



The following *draft* Minutes of the meeting of the Toronto Police Services Board held on June 29, 2010 are subject to adoption at its next regularly scheduled meeting.

The Minutes of the Regular Meeting held on May 20, 2010 and the Special Meeting held on June 11, 2010, previously circulated in draft form, were approved by the Toronto Police Services Board at its meeting held on June 29, 2010.

MINUTES OF THE PUBLIC MEETING of the Toronto Police Services Board held on **JUNE 29, 2010** at 1:30 PM in the Auditorium, 40 College Street, Toronto, Ontario.

PRESENT:

Dr. Alok Mukherjee, Chair
Ms. Pam McConnell, Councillor & Vice-Chair
Ms. Judi Cohen, Member
Mr. Frank Di Giorgio, Councillor & Member
Mr. Hamlin Grange, Member
Mr. Adam Vaughan, Councillor & Member

ALSO PRESENT:

Mr. William Blair, Chief of Police
Mr. Karl Druckman, 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 JUNE 29, 2010**

#P163. MOMENT OF SILENCE

The Board observed a moment of silence in memory of RCMP Constable Alice Robinson of the Stony Plain Detachment in Alberta who died while on duty on June 21, 2010.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

#P164. NOTICE OF RETIREMENT: DEPUTY CHIEF KEITH FORDE

Chair Alok Mukherjee announced that Deputy Chief Keith Forde had advised the Board of his intention to retire from the Toronto Police Service at the end of the summer after 38 years service. Chair Mukherjee read a statement on behalf of the Board and concluded by wishing Deputy Chief Forde a happy and healthy retirement. A copy of Chair Mukherjee's full statement is appended to this Minute for information.

Chief Blair also made a statement regarding Deputy Chief Forde's successful career and referred to some of his many TPS accomplishments.

Deputy Chief Forde expressed his appreciation to the Board and Chief Blair.

Announcement of Retirement of Deputy Chief Keith Forde

Before I take up today's agenda, I wish to make an announcement, which, I believe, is of great significance to the Toronto Police Service, the Board and the community. And I make the announcement with mixed feelings.

Today, I am announcing that one of our Deputy Chiefs of Police, Keith Forde, will be retiring after more than 38 years of distinguished and exemplary service.

While I know that this is a well-earned retirement, I am personally saddened by Deputy Forde's upcoming departure. I know that members of the Board and the Service share my mixed feelings.

We will, no doubt, pay tribute to Deputy Forde in an appropriate and fulsome manner at a later date. But today, as we announce the Deputy's retirement, I would like to take the opportunity to thank Deputy Forde for his many impressive achievements, his progressive initiatives and, above all, the exceptional legacy he is sure to leave behind.

In 2005, Deputy Forde became the first visible minority Deputy Chief of Police in the history of the Toronto Police Service. He has held the Human Resources Command with responsibility for hiring and promotion, training and education, health and safety, and community mobilization.

Deputy Forde has been an outspoken advocate for equity in all forms and a passionate champion of the need for measures to deal effectively with any expressions of racism within the Service and with the community. He has, as well, been a strong believer in our responsibility as employer to the health, safety and wellness of those who work for us. It is as a result of Deputy Forde's tireless efforts that this Service looks more like the community than it ever did before, values the many cultural and language skills our employees possess, and has received numerous awards for successes in the area of human resources.

No doubt, Deputy Forde's many achievements are as much the result of his own experiences as one of the first Black men to work for the Toronto Police Service as by his first hand understanding of the needs and expectations of our city's minority communities.

Because of his long-standing ties to the community, and his commitment to promote the interests of the community, Deputy Forde has fostered many productive partnerships between communities, government agencies and organizations within and outside of Toronto.

Deputy Forde has demonstrated a personal and sincere interest in working with the public and has been honoured for his work by citizens groups, community organizations, government agencies, faith groups and from within the policing community.

On a personal note, I am honoured to call Deputy Forde my friend. I have enjoyed, and will cherish, our many discussions over the years on everything from organizational change, to diversity initiatives, to cricket!

Deputy Chief Forde, on behalf of the Board, I want to thank you for your leadership, your courage, your innovation and your dedication to the Toronto Police Service and to our community. You will be greatly missed.

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#P165. G20 SUMMIT

Chair Alok Mukherjee read a statement on behalf of the Board with respect to the G20 Summit which was held in Toronto on June 26 and 27, 2010. A copy of the statement is appended to this Minute for information. Chair Mukherjee expressed the Board's profound appreciation to Chief Blair for his leadership, to the members of the Toronto Police Service and the other police services who assisted the TPS for performing their duties under extremely difficult circumstances, and to the citizens who were affected by the G20 Summit for their patience during a very difficult time in Toronto.

Chief William Blair provided comments to the Board in response to the Chair's statement and introduced several police officers who were in attendance. The police officers were commended for the extraordinary work they did during very difficult and challenging circumstances. The Board was advised that the TPS had received thousands of complimentary messages from members of the public who indicated that they support the work performed by the police officers during the G20 Summit.

Chief Blair responded to questions by the Board about some of the incidents that took place during the G20 Summit. Chief Blair also advised that an internal Summit Management After Action Review Team (SMAART) had been established to provide an assessment of the strengths and weaknesses in the G20 plans, and their execution, and to provide a model for improved best practices in future operations. Chief Blair said that the framework for the SMAART report will be provided to the Board for its July meeting and that the report is expected to be completed by September 2010.

The following Motion was presented to the Board:

THAT the Chair report to the Board at its July 22, 2010 meeting with a proposal for a process for the Board to exercise its civilian oversight responsibilities, using the Chief's SMAART report as an opportunity for public discussion on the policing of the G20 Summit, and further that the Chair consult with the Ontario Independent Police Review Director and the Ministry of Community Safety and Correctional Services and the Ministry of the Attorney General in developing the process.

A request for a recorded vote on the foregoing Motion was submitted in accordance with section 22 of the Board's Procedural by-Law.

cont...d

The voting was recorded as follows:

For

**Chair Mukherjee
Vice-Chair McConnell
Mr. Grange
Councillor DiGiorgio
Councillor Vaughan
Ms. Cohen**

Opposed

nil

The Motion was approved.



IMMEDIATE RELEASE
June 29, 2010

Statement of Toronto Police Services Board regarding G20 Summit

The G20 Summit on June 26 and 27 was held in one of the busiest parts of Toronto, jeopardizing the safety and livelihood of residents and businesses in this part of the City.

The Toronto Police Services Board would like to thank those affected by the Summit for their patience during these difficult days. The Board sincerely hopes the Government of Canada will compensate those whose properties were damaged and vandalized as well as those workers whose livelihoods were taken away due to the acts of certain individuals under the pretext of demonstrating against the Summit.

The Summit presented the Toronto Police Service with a great challenge. The Service was charged with the responsibility of ensuring public safety and the safety of those attending the Summit while respecting the public's right to express their dissent.

Members of police services from across Canada volunteered to assist the Toronto Police Service in carrying out this complex and demanding responsibility.

The Toronto Police Services Board expresses its profound appreciation to Chief William Blair for his leadership and to the men and women of the Toronto Police Service and other services for the manner in which they conducted themselves in performing their duties under extremely difficult conditions.

Theirs was not an easy role. Ontario's *Police Services Act* as well as our Board's policies requires police officers to carry out their duties with full respect for the public's rights under the province's *Human Rights Code* and the *Canadian Charter of Rights and Freedoms*.

