



The following *draft* Minutes of the meeting of the Toronto Police Services Board held on November 19, 2009 are subject to adoption at its next regularly scheduled meeting.

The Minutes of the meeting held on October 22, 2009, previously circulated in draft form were approved by the Toronto Police Services Board at its meeting held on November 19, 2009.

**MINUTES OF THE PUBLIC MEETING** of the Toronto Police Services Board held on **NOVEMBER 19, 2009** at 1:30 PM in the Auditorium, 40 College Street, Toronto, Ontario.

**PRESENT:**            **Dr. Alok Mukherjee**, Chair  
                          **The Honourable Hugh Locke, Q.C.**, Member  
                          **Mr. Hamlin Grange**, Member  
                          **Ms. Judi Cohen**, Member  
                          **Mr. Adam Vaughan**, Councillor & Member

**ABSENT:**            **Ms. Pam McConnell**, Councillor & Vice-Chair  
                          **Mr. Frank DiGiorgio**, Councillor & 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 NOVEMBER 19, 2009**

**#P298. INTRODUCTIONS**

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

**To the rank of Staff Sergeant:**

Steven MOLYNEAUX  
Michael STONES

**To the Rank of Sergeant:**

Cheryl CROZIER  
Jay Marie FERGUSON  
Thomas GREER  
Mandy MORRIS  
Geraid O'KANE  
Philip HANDSOR  
Christopher HOMINUK  
Todd JOCKO  
Gerard KLUNDER  
Cary McKAY  
Martin POULIN  
Barry WHITE

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P299. COMMUNITY MOBILIZATION UNIT**

The Board was in receipt of the following report September 23, 2009 from William Blair, Chief of Police:

Subject: COMMUNITY MOBILIZATION UNIT

Recommendation:

It is recommended that the Board receive this report and presentation.

Financial Implications:

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

Background/Purpose:

The Community Mobilization Unit (CMU) was created in December 2005 by amalgamating the Community Programs Unit and the Community Liaison Unit. CMU was designed to facilitate Chief William Blair's vision of a revitalized and forward-thinking approach to crime prevention and community partnerships. CMU has a total strength of 38 members and provides practical support and resources to divisional officers directly involved in community engagement initiatives, as well as identifying and creating partnerships between the Service and the many organizations and agencies that would be our partners in making communities safer.

Discussion:

CMU is the corporate expression of the Service's commitment to community mobilization.

The term mobilization occurs when the people who live and work in a neighbourhood develop the ability and the commitment necessary to keep their community safe.

The activities of CMU which support the process can be broadly divided into four categories:

- Supporting community led efforts to prevent or reduce harm;
- Policing initiatives to engage communities;
- Building capacity; and
- Partnerships.

The following activities clearly demonstrate how CMU contributes to the Service's community mobilization efforts. Each activity addresses Service Priorities by utilizing a number of approaches to facilitate change within the community in ways that will significantly improve the quality of life in a community.

#### Report Homophobic Violence, Period (RHVP)

The Report Homophobic Violence, Period (RHVP) program is an example of a community led effort to prevent or reduce harm, in which CMU takes a support role. The program is an initiative of the Service's Lesbian Gay Bisexual and Transgendered (LGBT) Community Consultative Committee and was developed in consultation with a large number of community partners and community service providers. The campaign focuses on crime prevention strategies targeting homophobic and transphobic bullying before police involvement. It provides education and awareness regarding patterns of behaviour which may lead to the commission of hate crimes.

The campaign has been widely adopted by the community because it was created in the community, by the community and for the community. It is an example of how effective the police community consultative process can be at identifying and responding to emerging issues.

#### Empowered Student Partnerships (ESP)

All secondary schools and most middle schools in the Toronto Public and Catholic District School Boards have an ESP Committee. The Committee membership includes students, a staff advisor, and at least one police officer. At the beginning of the school year, the students distribute and analyse a survey which identifies the safety concerns of their peers. Based on this information, the students create safety programs and activities to address those concerns.

Through the ESP program, students learn about a range of crime prevention approaches, such as, that an informed and engaged community can reduce violence and victimization. During the 2009/2010 school year, the ESP Committees will provide presentations focusing on peer-on-peer sexual assault and criminal harassment. These presentations were created in consultation with students taking part in the 2009 Youth In Policing Initiative and were provided to the participating school boards for their approval.

The experiences students gain through participation in the ESP program, make it one of the Service's best tools for long-term capacity building.

#### School Resource Officers (SROs)

In 2008/2009, the new School Resource Officer (SRO) program involved the assignment of 29 SROs to secondary schools throughout Toronto. The program is intended to provide officers with the opportunity to form deeper relationships with students by becoming involved in a range of programs and activities.

SROs are responsible for working in partnership with students, teachers, school administrators, school board officials, parents, other police officers and the community, to establish and maintain a healthy and safe school community. SROs will be based out of one school, where they spend most of their time, however, they will be free to visit the neighbouring community, malls, feeder schools, TTC stops and nearby secondary schools within the police division.

The program is a major success and has greatly improved the perception of police by staff and students. The presence of the SRO has also improved communication between schools and the local division. Preliminary TDSB data indicates that criminal charges in schools with SROs have dropped significantly.

Due to the success of the program, the 2009/2010 school year has increased the SRO staffing from 30 to 51.

### Threat Assessment and Lockdowns

CMU facilitated a partnership which led to Toronto becoming a world leader on the development of procedures and training to prevent and prepare for situations that threaten the security of school staff and students. Uniquely, the police and school boards jointly developed their school safety procedures and train together on school lockdowns and responding to an active attacker on school grounds. School staff and police also collaborate on a threat assessment process that is intended to intervene in situations involving relationships, violence, weapons, bullying, and suicide.

CMU has implemented Lockdown Training for First Responders and Threat Assessment accreditation for Youth Services Detectives and School Resource Officers. The implementation of the second phase of the Toronto Emergency Safe Schools Strategy, uses CMU, Communications Services and Emergency Task Force members to assist divisions in pre-planning for emergencies at schools.

### Residential Break and Enter Reduction Program

The Residential Break and Enter Reduction Program (RBR) is an example of CMU identifying a need, creating a program and providing training and support to local divisions. The program not only builds on community and police capacity, but is also an effective use of the Service's Auxiliary Program.

The divisional Crime Analyst identifies the addresses of residential break and enters and provides the information to the divisional Crime Prevention Officer (CPO). Auxiliary members then conduct a door-to-door canvass of the area surrounding the location of the break and enter, and distribute an information brochure which alerts people that a break and enter has occurred close to their home and that they may be at increased risk of victimization. The package also includes crime prevention tips on how to make their home more secure and what to do if they see suspicious activity in their area.

An evaluation of the program in 54 Division indicated that most people acted on the information they received and their perception of the Service was improved.

### Toronto Anti-Violence Interventions Strategy (TAVIS)

Over time, community mobilization efforts initiated by the police have become more strategic in nature, concentrating on mobilizing partners in troubled neighbourhoods and crime “hot spots.” This is clearly demonstrated through the deployment of the Toronto Anti-Violence Intervention Strategy (TAVIS).

Community involvement in crime prevention is based on the assumption that communities can be prepared to participate in crime prevention initiatives and that when given the opportunity, are willing to do so.

During the 2009 Neighbourhood TAVIS Initiative (NTI) in 12 and 31 divisions, CMU facilitated partnership programming with local schools, community centres and other community partners. CMU coordinated the program delivery of; soccer and basketball tournaments, the Mixed Theatre Company – Anti violence performances and the P.E.A.C.E project.

### Committees and Programs

In addition to developing new and innovative programs, CMU continues to support mandated activities such as the community consultative process, including the Community Police Liaison Committees (CPLC), Community Consultative Committees (CCC), and the Chief’s Advisory Council and Chief’s Youth Advisory Committee (CAC & CYAC).

CMU officers continue to organize and coordinate many cultural events which are held at Police Headquarters that promote positive relations between the Service and the diverse communities which we serve.

Other long-standing CMU responsibilities include support of the Service’s Domestic Violence Coordinator, Crime Prevention Coordinator, and Mental Health Coordinator.

Because of its position within the organization, CMU was the ideal location for the new TPSlinks initiative, the community automated notification system used by the Service to increase communication between the police, residents and business owners within Toronto.

### Toronto Recreational Outreach Out tripping Program (T.R.O.O.P.)

The Toronto Recreational Outreach Out tripping Program (T.R.O.O.P.) is a one week program that involves youth from Toronto between 13-19 years of age. It gives urban youth an experiential learning opportunity by taking them into Ontario’s northland to camp and canoe. The youth are accompanied by agency workers and police officers and was developed in partnership with the City of Toronto Parks Forestry and Recreation. The primary sponsor of the T.R.O.O.P. program is ProAction Cops and Kids.

T.R.O.O.P. successfully enables youth to gain confidence, develop a sense of belonging and discover their potential. The police officers have the opportunity to connect with youth in a meaningful way and are able to break down the inherent barriers between youth and police.

This program continues to evolve to meet the needs of our community. This year, T.R.O.O.P. included youth from domestic violence shelters and youth from within the NTI, specifically 12 and 31 divisions.

#### Conclusion:

The Community Mobilization Unit has become an intergral part of divisional crime management strategies by taking an innovative and progressive approach to community mobilization, crime prevention, and community partnerships. The unit provides practical support and resources to divisional officers and continues to strengthen the Service's ability to create effective and dynamic approaches to quality of life issues in our neighbourhoods.

Moving forward, CMU will continue to use applied policing concepts to support the field and the community.

Inspector Francis Bergen of the Community Mobilization Unit will provide the presentation to the Board.

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

**Superintendent Ken Cenzura and Inspector Frank Bergen were in attendance and delivered a presentation to the Board. A paper copy of the PowerPoint presentation is on file in the Board office. The Board was also provided with a copy of the Community Mobilization Unit's Programs and Strategies January – June 2009 Mid-Year Report; copy on file in the Board office.**

**The Board thanked Supt. Cenzura and Insp. Bergen for their detailed presentation and commended them, and Staff Sergeants Sharon Davis, Michael Matic and Stephen Pipe, for the work that they have done establishing important crime prevention programs and community partnerships.**

**Chief Blair also advised the Board that Supt. Cenzura would soon be retiring after working 45 years with the Toronto Police Service and that today would be the last time Supt. Cenzura would be attending a Board meeting. Chief Blair commended Supt. Cenzura for his work in many areas throughout the Service during the past 45 years and credited Supt. Cenzura for the success of the Community Mobilization Unit.**

**The Board received the foregoing report and the presentation. The Board also extended its appreciation to Supt. Cenzura for his work and wished him a happy and healthy retirement.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P300. SEMI-ANNUAL REPORT: JANUARY – JUNE 2009: DOMESTIC  
VIOLENCE STATISTICS**

The Board was in receipt of the following report September 29, 2009 from William Blair, Chief of Police:

Subject: DOMESTIC VIOLENCE SEMI-ANNUAL REPORT: JANUARY 1, 2009 –  
JUNE 30, 2009.

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:

The Toronto Police Service (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, 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 readily available. Appended to this report are the statistics for the period of January to June 2009.

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 provides the Board with a review of the last 2 quarters of statistical information from the Domestic Violence Quality Control Reports for the period of January 1, to June 30, 2009.

Discussion:

There have been 2 domestic homicide cases reported, involving 2 adult victims in the first half of 2009; compared to 4 cases reported in the first half of 2008. The first victim was a female and the second was a male. There was a marginal increase in cases where charges were laid in the first half of 2009, totalling 2,878 compared with 2,827 at the same time in 2008. The number of charges related to failing to comply with court ordered release conditions observed an increase in 2009, showing that the Toronto Anti-Violence Intervention Strategy (TAVIS) bail compliance



program continues to be an effective risk management tool, as well as an opportunity to provide victim support. There were 273 compliance charges compared to 242 in the first 6 months of 2008 (including breach of probation charges).

The Service partnered with Family Service Toronto - David Kelley Services, who developed a comprehensive survey aimed at gleaning an understanding of police knowledge around Lesbian, Gay, Bisexual, Transgender (LGBT) domestic violence and the current practices that police officers employ when responding to the issue. The survey is the start of an initiative to provide training for service providers and to develop information to advocate for more appropriate and better funded services for LGBT individuals experiencing domestic violence. The survey was rolled out in August 2009 to frontline officers, with the Youth in Policing Initiative students (YIPI) assisting with the distribution and collection of the surveys under the supervision of the Domestic Violence Coordinator. The data is currently in the possession of the researcher at Family Service Toronto for analysis. In addition, the Community Mobilization (CMU) – Domestic Violence team prepared a presentation in partnership with the LGBT liaison officer which was delivered at a major LGBT conference held in Australia in the spring of 2009.

The Service and Seneca College continue to have a strong partnership and are currently working on developing a number of awareness campaigns targeting domestic violence and our culturally diverse communities.

The Service and Multilingual Community Interpreter Services (MCIS) continue to expand on a meaningful partnership in 2009 with educational sessions being provided at the divisional level. Language can represent a barrier to victims requiring services. The partnership with MCIS continues to assist the Service in overcoming this barrier in reaching our diverse communities through ensuring that frontline officers are properly apprised of the language service.

The Toronto Recreational Outreach Outtripping Program (TROOP) held 2 trips in August 2009 exclusively for children who have witnessed domestic violence. This outstanding program brings together at-risk youth, police officers, social workers, community agency workers and Toronto Parks and Recreation staff. The Domestic Violence Coordinator, along with officers from the Domestic Violence team attended these trips, participating fully and engaging with the youth. This program is built upon teamwork and mentorship, while fostering leadership in a barrier free, natural setting.

The Domestic Violence Coordinator continues to represent the Service as an active member on the Scarborough Access Centre Steering Committee, in addition to the working group committee which consists of justice, health, social and community practitioners, working in concert toward the goal of creating a multi-disciplinary, co-location Family Justice Centre. The group received a 3 year Community Safety Investment (CSI) grant from the City of Toronto and is currently preparing for additional funding opportunities through Trillium. The project manager has just completed a series of focus groups with female survivors of domestic violence. The overwhelming response was that of support for a co-location, 'one stop shop' model, which was seen to be a plausible solution to address challenges such as transportation, access and daycare, while meeting the service needs of the victim in one convenient location.

#### 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. P351/07 refers).

From January to June 2009, the Service continued to engage several ethnic communities in domestic violence awareness and educational presentations. As an example, CMU along with Divisional Policing Command (DPC) participated in the following activities:

- CMU delivered domestic violence presentations to 2 Chief’s Town Hall meetings, with participants of approximately 100 in each group;
- CMU and DPC delivered approximately 4 presentations to the Muslim communities in partnership with the Muslim Consultative Committee;
- CMU and DPC delivered approximately 17 domestic violence awareness presentations to community audiences representing the Asian, African, Eastern European, European Middle Eastern, South Asian, Caribbean and Aboriginal communities;
- CMU and DPC delivered 2 domestic violence awareness and educational sessions in partnership with the Toronto District School Board and Toronto Catholic District School Board to secondary school students. Many of the diverse communities are reflected within the student bodies;
- CMU and DPC worked in partnership with women’s shelters, faith groups and community based newcomer organizations and delivered approximately 6 domestic violence awareness presentations to culturally diverse audiences;
- The DV Coordinator participated in a radio broadcasted interview with CFRB, the focus of which was Domestic Violence and the economic recession;
- CMU delivered a DV presentation, specific to the workplace to a televised conference hosted by the Ontario Hospital Association; and
- Victim Services continued to provide ‘Teens Ending Abusive Relationships’ (TEAR) presentations in 2009. In total 12 presentations were delivered to 1,590 students. Many of the diverse communities are reflected within the student bodies.

#### 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 domestic 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.

**Detective Deborah Vittie, Domestic Violence Coordinator, was in attendance and provided the Board with an overview of the domestic violence statistics for the period January to June 2009.**

**The Board received the foregoing report and Det. Vittie's presentation.**

**TORONTO POLICE SERVICE**  
**DOMESTIC VIOLENCE QUALITY CONTROL REPORT**  
**January – June 2009**  
**2008/2009 COMPARISONS**

	2008				2009				2008		2009	
	MALE		FEMALE		MALE		FEMALE		TOTAL		TOTAL	
	6 mth Total	YTD	6 mth total	YTD	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD
<b>1. Domestic Occurrences</b>												
(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	2827	5809	2878	2878
(b) Number of accused where one party was charged	2405	4875	346	709	M	M	M	M	2751	5638	2808	2808
(c) Number of accused where both parties were charged	38	82	38	84	38	38	38	38	76	171	70	70
(d) Number of Occurrences where accused held for bail/show cause	M	M	M	M	M	M	M	M	M	M	M	M
(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	543	1041	487	487
(f) Number of occurrences where no charges alleged	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6398	13147	6533	6533
<b>2. Reasons Charges Not Laid</b>												
(a) No reasonable grounds	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	541	1037	487	487
(b) Offender deceased	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	3	0	0
(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	1	0	0	0
<b>3. Type of Relationship Between Accused &amp; Victim</b>												
(a) Female victim – male accused	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2360	4842	2353	2353
(b) Male victim – female accused	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	352	725	400	400
(c) Same sex male	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	83	169	93	93
(d) Same sex female	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	32	73	31	31

**LEGEND**

M – System does not generate these statistics

N/A – Not Applicable

YTD - Year to Date

**TORONTO POLICE SERVICE**  
**DOMESTIC VIOLENCE QUALITY CONTROL REPORT**  
**January – June 2009**  
**2008/2009 COMPARISONS**

4. Type of Charges Laid	2008				2009				2008		2009	
	MALE		FEMALE		MALE		FEMALE		TOTAL		TOTAL	
	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD
<b><u>Assault</u></b>												
(a) Common Assault	1812	<b>3643</b>	266	<b>549</b>	1818	<b>1818</b>	313	<b>313</b>	<b>2125</b>	<b>4266</b>	<b>2131</b>	<b>2131</b>
(b) Assault with Weapon or Cause Bodily Harm	395	<b>816</b>	119	<b>231</b>	390	<b>390</b>	127	<b>127</b>	<b>527</b>	<b>1068</b>	<b>517</b>	<b>517</b>
(c) Aggravated Assault	9	<b>27</b>	5	<b>7</b>	14	<b>14</b>	6	<b>6</b>	<b>30</b>	<b>47</b>	<b>20</b>	<b>20</b>
<b><u>Sexual Assault</u></b>												
(a) Sexual Assault	64	<b>135</b>	0	<b>0</b>	55	<b>55</b>	0	<b>0</b>	<b>67</b>	<b>114</b>	<b>55</b>	<b>55</b>
(b) Sexual Assault with Weapon or Cause Bodily Harm	1	<b>5</b>	0	<b>0</b>	5	<b>5</b>	0	<b>0</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>5</b>
(c) Aggravated Sexual Assault	1	<b>4</b>	0	<b>0</b>	2	<b>2</b>	0	<b>0</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>2</b>
<b><u>Breaches</u></b>												
(a) Breach of Recognizance	121	<b>233</b>	12	<b>21</b>	113	<b>113</b>	11	<b>11</b>	<b>130</b>	<b>229</b>	<b>124</b>	<b>124</b>
(b) Breach of Undertaking	18	<b>45</b>	3	<b>10</b>	10	<b>10</b>	5	<b>5</b>	<b>26</b>	<b>56</b>	<b>15</b>	<b>15</b>
(c) Breach of Remand (CC-s.516 / CC-s.517)	0	<b>1</b>	0	<b>0</b>	0	<b>0</b>	0	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
(d) Breach of Peace Bond (CC-s.810)	7	<b>12</b>	1	<b>2</b>	8	<b>8</b>	0	<b>0</b>	<b>6</b>	<b>9</b>	<b>8</b>	<b>8</b>
(e) Breach of Probation / Parole	77	<b>164</b>	3	<b>3</b>	116	<b>116</b>	3	<b>3</b>	<b>118</b>	<b>212</b>	<b>119</b>	<b>119</b>
(f) Breach of Restraining Order <i>Family Act-s.46(2), Children's Reform Act-s.35(2), CC-s.515(4)</i>	0	<b>8</b>	0	<b>1</b>	7	<b>7</b>	0	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b><u>Other Charges</u></b>												
(a) Uttering Threats	650	<b>1368</b>	43	<b>89</b>	635	<b>635</b>	58	<b>58</b>	<b>727</b>	<b>1437</b>	<b>693</b>	<b>693</b>
(b) Criminal Harassment	235	<b>453</b>	21	<b>36</b>	207	<b>207</b>	21	<b>21</b>	<b>251</b>	<b>481</b>	<b>228</b>	<b>228</b>

**LEGEND**  
M – System does not generate these statistics  
N/A – Not Applicable  
YTD - Year to Date

**TORONTO POLICE SERVICE**  
**DOMESTIC VIOLENCE QUALITY CONTROL REPORT**  
**January – June 2009**  
**2008/2009 COMPARISONS**

	2008				2009				2008		2009	
	MALE		FEMALE		MALE		FEMALE		TOTAL		TOTAL	
<b>Other Charges (cont'd)</b>	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD
(c) Mischief	149	272	20	48	169	169	28	28	169	362	197	197
(d) Attempted Murder	0	13	0	2	3	3	0	0	0	3	3	3
(e) Choking	18	59	0	1	32	32	0	0	18	63	32	32
(f) Forcible Confinement	95	183	3	2	119	119	2	2	98	205	121	121
(g) Firearms	1	16	0	1	1	1	0	0	1	6	1	1
(h) Other charges not listed above												
i. Weapons Dangerous C.C.	23	64	11	22	36	36	21	21	42	86	57	57
ii. Break & Enter C.C.	22	60	5	9	17	17	5	5	30	69	22	22
iii. Theft C.C.	47	94	7	13	58	58	5	5	53	107	63	63
iv. Forcible Entry C.C.	21	23	1	1	16	16	0	0	12	24	16	16
v. Total Other Charges	91	169	6	18	119	119	8	8	93	187	127	127
<b>5. Weapons Used to Commit an Offence</b>												
(a) Firearms	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	19	33	11	11
(b) Other weapon	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	521	1030	446	446

**LEGEND**

M – System does not generate these statistics  
N/A – Not Applicable  
YTD - Year to Date

**TORONTO POLICE SERVICE**  
**DOMESTIC VIOLENCE QUALITY CONTROL REPORT**  
 January – June 2009  
 2008/2009 COMPARISONS

	2008				2009				2008		2009	
	MALE		FEMALE		MALE		FEMALE		TOTAL		TOTAL	
	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD	6 mth Total	YTD
<b>6. Previous Charges (Excluding Breaches)</b>												
Number of accused with previous charges relating to domestic violence	M	M	M	M	M	M	M	M	M	M	M	M
<b>7. Domestic Violence Adult Homicides</b>												
(a) Total Number of Domestic Violence adult homicide occurrences	M	M	M	M	M	M	M	M	4	7	2	2
(b) Number of domestic violence homicide adult victims	0	0	4	10	1	1	1	1	4	10	2	2
(c) Number of accused that had prior domestic violence charges involved in domestic violence homicides.	2	3	0	0	1	1	0	0	2	3	1	1
(d) Number of homicides involving the use of a weapon	3	6	0	0	2	2	0	0	3	5	2	2
<b>8. Domestic Violence Related Child Homicides</b>												
(a) Total number of domestic violence related child homicide occurrences	0	0	1	1	0	0	0	0	1	1	0	0
(b) Number of domestic violence related child homicide victims	0	0	1	1	0	0	0	0	1	1	0	0

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P301. REQUEST FOR INCREASED POLICE ENFORCEMENT OF PARKING  
REGULATIONS ON BICYCLE LANES IN TORONTO**

The Board was in receipt of the attached correspondence dated October 30, 2009 from A. Milliken Heisey with regard to the need for an increase in the enforcement of parking regulations on bicycle lanes in Toronto.

The Board was also in receipt of correspondence dated November 18, 2009 from Pam McConnell, Councillor and Vice-Chair of the Board. A copy of Councillor McConnell's correspondence is appended to this Minute for information.

Mr. Heisey was in attendance and delivered a deputation with respect to his correspondence.

The following were also in attendance and delivered deputations:

- Yvonne Bambrick, Executive Director, Toronto Cyclists Union \*
- Smokey Dymny

\* written submission also provided; copy on file in the Board office.

Dr. Mukherjee advised that the Board had received 406 written submissions from citizens who supported Mr. Heisey's request for improvements to the enforcement of parking regulations on the bicycle lanes. The Board office printed and responded to the first 155 written submissions; copies on file in the Board office.

Chief Blair explained the Service's role in enforcing the parking regulations and said that two members of Traffic Services are involved with the City's cycling committee and that the Traffic Services-Community Policing Liaison Committee includes representatives from the cycling organizations.

Chief Blair also explained the reasons why emergency services vehicles should not be prohibited from parking in bicycle lanes when they are responding to emergencies. The Board noted that accessible service vehicles, such as Wheel-Trans, should be permitted to stop in bicycle lanes.

In response to comments about the dangers that cyclists experience while cycling on Toronto roads, Chief Blair also said that cyclists have a responsibility to stop at signalized intersections and to yield to vehicles turning right.



The Board noted that significant improvements are required to the city's infrastructure in order to facilitate an efficient cycling system in Toronto. Board Member Hamlin Grange circulated a photograph he took recently of a cycling system in Utrecht, The Netherlands, as one example of an efficient urban cycling system.

**The Board approved the following Motions:**

- 1. THAT the Board receive the deputations, the correspondence from Mr. Heisey and the photograph from Mr. Grange and refer them to the Chief of Police, the City Executive Committee, the City Manager and the Toronto Cycling Advisory Committee;**
- 2. THAT the Board receive the written submissions and the correspondence from Councillor McConnell;**
- 3. THAT, consistent with the Business Plan priority on traffic and pedestrian safety, the Board indicate its support for a more effective strategy to support cycling in the City of Toronto, including enhanced enforcement of dedicated bicycle lanes and a review of the fines, and request that the Chief work with the City Manager to collaboratively address the issues raised and develop a comprehensive strategy in partnership;**
- 4. THAT the Chief provide a report back to the Board on the results of these discussions in six months; and**
- 5. THAT the Chief's report noted in Motion No. 4 also include the possible changes to Service Procedures as they relate to police vehicles and the rules governing when it is appropriate to park in or occupy bicycle lanes.**

## A. Milliken Heisey

121 King Street West  
Suite 510, P.O. Box 105  
Standard Life Centre  
Toronto, ON, Canada  
M5H 3T9

Tel: (416)601-2702  
e-mail: [heisey@phmlaw.com](mailto:heisey@phmlaw.com)

October 30, 2009

Toronto Police Services Board  
30 College Street  
Toronto, ON M5G 2J3

Chairman Mukherjee and Members of the Toronto Police Services Board:

I am writing to you as a year round cyclist who has been riding a bicycle on Toronto streets on a daily basis for the better part of 35 years.

During that time tremendous strides have been made by the City of Toronto in providing cycling infrastructure to provide greater protection for cyclists thus encouraging more members of the public to cycle in their daily routine.

35 years ago it was very lonely riding on Toronto streets particularly in the winter. There are now occasions where on dedicated cycling routes such as St George Street and Beverly Street located in Councillor Vaughan's Ward there are sometimes more cyclists than cars waiting at intersections.

It is my observation that police enforcement of parking regulations on bicycle lanes has not kept up with the provision of such facilities and one of the primary functions of such lanes is as a lay by for motorists, taxis, couriers, utility companies and other public agency vehicles for short term parking.

Two Saturdays ago my family and I rode our bicycles up the Sherbourne Street bicycle lane to visit my brothers family for dinner on a Saturday evening. We started at Queens Quay and Sherbourne and rode all the way up to Bloor Street East.

This is the only continuous bicycle route that connects Bloor Street to Lakeshore in the entire downtown area.

My wife and I had our 5 and 7 year old children on the backs of our bicycles.

---

Between Bloor and Queens Quay there were 5 cars illegally stopped blocking the bicycle lane.

This endangered my family as every time we came to an illegally parked car we had to risk veering out into traffic to go around the cars which were not about to move for our family.

We rang our bells etc no response.

We then got just south of Bloor.

Motorists northbound turning east onto Bloor Street East completely blocked the bicycle lane for a distance of about 30 metres. The bicycle lane was completely ignored.

In the last week I have observed, Canada Post vehicles, private courier companies van, too many taxis to count and utility company vehicles, etc. all obstructing bicycle lanes throughout the downtown.

Unfortunately the City of Toronto has not adopted bicycle lanes protect by curbs and bollards as in Holland and numerous progressive North American cities and is content to pretend that a painted line on the road is protection for cyclists. Failing the actual physical separation of these lanes from vehicular traffic the only way to address the problem is better enforcement and higher fines.

The following relevant excerpts can be found in the Toronto Police Service 2009-2011 Business Plan

Priority: Ensuring Pedestrian and Traffic Safety

The safety of pedestrians, cyclists, and drivers and the safe and efficient flow of traffic are, therefore, of significant concern to the Toronto Police Service.

**Performance Objectives/Indicators:**

- ◆ decrease in number of road-related injuries to pedestrians
- ◆ decrease in number of road-related injuries to cyclists
- ◆ increase in pedestrian perception of safety
- ◆ increase in cyclist perception of safety

I am requesting that the Police Services board to adopt the following recommendations for action

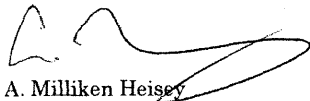
1. Direct the Toronto Police Service to develop a policy and protocol as to when it is permissible for a Service vehicle to park within a bicycle lane perhaps providing that unless a Service member is on a true emergency where time is critical and being parked in such a location warrants the risk in endangering cyclists they are to leave the bicycle lane unobstructed and block the vehicular lane.
-

As an example when a police car pulls over a vehicle over the side of the road should they pull over to the curb and obstruct the bicycle lane, or pull over and leave the bicycle lane unobstructed?

2. Request the Toronto Police Service to report on the enforcement of no parking in bicycle lanes by the Service and how it could be improved
3. Re-examine the proposal by Vice Chair McConnell and myself made over 5 years ago when I was on the board to achieve changes to provincial legislation to allow photo monitoring of transit and bicycle lanes and the imposition of fines for illegal stopping and parking based on photo evidence like red light cameras. This proposal was endorsed as feasible in a report by the Toronto Police Service but was unfortunately defeated by the Board at that time.
4. Determining what role there is or could be at the Toronto Licensing Commission to assist the Toronto Police Service in enforcing the observance of parking regulations in bicycle lanes and transit routes by the Toronto Taxi and Courier industries.
5. Examine the fine structure for parking illegally in dedicated bicycle lanes and recommend higher fine levels to City Council that would achieve higher levels of compliance. I find it ironic to be obstructed and endangered in bicycle lanes by Ambulances and Wheeltrans Vehicles. Parking in such a location helps ensure that more cyclists will have the need of these services as a result of accidents arising from what I believe is a dangerous practise by emergency and public transit providers for cyclists.
6. Undertake a Board review whether physically separated bicycle lanes create greater cyclist safety and if so, recommend to the City of Toronto the greater implementation of separate bicycle lanes.

Thanks for your consideration.

Yours very truly,

  
A. Milliken Heisey

AMH:hls

Enc.

Cc: Toronto Cyclists Union

---

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON JUNE 21, 2004**

**#P196. PHOTO-MONITORING – TRAFFIC CLEARWAYS**

The Board was in receipt of the following report JUNE 01, 2004 from Julian Fantino, Chief of Police:

Subject: PHOTO-MONITORING ~ TRAFFIC CLEARWAYS

Recommendation:

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

Background:

At its April 29, 2004 meeting, the Board requested that I provide a report on the feasibility of implementing photo-monitoring for enforcement purposes, in traffic clearways and priority lanes (Board Minute P137/04 refers).

The City of Toronto has a road network of 5,345 kilometres, including 45 kilometres of expressways. There are 1.2 million vehicles registered to individuals and companies in the City and 1.3 million vehicles travel in and out of the City on a daily basis. Peak traffic volumes of approximately 100,000 vehicles occur between the hours of 8:00 am to 9:00 am and from 5:00 pm to 6:00 pm. The volume of vehicles travelling on our roadways, the lack of road expansion, ongoing roadway construction and the exhausted load bearing capacity of our roadways has contributed to the congestion which is seen on our streets daily.

In an effort to improve traffic flow, the City, identified a number of traffic clearways and priority lanes throughout the City. Depending on the location, use of these lanes, during the identified time periods, is restricted to Toronto Transit Commission (T.T.C.) buses and streetcars, taxi cabs and passenger vehicles with more than three occupants.

The efficient flow of authorized vehicles travelling within these lanes is the key to their success. In essence, the timely passage of these vehicles ensures commuters arrive at their destinations quicker while improving public perception of the reliability of the lanes which may lead to increased usage of public transportation and car pooling. All important steps in reducing congestion on our roadways.

