to move ahead with the implementation of 168 ICC systems (Min. No.P8/08 refers).

A report will be presented to the Board at the May 2008 Board meeting containing the schedule for:

- the acquisition of additional in-car camera systems and
- the financial implications of and roll-out process for the total 460 in-car camera systems and associated infrastructure.

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

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 17, 2008**

**#P110. TIME RESOURCE MANAGEMENT SYSTEM (TRMS) - UPGRADE
UPDATE**

The Board was in receipt of the following report April 07, 2008 from William Blair, Chief of Police:

Subject: TIME RESOURCE MANAGEMENT SYSTEM (TRMS) UPGRADE UPDATE

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

Following budget approval in the 2006-2010 capital program (Min. No. P210/06 refers), the Board approved engaging the services of Infor Global (formerly Workbrain) on a sole source basis to provide professional services required to upgrade the TRMS system from version 3.54J to 5.0. Katalogic Inc. (Katalogic) was selected through the Request for Proposal (RFP) process to provide overall project management services for the upgrade, as well as project management expertise, not available in house.

Discussion:

In 2005, the Service identified the need to upgrade the working version of the TRMS application in order to maintain its supportability in the TPS environment. A core project team comprised of members of the Enterprise Resource Management Unit (ERMS), Information Technology Services (ITS), Payroll Services, Court Services, a Field Unit Administrator, and professional consultants was formed to complete the work associated with the upgrade, supplemented by subject matter experts tasked with developing and coordinating training, communication and the rollout of the court kiosks. Their work is structured around a project plan that had been drafted from detailed planning and analysis involving major stakeholders, as well as consultations with members throughout the organization and professional consulting partners.

The TRMS upgrade has been scheduled for completion in three stages. Stage One consists of the technical upgrade of time and attendance functionality. The target date for this upgrade is the weekend of May 16, 2008. Stage Two will see the deployment of historical, trending, and analytical reporting capabilities and the launching of a separate reporting environment. This stage is scheduled for completion by the middle of July 2008. Stage Three involves the implementation and rollout of the court kiosk and its functionality, also scheduled for mid-July 2008.

There have been significant challenges to this Project, many stemming directly from the unanticipated turnover of key Infor personnel, including the resignation in January of the two key technical consultants, the departure in February of a third key technical resource, and the departure effective April 11 of the project manager. These personnel changes have resulted in project delays, reconfiguration of the workload, and some reallocation of TPS resources to support the knowledge transfer needs of replacement Infor resources. With these changes the Project Team continues to meet the project scope and condensed timelines, and Stage One of the Upgrade Project is anticipated to be completed on-time and on-budget, within the parameters of the not-to-exceed contract that is in place between Infor and TPS. The Board will be provided with more information about these challenges in a future status report.

Considerable progress has been made toward improving system performance. While the TRMS application remains a customized system, former customized functionality has been eliminated with improvements to the core software, the move to manual processing of some tasks, and the anticipated rollout of a separate reporting infrastructure. System performance results will truly be known upon completion of scalability testing scheduled for April 2008.

Knowledge transfer to give TPS the basis to self support the update has been started, but much work remains to be completed. It is anticipated this will occur through June and into July 2008 with the assistance and support of Infor, and in keeping with its not-to-exceed contract.

Finally, much work has been completed on the implementation of court kiosks in various provincial offences and criminal court locations. In September 2007, the TRMS upgrade project team, Infor consultants, and experts from ITS began a detailed analysis of the original design for the court kiosk initiative, which involved biometric templating as a means of member authentication. Much of this work was discontinued in 2005, when a decision was made to first proceed with the upgrade the TRMS application and stabilize it prior to implementing the new functionality associated with the kiosks.

In the course of its review, the project team identified risks for TPS associated with the biometric capability. The original plan for the kiosk involved storing members' biometric templates on each kiosk, since Service members attend many court locations. Concerns had been expressed about the security of this approach. To achieve this result, customized software was written in Delphi, a computer language that is not supported by the Service, and is no longer supported by Infor. The Workbrain employees who developed this customization have since left the company, and the Service does not employ programming expertise in this language. Furthermore, if implemented, this customized software would form part of the security around the kiosk and the

Service's network. Ultimately, the Service would be contracting this aspect of its network security to a third party consulting firm. This realization represented a real risk to the Service.

The detailed analysis also revealed concerns with the touch-screen biometric kiosks that had been purchased by the Service in 2005. These kiosks are essentially outdated hardware approaching the end of their lifecycle. Implementing the kiosks as part of this project would mean that the units would have to be replaced with newer models in approximately one year. Also, because the touch-screen kiosks represent specialized equipment, they do not fit within the current ITS support processes, and the Service would incur additional ongoing costs to maintain specialized support of this hardware.

As a result of this analysis, the project team recommended to the Steering Committee that court kiosks be implemented using the 2FA (token) instead of biometrics for member authentication, and a standard workstation be used for data entry instead of a touch-screen biometric kiosk. This recommendation was approved by the TRMS Steering Committee at its January 2008 meeting.

The revised solution represents a significant departure from the original vision of the court kiosk, and results in a lost investment with respect to the cost of the biometric kiosks and related professional services. However, the new solution is consistent with corporate, ITS, and upgrade project objectives, and is compliant with existing Service security standards and infrastructure protocols. Specifically, this new format will deliver the benefits of:

- a reduction in the use of paper court cards;
- a reduction in the manual effort and the potential for data entry errors associated with paper cards;
- the ability to report court attendance in "real time";
- more timely payment for members' court attendance; and
- the ability to produce management reports to assist with monitoring labour costs.

It is also anticipated that this new format will reduce ongoing support costs, some of the risks and efforts associated with implementation and training, as well as the increased usability of the kiosk hardware and software. Furthermore, any enhancements made by the Service with regard to other forms of network authentication/security can be more easily adapted to the new format for the court kiosk.

The court kiosks are currently on track to be launched in mid-July 2008. This timing allows project team members sufficient time to monitor the TRMS system after the completion of the technical upgrade in May 2008 and prior to launching this new functionality. An exact date is still to be determined by the project team in conjunction with Court Services, the designated business owner of the kiosk.

The majority of the tasks that remain between the time of this report and the go-live date include various phases of system and user testing and end user communication and training. Specifically, the core team will be involved in calculation group and customizations testing, system integration testing, scalability testing, user acceptance testing, and parallel testing. The

team is also in the process of developing key operational reports and ensuring their readiness for the first phase of go-live.

Remaining tasks for the court kiosk rollout include the installation of required hardware and network capabilities, as well as integration and user testing of the kiosk functionality.

Conclusion:

Despite the challenges experienced during the TRMS project thus far, the first phase, which encompasses the technical upgrade, is scheduled for completion on May 16, 2008. Phase two will be completed by mid-July 2008, and will make available analytical, trending, and historical reporting capabilities. A new reporting environment that is designed to improve system performance will also be rolled out by this date. Finally, the court kiosk will also be implemented by mid-July 2008 and replace much of the current reliance on paper court cards at provincial offences and criminal court locations.

As outlined in this report, the final phase of the TRMS upgrade has been challenged with the turnover of key vendor resources. Despite these challenges, much effort has been expended to maintain a go-live target date of May 2008. With six weeks remaining until the first phase of go-live, and the potential for further unforeseen challenges, this upgrade is currently being managed for completion within the available budget for this capital project. However, it should be noted that the project plan, resources, and budget have no further ability to absorb any additional challenges that may arise during the remaining six-week period.

A further status report will be provided at a future Board meeting.

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

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 17, 2008**

#P111. PROMOTIONAL PROCESSES REVIEW

The Board was in receipt of the following report March 26, 2008 from William Blair, Chief of Police:

Subject: PROMOTIONAL PROCESSES REVIEW

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 on December 19, 2007, the Board requested that the Chief review the current promotional processes for all ranks including senior officers, and report back to the Board demonstrating how barriers including subjectivity identified by the Employment Systems Review (ESR) have been dealt with and how the processes are in keeping with the Board's Race and Ethnocultural Equity policy.

Further, the Board requested that the Chief provide detailed information, including statistics, showing the success rates of women, visible minorities and Aboriginal members at every stage of the last two promotional processes, with a breakdown of the total number of applicants in each category (Min. No. C316/07 refers).

Discussion:

At its meeting on July 12, 2005, the Board approved a plan to conduct an Employment Systems Review (ESR) of uniform promotional processes (Min. No. P240/05 refers). The objective of the plan was to ensure that the promotion processes were barrier-free and reflect openness, transparency and fairness. In particular, the review was to examine the accessibility and equity of the process for women, racial minorities, Aboriginal persons, members with disabilities, lesbian, gay, bisexual, and transgender (LGBT) communities. The ESR process was in keeping with the Board's Race and Ethnocultural Policy, which mandates that the "Service will have human resources practices in place which aim to make the Service truly reflective of the City at all levels."

Associatum Consultants completed their review and submitted their report at the end of August 2006 (Min. No. P370/06 refers). While the report recognized strengths and sound practices in the Service's human resources procedures and practices, it also identified systemic barriers and other issues that impact those policies and practices and it recommended that those barriers be addressed.

In keeping with the Board's Race and Ethnocultural Equity Policy, which also mandates that the Chief shall develop procedures for promotional practices that promote and facilitate greater participation in, and greater access to, promotion by members of diverse groups at all levels of the Service, 86 of the 95 recommendations proposed by the consultants were approved in whole or in part (Min. No. P370/06 refers).

Of the 95 recommendations made in the ESR, 53 were directed toward the promotional process with the remainder directed at other human resources systems. Attached to this report (Appendix A) is a list of the recommendations, and the barriers to which they address, that are directed at the promotional processes. Of these recommendations, to date, 25 have been implemented, 17 others have been accepted but are not yet implemented fully, and 11 were rejected. The implementation of the recommendations have improved, and will continue to improve, the promotional processes in a manner that is in keeping with the Board's Race and Ethnocultural policy. An example of this can be found in the Service's response to recommendation #31:

"Recommendation #31: The assigning of points based on years of service be eliminated from the assessment of candidates for promotion for all ranks, and that years of service and time in rank be used simply to set a minimum qualification for writing the promotional exam."

The Service, as recommended, has removed the scoring system that credited years of service in the rank. Prior to the ESR, under this criterion, maximum points were given to an officer with 10 years of service. As a majority of the hires of persons belonging to designated groups has been made within the last 10 years (for example, of the 280 black officers with this Service, 87 have fewer than 5 years of service, and 58 have between 5 and 9 years of service for a total of 52% with fewer than 10 years of service), and as the Service is now hiring more mature candidates with greater life experience and qualifications, this criterion was a barrier to promoting these individuals. Removing this barrier is also consistent with the Board's policy as stated above.

Another example of how the Service's approval of the recommendations of the ESR is in keeping with the Board policy can be found in recommendation #20:

"Recommendation #20: Accommodation be made for officers with disabilities, through the removal of the requirement that they be Use of Force certified."

In the most recent process 2 constables with restrictions that prevented them from being Use of Force trained were successful and are currently on the list for promotion to sergeant. The approval of this recommendation is in keeping with the Board's policy of making the promotional processes more accessible and fair to all members, and in having all levels of the Service reflective of the community.

The review of all of the recommendations and the responses of the Service found in Appendix A will give further insight into how the changes to the promotional system are in keeping with the Board's policy.

Subjectivity

The ESR specifically made 8 recommendations that deal directly with the issue of subjectivity in the promotional processes. Recommendations were made which removed subjectivity in some ways, but increased it in others. The following recommendations and the Service response to them impact directly or indirectly on subjectivity in the process (Note: a complete description with full wording of the recommendation is found in Appendix A).

Recommendation #31: Removes the scoring of years of experience which was considered a barrier, but thus increases the reliance on other existing subjective criteria. This recommendation has been accepted and implemented.

Recommendation #33: For the unit commander to score candidate's experience and courses to ensure the candidates have the "right balance between the range as well as the depth of experience in various areas of the Service." This recommendation increases subjective criteria and was rejected by the Service.

Recommendation #34: Required the unit commander to score the candidate's knowledge and experience acquired outside of the Service. This recommendation also increases the subjectivity within the promotional process and was rejected by the Service.

Recommendation #35: This recommendation, entirely contradictory to the previous two, is to eliminate the unit commander's scored assessment. This recommendation has been accepted, the outcome of which will be considered upon the completion of the third phase of the ESR, which will examine all uniform human resource practices other than promotions. Currently, in compliance with the recommendation, the scoring by the unit commander has been removed from the promotional process to inspector. To eliminate the unit commander's assessment from all processes will require an approach that is integrated into other HR systems.

Recommendation #52: This recommendation deals with training of the interview panel to ensure scoring is based on competencies of the rank and the knowledge, skills and abilities that are demonstrated in the interview, and not subjective or biased criteria. This recommendation has been accepted and implemented.

Recommendation #55: This recommendation is for HR staff to participate on selection panels or act as monitors to ensure fair and consistent evaluations. This recommendation has been accepted and implemented.