Two independent agencies of the province, the Special Investigations Unit and the Office of the Independent Public Review Director, have responsibility for investigating any incidents involving serious injury or death and any public complaints. The Board looks forward to the findings of these agencies' investigation of any cases of serious injury or any public complaints.

Finally, the Board notes that the cost of providing this magnitude of security was approximately \$122 million, and not \$1 billion as repeatedly stated in the media.

Contact: Board Office
(416) 808-8080

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF
THE TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P166. THE REVIEW OF THE INVESTIGATION OF SEXUAL
ASSAULTS – A DECADE LATER, TORONTO POLICE SERVICE**

The Board was in receipt of a report dated April 14, 2010 from Jeffrey Griffiths, Auditor General, City of Toronto, entitled *The Review of the Investigation of Sexual Assaults – A Decade Later, Toronto Police Service*. A copy of the report is on file in the Board office.

The Board deferred consideration of the foregoing matter to its July 22, 2010 meeting.

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**#P167. THE AUDITOR GENERAL'S SECOND FOLLOW-UP REVIEW
ON THE POLICE INVESTIGATION OF SEXUAL ASSAULTS**

The Board was in receipt of a report dated April 09, 2010 from Jeffrey Griffiths, Auditor General, City of Toronto, regarding a second follow-up review of the police investigations of sexual assaults. A copy of the report is on file in the Board office.

The Board deferred consideration of the foregoing matter to its July 22, 2010 meeting.

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#P168. ANNUAL REPORT: 2009 PROFESSIONAL STANDARDS REPORT

The Board was in receipt of a report dated May 27, 2010 from William Blair, Chief of Police, containing the results of the 2009 Professional Standards Annual Report. A copy of the report is on file in the Board office.

The Board deferred consideration of the foregoing matter to its July 22, 2010 meeting.

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**#P169. POLICE TRAINING, OPPORTUNITIES FOR IMPROVEMENT –
TORONTO POLICE SERVICE – FOLLOW-UP REVIEW**

The Board was in receipt of the following report June 01, 2010 from Jeffrey Griffiths, Auditor General, City of Toronto:

Subject: Police Training, Opportunities for Improvement – Toronto Police Service –
Follow-Up Review

SUMMARY

This report provides the results of our follow-up process regarding the status of audit recommendations made by the Auditor General to the Toronto Police Services Board in the report entitled “The Review of Police Training – Opportunities for Improvement” dated October 26, 2006. This review represents an independent evaluation by the Auditor General on the status of the recommendations contained in the report.

We concluded that 31 of the 39 recommendations from the original review have been fully addressed and implemented. Work is in progress to address the remaining eight recommendations.

RECOMMENDATIONS

The Auditor General recommends that:

1. The Toronto Police Services Board receive for information the attached report by the Auditor General as the follow-up audit to the original report entitled “The Review of Police Training – Opportunities for Improvement” issued at the January 2007 Board meeting.
2. The Toronto Police Services Board forward this report to the Audit Committee for information.

Financial Impact

The recommendations in this report have no financial impact.

DECISION HISTORY

The Auditor General issued a report entitled “The Review of Police Training – Opportunities for Improvement” at the January 2007 meeting of the Toronto Police Services Board. The report contained 39 recommendations. The Toronto Police Services Board adopted all 39 recommendations and requested the Auditor General conduct a follow-up audit when appropriate.

This report responds to the request for a follow-up audit by the Toronto Police Services Board and represents an independent evaluation of the status of the implementation of each recommendation contained in the 2006 report. In determining the status of each recommendation discussions and meetings were held with certain police officers and a significant amount of supporting documentation was reviewed and evaluated.

The Chief of Police in a report to the Board in November 2009 indicated that “all 39 recommendations have been implemented”. Generally, we concur with the Chief’s conclusion, although in certain circumstances, we have indicated that the implementation of certain recommendations is a work in progress.

COMMENTS

Our follow-up confirmed that the Service has addressed 31 of the 39 recommendations and work is in progress towards the implementation of the remaining eight recommendations.

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

APPENDIX 1

**Police Training, Opportunities for Improvement
Toronto Police Service
Follow-up Review**

March 31, 2010



Auditor General's Office

Jeffrey Griffiths, C.A., C.F.E.
Auditor General
City of Toronto

TABLE OF CONTENTS

EXECUTIVE SUMMARY1

OBJECTIVE, SCOPE AND METHODOLOGY2

IMPLEMENTATION STATUS OF 2006 AUDIT RECOMMENDATIONS.....3

OUR FINDINGS AND CONCLUSIONS3

 The Organizational Structure of the Training Program.....3

 Building Relationships - Changing with the Times4

 The Cost of Training5

 Non-Compliance With the Police Services Act6

 Non-Compliance With Internal Procedures6

 The Training of New Police Officers7

 The Management of the Training Program at C.O. Bick College.....11

 The Evaluation of the Effectiveness of Training.....14

 Annual International Conferences and Seminars15

 Alternative Ways of Delivering Training.....18

 Instructors at the Police College.....19

 Other Issues Identified During the Review - Some Training Related,
 Others Not20

CONCLUSION23

EXECUTIVE SUMMARY

*Report issued in
January 2007
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recommendations*

The Auditor General issued a report entitled “The Review of Police Training – Opportunities for Improvement” at the January 2007 meeting of the Toronto Police Services Board. The report contained 39 recommendations. The Toronto Police Services Board adopted all 39 recommendations and requested the Auditor General perform a follow-up audit when appropriate.

This report responds to the request for a follow-up audit by the Toronto Police Services Board and represents an independent evaluation of the status of the implementation of each recommendation contained in the 2006 report. In determining the status of each recommendation numerous discussions and meetings were held with certain police officers and a significant amount of supporting documentation was reviewed and evaluated.

*Thirty one
recommendations
implemented and
eight
recommendations
a work in progress*

The Chief of Police in a report to the Board in November 2009 indicated that “all 39 recommendations have been implemented”. Generally, we concur with the Chief’s conclusion, although in certain circumstances, we have indicated that the implementation of 8 recommendations are a work in progress. In these cases, the recommendations have been addressed and work is underway towards full implementation.

Finally, in one particular case (recommendation 11), even though the recommendation has been implemented we identified a number of circumstances where directives of the Chief of Police were not complied with. This is an area where additional attention is required.

OBJECTIVE, SCOPE AND METHODOLOGY

Objectives of the Follow-Up Audit

This follow-up audit was conducted in order to review the progress made by the Toronto Police Service in implementing the recommendations made in the 2006 report entitled “Review of Police Training, Opportunities for Improvement Toronto Police Service”. The objective for this follow-up audit was to assess the status of implementation for each of the 39 recommendations.

Audit methodology

Our audit methodology included:

- a review of reports submitted by the Chief of Police to the Toronto Police Services Board entitled “Update on the Implementation of the City Auditor’s Recommendations – Training Audit” on:
 - March 30, 2009
 - November 19, 2009
- review of police service policies, procedures and guidelines
- review of police service reports, documents and personnel records
- discussions with staff at the Toronto Police College
- discussions with other Police Service staff

Independence of the Audit Process

This review represents an independent analysis and evaluation by audit staff who were involved in the original 2006 report. The conclusions in this report are based on a review, evaluation and analysis of information provided by the Police Service.