---

The following chart outlines the 16 locations within the City that currently have priority lanes;

Street	Location	Restrictions		Authorized Vehicles
		Day	Hours	
Bay Street	Wellington Street West to Yorkville Avenue	Monday to Friday	7:00 am to 7:00 pm	T.T.C. buses, taxi cabs, bicycles
Eglinton Avenue West	Oakwood Avenue to Richardson Avenue	Monday to Friday	7:00 am to 9:00 am; 4:00 pm to 6:00 pm	T.T.C. buses, taxi cabs, bicycles
Eglinton Avenue West (eastbound only)	Old Forest Hill Road to Duplex Avenue	Monday to Friday	7:00 am to 9:00 am; 4:00 pm to 6:00 pm	T.T.C. buses, taxi cabs, bicycles
Eglinton Avenue East (eastbound only)	Dunfield Avenue to Brentcliffe Road	Monday to Friday	7:00 am to 9:00 am; 4:00 pm to 6:00 pm	T.T.C. buses, taxi cabs, bicycles
King Street West (streetcar lane)	Dufferin Street to John Street	Monday to Friday	7:00 am to 9:00 am; 4:00 pm to 6:00 pm	T.T.C. streetcars, taxi cabs
King Street East (streetcar lane)	Jarvis Street to Parliament Street	Monday to Friday	7:00 am to 9:00 am; 4:00 pm to 6:00 pm	T.T.C. streetcars, taxi cabs
Don Mills Road	Overlea Boulevard to Finch Avenue East	Monday to Friday	7:00 am to 10:00 am; 3:00 pm to 7:00 pm	T.T.C. buses, taxi cabs, HOV*
Overlea Boulevard	Millwood Road to Don Mills Road	Monday to Friday	7:00 am to 10:00 am; 3:00 pm to 7:00 pm	T.T.C. buses, taxi cabs, HOV*
Pape Avenue	Danforth Avenue to Donlands Avenue	Monday to Friday	7:00 am to 9:00 am; 4:00 pm to 6:00 pm	T.T.C. buses, taxi cabs, HOV*
Eglinton Avenue East	Leslie Street to Cedar Drive	Monday to Friday	7:00 am to 10:00 am; 3:00 pm to 7:00 pm	T.T.C. buses, taxi cabs, HOV*
Yonge Street	Bishop Avenue to Steeles Avenue	Monday to Friday	7:00 am to 10:00 am; 3:00 pm to 7:00 pm	T.T.C. buses, taxi cabs, HOV*
Dufferin Street/Allen Road	Transit Road to Finch Avenue West	Monday to Friday	7:00 am to 10:00 am; 3:00 pm to 7:00 pm	T.T.C. buses, taxi cabs, HOV*
Dundas Street West	Etobicoke Creek to Ashland Road	Monday to Friday	7:00 am to 10:00 am; 3:00 pm to 7:00 pm	T.T.C. buses, taxi cabs, HOV*

Queens Quay West	Waterpark Place to Bathurst Street	All days	All times	Median dedicated streetcar line
Bathurst Street	Queens Quay West to Lakeshore Boulevard West	All days	All times	Median dedicated streetcar line

\* High Occupancy Vehicle (HOV) ~ three or more occupants

Current Enforcement Activity:

The current legislation to support enforcement activity of these designated lanes is found in two acts. Lanes located on the 'old' Metropolitan Toronto roadways are governed by the Municipality of Metropolitan Toronto By-law 132/93 Section 3(a);

*'Drive non-designated vehicle in reserved lane during prohibited hours'*

and the lanes located on Toronto roadways are governed by the City of Toronto Municipal Code Chapter 400-21 section C(1);

*'Drive Vehicle Designated Lane'*

The out of court fine is \$65.00 plus a \$15.00 Victim Fine Surcharge. An offence has been made out when an unauthorized vehicle travels in excess of 45 metres within the designated lane before or after an intersecting roadway where the vehicle had an opportunity to exit or enter from.

A continued high visibility presence of police officers pro-actively enforcing violations in a particular area will result in a change in driving behaviour. This has been reflected anecdotally after a recent enforcement initiative on Don Mills Road.

Photo-Monitoring:

Legislation:

In recent history, two photo-monitoring programs, for enforcement purposes, have been enacted in the Province of Ontario. The first, which amended the Highway Traffic Act (H.T.A.) to permit the use of photo radar on Provincial highways, was proclaimed into law on August 15, 1994 and subsequently repealed on July 5, 1995.

The second program, the red-light camera pilot project, amended the H.T.A. to enable municipalities to use evidence obtained from red-light cameras. This amendment was proclaimed into law on November 20, 2000. The initial pilot project was for a two year period, however, it was extended and will now finish on November 19, 2004.

While both programs use photo-monitoring technology, each program required independent legislation to amend different sections of the H.T.A. and to create independent Provincial Regulations. As a result, the only remaining program and supporting legislation, is specific to red-light offences and photo-monitoring enforcement can only used for that purpose.

In order to proceed with a program that would use photo-monitoring for enforcement of traffic clearways and priority lanes, the Provincial government would have to provide a new updated statutory framework, amendments to the H.T.A. to allow municipalities to create owner liability offences, a procedural code outlining appropriate devices for use and outlining the grounds that any appeals may be launched.

Technology:

The short time frame required for this report did not allow for an in-depth analysis of various technologies that maybe available for this purpose. The supplier, to the City, of the red-light cameras presently being used in the pilot project was consulted on the feasibility of this initiative and provided the following information.

---

The current red-light camera system operates using a combination of 'loops' embedded in the roadway and a single mode camera. The 'loops' determine the speed for the vehicle using the distance between the axles and simple time/distance calculations. If the vehicle speed exceeds the calculated threshold for the vehicle to stop in time when facing a red-light at the intersection, the second 'loop' activates the camera and takes the picture of the vehicle disobeying the light.

The supplier has suggested that an installation similar to the present red-light camera system, with slight modifications, should provide the necessary technology to support this initiative. Having said that the supplier has indicated that this would be a new use for their technology and that they have not used it in this manner yet.

A dual mode camera, capable of providing both a still photograph and video image would be required for this application. In this installation the 'loops' embedded in the roadway capture an image of the underside of a vehicle. Each image is unique to a specific vehicle and using the distance between the axles any unauthorized vehicle would be identified and the video mode of the camera would be activated. Once the vehicle has passed over the subsequent 'loops' providing sufficient evidence to support a charge, a 'still' photograph of the vehicle is generated to identify the vehicle.

The installation includes any necessary road markings, landmarks and signs that would be required to reference distances and locations. The locations would be heavily signed to encourage a modification of driver behaviour and reduce violations.

#### Prosecution of Offences:

Jean Gillespie, Supervisor of Prosecutions, City of Toronto, was consulted and indicates that with the appropriate legislation in place, prosecution of photo-monitoring offences for traffic clearways and priority lanes would be possible.

#### Program Administration:

An infrastructure is required to administer and process the images. Traffic enforcement is a police function and in order to ensure the program's success and credibility it is necessary that the Service manages and controls the program. It is difficult to predict the number of offences that maybe captured by this program, which in turn makes it difficult to assess staffing requirements.

Michael Brady, Manager, Red-Light Camera Operations Unit, City of Toronto, Works and Emergency Services, indicates that there are presently five part-time provincial offences officers, and two administrative clerks assigned to administer the red-light camera pilot project. This section is however used by all jurisdictions that are participating in this pilot project provincially. Presently this section processes approximately 85,000 images a year from red-light offences generated by camera locations within the City of Toronto.

---



With this infrastructure already established, Mr. Brady has indicated that this section would be in a position to initially assist with administering the photo-monitoring program with the necessary authorizations remaining with the Service.

Program Expenditures:

The cost for each camera location, which includes the installation of the camera, 'loops' and signage is approximately \$140,000. There are a number of options available to finance this program including;

- Outright purchase of the necessary equipment including the processing software. The City chose this option for the red-light camera pilot project and administers the project themselves.
- Paying a flat monthly fee to the supplier who is then responsible to administer the program including processing offences, repairing and upgrading equipment when required.

Operational costs in order to administer and control the program relate to police officer(s) salaries. For each Sergeant position identified, salary and benefits total \$91,776 per year and for each Constable position identified, salary and benefits total \$80,502 per year.

Program Limitations, Issues and Concerns:

- There presently is no legislation to support this type of enforcement.
  - Photo-monitoring for enforcement purposes must be used to augment traditional police enforcement in problematic areas and tied to improving road safety.
  - Criteria for the placement of the cameras must be established to ensure they are placed in appropriate locations that will have the greatest impact on traffic flow, that will provide sufficient evidence to support a prosecution while limiting defence arguments.
  - The use of this technology is not feasible in designated lanes that allows vehicles to carry three or more occupants (HOV) as the image produced is not capable of clearly identifying the number of occupants of a vehicle. As a result, this technology can not be deployed on 10 of the 16 priority lanes previously noted in this report.
  - Large capital outlay to enforce approximately 14 kilometres of designated lanes for a limited number of days and hours.
  - This technology cannot ascertain the difference between a taxi cab, which is authorized to use a designated lane, and a passenger vehicle which is not. As a result images will be generated for taxi cabs which must be vetted before processing.
  - This technology may not identify some of the larger sports utility vehicles as unauthorized vehicles.
  - A dual mode camera is required to provide a video image that will clearly show an offence. A single photo image simply shows a specific vehicle in a designated lane, as a snap shot in time. This image will not provide any possible lawful reasons that
-

the vehicle may be in the designated lane such as it is going to turn right, a roadway obstruction, it has broken down or the driver is fulfilling their responsibilities under the H.T.A. when an emergency vehicle is approaching.

- Congestion within a designated lane may not allow for a clear image to be taken of an offending vehicle(s) as a result of the site lines that must be established to ensure that the camera functions properly.
- It would be speculation as to the cost to process an offence captured by photo-monitoring in priority lanes, however, at the present time it costs approximately \$40.00 to process a red-light camera offence which includes the cost of the equipment, detection of the offence and the prosecution of the charge.
- The T.T.C. has just begun to examine this issue. HOV lanes are not included in this process. It is anticipated that this process may take up to two years to complete.

Conclusion:

In an all out effort to make our roads safer, traffic enforcement has been designated as a core responsibility for all police officers during the course of their daily duties. The Service's goal is to reduce collisions and incidents of poor driving behaviour, thereby reducing needless deaths and injuries occurring daily on Toronto's roadways.

Technology does exist to support photo-monitoring for enforcement purposes of traffic clearways and priority lanes. The ability to put in place the essential infrastructure including capital costs, supporting legislation, administration and prosecution of offences is necessary to ensure the success of the program.

Through innovative initiatives the City's roadways will become safer and the quality of life for all Toronto's citizens will be significantly improved.

Acting Deputy Chief, David Dicks, Policing Support Command, will be present to answer any questions.

**Supt. Steve Grant, Traffic Services, was in attendance and responded to questions by the Board about this report.**

**The Board received the foregoing report and requested that a copy be forwarded to the City of Toronto - Chief Administrative Officer for information.**

---



# Pam McConnell



Councillor, Ward 28  
Toronto Centre-Rosedale  
City of Toronto

City Hall, 2<sup>nd</sup> Floor  
100 Queen St. West  
Toronto, Ontario  
M5H 2N2

Tel: 416 392-7916  
Fax: 416 392-7296  
TTY: 416 392 1239  
councillor\_mcconnell@toronto.ca



November 18, 2009

Toronto Police Services Board  
40 College St.  
Toronto, Ontario M5G 2J3

To: Members of the Toronto Police Services Board

From: Pam McConnell

Re: Item 5 – Correspondence from A. Milliken Heisey

Dear Colleagues,

I am writing to express my support for the recommendations that are before you today, arising out of the correspondence from Mr. A. Milliken Heisey, regarding police enforcement and parking regulations on bicycle lanes.

As many of you know, I represent a ward in downtown Toronto that has a number of bicycle lanes, including an important north-south connection on Sherbourne St. Given the volume of multiple modes of transportation on our busy roadways, there is an ever present competition for space. Due to the risk of conflict between these modes, it is important for us to protect space that is designated for specific users. My office has received numerous concerns related to vehicles illegally occupying bicycle lanes, highlighting the need for consistent enforcement.

I regret not being able to attend today's Board meeting to deliberate this item with you; however, I am in Ottawa representing Toronto at the Federation of Canadian Municipalities Board of Directors meeting.

Therefore, I respectfully urge the Board to give careful consideration of this matter.

Sincerely,

Pam McConnell  
City Councillor, Ward 28

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P302. NEW JOB DESCRIPTION – GROUP LEADER, CENTRAL PAID DUTY  
OFFICE**

The Board was in receipt of a report dated September 28, 2009 from William Blair, Chief of Police, with regard to a job description for the Group Leader, Central Paid Duty Office. A copy of the report is on file in the Board office.

**The Board deferred consideration of the report to its December 2009 meeting.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P303. NEW JOB DESCRIPTION – INFORMATION SECURITY ARCHITECT,  
ENTERPRISE ARCHITECTURE**

The Board was in receipt of the following report September 22, 2009 from William Blair, Chief of Police:

Subject: NEW JOB DESCRIPTION – INFORMATION SECURITY ARCHITECT,  
ENTERPRISE ARCHITECTURE

Recommendation:

It is recommended that the Board approve the attached new job description and classification for the position of Information Security Architect, Enterprise Architecture (A13009).

Financial Implications:

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

Background/Purpose:

Enterprise Architecture describes the interrelationships between business processes, information, applications and underlying infrastructure for the Service, and provides best practices for technology purchase, design and deployment. The Enterprise Architecture unit is subdivided into five areas, namely, Business, Application, Information, Infrastructure and Security.

The creation of the Information Security Architect position within the Enterprise Architecture Unit fills a gap identified in the 2004 assessment of the Information Technology Services (ITS) Division, and as was included in the 2005 proposal for ITS establishment and the long-term ITS Human Resource Strategy. An increase in establishment for this position and the related funding was approved by the Board in the 2009 Operating Budget submission (Min. No. P351/08 refers).

The purpose of this report is to obtain Board approval for a job description and classification for this position.

Discussion:

An Information Security Architect is required in Enterprise Architecture to:

- provide leadership in the security of new technology within the Service by evaluating current and future technology security options and consulting with internal and external partners to determine the consequences of various options;

- provide security on-going assessment, direction and action on the Service's security framework in order to properly protect our technology and information; and
- ensure modern security technologies are in place to meet current and future business demands.

The primary purpose of this position is to assess current and future information system infrastructure architecture, and develop/implement appropriate security controls, methods and initiatives to effectively protect the Service's technical architecture and information against security breaches and vulnerabilities. It also will ensure that business strategy and technology security are aligned with the Service's core goals and strategic direction.

The Information Security Architect will work closely with other IT professionals, such as infrastructure, information, application and business domain areas, to ensure that the investments made in technology will mitigate the Service's vulnerability to breaches and attacks. In addition, the Information Security Architect will develop IT security policies for technology platform, data, network, software and IT security framework. It will also be responsible for threat risk assessment and planning, and the establishment of corporate-wide technology security standards in order to align other enterprise architecture domains, such as business, information, application and infrastructure.

#### Conclusion:

The Information Security Architect position approved by the Board will work closely with all units within the TPS technology pillars as well other appropriate Service units to develop a corporate technology security strategy that will assess and implement proper controls to effectively secure information, computer, network, and processing systems.

The Compensation and Benefits unit has developed a new job description for the Information Security Architect, Enterprise Architecture, and has evaluated the position as Class A13 (35 hour) job within the Unit "A" Collective Agreement. This classification carries a current salary range of \$85,350 to \$96,613 per annum, effective July 1, 2009.

It is recommended that the Board approve the attached new job description and classification for the position of Information Security Architect (A13009). Subject to Board approval, the Toronto Police Association will be notified accordingly, as required by the respective Collective Agreement and the position will be staffed in accordance with the established procedure.

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.**



**TORONTO POLICE SERVICE**  
**JOB DESCRIPTION**

**Date Approved:**  
**Board Minute No.:**  
**Total Points:** 603.5  
**Pay Class** A13

<b>JOB TITLE:</b>	Information Security Architect	<b>JOB NO.:</b>	A13009
<b>BRANCH:</b>	Administrative Command	<b>SUPERSEDES:</b>	New
<b>UNIT:</b>	Information Technology Services	<b>HOURS OF WORK:</b>	35 <b>SHIFTS:</b> 1
<b>SECTION:</b>	Enterprise Architecture	<b>NO. OF INCUMBENTS IN THIS JOB:</b>	1
<b>REPORTS TO:</b>	Manager, Enterprise Architecture	<b>DATE PREPARED:</b>	24 June 2009

**SUMMARY OF FUNCTION:** Responsible for analyzing current and future information systems infrastructure architecture and for the developing and implementing of appropriate security controls, methods and initiatives which effectively defend the Service's technical architecture against security breaches and vulnerabilities; audits existing systems and provides direction with respect to the administration and compliance to security policies and standards.

**DIRECTION EXERCISED:** Provides technical expertise and guidance to TPS personnel/end users regarding systems infrastructure security.

**MACHINES & EQUIPMENT USED:**  
Micro-computers/standard TPS workstations, associated software and any other related office equipment, as required.

- DUTIES AND RESPONSIBILITIES:**
1. Establishes target security/infrastructure architecture; monitors and evaluates the effectiveness and performance of all security applications and their integration with the Information Technology technical infrastructure and operational processes across the entire Service.
  2. Performs threat risk assessments (TRA) of new/updated applications to determine the security impact; consults with all architects regarding security solutions.
  3. Develops designs and oversees the implementation of effective security solutions/services based upon ITS current/future technical architectural plans and compliance requirements; monitors and performs continual security risk assessments for all ITS infrastructure, information and applications on an ongoing basis.
  4. Oversees the administration of all computer security systems and their corresponding or associated software, including firewalls, intrusion detection systems, cryptography systems and anti-virus software.

.../2

*dg:152491*

The above statements reflect the principal functions and duties as required for proper evaluation of the job and shall not be construed as a detailed description of all the work requirements that may be inherent in the job or incidental to it.



**TORONTO POLICE SERVICE**  
**JOB DESCRIPTION**

Date Approved:  
Board Minute No.:  
Total Points: 603.5  
Pay Class A13

**JOB TITLE:** Information Security Architect      **JOB NO.:** A13009  
**BRANCH:** Administrative Command      **SUPERSEDES:** New  
Technology Services      **HOURS OF WORK:** 35      **SHIFTS:** 1      **UNIT:** Information  
Architecture      **NO. OF INCUMBENTS IN THIS JOB:** 1      **SECTION:** Enterprise A  
Enterprise Architecture      **DATE PREPARED:** 24 June 2009      **REPORTS TO:** Manager, En

**FUNCTIONS:**

technologies and provides leadership with respect to strategic security planning and initiatives required to meet compliance requirements.

ishing and setting of ITS corporate wide security standards related but not limited to: ., Network device access, Demilitarized Zone (DMZ), External Connection, Wireless a, vulnerability scanning, Virus/protection from malicious sources, Account ion, Directory Service, Session Control, Encryption, Incident reporting, Backup, osal, data classification, data access, risk management, configuration management, ing (BCP)/Disaster Recovery (DR), security awareness and training.

es covering Platform, Data, Network, Software and IT Security; responsible for the n of a Privacy Impact Assessment (PIA) for the Service's information technology.

potate procedures, policies and standards for acquiring, implementing, maintaining, up-ent, software and other technologies; recommends and implements changes in accordance with changes in local or federal laws, establishes and rity and privacy policies are met.

on of disaster recovery and business continuity plans, procedures,

**DUTIES AND RESPONSIBILITIES:**

5. Evaluates future security trends and the prioritizing of defense
6. Responsible for the establishment of network security, Firewall access, Intrusion Detection/Prevention Management, Authentication, Media sanitizing and disposal, Business Continuity Planning
7. Establishes security policies and procedures and provides development and provision of security services
8. Develops, designs, configures, tests, implements and operating new security systems, equipment, and changes in security policies and practices and maintains a system for ensuring that security systems are up to date
9. Assists with the design and implementation of security audits and enhancements.

.../3

functions and duties as required for proper evaluation of the job and shall not be construed as a detailed description of all the work requirements that may be inherent in the job or incidental to it.

dg:152491

The above statements reflect the principal functions and duties of the job and shall not be construed as a detailed description of all the work requirements that may be inherent in the job or incidental to it.





**TORONTO POLICE SERVICE**  
**JOB DESCRIPTION**

**Date Approved:**  
**Board Minute No.:**  
**Total Points:** 603.5  
**Pay Class:** A13

---

<b>JOB TITLE:</b>	Information Security Architect	<b>JOB NO.:</b>	A13009		
<b>BRANCH:</b>	Administrative Command	<b>SUPERSEDES:</b>	New		
<b>UNIT:</b>	Information Technology Services	<b>HOURS OF WORK:</b>	35	<b>SHIFTS:</b>	1
<b>SECTION:</b>	Enterprise Architecture	<b>NO. OF INCUMBENTS IN THIS JOB:</b>	1		
<b>REPORTS TO:</b>	Manager, Enterprise Architecture	<b>DATE PREPARED:</b>	24 June 2009		

---

**DUTIES AND RESPONSIBILITIES:**

10. Maintains knowledge of the latest trends and issues in the security industry, including current and emerging technologies and counsels senior management with respect to service impact and future costs.
11. Performs any other related duties and tasks.

**Note: Prior to submission for job evaluation, all signatures required.**

*dg:152491*

---

The above statements reflect the principal functions and duties as required for proper evaluation of the job and shall not be construed as a detailed description of all the work requirements that may be inherent in the job or incidental to it.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P304. COMMUNITY CONSULTATIVE GROUPS**

The Board was in receipt of the following report August 07, 2009 from William Blair, Chief of Police:

Subject: COMMUNITY CONSULTATIVE GROUPS

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:

The Board at its meeting of July 10, 2006, approved a report from the Chair, Alok Mukherjee entitled, "Board Policy - Community Consultative Groups" (Min. No. P201/06 refers). The policy stipulates that the Toronto Police Service (Service) will report triennially on the process by which the Service implements the criteria identified to renew the Service's consultative groups and to measure their effectiveness, and also include an examination of the adequacy of resources currently being provided.

Discussion:

The Service is a world leader in the policing community when it comes to consultation with its communities. Community consultation is the means by which the community and the police exchange information and problem solving initiatives about issues and concerns facing them. A true commitment to consultation and partnerships between the Service and all community stakeholders lends itself to more successful outcomes in the identification, prioritizing and solving of community issues, thereby enhancing community safety and security.

The Service's community consultative groups are an integral component of community mobilization as they assist in the motivation and support of the community to effectively deal with the root causes of crime and insecurity within their neighbourhoods. The three levels of the consultative process currently used by the Service include 18 Community Police Liaison Committees (CPLCs), 8 Community Consultative Committees (CCCs), and the Chief's Advisory (CAC) and Chief's Youth Advisory Committees (CYAC). These committees provide valuable input from the grass roots to the senior command level.

The criteria for the formation and activities of each of these consultative levels is found in the Community Volunteer and Consultation Manual (CVCM), originally published in 2002, and last updated in December 2006. The CVCM sets out the standards for structure for each consultative group, responsibilities of executive members, and funding for each consultative group. For the past ten years, the Board, through its Special Fund, has provided funding to each of the CPLCs, CCCs, CAC and CYAC.

In February 2009, a CMU Community Consultative Planning Committee (CCPC) was convened and overseen by a senior officer from the CMU. The planning committee was comprised of Service members from Corporate Planning, and CMU. The purpose of the committee was to design a measurement tool, implement a process to evaluate the effectiveness of the consultative process, and establish whether the current level of funding provided was adequate.

The inaugural CCPC meeting was held on February 25, 2009. It was agreed that a Community Consultative Survey would be developed with input from community consultative members to address the current effectiveness of consultative groups. This survey would be available to consultative members by hard copy and e-version.

CMU held a series of meetings with community consultative members to seek input regarding the development of a Community Consultative Survey.

At the March 25, 2009, Community Policing Network meeting (CPN), a presentation was given by members of CMU on the community consultative survey to Divisional Unit Commanders and/or designates from the seventeen divisions including Traffic Services and members of the CCCs, CAC, and CYAC, along with liaison support officers assigned to these various committees. Valuable input and feedback was garnered from this group exercise. A survey was distributed to all members and it was agreed it would be the primary information source regarding committee activities as well as the opinions of the committee members on the level of effectiveness of their particular committee's activities and expenses. Furthermore, no personal data would be collected from respondents in the survey process, thereby ensuring anonymity. In May 2009, the survey was distributed to all consultative committee members both in hard copy and electronically. A preliminary assessment indicates an acceptable rate of return with a high approval rating for community consultative groups serving their purpose and fulfilling their mandate. The survey information, and the results and recommendations from the analysis will be provided to the Board in a future report.

#### Update to Board Recommendations

Recommendation: #1 – Implemented

*That the Board receive this report and approve the recommendations contained herein for implementation.*

Statuses of recommendations were last reported to the Board on January 25, 2007 (Min. No. P37/07 refers). This report provides updates.

Recommendation: #2 – Implemented (referred to the Board)

*That the Police Services Board develop a policy on community consultation that firmly commits the Board to the community consultative process as a key part of the community policing obligation of the Toronto Police Service.*

At its meeting of July 10, 2006, the Board approved a report from the Chair, Alok Mukherjee entitled, “Board Policy - Community Consultative Groups” (Min. No. P201/06 refers). The Service, through CMU, submitted a response to the Board policy addressing several items, including processes and effectiveness of the consultative process, as well as the components of adequate resources and support (Min. No. P337/06 refers).

Recommendation: #3 – Implemented

*That the Deputy Chief, Human Resources Command, charge the Community Mobilization Unit with the responsibility to guide, assist and co-ordinate the CAC, CCCs and CPLCs in focused exercises to:*

- *review and establish mission statements, mandates and activity standards,*
- *revise the community consultative manual to include a requirement for the annual evaluation of committee performance including achievement of goals, training, and adequacy of funding, and*
- *benchmark best practices.*

CMU took the lead in guiding, assisting, and coordinating the CAC, CYAC, CCCs and CPLCs in focus group exercises to review, revise, and/or establish the criteria noted within the Board’s recommendation.

Recommendation: #4 – Partially Implemented

*That the Director of Public Information provide training and assistance to each of the consultative groups in the development of a community communications strategy, the issuing of media releases and the development of an internet web presence linked to the Toronto Police web site.*

The Public Information Unit (PIU) assumed the lead role in addressing this recommendation through the development of a comprehensive communications strategy for the consultation process. Input was also garnered from the Implementation Steering Committee (ISC) and Training And Education (T&E) representatives, as well as the structured focus groups. This communications strategy assists consultative committees with outreach to fellow community members and to members of the media when necessary. Each of the three components provides training on how to maximize the exposure of the respective committee as follows:

1. Liaising with the Media – News Release, Media Interviews, and Opinion Editorial;
2. Liaising with your Community – Newsletters, Bulletins, or Brochure; and

### 3. Service Website Partnership – External and Internal Outreach.

#### Update

##### *TPSLinks*

TPSlinks is a state of the art Community Automated Notification System that will be utilized by the Service to increase communication between the police, residents and business owners within Toronto. TPSlinks creates a link between the Service and community members by sending informative messages by voice or text to notify residents about safety concerns, crime prevention information, local emergencies, missing persons, amber alerts, and potential instructions relating to these events as well as everyday occurrences including community events and road closures.

TPSlinks applies advanced technology to deliver a more efficient communication system and subsequently provides an enhanced service to the community which includes members of CPLCs, CCCs and CAC/CYAC groups.

In May of 2009, TPSlinks began pilots in 32 and 53 Divisions. It is anticipated that this initiative will be expanded service-wide in September of 2009.

##### *Community E-Mobilization Project*

The Community E-Mobilization Project is a web based communication portal being developed by the Service and members of the CYAC. The primary goal of this project is to enhance communication between consultative groups and the Service. A Community E-Mobilization Planning Committee has been formed to conduct consultative group focus sessions to seek community input and the appropriate requirements to develop the program. Community partners such as Ryerson University have offered staff and student expertise to develop the program. The secondary goal of the project is to engage youth in communities by providing an electronic portal to keep them involved and connected. A model program will be tested in the fall of 2009.

##### *Volunteer Voice E-Newsletter*

The “Volunteer Voice” is a community newsletter published by CMU twice a year in hard copy and e-version. The goal of the Volunteer Voice is to allow members to share information while having a voice in the police-community consultation process. It consists of local police - community initiatives about Service volunteers from the three levels of consultation, Auxos and Auxiliary members. It is an opportunity for all volunteer members to highlight their work, initiatives and participation within the community. It is also a vehicle to share best practices highlighting community-police mobilization activities.

Recommendation: #5 – Implemented

*That the Unit Commander, Training and Education, develop a training module for members of the consultative committees that includes community policing, problem solving, crime prevention and diversity awareness.*

In addressing the Board's recommendation, T&E, in collaboration with the PIU and input from the ISC, have developed a comprehensive training package available on DVD format. The training package has been disseminated to all Service members involved in the consultative process and has been made available to the CPLCs, CCCs, CAC and CYAC members. Additionally, the training package has been made available through the TPS Learning Network.

The training package included:

- Community Volunteer and Consultation Manual;
- Consultative members rights and responsibilities;
- Community Policing;
- Service organizational charts;
- Service governance;
- Overview of Community Mobilization and Crime Prevention through Environmental Design (CPTED) principles;
- Scan, Analyze, Respond, and Assess (SARA) problem solving model;
- Repository for Integrated Imagery (RICI) crime prevention and problem solving tool;
- Human Rights Code and Workplace legislation;
- Elder abuse and its impact on the community;
- Recruiting/hiring statistics and the constable selection process;
- Media relations component developed in conjunction with the Public Information Unit;
- Development of web page presence for consultative committees with a link to Service website;
- Diversity Awareness; and the
- Public Complaints process.

### Update

In addition to the above-mentioned training package, the Service continues to maintain and enhance other existing avenues of training already in place, such as:

#### *Annual Community Police Consultative Conference*

The Toronto Police Service and the Board co-sponsor the Community Police Consultative Conference. The theme and subject matter of these conferences are put forward by a community consultative planning committee comprised of representatives from the CPLCs, CCCs, CAC and CYAC. The purpose of the conference is to provide community consultative members additional training on current relevant subjects. Recent themes have included:

- Community Collaboration & Communication (2008);
- Creating Opportunities Through Youth Leadership in Community Safety (2007); and
- Building Safe and Healthy Communities (2006).

### *Community Mobilization Workshop*

In recent years, the Civilian Police College (CPC) was introduced to all members of the consultative groups and community members. The eleven-week program (22 hours) provided community members an educational opportunity to enhance their understanding of current police-community issues and best practices. The course provided valuable insight into the diverse and challenging nature of policing and encouraged an atmosphere of supportive community-police relationships.

In 2007, the CPC was revamped and the Service introduced the Community Mobilization Workshop. This workshop is open to all consultative groups and community members. The workshop is an intensive one-day workshop which focuses on community problem-solving and crime prevention.

The one-day session provides eight hours of instruction and activities dealing with a variety of subjects, including Personal Safety, Home Security Crime Prevention, Role of the Police, Forensic Identification Services, Domestic Violence, Community Mobilization, Common Neighbourhood, Police Programs and Services, and Crime Stoppers.

Participants receive instruction on enhancing their personal safety. They also receive information about the programs and services available in their community that can help them to reduce crime and disorder where they live and work.

At the end of the course, along with a certificate, participants receive a package containing a range of crime prevention resources, including pamphlets and presentations they can share with their family, neighbours, and fellow consultative members.

### *Community Mobilization Course*

Consultative members are invited to participate in 3 days of the 7-day Community Mobilization course offered at the Toronto Police College. This course introduces Service members and community members to the philosophy and principles of community mobilization. The goal of the course is to increase community safety and security by not only enforcing laws but by encouraging and supporting citizens to take a more hands-on approach in order to move towards being a more independent and self-sustaining community.

### *Human Rights Project Charter – Public Education Sub-Committee*

The Human Rights Project Charter – Public Education Sub-Committee, has been developing a comprehensive strategy to highlight and promote the Services human rights and anti-racism initiatives through the involvement of the Community Consultative Committees. This will be achieved by maximizing opportunities to support and promote human rights to both Service

members and members of the respective consultative communities through community initiatives and various community events which are attended by members of the consultative committees.

*Ad-hoc training utilizing the Service's extensive internal and external resources*

Ongoing training is delivered to consultative committee members through their respective committees on various topics in cooperation with Service members. The training includes components that address community mobilization issues, problem solving strategies, robbery reduction initiatives, crime prevention and diversity awareness.

Recommendation: #6 – Implemented (referred to the Board)

*That the Board bi-annually review its funding commitment of \$1,000.00 to each of the consultative groups to ensure that such funding is adequate for each group to achieve its mandate.*

Update

In 2008, each of these consultative groups was allotted \$1,000.00 with additional funding of \$1,000.00 being granted to the CYAC for the purpose of enhancing its efforts to engage youth. The total funding for the Consultative Committees in 2008 was \$28,000.00 (Min. No. P120/08 refers).