Recommendation #62: This recommendation directs that the discretionary component of the interview be removed and reallocated to a review of the candidate's experience and education relevant to the next rank. This recommendation was rejected. Currently the 20 discretionary

marks are allocated based on objective criteria. The interview panel, in determining the mark, are directed on the promotional interview form as follows:

Consider the candidate with respect to the following:

- Job knowledge
- Depth and richness of answers – level of detail
- Responses were appropriate and logical
- Consistent with Priorities
- Innovation and inspirational leadership
- Applicable core values demonstrated
- Communication skills – clear, easy to follow, articulate
- Time management
- Significant contributions to the Service
- Potential for added responsibilities / leadership
- Refer to application form, résumé, personnel file, as appropriate

On the interview form panel members are further directed to consider the core values and competencies for the rank, which are listed as follows on the document: Achievement Motivation, Problem Solving, Community/Customer Orientation, Directiveness, Impact and Influence, Leadership, Listening, Understanding and Responding, Organizational Awareness, Teamwork, Valuing Diversity.

Additionally the panel is provided with the candidate's resume, their file, and a resource document that includes a complete description of competencies and other relevant information.

In essence, the direction within recommendation #62 is achieved through objective criteria within this stage of the process.

Recommendation #64: This recommendation is to provide a marking guide for the points the panel is looking for in the interview. While this was the practice prior to the ESR this recommendation was accepted and the marking system within the promotional process enhanced.

Promotional Processes

The Board also requested that this report provide data that show the success rates of women, visible minorities and Aboriginal members at every stage of the last two promotional processes, with a breakdown of the total number of applicants in each category. Complete tables that break down this information by number and percentage for every process in the last two years are attached (Appendix B).

Summary of Findings:

The following table summarizes the data found in the tables in Appendix B by number of officers that entered and progressed through the promotional processes in 2006 and 2007, it further breaks down those numbers into Aboriginal, women and visible minority groups as requested by the Board.

Employment Equity Results	Entered Process	Wrote Exam	Inter-viewed*	Promoted
2007 Promotional Process to Superintendent – entered	14	N/A	12	6
Aboriginals	0	N/A	0	0
Women	1	N/A	1	1
Visible Minorities	1	N/A	1	0
2007 Promotional Process to Staff Inspector – entered	32	N/A	32	12
Aboriginals	0	N/A	0	0
Women	5	N/A	5	2
Visible Minorities	3	N/A	3	1
2007 Promotional Process to Inspector – entered	99	90	90	19
Aboriginals	0	0	0	0
Women	8	7	7	3
Visible Minorities	9	9	9	5
2007 Promotional Process to Staff/Detective Sgt. – entered	344	230	100	50
Aboriginals	2	2	1	0
Women	67	42	22	10
Visible Minorities	39	23	8	3
2006/07 Promotional Process to Staff/Detective Sgt. – entered	341	257	82	50
Aboriginals	3	0	0	0
Women	53	38	13	9
Visible Minorities	35	29	11	6
2007 Promotional Process to Sergeant – entered	532	400	262	130
Aboriginals	1	1	1	0
Women	81	58	42	21
Visible Minorities	113	83	51	25
2006/2007 Promotional Process to Sergeant – entered	535	390	153	100
Aboriginals	7	5	3	3
Women	88	60	25	21
Visible Minorities	108	81	19	12

* Note: Appendix B has a breakdown of the 2 interview processes for Senior Officers.

Through review of the summary table above, and the more detailed tables in Appendix B, it is apparent the Service's hiring practices over the last 10 years are reflected through increased diversity within the organization, with increased numbers of designated groups entering the promotional processes and being successful. In both sergeant processes included in this report, over 100 visible minorities and over 80 women entered the processes. Particularly in our most recent sergeant process (post ESR) high rates of success were seen for women and visible minorities. Similar rates of success are also evidenced in the most recent staff/detective sergeant processes and the most recent inspector processes. In the next few years, with continued vigilance, we will see this cohort of visible minorities and female officers moving up into the higher senior officer ranks of the Service in keeping with the Board's Race and Ethnocultural Equity Policy.

Conclusion:

In summary, this report lists ways in which the Service is responding to the recommendations of the ESR and developing procedures to ensure equity in the promotional process for women, racial minorities, Aboriginal persons, members with disabilities, and other designated groups under the Human Rights Code, in keeping with the Board's Race and Ethnocultural Equity Policy. The report also provides a summary of the recommendations of the ESR that deal with subjectivity in the promotional process and the Service response to those recommendations. A complete list of the recommendations directed at the promotional process is found in Appendix A.

Finally, this report provides the Board with statistical tables (Appendix B) that illustrate the success rates of designated groups at various stages of the recent promotional processes. For the sergeant and staff sergeant processes it is possible to compare success rates among the groups over the last two processes.

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

The foregoing report was withdrawn at the request of the Chief of Police.

Appendix A: Table of Barriers, Recommendations and Responses – Promotional Employment Systems Review

Category	Barrier Identified	#	Recommendation	Status	Term	Update
Promotion: Eligibility	Use of force requirement	20	Accommodation be made for officers with disabilities, through the removal of the requirement that they be Use of Force certified.	Accept	Long	Current practice – to be incorporated into amended procedure.
Promotion: Eligibility	Use of force requirement	21	Persons with disabilities who are successful in the promotion process, and are not Use of Force certified, be matched with vacancies that do not require that they carry a weapon.	Accept	Long	Current practice – to be incorporated into amended procedure.
Promotion: Eligibility	Use of force requirement	22	All human resource staff receive training on equity, human rights and the need to accommodate persons with disabilities. Staff should also be empowered to raise these issues within the Human Resources Command when such issues are identified.	Accept	Short	Current practice.
Promotion: Eligibility	Inconsistent resumes	23	All candidates be required to use the resume template to complete their resume for the promotional process.	Complete	Short	Current practice.
Promotion: Eligibility	Inconsistent scoring of resumes – favouritism/ bias	24	The scoring of applications and resumes and the selection of candidates for interviews be reviewed by a committee or senior staff before the results are announced and acted upon to ensure the consistent and fair scoring of candidates.	Rejected	Short	The current system (by which scoring is done by one level of management and ratified by another) accomplishes the goals of this recommendation.

Category	Barrier Identified	#	Recommendation	Status	Term	Update
Promotion: Eligibility	Personal Information – bias/favouritism	25	Candidates be instructed not to include personal information in their covering letter.	Complete	Short	To accomplish this, the cover letter was eliminated from the process.
Promotion: Eligibility	Leaves of absence - disabilities	26	The practice of deploying officers on leave who accept a promotion once their leave concludes be formalized in Service policies.	Accept	Medium	Current practice – to be incorporated into amended procedure.
Promotion: Announcing	Informing officers on leave – maternity, disabilities	27	A process be put in place to ensure that those on leave are informed of promotional processes for which they are eligible. For example, Routine Orders could be sent directly to officers on leave who meet eligibility requirements, announcing the upcoming promotional process. Unit commanders could also be made responsible for ensuring officers on leave are contacted and informed of the upcoming process.	Complete	Short	Current practice – to be incorporated into amended procedure.
Promotion: Announcing	None	28	The Service work to ensure that potential candidates are routinely provided with three weeks to one month to prepare and submit their application for promotion.	Complete	Short	Current practice – to be incorporated into amended procedure.
Promotion: Announcing	Not having proxy applications – leave	29	Proxy applications be made a permanent component of the promotional process.	Complete	Short to Medium	Current practice – to be incorporated into amended procedure.

Category	Barrier Identified	#	Recommendation	Status	Term	Update
Promotion: Announcing	None	30	All Routine Orders announcing the promotional process be consistent in the information provided to candidates. In addition to the information on scoring, timelines, etc., Routine Orders should routinely include information on qualifications of the rank, the ideal candidate for promotion and the order of dress for the interviews.	Accept	Long	Current practice in part, further research and development of "ideal candidate" in progress.
Promotion: Unit Commander Assessment	Length of service - Promotion of designated groups	31	The assigning of points based on years of service be eliminated from the assessment of candidates for promotion for all ranks, and that years of service and time in rank be used simply to set a minimum qualification for writing the promotional exam.	Complete	Short	Current practice – to be incorporated into amended procedure.
Promotion: Unit Commander Assessment	None	32	Officers be permitted to write the promotional exam a few years before they qualify to apply for promotion, to provide them with the experience of exam writing.	Rejected	Short	Practice questions are provided.
Promotion: Unit Commander Assessment	Experience & Promotion of designated groups	33	The scoring of experience and courses on the Unit Commander Candidate Assessment Score Sheet be reviewed to ensure officers have the right balance between the range as well as the depth of experience in various areas of the Service.	Rejected	Long	Subjectivity is introduced by assessing "range" and "balance."

Category	Barrier Identified	#	Recommendation	Status	Term	Update
Promotion: Unit Commander Assessment	Experience outside service not considered - Promotion of designated groups and older hires	34	The Unit Commander Candidate Assessment Score Sheet be updated to ensure that knowledge and skills acquired outside the Service are also considered in the promotional process.	Rejected	Long	This recommendation adds another layer of subjectivity.
Promotion: Unit Commander Assessment	UMAT highly subjective - Promotion of designated groups	35	The Unit Commander's Assessment be eliminated from the promotional process and be replaced with more objective means of scoring candidates on their qualifications.	Accept	Long	Pending findings of Phase 2 & 3 ESR.
Promotion: Exam	Exam Questions – possibly not job related	36	Questions on the promotional exam be linked to a job analysis to ensure that the questions are related to the key duties of the rank.	Complete	Long	Current practice.
Promotion: Exam	Exam Questions – validated	37	The promotional exam questions be reviewed and validated by a diverse group of officers currently occupying the rank for which the exam is intended, to determine the extent to which the questions are relevant and job-related.	Complete	Medium	Current practice.
Promotion: Exam	Exam Questions	38	To minimize breaches of security, a pool of exam questions be developed. Candidate will receive an exam with randomly generated questions. This will ensure that different exams are administered to candidates, or a certain proportion of candidates, and will limit the impact of debriefing and of having incumbents in the rank validate the exam	Rejected	Medium	This initiative would create inequality in the process, as it would be impossible to ensure that all members got an examination paper of the same level of difficulty. An exam question pool may increase breaches of security.

Category	Barrier Identified	#	Recommendation	Status	Term	Update
Promotion: Exam	Scheduling exam barrier to principal family care provider (women)	39	When promotional exams are scheduled, every effort be made to ensure that the exam or the study period for the exam does not fall during periods which may conflict with officers' family responsibilities.	Complete	Short	Current practice.
Promotion: Exam	Debrief – exam not debriefed leads to suspicion of process	40	Candidates be given the opportunity to review the correct responses of the questions in relation to their responses.	Rejected	Short to Medium	The purpose of the exam is as a selection tool, not a learning tool. It is not desirable to create conditions under which members can simply retain information from exam to exam, rather than appraising their technical knowledge each time a process is offered.
Promotion: Exam	Favouritism in studying on duty	41	All officers be informed of the cost to the Service of studying while on duty, and be informed that they are prohibited from studying while on duty.	Complete	Short	Current practice.
Promotion: Exam	Scoring – inconsistent with intent of exam	42	Candidates be given a Pass/Fail mark on the promotional exam.	Accept	Long	Current practice in the Inspector process; under consideration for other processes.
Promotion: Exam	Scoring – inconsistent with intent of exam	43	Candidates' Pass/Fail mark be good for two to three years, eliminating the need for the candidates to write the promotional exam each year.	Accept	Long	Under study.

Category	Barrier Identified	#	Recommendation	Status	Term	Update
Promotion: Exam	None	44	Candidates' exam scores be provided within a week after the writing of the exam and that the recommended promotional guide (see Recommendation 72) include information on the post-administration analysis conducted by the Staff Planning Unit and specify the timeframe in which they will receive their scores.	Complete	Medium to Long	Current practice regarding exam scores. Promotional guide being studied.
Promotion: Exam	Exam Language	45	Once a resurvey of the workforce is completed, the Service routinely includes an adverse impact analysis in its post-administration analysis to determine how the designated groups fare on the exam in relation to the non-designated group, and to allow the Service to take appropriate corrective measures.	Accept	Long	Current practice regarding the impact analysis. Workforce resurvey is in development.
Promotion: Exam	Accommodation needs to be formalized	46	The Accommodation Procedures be updated to include the provision of accommodation during the promotional process.	Accept	Medium	Current practice – to be incorporated into amended procedure.
Promotion: Exam	Accommodation needs to be formalized	47	Candidates be asked and provided with accommodation for completing the promotional exam.	Complete	Short to Medium	Current practice - further discussions to determine reasonable accommodation versus undue hardship.
Promotion: Interview	Communications – inconsistent access by candidates	48	The recommended promotion guide (see Recommendation 72) provide candidates with information on the type of interview that will be held to allow candidates to prepare.	Accept	Medium to Long	Current practice to provide that information to candidates however this recommendation is contingent on the preparation of the promotional guide.

Category	Barrier Identified	#	Recommendation	Status	Term	Update
Promotion: Interview	Communications – inconsistent access by candidates	49	A timeline for announcing the results of the process be identified and communicated to officers in the recommended promotional guide (see Recommendation 72).	Accept	Medium to Long	This recommendation is contingent on the preparation of the promotional guide.
Promotion: Interview	Unequal opportunity for coaching and mentoring	50	A process be developed to allow all candidates access to coaching on the interview process.	Accept	Long	Current practice – to be incorporated into amended procedure.
Promotion: Interview	Favouritism or bias in interview	51	Panel members be instructed to record notes and scores in pen.	Complete	Short	Current practice.
Promotion: Interview	Lack of training – panel. Bias or discrimination in the promotional interview	52	Training be provided to interview panel members on how to conduct bias-free interviews and on the Service's legal obligations with respect to human rights. The training provided to interview panel members should include: A review of the competencies of the rank and the knowledge, skills and abilities that panel members should be looking for; Explanation of the rating system and how to assign a score; A discussion of how biases can creep into the assessment of candidates, even at a subconscious level and the need for consistently applied and objective evaluation criteria; and Types of questions and comments that would violate the Ontario Human Rights Code.	Complete	Short	Current practice.