Compliance with generally accepted government auditing standards

We conducted this audit in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence that provides a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

IMPLEMENTATION STATUS OF 2006 AUDIT RECOMMENDATIONS

STRUCTURE OF REPORT

***Recommendation,
assessment and
commentary***

The structure of this report is as follows:

- Each individual recommendation from our 2006 report is restated at the outset
- Immediately following the recommendation is our conclusion in relation to the status of each recommendation
- After each audit conclusion a commentary is provided in support of our final assessment.

OUR FINDINGS AND CONCLUSIONS

THE ORGANIZATIONAL STRUCTURE OF THE TRAINING PROGRAM

2006 Audit Recommendation 1

The Chief of Police review the management structure of the training program at the Police Service in order to ensure that accountability and responsibility for the training program throughout the Police Service are clearly defined and, if considered appropriate, assigned to one individual. This individual should be at the appropriate command level, be capable of providing leadership to ensure and enforce appropriate management, compliance, integration of information technology support, and financial controls in all areas of the training program.

2010 Audit Conclusion: Addressed and Implemented

***Management
structure
reviewed and
determined to be
appropriate***

The Chief of Police has reviewed the management structure of the training program at the Police Service. The training program is the responsibility of one of the Deputies who through the Superintendent in charge of staff planning has assigned the management of training and education throughout the service to a Superintendent. The Superintendent is responsible for the operation of the Toronto Police College. The Chief of Police has determined that this management structure is appropriate.

Administration of training is the responsibility of the Toronto Police College

Although the specialized policing units organize and conduct certain aspects of their own training, the administration and control of all training is retained by the Toronto Police College through the approval of each course training standard. The Toronto Police College is also responsible for ensuring training courses accredited by the province comply with required standards.

BUILDING RELATIONSHIPS – CHANGING WITH THE TIMES

2006 Audit Recommendation 2

The Chief of Police assess the Toronto Police Service’s relationships with police training organizations both within and outside Canada. The Training and Education Unit be directed to investigate best practices in all areas of police training including e-learning and simulation training and develop working relationships with other major international police service training organizations. Such a relationship to concentrate on the exchange of training practices, information and training technology. Further, the Chief of Police evaluate the costs and benefits of joining the Canadian Police Knowledge Network (CPKN). The Training and Education Unit be required to report to the Chief of Police on a regular basis with details of the relationships formed along with information collected on best practices.

2010 Audit Conclusion: Addressed and Implemented

Relationships formed with other police training agencies

Since our original report, formal relationships have been formed at a provincial, national and international level by the Service. As a result of these relationships the Service has reviewed best practices in other jurisdictions both nationally and internationally. Finally, an agreement allowing Toronto Police Service members access to e-learning modules was developed in consultation with the Canadian Police Knowledge Network.

THE COST OF TRAINING

2006 Audit Recommendation 3

The Chief of Police ensure that the total costs of all training are summarized, accounted and budgeted for and disclosed separately. The training costs should include all training provided by the Toronto Police Service including training provided by the specialized units, training provided by divisional training sergeants, and costs relating to the organization of various conferences and seminars. Such training costs should be benchmarked against other major police services within Canada, the US and the UK.

2010 Audit Status: Work In Progress

Costs of police training difficult to determine in 2006

In 2006, we reviewed a number of internal Police Service reports, as well as various reports submitted to the Police Services Board relating to police training. These reports generally referred to the management of the training process, made reference to the effectiveness of training, the content of the training program and the delivery of training. However, we were unable to locate any report which summarized the total costs of police training.

Training at the Service was estimated at \$46.5 million

At the time of our original report, we estimated the annual costs of training at the Toronto Police Service to be in the range of \$46.5 million, excluding the specialized units who conduct their own training activities. At that time, it was not possible to assess whether the Police Service was receiving value for money on its investment in training, nor was it possible to benchmark training costs against other police services.

The Chief's response to the recommendation focuses on the difficulties in connection with comparative benchmarking with other jurisdictions rather than the determination of and accounting for total training costs which is the major basis for the recommendation.

Implementation of this recommendation is ongoing

At the moment costs continue to be accounted for throughout the service in a range of different accounts. Consequently, while it may be possible to collect and quantify these amounts, there is no one place within the Service to determine the total cost of training.

The Chief of Police indicated in 2009 that the "implementation of this recommendation commenced in January 2007 and is ongoing".

NON-COMPLIANCE WITH THE POLICE SERVICES ACT

2006 Audit Recommendation 4

The Chief of Police ensure that the Toronto Police Service is in compliance with the Equipment and Use of Force Regulation of the Police Services Act. The training program at the Training and Education Unit be amended to accommodate legislative requirements.

2010 Audit Conclusion: Addressed and Implemented

Non-compliance in 2006

Our 2006 review found instances where the Toronto Police Service was not in compliance with the Police Services Act in relation to use of force training requirements. Officers, contrary to the legislated requirements, were not receiving use of force training every 12 months. We identified instances where a number of police officers had not been trained anywhere from three to fourteen months beyond the time period required by legislation.

Full compliance in 2010

Use of force training is now being conducted every 12 months in compliance with legislation.

NON-COMPLIANCE WITH INTERNAL PROCEDURES

2006 Audit Recommendation 5

The Chief of Police direct all members of the Toronto Police Service that they are required to comply with all policies and procedures issued by the Chief, as well as directives approved and issued by the Toronto Police Services Board.

2010 Audit Conclusion: Addressed and Implemented

Number of areas of non-compliance in 2006

In 2006, we identified a number of areas where the Toronto Police Service was not in compliance with its own internal policies and procedures in relation to training. While the focus of our review centred on police officer training, we also identified a number of cases where the Police Service was not in compliance with procedures which were not directly training related.

The Chief of Police has subsequently directed all Service members “to be familiar with and conduct themselves in accordance with all Service Governance”. The Service uses several ways to communicate, reinforce and direct members to comply with policies and procedures as well as directives approved and issued by the Toronto Police Services Board. Communications include Routine Orders issued by Chief as well as bulletins posted on the Service Intranet.

2006 Audit Recommendation 6

The Chief of Police consider the implementation of an internal control process where compliance with legislation, as well as compliance within policies and procedures, is verified on a sample basis by the Internal Quality Assurance Group. Such a sample be determined on a priority/risk basis. Instances of non-compliance be reported to the Chief of Police and dealt with through the disciplinary process.

2010 Audit Conclusion: Addressed and Implemented

The Chief of Police has directed the independent Quality Assurance Group as well as a Risk Management Unit to conduct audits and report any incident where there is non-compliance with policies and procedures. Any such instances of non-compliance are dealt with through the appropriate chain of command.

THE TRAINING OF NEW POLICE OFFICERS

2006 Audit Recommendation 7

The Chief of Police direct all Unit Commanders that under no circumstances should there be any contravention of the Policy (Policy 14-03) relating to coach officers. Only first class constables who are qualified and trained pursuant to Policy 14-03 should be assigned as coach officers.

2010 Audit Conclusion: Addressed and Implemented

In 2006, unqualified police officers were used as coach officers

During our 2006 review, certain procedures in connection with the training and appointment of coach officers were not being followed. Specifically, officers who were not qualified, both in terms of rank and required training, were being inappropriately assigned as coach officers.