The annual \$1,000.00 grant provided by the Board from the Special Fund to each of the consultative groups provides adequate funding, as it allows the various consultative groups to undertake “value added” activities in the local community. It also reinforces the idea of an empowered community that can help itself in addressing quality of life issues.

The CCPC, in consultation with community consultative members reviewed the Board’s funding commitment of \$1,000.00 to each of the consultative groups. A specific question pertaining to the funding allotment was developed and placed in the three respective community surveys. Initial findings from the said surveys revealed that 62.1% of the respondents believed that the \$1,000.00 provided by the Board was not adequate. However, analysis from the 2007-2008 Community Consultative Committees Year-End Annual Activity and Expenditures Reports data indicated that 62.9% of the committees did not utilize all the funding provided. The average expenditures are noted below:

18 CPLCs	\$976.96
7 CCCs*	\$994.37
CAC	\$118.56
CYAC	\$1,468.91 (receive funding of \$2,000)

*\*Does not include - Asia Pacific Consultative Committee. This consultative committee was established in May 2009 and did not receive funding for 2009.*



Should consultative groups require additional funding, they are permitted to generate supplementary funds by way of committee approved fundraising initiatives in accordance with the stipulations outlined in the Community Volunteer and Consultation Manual. Furthermore, should additional funding be required, the Community Mobilization Unit is prepared to submit an appropriate Board submission at that time.

Recommendation: #7 – Partially Implemented

*That the Deputy Chief, Human Resources Command, ensure that evaluation of the community consultative process is included in the annual Work Planning and Performance Development (WPPD) for senior officers assigned to work with consultative committees.*

The Staff Planning Unit (SDU) is currently conducting a review of the Service's evaluation and promotional processes. Pending the final outcome of this review, and to address Recommendation #7, an internal direction through Human Resources Command has been disseminated to all senior officers involved in the Service's consultative process.

#### Update

The senior officer WPPD within Divisional Policing Command (DPC) has incorporated a "Community Partnerships" component based on the DPC Strategic Plan for 2009-2011. Senior officers are tasked by the Deputy Chief of DPC and the two respective Staff Superintendents to develop partnerships with local communities to meet divisional crime management and quality of life issues. These partnerships include: local residents and CPLCs, businesses, faith communities, schools, service clubs, municipal government, local media and social agencies.

Through the WPPD process, senior officers must also report on the improvement and effectiveness of CPLCs through crime prevention and community problem-solving activities and strategies. Senior officers also review and authorize the year-end consultative activities and expenditures report which is reported to the Board by CMU.

#### Conclusion:

The Service has been 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 appropriately funded through the Board's Special Fund, and is one method utilized by the Service to advance the goal of an empowered community.

Constructive partnerships and positive outcomes that occur as a result of community-police interaction remain the cornerstone of a successful police service, leading to a safer, more secure and healthier 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 received the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P305. BOARD COMMITTEE REVIEW OF A COMPLAINT ABOUT TORONTO  
POLICE SERVICE POLICY (FILE NO. 2007-EXT-0466)**

The Board was in receipt of the following report November 03, 2009 from Alok Mukherjee, Chair:

Subject: BOARD COMMITTEE REVIEW OF A COMPLAINT ABOUT TORONTO  
POLICE SERVICE POLICY (FILE NO. 2007-EXT-0466)

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

There are no financial implications arising from receipt of this report.

Background/Purpose:

At its meeting on August 20, 2009, the Board received a report from the Chief of Police responding to seven of the eight items identified by the Board Committee which reviewed complaint No. 2007-EXT-0466 (Minutes P221/09 and P32/09 refer). Board members will recall that this complaint concerned Post Traumatic Stress Disorder (PTSD) and appropriate police response to victims of PTSD. The Board also heard a deputation by the complainant and received a written submission from the complainant.

The Board approved a number of motions requesting further review and reporting by the Chief of Police. With respect to the eighth item identified by the Board Committee, the Board directed that the Board Committee reconvene to review Board policies to determine whether or not the current policies, and any new policies under development, address the issues raised by the complainant or if amendments to the policies are required.

Discussion:

The Board Committee reconvened on September 23, 2009. The Committee reviewed draft versions of a new Board policy addressing human rights and accommodation. The Committee decided to make further modifications to the draft to ensure that, in a broad sense, the issues raised by the complainant will be addressed.

## Conclusion

Development of the policy on human rights and accommodation is continuing in preparation for the Board approval process. It is anticipated that a draft will soon be ready to receive initial review by the Board.

**The Board was also in receipt of a walk-on report dated October 29, 2009 from William Blair, Chief of Police, containing a response to the seven recommendations that had been directed to the Service for review. A copy of the report is on file in the Board office.**

**The Board approved the following Motions:**

- 1. THAT the Board receive the report from Chair Mukherjee; and**
- 2. THAT consideration of the report from Chief Blair be deferred to the December meeting so that the Board members and counsel for the complainant have an opportunity to review the report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P306. CITY OF TORONTO IDLING BY-LAW**

The Board was in receipt of the following report October 29, 2009 from William Blair, Chief of Police:

Subject: CITY OF TORONTO IDLING BYLAW

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 June 19, 2008, the Board was in receipt of correspondence dated May 7, 2008, from Ulli S. Watkiss, City Clerk, City of Toronto, with regard to the enforcement of the City of Toronto Idling By-Law.

At this same meeting, Councillor Howard Moscoe, City of Toronto, was in attendance and delivered a deputation to the Board. Councillor Moscoe advised that the City of Toronto is reviewing the Idling By-Law and that he would appreciate any comments that Chief Blair can provide that would improve the ability to enforce the By-Law.

The Board received the deputation from Councillor Moscoe and referred the City Clerk's correspondence to the Chief of Police for review in consultation with Councillor Moscoe, and requested that he provide the results of his review to the Board (Min. No. P183/08 refers).

The purpose of this report is to provide the Board with an update on the progress of the Idling By-Law Working Group.

Staff Superintendent Peter Sloly of Operational Services was directed by the Chief to establish a Working Group comprised of TPS members representing units with an identified interest in this by-law (Traffic Services, Parking Enforcement and Marine Unit) as well as key stakeholders representing various City of Toronto agencies (Toronto Health and Toronto Transportation).

## Discussion:

The initial meeting of the Idling By-Law Working Group was held on March 19, 2009, at 40 College Street. At this time representatives from the city agencies in attendance provided an overview of the Idling By-Law, evidentiary requirements for conviction and outlined some of the obstacles currently being encountered with enforcement. As a result of this meeting, those in attendance were requested to review the by-law and identify areas where changes could be made to simplify the enforcement process.

On May 22, 2009, the second meeting of the Idling By-Law Working Group was held at 40 College Street. At this meeting a general discussion took place among the members regarding the areas of the by-law that required amending and how the individual TPS units could assist with the public education and enforcement aspects of the by-law. Based on the information exchanged at this meeting, it was determined that the city agencies would be responsible for reviewing the current by-law and recommending changes to improve the enforcement component, while the TPS units would develop unit specific strategies intended to improve public awareness of the by-law and overall enforcement of the Idling By-Law.

As a result of submissions from Traffic Services, Marine Unit and Parking Enforcement, a comprehensive report was submitted to Staff Superintendent Peter Sloly outlining a course of action to be undertaken by the TPS in support of enhancing public awareness of the by-law and also the enforcement component. The following is a summary of the information submitted by each unit;

### *Traffic Services*

- Increase attention to the idling issue in the delivery of outreach programs to the community;
- Provide updated training on the amended by-law to members of Traffic Services;
- Liaise with Training and Education to ensure an Idling By-Law enforcement component is delivered as part of the Traffic Generalist and Provincial Statutes Courses;
- Disseminate information regarding Idling By-Law enforcement and the evidentiary requirements to the Divisional Traffic Sergeants through the quarterly meetings coordinated by Traffic Services;
- Develop a corporate tracking method similar to the one in place to record child bicycle helmet violations.

### *Marine Unit*

- Increase public awareness of the Idling By-Law by including a component on this subject in public education sessions, static displays, boat safety seminars and other community outreach initiatives delivered by the Marine Unit Community Services Officer to the boating community;
- Include information on the Idling By-Law on the Marine Unit internet site;
- Work in partnership with Toronto Public Health and Toronto City Legal to identify enforcement standards and exemptions that are specific to the Toronto Harbour and marine environment;

- Increase officer awareness by including an Idling By-Law component in all internal training including the Coxswain Level 1, Rigid Hull Inflatable Operation, Personal Watercraft, Ice Rescue Specialist and Swift Water Rescue Courses;
- Ensure enforcement wording booklets are readily available and include the pertinent sections and correct wordings applicable to this by-law;
- Monitor and review enforcement results on a quarterly basis;
- Provide support to other TPS initiatives launched in support of the Idling By-Law.

#### *Parking Enforcement*

- Work towards changing the enforcement of this by-law from Part I and Part III of the Provincial Offences Act (POA) to Part II of the Act. This would allow for enforcement of the by-law as a parking violation.

#### *City of Toronto Agencies*

During the same time period, staff members from the City of Toronto agencies were developing proposed changes to the by-law to improve the opportunities for enforcement. These changes include:

- Reducing the offending idling time from 3 minutes to 1 minute;
- Redefine some of the definitions currently contained within the by-law;
- A general review of the entire document in an effort to simplify the meaning and improve enforcement opportunities for law enforcement personnel and city agencies tasked with enforcement.

In early October 2009, the project lead from the City of Toronto forwarded correspondence outlining the proposed changes to the by-law to Operational Services for review and comment. The information provided was disseminated to members of Traffic Services, Marine Unit and Parking Enforcement for review. Input from these units was forwarded to the City of Toronto by the indicated deadline of October 9, 2009. The recommended changes to the Idling By-Law and the associated reports created by the City of Toronto will be submitted to the November Board of Health meeting for consideration. Once this has taken place the Idling By-Law Working Group will reconvene to discuss what has transpired and the next steps in the process.

#### Conclusion:

The purpose of this report is to provide the Board with an update regarding the progress of the Idling By-Law Working Group. A further report will be provided as and when additional information becomes available.

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 was also in receipt of correspondence dated November 19, 2009 from Howard Moscoe, Councillor, City of Toronto, with regard to the Idling By-Law. A copy of Councillor Moscoe's correspondence is appended to this Minute for information.**

**The Board received the foregoing report and Councillor Moscoe's correspondence.**



Wednesday, November 19, 2009

To: Chair and Members, Police Services Board

From: Howard Moscoe, Chair Licensing and Standards for the City of Toronto

Re: Idling Bylaw, Report from the Chief of Police Dated October 29, 2009

I would like to thank the Chief for his co-operation and the work that has been done to date on the Idling bylaw. Unfortunately the report on the Idling bylaw that went to the Board of Health on Friday, November 12, neglected to deal with one of the primary matters that would enable the bylaw to be effectively enforced as outlined in the report that is before you today. (Page 3)

Parking Enforcement

~~“Work towards changing the enforcement of this by-law from Part I and Part II of the Act. This would allow for enforcement of the by-law as a parking violation.”~~

The Board of Health referred the matter back to staff with a request that they make the changes that were recommended by the Chief as a pre-condition of the transfer of enforcement to parking control. When the Bylaw has been re-drafted I anticipate it will be forwarded to the Police Services Board with a formal request to transfer enforcement

I have attached my submission to the Board of Health for your information

Thank you for your consideration of this matter.

Yours in Government,



Howard Moscoe

Friday, November 13, 2009.

To: The Chair and Members of the Board of Health.  
From: Howard Moscoe, Chair of Licensing and Standards  
Re: HL26.5, Improving Toronto's Idling Bylaw

Toronto's "Climate Change Clean Air and Sustainable Energy Action Plan" commits the City to reducing greenhouse gas emissions by 80% by 2050 and locally generated smog pollutants by 20% by 2012. These goals will never be realized under the proposed changes to this bylaw. We will fail because the redraft of this bylaw, while it does simplify and clarify, does not recognize the structural flaws inherent in the old bylaw. It makes changes that will improve enforcement but not significantly.

#### Recommendations

1. This bylaw be referred back to staff with a request that they re-structure it to make idling an offence that can be enforced under the Highway Traffic Act rather than the Provincial Offences Act.
2. That the staff recommendation to delete the temperature exemption be supported.
3. Staff be requested to further simplify the bylaw by removing all of the exemptions and building them instead into an enforcement protocol that would operate outside the bylaw; one that can be amended without the necessity of a bylaw change.
4. That enforcement not be dependant upon the necessity to time a vehicle and that any reasonable leeway and exceptions be instead woven into the enforcement protocol.
5. That staff report further on this matter no later than the February board meeting.
6. That the February report include a formal request for Toronto Police Services to have parking control take over the enforcement of the bylaw.



to control of idling and this is evidenced in the fact that half of this report is written around excuses.

- g) The TTC paid a premium of \$191M to purchase 766 hybrid busses. They have since gone back to purchasing diesel busses. The hybrid busses have been a failure. The TTC could have doubled its emission reductions by simply turning off unnecessary idling. If there has to be exemptions, and there should be, they should be developed thoughtfully and incrementally around an enforcement protocol and not built into the bylaw. To the best of my knowledge there has never been an idling ticket written against a TTC bus or a City of Toronto vehicle. We need to lead by example.

Thank you for your consideration of this matter.

Yours in Government,

  
Howard Moscoe

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P307. REVIEW OF PRINTED MATERIALS FROM THE TORONTO FILM  
AND TELEVISION OFFICE**

The Board was in receipt of the following report October 23, 2009 from William Blair, Chief of Police:

Subject: REVIEW OF PRINTED MATERIALS FROM THE TORONTO FILM AND  
TELEVISION OFFICE

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:

The Board, at its meeting of January 22, 2009, received a report dated December 3, 2008, from the Chief of Police entitled "The Impact of Reducing Paid Duties Through On Duty Policing". The Board was also in receipt of a report dated January 12, 2009, from Chair Alok Mukherjee dealing with Paid Duties (Min. No. P7/09 refers). During the course of the meeting the Board also received printed materials provided by Councillor Adam Vaughan from the Toronto Film and Television Office. As a result, the Board approved several motions including the following:

*THAT the Board refer the materials provided by Councillor Vaughan to the Chief and request that members of the Service meet with representatives of the Toronto Film and Television Office with the view to participate in the development of a protocol and guidelines that will be satisfactory to both the Service and the City.*

Discussion:

The City of Toronto has established an excellent working relationship with the film and television industry across North America. As a result, our City is considered to be a desirable filming location for many major motion picture and television studios.

The nature of this industry requires filming to take place in a variety of locations depending on the specific backdrop required. Residential communities are often the chosen site for film shoots and, although every effort is made to minimize inconvenience to residents, it is inevitable that some disruption to these individuals will occur. In order to ensure the best interests of all parties are considered, paid duty police officers are regularly employed at filming sites to maintain the safe and orderly flow of vehicular and pedestrian traffic and to minimize disruptions to the film crew.

In an effort to better educate paid duty officers with regard to their duties and responsibilities, the Toronto Film and Television Office has produced an information handbook for distribution to officers performing paid duties.

Since March of 2009, members of the Toronto Police Service Operational Services, Corporate Planning and the Special Events Unit – Film Liaison Officer have been working in partnership with representatives from the Toronto Film and Television Office to review the material contained in the handbook. Once the review is completed, the relevant information will then be printed in an easily referenced document and distributed to all members of the Toronto Police Service performing paid duties at film locations. Additionally, the organizations will continue working together to develop a community information pamphlet, specifically intended for distribution to the residents living in neighbourhoods where filming takes place. The goal of this pamphlet will be to provide residents with helpful information directly related to the film shoot.

Although the recent labour dispute between the City of Toronto and its workers has affected the scheduled completion of this joint effort, collaboration has again resumed and the final paid duty officer information document will be completed in the near future. It is anticipated that the finalized community information pamphlet will follow shortly thereafter.

A report will be provided to the Board when each project has been completed and copies of the paid duty officer information document and the community information pamphlet will be provided to the Board for its information. .

Conclusion:

The Toronto Police Service is committed to working in partnership with our community partners, including those from the private sector business community. The completion of the information document for police officers will better inform officers of their duties and responsibilities while performing a paid duty at a film shoot. The community information pamphlet for residents will provide these individuals with valuable information regarding the impact of filming activities on their day to day lives.

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

**The Board received the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P308. UPDATE ON THE IMPLEMENTATION OF THE CITY AUDITOR'S  
RECOMMENDATIONS – TRAINING AUDIT**

The Board was in receipt of the following report October 20, 2009 from William Blair, Chief of Police:

Subject: UPDATE ON THE IMPLEMENTATION OF THE CITY AUDITOR'S  
RECOMMENDATIONS - TRAINING AUDIT

Recommendations:

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:

The City of Toronto Auditor General (AG) commenced his review of the Training Program in 2006. This review resulted in a final report, containing 39 recommendations, which was presented to the Board on January 25, 2007, together with the responses provided by the Service (Min. No. P53/07 refers). The Board approved 13 motions as a result of the reception the AG's recommendations, 8 of which were directed to the Chief.

This report provides an update on the status of implementing recommendations No.19, 22, and 39. The individual recommendations are identified within the report along with the corresponding update responses.

Discussion:

**Recommendation #19:**

The Chief of Police direct that attendance by Toronto police officers for specific training be verified based on a predetermined approved demand. Toronto Police officers not be provided training in areas which are not relevant to their current and short-term future responsibilities. Criteria be established to determine the most appropriate time period for required training prior to an officer assuming the relevant responsibilities.

Response: Agree  
Status: Implemented

A 'Specialized Policing Functions' was undertaken to improve position management, career development and retention for police officer and civilian members of the Service. 64 specialized policing functions and 18 tasks were identified and detailed specification sheets were developed for each. These specification sheets clearly describe training relevant to current and short-term future responsibilities to ensure that specific training can be verified based on a predetermined approved needs and demands.

The newly created Position Specification and Task Specification sheets allow the Service to determine which positions require training, the type of training, to what level and whether the training is a pre-requisite to occupying a specialized position. The Service is now in the process of ensuring that the mandatory qualifying standards are included with the Human Resource Management System (HRMS) database.

**Recommendation #22:**

The Chief of Police review the evaluation process relating to the effectiveness of training particularly in regards to the impact of training for on-the-job performance as well as its impact on the Toronto Police Service as a whole. Consultation be initiated with the Ontario Police College, major international police services and private sector training organizations in order to ensure that the Toronto Police Service can take advantage of the evaluation methodology being developed and used elsewhere.

Response: Agree  
Status: Implemented

A strong partnership has been forged between the Training & Education Unit (T&E), the Ontario Police College (OPC) and other similar agencies. Issues surrounding evaluation of training programs are recurrently discussed with many better practices being identified.

T&E was restructured in late 2007 and responsibility for evaluation was given to the newly formed Learning Development and Standards section. New evaluation forms were designed and new equipment to process them acquired. Data are now collected on courses, collated, analyzed and stored in database. Evaluative data from course to course remains similar allowing for benchmarking and longitudinal assessment. The results of these evaluations are reported pursuant to the Skills Development Learning Plan (SDLP). The first evaluation report was submitted to the Board in June 2007 as part of the Annual Report on Training (Min. No. P43/07 refers). More recently, the Board received an evaluation report in August 2009 (Min. No. P199/2009 refers).

**Recommendation #39:**

The Chief of Police review the level of tuition fees charged to police officers from other police services or from other organizations attending courses organized by the Toronto Police Service with a view to charging amounts which are more in line with actual training costs. In addition, any tuition fees waived for police officers attending from other police services or organizations be appropriately authorized in writing.



Response: Agree  
Status: Implemented

Within the T&E, there is a unit-specific policy for police officers to attend a training program from other police services. This attendance must be appropriately authorized in writing by the Chief of Police or his designate. No fees are levied to the external police service.

The Board had directed that a by-law be researched to cover any tuition fees charged by the Service for attendance at one of its courses (Min. No. P330/07 refers). This request for a bylaw was forwarded to City Legal for research and development. City Legal advised that a by-law was not necessary.

Conclusion:

The AG presented his review of the Training Program to the Board in January 2007, which resulted in a final report containing 39 recommendations (Min. No. P53/07 refers).

The Board approved 13 motions as a result of the reception the AG's recommendations, 8 of which were directed to the Chief. All 39 recommendations have been implemented and a status update has been provided for each.

Deputy Chief Keith Forde, Human Resources Command, and Superintendent F. Darren Smith, Training and Education, 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 NOVEMBER 19, 2009**

**#P309. UPDATE ON THE 2015 WORLD POLICE AND FIRE GAMES BID**

The Board was in receipt of the following report October 14, 2009 from William Blair, Chief of Police:

Subject: 2015 WORLD POLICE AND FIRE GAMES BID

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

The World Police and Fire Games (WPFG) is a ten day, 55-65 multi-sport, 10,000+ participant event for full-time and retired professional firefighters and sworn law enforcement officers (police, customs, and corrections). The World Police and Fire Games are a property owned by the World Police and Fire Games Federation, a not-for-profit organization governed by an international Board of Directors out of San Diego, CA. The World Police and Fire Games occurs every two years and hosts are chosen through a competitive bid process. (Min. No. P142/09 refers).

The Toronto 2015 World Police and Fire Games Bid Committee was established in January 2007, and comprised of representation from the Toronto Police Service, Toronto Fire Services, Toronto Police Amateur Athletic Association, Toronto Professional Firefighters Association, Toronto Police Association, the Government of Ontario, City of Toronto Economic Development, Culture and Tourism Division's Major International Events and Tourism Toronto.

On September 22- 24, 2008, a three member delegation of the WPFG Federation visited Toronto and conducted a technical venue inspection and tour. At the end of the technical venue inspection, the delegation advised that the City of Toronto received an outstanding evaluation.

On January 14, 2009, the Bid Committee was advised it had been short-listed for the 2015 World Police and Fire Games along with Fairfax, Virginia and Winnipeg, Manitoba and was invited to make a Bid Presentation.

At the end of June 2009, copies of the Toronto 2015 bid book were shipped to all World Police and Fire Games Federation members. Appended to this report is a copy of the 2015 bid book.

The bid was financially supported by the bid partners, with the majority contribution of \$150,000 coming from the Government of Ontario, and some minor in-kind donations from local organizations.

Discussion:

On July 30, 2009, the Bid Committee, along with Toronto and Provincial Dignitaries and Toronto Fire Services Chief William Stewart and I attended the 2009 World Police and Fire Games in Vancouver/Burnaby, British Columbia. A formal 1.5 hour presentation, which included videos, dignitary speeches, a power-point presentation and handouts, was provided to the World Police and Fire Games Federation.

On July 31, 2009, the World Police and Fire Games Federation announced that Fairfax, Virginia was selected as the host city for the World Police and Fire Games for 2015. The Federation requested that the committee members remain in close contact with them and assess the competition for future games and bring forward another bid in 2017 or 2019.

Conclusion:

The Toronto 2015 World Police and Fire Games Bid Committee greatly appreciate the support shown by the Toronto Police Services Board throughout the process.

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

**The Board received the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P310. 2009 ANNUAL REPORT: HUMAN RIGHTS PROJECT CHARTER**

The Board was in receipt of the following report November 03, 2009 from William Blair, Chief of Police:

Subject: 2009 ANNUAL REPORT: HUMAN RIGHTS PROJECT CHARTER

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:

On May 17, 2007, the Toronto Police Services Board, the Toronto Police Service and the Ontario Human Rights Commission signed a Human Rights Project Charter (HRPC) document which formalized a three-year collaborative approach to incorporate human rights and anti-racism perspectives into all policing activities.

Discussion:

This is the second annual report for HRPC. Building on the "Projected Milestone" timelines described in the previous report from November 2008, this report provides a comprehensive overview of each sub-committee's overall progress, since the project commenced in 2007. Project momentum is strong, morale is high, and is on schedule for completion in May 2010.

HRPC's true impact will not be felt or fully realized and appreciated until many years after, when future members can declare that "any discrimination which may have existed in the provision of both our employment practices and provision of policing services, has been eliminated".

Conclusion:

Attached is the 2009 Annual Report: Human Rights Project Charter. Please refer to this as well as the enclosed Executive Summary, for further details.

Staff Superintendent Tony Corrie, the assigned Service Project Leader, will be in attendance to answer any questions the Board may have.

**Ms. Barbara Hall, Chief Commissioner, Ontario Human Rights Commission, was in attendance and provided a brief update on the results of the Human Rights Project Charter.**

**The Board received the foregoing report.**



## **2009 Annual Report: Human Rights Project Charter EXECUTIVE SUMMARY**

This is the second Annual Report for Human Rights Project Charter (HRPC). Building on the “Projected Milestone” timelines described in the previous report from November 2008, this report describes the project’s overall progress, since its inception in May 2007. Project momentum is strong and morale is high.

Founded in partnership by the Toronto Police Service (TPS), the Toronto Police Services Board (TPSB) and the Ontario Human Rights Commission (OHRC), the project’s three-year term is scheduled to conclude in May 2010 at which time the tangible results of this landmark endeavour will take shape in terms of its impact on both the Service and the community we serve.

HRPC’s true impact, will not be felt or fully realized and appreciated until many years after, when future members can declare that “any discrimination which may have existed in the provision of both our employment practices and provision of policing services, has been eliminated”.

The following provides an outline of the work completed by each of the four sub-committees:

### Public Education Sub-Committee

The task of this sub-committee is to develop a comprehensive communications strategy that highlights and promotes TPS human rights and anti-racism initiatives within the Service and to the community. This is accomplished by ensuring:

1. The language and messaging contained in TPS communications (including the TPS website), reinforces human rights and anti-racism themes.
2. Communities with no access to conventional (electronic) communication tools are reached.
3. Community Consultative Committees are maximizing opportunities to support human rights in both the police service and their work in their respective communities.
4. TPS effectively promotes human rights and anti-racism initiatives and events.

### Progress Report

This sub-committee has developed and overseen guidelines for the use of appropriate human rights-themed language and messaging for both TPS and the Service’s Community Consultative Committee use as well as updating the mandate of the Public Information Unit to reflect the Service’s commitment to these issues. An internal training module on the effective delivery of this message is currently in development.

In May 2009, a comprehensive media insert entitled "Fair & Equitable Policing", was distributed via 10 targeted community newspapers delivered to 460,000 households. The insert which was also in *Canadian Immigrant Magazine* with a distribution of over 50,000, contained stories that highlighted projects, programs and initiatives showcasing the Service's commitment to fair and inclusive policing services.

TPS human rights-related events are currently communicated and publicized internally and externally, using various traditional and electronic means. A database capturing this information will be completed by December 2009.

The TPS relationship with individuals and communities with no access to conventional communication tools is being developed, along with a review of the TPS website to include human rights themes and goals.

#### Recruitment, Selection, Promotion & Retention Sub-Committee

This sub-committee's responsibility is to ensure the TPS human resource systems are barrier-free for all current and prospective TPS Members. The objectives include:

1. Utilize and/or modify existing records management systems to assist with more effective management and analysis of human resource and demographic data.
2. Perform an inclusive design review of TPS systems, to ensure compliance with human rights precepts.
3. Expand recruitment initiatives to reach traditionally under-represented communities.
4. Ensure promotional processes and systems are equitable for racialized or marginalized members.
5. Update the Exit Survey and process, to more effectively determine why members leave the Service.

#### Progress Report

The issue of making better use of TPS human resource and demographic data is being addressed by the Confidential Employee Database (CED), a Diversity Management Unit (DMU) initiative currently in the implementation process.

An overall Inclusive Design Review has been explored through the implementation of several pre-existing TPS initiatives. These include this project (HRPC), three Employment Systems Reviews (ESRs), the formation of the DMU and the establishment of Internal Support Networks (ISNs). These initiatives have also addressed the issues of an equitable promotional process for racialized or marginalized members.

Further, this sub-committee has recommended the *hiring of a consultant* to more effectively address the issue of an *Inclusive Design Review based on religion* and will be looking to the Ontario Human Rights Commission for its expertise, experience and guidance in this important area. There is an anticipated cost associated to this initiative.

A review of the TPS Workplace Accommodation procedure has been deferred to the DMU which has completed a gap analysis. This has led to the recommendation that the procedure be amended to include family status, religious, medical/disability needs, in addition to all other grounds listed in the Ontario Human Rights Code. These are currently under review by Command.

With respect to recruitment activities, this group has focused on *women from diverse communities*. Multiple focus groups composed of serving TPS Members from these communities, have identified the following recruitment barriers: entrenched (anti-police) cultural beliefs, physical fitness and the financial cost of applying. Plans are underway to better address these issues.

The issue of collecting more meaningful Exit Survey data is being completed by reviewing exit surveys from 15 other organizations. Following this, a needs assessment will be conducted to produce and draft a more useful end-product for the TPS, including a provision for human rights issues to be identified.

#### Accountability Sub-Committee

The objectives of this sub-committee are to:

1. Review TPS Service governance related to human rights issues, then amend the relevant policy(s)/procedure(s) to ensure compliance with the Ontario Human Rights Code.
2. Communicate amendments to increase awareness, education and compliance by TPS Members.
3. Develop a central repository system, to capture and manage data from human rights complaints, for more effective subsequent analysis and reporting, via PSIS.

#### Progress Report

This sub-committee has identified the TPS procedures and Toronto Police Services Board (TPSB) policies that contain human rights components. A gap analysis and re-drafting these policies, procedures and related forms have been completed with final revisions and review to follow.

A comprehensive marketing strategy to communicate policy updates to TPS Members, is currently in development. Additionally, the DMU has updated existing Workplace Harassment and Discrimination information and awareness materials.

The TPS Form “901”, has been identified as the unifying document for complaints with respect to: the Police Services Act (PSA), Ontario Human Rights Tribunal, grievances and civil suits. It is being modified to fulfill its revised function. The actual complaint process “work-flow”, has been reviewed and is being modified to more effectively identify and respond to any human rights elements.



### Learning Sub-Committee

This sub-committee's focus is the development of a human rights training program for both uniform and civilian members. This program will:

1. Address training issues related to human rights and racially-biased policing (i.e. racial profiling).
2. Utilize the human rights framework as a foundation for this training.
3. Be created for use in both the traditional classroom setting and the e-learning environment.

### Progress Report

This group has created training modules focusing on two areas:

1. A basic human rights primer referred to as "Human Rights 101"
2. A second module specifically dealing with "Racially Biased Profiling / Racial Profiling".

Specific learning objectives have been reviewed and approved by the sub-committee and are now in the hands of instructional designers for the creation of actual lesson plans. Final decisions are being made with respect to delivery mechanisms, i.e. which module(s) should be:

- Stand-alone vs. incorporated into existing training.
- Delivered via a traditional classroom environment vs. e-learning.

Although the initial plan was limited to two hours of training these learning objectives lend themselves to significantly more time. The resulting end product may be several smaller modules, or as much as a two-day course. A projected timeline of fall/winter of 2009 is estimated for final roll out.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P311. 2009 ANNUAL REPORT: ENVIRONMENTAL PERFORMANCE AND  
ACHIEVEMENT**

The Board was in receipt of the following report November 04, 2009 from William Blair, Chief of Police:

Subject: ANNUAL ENVIRONMENTAL PERFORMANCE AND ACHIEVEMENT  
REPORT - 2009

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 17, 2007, the Board approved its Environmental Policy (Min. No. P186/07 refers). One of the policy's requirements is that the Chief report "annually to the Board on the effectiveness of the Service's environmental performance and achievements".

The Board, at its meeting of November 20, 2008, in considering the annual environmental report requested that the future reports provide more quantifiable data on the Service's environmental initiatives and indicate, if possible, measurable results from those initiatives. The Board also recommended that the Chief explore opportunities to access funds that may be available to municipalities and their agencies, boards, commissions and departments for environmental initiatives (Min. No. P310/08 refers).

This report provides information on the environmental initiatives since the last report provided to the Board and includes information in response to the Board requests.

Discussion:

The Toronto Police Service (TPS) is committed to environmental sustainability and, in partnership with the City, will continue to take action to reduce energy consumption, divert waste and protect the environment.

## **Environmental Initiatives Completed:**

### *New Toronto Police College*

- LEED-Silver certification was achieved for the new Toronto Police College. LEED-Silver certification requires 33-38 points and the Toronto Police College achieved 36 points. Of note were the innovation points received for the geo-thermal heating/cooling system, the use of heat reclaim technology in the firearms training range, the use of green/solar reflective roofing systems, the 98% recycling of material used during construction and the use of green power. Year over year comparative operational figures are not yet available, however, a significant reduction in energy consumption is expected based on the various energy conservation initiatives that have been incorporated into the new training facility. An operational cost per square foot will be available for the 2010 report.