Category	Barrier Identified	#	Recommendation	Status	Term	Update
Promotion: Interview	Lack of training – panel. Bias or discrimination in the promotional interview	53	Onus be placed on the Chair of the panel to ensure that inappropriate questions, i.e. those relating to the OHRC prohibited grounds, are not asked, and if they are asked, they are immediately addressed	Complete	Short	Current practice.
Promotion: Interview	Lack of training – panel. Bias or discrimination in the promotional interview	54	Panel Chairs be carefully selected to ensure that they are supportive of equity and diversity goals.	Complete	Short	Current practice.
Promotion: Interview	Lack of training – panel. Bias or discrimination in the promotional interview	55	Human resource staff participate on selection boards or act as monitors of interviews to ensure the fair and consistent evaluation of all candidates.	Complete	Short	Current practice.
Promotion: Interview	Scoring Interview – Favouritism, bias or discrimination in the promotional interview	56	The interview panel not be provided with the candidates' scores from the other stages of the process, to allow for an independent assessment of the candidate at this stage of the promotional process.	Rejected	Short	Redundant due to existing corporate knowledge of candidates by members on panels. Panel Chairs-Staff Superintendents review marks in other stages for fairness.

Category	Barrier Identified	#	Recommendation	Status	Term	Update
Promotion: Interview	Lack of diversity on panels Favouritism Bias or discrimination in the promotional interview	57	Every effort be made to ensure diversity among interview panel members, including diversity among their designated group status and diversity in work experiences. Increased diversity on the panels might be achieved through the inclusion of more civilian members on the interview panels.	Complete	Short	Current practice - affected by limited diversity of uniform senior officer ranks.
Promotion: Interview	Interview Format – should return to behavioural event	58	The Service use behavioural event interviews to increase the validity of this stage of the promotional process.	Rejected	Short	Behaviour based questions are asked during the interview. BEI interviews were tried in the past and the decision has been made not to return to them.
Promotion: Interview	Interview Format – should return to behavioural event	59	Interview panel members be trained on how to probe to enable candidates to have the opportunity to provide a well-rounded answer, while remaining a fair process for all candidates.	Accept	Medium	Under consideration for future processes.
Promotion: Interview	Interview Format – should return to behavioural event. Learning style	60	Candidates be provided with a copy of the interview questions and a few minutes to review them at the beginning of the interview, to allow them to better manage the time allotted for the interview.	Accept - Rejected later	Short	Was adopted but due to much negative feedback this has been discontinued.
Promotion: Interview	Interview Format – should return to behavioural event. Learning style	61	Candidates be provided with a pad of paper and pen that they can use in the interview to organize their thoughts.	Complete	Short	Current practice.

Category	Barrier Identified	#	Recommendation	Status	Term	Update
Promotion: Interview	Discretionary Marks – Favouritism, bias or discrimination in the promotional interview	62	The discretionary component of the scoring be removed. The 15 (sic – should be 20) points could then be reallocated to a review of the candidate's experience and education relevant to the next rank. The process should allow the candidate to speak to his/her resume and work experience. Knowledge and skills acquired outside the Service should also be considered at this stage	Rejected	Long	Determined by Command that the Unit Commanders Assessment will continue.
Promotion: Interview	Sick Record – Favouritism, bias or discrimination in the promotional interview	63	Complete personnel files not be provided to interview panels to ensure that they don't have access to the candidate's sick record.	Rejected	Long	The file will remain available to interview panels to allow them to verify candidates' responses, when necessary and appropriate. It is important to note that panel members are given training on how to consider sick records appropriately.
Promotion: Interview	Lack of marking guide – Favouritism, bias or discrimination in the promotional interview	64	In all processes, panel members be provided with a marking guide for the points they are looking for in a response. This guide should also include a scale to assist panel members in quantifying responses in a fair and consistent manner.	Complete	Short	Current practice.
Promotion: Interview	Lack of accommodation - Access to interview – disabilities	65	Candidates be asked and provided with accommodation for the promotional interview.	Complete	Short to Medium	Current practice.

Category	Barrier Identified	#	Recommendation	Status	Term	Update
Promotion: Interview	Lack of analysis - interview – Favouritism, bias or discrimination in the promotional interview	66	Once the resurvey of the workforce is completed, adverse impact analysis be conducted to determine the performance of candidates overall, and the designated groups in particular, in interviews and in relation to each panel, to identify any further barriers or issues in the process	Accept	Long	Current practice regarding impact analysis. Workforce resurvey is in development.
Promotion: Debrief	Lack of constructive feedback	67	Chairs of the interview panels be provided with guidelines and training on how to provide constructive feedback to both successful and unsuccessful promotional candidates.	Complete	Short	Current practice.
Promotion: Debrief	Lack of constructive feedback	68	Interview panels be provided with a form and sufficient time after an interview to make notes about the performance of the candidate and suggestions on how the candidate can improve. Documenting this information immediately after the interview and scoring of the candidate can provide the Chair with notes on which he/she can conduct the debrief and will allow for a more accurate communication of the panel's response.	Complete	Short to Medium	Current practice.

Category	Barrier Identified	#	Recommendation	Status	Term	Update
Promotion: Debrief	Lack of constructive feedback	69	All candidates, whether successful or unsuccessful, be offered a debriefing session.	Complete	Short	Current practice.
Promotion: Debrief	Lack of timely feedback	70	Debriefing sessions be conducted shortly after the interviews are completed to enable the Chairs of the panels to provide more constructive feedback.	Complete	Short	Current practice.
Promotion: General	Lack of transparency	71	Principles be developed to guide any changes made to the promotional process and these principles be communicated to candidates in the recommended promotional guide (see Recommendation 72).	Accept	Medium to Long	Principles to be developed for the promotional guide.
Promotion: General	Lack of transparency & information – favouritism, bias, discrimination in the promotional process	72	A promotional guide be developed to help candidates understand and prepare more effectively for the promotional process. Information could include: eligibility requirements; a profile of the ideal candidate; an overview of the promotional process; practice exam questions; scoring; etc.	Accept	Medium to Long	All elements of the promotional guide identified currently exist and are distributed or available, however they are not under one cover.

Appendix B

Toronto Police Service 2007 Promotional Process to Superintendent				
Employment Equity Results	Entered Process	First Level Interview	Second Level Interview	Promoted (on list)
<u>Female</u>				
Female Aboriginal	0	0	0	0
Female Visible Minority				
Black	0	0	0	0
South Asian (Indo-Pakistani)	0	0	0	0
Total Female Visible Minority	0	0	0	0
% Female Visible Minority of Total Female	0.00%	0.00%	0.00%	0.00%
Non Respondent Female	1	1	1	1
Total Female	1	1	1	1
% Female of Total Members	7.14%	8.33%	8.33%	16.67%
<u>Male</u>				
Male Aboriginal	0	0	0	0
Male Visible Minority				
South Asian (Indo-Pakistani)	0	0	0	0
% South Asian (Indo-Pakistani) of Total Males	0.00%	0.00%	0.00%	0.00%
Black	1	1	1	0
% Black of Total Males	7.69%	9.09%	9.09%	0.00%
Chinese	0	0	0	0
Filipino	0	0	0	0
West Asian/North African	0	0	0	0
Central and South American	0	0	0	0
Mixed Race or Colour	0	0	0	0
Sum Visible Minority other than Black/South Asian (Indo-Pakistani)	0	0	0	0
% Sum Visible Minority other than of Total Males	0.00%	0.00%	0.00%	0.00%
Total Male Visible Minority	1	1	1	0
% Male Visible Minority of Total Male	7.69%	9.09%	9.09%	0.00%
Non Respondent Male	12	10	10	5
Total Male	13	11	11	5
Total Visible Minority (Male & Female)	1	1	1	0
% Total Visible Minority of Total Members	7.14%	8.33%	8.33%	0.00%
Total Members	14	12	12	6

Toronto Police Service 2007 Promotional Process to Staff Inspector				
Employment Equity Results	Entered Process	First Level Interview	Second Level Interview	Promoted (on list)
<u>Female</u>				
Female Aboriginal	0	0	0	0
Female Visible Minority				
Black	0	0	0	0
South Asian (Indo-Pakistani)	0	0	0	0
Total Female Visible Minority	0	0	0	0
% Female Visible Minority of Total Female	0.00%	0.00%	0.00%	0.00%
Non Respondent Female	5	5	4	2
Total Female	5	5	4	2
% Female of Total Members	15.63%	15.63%	15.38%	16.67%
<u>Male</u>				
Male Aboriginal	0	0	0	0
Male Visible Minority				
South Asian (Indo-Pakistani)	1	1	1	0
% South Asian (Indo-Pakistani) of Total Males	3.70%	3.70%	4.55%	0.00%
Black	0	0	0	0
% Black of Total Males	0.00%	0.00%	0.00%	0.00%
Chinese	1	1	1	0
West Asian / North African	0	0	0	0
Central and South American	0	0	0	0
Japanese	1	1	1	1
Other Southeast Asian	0	0	0	0
Sum Visible Minority other than Black/South Asian (Indo-Pakistani)	2	2	2	1
% Sum Visible Minority other than of Total Males	7.41%	7.41%	9.09%	10.00%
Total Male Visible Minority	3	3	3	1
% Male Visible Minority of Total Male	11.11%	11.11%	13.64%	10.00%
Non Respondent Male	24	24	19	9
Total Male	27	27	22	10
Total Visible Minority (Male & Female)	3	3	3	1
% Total Visible Minority of Total Members	9.38%	9.38%	11.54%	8.33%
Total Members	32	32	26	12

Toronto Police Service 2007 Promotional Process to Inspector					
Employment Equity Results	Entered Process	Wrote Exam	First Level Interview	Second Level Interview	Promoted (on list)
<u>Female</u>					
Female Aboriginal	0	0	0	0	0
Female Visible Minority					
Black	0	0	0	0	0
South Asian (Indo-Pakistani)	0	0	0	0	0
Total Female Visible Minority	0	0	0	0	0
% Female Visible Minority of Total Female	0.00%	0.00%	0.00%	0.00%	0.00%
Non Respondent Female	8	7	7	5	3
Total Female	8	7	7	5	3
% Female of Total Members	8.08%	7.78%	7.78%	13.16%	15.79%
<u>Male</u>					
Male Aboriginal	0	0	0	0	0
Male Visible Minority					
South Asian (Indo-Pakistani)	2	2	2	2	1
% South Asian (Indo-Pakistani) of Total Males	2.20%	2.41%	2.41%	6.06%	6.25%
Black	4	4	4	2	2
% Black of Total Males	4.40%	4.82%	4.82%	6.06%	12.50%
Chinese	1	1	1	1	1
West Asian / North African	0	0	0	0	0
Central and South American	1	1	1	1	1
Japanese	0	0	0	0	0
Mixed Race or Colour	1	1	1	1	0
Other Southeast Asian	0	0	0	0	0
Sum Visible Minority other than Black/South Asian (Indo-Pakistani)	3	3	3	3	2
% Sum Visible Minority other than of Total Males	3.30%	3.61%	3.61%	9.09%	12.50%
Total Male Visible Minority	9	9	9	7	5
% Male Visible Minority of Total Males	9.89%	10.84%	10.84%	21.21%	31.25%
Non Respondent Male	82	74	74	26	11
Total Male	91	83	83	33	16
Total Visible Minority (Male & Female)	9	9	9	7	5
% Total Visible Minority of Total Members	9.09%	10.00%	10.00%	18.42%	26.32%
Total Members	99	90	90	38	19

TPS 2007 Promotional Process to Staff/Detective Sergeant (on the list to be promoted)				
Employment Equity Results	Entered Process	Wrote Exam	Interviewed	On the List to be Promoted
<u>Female</u>				
Female Aboriginal	1	1	1	0
Female Visible Minority				
Black	6	5	1	0
Japanese	1	1	1	1
South Asian (Indo-Pakistani)	1			
Total Female Visible Minority	8	6	2	1
% Female Visible Minority of Total Female	11.94%	14.29%	9.09%	10.00%
Non Respondent Female	58	35	19	9
Total Female	67	42	22	10
% Female of Total Members	19.48%	18.26%	22.00%	20.00%
<u>Male</u>				
Male Aboriginal	1	1	0	0
Male Visible Minority				
South Asian (Indo-Pakistani)	6	4	2	0
% South Asian(Indo-Pakistani) of Total Males	2.17%	2.13%	2.56%	0.00%
Black	16	9	2	1
% Black of Total Males	5.78%	4.79%	2.56%	2.50%
Chinese	3	2		0
Filipino	3	1	1	0
West Asian / North African	0	0	0	0
Central and South American	0	0	0	0
Korean	0	0	0	0
Japanese	1	0	0	0
Mixed Race or Colour	2	1	1	1
Other Southeast Asian	0	0	0	0
Sum Visible Minority other than Black/South Asian (Indo-Pakistani)	9	4	2	1
% Sum Visible Minority other than of Total Males	3.25%	2.13%	2.56%	2.50%
Total Male Visible Minority	31	17	6	2
% Male Visible Minority of Total Male	11.19%	9.04%	7.69%	5.00%
Non Respondent Male	245	170	72	38
Total Male	277	188	78	40
Total Visible Minority (Male & Female)	39	23	8	3
% Total Visible Minority of Total Members	11.34%	10.00%	8.00%	6.00%
Total Members	344	230	100	50