Various reports issued by the Chief of Police provided direction to Unit Commanders relating to a revised Coach Officer policy and the requirement for compliance with policies and procedures. Only first class constables are assigned as Coach Officers.

2006 Audit Recommendation 8

The Chief of Police direct the Training and Education Unit to set up an internal control management information process to ensure that only qualified officers attend the coach officers course. Non-qualified officers not be permitted to attend the coaching course.

2010 Audit Conclusion: Addressed and Implemented

The Toronto Police College has developed a specific policy which directs administrative staff to verify that each member registered for a course meets the required prerequisite.

2006 Audit Recommendation 9

The Chief of Police determine, on an ongoing basis, the projected longer term requirements for trained police coach officers. The analysis takes into account those police officers who have received coach officer training but who are no longer eligible to perform coaching responsibilities. The Training and Education Unit be required to amend the number of training courses provided for coach officers in order to meet projected demands.

2010 Audit Conclusion: Addressed and Implemented

The planning for coach officers is now structured

The Toronto Police College plans the number of Coach Officer courses based on the results of an annual demand Service wide survey as well as an analysis of the expected number of new recruits.

Police divisions determine how many officers require coach officer training based on a review of the number of qualified Coach Officers in each division, the expected transfer of officers to new positions and the anticipated number of new police officer recruits.

Further, in order to ensure that there are an adequate number of coach officers, procedures have been amended so that second class constables “may attend the Coach Officers course in anticipation of their reclassification to first class constables and their preparation for future coaching assignments”. Second class constables however, are not permitted to act as coach officers until they reach the rank of first class constables.

2006 Audit Recommendation 10

The Chief of Police review the length of the coaching time provided by coach officers to probationary police officers in order to ensure that it is at an appropriate level. Further, the amount of classroom time provided to probationary police officers be reviewed with a view to substituting classroom learning with alternate training methods such as e-learning.

2010 Audit Status: Addressed and Implemented

In 2006, the length of classroom training provided to new recruits was above the average of other major municipal police services in Ontario. On the other hand, the length of field coaching time provided to Toronto Police Service recruits was one of the shortest.

Coach officer program reviewed

The Service has completed a review of the coach officer program. A specific policy for Probationary Constables was developed and outlines two parts of a development program for these officers. The first part is a proposed Field Training Program prescribed by the Police Training College followed by a period of close and supportive mentoring, supervision and evaluation by the local police division.

2006 Audit Recommendation 11

The Chief of Police ensure that field training activity evaluation reports for probationary officers are completed by all coach officers on a timely basis, reviewed, and authorized by appropriate supervisory staff. For those probationary officers who have not been exposed to the operational or administrative activities required in the field training report, unit commanders be required to adjust coaching periods to ensure that all appropriate training is completed. Probationary officer training should continue until all such operational or administrative activities contained in the field training activity report are completed.

2010 Audit Status: Addressed and Implemented but instances of non-compliance with Service procedure identified

In 2006, instances were identified where new police officers were not being evaluated in accordance with Toronto Police Service procedures and, as such, it was not possible to determine if these officers had gained the appropriate level of experience prior to independently assuming responsibility for the duties of a police constable.

Coach Officer procedure updated

Service Procedure 14-03 (Coach Officers) was amended to direct supervisors to ensure that the Field Training Activity Evaluation Reports are completed during the coaching period and Unit Commanders are likewise directed to ensure that accurate records are maintained.

Certain Police Divisions could not provide Field Training Activity Evaluations

We contacted five police divisions to review completed Field Training Activity Evaluation forms. Of the five divisions only one division was able to provide the appropriate evaluation for the officer that we had requested for our review.

Even though procedures in regard to the preparation of Field Training Activity Evaluation Reports have changed, based on our review, there is a general non-compliance with the procedures.

2006 Audit Recommendation 12

The Chief of Police review the current procedure concerning the appointment of coach officers to specifically address circumstances where such officers are the subject of a substantiated public complaint. The procedure should also address the steps to be taken when existing coach officers are the subject of a public complaint.

2010 Audit Conclusion: Addressed and Implemented

In the 2006 review, we identified instances where certain police officers were assigned to the position of coach or received coach officer training even though public complaints against them were substantiated.

Procedures have been changed

A proposed new policy identifies minimum requirements and qualifications for Coach Officers. Certain criteria explicitly addresses the officer's history regarding any instances of misconduct. For example, if an officer was found guilty of misconduct under the Police Services Act, within the last two years, then they would be ineligible to be a coach officer.

THE MANAGEMENT OF THE TRAINING PROGRAM AT C. O. BICK COLLEGE

2006 Audit Recommendation 13

The Chief of Police be required to develop a long term strategic training plan to address the number of police officers required to be trained for various specialized units within the Toronto Police Service.

2010 Audit Status: Addressed and Implemented

Specialized Policing Function project undertaken

Under the direction of the Staff Superintendent of Staff Planning and Community Mobilization, the police have undertaken a Specialized Policing Functions project to identify specialized police functions. A significant amount of specialized policing functions were identified along with the mandatory qualifications required for the placement of a member into each of these specialized positions.

Included in this review is a determination of officers requiring training for each of these specialized positions.

2006 Audit Recommendation 14

The Chief of Police evaluate the Human Resource Information System in order to ensure that the capabilities of the system are being used appropriately and to their full potential. Once determined, such information be communicated to all appropriate staff and, in addition, training specific to the reporting capabilities of the system be provided to all appropriate staff.

2010 Audit Status: Work in Progress

Need to improve use of management information systems

In 2006, the police were not using the Human Resource Management Information System to effectively manage officers training. In order to meet individual management information demands, a number of organizational units had developed their own stand alone management information systems.

As part of the Specialized Policing Functions Project the information for each specialized police function will be entered into the Human Resources Information System. Job profiles will then be set up in the Human Resources Information System and competencies and training tracked. This is a first step in the more widespread use of the Human Resources Information Centre.

Once this is done training will be provided.

2006 Audit Recommendation 15

The Chief of Police ensure that training is being provided for all high priority courses. Lower priority courses not be provided when there are shortfalls in meeting demands for high priority courses.

2010 Audit Conclusion: Addressed and Implemented

The Police Service have been able to accommodate a significantly greater number of officers in the high priority General Investigators course as a result of introducing alternative forms of training for lower priority training courses.

2006 Audit Recommendation 16

The Chief of Police ensure that, wherever possible, Toronto police officer attendance at each Advanced Patrol Training Course is maximized taking into account operational requirements.

2010 Audit Status: Addressed and Implemented

In 2006, Police officer attendance at certain mandatory training courses was regularly below the maximum capacity allowed by the training facility. The average attendance at mandatory training was 69 per cent of the total capacity even though the Service was not in compliance with certain training regulations.

Training capacity significantly improved

In 2008, attendance at mandatory training for frontline officers to re-qualify for use of force was approximately 79 per cent. We were advised that 10 per cent of the vacant training spaces are attributable to officers that are registered for the training and then are a “no show” on the day of the training, generally because of operational requirements.

2006 Audit Recommendation 17

The Chief of Police review the content of the Advanced Patrol Training Course in order to ensure that the training provided is relevant and required on an annual basis. For non mandatory training, consideration be given to providing such training either through an e-learning facility or by training sergeants at the divisions.