### *Toronto Police Headquarters (HQ)*

- The City, in cooperation with the TPS, converted HQ from a conventional heating/cooling system to deep lake cooling. Deep Lake cooling provides a renewable, stable and predictable energy source. It is expected that this technological upgrade will produce a \$300,000 annual energy cost reduction. For the period ending June 2009, energy costs in HQ were reduced by about \$51,000 (4.7%) and additional savings are expected for the remainder of 2009. The conversion to deep lake cooling also resulted in the removal of one cooling tower at HQ and reduced maintenance costs by approximately \$5,000 per year.
- Other energy reduction initiatives at HQ include:
  - the upgrading of the computer data centre air conditioning units to higher efficiency models;
  - continuing the installation of automated lighting control system and occupancy sensors;
  - boiler retrofit to improve operational efficiency;
  - building automation control upgrades; and
  - upgrading of various building equipment to higher efficiency models.

The number of initiatives at HQ makes it difficult to isolate the savings attributable to each initiative. However, some benefit is expected from each of these initiatives, and a comparison of the year over year energy cost per square foot for HQ will be included in the 2010 environmental report.

### *Initiatives at Other Police Facilities*

- The Service's Intelligence facility has undergone major renovations during 2008 and 2009. The building heating/ventilation/air conditioning (HVAC) system was modernized and rationalized, lighting and associated control systems were updated, low flow water technology equipment was installed and the use of natural light was increased in the building.

- The City, in cooperation with the TPS, has also upgraded the HVAC system at the Emergency Task Force facility and is currently upgrading the HVAC system at the 31 Division facility. The new equipment operates more efficiently. Design work has been completed for a number of other facilities in 2009 for implementation in 2010.
- The City, in cooperation with the TPS, has completed an electrical/plumbing retrofit program to upgrade lighting and associated control systems, and install higher efficiency plumbing fixtures. This program has been implemented in Divisions 13, 22, 32, 33, 41, 51, 52, 53, 54 and 55, Police HQ, Property & Evidence Management Unit and the Fleet garages.

The impact of the above initiatives will be known once the renovated/upgraded facilities have been fully operational for a period of time. Further information will be provided in the 2010 annual report.

#### *Fleet Initiatives*

- The Fleet Management Unit has continued the introduction of more fuel efficient vehicles into the Service's fleet. The TPS now has in excess of fifty (50) hybrid vehicles in its unmarked fleet inventory. The City has advised that the estimated reduction in eCo2 emissions from the initiatives in 2009 is 3,150 tonnes. This is over and above the 45,000 tonne reduction achieved in the period 1990 – 2008 due to the right sizing of vehicles (e.g. replacement of various six and eight cylinder vehicles with six and four cylinder vehicles, as appropriate). The hybrid vehicles are expected to achieve a fuel consumption of 7.9L/100km city driving and 5.8L/100km highway driving in comparison to the unmarked vehicles replaced by the hybrids which were rated at 9.5L/100km city driving and 6.5L/100km highway driving. The fuel consumption ratings have been obtained from the Natural Fuel Resources of Canada web site. Based on the fuel consumption ratings stated, it is expected that the hybrid vehicles will reduce fuel consumption by about 20% for city driving and 12% for highway driving. It is interesting to note that the Board Office's hybrid vehicle was compared to a conventional model of the same vehicle in the Service's fleet over the last 2 years. In this case, the hybrid vehicle was 39% more fuel efficient than the conventional vehicle.

The impact of the hybrid vehicles introduced in 2009 will be reported in the 2010 annual report.

#### *Other Initiatives*

- Information Technology Services has continued its upgrading of computer equipment and has adopted a policy where energy efficiency is a consideration in the equipment procurement process.
- The City, in cooperation with the TPS, installed a solar photovoltaic test site at the Central Traffic/Central Garage facility at 9 Hanna Avenue. The intent of this initiative is to offset the building's hydro expenses through the generation of localized green power with the use of roof mounted solar collection panels. The City will evaluate the performance of the system to determine its future viability on other buildings.

## *Waste Diversion*

- In conjunction with the City, the TPS introduced a Waste Diversion Program in 2007. The 2008 waste diversion rate was increased to 50% from 44% in 2007. Although the Service is pleased with the increase in the diversion rate in 2008, it is still below the target of 60% specified by City Council. The City Council target increases to 70% by 2010. Facilities management will continue to work with unit commanders to identify problem areas so that action can be taken to increase the diversion rate in future. The waste diversion figures for 2009 will not be available until December 2009 and will be reported in the 2010 annual report.

## **Environmental Initiatives Planned/Currently in Progress:**

- The new 11 and 14 Division facilities will be designed and constructed to the LEED-Silver certification level.
- Fleet has an ongoing green fleet initiative program. Issues identified for further consideration/study include:
  - further rationalizing and right sizing of the fleet;
  - increased use of bicycles;
  - assessment of new fuel efficient vehicles;
  - assessment of new motorcycle technology; and
  - a review of the Marine vessels.
- Assuming approval of the 2010-2014 Capital Program, Fleet will be installing an automated fuel management system in all Service facilities equipped with fuel pumps. While this system will not provide cost reductions, it will result in efficiencies and better manage the impact of fuel leaks. One of the most common sources of environmental pollution is the leaking of underground fuel storage tanks. The implementation of this system will provide an early warning should a storage tank develop a leak, thereby avoiding any significant environmental contamination and a costly clean-up. Efficiencies will also be gained as a result of the automated process, as officers will no longer be required to manually complete forms during the refuelling of vehicles.
- The City, in cooperation with the TPS, will continue with the retrofit of HVAC systems in facilities not already done. The equipment to be installed will be more energy efficient than the equipment currently in operation.

In exploring and moving forward on any future environmental initiatives, the environmental benefits will be assessed along with operational and financial considerations.

## **Funding Opportunities:**

The Service, in conjunction with the City, has applied for the Green Municipal Fund grant through the Federation of Canadian Municipalities (FCM) in relation to the new Toronto Police College facility. The grant is for \$300,000 and would be applied to the capital project for the new Police College. The City would receive a low interest loan of \$2M from FCM. The grant application is currently in progress. The Service will continue to work with the City to identify other grants that are available for environmental/energy initiatives.

## **Conclusion:**

This is the Service's third annual environmental report and progress is being made to enhance the environmental sustainability of our facilities, fleet and other assets.

During 2009, the Service has taken further action to become more energy efficient and environmentally responsible. Many of the Service's environmental initiatives are implemented by and or involve City Facilities & Real Estate (F&RE) staff, and a close and effective working relationship has been established in this regard. As many initiatives have been implemented in the last 2 years, good information is not yet available to properly measure the impact of some of the action taken. The Service will work with the City to ensure the information required is gathered wherever possible, so that some measureable results can be provided in future reports.

The Service will continue to work with City staff to identify and examine opportunities that will benefit the environment and potentially reduce costs. In some instances, the potential opportunities identified may involve upfront expenditures in order to achieve future cost and or environmental benefits. Each initiative will therefore be evaluated taking into account the funds required to implement the initiative, the environmental benefits, any cost savings expected, and operational considerations.

To this end, in addition to constructing new facilities to LEED-Silver standards, facility renovations and retrofits will be completed with operational requirements, fiscal responsibility and environmental objectives in mind. The Service will also continue to work on making its vehicle fleet more fuel efficient, without comprising operational requirements, in order to achieve a reduction in fuel consumption and further protect the environment from emissions.

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

**The Board received the foregoing report.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P312. LEASE RENEWAL FOR PARKING ENFORCEMENT WEST UNIT  
PREMISES – 970 LAWRENCE AVE. WEST**

The Board was in receipt of the following report November 03, 2009 from William Blair, Chief of Police:

Subject: LEASE RENEWAL FOR PARKING ENFORCEMENT WEST UNIT  
PREMISES – 970 LAWRENCE AVENUE WEST

Recommendations:

It is recommended that:

- (1) the Board approve a 5-year Lease Extension and Amending Agreement with Pinedale Properties Limited (Landlord) for the Parking Enforcement facility located at 970 Lawrence Avenue West, containing a rentable area of approximately 11,577 square feet at an annual estimated amount of \$383,784 (including taxes), for a five (5) year period commencing January 1, 2010, and ending December 31, 2014, for a total cost of \$1,918,920 (including taxes);
- (2) the Board direct the appropriate City officials to take the necessary action to give effect thereto.

Financial Implications:

The annual rents in the extended and amended lease agreement (including all applicable taxes) are outlined in the following chart:

<b>Lease Term</b>	<b>Annual Net Rent</b>	<b>Additional Rent (Estimate)</b>	<b>Total Annual Rent</b>	<b>Total for the Term</b>
Years 1-5	\$161,065	\$222,719	\$383,784	\$1,918,920

The total annual rent is \$53,759 more than the current lease costs of \$330,025.

Funding for the 2010 rental amount has been requested in the 2010 Parking Enforcement Unit operating budget submission. The cost for the future years of the lease will be included in each year's respective budget submission.

### Background/Purpose:

The Toronto Police Service (TPS) Parking Enforcement Unit currently occupies approximately 11,577 square feet of rentable area at 970 Lawrence Avenue West. The premises have been occupied by the Parking Enforcement West Unit since 1995.

The TPS requested that the City of Toronto Facilities and Real Estate Division assist in identifying suitable relocation options, including an evaluation of city-owned facilities and private purchase options.

The TPS also requested that should suitable relocation options not be available, that the City of Toronto's Facilities and Real Estate Division negotiate a lease extension with the Landlord. The City of Toronto Facilities and Real Estate Division have completed negotiations for the lease renewal, commencing on January 1, 2010, and terminating on December 31, 2014.

### Discussion:

Based on the request from the TPS, the City of Toronto Facilities and Real Estate Division was engaged to locate a suitable city-owned facility or purchase alternative. The City of Toronto was unsuccessful in locating a suitable city-owned facility or purchase alternative for the immediate future. As such, the city engaged in an analysis of lease alternatives in the immediate vicinity which showed a significant negative financial impact to relocating Parking Enforcement operations to a comparable sized lease facility in the area.

The TPS currently occupies all the space on the seventh (7<sup>th</sup>) floor in the building at 970 Lawrence Avenue West consisting of 11,577 square feet. The previous lease was based on 11,027 square feet. The current landlord has adopted the Building Owners and Managers Association (BOMA) standard, certified by the Landlord's Architect, and as provided and allowed for in the Lease. This has resulted in a revised square footage of 11,577 square feet. The BOMA standard for measuring floor area was developed in 1915. Since then, the BOMA system has become a popular industry standard. The latest versions in 1980 and 1996 are the industry wide basis for determining rentable areas in the majority of office buildings throughout North America.

The City has now completed its lease negotiations with the Landlord of 970 Lawrence Avenue West. The term of the recommended lease is for 5 years. The commencement date of the new Agreement is January 1, 2010, with termination on December 31, 2014. The proposed Agreement is for a base rent of \$13.25 (plus taxes) per square foot of rentable area (11,577 square feet), for a total of \$161,065 (including taxes) per year for the five (5) year term, commencing on January 1, 2010.

Throughout the term, the TPS will also be responsible for additional rent for common area and hydro costs, which are estimated at a combined rate of \$6.20 per square foot of rentable area for 2010 plus property taxes which are estimated at \$5.15 per square foot.



The Landlord will also provide seventy-one (71) underground and surface parking spaces for an annual rental rate of \$84,750 including applicable taxes.

These estimated costs (including all applicable taxes) are outlined in the chart below:

<b>Lease Term</b>	<b>Annual Net Rent</b>	<b>Additional Rent (Estimate)</b>	<b>Total Annual Rent</b>	<b>Total for the Term</b>
Years 1-5	\$161,065	\$222,719	\$383,784	\$1,918,920

During the extended term, the Landlord will complete a series of improvements to the leased premises and common areas, including upgrading the 7<sup>th</sup> floor elevator lobby and corridor, repairing or replacing any damaged ceiling tiles, re-lamping the premises with energy efficient light bulbs, renovating the 7<sup>th</sup> floor common area washrooms, renovating TPS washrooms and shower facilities, replacing the sink and millwork in boardroom and replacing carpet and tile in one identified room. The cost of these improvements will be borne by the Landlord.

All other terms and conditions of the lease agreement remain the same.

The City of Toronto Facilities and Real Estate Division will continue to assist in identifying suitable relocation options, including an evaluation of City-owned facilities and private purchase options.

Conclusion:

The Parking Enforcement Unit contributes positively to the achievement of the goals and priorities of the Toronto Police Service. The existing facility satisfies the needs of the unit and is an ideal facility.

During the term of the lease agreement, the Service will pursue options to acquire a permanent location for the Parking Enforcement Unit. The intent of the permanent site would be to house both the east and west parking functions in one location that could operationally serve the City.

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

**The Board approved the foregoing report as amended by the following Motions:**

- 1. THAT the Board amend the first line of recommendation no. 1 to read “the Board authorize the City of Toronto to enter into a 5-year Lease Extension with...”; and**
- 2. THAT recommendation no. 2 be replaced with a request that the Board forward this report to the Chief Corporate Officer, City of Toronto, to take the necessary action.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P313. TORONTO POLICE SERVICES BOARD – OPERATING BUDGET  
VARIANCE FOR THE PERIOD ENDING SEPTEMBER 30, 2009**

The Board was in receipt of the following report October 29, 2009 from Alok Mukherjee, Chair:

Subject: OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO POLICE  
SERVICES BOARD – PERIOD ENDING SEPTEMBER 30, 2009

Recommendation:

It is recommended that:

- (1) the Board receive this report; and
- (2) the Board forward a copy of this report to the City's Deputy City Manager and Chief Financial Officer for information.

Financial Implications:

This report discusses a projected negative variance of \$331,100 as at September 30, 2009.

Background/Purpose:

The Board, at its January 22, 2009 meeting, approved the Toronto Police Services Board Operating Budget at a net amount of \$2,342,200. Subsequently, Toronto City Council, at its meeting of March 31, 2009, approved the Board's 2009 Operating Budget at the net amount of \$2,301,200.

The purpose of this report is to provide information on the Board's 2009 projected year-end variance.

Discussion:

The following chart summarizes the variance by category of expenditure.

<b>Expenditure Category</b>	<b>2009 Budget (\$000s)</b>	<b>Actual to Sept 30/09 (\$000s)</b>	<b>Projected Year- End Actual (\$000s)</b>	<b>Fav / (Unfav) (\$000s)</b>
Salaries & Benefits (incl. prem.pay)	\$877.3	\$640.5	\$877.3	\$0.0
Non-Salary Expenditures	\$1,423.9	\$674.9	\$1,755.0	(\$331.1)
<b>Total</b>	<b>\$2,301.2</b>	<b>\$1,315.4</b>	<b>\$2,632.3</b>	<b>(\$331.1)</b>

*It is important to note that expenditures do not all follow a linear pattern and therefore year-to-date expenditures cannot be simply extrapolated to year end. Rather, the projection of expenditures to year end is done through an analysis of all accounts, taking into consideration factors such as expenditures to date, future commitments expected and spending patterns.*

As at September 30, 2009, a negative variance of \$331,100 is anticipated. Details are discussed below.

#### *Salaries & Benefits (including Premium Pay)*

Year-to-date expenditures are consistent with the estimate and therefore no year-end variance is projected.

#### *Non-salary Budget*

The majority of the costs in this category are for arbitrations / grievances, external legal advice and the City of Toronto's charge back for legal services.

The Board has been experiencing increased spending pressures in its arbitration/grievance account and external legal advice account.

The increase in expenditures is largely attributable to the following:

- An increase in the number of grievances filed, and
- An increase in the complexity of grievances, especially where both grievances and human rights complaints are filed on the same set of circumstances; this can increase the length of hearings and thus increase legal costs to the Board.

<b>Year</b>	<b>New Grievances</b>	<b>Carryover Grievances</b>
2007	30	13
2008	62	49
2009 (to Sept. 30)	19	73

It is imperative that the Board continue to defend its positions during arbitration and human rights tribunal hearings; however, Labour Relations is currently trying to contain costs by working toward early resolution of grievances and arbitrations and is pursuing expedited arbitration, where feasible. This is exerting pressure on the budget in 2009 and will likely continue to do so in 2010, but will ensure future costs are better contained as matters are dealt with in a more timely manner.

Arbitration costs are difficult to contain or predict. Hearings have been protracted due to the complexity of the subject matter (e.g. human rights issues), and preliminary issues, if any, such as jurisdiction and timeliness. Further, arbitrator fees are not fixed, and can range from \$3500.00 per day to more than \$7500.00 per day. The Board is required to share the cost of arbitration with the Association.

As the table on page 2 indicates, there was a significant increase in the number of grievances filed in 2008 as compared to 2007. Those grievances, and others outstanding from prior years (as far back as 2004), have resulted in a large increase in scheduled days of hearing. For instance, there are currently approximately 30 arbitration/mediation dates scheduled between November 1, 2009 and December 31, 2009, with more dates likely.

The Association has recently also advanced a large number of cases to the Ontario Police Arbitration Commission (OPAC). OPAC requires that hearings be scheduled within 30 days of referral, and OPAC appoints the Arbitrator, at the expense of the parties. These factors, coupled with increasing case complexity, have increased legal and arbitration costs.

Efforts are being made to contain costs including, better utilization of scheduled hearing dates, controls on use of external counsel and strategies to avoid costs related to the cancellation of hearings.

Conclusion:

The projected variance is specifically arises from the cost of arbitration of grievance proceedings and from the cost of external legal advice specific to Labour Relations issues. To date, the actual spending has been substantially higher than anticipated. This will continue to be monitored closely and reported in subsequent variance reports.

**The Board received the foregoing report and agreed to forward a copy to the City's Deputy City Manager and Chief Financial Officer for information.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P314. TORONTO POLICE SERVICE – OPERATING BUDGET VARIANCE  
FOR THE PERIOD ENDING SEPTEMBER 30, 2009**

The Board was in receipt of the following report October 29, 2009 from William Blair, Chief of Police:

Subject: OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO POLICE  
SERVICE – PERIOD ENDING SEPTEMBER 30, 2009

Recommendations:

It is recommended that:

- (1) the Board receive this report;
- (2) the Board forward a copy of this report to the City's Deputy City Manager and Chief Financial Officer for information.

Financial Implications:

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

Background/Purpose:

The Board, at its February 12, 2009 meeting, approved the Toronto Police Service's 2009 operating budget at a net amount of \$855.1 Million (M), including an unspecified reduction of \$2.1M (Min. No. P28/09 refers), the allocation of which was reported to the Board in the July variance report (Min No. P256/09 refers). Subsequently, Toronto City Council, at its meeting of March 31, 2009, approved the Service's 2009 Operating Budget at the net amount approved by the Board.

The Service has since been notified by City Finance staff of a \$0.3M reduction in the allocation from the Insurance Reserve Fund to the Service's 2009 operating budget. As a result of the reduction, the Service budget has been restated downwards by \$0.3M to a total of \$854.8M. However, this change does not result in a change in available funds to the Service, as there will be a corresponding reduced charge from the City.

The purpose of this report is to provide information on the Service's 2009 projected year-end variance as of September 30, 2009.

Discussion:

The following chart summarizes the variance by expenditure and revenue category:

Category	2009 Budget (\$Ms)	Actual to Sept 30/09 (\$Ms)	Projected Year- End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Salaries	\$614.6	\$452.3	\$613.9	\$0.7
Premium Pay	\$47.0	\$32.6	\$49.1	(\$2.1)
Benefits	\$152.6	\$113.0	\$152.5	\$0.1
Materials and Equipment	\$23.6	\$13.6	\$22.5	\$1.1
Services	\$87.6	\$29.4	\$87.6	\$0.0
<b>Total Gross</b>	<b>\$925.4</b>	<b>\$640.9</b>	<b>\$925.6</b>	<b>(\$0.2)</b>
Revenue	(\$70.6)	(\$38.4)	(\$71.2)	\$0.6
<b>Total Net</b>	<b>\$854.8</b>	<b>\$602.5</b>	<b>\$854.4</b>	<b>\$0.4</b>

*It is important to note that expenditures do not all follow a linear pattern and therefore year-to-date expenditures cannot be simply extrapolated to year end. Rather, the projection of expenditures to year end is done through an analysis of all accounts, taking into consideration factors such as expenditures to date, future commitments expected and spending patterns. In addition, the Service receives significant amounts of in year grant funding and the revenue and expense budgets are adjusted when receipt of funds is confirmed.*

As at September 30, 2009, a favourable year-end variance of \$0.4M is anticipated. Details of each major expenditure category and revenue are discussed in the sections that follow.

*Salaries:*

A surplus of \$0.7M is projected in the salary category.

Expenditure Category	2009 Budget (\$Ms)	Actual to Sept 30/09 (\$Ms)	Projected Year- End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Uniform Salaries	\$468.6	\$347.7	\$469.4	(\$0.8)
Civilian Salaries	\$146.0	\$104.6	\$144.5	\$1.5
<b>Total Salaries</b>	<b>\$614.6</b>	<b>\$452.3</b>	<b>\$613.9</b>	<b>\$0.7</b>

Total uniform separations in 2008 were higher than originally assumed during the development of the 2009 budget. However, 2009 uniform separations are currently projected to be 250, compared to 290 separations assumed during budget development. The combination of these two factors results in a projected \$0.8M unfavourable variance in uniform salaries (unchanged from the previous report).

Civilian salary budgets are projected to be \$1.5M favourable. \$1.0M of this savings is attributed to gapping savings in the court officer and communication operator salary categories. These positions are critical to operations and must be fully staffed at all times. In order to ensure that there is no staffing gap in these areas, premium pay is utilized to address the gap. As a result, the premium pay category will reflect a shortfall. The remaining favourable variance is due to higher-than-anticipated vacancies and delays in backfilling of civilian positions.

*Premium Pay:*

An over expenditure of \$2.1M is projected in the premium pay category. This shortfall is attributable to the requirement to address the staff vacancies in the Court Services and Communication Services units and increased policing at various major events.

<b>Expenditure Category</b>	<b>2009 Budget (\$Ms)</b>	<b>Actual to Sept 30/09 (\$Ms)</b>	<b>Projected Year- End Actual (\$Ms)</b>	<b>Fav / (Unfav) (\$Ms)</b>
Court	\$12.3	\$8.6	\$12.3	\$0.0
Overtime	\$6.5	\$4.7	\$7.1	(\$0.6)
Callback	\$8.3	\$6.7	\$9.1	(\$0.8)
Lieutime Cash Payment	\$19.9	\$12.6	\$20.6	(\$0.7)
<b>Total Premium Pay*</b>	<b>\$47.0</b>	<b>\$32.6</b>	<b>\$49.1</b>	<b>(\$2.1)</b>

\* Approx. \$3.9M is attributed to grant-funded expenditures (revenue budget has been increased by same amount)

A \$1.0M shortfall in premium pay is offset by civilian salary savings (discussed previously in this report). The remaining projected shortfall is attributed to various policing requirements, such as policing for demonstrations and other special events.

As per the working agreement, lieu-time cash payments to staff are made four (4) times per year with the last payment occurring in December. The final payment is the largest of the four, and is impacted by how members use their accumulated time prior to the cut-off date of November 30th. The Service projects these payouts based on historical actual data and patterns. Any time not paid out or used by the end of the year is treated as a liability, and therefore becomes an expenditure in the year earned.

*Benefits:*

A surplus of \$0.1M is projected in the benefits category, which is \$0.4M less than previously reported.

<b>Expenditure Category</b>	<b>2009 Budget (\$Ms)</b>	<b>Actual to Sept 30/09 (\$Ms)</b>	<b>Projected Year- End Actual (\$Ms)</b>	<b>Fav / (Unfav) (\$Ms)</b>
Medical / Dental	\$35.8	\$20.3	\$35.2	\$0.6
OMERS / CPP / EI / EHT	\$92.2	\$73.9	\$92.2	\$0.0
Sick Pay / CSB / LTD	\$13.5	\$10.6	\$13.5	\$0.0
Other (e.g., WSIB, life ins.)	\$11.1	\$8.2	\$11.6	(\$0.5)
<b>Total Benefits</b>	<b>\$152.6</b>	<b>\$113.0</b>	<b>\$152.5</b>	<b>\$0.1</b>

Trends for medical/dental costs are indicating lower-than-anticipated expenditures and, as a result, a favourable variance of \$0.6M is projected to year-end. Projected over-expenditures in the "Other" category are mainly due to WSIB costs based on year-to-date spending.

*Materials and Equipment:*

This category is projected to be \$1.1M under spent, which is \$0.4M more than previously reported.

<b>Expenditure Category</b>	<b>2009 Budget (\$Ms)</b>	<b>Actual to Sept 30/09 (\$Ms)</b>	<b>Projected Year- End Actual (\$Ms)</b>	<b>Fav / (Unfav) (\$Ms)</b>
Vehicles (gas, parts)	\$10.2	\$6.3	\$9.1	\$1.1
Uniforms	\$5.5	\$2.7	\$5.5	\$0.0
Other Materials	\$5.1	\$3.4	\$5.1	\$0.0
Other Equipment *	\$2.8	\$1.2	\$2.8	\$0.0
<b>Total Materials &amp; Equipment</b>	<b>\$23.6</b>	<b>\$13.6</b>	<b>\$22.5</b>	<b>\$1.1</b>

\* Approx. \$0.6M is attributed to grant-funded expenditures (revenue budget has been increased by same amount)

The \$1.1M surplus in the “vehicles” category is attributed to lower-than-budgeted fuel prices for the first nine months of the year. Gas prices can fluctuate significantly and therefore will continue to be monitored closely.

*Services:*

Expenditures in this category are projected to be on budget.

<b>Expenditure Category</b>	<b>2009 Budget (\$Ms)</b>	<b>Actual to Sept 30/09 (\$Ms)</b>	<b>Projected Year- End Actual (\$Ms)</b>	<b>Fav / (Unfav) (\$Ms)</b>
Legal Indemnification	\$0.6	\$0.0	\$0.6	\$0.0
Uniform Cleaning Contract	\$1.9	\$1.3	\$1.9	\$0.0
Courses / Conferences	\$2.8	\$0.8	\$2.8	\$0.0
Clothing Reimbursement	\$1.5	\$0.5	\$1.5	\$0.0
Computer Lease / Maintenance	\$11.3	\$9.5	\$11.3	\$0.0
Phones / cell phones / 911	\$6.5	\$3.6	\$6.5	\$0.0
Reserve contribution	\$29.3	\$0.4	\$29.3	\$0.0
Caretaking / maintenance	\$17.5	\$4.5	\$17.5	\$0.0
Other Services*	\$16.2	\$8.8	\$16.2	\$0.0
<b>Total Services</b>	<b>\$87.6</b>	<b>\$29.4</b>	<b>\$87.6</b>	<b>\$0.0</b>

\* Approx. \$1.1M is attributed to grant-funded expenditures (revenue budget has been increased by same amount)

*Revenue:*

A \$0.6M surplus is projected in this category, which is the same as previously reported.



<b>Revenue Category</b>	<b>2009 Budget (\$Ms)</b>	<b>Actual to Sept 30/09 (\$Ms)</b>	<b>Projected Year- End Actual (\$Ms)</b>	<b>Fav / (Unfav) (\$Ms)</b>
Recoveries from City	(\$9.2)	(\$5.4)	(\$9.2)	\$0.0
CPP and Safer Comm'y grants	(\$16.3)	(\$5.3)	(\$16.3)	\$0.0
Other Gov't grants	(\$12.0)	(\$12.0)	(\$12.0)	\$0.0
Fees (e.g., paid duty, alarms, ref.)	(\$9.8)	(\$6.4)	(\$9.9)	\$0.1
Secondments	(\$2.2)	(\$1.3)	(\$2.7)	\$0.5
Draws from Reserves	(\$13.2)	(\$1.0)	(\$13.2)	\$0.0
Other Revenues (e.g., pris.return)	(\$7.9)	(\$7.0)	(\$7.9)	\$0.0
<b>Total Revenues</b>	<b>(\$70.6)</b>	<b>(\$38.4)</b>	<b>(\$71.2)</b>	<b>\$0.6</b>

Based on year-to-date activity, revenues from various fees (e.g. paid duty and accident reports) and secondments are projected to be \$0.6M above budget. This favourable variance is mainly a result of the reestablishment of secondments to United Nations missions beginning this fall. All revenues will continue to be closely monitored to assess any changes in activity due to overall economic conditions.

Conclusion:

As at September 30, 2009, the Service is projecting a favourable variance of \$0.4M by year end, after having allocated the \$2.1M unspecified reduction as identified in the July variance report (Min No. P256/09 refers). Expenditures and revenues will be closely monitored throughout the year, and any necessary action will be taken to ensure the Service remains within the approved 2009 net operating budget.

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

**The Board received the foregoing report and agreed to forward a copy to the City's Deputy City Manager and Chief Financial Officer for information.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P315. TORONTO POLICE SERVICE – PARKING ENFORCEMENT UNIT:  
OPERATING BUDGET VARIANCE FOR THE PERIOD ENDING  
SEPTEMBER 30, 2009**

The Board was in receipt of the following report October 29, 2009 from William Blair, Chief of Police:

Subject: OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO POLICE  
PARKING ENFORCEMENT UNIT – PERIOD ENDING SEPTEMBER 30,  
2009

Recommendations:

It is recommended that:

- (1) the Board receive this report; and
- (2) the Board forward a copy of this report to the City's Deputy City Manager and Chief Financial Officer for information.

Financial Implications:

There are no financial implications relating to the recommendations in this report. The Parking Enforcement Unit (PEU) is projecting a year-end over-expenditure of \$0.32M. City staff have agreed to deal with 2009 negative premium pay variances as part of the Toronto Parking Tag Operations budget, of which PEU is a component. Excluding premium pay, PEU's projected year-end over expenditure is \$0.05M. This shortfall will be monitored closely and PEU is reviewing options to reduce expenditures in an effort to eliminate the shortfall.

Discussion:

The following chart summarizes the variance by category of expenditure.

<b>Category</b>	<b>2009 Budget (\$Ms)</b>	<b>Actual to Sept 30/09 (\$Ms)</b>	<b>Year-End Projected Actual (\$Ms)</b>	<b>Fav/(Unfav) (\$Ms)</b>
Salaries	\$24.57	\$18.22	\$24.65	(\$0.08)
Premium Pay	\$1.39	\$0.98	\$1.66	(\$0.27)
Benefits	<u>\$5.65</u>	<u>\$2.35</u>	<u>\$5.68</u>	(\$0.03)
Total Salaries & Benefits	\$31.61	\$21.55	\$31.99	(\$0.38)
Materials	\$1.46	\$0.58	\$1.40	\$0.06
Equipment	\$0.06	\$0.05	\$0.06	\$0.00
Services	\$4.68	\$1.92	\$4.68	\$0.00
Revenue	(\$1.51)	(\$0.12)	(\$1.51)	<u>\$0.00</u>
Total Non-Salary	<u>\$4.69</u>	<u>\$2.43</u>	<u>\$4.63</u>	<u>\$0.06</u>
City Coverage of Premium Pay			(\$0.27)	<u>\$0.27</u>
<b>Total Net</b>	<b><u>\$36.30</u></b>	<b><u>\$23.98</u></b>	<b><u>\$36.35</u></b>	<b><u>(\$0.05)</u></b>

*It is important to note that expenditures do not all follow a linear pattern and therefore year-to-date expenditures cannot be simply extrapolated to year end. Rather, the projection of expenditures to year end is done through an analysis of all accounts, taking into consideration factors such as expenditures to date, future commitments expected and spending patterns.*

As at September 30, 2009, Parking Enforcement is projected to be \$0.32M over-spent. Details are discussed below.

*Salaries & Benefits (including Premium Pay):*

An over-expenditure of \$0.08M is projected in the Salaries category. In order to ensure that PEU would, on average, be at its full complement of officers during 2009, the annual recruit class that was planned for January 2009 was moved up to November 2008. The size of the recruit class was based on expected final 2008 separations and projected separations in 2009. Due to lower-than-budgeted attrition, it is projected that PEU will, on average, be slightly over strength during 2009. As a result, an unfavourable variance is projected in the Salaries category. The year-end projected budget shortfall takes into account the deferral of the annual recruit class, which was scheduled for November of this year. The unfavourable variance in the Benefits category is directly related to the salaries over-expenditure.

Expenditures in premium pay are mainly related to enforcement activities. Premium pay is utilized to staff special events or directed enforcement activities. With respect to special events, the opportunity to redeploy on duty staff is minimal, as this will result in a decreased enforcement in the areas they are being deployed from. In the case of directed enforcement

activities, these are instituted to enforce specific problem areas. All premium pay expenditures are approved by supervisory staff and strictly controlled.

Premium pay spending also includes costs to attend court. The City has experienced a significant increase in demand by members of the public to contest parking infractions, resulting in an increased backlog of court cases. To address this backlog, the City opened an additional court room in January 2009 resulting in increased court attendance by Parking Enforcement Officers. Furthermore, starting in July of this year, the City opened four additional court rooms for Provincial Offences Act violations and parking infractions, followed by the opening of one additional court room in September. This is creating a further premium pay pressure for PEU, which is currently projected at \$0.27M. This figure is being closely monitored, as court volumes are difficult to project this early into the program.