TPS 2006 /2007 Promotional Process to Staff/Detective Sergeant (36 of 50 promoted in 2007)				
Employment Equity Results	Entered Process	Wrote Exam	Interviewed	36 of 50 Promoted
<u>Female</u>				
Female Aboriginal	1	0	0	0
Female Visible Minority				
Black	5	4	2	1
South Asian (Indo-Pakistani)	1	0	0	0
Japanese	1	1	1	0
Total Female Visible Minority	7	5	3	1
% Female Visible Minority of Total Female	13.21%	13.16%	23.08%	11.11%
Non Respondent Female	45	33	10	8
Total Female	53	38	13	9
% Female of Total Members	15.54%	14.79%	15.85%	18.00%
<u>Male</u>				
Male Aboriginal	2	0	0	0
Male Visible Minority				
South Asian (Indo-Pakistani)	4	3	0	0
% South Asian(Indo-Pakistani) of Total Males	1.39%	1.37%	0.00%	0.00%
Black	18	16	7	5
% Black of Total Males	6.25%	7.31%	10.14%	12.20%
Chinese	2	2	0	0
Filipino	2	2	0	0
Mixed Race or Colour	2	1	1	0
Sum Visible Minority other than Black/South Asian (Indo-Pakistani)	6	5	1	0
% Sum Visible Minority other than of Total Males	2.08%	2.28%	1.45%	0.00%
Total Male Visible Minority	28	24	8	5
% Male Visible Minority of Total Male	9.72%	10.96%	11.59%	12.20%
Non Respondent Male	268	195	61	36
Total Male	288	219	69	41
Total Visible Minority (Male & Female)	35	29	11	6
% Total Visible Minority of Total Members	10.26%	11.28%	13.41%	12.00%
Total Members	341	257	82	50

TPS 2007 Promotional Process to Sergeant (on the list to be promoted)				
Employment Equity Results	Entered Process	Wrote Exam	Interviewed	On the List to be Promoted
<u>Female</u>				
Female Aboriginal	0	0	0	0
Female Visible Minority				
Black	4	4	2	0
South Asian (Indo-Pakistani)	2	2	1	1
Total Female Visible Minority	6	6	3	1
% Female Visible Minority of Total Female	7.41%	10.34%	7.14%	4.76%
Non Respondent Female	75	52	39	20
Total Female	81	58	42	21
% Female of Total Members	15.23%	14.50%	16.03%	16.15%
<u>Male</u>				
Male Aboriginal	1	1	1	0
Male Visible Minority				
South Asian (Indo-Pakistani)	31	20	13	7
% South Asian(Indo-Pakistani) of Total Males	6.87%	5.85%	5.91%	6.42%
Black	42	30	17	6
% Black of Total Males	9.31%	8.77%	7.73%	5.50%
Chinese	8	7	4	3
Filipino	5	4	3	1
West Asian / North African	4	4	2	1
Central and South American	3	3	3	1
Korean	3	3	1	1
Japanese	2	0	0	0
Mixed Race or Colour	6	4	3	3
Other Southeast Asian	3	3	2	1
Sum Visible Minority other than Black/South Asian (Indo-Pakistani)	34	28	18	11
% Sum Visible Minority other than of Total Males	7.54%	8.19%	8.18%	10.09%
Total Male Visible Minority	107	77	48	24
% Male Visible Minority of Total Male	23.73%	22.51%	21.82%	22.02%
Non Respondent Male	344	265	172	85
Total Male	451	342	220	109
Total Visible Minority (Male & Female)	113	83	51	25
% Total Visible Minority of Total Members	21.24%	20.75%	19.47%	19.23%
Total Members	532	400	262	130

TPS 2006 / 2007 Promotional Process to Sergeant (promoted in 2007)				
Employment Equity Results	Entered Process	Wrote Exam	Interviewed	Promoted
<u>Female</u>				
Female Aboriginal	2	1	1	1
Female Visible Minority				
Black	5	5	1	1
Mixed Race or Colour	2	2	1	0
Chinese	1	1	1	1
South Asian (Indo-Pakistani)	1	1	0	0
Total Female Visible Minority	9	9	3	2
% Female Visible Minority of Total Female	10.23%	15.00%	12.00%	14.29%
Non Respondent Female	77	51	21	18
Total Female	88	60	25	21
% Female of Total Members	16.45%	15.38%	16.34%	21.00%
<u>Male</u>				
Male Aboriginal	5	4	2	2
Male Visible Minority				
South Asian (Indo-Pakistani)	32	27	8	5
% South Asian (Indo-Pakistani) of Total Males	7.16%	8.18%	6.25%	6.33%
Black	30	21	4	1
% Black of Total Males	6.71%	6.36%	3.13%	1.27%
Chinese	9	5	1	1
Filipino	6	4	1	1
West Asian/North African	6	4	2	1
Central and South American	4	2	0	0
Korean	4	4	0	0
Japanese	3	2	0	0
Mixed Race or Colour	3	2	0	0
Other Southeast Asian	2	1	0	0
Sum Visible Minority other than Black/South Asian (Indo-Pakistani)	37	24	4	3
% Sum Visible Minority other than of Total Males	8.28%	7.27%	3.13%	3.80%
Total Male Visible Minority	99	72	16	9
% Male Visible Minority of Total Male	22.15%	21.82%	12.50%	11.39%
Non Respondent Male	343	254	110	68
Total Male	447	330	128	79
Total Visible Minority (Male & Female)	108	81	19	12
% Total Visible Minority of Total Members	20.19%	20.77%	12.42%	12.00%
Total Members	535	390	153	100

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P112. SPECIAL CONSTABLES: UNIVERSITY OF TORONTO:
RE-APPOINTMENT**

The Board was in receipt of the following report March 10, 2008 from William Blair, Chief of Police:

Subject: RE-APPOINTMENT OF A SPECIAL CONSTABLE FOR THE UNIVERSITY
OF TORONTO

Recommendation:

It is recommended that the Board approve the re-appointment of the individual listed in this report as a special constable for the University of Toronto, 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 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 University of Toronto (U of T) for the administration of special constables (Min. No. P571/94 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 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 U of T to re-appoint the following individual as a special constable:

HOFFMANN, Christopher (32510)

Discussion:

The U of T 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 U of T property within the boundaries of the City of Toronto.

The agreement between the Board and the U of T requires that background investigations be conducted on all individuals recommended for appointment or re-appointment as a special constable. The Service's Employment Unit completed background investigations on this individual and there is nothing on file to preclude him from being re-appointed as a special constable.

The U of T has advised that the individual satisfies all the re-appointment criteria as set out in the agreement between the Board and the U of T for special constable appointment.

Conclusion:

The Toronto Police Service and the U of T work together in partnership to identify individuals for the position of special constable who will contribute positively to the safety and well-being of persons engaged in activities on U of T property. The individual currently before the Board for consideration has satisfied the criteria contained in the agreement between the Board and the University of Toronto.

Deputy Chief A.J. 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 report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
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**#P113. SEMI-ANNUAL REPORT: AUXILIARY MEMBERS – TERMINATION
OF APPOINTMENTS: JULY TO DECEMBER 2007**

The Board was in receipt of the following report March 13, 2008 from William Blair, Chief of Police:

Subject: SEMI-ANNUAL REPORT: AUXILIARY MEMBERS - TERMINATION OF
APPOINTMENTS: JULY 2007 TO DECEMBER 2007

Recommendations:

It is recommended that:

- (1) the Board terminate the appointments of the 37 Auxiliary members who are identified in Appendix 'A' as they are no longer available to perform their duties due to resignation, retirement or death; and
- (2) the Board notify the Minister of Community Safety and Correctional Services about the termination of appointments for these 37 Auxiliary members.

Financial Implications:

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

Background/Purpose:

Auxiliary members are governed by the Police Services Act (PSA); Revised Statutes of Ontario, 1990; Policing Standards Guidelines; Board Policy TPSB A1-004; Toronto Police Service Governance; Standards of Conduct; and Service Procedure 14-20 entitled, "Auxiliary Members."

Under section 52(1) of the PSA, the Board is authorized to appoint and suspend, or terminate the appointment of Auxiliary members, subject to the approval of the Minister of Community Safety and Correctional Services (Minister) and with respect to suspension or termination of appointment of an Auxiliary member, section 52(2) of the PSA states:

"If the board suspends or terminates the appointment of an Auxiliary member of the police force, it shall promptly give the Solicitor General written notice of the suspension or termination."

Discussion:

The terminations of appointments of the 37 Auxiliary members consist entirely of Police Constables.

Conclusion:

In accordance with section 52(2) of the PSA, please find the names of the 37 Auxiliary members, whose appointments terminated during the period of July 2007 and December 2007, who are no longer available to perform their duties due to resignation, retirement or death, are identified in Appendix 'A' to this report.

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

The Board approved the foregoing report.

APPENDIX “A”

**AUXILIARY TERMINATIONS OF APPOINTMENTS
FOR THE PERIOD JULY 2007 – DECEMBER 2007**

<i>NO.</i>	<i>SURNAME</i>	<i>GI</i>	<i>RANK</i>	<i>BADGE</i>	<i>UNIT</i>	<i>DATE</i>
1.	DAVIES	Bruce	PC	51126	42D	06/02/02*
2.	HUTCHINSON	Ronald	PC	50671	53D	06/03/03*
3.	KWOK	Clara	PC	50822	42D	06/09/20*
4.	DALEY	Scott	PC	51070	42D	07/03/26*
5.	FREITAS	Danny	PC	50268	14D	07/05/31*
6.	AVERSA	Nicole	PC	51060	14D	07/06/02*
7.	SALAMI	Kambiz	PC	51242	33D	07/06/07*
8.	MIR	Adnan	PC	51263	52D	07/06/21*
9.	MAIOLO	Bruno	PC	51195	52D	07/06/22*
10.	CHAKAL	Sarbjit	PC	51241	11D	07/07/03
11.	HUYCKE	Ian	PC	51287	43D	07/07/11
12.	TING	Eddie	PC	51152	HQ	07/07/22
13.	GONZALEZ	Edgardo	PC	51209	41D	07/08/13
14.	TORCIVIA	Giuseppe	PC	50968	43D	07/08/17
15.	RASMUSSEN	Kevin	PC	51057	43D	07/08/17
16.	BICKOVS	Romans	PC	51165	32D	07/08/29
17.	DINARDO	Marco	PC	51243	12D	07/09/01
18.	GROTHMAN	Judy	PC	50926	52D	07/09/10
19.	TUMANSKIY	Mykola	PC	51127	42D	07/09/12
20.	BUSTOS	Harry	PC	51114	42D	07/09/17
21.	BULLOCK	Allison	PC	51210	41D	07/09/24
22.	MADDEN	Craig	PC	51033	41D	07/09/26
23.	GIRMENIA	Giuseppe	PC	51093	32D	07/09/27
24.	ASH	Roxanne	PC	51025	31D	07/09/28
25.	ESPENES	Jonatan	PC	51215	32D	07/10/02
26.	KWIATKOWSKI	Pawel	PC	51179	31D	07/10/02
27.	BRAGINA	Tatjana	PC	51257	31D	07/10/04
28.	WONG	Tony	PC	50933	42D	07/10/23
29.	GRATTA	Domenic	PC	51118	14D	07/10/24
30.	HOLE	Debbie	PC	51252	42D	07/10/26
31.	MCAULEY	Ethel	PC	51092	52D	07/10/31
32.	GRIECO	Carlo	PC	51240	32D	07/11/03
33.	SPARKS	Shawn	PC	51229	33D	07/11/05
34.	CHATELAIN	Robert	PC	51249	54D	07/11/10
35.	MCKENZIE	Danley	PC	51032	33D	07/11/18
36.	BAYRAMI	Tanya	PC	50952	32D	07/12/10
37.	PERSAUD	Ravi	PC	51199	43D	07/12/19

* Member resigned on said date, however paperwork was not received by the Community Mobilization Unit prior to last Board report.

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TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

#P114. LEGAL INDEMNIFICATION – CASE NO. AC/2008

The Board was in receipt of the following report March 07, 2008 from William Blair, Chief of Police:

Subject: LEGAL INDEMNIFICATION - CASE NO. AC/2008

Recommendation:

It is recommended that the Board deny payment of the legal account from Mr. Peter Bawden, Barrister and Solicitor, (dated November 16, 2007) in the amount of \$22,371.17 for his representation of a Police Constable on criminal charges of assault and careless storage of a firearm.

Financial Implications:

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

Background/Purpose:

A Police Constable has requested payment of his legal fees for \$22,371.17 under the legal indemnification clause of the Uniform Collective Agreement. The purpose of this report is to recommend denial of the member's claim.