2010 Audit Conclusion: Addressed and Implemented

Course evaluated The Advanced Patrol Training course was evaluated and restructured and re-named as Crisis Resolution Officer Safety in 2007. Originally, the course was three days long and in 2008 it was reduced to 2 days of classroom time plus five to six hours of e-learning.

2006 Audit Recommendation 18

The Chief of Police ensure that Toronto police officers be permitted to attend training courses only if the required prerequisite qualifications have been met. Prerequisite qualifications include attendance at a prior course or a requirement that officers be at a certain rank within the Toronto Police Service. The Training and Education Unit be assigned responsibility to ensure that this takes place.

2010 Audit Conclusion: Addressed and Implemented

In 2006, police officers were allowed to attend certain training courses even though they did not have the required prerequisite qualifications.

Prerequisite qualifications for training courses reviewed and internal process ensures compliance

In the final report on the status of implementation of the audit recommendations the Chief of Police reported that the Service had undertaken a review of all prerequisite qualifications for training courses including re-examination of prerequisite courses, equivalency standards, experience, and acceptance of other courses.

All prerequisite standards for courses are communicated in the Training Calendar. The Calendar is available on-line. An internal process is in place at the Toronto Police College, through a Unit Specific Policy, to screen for compliance.

2006 Audit 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.

2010 Audit Conclusion: Addressed and Implemented

In 2006, certain police officers were attending training courses which had no direct relevance to their job responsibilities. There were instances where officers attended training without knowing if or exactly when the training would be relevant to their responsibilities.

As indicated previously, a recent project at the police has identified specialized police functions and the required specific training, education or development for these positions. The specialized police functions will be entered into the human resources management information system and will allow for the determination of the appropriate time frame for officers to attend specific and relevant training.

2006 Audit Recommendation 20

The Chief of Police evaluate all training courses at the Toronto Police Service, including those courses delivered by the specialized units in order to ensure that the length and content of all such courses is appropriate. In particular, the Chief of Police review the scenes of crime officer training to determine the need and the value of the extensive field training provided by the Toronto Police Service.

2010 Audit Conclusion: Addressed and Implemented

In 2006, we reviewed certain training courses offered by both Toronto Police Service and the Ontario Police College. At the time we questioned the length of the scenes of crime officer course offered by the Toronto Police Service because the duration of the equivalent course offered by the Ontario Police College was much less.

Duration of courses validated by Chief

The duration of each course at the Service was validated by the Chief particularly in the context of the unique needs of policing in a City as complex and diverse as the City of Toronto.

THE EVALUATION OF THE EFFECTIVENESS OF TRAINING

2006 Audit Recommendation 21

The Chief of Police review the training evaluation process to ensure that evaluations submitted by course participants are appropriately summarized and analyzed for management analysis and review. All summaries be reviewed by the Manager of the Training and Education Unit to ensure that all suggestions for change or amendment to course content are considered and where appropriate incorporated into future training courses.

2010 Audit Conclusion: Addressed and Implemented

Course evaluations comments are electronically processed, summarized and annually considered by each training section when revising courses. All summaries are reviewed by senior staff.

2006 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.

2010 Audit Conclusion: Addressed and Implemented

In developing an evaluation for the effectiveness of the Police training program the Toronto Police Service consulted a number of other police training agencies to ensure the methodology adopted by the Service was appropriate.

ANNUAL INTERNATIONAL CONFERENCES AND SEMINARS

2006 Audit Recommendation 23

The Chief of Police ensure that all costs incurred in organizing annual international conferences are accurately and properly accounted for. Such costs to include all Toronto police officers salaries and any other administrative costs. The results of this analysis determine the viability of continuing to host international conferences. In any event, conference registration fees be determined after taking into account all organizational costs. Further, the Chief of Police review the procedure in connection with the carry forward of individual conference surpluses to future years.

2010 Audit Conclusion: Work in Progress

At the time of our original review, the Toronto Police Service organized a total of seven international conferences and seminars. The full costs to organize these events were not known as the officers' salary costs in planning such events was not accounted for.

The Toronto Police Service has developed a Service Seminar Kit which allows for the budgeting and recording of anticipated revenues and expenditures. However, the seminar kit does not account for the salary costs of the officers who plan and organize these events. The Chief has indicated that the issue is still a work in progress.

2006 Audit Recommendation 24

The Chief of Police review the benefits of the Toronto Police Service organizing annual international conferences for the benefits of a majority of participants who are external to the Toronto Police Service. Such an evaluation be documented and take into account the costs and the relative merits of training both internal and external participants. Further, the Chief of Police give consideration to determining whether or not it is the role of the Toronto Police Service to organize international conferences on an annual basis, particularly when the Toronto Police Service procedure states that "units may from time to time find it necessary to host or plan Toronto Police Service authorized seminars."

2010 Audit Conclusion: Work in Progress

2006 Audit Recommendation 25

The Chief of Police ensure that evaluations are completed for all future annual conferences and seminars organized by the Toronto Police Service. Evaluations be independently collated and summarized by the Training and Education Unit and results communicated to conference and seminar organizers. Such evaluations be one of the determinants for continuing future conferences and seminars.

2010 Audit Conclusion: Work In Progress

Cost-benefit analysis not completed for all conferences

In the final status report to the Board the Chief reported that thorough evaluations of conferences are being conducted with the assistance of members assigned to the Toronto Police College. We requested the evaluations which analyzed the benefits, the content and structure as well as the costs for three different conferences organized by the Toronto Police Service. We were provided with a complete evaluation, including costs, for only one conference. We have been advised that this process is ongoing.

2006 Audit Recommendation 26

The Chief of Police direct that those Toronto police officers responsible for organizing conferences and seminars be required to comply with all Toronto Police Service policies and procedures including those relating to the procurement of conference related goods and services.

2010 Audit Conclusion: Addressed and Implemented

Non-compliance in 2006 with procurement of goods and services

Our review in 2006 found that certain policies related to the procurement of goods and services were not complied with by officers responsible for the organizing certain conferences and seminars. For example, in one particular case, the venue for a conference was not selected based on a competitive process.

The Service maintains policies and procedures related to the procurement of goods and services. All police staff are required to comply with all policies and procedures. Although there is no explicit reference to conference planning in these policies and procedures, they apply when organizing conferences.

2006 Audit Recommendation 27

The Chief of Police give consideration to the coordination and consolidation of all conference related budgets. Attendance at conferences be approved subject to the attendance meeting the overall priorities of the Toronto Police Service.

2010 Audit Conclusion: Addressed and Implemented

Decentralized conference budgets in 2006

In 2006, conference and seminar budgets were decentralized by individual units throughout the police service. Attendance at these events was independently approved by unit commanders. The lack of a central coordinating and approval process for conference budgets may result in certain police officers being approved to attend conferences which are not a priority from a Service wide perspective. Attendance at other higher priority conferences may be denied due to limited budgets in the requesting unit.

Budget are coordinated through the Command

The police reported that there is one central budget where the expenditures for conferences are approved through the command. One budget that all five command areas coordinate and must agree on how it is spent.

2006 Audit Recommendation 28

The Chief of Police direct that the procedure in connection with the reporting requirements for Toronto police officers, in connection with conference, seminar or course attendance, be complied with.

2010 Audit Status: Work In Progress

No written reports by members attending external conferences

The Toronto Police Service procedure on conference, seminar or course attendance requires all service members attending external courses, seminars or conferences to submit a written report within 14 days through their unit commander to the unit commander of the Training and Education Unit. At the time of our 2006 review, we were not able to locate any such written reports.