To address this matter, Parking Enforcement has very limited flexibility with respect to attendance at court. If court schedules are changed so that members can attend court while on duty, there will be a decrease in enforcement while members attend court. If members do not attend court, the parking infractions will be revoked.

The Service has been in discussions with the City with respect to recovering the cost of off-duty attendance at court by Parking Enforcement Officers or an equivalent budget adjustment. City staff have agreed to deal with 2009 negative variances as part of the Toronto Parking Tag Operations budget, of which PEU is a component. City staff have also agreed to allocate appropriate premium pay budgets to PEU during the 2010 operating budget process.

#### *Non-salary Expenditures:*

This category is projected to be \$0.06M under-spent.

The \$0.06M surplus is attributed to lower-than-budgeted year to date fuel prices. Gas prices can vary significantly and will continue to be monitored closely.

#### Conclusion:

As at September 30, 2009, PEU is projected to be \$0.32M over spent. This shortfall is attributable to lower-than-expected staff attrition, and increased premium pay due to increased court attendance to address a backlog of court cases. Due to the lower attrition, PEU has deferred the November 2009 recruit class, the impact of which has been included in the year-end projection. PEU is also reviewing its non-salary accounts for any potential expenditure reductions.

The Service has had discussions with City staff in an effort to recover the premium pay impact which has occurred as a result of the opening of additional court rooms by the City. The City has agreed to allow for a \$500,000 over-expenditure which will result in a negative variance in the Toronto Parking Tag Operations budget, of which PEU is a component.

Mr. Tony Veneziano, Chief Administrative Officer, Administrative Command and Deputy Chief Anthony Warr, Specialized Operations Command will be in attendance to answer any questions from the Board.

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

**The Board received the foregoing report and agreed to forward a copy to the City's Deputy City Manager and Chief Financial Officer for information.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P316. TORONTO POLICE SERVICE – 2009 CAPITAL BUDGET VARIANCE  
FOR THE PERIOD ENDING SEPTEMBER 30, 2009**

The Board was in receipt of the following report November 03, 2009 from William Blair, Chief of Police:

Subject: 2009 CAPITAL BUDGET VARIANCE REPORT FOR THE TORONTO  
POLICE SERVICE – PERIOD ENDING SEPTEMBER 30, 2009

Recommendations:

It is recommended that:

- (1) the Board approve a transfer of \$400,000 from the State of Good Repair (SOGR) project to the Intelligence and Special Investigation Facility project; and
- (2) the Board forward a copy of this report to the City's Deputy City Manager and Chief Financial Officer for information.

Financial Implications:

Capital projects are managed within a total approved project amount that can span over several years. Any unspent budget allocation approved in a particular year can be carried forward for one year. The gross available funding for 2009 (including carryover from 2008) is \$51.3 million (M), comprised of \$19.5M (debt funded) and \$31.8M (other-than-debt funded).

As of September 30, 2009, the Service is projecting a total gross expenditure of \$41.7M, compared to \$51.3M in available funding (a spending rate of 81.2% for 2009). From a net debt-funded perspective, the Service is projecting total expenditures of \$17.5M, compared to \$19.5M in available funding (a spending rate of 89.7%).

The recommended transfer of \$400,000 between capital projects does not have any impact on the capital debt target or the net capital budget.

Background:

Toronto City Council, at its meeting of December 10, 2008, approved the Service's 2009–2013 Board-approved Capital Budget. Subsequently, the Board approved transfers between projects within the approved capital budget (Min. No. P20/09 refers). Attachment A provides a summary of the current approved budget.

The purpose of the capital variance reporting process is to keep the Board apprised of the status of projects, and to bring any significant issues and action required to the Board's attention. This capital variance report provides the status of projects as at September 30, 2009.

Discussion:

*Summary of Capital Projects:*

Attachment B provides a status summary of the on-going projects from 2008 as well as those projects that started in 2009. Any significant issues or concerns have been highlighted below in the "Key Highlights/Issues" section of this report.

*Key Highlights/Issues:*

As part of its project management process, the Service has adopted a colour code (i.e. green, yellow or red) to reflect the health status of capital projects. The overall health of each capital project is based on budget, schedule and scope considerations. The colour codes are defined as follows:

- Green – on target to meet project goals (scope/functionalities), and on budget and schedule;
- Yellow – at risk of not meeting certain goals, some scope, budget and/or schedule issues, and corrective action required; and
- Red – high risk of not meeting goals, significant scope, budget and/or schedule issues, and corrective action required.

The following provides summary information on key projects within the Capital Program.

- New Training Facility (Gross \$76.1M, net \$66.0M)

<b>Overall Project Health Status</b>	
<b>Current</b>	<b>Previous Variance Report</b>
GREEN	GREEN

Construction of the new training facility has been completed and the building has been operational since July 2009.

The Service has obtained LEED (Leadership in Energy and Environmental Design) Silver certification. As noted in the June 2009 variance report (Min. No. P229/09 refers), the Service applied to the Federation of Canadian Municipalities (FCM) for financing from the Green Municipal Fund (GMF) in relation to the new training facility. The FCM has advised that the application for financing has been approved in the form of a grant of \$300,000 and a low-interest loan to the City of \$2M. The actual grant amount is conditional upon the loan being disbursed, verification that the project is complete, and the achievement of a 40% reduction in energy consumption. The Service will be hiring an external consultant to

perform a third-party validation of the energy consumption reduction. The City is reviewing the legal contract with FCM for the grant and loan.

This project has been completed on time and within budget.

- Intelligence / Special Investigation Facility (\$5.9M)

<b>Overall Project Health Status</b>	
<b>Current</b>	<b>Previous Variance Report</b>
YELLOW	GREEN

This project provides funding for upgrades and renovations to the existing Special Investigation Services (SIS)/ Intelligence facility. The Service is requesting approval of a transfer of \$400,000 from the State of Good Repair project to the Intelligence project to cover the cost of additional equipment and unanticipated work resulting from the complexity of the existing facility. Overall project health status has been adjusted to yellow pending approval of the funding transfer.

- 11 Division (\$26.9M)

<b>Overall Project Health Status</b>	
<b>Current</b>	<b>Previous Variance Report</b>
GREEN	GREEN

This project is for the construction of a new 11 Division facility at 2054 Davenport Road. The Board approved the award of the architectural and consulting services to Stantec Architecture Limited at its meeting on December 18, 2008 (Min. No. P338/08 refers). Eastern Construction was awarded the contract for construction management services at the February 12, 2009 Board meeting (Min. No. P43/09 refers).

The design phase for this facility is now complete and the tendering process for sub-contractors is in progress. The construction for this facility is scheduled to start in October 2009, with substantial completion expected by the first quarter 2011.

Certain heritage elements of the current facility have been preserved and incorporated into the design of the new building. The incorporation of heritage features into the design has resulted in an estimated additional cost of \$2.5M, which has been added to the construction cost of the facility in 2010 and 2011. Infrastructure Stimulus Funds (ISF) of \$9.7M has been approved for 11 Division (\$1.0M for 2009, \$5.7M for 2010 and \$3.0M in 2011). The additional \$2.5M in costs and \$8.7M in ISF funding are reflected in the Board-approved 2010-2019 program. The current cost estimate for this project is still preliminary. The estimate will be updated and become more certain as the project moves through the various working drawing stages, and as the various construction activities are tendered.



- 14 Division (\$34.9M)

<b>Overall Project Health Status</b>	
<b>Current</b>	<b>Previous Variance Report</b>
GREEN	GREEN

This project is for the construction of a new 14 Division facility at 11 St. Annes Road. The Service will be following the same Project Management framework for the new 14 Division facility that has been instituted for the new 11 Division project. The key project management activities are outlined in the report for the new 11 Division facility that was provided to the Board at its March 27, 2008 meeting (Min. No. P69/08 refers).

The Board has awarded the contract for architectural design and consulting services to Stantec Architecture Limited (Min. No. P204/09 refers). A Project Charter is in the process of being finalized. A Project Steering Committee (PSC) has been established, and will meet regularly during the project life cycle to oversee and provide guidance to the project team, and to facilitate and make key decisions affecting budget, schedules, scope, and any risk issues that come up during the project. The facility will be constructed using the construction management approach, and the building will be designed and constructed to Leadership in Energy and Environmental Design (LEED) Silver standards. The Service is currently in the early stages of design. Community representatives are attending bi-weekly design meetings and providing input to the project team. It is anticipated that the construction manager for the project will be recommended to the Board at its November 2009 meeting.

ISF funding of \$8.7M has been approved for 14 Division (\$0.1M in 2009, \$2.7M in 2010 and \$5.9M in 2011). The Service has advised the City’s Deputy City Manager and Finance staff that the current construction schedule for the new 14 Division facility may impact on the total amount of ISF funding available for this project.

The current cost estimate for this project is still preliminary. The estimate will be updated and become more certain as the project moves through the working drawing stages, and as the various construction activities are tendered.

- In-Car Camera (\$9.5M)

<b>Overall Project Health Status</b>	
<b>Current</b>	<b>Previous Variance Report</b>
GREEN	GREEN

This project provides funding for the purchase and implementation of In-Car Camera (ICC) systems, including the necessary infrastructure (i.e. servers, data storage and upgraded network).

The Board has approved Panasonic Canada Inc. as the vendor of record (VOR) for ICCs (Min. No. P8/08 refers). The purchase of the required ICC units for 2009 is complete. Infrastructure set-up and training is scheduled to take place in advance of the installation of ICC systems, on a division-by-division basis. The following table summarizes the status of ICC installations as of the end of September 2009:

<b>Planned Location</b>	<b># of ICCs Acquired (Installed)</b>	<b>Training</b>
13 Division	19 (all installed)	Complete
Traffic Services	32 (all installed)	Complete
52 Division	19 (all installed)	Complete
51 Division	24 (all installed)	Complete
14 Division	24 (all installed)	Complete
53 Division	20 (3 installed)	In Progress
Transit Patrol vehicles	2 (all installed)	Complete
Spares	6 (acquired)	n/a
Training / testing units	5 (acquired)	n/a
Acquired, not yet allocated	70	n/a
<b>Total acquired to date</b>	<b>221</b>	

The ICC capital project contains funding to augment the TPS network as the current network is inadequate for moving a large number of video files on a timely basis. All the divisional parking lot networks (DPLN) have been upgraded, and the project team is currently working with the DVAMS project team to implement a long-term storage solution for the Service's inter-related digital video projects.

The Service is still targeting to install at least 360 of the 460 ICCs through this capital project. The project team is completing installation in the final division planned for 2009 (53 Division) and actively planning the 2010 roll out.

The detailed 2010 roll-out schedule will be finalized in the 4<sup>th</sup> quarter of 2009. In order to ensure cameras are purchased closer to planned installation dates, \$1.3M of 2009 available funding is being carried forward to 2010. This project remains on schedule and on budget.

- Digital Video Asset Management System (DVAMS) II (\$5.7M)

<b>Overall Project Health Status</b>	
<b>Current</b>	<b>Previous Variance Report</b>
YELLOW	YELLOW

The vision of DVAMS I was to acquire video evidence in a digital format at source, and reduce the storage and use of physical video evidence media within the organization. DVAMS II extends network-based digital video data file technology to acquire, transport, index, search, disclose, archive and purge digital video evidence securely and efficiently.

Two of five phases of DVAMS II are complete (project initiation and project planning). The project is currently executing, in parallel, tasks from phase 3 (solution development and system testing) and phase 4 (solution implementation). In the development environment, the project has accomplished successful integration to all TPS Information Technology infrastructure requirements. The divisional application “DVAMS Video Evidence Touch Screen” for acquiring the digital video assets from the booking, breath test and interview rooms is near system testing completion. Central management application testing is in progress. In addition, the project team is installing the divisional servers and equipment in the DVAMS locations (Traffic Services Unit, D22, D32, D41, and Homicide and Sexual Assault unit at Headquarters). The project is proceeding with the preparation for DVAMS operational readiness in the areas of training, communications, technical documentation and corresponding process and procedures. The final user acceptance sign-off is planned for December 2009.

It should be noted that the vendor company (TranTech) was acquired by MediaSolv Solutions Corporation in May 2009. The new company is abiding by the terms and conditions that were agreed to by TranTech. This acquisition does not have any cost impact on the project. While this transition resulted in some schedule delay, both the DVAMS project and vendor teams are working on schedule recovery.

Given the above factors, the health status of the project continues to be yellow.

- Radio Replacement (\$35.5M)

<b>Overall Project Health Status</b>	
<b>Current</b>	<b>Previous Variance Report</b>
GREEN	GREEN

This project provides funding for the replacement of the Service’s current communication radios which are approaching the end of manufacturer’s support, and to ensure operability on the new platform being implemented through the City-managed Radio Infrastructure Replacement project. The replacement of the radios commenced in 2006 and will be completed in 2012. During 2007 and 2008, 968 mobile radios and 1,533 portables radios were acquired. The remaining 999 mobile radios and 1,385 portable radios will be purchased between 2009 and 2012.

While the majority of this project is debt-funded, \$6M was borrowed from the Service’s Vehicle and Equipment Reserve (in order to reduce financial pressure on the capital program) to fund the purchase of radios in 2008 and 2009. This project is currently on schedule and on budget.

The vendor recently introduced a newer model radio. This newer model is more expensive, but has additional/enhanced features that could be of benefit to the Service. The Service is reviewing these features and the pricing with the vendor to determine whether the value the new model radio would provide is worth the higher cost.

- Acquisition and Implementation of the New Records Management System (\$24.5M)

<b>Overall Project Health Status</b>	
<b>Current</b>	<b>Previous Variance Report</b>
GREEN	GREEN

This project provides funding for the replacement of the Service's current Records Management System (RMS) with a commercial, off-the-shelf (COTS) solution. The Integrated Records Information System (IRIS) project team has been established to identify potential systems and system integration services that will meet the needs of TPS for an integrated, police-purposes records and information system.

Over the last quarter, the project team has established project controls in conjunction with the Service's Project Management Office, and a project charter has been developed.. A Project Steering Committee has been established and all issues, actions, risks and scope/schedule/cost changes as well deliverables, target dates, accomplishments, issues and risks are provided weekly to the IRIS management team, monthly to the Information Technology Steering Committee (ITSC), and bi-monthly to the IRIS Steering Committee.

The project team is working closely with the Service's Project Management Office to ensure project governance and project management best practices are adhered to. The Service's Audit and Quality Assurance Office is also involved as an on-going advisor to the project, to help identify any financial, process or other key risks, so that the project team can address these issues in an effective and timely manner.

An external consultant has been engaged to provide project management services on the Request for Proposal (RFP) component of the project. The RFP for a new RMS was issued in July 2009, with a vendor submission deadline of September 28, 2009. The qualified proposals received are currently being evaluated.

Workstations have been set up at 43 and 23 Divisions for lab evaluations scheduled to commence in November. This testing will allow members of the Service to have a "hands-on" experience and to provide a detailed evaluation of each product. It is anticipated that the purchase recommendation will be brought to the Board in the third quarter of 2010.

The project is anticipated to be completed by the end of 2014, and is currently on budget and on schedule.

- AFIS/Livescan/RICI Replacement (\$3.3M)

<b>Overall Project Health Status</b>	
<b>Current</b>	<b>Previous Variance Report</b>
GREEN	GREEN

The purpose of this project is to replace and to integrate the three major components deployed to process booking and identification information: the Repository for Integrated Criminalistic Imaging (RICI) system for the booking / mugshot process; the LiveScan workstations for biometrics capturing; and the Automated Fingerprint Identification System (AFIS) for fingerprints and palm prints processing.

The original project plan anticipated replacement of the RICI system in 2009, with funding in 2011 for AFIS replacement. Subsequent analysis and discussion with the IRIS project team has determined that the RICI replacement should be delayed until the new RMS system has been selected. A compatible Livescan and AFIS system would then follow.

In preparation of these new systems, 2009 capital funds are being used to purchase an upgrade for the current RICI to ensure this system remains operational and functional. It is anticipated that \$0.2M of the available \$0.3M will be spent in 2009 and the rest will be carried forward to 2010 in order to maintain the RICI system as well as to ensure that this system remains completely functional and compatible with Livescan (Booking/Mugshot) and AFIS systems of other agencies (e.g. RCMP). The \$3M currently budgeted for AFIS replacement in 2011 will be reviewed within the context of the new RMS system.

- Vehicle and Equipment Lifecycle Replacements (\$27.0M for 2009)

Projects listed in this category are funded from the Vehicle and Equipment Reserve, which is in turn funded through regular contributions from the Service's and Parking Enforcement's operating budgets. Items funded through this Reserve include the regular replacement of vehicles, furniture and information technology equipment.

The projected under spending of \$7.7M in 2009 is primarily related to lower-than-estimated costs to replace workstations, printers and laptops. Based on more recent information, the net requirements for the Workstation / Laptop / Printer lifecycle project have been reduced and the carry forward from previous year will not be required. The unspent portion for this project will be returned back to the Vehicle and Equipment Reserve at the end of 2009. This change has no effect on net debt requirements.

Conclusion:

The Service is projecting a total gross expenditure of \$41.7M, compared to \$51.3M in available funding (a spending rate of 82% for 2009). Most projects are on budget and on schedule, and proceeding well. However, a transfer of \$400,000 is required from the State of Good Repair project to the Intelligence/Special Investigation facility project, to cover higher than budgeted

costs in the Intelligence facility project. This transfer does not have any impact on the Service's net capital program or debt requirements. The most significant underexpenditure is in the workstation, printer and laptop lifecycle project, and unspent funds will be returned to the Vehicle & Equipment Reserve. The projected net debt-funded expenditure for 2009 is \$17.5M, or 89.7%.

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

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

**The Board received the foregoing report and agreed to forward a copy to the City's Deputy City Manager and Chief Financial Officer for information.**

**2009-2013 CAPITAL BUDGET PROGRAM (\$000s)**  
**REVISED PROGRAM (AFTER JANUARY 2009 TRANSFERS)**

Project Name	Plan to end of 2008	2009-2013 Request					Total 2009-2013 Request	Total 2014-2018 Forecast	Total Project Cost
		2009	2010	2011	2012	2013			
<b>On-Going Projects</b>									
New Training Facility	70,732	5,072	0	0	0	0	5,072	0	75,804
In - Car Camera	4,832	2,300	2,400	0	0	0	4,700	0	9,532
Digital Video Asset Management II	4,365	1,300	0	0	0	0	1,300	0	5,665
State-of-Good-Repair - Police (note 1)	14,230	2,150	2,300	2,500	2,553	2,647	12,150	15,358	41,738
Intelligence / Special Investigations Facility (note 1)	1,765	4,134	0	0	0	0	4,134	0	5,899
Radio Replacement	10,685	0	7,448	5,700	5,700	0	18,848	0	29,533
<b>Total On-Going Projects</b>	<b>106,609</b>	<b>14,956</b>	<b>12,148</b>	<b>8,200</b>	<b>8,253</b>	<b>2,647</b>	<b>46,204</b>	<b>15,358</b>	<b>168,171</b>
<b>New Projects</b>									
11 Division - Central Lockup	366	2,946	15,715	7,918	0	0	26,578	0	26,944
14 Division - Central Lockup	0	326	8,048	17,666	8,883	0	34,923	0	34,923
Property & Evidence Management Storage	258	0	0	0	0	10,000	10,000	25,000	35,258
Acquisition, Imp'n of New RMS	0	400	1,564	8,092	8,752	4,670	23,478	990	24,468
911 Hardware / Handsets	0	0	292	421	432	0	1,145	0	1,145
AFIS/Livescan/RIC	0	324	0	3,000	0	0	3,324	3,000	6,324
HRMS - Additional functionality	0	108	346	0	0	0	454	0	454
Replacement of Voice Mail	0	0	864	0	0	0	864	0	864
Data Warehouse Establishment	0	0	0	0	343	2,411	2,754	6,003	8,757
54 Division (includes land)	0	0	0	0	0	300	300	36,012	36,312
41 Division (includes land)	0	0	0	0	0	0	0	38,403	38,403
13 Division (includes land)	0	0	0	0	0	0	0	29,901	29,901
Long Term Facility Plan	0	0	0	0	0	0	0	6,000	6,000
Fuel Management System	0	0	0	0	0	0	0	0	0
HRMS Upgrade	0	0	0	0	0	0	0	822	822
TRMS Upgrade	0	0	0	0	0	0	0	3,354	3,354
Fibre Optics	0	0	0	0	0	0	0	11,800	11,800
Electronic Document Management	0	0	0	0	0	0	0	500	500
Anticipated New IT Projects	0	0	0	0	0	0	0	15,000	15,000
EDU/CBRN Explosive Containment	0	0	0	0	0	0	0	0	0
<b>Total New Projects:</b>	<b>624</b>	<b>4,103</b>	<b>26,829</b>	<b>37,097</b>	<b>18,409</b>	<b>17,381</b>	<b>103,820</b>	<b>176,784</b>	<b>281,228</b>
<b>Total Debt-Funded Projects:</b>	<b>107,232</b>	<b>19,060</b>	<b>38,977</b>	<b>45,297</b>	<b>26,662</b>	<b>20,028</b>	<b>150,025</b>	<b>192,142</b>	<b>449,399</b>
<b>Other than debt expenditure (Draw from Reserve)</b>									
Vehicle and Equipment Replacement	25,230	5,617	5,617	5,617	5,617	5,617	28,085	28,085	81,400
IT-Related Replacement	38,982	9,418	12,954	16,916	18,574	15,644	73,506	75,385	187,873
Other Equipment	5,850	3,300	1,300	750	750	750	6,850	3,750	16,450
<b>Total Reserve Projects:</b>	<b>70,062</b>	<b>18,335</b>	<b>19,871</b>	<b>23,283</b>	<b>24,941</b>	<b>22,011</b>	<b>108,441</b>	<b>107,220</b>	<b>285,723</b>
<b>Total Gross Projects</b>	<b>177,294</b>	<b>37,395</b>	<b>58,848</b>	<b>68,580</b>	<b>51,604</b>	<b>42,040</b>	<b>258,466</b>	<b>299,362</b>	<b>735,122</b>
<b>Funding Sources:</b>									
Vehicle and Equipment Reserve	(70,062)	(18,335)	(19,871)	(23,283)	(24,941)	(22,011)	(108,441)	(107,220)	(285,723)
Funding from DND	(7,374)	(2,458)	0	0	0	0	(2,458)	0	(9,832)
Funding from Development Charges	0	(1,052)	(3,000)	(1,503)	(1,300)	(1,100)	(7,955)	(5,500)	(13,455)
Funding from Capital Financing Reserve	0	(1,184)	0	0	0	0	0	0	0
<b>Total Funding Sources:</b>	<b>(77,436)</b>	<b>(23,029)</b>	<b>(22,871)</b>	<b>(24,786)</b>	<b>(26,241)</b>	<b>(23,111)</b>	<b>(118,854)</b>	<b>(112,720)</b>	<b>(309,010)</b>
<b>Total Net Request</b>	<b>99,858</b>	<b>14,366</b>	<b>35,977</b>	<b>43,794</b>	<b>25,362</b>	<b>18,928</b>	<b>139,612</b>	<b>186,642</b>	<b>426,112</b>
<b>5-year Average:</b>							<b>27,686</b>	<b>37,328</b>	
<b>City Target:</b>		<b>25,206</b>	<b>33,968</b>	<b>33,299</b>	<b>23,919</b>	<b>23,919</b>	<b>140,311</b>	<b>119,595</b>	
<b>City Target - 5-year Average:</b>							<b>28,062</b>	<b>23,919</b>	
<b>Variance to Target</b>		<b>10,840</b>	<b>(2,009)</b>	<b>(10,495)</b>	<b>(1,443)</b>	<b>4,991</b>	<b>699</b>	<b>(67,047)</b>	
<b>Variance to Target - 5-year Average:</b>							<b>377</b>	<b>(13,409)</b>	

Note 1: Reflects the requested \$150K transfer

## 2009 Capital Budget Variance Report As At September 30, 2009 (\$000s)

Project Name	Carry Forward from 2008	2009 Budget	Available to Spend in 2009	2009 Projected Actual	Year-End Variance - (Over)/ Under	Total Project Budget	Total Project Cost (Proj'n)	Project Variance (Over) / Under	Comments	Overall Project Health
<b>Debt-Funded Projects</b>										
<u>Facility Projects:</u>										
New Training Facility *	1,815.0	5,667.9	7,482.9	7,482.9	-	76,099.9	76,099.9	-	Please refer to the body of the report.	Green
Intelligence / Special Investigation Facility **	433.5	4,384.0	4,817.5	4,817.5	-	6,149.0	6,149.0	-	Please refer to the body of the report.	Yellow
11 Division (excludes cost of land)	359.8	2,945.6	3,305.4	3,305.4	-	26,944.0	26,944.0	-	Please refer to the body of the report.	Green
14 Division (excludes cost of land)	-	326.0	326.0	100.0	226.0	34,923.0	34,923.0	-	Please refer to the body of the report.	Green
<u>Information Technology Projects:</u>										
In-Car Camera	199.5	2,300.0	2,499.5	1,196.1	1,303.4	9,532.0	9,532.0	-	Please refer to the body of the report.	Green
Automated Vehicle Location System	405.0	-	405.0	405.0	-	1,590.0	1,590.0	-	Project is on budget and on schedule.	Green
Digital Video Asset Management II	1,178.0	1,300.0	2,478.0	2,344.9	133.1	5,665.0	5,665.0	-	Please refer to the body of the report.	Yellow
HRMS Additional Functionality	-	108.0	108.0	-	108.0	454.0	454.0	-	Project has yet to start.	n/a
Acquisition and Implementation of the New RMS	-	400.0	400.0	303.3	96.7	24,468.0	24,468.0	-	Please refer to the body of the report.	Green
AFIS/Livescan/RICI Replacement	-	324.0	324.0	170.7	153.3	3,324.0	3,324.0	-	Please refer to the body of the report.	Green
<u>Replacements / Maintenance / Equipment Projects</u>										
State-of-Good-Repair - Police **	226.0	1,900.0	2,126.0	2,126.0	-	n/a	n/a	n/a	Project is on budget and on schedule.	Green
Power Supply-Fire/EMS/TPS	41.9	-	41.9	41.9	-	618.0	618.0	-	City-managed project.	n/a
<b>Total Debt-Funded Projects</b>	<b>4,658.8</b>	<b>19,655.5</b>	<b>24,314.2</b>	<b>22,293.8</b>	<b>2,020.5</b>					
<u>Lifecycle Projects (Vehicle &amp; Equipment Reserve)</u>										
Vehicle Replacement	-	5,617.0	5,617.0	5,617.0	-	n/a	n/a	n/a	Please refer to the body of the report.	Green
IT-Related Replacements	7,125.3	9,418.0	16,543.3	8,914.1	7,629.2	n/a	n/a	n/a	Please refer to the body of the report.	Green
Other Equipment	1,556.5	3,300.0	4,856.5	4,856.5	-	n/a	n/a	n/a	Please refer to the body of the report.	Green
<b>Total Lifecycle Projects</b>	<b>8,681.8</b>	<b>18,335.0</b>	<b>27,016.8</b>	<b>19,387.6</b>	<b>7,629.2</b>					
<b>Total Gross Expenditures:</b>	<b>13,340.5</b>	<b>37,990.5</b>	<b>51,331.0</b>	<b>41,681.4</b>	<b>9,649.6</b>	<b>Percent spent:</b>		<b>81.2%</b>		
<u>Less other-than-debt funding:</u>										
Revenue re: New Training Fac. *	536.3	- 3,053.4	- 2,517.1	- 2,517.1	-	n/a	n/a	n/a		
Development Charges	-	- 1,052.0	- 1,052.0	- 1,052.0	-	n/a	n/a	n/a		
Capital Financing	-	- 1,184.0	- 1,184.0	- 1,184.0	-	n/a	n/a	n/a		
Vehicle & Equipment Reserve	- 8,681.8	- 18,335.0	- 27,016.8	- 19,387.6	- 7,629.2	n/a	n/a	n/a		
<b>Total Other-than-debt Funding:</b>	<b>- 8,145.5</b>	<b>- 23,624.4</b>	<b>- 31,769.9</b>	<b>- 24,140.7</b>	<b>- 7,629.2</b>					
<b>Total Net Expenditures:</b>	<b>5,195.1</b>	<b>14,366.1</b>	<b>19,561.1</b>	<b>17,540.7</b>	<b>2,020.5</b>	<b>Percent spent:</b>		<b>89.7%</b>		

\* Gross and net funding differ from attachment A due to in-year revenue adjustments to New Training Facility; revenue incl. DND, Insurance and Grant

\*\* Budgets reflect transfer of \$400,000 from State of Good Repair to Intelligence / Special Investigation facility



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P317. LEGAL FEES - TORONTO POLICE ASSOCIATION AND OCCPS**

The Board was in receipt of the following report October 29, 2009 from Alok Mukherjee, Chair:

Subject: LEGAL FEES - TORONTO POLICE ASSOCIATION AND OCCPS

Recommendation:

It is recommended that the Board approve payment of the legal fees charged by Lenczner Slaght Royce Smith Griffin LLP in the amount of \$4,160.00.

Financial Implications:

The funding required to cover the cost of these legal fees is available within the Board's 2009 operating budget.

Background/Purpose:

Attached is a statement of account from the legal firm of Lenczner Slaght Royce Smith Griffin LLP for professional services rendered in connection with the above-noted matter. The attached account is for the period September 1, 2009 to September 30, 2009, in the amount of \$4,160.00.

Conclusion:

It is, therefore, recommended that the Board approve payment of this account from the Board's operating budget.

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

**The Board approved the foregoing report. A detailed breakdown of the legal costs was considered by the Board during the in-camera meeting (Min. No. C316/09 refers).**

LENCZNER SLAGHT

BARRISTERS

Toronto Police Services Board  
40 College Street  
Toronto ON M5G 2J3  
Attention: Alok Mukherjee

Date: October 23, 2009

Our file #: 36298

**INVOICE NO. 85245**

**Re: v. Toronto Police Services Association**

---

TO PROFESSIONAL SERVICES RENDERED with respect to the above matter during the period from September 1 to September 30, 2009:

**FEES:**

TOTAL FEES	\$3,900.00
G.S.T. @ 5%	\$195.00

**DISBURSEMENTS**

TOTAL DISBURSEMENTS	\$65.00
---------------------	---------

TOTAL FEES AND DISBURSEMENTS	\$3,965.00
------------------------------	------------

**TOTAL TAXES**

G.S.T. (Registration #: R133780817)	\$195.00
-------------------------------------	----------

TOTAL BILL	\$4,160.00
------------	------------

<b>TOTAL DUE AND OWING UPON RECEIPT</b>	<b>\$4,160.00</b>
---	-------------------

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P318. SEMI-ANNUAL REPORT: APRIL – SEPTEMBER 2009 – GRANT  
APPLICATIONS AND CONTRACTS**

The Board was in receipt of the following report October 14, 2009 from William Blair, Chief of Police:

Subject: SEMI-ANNUAL REPORT: APRIL 1, 2009 TO SEPTEMBER 30, 2009 -  
GRANT APPLICATIONS AND CONTRACTS

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

There are no financial implications relating to the recommendation contained in this report. Grant funding fully or partially subsidizes the program for which the grant is intended. Any program costs not covered by grants are accounted for in the Service's Capital and Operating Budgets.

Background/Purpose:

At its meeting of February 28, 2002, the Board granted standing authority to the Chair of the Police Services Board to sign all grant and funding applications and contracts on behalf of the Board (Min. No. P66/02 refers). The Board also requested that a report be provided on a semi-annual basis, summarizing all applications and contracts signed by the Chair (Min. Nos. P66/02 and P145/05 refer).

Discussion:

During the current reporting period, April 1, 2009 to September 30, 2009, the Chair of the Police Services Board signed eight (8) grant contracts. Two (2) other grant contracts are currently in the approval process. Appendix A provides the details of grant applications submitted and Appendix B provides the details of new grants awarded or contracts signed.

As at September 30, 2009, the Toronto Police Service had a total of eleven (11) active grants, as outlined below:

- Community Policing Partnership Program (\$7.5M annually)
- Safer Communities – 1,000 Officers Partnership Program (\$8.8M annually)
- Toronto Anti-Violence Intervention Strategy (\$5.0M – annually for 2 years)
- Police Officers Recruitment Fund (\$2.66M annually for 5 years)

- Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet (\$0.35M – annually for 2 years)
- Youth In Policing Initiative (\$0.53M annually)
- Civil Remedies Grant – Blood Stain Pattern Analysis (\$2,500 - one-time funding)
- Civil Remedies Grant – Desktop Graphics Computer (\$3,500 – one-time funding)
- Civil Remedies Grant – Organized Crime Enforcement (\$141,000 – one-time funding)
- Civil Remedies Grant – Special Victims Unit grant (\$25,300 – one-time funding)
- R.I.D.E. Grant Program (\$0.17M annually)

Conclusion:

This report provides the Board with information on the activity that occurred with respect to grants during the six month period ending September 30, 2009, as well as the active grants in place as at the same date.