Discussion:

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

Conclusion:

This officer was off-duty at the time of his arrest for the above noted charges. As such, pursuant to Article 23:08 (b),

“...members shall not be indemnified for legal costs arising from...the actions or omissions of members acting in their capacity as private citizens.”

Therefore, payment of the legal bill should be denied.

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

The Board approved the foregoing report. Additional information regarding this matter was considered during the in-camera meeting (Min. No. C106/08 refers).

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TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

#P115. LEGAL INDEMNIFICATION – CASE NO. MS/2008

The Board was in receipt of the following report March 04, 2008 from William Blair, Chief of Police:

Subject: LEGAL INDEMNIFICATION - CASE NO. MS/2008

Recommendation:

It is recommended that the Board deny payment of a legal account submitted by Mr. David A. Wright of Green & Chercover Barristers & Solicitors (dated January 4, 2007) in the amount of \$11,850.78 for his representation of a Police Constable in an Ontario Civilian Commission on Police Services (OCCPS) directed hearing.

Financial Implications:

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

Background/Purpose:

A Police Constable has requested payment of his legal fees for \$11,850.78 under the legal indemnification clause, Articles 23:05 (a) and (c) of the Uniform Collective Agreement, as follows

- (a) *Where a complaint made by a member of the public against a member results because of the member's conduct as a police officer in the member's exoneration, but is then referred to the Ontario Civilian Commission on Police Services ("OCCPS") under s. 72 of the Police Services Act for review, the member shall be indemnified for his/her necessary and reasonable legal costs incurred in respect of the review by OCCPS (and/or such other service other than the Toronto Police Service to which OCCPS may assign the review or investigation of the complaint) (the "review") and, if the matter does proceed to a hearing, incurred in respect of the review and the hearing (whether the hearing is conducted by the Toronto Police Service or any other police force) provided the complaint is in respect of acts done in the attempted performance in good faith of the member's duties as a police officer and, in the case of a review and hearing, provided the officer is not found guilty of misconduct or unsatisfactory work performance.*

- (c) *A member's necessary and reasonable legal costs incurred in respect of a hearing under clause 23:05(a) and (b), above, include legal costs incurred in respect of all related appeals provided the member is ultimately not found guilty of misconduct or unsatisfactory work performance.*

The purpose of this report is to recommend denial of the member's claim.

Discussion:

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

Conclusion:

As indicated in the information on the Confidential Agenda, the Police Constable failed to perform his duties as a police officer in accordance with the Service's established procedures. Accordingly, he should not be indemnified.

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

The foregoing report was withdrawn at the request of the Chief of Police. An additional report on the in-camera agenda was also withdrawn by the Chief of Police (Min. No. C107/08 refers).

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TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

#P116. LEGAL INDEMNIFICATION – CASE NO. LP/2008

The Board was in receipt of report dated February 05, 2008 from William Blair, Chief of Police, with regard to a request for legal indemnification by a former police constable. A copy of the report is on file in the Board office.

Due to limited time, the Board deferred consideration of the foregoing report to its next meeting.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P117. REQUEST FOR FUNDS: TORONTO POLICE ASSOCIATION
RETIREMENT DINNERS**

The Board was in receipt of the following report April 07, 2008 from Alok Mukherjee, Chair:

Subject: REQUEST FOR FUNDS: TORONTO POLICE ASSOCIATION
RETIREMENT DINNERS

Recommendations:

It is recommended that:

- (1) The Board provide standing authority for expenditures from the Special Fund in amounts not to exceed half (50%) of the cost of food served at the retirement dinners hosted by the Toronto Police Association (TPA) commencing with the May 7, 2008 dinner; and
- (2) The Board approve the payment of half (50%) of the cost of food for the TPA retirement dinners retroactively to November 2006 and May and November 2007 in a total amount of \$17,075.87.

Financial Implications:

If the Board approves the recommendations contained in this report, the Board's Special Fund will be reduced by an amount not to exceed half (50%) of the costs associated with food only for November 2006, May and November 2007 and all future dates commencing from May 7, 2008. The total annual expenditure will depend on the number of retirees. For the past several years 50% of the cost of food has averaged approximately \$3,500.00 per event.

Background/Purpose:

At its meeting of December 11, 2002, the Board approved joint funding to cover the cost of food only served at the retirement events hosted by the Toronto Police Association for the years 2002 and 2003 (Board Minute P347/02 refers).

I am in receipt of correspondence dated January 14, 2008, from Mr. Doug Corrigan (copy attached), advising that due to an error, the TPA did not submit invoices related to retirement dinners held in 2003, 2004, 2005 and May 2006. In my response to Mr. Corrigan's letter, I advised him that, in fact, there was no authority for the Board to pay the invoices given that the authority did not extend past 2003.

In a letter dated March 11, 2008 (copy attached), Mr. Corrigan requested that the Board contribute to the costs of food only for future TPA retirements dinners commencing with the May 2008 dinner and all dinners retroactively to 2006.

Conclusion:

In the interest of preserving these long standing ceremonial events and recognizing the commitment of TPS members, I recommend that the Board approve the funding of half the cost of food for TPA retirement dinners for the years 2006, 2007 and for future dates commencing from May 7, 2008.

The Board approved the foregoing report.



**TORONTO
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Mike Abbott
Director Uniform
Administrative Services

George Tucker
Director
Uniform Field Services

Tim Zayack
Director
Uniform Field Services

January 14, 2008

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

Dear Dr. Mukherjee:

Re: TPSB to Pay 50% of Retirement Dinner Costs

Further to our conversation on Friday, January 11, 2008 I am requesting the Toronto Police Service Board resume paying 50% of the costs "for food only" for TPA retirement functions as was originally agreed to in January 2003.

Due to an error we did not submit invoices related to retirement dinners held in 2003, 2004, 2005 and May 2006.

I would appreciate your assistance in ensuring the invoices I gave you on January 11, 2008 relating to retirement dinners held in November 2006 and May and November 2007 are approved for payment. I am also requesting confirmation that the Board will continue to fund 50% of the costs "for food only" at future retirement dinners.

Yours sincerely,

TORONTO POLICE ASSOCIATION

Douglas Corrigan
Douglas Corrigan
Vice President

DC:hb



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Uniform Field Services

Tim Zayack
Director
Uniform Field Services

March 11, 2008

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

Dear Dr. Mukherjee:

Re: Request for TPSB to Pay 50% of the Costs for TPA Retirement Dinners Commencing November 2006

Further to our telephone conversation of today's date and your letter dated February 25, 2008 I am requesting the TPSB commit to paying 50% of the cost for food only for future TPA/TPSB Retirement Dinners commencing with the May 7, 2008 dinner.

I am further requesting the TPSB approve payment of 50% of the cost of food only for TPA/TPSB Retirement Dinners held in November 2006 and May and November 2007.

If you have any further questions please do not hesitate to contact me.

Yours sincerely,

TORONTO POLICE ASSOCIATION

Douglas Corrigan
Douglas Corrigan
Vice President

DC:hb



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**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P118. REQUEST FOR FUNDS: ASSOCIATION OF BLACK LAW
ENFORCERS – 16TH ANNUAL SCHOLARSHIP AWARDS BALL**

The Board was in receipt of the following report April 09, 2008 from Alok Mukherjee, Chair:

Subject: REQUEST FOR FUNDS: ASSOCIATION OF BLACK LAW ENFORCERS
(ABLE) - 16TH ANNUAL SCHOLARSHIP AWARDS BALL

Recommendations:

It is recommended that:

- (1) The Board approve an expenditure from the Special Fund, in an amount not to exceed \$1,200.00 to purchase tickets for a table at the Association of Black Law Enforcers' 16th Annual Scholarship Awards Ball; and
- (2) Tickets be provided to interested Board members and 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 \$1,200.00.

Background/Purpose:

The Association of Black Law Enforcers is a not-for-profit organization that aims to address the needs and concerns of Black and other racial minorities in law enforcement and the community. The scholarship awards ball is an excellent opportunity to support the pursuit of post-secondary education for racial minority youth.

On May 10, 2008, ABLE will host its 16th Annual Scholarship Awards Ball. The event will be held at Riviera Parque and Convention Centre, 2800 Hwy #7 West Vaughan, Ontario.

This year's theme is "Pathways to Success" and Chief William Blair will deliver the keynote address.

In order to support this important event I recommend that the Board approve expenditure, from the Special Fund, in an amount not to exceed \$1,200.00 for the purchase of tickets for a table at the 16th Annual Scholarship Awards Ball.

The Board approved the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P119. REQUEST FOR FUNDS: TORONTO POLICE SERVICE 2008 ASIAN
HERITAGE MONTH CELEBRATION**

The Board was in receipt of the following report March 17, 2008 from William Blair, Chief of Police:

Subject: REQUEST FOR FUNDING FOR THE TORONTO POLICE SERVICE 2008
ASIAN HERITAGE MONTH CELEBRATION

Recommendation:

It is recommended that the Board approve an expenditure not to exceed \$5,000.00 from the Board's Special Fund to cover the expenses incurred for the 2008 Asian Heritage Month celebration.

Financial Implications:

Funding to cover the costs of this event would be drawn from the Board's Special Fund and would not exceed \$5,000.00.

Background/Purpose:

In December 2001, the Senate of Canada designated the month of May each year as Asian Heritage Month, in recognition of the long and rich history of Asian Canadians. Since then communities across the country have been organizing annual festivities that pay tribute to and celebrate this important part of our Canadian heritage.

Asian Heritage Month showcases, shares and celebrates the multiple and significant roles the Asian communities play in Toronto's success, growth and prosperity. It is about education, reaching out within schools, the media, and public institutions, and educating others about Asian Canadians being an undeniable part of this country.

The Service's participation in the Asian Heritage Month Celebration serves to increase awareness of the significant contributions made by Asian communities. Asian Heritage Month provides a unique opportunity for the Service's members and the greater Toronto communities to join together and celebrate the diversity of Toronto.

Discussion:

Asians from many different regions parts of Asia began settling in Canada almost two centuries ago and throughout the years have brought with them a vibrant and diverse cultural heritage, including a wealth of languages, ethnicities and religions that have had a tremendous impact on

our society. Invariably, like other immigrants, they came in search of a better life. Despite being initially exploited as cheap labour, the many Asian communities flourished and grew.

Asian pioneers, and in particular the early Chinese immigrants, played a major role in the construction of the national railway. Between 1881 and 1885, many gave their lives for what Pierre Berton described as "the National Dream". Berton stated that, "It is not an overstatement to declare that without the Canadian Pacific Railway, it is likely that Canada would not exist in its present form since it was the railway that joined the west to the east, allowing for structural and political union."

The Service's 2008 Asian Heritage Month celebration is scheduled for Wednesday, May 21, 2008. The Diversity Management and Community Mobilization Units will co-ordinate the Asian Heritage Month ceremony in the Headquarters Main Lobby, followed by a Town Hall forum and reception. The Service's 2008 Asian Heritage Month celebrates the long and on-going relationships it has with the many Asian communities. This will include stationary and multimedia cultural and community displays, promotion of community projects involving the Service and other agencies, and interactive presentations from selected organizations. It is the vision that this annual celebration be expanded to highlight different Asian communities, while not excluding any members of the Asian communities. As such, this year's focus will be on the Japanese, Korean, Filipino and Vietnamese communities.

The following table outlines the estimated costs for the 2008 Asian Heritage Month celebration. The proposed budget includes costs for catering, supplies, printing, promoting, as well as the cultural components of the Main Lobby event.

<u>Item</u>	<u>Estimated Cost(s)</u>
Posters, Frames & Printing of Program	\$2,000.00
Exhibits & Displays	\$ 500.00
Honorariums:	\$1,600.00
1. Vietnamese Dragon Dance \$400.00	
2. Japenese Drummers \$400.00	
3. Korean Traditional Dance \$300.00	
4. Folkloriko – Filipino Dancers \$300.00	
5. Elementary Kids \$200.00	
Refreshments	\$ 900.00
Incidentals	\$ 500.00
Totals	\$ 5,0000

* Any funds not utilized will be returned to the Board.

Conclusion:

Asian Heritage Month provides the Toronto Police Service (Service) with a wonderful opportunity in taking a lead role in recognizing that Asian Canadians have been a key component in building our great city, and also to recognize their rich heritage and to celebrate their contributions to the Service and Toronto.

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

The Board approved the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P120. REQUEST FOR FUNDS: 2008 COMMUNITY CONSULTATIVE
COMMITTEES AND 2008 ANNUAL CONFERENCE AND ANNUAL
REPORT: 2007 ACTIVITIES AND EXPENDITURES**

The Board was in receipt of the following report February 14, 2008 from William Blair, Chief of Police:

Subject: 2007 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 \$28,000.00; and
- (2) the Board continue to provide funding from the Board's Special Fund in the amount of \$7,744.00 to cover the cost of the annual Community Police Consultative Conference scheduled to take place on November 15, 2008.

Financial Implications:

The Board's special fund will expend \$35,744.00 to provide support for the consultative groups.

Background/Purpose:

At its meeting on 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 Committees, and the Chief's Advisory Councils 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 \$6,000.00. That funding be provided from the 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 Committee (CPLC) and Consultative Committee activities and expenditures from the January Board meeting to the March Board meeting each year,
2. The request for annual funding from the Board Special Fund in the amount of \$1,000 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 will provide an annual review of the activities and expenditures of the Community Police Consultative groups during the period of January 1, 2007, to December 31, 2007.