The Chief of Police has instructed members to conduct themselves in accordance with all directives. Due to the fact that the majority of all training is mandatory the Training and Education Unit is re-evaluating the merits of the current procedure.

ALTERNATE WAYS OF DELIVERING TRAINING

2006 Audit Recommendation 29

The Chief of Police assess the training programs delivered by the Training and Education Unit to determine whether or not there are alternative and more cost effective methods of delivery. All new training requirements be evaluated in regard to the most appropriate method of delivery. In addition, the concept of e-learning should be further developed particularly for “refresher” training. Procedures be developed in regards to the evaluation of e-learning opportunities, as well as the scheduling of such training. In addition, the increased use of simulation training should also be reviewed and special consideration be given to an evaluation of the simulation training technology currently in use in the UK and elsewhere.

2010 Audit Conclusion: Addressed and Implemented

Explore more cost effective ways to train officers

In 2006, the majority of training was conducted in a classroom setting. Officers generally attend training during normal working hours and in certain cases may leave resource shortages that are generally filled by replacement officers earning overtime rates. As an alternative to classroom training, “web based training” or e-learning is an area requiring further review. E-learning adds a degree of flexibility for officers to take advantage of learning opportunities when it suits them and their work schedule in 2006. We suggested that the police explore alternative and more cost effective ways of delivering training.

To simplify the delivery of e-learning courses the Toronto Police College has formed an agreement with the Canadian Police Knowledge Network and is making use of their Learning Management System including the introduction of e-learning.

INSTRUCTORS AT THE POLICE COLLEGE

2006 Audit Recommendation 30

The Chief of Police ensure that Toronto police officers who have been assigned instructional responsibilities have attended the required “train the trainer” courses or their equivalent.

2010 Audit Conclusion: Addressed and Implemented

To ensure instructors are qualified, certain “train the trainer” courses were identified as prerequisites for instructors. In 2006, we identified a number of cases where officers who were instructors at the College did not attend the prerequisite course.

We were advised that while some instructors may not have had the prerequisite because they have other credentials which are equivalent to the prerequisite.

2006 Audit Recommendation 31

The Chief of Police review all non police related training courses to determine if their delivery could be conducted more effectively by civilian instructors.

2010 Audit Conclusion: Addressed and Implemented

Certain courses now delivered by civilians

Information contained in the 2009 Training Calendar indicates that certain of the Leadership and Business Systems training is taught by civilian staff.

2006 Audit Recommendation 32

The Chief of Police consider restricting the length of time Toronto Police Officers are assigned as training instructors to the Training and Education Unit at the C. O. Bick College. Police instructors from the C. O. Bick College be reassigned to police divisions.

2010 Audit Conclusion: Addressed and Implemented

New instructor policy introduced

The Service has introduced a new instructor policy which requires a minimum tenure at the College of three years and maximum of four years including one year for training. This Policy also allows for extensions up to 6 years maximum for exceptional circumstances.

OTHER ISSUES IDENTIFIED DURING THE REVIEW – SOME TRAINING RELATED, OTHERS NOT

2006 Audit Recommendation 33

The Chief of Police ensure that the Toronto Police Service is in compliance with its Use of Force and Equipment Service Firearms Procedure which requires that when a police officer is absent from duty for an extended leave of absence (over 20 working days) or a serious illness or injury, the firearm along with the related equipment shall be retrieved under the direction of the Unit Commander and delivered to the Armament Office for safekeeping.

2010 Audit Conclusion: Addressed and Implemented

In 2006, an internal police procedure required that firearms should be returned to the Toronto Police Service when an officer is absent from the Service for more than 20 days. The Service was not in compliance with this procedure.

A revised Service Procedure was introduced to allow for 90 days before a member's firearm along with related equipment is returned to the Service.

We reviewed an activity report identifying specific weapons returned to the Service for 2009. All activity was in compliance with the new policy.

2006 Audit Recommendation 34

The Chief of Police ensure that the procedure requiring an annual inspection of firing ranges is complied with.

2010 Audit Status: Work In Progress

In 2006, a requirement to conduct annual safety inspections of the firing ranges was not complied with.

Inspection reports not available

In 2010, the police could not provide inspection reports for the firing ranges. We were advised by staff that the inspections may have been conducted but not documented. We have advised staff that all future inspections should be documented.

2006 Audit Recommendation 35

The Chief of Police direct that any sponsorships or donations received for conferences or for any other specific purpose are properly approved, in accordance with Policy 18-08, by the Unit Commander or by the Toronto Police Services Board as required. The Chief of Police further ensure that all other provisions of the Policy are complied with.

2010 Audit Conclusion: Addressed and Implemented

2006 Audit Recommendation 36

The Chief of Police ensure that, in accordance with policy, a central registry of all donations is maintained by the Chief's Executive Office and details of all donations received or declined is reported to the Toronto Police Services Board semi-annually. Unit Commanders of all Divisions be advised of this requirement and a protocol be set up for the regular reporting of all such information to the Executive Office.

2010 Audit Conclusion: Addressed and Implemented

In 2006, the Police Service's policy entitled "Donations" stated that "Acceptance of donations valued at \$1,500 or less requires approval of the Unit Commander. Acceptance of donations valued at more than \$1,500 requires the approval of the Police Services Board." The policy also outlined the reporting and accounting requirements for donations.

Reviewed policy, reports and registry of all donations

We reviewed the current Service policy on donations, reports submitted to the Toronto Police Services Board regarding donations and the registry of all donations received or declined. Based on this review both of these recommendations have been fully implemented.

2006 Audit Recommendation 37

The Chief of Police ensure that performance standards are developed for all training activities throughout the Toronto Police Service. Such standards to apply to the Training and Education Unit, other training conducted by specialty units and training conducted at the divisional level.

2010 Audit Status: Addressed and Implemented

The Service is currently using the Time Resource Management Information System as a Performance Management tool.

2006 Audit Recommendation 38

The Chief of Police review the policy relating to the reimbursement of tuition fees for Toronto police officers attending university or college courses and direct that any reimbursement of tuition fees to Toronto police officers be restricted to those university or college courses directly related to the policing responsibilities of the officer.

2010 Audit Conclusion: Addressed and Implemented

In 2006, we noted certain instances where reimbursement of tuition fees to police officers was sometimes made for courses which had little or no relevance to police operations.

New policy to reimburse tuition fees when there is a direct benefit to policing

The Chief of Police has since developed a new Procedure 14-36 entitled "Participation in a Learning Opportunity." In accordance with this procedure it has been the practice of the Toronto Police Service to only reimburse tuition fees for courses that are of direct benefit to the Toronto Police Service.

2006 Audit 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.

2010 Audit Status: Work In Progress

*Cost recovery
fees when
training is
provided*

In 2006, the Training and Education Unit charged \$50 a day to individuals attending training courses at the Toronto Police Service who were not members of the Service. This fee did not have any relevance to the costs of training.

In the final status report the police reported that the practice of charging tuition fees to external parties has been deferred because it is currently under discussion with Toronto City Legal.

CONCLUSION

Our initial review in 2006 focussed on ensuring that the following question was answered: “is the right person learning that right content, to the right standard, at the right time, in the right way, at the right place, at the right cost?”

The original review in 2006 clearly indicated that in certain cases the answer to this question was “No”.