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

**The Board received the foregoing report.**

Grant Applications  
April 1, 2009 to September 30, 2009

Name and Description of Grant	Amount of Funding Requested	Grant Term	Comments
<p><b>Infrastructure Stimulus Fund</b></p> <ul style="list-style-type: none"> <li>A program that provides funding towards the rehabilitation or construction of provincial, territorial, municipal and community infrastructure projects.</li> </ul>	\$15,479,700	To be determined (with notice of awards, if any)	<p>Two applications were submitted to the Infrastructure Stimulus Fund Office. The maximum available funding was requested for the 11 Division and 14 Division Central Lockups. These applications were submitted by City staff. (Note: Funding was approved in Oct/09)</p>
<p><b>Canadian Police Research Centre (CPRC)</b></p> <ul style="list-style-type: none"> <li>A program dedicated to enhancing the safety and security of communities across Canada and around the world through research and technology.</li> </ul>	\$186,900	To be determined (with notice of awards, if any)	<p>A total of 2 applications for funding were submitted to the Canadian Police Research Centre. Applications under this program are currently being reviewed. Notification of approval or denial is anticipated sometime in October.</p>

New Grants Awarded or Contracts Signed  
April 1, 2009 to September 30, 2009

Name and Description of Grant	Amount of Funding Approved	Grant Term	Comments
<p><b>Community Policing Partnership Program Grant (CPP)</b></p> <ul style="list-style-type: none"> <li>Funding provided for the purpose of maintaining the increased number of sworn officers of the Toronto Police Service for enhanced police visibility.</li> </ul>	<p style="text-align: center;">\$7,500,000 Annual amount</p>	<p style="text-align: center;">April 1, 2009 to March 31, 2010</p>	<p>The Chair signed the contract in June 2009.</p>
<p><b>Police Officers Recruitment Fund (PORF)</b></p> <ul style="list-style-type: none"> <li>Funding provided for the purpose of increasing the number of sworn officers of the Toronto Police Service to enhance police presence.</li> </ul>	<p style="text-align: center;">\$2,660,000 Annual amount</p>	<p style="text-align: center;">April 1, 2008 to March 31, 2013</p>	<p>The Chair signed the contract in June 2009.</p>
<p><b>Civil Remedies Grant Program – Organized Crime Enforcement</b></p> <ul style="list-style-type: none"> <li>A program to assist victims and prevent unlawful activity that results in victimization, through the provision of funding for proceeds of crime training.</li> </ul>	<p style="text-align: center;">\$141,000</p>	<p style="text-align: center;">April 1, 2009 to March 31, 2010</p>	<p>The Chair signed the contract in June 2009.</p>
<p><b>Civil Remedies Grant Program – Blood Stain Pattern Analysis</b></p> <ul style="list-style-type: none"> <li>A program to assist victims and prevent unlawful activity that results in victimization, through the provision of a laptop for blood stain pattern analysis for use at crime scenes for evidence.</li> </ul>	<p style="text-align: center;">\$2,500</p>	<p style="text-align: center;">April 1, 2009 to March 31, 2010</p>	<p>The Chair signed the contract in June 2009.</p>
<p><b>Civil Remedies Grant Program – Desktop Graphics Computer</b></p> <ul style="list-style-type: none"> <li>A program to assist victims and prevent unlawful activity that results in victimization, through the provision of a desktop graphics computer for the Service's forensic artist to help investigators in apprehending suspects.</li> </ul>	<p style="text-align: center;">\$3,500</p>	<p style="text-align: center;">April 1, 2009 to March 31, 2010</p>	<p>The Chair signed the contract in June 2009.</p>

Name and Description of Grant	Amount of Funding Approved	Grant Term	Comments
<b>Civil Remedies Grant Program – Special Victims Unit</b> <ul style="list-style-type: none"> <li>A program to assist victims and prevent unlawful activity that results in victimization, through education and training.</li> </ul>	\$25,300	April 1, 2009 to March 31, 2010	The Chair signed the contract in June 2009.
<b>Reduce Impaired Driving Program (R.I.D.E.)</b>	\$175,072	April 1, 2009 to February 28, 2010	The Chair signed the contract in July 2009.
<b>A Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet</b> <ul style="list-style-type: none"> <li>Funding to coordinate the increased identification of victims, to provide support services to victims of child internet sexual abuse and exploitation and to assist in preventing the cycle of recurring victimization.</li> </ul>	\$349,782 per fiscal year	April 1, 2009 to March 31, 2011.	Contract was received from the Ministry of Community Safety and Correctional Services at the end of July and is going through the Service's review and approval process to finalize and execute the contract. New clauses in the contract have raised issues and are being followed up.
<b>Toronto Anti-Violence Intervention</b> <ul style="list-style-type: none"> <li>Funding for a Service-wide intelligence initiative to reduce violence, increase community safety and improve the quality of life for members of the community.</li> </ul>	\$5,000,000 per fiscal year	July 1, 2009 to June 30, 2011	Contract was received from the Ministry of Community Safety and Correctional Services at the end of July and is going through the Service's review and approval process to finalize and execute the contract.
<b>Youth in Policing Initiative</b> <ul style="list-style-type: none"> <li>A program to provide summer employment opportunities for youth who reside in at-risk communities.</li> </ul>	\$535,502	Existing contract in effect until terminated.	The Chair signed the contract in September 2009. The 2009 contract was for 150 students.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P319. NEW JOB DESCRIPTION – NUTRITIONIST**

The Board was in receipt of the following report November 04, 2009 from William Blair, Chief of Police:

Subject: NEW JOB DESCRIPTION - NUTRITIONIST

Recommendation:

It is recommended that the Board approve the attached new job description and classification for the position of Nutritionist (A07086).

Financial Implications:

The establishment for the position of Nutritionist will be created through the deletion of one vacant Civilian Staffing Advisor (A08047) position which was approved in the 2009 Operating Budget (Min. No. P351/08). The decrease in cost for this establishment change will result in a savings of approximately \$4319 per annum.

Background/Purpose:

The Toronto Police Service (TPS) is committed to becoming one of Canada's top employers. In doing so, the TPS has considered strategies related to employee wellness and satisfaction supportive to a more proactive approach to employee health and wellness. The Human Resources of the TPS are its most valuable asset and the organization has made wellness of its employees a top priority. To this end, the TPS continues to seek accreditation of the various Healthy Workplace awards for the Progressive Excellence Program with the National Quality Institute and has adopted its roadmap to a healthy workplace.

Discussion:

The accreditation process with the National Quality Institute requires employers to successfully complete four levels of achievement. To date, the TPS has achieved Level 2 and is in the process of completing Level 3. The final level is awarded when employers can demonstrate continued commitment to the Wellness programs including nutrition.

In demonstrating its commitment to the wellness program, the TPS presently has on staff, one Wellness Coordinator, two Physical Fitness Instructors, two Corporate Psychologists and a Co-ordinator of Chaplaincy Services. These functions support the Service's overall goals towards becoming a top employer, through the provision of such employee services and programs related



to wellness, spiritual, psychological, and physical well-being. To further demonstrate our commitment, the TPS has now identified the need to hire a full-time nutritionist.

At present, the TPS has contracted the services of a NuVitality who is providing health and nutritional information sessions and guidance to our members. This program has been well received and has generated great interest in our employees. The creation of a full-time





**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P320. APPOINTMENT – ACTING VICE CHAIR**

The Board was in receipt of the following report November 05, 2009 from Alok Mukherjee, Chair:

Subject: APPOINTMENT – ACTING VICE CHAIR DURING THE PERIOD BETWEEN  
DECEMBER 05, 2009 and DECEMBER 19, 2009, INCLUSIVE

Recommendation:

It is recommended that the Board appoint one member to act as Acting Vice-Chair during the period between December 05, 2009 and December 19, 2009, inclusive, for the purposes of execution of all documents that would normally be signed by the Vice-Chair on behalf of the Board.

Financial Implications:

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

Background/Purpose:

Given that I will not be available to fulfil the responsibilities of Chair during the period between December 05, 2009 and December 19, 2009, inclusive, Councillor Pam McConnell, Vice-Chair, will assume those responsibilities on my behalf during that period of time.

It will, therefore, be necessary to appoint an Acting Vice-Chair for the purposes of the execution of all documents normally signed by the Vice-Chair on behalf of the Board, including legal contracts, personnel and labour relations documents. The Acting Vice-Chair may also be called to preside, or assist the Acting Chair in presiding, at the Board meeting scheduled for December 17, 2009.

Conclusion:

I am recommending that the Board appoint a member to act as Acting Vice-Chair during the period of time noted above.

**The Board received the foregoing report and appointed Ms. Judi Cohen to the position of Acting Vice-Chair during the between December 05, 2009 and December 19, 2009, inclusive.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P321. SPECIAL CONSTABLES - TORONTO POLICE SERVICE – 2009 END-  
OF-YEAR REPORT**

The Board was in receipt of the following report October 29, 2009 from William Blair, Chief of Police:

Subject: TORONTO POLICE SERVICE SPECIAL CONSTABLE END-OF-YEAR  
REPORT – SERVICE MEMBERS

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.

Purpose:

This report is submitted in response to an internal memorandum dated March 12, 2009, from the Chair of the Toronto Police Services Board (the Board), Dr. Alok Mukherjee to the Chief of Police (the Chief), William Blair requesting an end of year report informing the Board on the number of Toronto Police Service (the Service) members who have been appointed special constables, their positions and the units in which they work, and the functions they perform which warrant special constable status.

Background:

The Board is responsible for the provision of police services and law enforcement in the City of Toronto pursuant to the provisions of the *Police Services Act (the Act)*, R.S.O. 1990, c. P.15. Pursuant to Section 53 of *the Act*, the Board is authorized to appoint special constables to act for a period, area and purpose that the Board considers expedient, subject to the approval of the Minister of Community Safety and Correctional Services.

At its meeting on January 29, 1998, the Board delegated the authority to appoint members of the Service as special constables to the Chair and Vice-Chair of the Board. Further, the Chair of the Board was authorized to sign the appointment forms (Min. No. P41/98 refers).

At its meeting on July 12, 2005, the Board designated the Chief as the Board's agent with respect to the administration of Service members appointed as special constables. In addition, the Board delegated to the Chief of Police the following administrative functions: application process, suspension, training, expirations, enforcement procedures, equipment, exchange of information, complaints and Ministry liaison (Min. No. P217/05 refers).

Discussion:

Pursuant to *the Act*, as of the date of this report, the Service employs 677 civilian members who are appointed as special constables for 5-year terms. These individuals are deployed within the

On a daily basis, the responsibilities of Document Services personnel take them outside the boundaries of the City of Toronto. Their authority, therefore, must extend throughout the Province of Ontario.

Section 509(2) of the *Criminal Code* requires that a summons under Part XVI "shall be served by a peace officer". In addition, Section 701 of the *Criminal Code* requires "peace officer" status for the service of a criminal subpoena.

The definition of peace officer under Section 2 of the *Criminal Code* includes, *inter alia*, the following:

- (c) A police officer, police constable, bailiff, constable, or other person employed for the preservation and maintenance of the public peace or for the service or execution of civil process,

In its definition of peace officer, the *Criminal Code* explicitly identifies the service of civil process. Although civil process is not defined in the *Criminal Code*, Black's Law Dictionary makes a clear distinction between civil and criminal process.

Since Document Service members are responsible for the service of both civil and criminal process, special constable designation is required for these members to fall within the meaning of 'peace officer' as set out in Section 2 of the *Criminal Code*.

In addition, the special constable designation affords the members special protections and exemptions in the *Criminal Code* that are reserved for peace officers. Specifically, Section 25 (justification for use of an appropriate degree of force), Section 129 (obstruct peace officer in the execution of duty), Section 270 (assault peace officer in the execution of duty), and Section 270.1 (disarming peace officer in the execution of duty).

### *Custodial Officers*

Court Services currently employs 5 female custodial officers who are stationed at No. 55 Division. This division is the central lock up facility for female prisoners being held in custody. Custodial officers are appointed as special constables for the purpose of the searching, guarding and management of female persons in custody. Given that the duties performed by these members are required in a police facility situated within the boundaries of Toronto, the special constable authority of these individuals is thereby limited by their appointment to the City of Toronto.

### *Chief's Driver*

The TPS currently employs a driver for the Chief of Police. This individual is appointed as a special constable and is responsible for ensuring the Chief is transported in an efficient, effective and safe manner to the location of incidents and events that the Chief deems it necessary to attend. Such incidents and events may include but are not limited to:

- Major/emergency incidents involving the deployment of TPS personnel within or outside the boundaries of the City of Toronto
- Incidents involving the death or serious injury of a person or persons within the boundaries of the City of Toronto
- Incidents involving death or serious injury of a TPS member engaged in the execution of his or her duty
- Other incidents and events where attendance is deemed necessary by the Chief.

In these circumstances and while under the direction of the Chief or his designate, it may be necessary and reasonable for the Chief's driver to exceed the posted speed limit, operate the vehicle on a closed highway, proceed without a green indication being shown, or to stop a vehicle.

The appointment of this individual as a special constable is strictly for the purpose of providing transportation services to the Chief of Police, senior government officials, dignitaries and visiting officials as well as ensuring the safety and security of all occupants of the vehicle.

In order to fulfil his duties and responsibilities of his office, the Chief is frequently required to travel outside the boundaries of the City of Toronto. For this reason, the geographic jurisdiction of the Chief's driver is within the province of Ontario.

The powers conferred upon the Chief's driver as a special constable are restricted to the execution of his duties as a civilian member of the TPS while acting in his capacity as the driver for the Chief and while under the direction of the Chief or his designate.

#### Conclusion:

The TPS generally observes best practices regarding the use of special constables, as outlined in the guidelines published by the Ministry of Community Safety and Correctional Services entitled "*Special Constables a Practitioners Handbook*". This handbook was prepared as a guide and reference manual for police services across the province. The TPS continues to conduct annual reviews of the TPS special constable program to ensure the appointment of TPS members as special constables are justified and compliant with the guidelines provided by the Ministry.

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.

**In response to a question by a member about whether or not the Chair's driver would be considered for special constable status, Chair Mukherjee said that, unlike the functions associated with the position of the Chief's driver, the functions of the Chair's driver do not warrant special constable status.**

**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 NOVEMBER 19, 2009**

**#P322. COMMUNITY DONATION: FUNDS FROM MOTHERS AGAINST  
DRUNK DRIVING IN SUPPORT OF R.I.D.E. SPOT CHECKS –  
STANDING AUTHORITY FOR THE YEARS 2009 – 2013 INCLUSIVE**

The Board was in receipt of the following report November 04, 2009 from William Blair, Chief of Police:

Subject: COMMUNITY DONATION: FUNDS FROM MOTHERS AGAINST DRUNK  
DRIVING IN SUPPORT OF R.I.D.E. SPOT CHECKS - STANDING  
AUTHORITY FOR THE YEARS 2009 TO 2013 INCLUSIVE

Recommendation:

It is recommended that: the Board provide the Chair, Toronto Police Services Board, with standing authority to approve the receipt of cash donations of amounts up to \$7,500.00 from Mothers Against Drunk Driving (M.A.D.D.) on a semi-annual basis for the years 2009 to 2013 inclusive, with the understanding that the individual donations will not exceed \$7,500.00 and the donations will be used solely for the purpose of R.I.D.E. spot checks within the City of Toronto.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report. The funds will be used solely for the purpose of R.I.D.E spot checks within the City of Toronto.

Background/Purpose:

At its meeting of January 24, 2002, the Board approved standing authority for the Chair, Toronto Police Services Board to approve the receipt of cash donations of amounts up to \$5,000.00 from M.A.D.D. on a semi-annual basis for 2002 and 2003, with the understanding that the individual donations would not exceed \$5,000.00 and the donations would be used solely for the purpose of R.I.D.E spot checks within the City of Toronto (Min. No. P19/02 refers).

Discussion:

The Toronto Chapter of M.A.D.D. is very active in its efforts to enhance public awareness about the issues surrounding drinking and driving. M.A.D.D. has long been a supporter of Toronto's R.I.D.E. program and their volunteers regularly attend spot check locations being conducted by members of the Toronto Police Service (TPS).

The R.I.D.E. spot check program is conducted throughout the year at locations across the city. The program is administered by the Unit Commander of Traffic Services. A typical spot check is five hours in duration and consists of six or seven police constables and one sergeant who are

utilized on an overtime call-back basis. Donations from M.A.D.D. enable Traffic Services to organize and staff additional R.I.D.E. spot checks at various times throughout the year.

The TPS has identified Traffic Safety as a Service Priority for 2009 to 2011 and is committed to further reducing the incidents of impaired driving on our roadways. The additional spot checks made possible through the donations from M.A.D.D. will allow Traffic Services to further demonstrate their commitment to this Service Priority.

Section 1.32 of the Standards of Conduct entitled “Donations and Solicitation of Donations” requires that the Board approve community donations that exceed \$1,500. The acceptance of this donation will not compromise the integrity, objectivity or impartiality of the Service. A corporate tax receipt is not required to be issued.

In the event that the Board approves this community donation, the Unit Commander of Traffic Services in conjunction with the Director of Finance and Administration will administer the distribution of the funds.

Conclusion:

The TPS is widely recognized as being leaders in the areas of community policing and traffic safety. An important component of the strategies employed by the TPS in each of these areas is the partnerships which have been established with key corporate and community stakeholders. The donation of these funds from M.A.D.D. is a shining example of how these partnerships provide direct benefit to both the TPS and the citizens of Toronto.

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.

**Superintendent Earl Witty, Traffic Services, was in attendance and responded to questions about this report.**

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

- 1. THAT the Chief review the report, especially with respect to the appropriateness of community donations being used to offset salary costs and the concept of earmarking funds specifically within operations;**
- 2. THAT the Chief provide a report to the Board on the results following the review;**
- 2. THAT the Board determine whether or not the proposed donation by M.A.D.D. would be consistent with the Board’s donation policy**
- 3. THAT the Board review its policy to determine whether or not any changes may be necessary; and**
- 3. THAT the Chair provide a report to the Board following the review.**

**Amendment:**

**The foregoing Minute was amended by the Board at its December 17, 2009 by indicating that, subsequent to the November 19, 2009 meeting, Ms. Judi Cohen, Board Member, learned that on November 3, 2009, the Service had accepted a cheque in the amount of \$5,000.00 from M.A.D.D. during a public presentation. On December 17, 2009, the Board approved the receipt of the \$5,000.00 donation and that the policy review as set out in the foregoing Minute should continue as requested by the Board.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P323. CORPORATE DONATIONS: 2009 SEX CRIMES CONFERENCE –  
MICROSOFT CANADA, CANADIAN CENTRE FOR ABUSE  
AWARENESS, TORONTO BLUE JAYS ORGANIZATION**

The Board was in receipt of the following report October 14, 2009 from William Blair, Chief of Police:

Subject: CORPORATE DONATION: 2009 SEX CRIMES CONFERENCE

Recommendation:

It is recommended that the Board approve the acceptance of a cash donation in the amount of \$5,000.00 from Microsoft Canada in support the Toronto Police Service's 2009 Sex Crimes Conference.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report. The funds were used to support the conference.

Background:

The Sex Crimes Unit has conducted a number of conferences providing current, informative training for police representatives and members of the community, on issues relating to the investigation of sexual assault occurrences.

The theme for this year's Sex Crimes Unit 2009 Conference was, "Tackling Sexual Violence – Investigative Techniques and Technology". The conference was held from October 6 to 9, 2009 at the Toronto Marriott Eaton Centre Hotel situated at 525 Bay Street, Toronto. In attendance were 360 law enforcement officers, social service workers and child care workers who investigate sexual offences. (In their particular areas of expertise.)

The conference was an example of the Service's efforts to continue partnerships with other law enforcement agencies, international, national and regional. It was a means to address the Service Priorities focusing on violence against women as well as child and youth safety.

This conference supports the Service's response to the exploitation of children involving the use of the internet and crimes that involve computers. It was an opportunity to forge partnerships between individuals working in the field of child exploitation and victimization.

Microsoft Canada continues to be a strong supporter of the efforts of the Toronto Police Service. In 2007 Microsoft Canada was recognized as one of Canada's Top Employers by Macleans Magazine and was also among the 50 Best Workplaces in Canada in the Canadian Business Magazine. Also in 2007, Imagine Canada awarded Microsoft Canada, the Toronto Police Service and the Royal Canadian Mounted Police with the Business & Community Partnership Award for their collaboration on creating the Child Exploitation Tracking System.

This corporate donation was used to offset the costs associated with hosting the conference such as training material, fees for speakers and presenters as well as the cost of training 120 Service members who attended the conference.

This donation is in accordance with Service Procedure entitled "Donations" (18-08) and Section 1.32 of the Standards of Conduct entitled "Donations and Solicitation of Donations." The acceptance of this donation will not compromise the integrity, objectivity or impartiality of the Service. Microsoft Canada has requested a corporate tax receipt.

Deputy Chief A.J. (Tony) Warr of Specialized Operations will be in attendance to respond to any questions, if required.

**The Board was also in receipt of the following report October 14, 2009 from William Blair, Chief of Police:**

Subject: CORPORATE DONATION: 2009 SEX CRIMES CONFERENCE

Recommendation:

It is recommended that the Board approve the acceptance of a cash donation in the amount of \$5,000.00 from The Canadian Centre for Abuse Awareness (CCAA) in support of the Toronto Police Service's 2009 Sex Crimes Conference.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report. The funds were used to support the conference.

Background:

The Sex Crimes Unit has conducted a number of conferences providing current, informative training for police representatives and members of the community, on issues relating to the investigation of sexual assault occurrences.

The theme for this year's Sex Crimes Unit 2009 Conference was, "Tackling Sexual Violence – Investigative Techniques and Technology". The conference was held from October 6 to 9, 2009 at the Toronto Marriott Eaton Centre Hotel situated at 525 Bay Street, Toronto. In attendance were 360 law enforcement officers, social service workers and child care workers who investigate sexual offences. (In their particular areas of expertise.)

The conference was an example of the Service's efforts to continue partnerships with other law enforcement agencies, international, national and regional. It was a means to address the Service Priorities focusing on violence against women as well as child and youth safety.

This conference supports the Service's response to the exploitation of children involving the use of the internet and crimes that involve computers. It was an opportunity to forge partnerships between individuals working in the field of child exploitation and victimization.

The CCAA has offered to financially assist the 2009 Sex Crimes Conference. The CCAA is a national non-profit, non-government charitable organization. They were established in 1993 and are dedicated to eliminating child abuse through advocacy, education, public awareness and prevention programs. The CCAA also provides accessible support, healing and individual empowerment for adult survivors, their families and caregivers through community and corporate partnerships.

This corporate donation was used to offset the costs associated with hosting the conference such as training material, fees for speakers and presenters as well as the cost of training 120 Service members who attended the conference.

This donation is in accordance with Service Procedure entitled "Donations" (18-08) and Section 1.32 of the Standards of Conduct entitled "Donations and Solicitation of Donations." The acceptance of this donation will not compromise the integrity, objectivity or impartiality of the Service. CCAA has requested a corporate tax receipt.

Deputy Chief A.J. (Tony) Warr of Specialized Operations will be in attendance to respond to any questions, if required.

**The Board was also in receipt of the following report October 14, 2009 from William Blair, Chief of Police:**

Subject: CORPORATE DONATION: 2009 SEX CRIMES CONFERENCE

Recommendation:

It is recommended that the Board approve the acceptance of a gift donation valued at \$3,500.00 from the Toronto Blue Jays Organization in support the Toronto Police Service's 2009 Sex Crimes Conference.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report. The funds were used to support the conference.

Background:

The Sex Crimes Unit has conducted a number of conferences providing current, informative training for police representatives and members of the community, on issues relating to the investigation of sexual assault occurrences.

The theme for this year's Sex Crimes Unit 2009

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P324. CORPORATE DONATIONS - 2009 EMERGENCY MANAGEMENT  
SYMPOSIUM: VIA RAIL, FERNO CANADA, MOTOROLA CANADA,  
ROGERS COMMUNICATIONS**

The Board was in receipt of the following report November 04, 2009 from William Blair, Chief of Police:

Subject: CORPORATE DONATION: FUNDS FROM VIA RAIL IN SUPPORT OF THE  
EMERGENCY MANAGEMENT SYMPOSIUM – “COMMUNICATING FOR  
SUCCESS”

Recommendation:

It is recommended that the Board accept a cash donation in the amount of \$5,000 from VIA Rail in support of the Toronto Police Services Emergency Management Symposium – “Communicating for Success” to be held from November 25 to November 27, 2009.

Financial Implications:

There are no financial implications relating to the recommendation contained with this report. The funds will be used to offset the costs of the conference.

Background/Purpose:

The Toronto Police Service (TPS) recognizes the importance of emergency preparedness to the organization, other emergency service providers and our network of external stakeholder agencies. The goal of the TPS emergency preparedness strategy is to provide the framework within which extraordinary arrangements and measures can be undertaken to facilitate the recovery from all emergencies and disasters that may affect the City of 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 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.

Discussion:

As part of our ongoing commitment to emergency preparedness, the TPS in conjunction with many of the partner agencies mentioned previously will be hosting our second Emergency Management Symposium – “Communicating for Success”. This 3-day symposium will take



place from November 25 to November 27, 2009, at The Old Mill Inn. The symposium will feature plenary and break-out sessions dealing with many issues directly related to planning for and recovering from major disasters by improving our pre and post event communication.

The symposium is expected to attract 175 attendees and will include professionals, experts and community leaders committed to enhancing their practical knowledge of emergency preparedness.

VIA Rail recognizes the importance of this type of training and planning for emergency service providers and have offered to provide financial assistance in the amount of \$5,000.00 in support of the symposium. These funds will be used to support the financial responsibilities incurred in presenting the symposium, including training materials, fees for guest speakers and/or presenters.

Appended to this report is a complete outline of the 3 day symposium.

Section 1.32 of the Standards of Conduct entitled "Donations and Solicitation of Donations" requires that the Board approve corporate donations that exceed \$1,500. The acceptance of this donation will not compromise the integrity, objectivity or impartiality of the Service.

#### Conclusion:

The TPS is widely recognized as being leaders in the areas of community policing and emergency preparedness. By drawing upon the knowledge, expertise and practical experiences of the guest speakers featured at this symposium, the TPS and our partner agencies will strive to find new and innovative methods to mobilize our available resources in the most meaningful and effective manner possible.

The objectives of this symposium are consistent with the community mobilization strategy employed by the TPS and the overall goals, objectives and priorities of the Toronto Police Service.

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 was also in receipt of the following report dated November 04, 2009 from William Blair, Chief of Police:**

Subject: CORORATE DONATION: FUNDS FROM FERNO CANADA IN SUPPORT OF THE EMERGENCY PRPEPAREDNESS MANAGEMENT SYMPOSIUM - "COMMUNICATING FOR SUCCESS"

### Recommendation:

It is recommended that the Board accept a cash donation in the amount of \$2,500 from Ferno Canada in support of the Toronto Police Services Emergency Management Symposium – “Communicating for Success” to be held from November 25 to November 27, 2009.

### Financial Implications:

There are no financial implications relating to the recommendation contained with this report. The funds will be used to offset the costs of the conference.

### Background/Purpose:

The Toronto Police Service (TPS) recognizes the importance of emergency preparedness to the organization, other emergency service providers and our network of external stakeholder agencies. The goal of the TPS emergency preparedness strategy is to provide the framework within which extraordinary arrangements and measures can be undertaken to facilitate the recovery from all emergencies and disasters that may affect the City of 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 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.

### Discussion:

As part of our ongoing commitment to emergency preparedness, the TPS in conjunction with many of the partner agencies mentioned previously will be hosting our second Emergency Management Symposium – “Communicating for Success”. This 3-day symposium will take place from November 25 to November 27, 2009, at The Old Mill Inn. The symposium will feature plenary and break-out sessions dealing with many issues directly related to planning for and recovering from major disasters by improving our pre and post event communication.

The symposium is expected to attract 175 attendees and will include professionals, experts and community leaders committed to enhancing their practical knowledge of emergency preparedness.

Ferno Canada is an affiliate of Ferno Washington, a global leader in the manufacturing and distribution of pre-hospital patient handling equipment. Over the past several years the company has diversified into the Emergency Preparedness, Mass Casualty Incident and Search and Rescue Markets. As a result of this change in focus and their involvement in the SARS outbreak and more recently in preparations for the H1N1 epidemic, Ferno Canada recognizes the importance of this type of training and planning for emergency service providers. In support of the symposium, Ferno Canada has offered to provide financial assistance in the amount of

\$2,500.00. These funds will be used to support the financial responsibilities incurred in presenting the symposium, including training materials, fees for guest speakers and/or presenters.

Appended to this report is a complete outline of the 3 day symposium.

Section 1.32 of the Standards of Conduct entitled “Donations and Solicitation of Donations” requires that the Board approve corporate donations that exceed \$1,500. The acceptance of this donation will not compromise the integrity, objectivity or impartiality of the Service.

Conclusion:

The TPS is widely recognized as being leaders in the areas of community policing and emergency preparedness. By drawing upon the knowledge, expertise and practical experiences of the guest speakers featured at this symposium, the TPS and our partner agencies will strive to find new and innovative methods to mobilize our available resources in the most meaningful and effective manner possible.

The objectives of this symposium are consistent with the community mobilization strategy employed by the TPS and the overall goals, objectives and priorities of the Toronto Police Service.

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 was also in receipt of the following report dated November 04, 2009 from William Blair, Chief of Police:**

Subject: CORPORATE DONATION: FUNDS FROM MOTOROLA CANADA IN SUPPORT OF THE EMERGENCY MANAGEMENT SYMPOSIUM – “COMMUNICATING FOR SUCCESS”

Recommendation:

It is recommended that that the Board accept a cash donation in the amount of \$2,500 from Motorola Canada in support of the Toronto Police Services Emergency Management Symposium – “Communicating for Success” to be held from November 25 to November 27, 2009.

Financial Implications:

There are no financial implications relating to the recommendation contained with this report. The funds will be used to offset the costs of the conference.

### Background/Purpose:

The Toronto Police Service (TPS) recognizes the importance of emergency preparedness to the organization, other emergency service providers and our network of external stakeholder agencies. The goal of the TPS emergency preparedness strategy is to provide the framework within which extraordinary arrangements and measures can be undertaken to facilitate the recovery from all emergencies and disasters that may affect the City of 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 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.

### Discussion:

As part of our ongoing commitment to emergency preparedness, the TPS in conjunction with many of the partner agencies mentioned previously will be hosting our second Emergency Management Symposium – “Communicating for Success”. This 3-day symposium will take place from November 25 to November 27, 2009, at The Old Mill Inn. The symposium will feature plenary and break-out sessions dealing with many issues directly related to planning for and recovering from major disasters by improving our pre and post event communication.

The symposium is expected to attract 175 attendees and will include professionals, experts and community leaders committed to enhancing their practical knowledge of emergency preparedness.

Motorola Canada recognizes the importance of this type of training and planning for emergency service providers, particularly the enhanced communications component of this year’s symposium. In support of the symposium, Motorola Canada has offered to provide financial assistance in the amount of \$2,500.00. These funds will be used to support the financial responsibilities incurred in presenting the symposium, including training materials, fees for guest speakers and/or presenters.

Appended to this report is a complete outline of the 3 day symposium.

Section 1.32 of the Standards of Conduct entitled “Donations and Solicitation of Donations” requires that the Board approve corporate donations that exceed \$1,500. The acceptance of this donation will not compromise the integrity, objectivity or impartiality of the Service.

### Conclusion:

The TPS is widely recognized as being leaders in the areas of community policing and emergency preparedness. By drawing upon the knowledge, expertise and practical experiences of the guest speakers featured at this symposium, the TPS and our partner agencies will strive to

find new and innovative methods to mobilize our available resources in the most meaningful and effective manner possible.

The objectives of this symposium are consistent with the community mobilization strategy employed by the TPS and the overall goals, objectives and priorities of the Toronto Police Service.

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 was also in receipt of the following report dated November 04, 2009 from William Blair, Chief of Police:**

Subject: CORPORATE DONATION: FUNDS FROM ROGERS COMMUNICATIONS IN SUPPORT OF THE EMERGENCY MANAGEMENT SYMPOSIUM - "COMMUNICATING FOR SUCCESS"

Recommendation:

It is recommended that the Board accept a cash donation in the amount of \$2,500 from Rogers Communications in support of the Toronto Police Services Emergency Management Symposium – “Communicating for Success” to be held from November 25 to November 27, 2009.

Financial Implications:

There are no financial implications relating to the recommendation contained with this report. The funds will be used to offset the costs of the conference.

Background/Purpose:

The Toronto Police Service (TPS) recognizes the importance of emergency preparedness to the organization, other emergency service providers and our network of external stakeholder agencies. The goal of the TPS emergency preparedness strategy is to provide the framework within which extraordinary arrangements and measures can be undertaken to facilitate the recovery from all emergencies and disasters that may affect the City of 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 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.