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 (CPLC);
- Community Consultative Committees (CCC); and
- Chief’s Advisory Council and Chief’s Youth Advisory Committee (CAC & 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. This CVCM sets out the standards for, structure, activity standards for each consultative group, 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
- Complete a year-end Activity and Annual Performance Evaluation Report.

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

Community Police Liaison Committees:

A Community Police Liaison Committee (CPLC) is mandated and established in each of the 17 policing divisions, plus 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 CPLC is 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 a senior officer or civilian director and a community member.

Community Consultative Committees:

The Community 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 currently maintains a CCC for the following communities:

- Aboriginal;
- Black;
- Chinese;
- French;
- Lesbian/Gay/Bisexual/Transgender;
- Muslim; and
- South and West Asian.

Each CCC operates under the direction of a senior officer or civilian director. Each CCC is co-chaired by a senior officer or civilian director and a community member.

Chief's Advisory Council & Chief's Youth Advisory Committee (CAC and CYAC):

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 2007, 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 2007 was \$28,000.00 (Min. No. P162/07 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 \$28,000.00.

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 2007 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 2007. Please note that the committees that have expenses exceeding the allotted budget of \$1,000.00 are responsible for covering any surplus exceeding \$1,000.00.

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 \$7,040.00 was provided by the Board for the 2007 Conference.

Expenditures for the 2007 conference were as follows:

Item	Received	Expenditure	Balance
Board Grant	(\$7,040.00)		
Queen’s Park Facility and Catering		\$5752.53	(\$1,287.47)
Gift Items		\$197.37	(\$1,090.10)
Printing		\$658.01	(432.10)
Cleaning Staff		\$398.10	(34.00)
Technical Staff		\$160.00	(-\$126.00)
Subtotals	(\$7,040.00)	\$7,166.00	(-\$126.00)
Returned to the Board		\$0	Nil
Totals*	(\$7,040.00)	\$7,166.00	-\$126.00

**The excess funds of \$126.00 were paid by the Community Mobilization Unit*

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

The 10th Annual CPC Conference was held at Queen’s Park on November 17, 2007. The theme of this year’s conference was “*Youth Engagement – Creating Opportunities through Youth Leadership in Community Safety*”.

To meet the conference’s objective, youth engagement consultant Michelle Dagnino MA, LLB was retained as the key note speaker. Michelle Dagnino is recognized as one of the leading youth culture experts in Canada and has travelled world wide to speak on issues of youth engagement. As a member of the Ontario Association of Chiefs of Police Youth Committee, Ms. Dagnino is familiar with the many challenges facing police organizations.

Her participation as keynote speaker was vital as it ensured consistent messaging throughout the Service and the community on issues surrounding the effective engagement of youth.

There were 191 people registered for the conference including the Toronto Police Services Board Chair Alok Mukherjee, Chief of Police William Blair and Deputy Chief Keith Forde. Of that

number, 36% of the guests were affiliated with the CPLC, 11% were from the CCCs and 2% represented both the CAC the CYAC. 18% of the registered guests were comprised of community mobilization staff or workshop facilitators. 10% of the attendees were from community response units, and 8% were senior officers.

The 11th Annual CPC Conference is scheduled for Saturday November 15, 2008. The proposed budget for the 2008 conference is presented below and includes a 10% increase from 2007 (Min. No. P77/03 refers). The increase is based on an anticipated rise in costs associated with facility rental and catering and the rise in conference attendance due to its more inclusive nature.

Proposed Budget: 2008 Community Police Consultative Conference

Item	Balance
Facility Rental/Catering	\$5,024.00
Gift Items/Honorariums	\$500.00
Signs/Printing Costs	\$1,300.00
Cleaning Staff	\$380.00
Technical Staff	\$140.00
Supplies	\$400.00
Amount requested from the Board*	\$7,744.00

**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 based on mutual trust, respect and understanding. The current consultative process is but one method utilized by the Service to advance the goal of an empowered community. Continued and sustained funding through the Board’s Special Fund will ensure a more knowledgeable community lending itself to a safer, secure and healthier city.

The three-level consultative process currently used by the Service provides valuable input to the management of the Service from those most affected by issues of crime and disorder.

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 leading to an enhanced quality of life within the community.

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

The Board approved the foregoing report.

Group	Co-Chairs	No. of Meetings	Goals and Objectives	Town Hall Meeting	Initiatives (* = value added project)	Crime Management Process	Expenditures from \$1,000.00 Grant
11 Division	S/Inspector Smollet Paul Hindle	4	<ul style="list-style-type: none"> • be proactively involved in community relations, crime prevention and community improvement 	Nov / 07	Community Police Appreciation Day, June 16/07	<p>CPLC regularly advised of crime trends</p> <p>CPLC provides input on community concerns and issues to unit management</p>	<p>Expenditures from the 2007 Police Community Appreciation Day:</p> <p>Hamburger Patties, \$88.00</p> <p>Nylon Cable Ties, \$9.00</p> <p>Inflatable Bouncer, \$484.50</p> <p>Clowns/Face Painters, \$200.00</p> <p>Pop, \$60.60</p> <p>Water , \$35.34</p> <p>Park Permit, \$280.00</p> <p>TOTAL \$1,157.44</p>

<p>12 Division CPLC</p>	<p>Supt. Randal Munroe Barbara Spyropoulos</p>	<p>11 (no. includes Neighbours Nights Out during the summer months.)</p>	<ul style="list-style-type: none"> • be proactively involved in community relations, crime prevention and community improvement • youth issues & youth engagement 	<ul style="list-style-type: none"> • March 8 at York Memorial High School with Chief Blair 	<ul style="list-style-type: none"> • Stone Soup Cooking Club (2 high schools; 4 8-week sessions) • York Square Drumming Squad • Earth Week cleanups • Black History collaborative community celebration • 12 Division Community Day • Participants at Amesbury Canada Day • Kicks For Kids Soccer Camp assistance • Collaborators for many community events headed by other agencies/associations/schools • Safety displays at Walmart, Home Depot • Weston Santa Parade (>100 participants in our float) • Community Information Exchange 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends • CPLC provides input on community concerns and issues to unit management • CPTED Ontario members • Central Ontario Crime Prevention Association members • John School diversion program lecturers • Rail Lands Management Team leaders 	<ul style="list-style-type: none"> • \$111.99, event related expenses • \$75.6, food for various events, meetings • \$391.82, Community Photo Album expenses • \$404.39, Christmas gifts for children TOTAL \$983.80
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					<ul style="list-style-type: none"> • CPLC Conference presentation • Christmas gift presentations to Frontlines, Macaulay Early Years Centres (2), and Trethewey Boys & Girls Club 		
13 Division CPLC	S/Inspector McLeod Ron Singer	10	<ul style="list-style-type: none"> • be proactively involved in community relations, crime prevention and community improvement • youth issues & youth engagement 	<ul style="list-style-type: none"> • September 12 Oakwood C.I with Supt. Decaire. • Booze cans and shootings 	<ul style="list-style-type: none"> • Student Punk Program • Tim Horton's clean up days. • Police Week • Graffiti Eradication • April 26, community walk. (Oakwood and Vaughan.) 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends • CPLC provides input on community concerns and issues to unit management 	<ul style="list-style-type: none"> • \$500.00, reboot Computer • \$250.00, Charity Donations • \$250.00, Jr. TiCats <p>TOTAL \$1,000.00</p>
14 Division CPLC	Supt. Ruth White Bruce McKay	10	<ul style="list-style-type: none"> • be proactively involved in community relations, crime prevention and community improvement • youth issues • problem solving • info sharing • alternative resource 	<ul style="list-style-type: none"> • October 25th at Bloor Collegiate Institute with Chief Blair 	<ul style="list-style-type: none"> • Open House held during Police week (traffic and graffiti displays) • Partnership with 2605 Army Cadet Corps, (located at Fort York Armoury, support funding received through ProAction) • Bike Safety Blitz with Harbourfront Community on the Martin Goodman Trail 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends (Crime Analyst presents crime statistics at CPLC meetings) • CPLC provides input on community concerns and issues to unit management 	<p>Office Supplies, Community events, refreshments, plaques, printing, hall rental, digital camera memory card, name tags</p> <p>TOTAL \$913.16</p>

			advisement		<ul style="list-style-type: none"> • Neighbours Night Out • Guest speakers at certain CPLC meetings providing info (St. Stephens House, Community Mobilization Unit, etc.) • Tours: Mounted Unit, Communications 	<ul style="list-style-type: none"> • CCTV Community Consultation 	
51 Division CPLC	<p>Superintendent McGuire/ Superintendent White</p> <p>Vanessa Magness</p>	11	<ul style="list-style-type: none"> • be proactively involved in community relations, crime prevention and community improvement • youth issues & youth engagement • Drug Strategy Implementation • Events Committee Formed • Better Communication & Implementation of a better Reporting Structure. • Utilize Community Complaint form 	<ul style="list-style-type: none"> • March 19th at Lord Dufferin Public School with Chief Blair • June 18th • Sept. 20th • CCTV Oct. 11th 	<ul style="list-style-type: none"> • Oxmen Football Team • Bike Rodeo • Reading Program • E-Buddies Program • Youth C.P.L.C. • Heritage Display in Lobby D51 • Police Week North Market BBQ • Graffiti Eradication 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends • CPLC provides input on community concerns and issues to unit/crime management • See Utilization of Community Complaint Form 	<ul style="list-style-type: none"> • \$51.88, CPLC Youth • \$106.00, Print Preview • \$45.59, Lexmark Ink • \$179.86, ArtSoft CPLC Banner • \$38.72, CPLC Youth • \$345.00, CPLC Community Open House <p>TOTAL \$767.05</p>

			for "Police Action" Type Reports				
52 Division CPLC	Supt. Hugh Ferguson Liz Sauter	10	<ul style="list-style-type: none"> • Be proactively involved in community relations, crime prevention and community improvement • Support our youth in our "adopted" school at Contact through our annual fund raising gala • Support our youth through the Police Kids Posse program with Hydro Block youth at USRC • Improve our community through graffiti eradication projects • Educate and make our community aware of TPS mobilization initiatives 	Nov 1 at University Settlement Recreation Centre This event addressed & educated youth in the community in 4 areas – Drug Free Marshals, Tolerance, Bullying and Internet Safety:	<ul style="list-style-type: none"> • Surveyed Community on safety priorities • CP24 "The Chief" session on Entertainment District • Toronto Life Article Aug 2007 on Club District • Shred-It partnership for Identity Theft Day Mar 31 • Raised \$20K for 2nd Annual Student Bursary Program Oct 1 –at Contact School • Hosted four Community Mobilization KSRA Case Study Workshops at BICK College for TPS & community members • Police Week – May 17 (joint with 51 Division) • STOP & Bike Bait initiatives at U of T for prevention of theft of laptops and bikes • Garage sale to raise funds at YQNA for bursary gala donation to Contact School • 	<ul style="list-style-type: none"> • Monthly CPLC crime trends documents discussed and distributed • Created Joint Foot Patrol initiatives with 14 & 51 Division • Created high level Work groups for Entertainment District challenges with City departments (MLS, By-law, enforcement divisions), Province & TPS • CPLC provided input on community concerns and issues to unit management – e.g. CCTV cameras in downtown core, 	<ul style="list-style-type: none"> • \$535.92, Display Board for Events • \$199.28, CPLC Meetings • \$84.64 , Town Hall • \$177.00, Custom Certificate Frames <p>TOTAL \$990.84</p>

					<ul style="list-style-type: none"> • Graffiti Eradication project on Cecil/Beverley building • Pedestrian Sundays – Baldwin/Kensington Market • AGO art projects for youth in the Park and with Contact School • Drug Free Marshal events 	<p>Entertainment District, AGCO, municipal by-law changes</p> <ul style="list-style-type: none"> • Several CPTED audits for lighting and safety conducted in downtown area with TPS & CPLC communities 	
53 Division CPLC	S/Insp. L. Sinclair Adrian Richter (co-chair)	4	<ul style="list-style-type: none"> • be proactively involved in community relations, crime prevention and community improvement • youth issues 	<ul style="list-style-type: none"> • Nov. 7th at Pilot Tavern • Approx. 35 attendees – topics included crime trends; traffic issues; ESP presentation 	<ul style="list-style-type: none"> • Student Conflict Resolution course • Divisional New Year’s Levy • Internet Safety brochure • Graffiti Eradication • ESP support 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends • CPLC provides input on community concerns and issues to unit management 	<ul style="list-style-type: none"> • Outreach programs \$90.00 • Office Supplies \$31.61 • Town Hall \$204.06 • Station Levee 2008 \$142.79 • Community events \$57.50 • CPLC meeting \$8.27 • Appreciation \$637.77 <p>TOTAL \$1,172.00</p>