The Service has evaluated each one of the original recommendations and has addressed, or is in the process of addressing, each of the recommendations. The end result is a training program which has significantly improved since 2006.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P170. TERMS OF REFERENCE – PAID DUTY SYSTEM AUDIT, TORONTO
POLICE SERVICE**

The Board was in receipt of the following report June 08, 2010 from Jeffrey Griffiths, Auditor General, City of Toronto:

Subject: Terms of Reference – Paid Duty System Audit, Toronto Police Service

SUMMARY

This report presents the Terms of Reference for the Auditor General’s audit of the paid duty system operated by the Toronto Police Service. The attached Terms of Reference outlines the scope and objectives of the audit. The Terms of Reference may be amended to reflect changing circumstances and is meant to be flexible.

RECOMMENDATIONS

The Auditor General recommends that:

1. The Toronto Police Services Board receive the Auditor General’s report on the Terms of Reference for an audit of the paid duty system administered by the Toronto Police Service.

2. The Toronto Police Services Board forward this report to the Audit Committee for information.

FINANCIAL IMPACT

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

DECISION HISTORY

At its December 17, 2009 meeting the Toronto Police Services Board approved a recommendation requesting the Auditor General to “review the entire paid duty system, procedures, practices and related legislative requirements to assess the effective, efficient and appropriate use of police resources.”

COMMENTS

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

At its December 17, 2009 meeting the Toronto Police Services Board approved a recommendation requesting the Auditor General to “*review the entire paid duty system, procedures, practices and related legislative requirements to assess the effective, efficient and appropriate use of police resources.*”

At the same meeting, the Board also requested the City Manager to “*review any City of Toronto By-laws, and any related processes or practices that relate to, or govern, requirements for paid duty officers and to report to City Council, through the Executive Committee on the results of this review, and to forward this report to the Board.*”

In determining the scope and objectives of the audit, the Auditor General met with the City Manager, the Chief of Police, and the Chair and Vice-Chair of the Police Services Board. In addition, the Auditor General conducted a preliminary assessment of the paid duty system to determine the scope and objectives of the audit.

The attached Terms of Reference provides the background, operational highlights, and scope and objectives of the paid duty system audit. The overall objectives of the audit are to determine compliance with legislative and policy requirements, and whether the paid duty system is operated in a cost effective and efficient manner. The scope of the audit work may change depending on issues identified during the audit.

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

AUDITOR GENERAL'S OFFICE
TERMS OF REFERENCE

Division/Board: Toronto Police Services Board
Project Name: Paid Duty System, Toronto Police Service
Year of Audit: 2010
Project Code: 10-TPS-01

A. Introduction/Background

At its December 17, 2009 meeting the Toronto Police Services Board approved a recommendation requesting the Auditor General to “*review the entire paid duty system, procedures, practices and related legislative requirements to assess the effective, efficient and appropriate use of police resources*”.

At the same meeting, the Board also requested the City Manager to “*review any City of Toronto By-laws, and any related processes or practices that relate to, or govern, requirements for paid duty officers and to report to City Council, through the Executive Committee on the results of this review, and to forward this report to the Board*”.

In considering the audit scope and objectives, the Auditor General is of the view that a review of City By-laws governing paid duty assignments is a critical component of the audit. The Auditor General subsequently met with the City Manager, the Chief of Police, and the Chair and Vice-Chair of the Police Services Board regarding the paid duty audit and the inclusion of a review of City By-laws governing paid duty assignments as part of the audit. This was supported by all parties consulted. In addition, the Auditor General conducted a preliminary assessment of the paid duty system to determine the scope and objectives of the audit.

B. Financial/Operational Highlights

The Police Services Act grants the authority for a police officer to perform paid duty assignments in a private capacity, providing that the services have been arranged through the police force.

The Toronto Police Service operates a paid duty system whereby off-duty police officers can be hired by members of the private sector and the community to perform policing duties at private events or activities where the presence of a police officer is deemed necessary. Examples of private events or activities requiring paid duty officers include construction projects, funeral escorts, road closures, television and movie shoots, fundraising events, and security at special events.

All paid duty arrangements are coordinated by the Central Paid Duty Office within the Toronto Police Service. Officers performing paid duty assignments cannot be scheduled to perform regular duties during the same time period. Officers providing paid duty service are paid by the organizations requesting the service at a rate set by the Toronto Police Association under the authority of the Uniform Collective Agreement.

The 2010 rate for hiring a police constable is \$65 per hour for a minimum of three hours. The rates for hiring supervisory officers are higher. In 2009 approximately \$24 million was paid to police officers for performing a total of 370,562 hours of paid duty service.

Where equipment such as police vehicles or motorcycles is required in performing paid duty service, the hiring organization pays for the use of the equipment. In addition, a 15 per cent administrative fee is charged to the total paid duty cost, and a further 5 per cent GST is applied to the administrative fee and use of police equipment.

C. Key Financial/Operational Issues and Controls

Although technically off duty, police officers hired by organizations for paid duty assignments are still governed by the Police Services Act, Toronto Police Service policies and procedures, and the Uniform Collective Agreement.

The Toronto Police Service has developed a centralized paid duty system and internal policies and procedures governing paid duty officers.

Toronto Police Service Procedure 20-15 “Special Events” outlines the criteria for determining whether on duty or paid duty officers should be deployed at a special event. The unit commander of the police division where the paid duty service is required determines, in consultation with the event organizer, the number of police officers required to adequately police the event. Service Procedure 20-01 “Paid Duties” outlines the criteria to be followed when receiving, assigning, performing, and supervising officers involved in paid duty assignments.

D. Audit Objectives and Scope

The overall objectives of the audit are to determine compliance with legislative and policy requirements, and whether the paid duty system is operating in a cost effective and efficient manner.

The audit objectives were determined based on a preliminary review of the paid duty system and related staff reports. The scope of the audit work may change depending on issues identified during the audit process.

The audit will cover the period from January 1, 2009 to June 30, 2010.

Audit methodology will include a review of relevant legislative and policy requirements, interviews with Toronto Police Service senior management, staff personnel involved in the paid duty system, examinations of documents and records, analyses of data, and any other procedures deemed appropriate. Benchmarking paid duty practices of other jurisdictions will also be conducted.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

#P171. PROPOSED AUDIT OF PARKING TAG ISSUANCE PROCESS

The Board was in receipt of the following report May 17, 2010 from Jeffrey Griffiths, Auditor General, City of Toronto:

Subject: Proposed Audit of Parking Tag Issuance Process

SUMMARY

The role of the City's Auditor General at the Toronto Police Service under the *City of Toronto Act, 2006* is restricted. In order for the Auditor General to perform audit work at the Toronto Police, the Toronto Police Services Board must approve a request for the Auditor General to conduct an audit.

This report requests Toronto Police Services Board approval to conduct an audit of the parking tag issuance process at the Toronto Police Service Parking Enforcement Unit. The anticipated scope of our review will include:

- Processes related to parking tags issued both manually and through portable handheld devices
- Parking tag cancellation processes
- Computer processing of parking tag information.

This issue and the scope of our review have been discussed with the Chief of Police.

RECOMMENDATION

The Auditor General recommends that the:

1. Toronto Police Services Board approve a review by the Auditor General of the parking tag issuance process administered by the Toronto Police Service Parking Enforcement Unit.

Financial Impact

The recommendation in this report has no financial impact.