### Discussion:

As part of our ongoing commitment to emergency preparedness, the TPS in conjunction with many of the partner agencies mentioned previously will be hosting our second Emergency Management Symposium – “Communicating for Success”. This 3-day symposium will take place from November 25 to November 27, 2009, at The Old Mill Inn. The symposium will feature plenary and break-out sessions dealing with many issues directly related to planning for and recovering from major disasters by improving our pre and post event communication.

The symposium is expected to attract 175 attendees and will include professionals, experts and community leaders committed to enhancing their practical knowledge of emergency preparedness.

Rogers Communications recognizes the importance of this type of training and planning for emergency service providers, particularly the enhanced communications component of this year’s symposium. In support of the symposium, Rogers Communications has offered to provide financial assistance in the amount of \$2,500.00. These funds will be used to support the financial responsibilities incurred in presenting the symposium, including training materials, fees for guest speakers and/or presenters.

Appended to this report is a complete outline of the 3 day symposium.

Section 1.32 of the Standards of Conduct entitled “Donations and Solicitation of Donations” requires that the Board approve corporate donations that exceed \$1,500. The acceptance of this donation will not compromise the integrity, objectivity or impartiality of the Service.

### Conclusion:

The TPS is widely recognized as being leaders in the areas of community policing and emergency preparedness. By drawing upon the knowledge, expertise and practical experiences of the guest speakers featured at this symposium, the TPS and our partner agencies will strive to find new and innovative methods to mobilize our available resources in the most meaningful and effective manner possible.

The objectives of this symposium are consistent with the community mobilization strategy employed by the TPS and the overall goals, objectives and priorities of the Toronto Police Service.

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

**The Board approved the foregoing reports.**

<p>9:30 am</p>	<p><b>Plenary Session #1 – Brule A &amp; B</b>  <i>Joseph F. Bruno, Commissioner - Office of Emergency Management, New York City</i></p> <p>This presentation will give an overview of how the New York City Office of Emergency Management (OEM) uses the Citywide Incident Management System (CIMS) to respond to emergencies. CIMS helps the City identify who is in charge during different types of emergencies and defines how the City's agencies will work together to best use their talents.</p>
<p>10:45 am</p>	<p><b>Refreshments and Networking – Breakout Rooms</b></p>
<p>11:15 am</p>	<p><b>Breakout Sessions</b></p> <p><b>1-A Strategic Communications from the Front Lines – Brule C</b>  <i>Mark Pugash, Director of Public Information - Toronto Police Service</i>  <i>Brad Ross, Director of Corporate Communications - Toronto Transit Commission</i></p> <p>This session will discuss from practical experience the importance of working with the media through emergencies. This session will focus on crisis communications and how the Police and Mass Transit deal with the media during these types of events.</p> <p><b>1-B Mass Notification &amp; Alerting Strategies – Westminster</b>  <i>Geoff Coulson, Meteorologist - Environment Canada</i>  <i>Staff Sergeant Mike Gottschalk, TPS Links - Toronto Police Service</i></p> <p>This session will look at severe weather impacts and how emergency responders can stay informed before, during and after a significant event. This session will also discuss the use of TPS Links as a tool for delivering vital information to the community.</p> <p>TPS Links is an automated notification system that delivers vital information to community members including crime and emergency alerts, community information messages and community mobilization measures.</p> <p><b>1-C Disaster Assistance Recovery Plans – Humber</b>  <i>Dina Maniotis, Director of Human Services - Office of Emergency Management, New York City</i></p> <p>This session will give an overview of the Family Assistance Center and the Disaster Assistance Center in New York City. The New York City Family Assistance Centre provides guidance for executives and staff in coordinating, establishing, activating, operating and demobilizing a New York City Family Assistance Center (FAC) operation. Consisting of one or more FAC facilities, the FAC operation is activated following a mass fatality incident. It is designed to provide a number of important services, including casualty and medical examiner services; information to decision-makers, the media and the public; and emotional support and emergency social services to families and friends of victims.</p> <p>The Disaster Assistance Service Center (DASC) Plan describes a coordinated operation that centralizes economic and social service programs provided by governmental and non-governmental organizations during the recovery phase of an incident. This plan contains facility configurations, organizational structures and detailed procedures needed to operate individual DASC facilities and to manage a system of multiple DASC facilities. DASC services may include emergency cash assistance, food stamps, housing assistance, crisis counseling, small business counseling and disaster mitigation.</p>

12:30 pm	<b>Lunch – Guild Hall &amp; Balmoral</b>
1:30 pm	<p><b>Plenary Session #2 – Brule A &amp; B</b></p> <p><i>Communication Strategies for Communities and Emergency Responders</i></p> <p><i>Trefor Munn-Venn, Director, National Security and Public Safety - The Conference Board of Canada</i></p> <p>This presentation will address issues such as coordinating the actions of many organizations when responding to a crisis, the increasing role of the private sector in emergency management, the six key principles to effectively respond to disasters, and the importance of training exercises.</p>
2:45 pm	<b>Refreshments and Networking – Breakout Rooms</b>
3:15 pm	<p><b>Breakout Sessions</b></p> <p><b>2-A The Evolving Dynamics of Effective Media Coverage – Brule C</b></p> <p><i>James Wallace, Deputy Editor - Toronto Sun</i>  <i>John Lancaster, Reporter - CBC TV</i>  <i>Silvana Aceto, Reporter - NewsTalk 1010</i></p> <p>This session will consider how high-tech, online tools have changed the way journalists do their jobs and how they get pertinent and relevant information out to the public during emergencies such as pandemics, outbreaks, floods, snowstorms, missing child investigations, etc.</p> <p><b>2-B Volunteer Management – Responding to and Recovering from a Catastrophic Event – Nunbar</b></p> <p><i>Jay Spradling, Assistant Chief of Police - Arizona State University</i></p> <p>Using some of the lessons learned from past disasters, this session will address the use of volunteers in emergency management preparation and their use during a response to a major disaster.</p> <p><b>2-C Business Continuity Management – Ensuring Your Company's Survival in the Event of a Disaster – Westminster</b></p> <p><i>Vito Mangialardi, Director, Corporate Emergency Management - Allstream</i></p> <p>This session shares a best practices continuity planning framework approach for business to consider in preparing for and managing emergencies impacting your organization. The presentation will address the various planning phases that include mitigation, response, recovery and restoration with the primary objective to enable an organization to survive a disaster and to re-establish critical business operations to a pre-determined level within a reasonable time frame.</p>
4:30 pm	<b>Cocktail Reception and Networking – Brule A &amp; B</b>
7:00 pm	<b>End of Day 1</b>



**Day 2 Thursday, November 26**

	<p><b>Primary Session 10 - Breakout A</b></p> <p><b>Characteristics of Crisis Leadership - Understanding and Communicating Effectively</b>  <b>Peter Power, Managing Director - Visor Consultants</b></p> <p>This presentation will explore some of the key lessons surrounding all aspects of crisis management and looks to the future as new threats require improved responses. This includes lessons from the UK, exploring resilience, the value of separating strategic, tactical and operational tasks, understanding crises: how they start and develop, taking this out of the 'grudge box', ideas on gaining Corporate Value, a fresh look at business continuity and otherwise reshaping ourselves for an uncertain future.</p>
<p><b>10:45 am</b></p>	<p><b>Refreshments and Networking - Breakout Rooms</b></p>
<p><b>11:15 am</b></p>	<p><b>Breakout Sessions</b></p> <p><b>3-A Social Networking / Social Media - Humber</b>  <b>Sergeant Tim Burrows - Toronto Police Service</b>  <b>Anne Marie Aikins, Communications Supervisor - Toronto Public Health</b></p> <p>This session will discuss the necessity for creating and establishing your organization within Social Media to provide a 'loud' and reliable voice when accurate, timely and trusted information is needed the most.</p> <p><b>3-B The Changing Roles of Private, Public and Corporate Security - Brule C</b>  <b>Brett Reddock, President and Chief Advisor - REDD KNIGHTS GROUP</b>  <b>Dwaine Nichol, Manager, Security and Life Safety - City of Toronto</b></p> <p>This session discusses the current communication gap between the public and private sectors and the consequence it has on interoperability and the management of an emergency. The presentation will review two emergency exercise case studies from the commercial property management industry. Lessons learned from these exercises will be shared with attendees including the identification of where communications could have resulted in different outcomes, as well as solutions.</p> <p><b>3-C Psychological Factors - Westminster</b>  <b>Ted Bober, MSW, RSW - Ontario Medical Association</b>  <b>Irene Barath - Ontario Police College</b></p> <p>This session will briefly review how routine on-the-job stresses combine with the demands of a disaster or a pandemic to disrupt personal health, family relationships, teamwork, communication and decision making in the field. This workshop will be useful for police, fire, paramedic and other health professionals at the front lines and those in leadership roles responsible for the safety and wellbeing of others. The workshop will briefly highlight research and best practices from CISM, Psychological First Aid, Safety Function Action and research in high performance readiness.</p>
<p><b>12:30 pm</b></p>	<p><b>Lunch - Guild Hall &amp; Balmoral</b></p>

<b>1:30 pm</b>	<p><b>Plenary Session #4 – Brule A &amp; B</b></p> <p><b>Public Health Emergency Response - Management and Communications Challenges</b></p> <p><b>Dr. David McKeown, Medical Officer of Health - City of Toronto</b></p> <p>In this presentation, Dr. McKeown will discuss recent and current public health emergencies, highlighting the challenges and approaches to health protection and effective communication in a diverse urban community. He will also describe the role of the local public health agency in collaborating with emergency service organizations to assess and manage the health impacts of emergencies, and ensure that vulnerable populations are protected and informed.</p>
<b>2:45 pm</b>	<p><b>Refreshments and Networking – Breakout Rooms</b></p>
<b>3:15 pm</b>	<p><b>Breakout Sessions</b></p> <p><b>4-A Maximizing Emergency Messaging to Reach Diverse Communities - Westminster</b></p> <p><b>Joe March, Director - Diversity Media Services</b></p> <p>This session will consider what the cultural break down of Toronto and the rest of the province really looks like and consider that it is sometimes, but not always, necessary to understand cultural differences and relate them to your message to succeed in communicating with people in the Cultural Demographic. As well, learn that cultural nuance can be far more important than language or selection of cultural media. Respecting and recognizing cultural cues goes the farthest in getting members of targeted cultural groups to relate to the message.</p>
	<p><b>4-B Operational Response to Terrorism - Brule C</b></p> <p><b>Sergeant Stu Kellock, International Police Coordinator - Toronto Police Service</b></p> <p>This session will explore anti and counter-terrorism measures linking the front line to strategy planning. Standardized and coordinated counter-measures will also be addressed.</p>
<b>4:30 pm</b>	<p><b>Networking – Brule A &amp; B</b></p>
<b>5:00 pm</b>	<p><b>Dinner Event &amp; Keynote Speakers – Brule A &amp; B</b></p> <p><b>Mark Dailey, City TV - Master of Ceremonies</b></p> <p><b>Kevin Sack, Director, Strategic Communications Division - City of Toronto</b></p> <p><b>Mark Scoggins, Solicitor Advocate of the Supreme Court - United Kingdom</b></p>
<b>7:00 pm</b>	<p><b>End of Day 2</b></p>

<b>8:00 am</b>	<b>Networking – Lower Level Foyer</b>
<b>9:00 am</b>	<b>Opening Ceremonies – Brule A &amp; B</b>
<b>9:30 am</b>	<p><b>Plenary Session #5 – Brule A &amp; B</b></p> <p><i>Canadian Forces in Domestic Operations - Communicating for Success</i>  <b>Brigadier-General John Collin, Commander - Land Forces Central Area / Joint Task Force Central</b></p> <p>The Canadian Government has declared that domestic security and its associated operations are the top priority for the Canadian Forces. Brigadier-General Collin will therefore explore the role and utility of the military in the domestic arena. He will also discuss the challenges and importance of shared situational awareness and effective communications amongst all government organizations and agencies when dealing with the complexities of large-scale domestic crisis.</p> <p>Understanding the sincere interest of the EMS community in the Canadian Forces' efforts in Afghanistan, Brigadier-General Collin will also provide an overview of the activities overseas.</p>
<b>10:45 am</b>	<b>Refreshments and Networking – Breakout Rooms</b>
<b>11:15 am</b>	<p><b>Plenary Session #6 and Wrap-Up – Brule A &amp; B</b></p> <p><i>After the Event – A Lawyer's View</i>  <b>Mark Scoggins, Solicitor Advocate of the Supreme Court - United Kingdom</b></p> <p>Critical and major incidents trigger a raft of post-event inquiries and investigations with a legalistic angle, many of them held in public and putting careers and reputations on the line. This session will look at how police and other emergency services can best come out of the close scrutiny which will fall on them corporately and on the individuals who were in command and control. With case studies taken from 9/11, the London bombings of 7/7 and G20 protest of April 2009, and other high-profile incidents, Mark will drive home</p>

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P325. REQUEST FOR FUNDS: NORTH ETOBICOKE'S FIELD OF DREAMS**

The Board was in receipt of the following report November 05, 2009 from Alok Mukherjee, Chair:

Subject: REQUEST FOR FUNDS: NORTH ETOBICOKE'S FIELD OF DREAMS

Recommendation:

It is recommended that the Board approve \$50,000.00 from the Board's Special Fund to help fund the development of the "Field of Dreams", a track and artificial turf playing field facility for the Jamestown-Rexdale community of North Etobicoke.

Financial Implications:

If the Board approves the recommendation contained in this report, the Special Fund will be reduced by \$50,000.00. As at November 5, 2009, the balance in the Special Fund balance is \$989,488.

Background/Purpose:

Mr. Michael Rossetti, Principal of Father Henry Carr Catholic Secondary School has written to me requesting that the the Board consider a commitment of \$50,000.00 to help fund the building of a state of the the art track and artificial turf field facility for the Jamestown-Rexdale community in North Etobicoke. The facility will be located at Father Henry Carr Catholic Secondary School.

The facility will provide local youth in the neighbourhood, with a safe and welcoming place to meet and participate in a healthy sports activities.

A copy of Mr. Rossetti's proposal, along with letters of support from many individuals including both Chief Blair and City of Toronto Councillor Suzan Hall, is attached for the Board's consideration.

Discussion

Jamestown-Rexdale is located in one of the City's priority neighbourhoods. The area is home to a very high population of low income and new Canadian families. It is also an area that has historically lacked good recreation facilities fo young people. This initiative by Father Henry Carr Catholic Secondary School will meet a critical need and is consistent with this Board's emphasis on preventive programs.

Mr. Rossetti will be in attendance at the November 19, 2009 meeting to respond to any questions that the Board may have with respect to this initiative.

Conclusion:

It is recommended that the Board approve \$50,000.00 from the Board's Special Fund to help fund the development of North Etobicoke's "Field of Dreams".

**Mr. Michael Rossetti, Principal, Father Henry Carr Catholic Secondary School, was in attendance and responded to questions about this project.**

**The Board approved the foregoing report.**

Amendment:

**The foregoing Minute was amended by the Board at its December 17, 2009 meeting by indicating that Mr. Rossetti said that the Toronto Catholic District School Board will be responsible for all future maintenance and operating costs related to the Field of Dreams playing field facility.**

**Father Henry Carr**  
Catholic Secondary School



**A Request for Funding**

**ANNUAL BUDGETARY STATEMENT OF EXPENSES**

**DATE RECEIVED**

NOV 03 2009

TORONTO  
POLICE SERVICES BOARD



**Father Henry Carr**  
Catholic Secondary School



October 29, 2009

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

MSG 2J3

I am pleased to submit to you our proposal for Toronto Police Services Board funding in support of North Etobicoke's FIELD OF DREAMS, a state-of-the-art track and artificial-turf field facility for the Jamestown-Rexdale community. The facility will be located at Father Henry Carr Catholic Secondary School.

As you are aware, the City and the United Way identified 13 priority, at risk neighborhoods in 2005 that were in need of targeted social investment and support. These have been identified in the Toronto Strong Neighbourhood Strategy as areas requiring focused investment. Our neighbourhood is one of these. Based on objective data, it is plain that our neighbourhood and our youth rank high in terms of need and low in terms of social infrastructure.

The purpose of this report is to set out the basic elements of North Etobicoke's Field of

priority-funded school to have been awarded the sum of \$1,000,000 to build our *Field of Dreams* in our Etobicoke North community. This is the first major athletic build for North Etobicoke in decades.



Catholic Secondary School



companies who have committed to contributing significant in-kind work and money to this project. However, we also need others to help give the Jamestown-Rexdale community a facility that it truly deserves. We are hoping that the Toronto Police Services Board can fund \$50,000 towards meeting our financial goal.

Both Superintendent Ron Taverner of 23 Division and Police Chief William Blair have written letters in support of our project which they, along with our community, feel will help our community kids be engaged in sport, recreation and a healthy, positive lifestyle. This project is truly a community venue which will benefit all of North Etobicoke.

I look forward to your counsel on how we might proceed together to create a new North Etobicoke field of dreams.

Sincerely,

A handwritten signature in cursive script, appearing to read "M Rossetti".

Michael Rossetti  
Principal





# Father Henry Carr Catholic Secondary School



## Contents

[A Community in Need](#)  
[Our School](#)  
[A Record of Athletic Success](#)  
[The Demand for Athletic Facilities](#)  
[The Proposed Stadium](#)  
[Contractor Employment](#)  
[Initial Community Consultations](#)  
[City Benefits](#)  
[Cost Sharing](#)

## A Community in Need

Father Henry Carr Catholic Secondary School is situated in one of the 13 priority neighborhoods that were identified in 2005 by the City and the United Way in need of targeted social investment and support. The community has been identified in the Toronto Strong Neighbourhoods Strategy as one of the neighbourhoods appropriate for investment where social services are most out of step with need.

Based on demographic data drawn from the Toronto Catholic School Board as well as 2006 Census data and Income Tax Returns, Father Henry Carr C.S.S. is clearly one of the neediest schools in the Toronto Catholic District School Board.

Among TCDSB schools, the School is

- Third lowest in family income below \$40,000.
- It ranks second lowest in terms of mean income.
- fourth lowest in median family income
- It is among the bottom third of Schools in terms of the percentage of parents who have not completed high school.
- It ranks fourth highest in the percentage of students from lone parent families
- Fifth highest in the percentage of students living in rental accommodation.
- it ranks second in the number of ESL students – the largest ESL west-end school





### **A Record of Athletic Success**

Nonetheless, the School has produced gifted athletes, including OFSAA champions in track, cross-country, soccer and hockey. Henry Carr has given many students the opportunity to go on to post-secondary athletic and academic success across North America. More than 250 school athletes have attended U.S. colleges on scholarships. Notable Henry Carr graduates with careers in professional sports include Pat Flatley, Scott Mellanby, Bob Essensa, Paul Cavallini, Carlo Colaiacovo, Grayson Shillingford and Kerry Carter.

Under the TCDSB Long Term Accommodation Plan, Henry Carr has been designated as a Health and Athletics School, offering specialty programs in sports and healthy living. The proposed field of dreams would represent an excellent fit with this designation. It would serve the School, its athletic teams, and the wider community.

### **The Demand for Athletic Facilities**

There is no large-scale, artificial turf field or synthetic track surface in North Etobicoke. Centennial Stadium serves South Etobicoke. In addition, there are a number of high performance fields built or proposed in Peel and York Regions, which provide a substantial advantage to those schools, athletes and communities.

In addition to use by the School, this high-performance field and track will have appeal and provide benefit to a wide variety of sporting and recreational organizations and communities, and may play host to summer sports camps, academies, elementary school functions, and recreational events.

It is important to keep in mind that we view the *Field of Dreams* as a community facility. It is our intention to ensure that arrangements are put in place with community organizations to provide for public use of the facilities on a scheduled basis. Our initial thinking, subject to further consultation, is that community organizations would have access after 6 PM on a daily basis, and on weekends.

The *Field of Dreams* will clearly be of substantial benefit to all North Etobicoke sporting organizations, including:

- Rexdale Soccer Association
- West Toronto Soccer Association
- Etobicoke Eagles Football Club
- Humber College athletics
- Etobicoke Track and Field



## Father Henry Carr Catholic Secondary School



### **The Field of Dreams—Phase One of a Proposed North Etobicoke Stadium**

The *Field of Dreams* is Phase One of a proposed Stadium for North Etobicoke. It is a multi-purpose outdoor athletic facility designed to complement the newly retrofitted Father Henry Carr Catholic Secondary School. It will help serve the needs of the school's programming, bearing in mind its designation by the TCDSB as a Health and Athletics School. It will serve its students, athletic teams, its wider community, and the transition needs of its elementary schools.

Its concept plan was developed by John George Associates in April 2007, a multi-disciplinary Urban Design and Landscape Architectural firm responsible for multiple award winning urban design and waterfront development projects throughout Ontario and the GTA. Its recent projects include FIFA and Olympic level soccer fields and tracks in the GTA including 6 artificial turf, soccer, football and running tracks. These include the \$35 million Hershey sports complex development, Iceland Sports Facilities and St. Marcellinus Track and Field.

With a seating capacity of 1520, the wheelchair-accessible stadium would be built in two phases:

#### **Phase One**

High-performance artificial-turf field for football and soccer, a 6-lane rubberized track, and rough-ins for night lighting. The approximate cost of Phase One is \$1.569 million.

#### **Phase Two**

A building to house football locker rooms, soccer change rooms, washrooms, storage, a concession booth, stadium seating, an announcer booth, electronic scoreboard, outdoor rubberized basketball court, mini soccer pitch, and an expanded parking lot. The approximate cost of Phase Two is \$2.5 million.

The central athletic features of the completed project are:

- FIFA regulation artificial turf soccer field
- 65 by 110 yard football field
- 400 meter synthetic track with two sprint straight-aways
- football and soccer change room facilities
- outdoor lighting
- electronic scoreboard
- outdoor basketball court with four nets



## Father Henry Carr Catholic Secondary School



### Contractor Employment

The construction of the FIELD OF DREAMS will generate substantial quality employment for a variety of trades. These fall into the following categories:

- general contractor
- earthworks contractor
- concrete contractor
- paving road contractor
- fencing contractor
- sewer contractor
- landscape contractor
- track contractor
- artificial turf contractor

### Initial Community Consultations

We appreciate that a project of this significance can only proceed with the support of the community. To that end, we have undertaken initial consultations with all of our communities of interest, including:

- Angelo Sangiorgio, Executive Superintendent of Planning and Facilities, TCDSB
- Ann Perron, Director of Education, TCDSB
- Stacey Coray, Partnership Development, TCDSB
- Dr. Kirsty Duncan, MP, Etobicoke North
- Councillor Suzan Hall, Ward 1, Etobicoke North
- Dr. Shafiq Qaadri, MPP, Etobicoke North
- Joseph Martino, Trustee, TCDSB
- Chief of Police William Blair, Toronto Police Service
- Ron Taverner, Superintendent, Toronto Police Services, 23 Division
- Brenda Patterson, General Manager, Toronto Parks, Forestry and Recreation
- Michael Clemons, Toronto Argonauts Football Club
- Most Reverend Thomas Collins, Archbishop of Toronto
- Doug Fox, Athletic Director, Humber College



## Father Henry Carr Catholic Secondary School



As part of our ongoing development plans, we are prepared to establish a community advisory committee to consult, advise and work cooperatively with The City of Toronto and our wider community.

### City Benefits

We believe that the benefits of an investment by the Toronto Police Services Board would be in the interests of the City. The FIELD OF DREAMS would:

- advance the City interest in the Toronto Strong Neighbourhoods Strategy
- advance the City interest in the Toronto Community Safety Plan
- provide athletic and recreational facilities in an underserved community of need
- offer hope, activity and pride to students whose socio-economic characteristics are among the most deserving in the entire TCDSB system
- provide for a community-oriented facility accessible to the entire community
- provide employment

### Cost Sharing

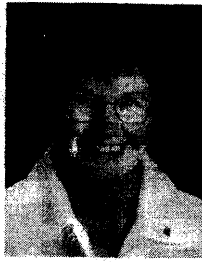
We are seeking funding from the Toronto Police Services Board, as part of our commitment to raise \$523,000.

As set out on the following pages, the total project cost for the Field of Dreams, including all contingencies, fees and taxes is \$1,569,000.

Currently, we have undertaken our own funding in support of the project. In that regard, three items are worthy of note:

- we have secured significant commitments from a number of our local construction companies and trades to undertake construction work without cost, as an indication of their support for the project;





# Suzan Hall

City Councillor  
Ward 1 – North Etobicoke

City Hall  
100 Queen Street West, Suite C54  
Toronto, Ontario, M5H 2N2  
Telephone: 416-392-0205  
Facsimile: 416-696-4207

Constituency Office  
996 Albion Road  
Toronto, Ontario, M9V 1A6  
Telephone: 416-392-4255  
Email: [councillor\\_hall@toronto.ca](mailto:councillor_hall@toronto.ca)

October 28, 2009

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

**Re: Funding Request from Father Henry Carr Catholic Secondary School, Sports Field Complex**

Dear Dr. Mukherjee,

Father Henry Carr Secondary School located at 1760 Martin Grove Road by Finch Avenue West is a dynamic institution located in Ward 1, Etobicoke North. This school has served the

---

over \$1,000,000. In order to complete the sports complex within the required time additional monies must be raised.

There is a great deal of support for this sports complex in the community and it would certainly be greatly appreciated if the Toronto Police Services Board give serious consideration to providing financial support to this complex.

Community funding from the Toronto Police Services Board would represent a significant contribution to the initiative and a demonstration of support to every affected community.

Sincerely,

Suzan Hall  
Councillor, Ward 1 - Etobicoke North

cc Councillor Pam McConnell, Vice Chair - Toronto Police Services Board  
Principal Michael Rossetti, Father Henry Carr Secondary School



## Toronto Police Service

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



William Blair  
Chief of Police

File Number: .....

March 9, 2009

Michael Rossetti  
Principal  
Father Henry Carr Secondary School  
1760 Martin Grove Road  
Toronto, Ontario

Dear Michael

Further to our conversation regarding the proposed community stadium project.

I would like to let you know how positive we feel about the project and its location at Father Henry Carr.

As you know the area has some challenges for young people having the opportunity to participate in community functions and events.

This project when completed will help significantly to meet those challenges.

If I can be of assistance please do not hesitate to call.

A handwritten signature in cursive script, appearing to read "R. Taverner".

Ron Taverner  
Superintendent  
No. 23 Division

RT:jk



## Toronto Police Service

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



William Blair  
Chief of Police

File Number: .....

March 25, 2009

Mr. Michael D. Rossetti, Principal

Dear Mr. Rossetti:

I have had an opportunity to review the plans for the Fr. Thomas Mohan Stadium Project proposed for your school's new location. I am very pleased to echo the thoughts of the Unit Commander of No. 23 Division, Superintendent Ron Taverner, in his letter to you when he expresses how positively he feels about the project and its location at Father Henry Carr.

The North Etobicoke area, including the Jamestown/Rexdale Priority Neighbourhood, would be very well served by an athletic complex of the comprehensive and ambitious type you propose. In addition to being an integral part of the school experience for the students of Father Henry Carr and helping them to continue the school's strong athletic tradition, I am pleased to note that the facility is envisaged as having a prominent role in the life of the wider community. The kind of forward-looking partnership with the City of Toronto cited in the plans for the stadium facility is commendable and will go a long way to meeting the needs of the surrounding neighbourhoods.

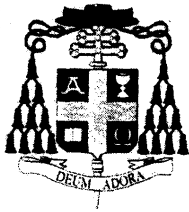
We all know the role that athletics can play in the positive development of young people as students, citizens and leaders. Unfortunately, we are also all too aware of what a lack of appropriate opportunities can lead to for young people. Therefore, I wish you great success in the realization of the Fr. Thomas Mohan Stadium Project and look forward to hearing of the many activities that will take place there.

Sincerely,

A handwritten signature in black ink, appearing to read "W. Blair".

William Blair, O.O.M.  
Chief of Police





**MOST REVEREND THOMAS COLLINS**  
ARCHBISHOP OF TORONTO

1155 Yonge Street, Toronto, Ontario M4T 1W2  
(416) 934-0606 • Fax (416) 934-3452

August 8, 2008

My dear Catholic people,

Fr. Henry Carr Secondary School has need of a track and field facility. It is an important element of the academic program that the school offers. The Archdiocese of Toronto has been involved with the school since it opened in 1974, and I support the efforts of the staff and students to raise the necessary funds to build a track and field facility.

Yours sincerely in the Lord,

*Thomas Collins*

Thomas C. Collins,  
Archbishop of Toronto.



**DR. SHAFIQ QAADRI, M.P.P.**  
*Member of Provincial Parliament*  
**ETOBICOKE NORTH**

June 10, 2009

Michael Rossetti, Principal  
Father Henry Carr Catholic Secondary School  
1760 Martin Grove Road  
Toronto, ON M9V 3S4

**RE: FATHER HENRY CARR CSS STADIUM PROJECT**

Dear Principal Rossetti,

I want to personally congratulate you and the members of the organizing committee of the North Etobicoke "Field of Dreams" on your collective efforts to bring a top-notch athletic facility to Father Henry CSS. Your leadership and personal efforts are very much appreciated by all.

As you know, my riding of Etobicoke North is comprised of many neighbourhoods – some of which have been identified by the United Way of Toronto, along with many other service organizations, as priority, high needs areas. Your goal of a safe, tight-knit community through a multi-purpose athletic facility for both the school and public use is a wonderful idea that we all need to work collaboratively towards.

Father Henry Carr CSS staff and students have been active participants in our community

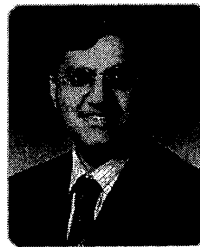
---

---

residents of Etobicoke North, I applaud the Father Henry Carr CSS community for their tireless efforts to realize this welcome "Field of Dreams".

Yours truly,

S. Qaadri, MD MPP  
Etobicoke North  
Government of Ontario



Queen's Park – Main Legislative Building Room 325 Toronto Ontario M7A 1A4  
Tel. (416) 325-6679 Fax. (416) 325-6691



**Dr. Kirsty Duncan**

2 June 2009

To Whom It May Concern:

I am writing this letter to express my support for the request for funding by Father Henry

and many residents face major economic challenges. In my experience the community engagement that Father Henry Carr led by Principal Mike Rossetti has undertaken has helped strengthen and build the capacity of individuals, families, and the community to reach their full potential and well being.

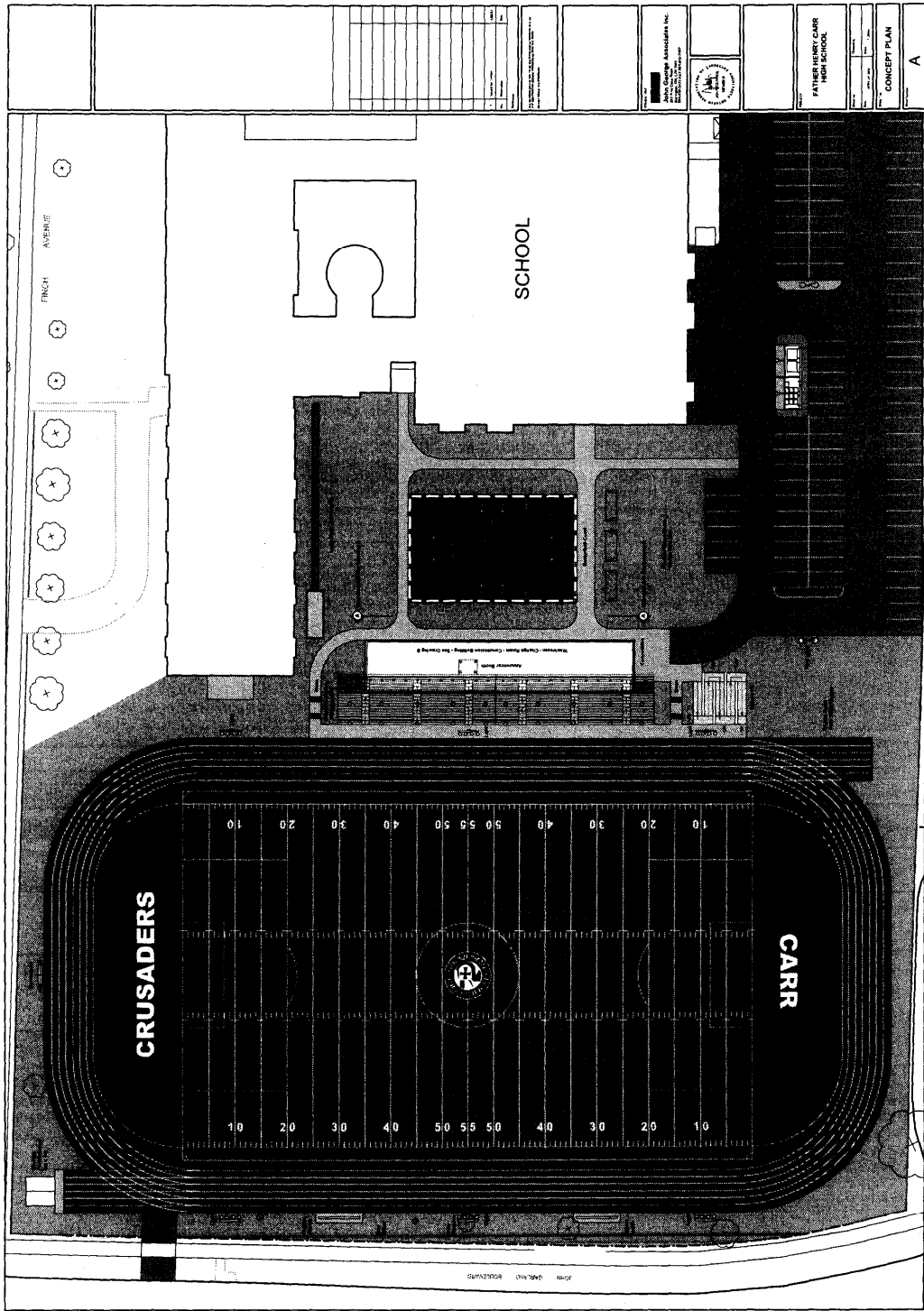
As an active marathoner, triathlete and national judge for diving and dancing, I understand the importance of these facilities. The proposed sport recreation facility is a much needed addition to our community. This project will give opportunities to the entire community but especially the youth to participate in recreational activity in a first class facility. These facilities will help foster healthy lifestyles and good values, in a community that faces a number of concerns. The teamwork, leadership, and people skills that will be gained through programs at these facilities are invaluable. It is for these reasons and many others that I offer my full support in this request for funding.