54 Division CPLC	S/Inspector Dan Hayes Mary Reilly	10	<ul style="list-style-type: none"> • be proactively involved in community relations, crime prevention and community improvement • youth issues & youth engagement • participation in community events, heightening visibility of CPLC • Newcomers Initiative, improve communication • Safe Guard Seniors by education. 	<ul style="list-style-type: none"> • November 14th at the Royal Cdn Legion. • 100 Torrens • Attended by approx. 100 residents and area politicians. • Community Mobilization discussed - Neighbourhood Officers introduced. • Information tables for seniors, youth, crime prevention and newcomers • Area concerns addressed. 	<ul style="list-style-type: none"> • Youth Initiative – Earl Beatty School – Youth/Police interaction Oct 11th. • Canada Day Celebrations information table, distributed crime prevention pamphlets, fielded questions from attending residents • Graffiti Eradication – April 20th, July 14th, Aug 18th, Sept 29th • CPLC/54 Div Community BBQ – Pape Community Centre June 9th • Crossing Guard Appreciation Luncheon June 29th • Crossing Guard Recruitment Initiative Sept 1st • CPLC Information table at Flemingdon Community BBQ Aug 18th • CPLC Information table at Lumsden/Secord Community BBQ Aug 25th 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends • CPLC provides input on community concerns and issues to unit management 	<ul style="list-style-type: none"> • \$138.68, refreshments for Youth/Crime Prevention/ESP Program presentations. • \$245.86, Graffiti Eradication supplies. • \$164.68, Town Hall Meeting. • \$199.05, Assorted Apprec. Gifts. • \$271.71, CPLC appreciation dinner/gifts. <p>TOTAL \$1,019.98</p>
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55 Division CPLC	Superintendent Wayne Peden Jeff Paulin	10	<ul style="list-style-type: none"> • To be proactively involved in community relations, crime prevention and community improvement • Youth issues & youth engagement 	<ul style="list-style-type: none"> • Nov. 19, 2007. Monarch Park Collegiate Institute • Approximately 50 persons in attendance • Topics included, 55 Divisional review, traffic, parking, mischief/graffiti, schools liaison, drinking and crime in the parklands 	<ul style="list-style-type: none"> • Student Bursary Program • Earth Day cleanup • Police Week • Graffiti Eradication • Senior outreach 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends • CPLC provides input on community concerns and issues to unit management • CPLC member attend divisional crime management meetings 	<ul style="list-style-type: none"> • Volunteer appreciation event • Student Bursary awards ceremony • CPLC / TPS logo golf shirts, to be worn by members while in attendance at community events <p>TOTAL \$1,000.00</p>
22 Division CPLC	Superintendent McIlhone Frank Sword	10	<ul style="list-style-type: none"> • Establish a referral protocol • Recruit youth members • Increase community awareness of 22 Division • Host 22 Division Open House • Research options for recipient of fundraising 	<ul style="list-style-type: none"> • Seniors Forum – June 4, 2007 • Nov.22 cancelled <i>Rescheduled Jan 29,2008</i> 	<ul style="list-style-type: none"> • Developed a referral protocol • Recruited three youth members • Hosted successful Police Week open house • Participated in four day community event at Sherway • Invited community group (Rotary) to share initiatives 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends • CPLC provides input on community concerns and issues to unit management • Superintendent available to attend meetings at request of community groups 	<ul style="list-style-type: none"> • Display Boards & office supply, \$270.73 • Donation to Harbor Trust Fund, \$100.00 • Meeting Costs, \$171.17 • Police week BBQ Costs, \$233.31 • Subsidy for golf shirts to

			initiatives				members, \$224.79
							TOTAL \$1,000.00
23 Division CPLC	Supt. Ron Taverner Donata Calitri- Bellus	8	<ul style="list-style-type: none"> • To actively participate with and support police officers in 23 Division and to act as a community resource • To ultimately work towards providing a safe community for all residents of 23 Division • To be involved with the at-risk members of the Community- the youth and seniors 	<ul style="list-style-type: none"> • October 23rd Louise Russo of W.A.V.E. (Walk Against Violence Everywhere) spoke about mentoring youth and becoming engaged in your community 	<ul style="list-style-type: none"> • Participated in the February 13th Closed Circuit Television meeting • April 27th 3rd Annual Pathway To Success event at Father Henry Carr • Participated in the new 23 Division Station Open House on May 15th • Assisted with the Special Olympics May 17th to 20th • From July to mid August assisted with the Youth Unlimited Bike Repair Program 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends, actions taken to combat crime and safety tips which were passed on to members of their organizations. • CPLC members were given a Communications presentation, Domestic Violence presentation, Guns and Gangs presentation and Drug Squad presentation • CPLC provides input on community concerns and issues to unit management 	<ul style="list-style-type: none"> • \$500.00, To Urban Promise to assist with their summer programs for at-risk youth • \$500.00, To Louise Russo for her speaker's fee for the Chief's Town Hall meeting on October 23rd <p>TOTAL \$1,000.00</p>

31 Division CPLC	Supt. Pilkington Ellen Hudgin	10 1 Bursary Award presentation	<ul style="list-style-type: none"> • be proactively involved in community relations, crime prevention and community improvement • youth issues & youth engagement 	None	<ul style="list-style-type: none"> • Student Bursary Program • Police Week • Christmas Gift Wrap program Jane Finch Mall in December 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends • CPLC provides input on community concerns and issues to unit management 	Office Supplies, \$915.27 TOTAL \$915.27
32 Division CPLC	Supt. Diane Gauthier Lorrie Ming- Sun	10	<ul style="list-style-type: none"> • Be proactively involved in community relations and crime prevention education & safety • Youth engagement 	<ul style="list-style-type: none"> • April 30 	<ul style="list-style-type: none"> • Poster Contest • Police Week • Outreach – Nathan Philips Square • Outreach - Filipino Community • Yorkdale Pedestrian & Vehicle Safety • Secondary School Book Competition 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends • CPLC provides input on community concerns and issues to unit management 	<ul style="list-style-type: none"> • \$335.45, Poster Contest • \$364.18, Yorkdale Vehicle & Pedestrian Safety • \$225.00, Youth Outreach • \$35.00, Appreciation Award TOTAL \$959.63
33 Division CPLC 2007	Staff Inspector Breen Kristen Selby Liz Cavan	Total 17 Day - 7 Evening- 7 Combined 3 Including	<i>Established yearly goals.</i> <ul style="list-style-type: none"> • Volunteers Award and Appreciation Night honouring 	<ul style="list-style-type: none"> • November 20 Toronto Real Estate Board 80 attended home Security	<ul style="list-style-type: none"> • Open House • Volunteers Award and Appreciation Night • Seniors Issues and Seminar Committee 	<ul style="list-style-type: none"> • CPLC advised of crime trends through power point presentation at every meeting • CPLC 	<ul style="list-style-type: none"> • Appreciation Night • Town hall meeting • CPAC Conference

		town hall	<p>auxiliary, civilian and youth volunteers, schools crossing guards and CPLC members.</p> <ul style="list-style-type: none"> • 33 Division Open House June 16th • Elder Safety and Abuse Programs, Seminars, Traffic Safety and Training • Town Hall Meeting <p><i>Additional Goals for 2007:</i></p> <ul style="list-style-type: none"> • Support TPS goals and objectives • Increase communication with new brochure and community bulletin • Create the Jim Sneep 	<ul style="list-style-type: none"> • Law in the Mall Seneca College • Annual Safety Patrollers Award • Halloween Haunted House • Toy Drive • Jim Sneep Award • New CPLC Brochure • Increase in membership 	<p>members invited and attend Crime Management meetings</p> <ul style="list-style-type: none"> • CPLC has page in the monthly Community Bulletin • CPLC provides input on community concerns and issues to unit management • CPLC has also input from local councillors who attend meetings but are not members 	<ul style="list-style-type: none"> • Halloween Safety Event • Gifts and awards for guest speakers and leaving members <p>Total \$ 1,002.09</p>
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			awards for schools				
41 Division CPLC	Supt. Qualtrough Marie Heron	9	<ul style="list-style-type: none"> • Increase in community mobilization and knowledge of local crime issues • Community involvement in local problem solving • Establish and maintain meaningful Community Police partnership • Create partnership with police on youth programs • To be proactive in community relations and crime prevention • To act as a resource to the police and the community 	<ul style="list-style-type: none"> • Thursday march 29th, 2007, at 1470 Midland Ave. • Tuesday April 3rd, 2007, at 1687 Victoria Park Ave. • Wed. April 11th, 2007, at 441 Ellesmere Rd. • Tuesday April 17th, 2007, at 2231 Lawrence Ave. E. • Thursday May 3rd, 2007, at 959 Midland Ave. • Wed. May 9th, 2007, at 1299 Ellesmere Rd. • Wed. May 30th, 2007, at 15 Murray Glen Dr. 	<ul style="list-style-type: none"> • Family Skate Day • 41 Division CPLC BBQ • 41 Division Kids and Cops Picnic • Car Seat Clinics • Police Week • Crime Prevention Week • Child Fingerprinting • 41 Division Basketball Team • 41 Division Bowling Tournament • 41 CPLC Cricket Tournament 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends • CPLC provides input on community concerns and issues to unit management • Identify areas of concern in order to conduct safety audits and CPTED initiatives in partnership with local stakeholders 	<ul style="list-style-type: none"> • Pool Noodles for Car Seat Clinics, \$64.80 • Postage Stamps, \$53.55 • Laminating, \$1.39 • Laminating, \$1.39 • Postage Stamps, \$32.24 • Sports Jersey's for Basketball team, \$807.25 <p>TOTAL \$960.62</p>

				<ul style="list-style-type: none"> • Wed. June 13th, 2007, at Jack Goodlad Community Centre. 			
42 Division CPLC / CCLC	<p>Supt. Bob Clarke</p> <p>Valerie Plunkett</p> <p>Rosa Chan</p>	20	<ul style="list-style-type: none"> • be proactively involved in community relations, crime prevention and community improvement • youth issues & youth engagement 	<ul style="list-style-type: none"> • February 28th at Stephen Leacock Collegiate Institute with Chief Blair 	<ul style="list-style-type: none"> • Community Walks • Bursaries to youth groups in the identified High Risk Communities • Police Week • Sponsored New Orleans Habitat for Humanity Trip • Sponsors Child Find Program • Sponsors Toronto Children's Breakfast Club in one of the Divisions High Risk Communities • Sponsored Basketball team form a High Risk Community • Sponsored Reading Program from one of our High Risk communities • Sponsored purchase of computers for H.O.P.E. House in one of our High Risk Communities 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends • CPLC provides input on community concerns and issues to unit management 	<ul style="list-style-type: none"> • \$783.49, Public Relations / Promotions • \$55.99.00, Miscellaneous Materials <p>TOTAL \$839.48</p>

<p>43 Division CPLC</p>	<p>Supt. Paul Gottschalk</p> <p>Marilyn Hodge</p>	<p>10</p>	<ul style="list-style-type: none"> • Establish a meaningful community-police partnership and to problem-solve local policing issues • Invite community members to CPLC meetings to express their concerns regarding local issues related to crime prevention and community improvement • Host community events that encourage positive police relationships with residents of all ages, businesses, schools and faith communities 	<ul style="list-style-type: none"> • February 28th at St. Dunstan's Church (In conjunction with the Centennial Community Recreation Association and the West Rouge Community Association) 	<ul style="list-style-type: none"> • Family Skate Day – February 16th at Heron Park Community Centre • Community Picnic and Open House – May 12th at 43 Division • Fall Fest – September 22nd at Heron Park Community Centre 	<ul style="list-style-type: none"> • CPLC regularly advised of crime trends • CPLC provides input on community concerns and issues to unit management 	<ul style="list-style-type: none"> • Community Picnic and Open House – May 12th, \$63.00 (TTC tokens to East Scarborough Storefront Student Volunteers) • Fall Fest - September 22nd, \$928.89 (Children's Activities - \$531.39 crayons, markers, glue, sandpaper, screwdrivers, 300 pumpkins, photocopying of fall pictures & pumpkin face drafts) <p>(Food, \$397.50 Regular & Halal wieners, buns, condiments and ice)</p> <p>Total Fall Fest '07 Expenses, \$928.89</p> <p>TOTAL \$991.89</p>
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<p>Traffic Services CPLC</p>	<p>Supt. Stephen Grant Joanne Banfield</p>	<p>3</p>	<ul style="list-style-type: none"> • Work collectively with community partners to gain knowledge and understanding of important issues that affect our community. • Implementing proactive plans to improve safety with a focus on speeding and impaired driving. 	<ul style="list-style-type: none"> • February 19th • May 29th • Sept. 24th 	<ul style="list-style-type: none"> • Road Safety Challenge <ol style="list-style-type: none"> 1. 'One Person – One Seat Belt' Bookmark 2. T.E.S.T.S. Teaching Elementary Students Traffic Safety, Poster Contest 3. Child Passenger Safety, Training and Inspection Clinics 	<ul style="list-style-type: none"> • CPLC remain current with respect to traffic safety issues. • CPLC provides input and information for traffic related issues to unit management 	<ul style="list-style-type: none"> • Awards Night • CPLC partner appreciation night. <p>TOTAL \$1,000.00</p>
<p>Black Community Police Consultative Committee (BCPCC)</p>	<p>S/Supt. Peter Sloly John O'Dell</p>	<p>.... Full Committee meetings (once per month except June, July & August)</p> <p>Numerous sub-committee meetings</p>	<ul style="list-style-type: none"> • Community Outreach • Assist TPS in Recruitment - Hiring drive • Youth Engagement • Committee Membership, Capacity Building & Training • Relationship building & connecting the police with the 	<ul style="list-style-type: none"> • January 31st, 2007 Black History Month Kick-Off at TPS Headquarters • November 7th, youth meeting with the Chief of Police • Youth Engagement meeting at the University of Toronto, Scarborough 	<ul style="list-style-type: none"> • February 1st, 2007 Black History Month Reading Initiative Kick-Off at Flemington Public School. • February 2nd, 2007 Reading initiative at Albion Heights Junior Middle School – Etobicoke • February 5th, 2007 Reading Initiative at Cedarbrae C.I. – Scarborough • February 6th, 2007 Reading Initiative at Dr. Hilliard P.S. – 	<ul style="list-style-type: none"> • January 10th, 2007 Deputy Supt. Maurice Mattis attached to the Urban Crime intelligence attended BCPCC meeting to brief members on the collaboration between TPS and the Jamaican Police Force. • Regularly advised of 	<ul style="list-style-type: none"> • Purchase Black History books • BCPCC Official Merchandise • Committee Meetings • Youth Engagement events <p>TOTAL \$1,000.00</p>

			Community.	Campus <ul style="list-style-type: none"> Youth and community engagement meeting at the Elmbank Community Centre - Jamestown 	Scarborough <ul style="list-style-type: none"> February 7th, 2007 Reading Initiative at Elmbank Junior School-Etobicoke. 	TAVIS, major crimes and crime trends by field officers.	
Muslim Consultative Committee	S/Supt. Glenn DeCaire Abdul Hai Patel	9	<ul style="list-style-type: none"> Enhance trust between the police and the Muslim community To open dialogue with the police and the community Encourage the recruitment of officers from the Muslim community Address and find solutions to problems within the Muslim community. I.e., Hate Crimes, Parking problems at places of worship 	<ul style="list-style-type: none"> Ummah Nabawiah Mosque, (approx. 200 people) Albanian Muslim Society (approx. 20 people) Child Discipline workshop (50 people) Hate Crime and Child Discipline Recognition (50 People) 	<ul style="list-style-type: none"> South and West Asian Youth Basketball Tournament Islamic Foundation Dinner for Chief and Senior Officers Eid and Diwali Dinner Child Discipline training session Recognition of Hate and Child Discipline Training Eid and Diwali Dinner Multi Cultural Society of Pakistani Canadians Dinner Canadian Arab Federation Conference Newcomer Presentation at the Call of Minaret Mosque International Muslim 	<p>Members regularly bring forth issues 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>Food & Refreshments for meetings, Community events and TPS golf shirts for members.</p> <p>TOTAL-\$-124.96</p>

			<ul style="list-style-type: none"> • Eliminate negative perception and stereotypes of Muslims • Provide sensitivity training and information to Police and Civilian Staff of the religious and cultural practices of Muslims in Toronto 		<p>Organization, Domestic Violence Presentation</p> <ul style="list-style-type: none"> • Afghan Association of Ontario Dinner • Afghani Media outreach 		
French Consultative Committee	Director Kristine Kijewski Paul Morin	5	<ul style="list-style-type: none"> • Hold Town Hall Meeting • French Directory Advertisement • New Membership (Youth & Adult) • Pamphlet for Committee re: FCC • Franco Expo 	<ul style="list-style-type: none"> • No Town Hall meetings were held in 2007 	<ul style="list-style-type: none"> • Information to the French community re: FCC via French Directory Ad • Attendance at Black History Month Kick-off • Attendance at CPLC/CC Forum • Follow up Information Ad to Paroisse Sacre Coeur – Le Métropolitain • Attending Franco Expo prior to cancellation of the Expo • Meeting with potential New Members 	<ul style="list-style-type: none"> • FCC received D.V. Presentation by Sgt. Lorna Kozmik 	<ul style="list-style-type: none"> • \$231.13- Meeting Expenses • \$499.00- French Directory Advertisement • \$250.00-Le Métropolitain Ad for L'Eglise Scare Coeur Centennial <p>TOTAL \$980.13</p>

					<ul style="list-style-type: none"> French version of Newcomers Guide made available to Paroisse Sacre Coeur 		
Chinese Consultative Committee (CCC)	S/Supt. Tony Corrie Mr. Ben Lau	Total = 11 9 Committee meetings 2 Community agency meetings	<ul style="list-style-type: none"> To provide an effective communication channel between the Chinese Community and the Toronto Police Service (TPS) To advise TPS on matters relating to the safety and quality of life in the Toronto Chinese community be proactively involved in community relations, crime prevention and community improvement <p>2007 Specific Goals:</p> <ul style="list-style-type: none"> increase awareness of intimate partner violence, specifically as it relates to the Chinese 		<p>January - partnered with cttv.ca to extend a New Year Greeting to the public on Web TV.</p> <p>February - partnered with the Canadian Foundation for Asian Culture in delivering clothes to four women's shelters in Toronto.</p> <p>March - partnered with the Chinese Canadian National Council Toronto Chapter in the Women Ambassadors project</p> <p>April - participated in the March Past of the Asian Heritage Month Parade</p> <p>June -co-hosted charity events at the Chinese Community Cops for Cancer Fundraising</p>	<ul style="list-style-type: none"> CCC members regularly advised of crime trends CCC members provided with input on community concerns and issues to Police Service management 	<p>English Edition of CCC flyer \$300.00</p> <p>CCCBanner \$100.00</p> <p>Town Hall and Committee meetings refreshments \$574.19</p> <p>TOTAL \$974.19</p>

			Community by: - encouraging increased reporting - Education on law				
Aboriginal Consultative Committee	S/Supt. Grant S/Supt. Federico Frances Sanderson	11	<ul style="list-style-type: none"> • be proactively involved in community relations, crime prevention and community improvement • youth issues & youth engagement • Recruiting within the Aboriginal Community to TPS – members to assist with information sessions and support for recruitment • Aboriginal Awareness Training to TPS • Police Services Board – assist with consultation process 	<ul style="list-style-type: none"> • June 28th, 2007 at Ryerson University with Chief Blair / Chair Mukherjee 	<ul style="list-style-type: none"> • Awareness – National Aboriginal Day – continue the building of partnerships with community and TPS • Assist with the Consultation process for the TPS /PSB by members attending meetings with the Chair and the CPLC conference: November 17th. 2007 • Training – Employment unit – 5x 5 hour sessions on Awareness: including history and tools to assist with recruiting / also act as ambassadors for the service • Hosts of National Aboriginal Day at 40 College Street – to breakdown barriers and assist with cultural barriers – brought police and community together • Keeping the Circle Strong – TPS /Aboriginal youth camp (x2) – members from the committee attended both camps – strengthened partnerships 	<ul style="list-style-type: none"> • ACC members brought concerns to each meeting in an effort to address issues and to effectively work with the divisions to decrease crime/safety concerns • ACC identified Gabriel Dumont/ Kingston and Galloway Road area as a standing item in the fall of 2007 –plan to work with 43 Div. on issues affecting the youth in 2008 	<ul style="list-style-type: none"> • \$177.13-Bus Rental – Eastview Jr. P.S. –x-mas tree decorating • \$57.00 – January meeting with PSB chair • \$50.00 – honoraria to drummers – late P.C. Wayne Vanderyagt • \$58.88 – monthly meeting with new members • \$32.48 – Town Hall meeting • \$631.56 – National Aboriginal Day Celebration – feast and honoraria to

					with officers and youth from Toronto		Elders Total: \$1,007.05
South and West Asian Consultative Committee	S/Supt. Mike Federico Zul Kassamali	8	<p>The members focused on addressing the following issues relevant to the South and West Asian communities.</p> <ul style="list-style-type: none"> Youth Issues Domestic Violence Senior Issues (includes elder abuse and frauds against seniors) Diversity Recruitment Community Police Sensitivity 	<ul style="list-style-type: none"> Child Discipline workshop (50 people) Hate Crime and Child Discipline Recognition (50 People) 	<ul style="list-style-type: none"> South and West Asian Youth Basketball Tournament Islamic Foundation Dinner for Chief and Senior Officers Child Discipline training session Recognition of Hate and Child Discipline Training Eid and Diwali Dinner Eid Dinner at Haroon Khans Residence Swami Narayan Hindu Temple Celebrations Khalsa Day Celebrations Swami Narayan Hindu Temple Parade Tamil Eelam Society, presentation on Domestic violence, and youth violence Multi Cultural Society of Pakistani Canadians Dinner 	<ul style="list-style-type: none"> South and West Asian Youth Basketball Tournament Islamic Foundation Dinner for Chief and Senior Officers Child Discipline training session Recognition of Hate and Child Discipline Training Eid and Diwali Dinner Eid Dinner at Haroon Khans Residence Swami Narayan 	Food & refreshments for meetings, community events, and golf shirts for members. Total: \$1,150.00

					<ul style="list-style-type: none"> • Newcomer Presentation at the Call of Minaret Mosque • International Muslim Organization, Domestic Violence Presentation 	<p>Hindu Temple Celebrations</p> <ul style="list-style-type: none"> • Khalsa Day Celebrations • Swami Narayan Hindu Temple Parade • Tamil Eelam Society, presentation on Domestic violence, and youth violence • Multi Cultural Society of Pakistani Canadians Dinner • Newcomer Presentation at the Call of Minaret Mosque <p>International Muslim Organization, Domestic Violence Presentation</p>	
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			<ul style="list-style-type: none">• Youth representative on CPLCs and Police Service Board meeting.• Engage with other consultative groups.• Be proactively involved in community youth relations, crime prevention and community improvement.			<ul style="list-style-type: none">• CYAC advised Chief and 51 Div. Unit Commander on youth crime and victimization issues.• CYAC member over forty (40) PEACE presentations	
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**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

**#P121. ANNUAL REPORT: 2007 USE OF THE IMAGES FOR THE TORONTO
POLICE SERVICE AND TORONTO POLICE SERVICES BOARD**

The Board was in receipt of the following report March 28, 2008 from William Blair, Chief of Police:

Subject: 2007 ANNUAL REPORT - USE OF THE TORONTO POLICE SERVICE
IMAGE

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 May 16, 1998, the Board approved a report from the Chief of Police regarding a policy pertaining to request for the use of the Service Crest. (Min. No. 173/96 refers).

The Board approved the following Motion:

That the Board designate authority to the Chair of the Police Services Board to approve requests for the use of the Service image, with an annual report submitted to the Board by the Chief of Police listing all request for the use of the Service image.

Discussion:

A chronological listing of all request submitted for the period of January 1, 2007 to December 31, 2007, is appended to this report.

A total of two (2) requests were received, all of which were approved.

Conclusion:

In summary, this report provides the Board with a summary of all requests for the use of the Service image in the year of 2007.

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

The Board received the foregoing report.

**CENTRAL DIRECTORY
USE OF THE SERVICE IMAGE: 2007**

External Requester	Internal Requester	Purpose	Decision & Date
Chartered Institute of Management Accounts (CIMA)		Use of the Service image on an invitation card being developed by the CIMA in support of its 2007 Annual Community Cricket Tournament.	Approved by: Chair, Toronto Police Services Board on June 6, 2007.
	Keith Forde, Deputy Chief of Police, Human Resources Command	Use of the Service image on the 2008 Black History Month Legacy poster developed by artist Mr. Small.	Approved by: Chair, Toronto Police Services Board on November 28, 2007.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

#P122. ANNUAL REPORT: CORPORATE AND COMMUNITY DONATIONS

The Board was in receipt of the following report March 28, 2008 from William Blair, Chief of Police:

Subject: 2007 ANNUAL REPORT - CORPORATE & COMMUNITY DONATIONS

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 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 requests submitted for the period of January 1, 2007 to December 31, 2007, is appended to this report.

A total of three (3) 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 2007.

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

The Board received the foregoing report.

**CENTRAL DIRECTORY
CORPORATE & COMMUNITY DONATIONS: 2007**

Donor	Purpose	Decision & Date
The Mikey Network	Donation of an additional 19 Automatic External Defibrillators; and updated information on maintenance and training costs for the Automatic External Defibrillators.	Approved by: Toronto Police Services Board on February 16, 2007 (Min. No. P69 refers).
The Rotary Club of Toronto	Donation of \$1,500.00 to assist the Service with related program costs associated with the Youth in Policing Initiative (YIPI).	Approved by: Chief William Blair
Multi-Health Systems Inc.	Donation of \$1,500.00 to be made in sponsorship of the Canadian Police Psychology Forum which took place on September 10 and 11, 2007.	Approved by: Chief William Blair

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON APRIL 17, 2008**

#P123. UNLAWFUL FIREARMS IN VEHICLES

Mr. Mike Colle, M.P.P., was in attendance and discussed his Private Member's Bill (Bill 56) regarding unlawful firearms in vehicles which was introduced to the Ontario legislature on April 09, 2008. A copy of Bill 56 is on file in the Board office.

Chief Blair advised the Board that he was grateful for Mr. Colle's concerns and he said that approximately two loaded firearms are seized by police officers in Toronto each day. Most of the firearms are seized from vehicles and, if the Bill is passed, it will contribute towards the safety of citizens and police officers in the city.

The Board endorsed, in principle, the concept of this Bill and indicated that it would formally communicate its support to Mr. Colle.

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#P124. ADJOURNMENT

Alok Mukherjee
Chair