Yours very truly,

Dr. Kirsty Duncan, M.P.  
Etobicoke North





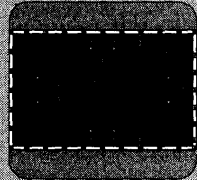


FINCH AVENUE

SCHOOL

CRUSADERS

CARR



NO.	DESCRIPTION	DATE
1	CONCEPT PLAN	10/1/00
2	CONCEPT PLAN	10/1/00
3	CONCEPT PLAN	10/1/00
4	CONCEPT PLAN	10/1/00
5	CONCEPT PLAN	10/1/00
6	CONCEPT PLAN	10/1/00
7	CONCEPT PLAN	10/1/00
8	CONCEPT PLAN	10/1/00
9	CONCEPT PLAN	10/1/00
10	CONCEPT PLAN	10/1/00
11	CONCEPT PLAN	10/1/00
12	CONCEPT PLAN	10/1/00
13	CONCEPT PLAN	10/1/00
14	CONCEPT PLAN	10/1/00
15	CONCEPT PLAN	10/1/00
16	CONCEPT PLAN	10/1/00
17	CONCEPT PLAN	10/1/00
18	CONCEPT PLAN	10/1/00
19	CONCEPT PLAN	10/1/00
20	CONCEPT PLAN	10/1/00

JOHN J. CUNY ASSOCIATES INC.  
ARCHITECTS



FATHER HENRY CARR  
HIGH SCHOOL

CONCEPT PLAN  
A

DATE: 10/1/00

Father Henry Carr Track and Field Cost Estimate

20-May-09

John George Associates Inc.

No	Item	Qty	Unit	Unit	Total JGA
<b>Football Field</b>					
1	200 Dia. Drain line N-12	65	m	\$ 185.00	\$ 12,025.00
2	150 Dia. Drain line N-12	1196	m	\$ 115.00	\$ 137,540.00
3	Cleanouts	14	Ea	\$ 450.00	\$ 6,300.00
4	100 Dia. Big 'O' Drains and Exterior Concrete Edge	450	m	\$ 30.00	\$ 13,500.00
5	Unbound Base Stone	8740	m2	\$ 16.00	\$ 139,840.00
6	Asphalt Cement Treated Stone Depth 50mm	8740	m2	\$ 8.00	\$ 69,920.00
7	Geotextile Unbound Base Stone 1200N	8740	m2	\$ 3.50	\$ 30,590.00
8	Artificial Turf	8740	m2	\$ 55.00	\$ 480,700.00
9	Grading and Compaction track and field	11725	m2	\$ 3.00	\$ 35,175.00
	<b>sub total</b>				<b>\$ 925,590.00</b>
<b>Fencing and Bleachers</b>					
10	Fencing 1524 (5 ft.) Galvanized Chain Link Fence	400	m	\$ 80.00	\$ 32,000.00
11	Gates Galvanized Chain Link 3657 (12 ft.) Wide Double	3	Ea	\$ 950.00	\$ 2,850.00
12	Gates Galvanized Chain Link 1200 (4 ft.) Wide Single	4	Ea	\$ 410.00	\$ 1,640.00
	<b>sub total</b>				<b>\$ 36,490.00</b>
<b>Track</b>					
13	Exterior 300 Wide Concrete Curb	450	m	\$ 72.00	\$ 32,400.00
14	Track Painting	1	LS	\$ 16,000.00	\$ 16,000.00
15	Asphalt Paving Track	2985	m2	\$ 28.00	\$ 83,580.00
16	Synthetic Track Surface MSI	2985	m2	\$ 57.00	\$ 170,145.00
	<b>sub total</b>				<b>\$ 302,125.00</b>
<b>Sport Furnishings and Basketball Court</b>					
17	GoalPak Football Soccer Set	1	Set	\$ 25,000.00	\$ 25,000.00
18	GoalPak Footings for Goal Posts (2 total)	2	Ea	\$ 1,200.00	\$ 2,400.00
19	Players Bench Football	4	Ea	\$ 1,500.00	\$ 6,000.00
	<b>sub total</b>				<b>\$ 33,400.00</b>
<b>Storm Drainage</b>					
20	Catch Basins	2	Ea	\$ 1,900.00	\$ 3,800.00
21	Catch Basin Maintenance Holes	1	Ea	\$ 3,600.00	\$ 3,600.00
22	Storm 300 Dia.	150	m	\$ 165.00	\$ 24,750.00
	<b>sub total</b>				<b>\$ 32,150.00</b>
<b>Earthworks</b>					
23	Topsoil	450	m3	\$ 35.00	\$ 15,750.00
24	Sod	3000	m2	\$ 3.00	\$ 9,000.00
25	Cut and Fill Rough Grading Exterior Track Areas	4000	m2	\$ 2.00	\$ 8,000.00
26	Safety Fence	300	m	\$ 10.00	\$ 3,000.00
27	Removals of Existing Field	1	LS	\$ 10,000.00	\$ 10,000.00
28	Fine Grading Exterior Track Areas	4000	m2	\$ 1.00	\$ 4,000.00
	<b>sub total</b>				<b>\$ 49,750.00</b>
<b>Electrical</b>					
29	Empty Conduit Future Lighting	500	m	\$ 38.00	\$ 19,000.00
	<b>sub total</b>				<b>\$ 19,000.00</b>

No	Item	Qty	Unit	Unit	Total JGA
<b>Miscellaneous</b>					
30	Bonds and Insurance	1	LS	\$ 13,985.05	\$ 13,985.05
31	Testing Contractor	1	LS	\$ 5,000.00	\$ 5,000.00
32	Contingency 4%	1	LS	\$ 55,940.20	\$ 55,940.20
	<b>sub total</b>				<b>\$ 74,925.25</b>
<b>Total Construction</b>					<b>\$ 1,473,430.25</b>
Consulting Fees, Engineering, Geotechnical and Testing (6.5%)					\$ 95,772.97
<b>Total Fees and Construction</b>					<b>\$ 1,569,203.22</b>
GST 5%					\$ 78,460.16
<b>Total Project Cost Including all Contingencies, Fees and GST</b>					<b>\$ 1,647,663.38</b>

## School's \$1.5M 'Field of Dreams' nearly a reality

CYNTHIA REASON  
creason@msdetoronto.com

The Father Henry Carr Crusaders' \$1.5 million "Field of Dreams" is two-thirds of the way toward becoming a reality thanks to a recent government funding announcement.

Through the Recreational

ments have each pledged \$523,143 toward the project, with the remaining \$500,000 to be raised at the municipal school board level.

"Our dream has been to give our kids and the North Etobicoke community a first-rate, outdoor athletic stadium facility that rivals any other in the GTA," said Principal

ture fund that will invest \$500 million in recreational facilities across Canada over a two-year period, the provincial and federal govern-

one similar to Esther Shiner Stadium in North York.

"I've been teaching here 16 years, and we've got nothing  
>>>HALF, page 16

## Half a million still needs to be raised

>>>from page 1  
comparable in the northwest corner of the city.

Phase one of the Field of Dreams project, which has been three years in the making, will include the creation of an artificial-turf field, a six-lane rubberized track, and rough-ins for night lighting and a scoreboard. The facilities will be open not only to Crusader sports, but also to use by the community on evenings and weekends.

Etobicoke North MP Kirsty Duncan and MPP Shafiq Qadir were both lauded by the Toronto Catholic District

project and their lobbying efforts in their respective governments.

"We need athletic investment in this community, and this will be a state-of-the-art facility, with a basketball court, running facilities and field facilities that will be open to the whole community," said Duncan, noting that after being approached by Rossetti about the project, she took every available opportunity to talk about the Field of Dreams in parliament.

"To be the only school in the province to receive this funding is thrilling, especially

ity neighbourhoods and the need here for a facility like this is so great...it's just such a good news story."

With a half a million dollars left to raise before phase one of the project can begin, the school has begun to approach private donor companies for funding and in-kind services. They're also reaching out to alumni and are currently in the midst of planning several fundraisers - including a walk-a-thon scheduled for Sept. 18.

"We want the school and the community to feel like they own it, so we want every-



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P326.       RESPONSE TO BOARD RECOMMENDATION TO AMEND SECTION  
49(3) OF THE *POLICE SERVICES ACT* WITH REGARD TO  
SECONDARY ACTIVITIES**

The Board was in receipt of the attached correspondence dated November 05, 2009 from Rick Bartolucci, Minister of Community Safety & Correctional Services, containing a response to the Board's earlier recommendation for an amendment to the *Police Services Act* with regard to secondary activities. A copy of the Minister's correspondence is appended to this Minute for information. A copy of the Board's earlier correspondence is also appended for information.

**The Board received the Minister's correspondence and approved the following Motions:**

- 1. THAT the Board authorize the Chair to send further correspondence to the Minister indicating that it has recently recommended changes to the legislation in various areas which are necessary for effective management and that the Board regrets the government's unwillingness to enable the Board to oversee, from a risk management perspective, these significant governance issues; and**
- 2. THAT the Chair forward a copy of the correspondence to the Ontario Association of Police Services Board requesting its support.**

Ministry of Community Safety  
and Correctional Services

Office of the Minister

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

Ministère de la Sécurité communautaire  
et des Services correctionnels

Bureau du ministre

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



CU09-03609

OCT 30 2009

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

Dear Dr. Mukherjee:

Thank you for your letter regarding the Toronto Police Services Board's (TPSB's) motion recommending changes to section 49(3) of the *Police Services Act* (PSA). I am pleased to respond and apologize for the delay.

I understand that the TPSB's recommendation comes as a result of a tribunal hearing into the conduct of a police officer who had been engaging in secondary activities.

While I appreciate your concerns regarding a chief's ability to effectively oversee secondary activities of police officers, there are no plans to review or amend section 49 of the PSA at this time. Should a decision be made to review this section in the future, the ministry will consult fully with all its stakeholders and conduct a careful analysis of available options.

Again, thank you for writing.

Sincerely,

A handwritten signature in cursive script that reads "Rick Bartolucci".

Rick Bartolucci, MPP, Sudbury  
Minister



## Toronto Police Services Board

40 College Street, Toronto, Ontario, Canada. M5G 2J3  
(416) 808-8080 FAX (416) 808-8082  
www.tpsb.ca



September 11, 2009

The Honourable Rick Bartolucci  
Minister of Community Safety and Correctional Services  
18th Floor, 25 Grosvenor St.  
Toronto, Ontario  
M7A 1Y6

Dear Minister:

**Re: Police Services Act – Section 49: Secondary Activities**

At its meeting on August 20, 2009, the Toronto Police Services Board (“Board”) considered a report containing the results of a tribunal hearing that was held regarding the conduct of a police officer who had been engaging in secondary activities.

The Board was advised that, although section 49(3) of the *Police Services Act* - which places an obligation on a police officer to seek permission from the chief of police if, in the officer’s mind, engaging in a particular activity may contravene section 49(1) - has been in place for a very long time, the Toronto Police Service has experienced many implementation problems related to that requirement.

The Board agreed that, in Toronto, the Chief’s ability to manage secondary activities by police officers has been impaired by section 49(3) of the *Police Services Act*. The Board also said that it believes that it is necessary to review and amend the *PSA* to ensure a chief’s ability to exercise effective oversight of secondary activities by police officers.

The Board’s concern is based on the risk that police officers may engage in activities that are contrary to the Toronto Police Service’s interests or its reputation, and the interest of the public, without the Chief being aware of such activities.

The Board subsequently approved the following Motions:

1. THAT the Board write to the Minister of Community Safety and Correctional Services recommending that section 49(3) of the *PSA* be amended so that police officers proposing to engage in secondary activities are required to obtain their chief’s prior permission to do so; and
2. THAT this recommendation be forwarded to the Ontario Association of Police Services Boards and the Ontario Association of Chiefs of Police for their support.

Motion No. 1 is forwarded to you for consideration. It would be appreciated if you would keep me informed, at your convenience, of any decisions that may occur as the result of the Board's recommendation.

Please do not hesitate to contact me at 416-808-8080 if you have any questions regarding this matter.

Yours truly,

  
Alok Mukherjee  
Chair

reference: TPSB Minute No. C243/09

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P327. TORONTO POLICE SERVICES BOARD – 2010 MEETING SCHEDULE**

The Board was in receipt of the attached correspondence dated November 16, 2009 from Alok Mukherjee, Chair:

Subject: TORONTO POLICE SERVICES BOARD - 2010 MEETING SCHEDULE

Recommendation:

It is recommended that the Board approve the 2010 meeting schedule outlined in this report.

Financial Implications:

The approval of the recommendation in this report will not result in any financial expenditures in addition to the usual expenditures that have occurred in the past relative to administrative, catering and travel costs associated with conducting Board meetings at Toronto Police Headquarters and Toronto City Hall.

Background/Purpose:

Traditionally, the Board bases its annual schedule of meetings on a number of factors, including: days that are least likely to conflict with the City of Toronto schedule of council, standing committees of council, community councils and other committee meetings; annual key conferences for members of the Board; and other significant events at which members of the Board and the Chief of Police are expected to attend, such as police graduations.

Beginning in the year 2006, the Board recognized culturally-significant days and a policy was approved in which the Board indicated that it would attempt to avoid scheduling any meetings involving the public and the community on these days. A list of days formally recognized as culturally significant was also approved (Min. No. P358/05 refers).

Although the Board attempts to follow its schedule of meetings as much as possible once it has been established, there may be circumstances which result in changes on short notice during the year.

Discussion:

I have reviewed the preliminary 2010 schedule of meetings developed by the City of Toronto; the dates upon which culturally-significant holidays will be observed in 2010; and the dates for key conferences and police graduations.

Board Meeting Schedule – 2010:

I am proposing the following dates for the Board's 2010 meetings:

Thursday,	January 21
Thursday,	February 18
Thursday,	March 25
Thursday,	April 22
Thursday,	May 20
Thursday,	June 24
Thursday,	July 22
Thursday,	August 26
Thursday,	September 23
Thursday,	October 21
Thursday,	November 18
Thursday,	December 16

If there is a reason to consider some urgent Board business prior to the January meeting, an additional meeting will be scheduled for that purpose as well as for conducting the elections of the Chair and Vice-Chair, in accordance with section 28 of the *Police Services Act* and section 5(4) of the Board's Procedural By-Law No. 107, respectively.

Times and Locations of Board Meetings:

It is anticipated that all in-camera meetings will commence at 9:30 AM followed by a public meeting at 1:30 PM. The meetings will take place at Toronto Police Headquarters or, when necessary, at Toronto City Hall. I will ensure that the Board's website contains up-to-the-minute information on the times and locations of the meetings as well as details of any key issues that may be considered at those meetings.

Conclusion:

It is recommended that the Board approve the 2010 meeting schedule outlined above.

**The Board approved the foregoing schedule with the exception of the June meeting which was changed to Tuesday, June 29.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P328. NEW 14 DIVISION – CONSTRUCTION MANAGER**

The Board was in receipt of the attached correspondence dated November 16, 2009 from William Blair, Chief of Police:

Subject: NEW 14 DIVISION - CONSTRUCTION MANAGER

Recommendations:

It is recommended that:

- (1) the Board approve Eastern Construction Company Limited (Eastern) as the Construction Manager for the construction of the new 14 Division facility;
- (2) the Board approve an estimated amount of \$3,002,840 (including all taxes), which includes a fixed management fee of \$472,500 and estimated disbursements of \$2,530,340, to Eastern for construction management services;
- (3) the Board approve a commitment of up to \$24 Million (including GST) to Eastern for construction services; and
- (4) the Board authorize the Chair to execute the agreements for construction management and construction services on behalf of the Board, subject to approval as to form by the City Solicitor.

Financial Implications:

The total approved project budget for the new 14 Division facility is \$34.9 Million (M). The construction management fee and disbursements estimated at \$3M is \$0.6M more than what is included in the approved capital budget for this component of the project. The estimated cost for construction services is within the amount included in the approved project budget. The estimated disbursements include costs for the operation of the site during construction, such as trailer rental, temporary hydro, temporary heat (winter conditions), temporary fire protection, signage, washroom facilities, telephone, security, etc. The project is in the early stages, and costs for various aspects of the project (e.g. tenders for various construction activities) still need to be verified. As a result, the Service will attempt to manage the higher costs for estimated construction management services and disbursements within the overall approved project budget. The Board will be advised if funding for this project becomes an issue.

Background/Purpose:

The Service's approved capital program includes a new 14 Division facility project at a cost of \$34.9M. This project is underway and, at its meeting of July 17, 2009 (Min. No. P204/09 refers), the Board approved the selection of the project Architect.

Discussion:

The next important step in moving forward with the design phase of the project is to select a Construction Manager (CM). The Architect and CM are critical members of the project design team.

*Results of Construction Management Request for Proposal (RFP):*

On September 30, 2009, the TPS Purchasing Support Services unit issued a RFP for the provision of CM services for the new 14 Division facility. At least forty-seven (47) firms obtained the RFP document. The Service received ten (10) responses to the RFP, six (6) of which were no-bid responses. The remaining four (4) proposal submissions received were from the following firms:

- Eastern Construction Company Limited (Eastern);
- Ledcor Construction Limited (Ledcor);
- Maple Reinders Constructors Limited; and
- Sims Moelich Associates Limited (SMA/METTKO).

An evaluation team comprised of Service and City staff reviewed the four (4) proposals received. The submissions were evaluated independently using a weighted matrix format, and based on the following criteria:

(1) Management fee and completeness of estimated disbursements	30%
(2) Qualifications and experience of proponent and personnel	30%
(3) Quality of past projects and construction plan and approach	25%
(4) Quality and completeness of construction budget estimate	15%

Based on the evaluation performed, Eastern received the highest overall score and is being recommended as the Construction Manager for the construction of the new 14 Division facility.

*Construction Services Required:*

The Service utilizes a limited-risk method of construction management in the completion of the project. Under a limited-risk approach, the construction management firm will assume the role of the “Constructor”, as defined by the Occupational Health & Safety Act. In order to accomplish this, the CM must retain the services of the various contractors required to complete the project. All tender documents will be reviewed by Service and City staff to ensure they adhere to the City’s various union agreements, fair wage policy and other requirements. In addition, no purchase order can be issued or other commitment made, without the approval of the Service.



Actual construction work is scheduled to start in the third quarter of 2010. The estimated construction cost will be revised as necessary based on the final building design, a more detailed estimate prepared by the CM, and taking into account the results of the tendering process for the various construction activities. Prior to the start of construction, the Service will issue a purchase order to the recommended CM (Eastern) for an amount of up to \$24M for the construction services portion of the project. This is the current estimated construction cost, and will enable the CM to award and pay the subcontractors for the construction services performed. The CM will pay the sub-contractors directly for work performed, and will then submit monthly invoices, including support documentation, to the Service for reimbursement. These invoices will reflect the actual amount paid to the sub-contractor with no added costs from the CM. The invoices submitted by the CM will be subject to certification by the prime consultant, and will be reviewed and approved by Service and City staff before any payment to the CM is made. The invoices will be subject to all provisions of the Construction Lien Act, other regulations, and will include the standard 10% holdback provision.

*Other Project Requirements:*

The project budget includes funding for other requirements (e.g. equipment, security system, furniture, etc.) which are administered separately by the Service and are outside the contract with the CM. These items will be acquired in accordance with the Service's procurement process and By-law #147, and will be submitted to the Board for approval, if and as required.

Conclusion:

The Service utilizes a construction management approach for large capital projects. The selection of a CM in the early stages of the project is critical to the success of the project. The CM will be part of the project design team and have input on issues that could impact on the actual construction. Eastern Construction Company Limited is recommended to be the CM for the new 14 Division facility, based on the results of the RFP process conducted by the Service. The estimated cost for the construction management services is \$3M (including all taxes), which includes a fixed management fee of \$0.47M and estimated disbursements of \$2.5M. The cost of construction services is currently estimated at \$24M (including GST) and a commitment to Eastern, up to this amount, is also being recommended.

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

**The Board approved the foregoing report, noting that additional information was also considered during the in-camera meeting (Min. No. C332/09 refers).**

**The Board also requested that quarterly progress reports be provided to the Board on the progress of the construction of the new 14 Division facility in the same manner as the progress reports that were provided by Eastern Construction during the construction of the new police college.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P329. BILL 203 – *INTERPROVINCIAL POLICING ACT, 2009***

The Board was in receipt of the attached correspondence dated November 18, 2009 from Albert Cohen, City of Toronto – Legal Services Division:

Subject: Bill 203 – *Interprovincial Policing Act, 2009*

Recommendations:

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

Background:

The provincial government has introduced Bill 203 entitled the *Interprovincial Policing Act, 2009* (the Bill). The Bill has received second reading in the Legislature and has currently been referred to the Standing Committee on Justice Policy for review.

The Bill is designed to address concerns about police officers from other provinces and territories being unable to conduct policing business in Ontario while retaining their status as police officers. Under current legislation, excluding the RCMP, the sole way to address this situation is by appointing a police officer from another province or territory as a special constable under the Police Services Act (PSA).

Discussion:

The Bill is modelled on the Uniform Cross-Border Policing Act, which was adopted in 2003 by both the Criminal and Civil Sections of the Uniform Law Conference of Canada.

The Bill establishes a system for temporarily appointing police officers from other Canadian provinces and territories as police officers in Ontario. It also addresses the possibility that Ontario police officers may be temporarily appointed as police officers in other Canadian provinces and territories under similar legislation enacted by those provinces and territories and Ontario's continuing supervision over Ontario police officers so appointed.

The key features of the Bill are as follows:

**Part II of the Bill - Standard Appointments**

Part II of the Bill sets out a standard procedure for appointing a police officer from another Canadian jurisdiction (referred to in the Bill as an extra-provincial police officer) as an Ontario police officer. Under this Part, a request may be made by a commanding officer or other head of a police force in another Canadian jurisdiction (referred to in the Bill as an extra-provincial commander) that a police officer under his or her command be appointed as an Ontario police officer.

It is worth noting that the request is made to an appointing official in Ontario, who is designated by the Minister of Community Safety and Correctional Services for this purpose, and not to the chief of police in the relevant areas. However, before deciding to make the appointment, the appointing official must consult with any Ontario police force that will be primarily affected by the appointment and has the option of consulting with any other police force that will or might be affected.

The standard appointment can be for a maximum of three years, and an extra-provincial police officer may be reappointed in Ontario for additional three-year periods.

### **Part III of the Bill - Urgent Appointments**

Part III of the Bill sets out the procedure for appointing an extra-provincial police officer as an Ontario police officer in urgent circumstances. If the extra-provincial police officer's proposed operation or investigation in Ontario would be compromised by the delay of applying under the standard procedure, the request for appointment may be made to the commander of an Ontario police force, i.e. the Chief of Police, or of an Ontario Provincial Police detachment (referred to in the Bill as a local commander), in the area where the investigation or operation is expected to be primarily conducted. The local commander may appoint an extra-provincial police officer as an Ontario police officer for a maximum of 72 hours. The appointment may be renewed for further 72-hour periods if a standard process for appointment has been initiated but not yet been decided.

### **Part IV of the Bill - Duties and Status of Appointees**

An appointee is required to notify the local police force before he or she performs any police duties in Ontario. An appointee is exempted from giving this notice if the duties are routine and unlikely to affect the police services provided by the local police force or if the operation or investigation could be compromised by giving notice. As well, if it is impractical to give this notice before performing duties the appointee must do so as soon as reasonably possible after starting policing duties. It appears that these determinations rest with the appointee and involve his or her exercise of judgment.

An appointee is required to perform his or her duties subject to any directions issued by the chief of police in the area where the appointee's duties will be performed. As well, an appointee is required to comply with the portions of the PSA that apply to the appointee, the conditions of the appointment and the directions given by the local chief of police.

An appointing official may terminate an appointment if the appointee fails to comply with the PSA or its regulations, a condition of his or her appointment or a direction of a the local chief of police, if the appointee fails to act in a professional manner while in Ontario or if it is no longer appropriate for the appointee to be a police officer in Ontario. The Minister of Community Safety and Correctional Services may prescribe circumstances in which appointing officials must terminate an appointee's appointment. An appointment is automatically terminated if the appointee ceases to be a police officer in his or her home jurisdiction or on his or her home police force.

An appointee has all the powers and protections of a police officer in Ontario for the duration of his or her appointment. An appointee's employment status does not change by virtue of his or her appointment and he or she does not become an employee of an Ontario police force or police services board.

The employment status of an Ontario police officer who is appointed as a police officer in another Canadian jurisdiction under similar legislation in that jurisdiction does not change by virtue of his or her appointment. He or she remains an employee of an Ontario police services board.

### **Part V of the Bill - Oversight**

An Ontario police officer appointed in another province or a territory is required to co-operate with any investigation, inquest or hearing in that province or territory, but only to the extent and with the same rights and privileges that would apply to a police officer from that other province or territory in the same situation.

An extra-provincial police officer who is appointed as a police officer in Ontario is not subject to the discipline proceedings in Part V of the PSA. The complaints and discipline provisions of the PSA continue to apply to an Ontario police officer who is appointed as a police officer in another province or a territory in respect of his or her conduct there as if that conduct took place in Ontario.

### **Part VI of the Bill - Indemnification**

An Ontario police services board may enter into an agreement regarding indemnification for costs, charges and expenses arising from the appointment of an Ontario police officer in another province or a territory or the appointment of an extra-provincial police officer as a police officer in Ontario. Subject to such agreements, an Ontario police services board shall indemnify a police force in another province or a territory, or the body responsible for such police force, against the costs, charges and expenses arising from the actions of an Ontario police officer while he or she was appointed as a police officer there. This indemnification applies only if the other province or territory has legislation that provides for reciprocal indemnification with respect to the costs, charges and expenses arising from the actions of an extra-provincial police officer while he or she was appointed as a police officer in Ontario.

### **Part VII of the Bill - General Provisions**

The Bill includes general provisions addressing reporting and recordkeeping requirements, regulation-making powers and rules respecting forms to be used. There are also sections providing that the Bill does not affect the law regarding fresh pursuit by a peace officer or the power to appoint peace officers or special constables under another statute.

## **Part VIII of the Bill - Consequential Amendments to the Police Services Act**

The Bill amends the PSA so that it generally applies to extra-provincial police officers appointed as police officers in Ontario as if they were Ontario police officers and members of either a municipal police force or of the Ontario Provincial Police. Thus, the Bill amends the definition of a "member of a police force" so that it would mean

an employee of the police force or a person who is appointed as a police officer under the Interprovincial Policing Act, 2009

However, extra-provincial police officers appointed in Ontario are not employees of an Ontario police force for purposes of employment-related provisions in the PSA. As a result, the Bill would amend the PSA to clarify that in respect to the employment related aspects of the statute, the chief of police and other police officers are employees of the police service.

The Board should note that this proposed consequential amendment is consistent with the terms of another recent amendment made to the PSA earlier this year. Schedule 23 of the *Budget Measure Act, 2009*, which was a form of omnibus bill that dealt with a wide variety of issues, repealed the definition of a member of a police force which, at the time provided as follows:

“member of a police force” means a police officer, and in the case of a municipal police force includes an employee who is not a police officer”

The new definition simply provided that a “member of a police force” means an employee of the police force. Thus, the proposed revision under the Bill, identifying a chief of police and other regular officers of a police service as employees, is consistent with the change in terminology from the earlier amendment.

The Ontario Civilian Police Commission that is charged with civilian oversight of police officers in Ontario is given similar oversight powers over extra-provincial police officers appointed as police officers in Ontario and over appointing officials. It continues to have oversight of Ontario police officers who are appointed as police officers in another province or a territory of Canada.

Part V of the PSA dealing with complaints against police officers is amended so that a complaint made in Ontario against an extra-provincial police officer appointed in Ontario is only preliminarily reviewed in Ontario. If an Ontario police chief or the Independent Police Review Director who reviews the complaint is of the opinion that the extra-provincial police officer's conduct may constitute misconduct or unsatisfactory work performance, he or she is required to refer the matter to the police officer's home jurisdiction to be dealt with there.

Part V is also amended to provide that a complaint in respect of the conduct of an Ontario police officer who has been appointed as a police officer in another province or a territory is to be referred back to Ontario and dealt with as if it were a complaint in respect of an Ontario police officer's conduct in Ontario.

**cont...d**

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

**THAT the Board authorize the Chair to make a written submission to the Standing Committee which is reviewing this Bill.**

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P330. COMPRESSED WORK WEEK PILOT PROJECT**

Chair Alok Mukherjee introduced Mr. Michael McCormack, President, Toronto Police Association, and, together, they released a statement indicating that the Board and the Association had reached a negotiated agreement on the shift alignment for the Compressed Work Week pilot project. A copy of the statement is appended to this Minute for information.

**The Board received the foregoing statement.**

# Joint Communiqué

Toronto Police Association



Toronto Police Service Board



## **STATEMENT FROM THE TORONTO POLICE SERVICES BOARD AND THE TORONTO POLICE ASSOCIATION**

Toronto – (November 19, 2009) The Toronto Police Services Board and the Toronto Police Association have reached a negotiated agreement on the shift alignment for our Compressed Work Week (CWW) pilot project.

This agreement is significant in that it improves a system that has been in place for over 25 years. Details on the new agreement will be provided shortly, but the parties are hopeful that this pilot project will improve member wellness and increase efficiency. The parties worked hard to create a new system which is intended to provide a better balance between work and family/rest time for Service members and, at the same time, result in a more efficient alignment between deployment and calls for service so that there will be more policing resources available when we need them.

It is this type of progressive staffing policy that will continue to make the Toronto Police Service the employer of choice in Canadian policing.

The Toronto Police Services Board, the Toronto Police Service and the Toronto Police Association wish to thank everyone who worked long and hard to create this new system and to achieve a negotiated resolution.

-30-

For more information:

Toronto Police Services Board  
416-808-8080

Toronto Police Association  
416-491-4301



**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P331. TORONTO POLICE COMMUNITY CRICKET ASSOCIATION**

Chair Alok Mukherjee introduced P.C. Ali Kullo, captain of the Toronto Police Community Cricket Association, and presented him with two trophies – The Best Batsman and The Most Valuable Player – which were won by two members of the Toronto Police Community Cricket Association at a tournament that took place on October 3, 2009 but could not be presented to the members at that time.

P.C. Kullo accepted the trophies on behalf of Rehan Malik and Tranjit Saini.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P332. IN-CAMERA MEETING – NOVEMBER 19, 2009**

In addition to the public meeting conducted by the Board today, an in-camera meeting was held to consider a number of matters which were exempt from the public agenda in accordance with the criteria for considering confidential matters set out in s.35(4) of the *Police Services Act*.

The following members attended the in-camera meeting:

Dr. Alok Mukherjee, Chair  
Ms. Judi Cohen, Member  
Mr. Frank Di Giorgio, Councillor & Member  
Mr. Hamlin Grange, Member  
The Honourable Hugh Locke, Q.C., Member  
Mr. Adam Vaughan, Councillor & Member

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE  
TORONTO POLICE SERVICES BOARD HELD ON NOVEMBER 19, 2009**

**#P333.        ADJOURNMENT**

---

Alok Mukherjee  
Chair