DECISION HISTORY

The Auditor General's 2009 and 2010 audit work plans included a review of the City's major revenue billing, collection and related processes. The intent in including the audit of revenue sources in the work plan is to systematically address various City revenue streams over a period of time. The Auditor General included a review of parking tag revenue collection and related processes as part this series of audits.

The Auditor General has met with the Chief of Police and discussed the Auditor General's ongoing review of parking tag processes at the City. The review was divided into two phases, revenue collection at the City and the parking tag issuance process at the Police Service. The Auditor General has completed the review of parking tag revenue collection, and City Council adopted the audit report at the February 23, 2010 meeting. The report is available at http://www.toronto.ca/audit/reports2010_jan27.htm .

The Auditor General is ready to begin the second and final phase of this review related to the issuance and administration of parking tags at the Toronto Police Service Parking Enforcement Unit. The Chief of Police is in agreement that such a review should proceed.

COMMENTS

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

In order for the Auditor General to perform the audit described, the Toronto Police Services Board must approve a request for the Auditor General to perform this review.

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

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P172. REQUEST FOR REVIEW OF A COMPLAINT ABOUT THE SERVICE
PROVIDED BY THE TORONTO POLICE SERVICE – DESTRUCTION
OF ADULT FINGERPRINTS AND PHOTOGRAPH RECORDS**

The Board was in receipt of the following report June 03, 2010 from William Blair, Chief of Police:

Subject: REQUEST FOR REVIEW OF A COMPLAINT ABOUT SERVICE PROVIDED
BY THE TORONTO POLICE SERVICE (TPS FILE NO. 2010.EXT-0099)

Recommendation:

It is recommended that:

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

Background/Purpose:

The Toronto Police Services Board has received a request to review my disposition of a complaint about the policies of and services provided by the Toronto Police Service (Service).

Legislative Requirements:

The *Police Services Act* establishes that a complaint about the policies of or services provided by a municipal police force shall be referred by the Independent Police Review Director to the municipal chief of police and dealt with under section 63. The chief of police shall, within 60 days of the referral of the complaint to him or her, notify the complainant in writing of his or disposition of the complaint, with reasons, and of the complainant's right to request that the board review the complaint if the complainant is not satisfied with the disposition 63 (2). A complainant may, within 30 days after receiving the notice, request that the board review the complaint by serving a written request to that effect on the board.

Review by Board

Upon receiving a written request for a review of a complaint previously dealt with by the chief of police, the board shall,

- (a) advise the chief of police of the request;
- (b) subject to subsection (7), review the complaint and take any action, or no action, in response to the complaint, as it considers appropriate; and

- (c) notify the complainant, the chief of police and the Independent Police Review Director in writing of its disposition of the complaint, with reasons.

Nature of the Complaint and Discussion:

On February 6, 2006, the complainant was arrested by members of the Service and charged criminally after he threatened a former professor at Ryerson University. Under the authority of the *Identification of Criminals Act*, he was fingerprinted and photographed as a result of his being charged with Threaten Death.

On January 15, 2007, the criminal charge was withdrawn when the complainant agreed to enter into a peace bond and wrote a letter of apology to the victim. The peace bond was in effect for one year. The peace bond expired on January 15, 2008.

On July 24, 2009, the complainant made application to the Service for destruction of his fingerprints and photograph record in relation to his 2006 arrest.

The Toronto Police Services Board Policy specifies that, upon written request, the Service will:

1. Destroy adult fingerprints, photographs and records of dispositions associated with non-conviction disposition(s) after the expiration of all applicable appeal processes or, in the case of a stay of proceedings, after a period of one year unless:
 - a) the individual's records on file contain an alleged offence(s) listed as a primary designated offence or secondary designated offence as defined in section 487.04 of the *Criminal Code*, R.S.C., 1985, c. C-46, as amended; or
 - b) there are compelling reasons in the public interest to refuse destruction.
- 2) In applying criteria 1a) and 1b) as listed above, give consideration to mitigating factors.
- 3) Establish a process of review for those cases in which destruction has been refused by the Service; and
- 4) Where destruction has been approved by the Service, make a recommendation to the Royal Canadian Mounted Police (RCMP) for the destruction of records in its possession associated with the individual's non-conviction disposition(s), where the criteria established by the RCMP has been met.

The complainant did meet the requirements to apply for destruction of adult fingerprints and photograph records and a formal request was sent to the RCMP on August 26, 2009.

In February 2010, the complainant made a complaint through the Office of the Independent Police Review Director (OIPRD) that the RCMP had failed to destroy his fingerprints and photograph records despite a substantial amount of time having passed from the date of his initial application. The OIPRD classified the complaint as a service complaint requiring a review.

The Chief's Decision and Reason:

Detective Barbara Ryan (2261) of the Professional Standards Complaints Administration Unit was assigned to investigate the service complaint review.

It was determined that the Records Management Unit complied with Service Board policy when it reviewed and approved the complainant's application on July 24, 2009, for destruction of his fingerprints and photograph record. A formal request to have the applicant's records destroyed was sent from the Records Management Unit to the RCMP on August 26, 2009.

On March 30, 2010, the Service corresponded with the complainant to advise that the complaint had been reviewed and no further action would be taken. The Service gave the following reason for the decision.

“The RCMP is the custodian of the master adult fingerprints and photographs records database. Consequently, the Service is unable to speak to the length of time it takes the RCMP to destroy master records”.

Conclusion:

Pursuant to the notification of the status and determination of the complaint from the Service, the complainant requested through the Office of the Independent Police Review Director (OIPRD) that the Board review my decision. It is the Board's responsibility to review my reason and determine whether it is satisfied that my decision to take no further action is reasonable.

Deputy Chief Peter Sloy of Executive Command will be in attendance to answer any questions the Board may have.

Chair Alok Mukherjee discussed this report with the Board.

The Board received the complaint summarized in the report and concurred with the Chief's decision and the Chief's reason that no further action be taken by the TPS with respect to the complaint.

The Board also approved the following Motion:

THAT recommendation no. 3 be approved with an amendment indicating that the complainant, the Chief of Police and the Independent Police Review Director will be advised in writing of the disposition of the complaint, with reasons.

A copy of the Report of Investigation was considered during the in-camera meeting (Min. No. C199/10 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P173. CANADIAN ASSOCIATION OF POLICE BOARDS (CAPB) 2010
RESOLUTIONS**

The Board was in receipt of the following report June 11, 2010 from Alok Mukherjee, Chair:

Subject: CANADIAN ASSOCIATION OF POLICE BOARDS (CAPB) 2010
RESOLUTIONS

Recommendation:

It is recommended that:

- (1) The Board approve endorsing CAPB Resolutions 10-1, 10-4, 10-5, 10-6, 10-7, 10-8, as attached; and
- (2) The Board approve the ranking of CAPB Resolutions as proposed in this report.

Financial Implications:

There are no financial implications arising from the recommendations contained in this report.

Background/Purpose:

The Canadian Association of Police Boards (CAPB) is a national organization dedicated to civilian oversight of municipal police, representing more than 75 municipal police boards and commissions across Canada that together employ more than 35,000 police personnel. The Toronto Police Services Board is a CAPB member and I am the Secretary-Treasurer of this organization.

Discussion:

At its meeting of May 18, 2010, the Board of Directors of the CAPB approved a number of Resolutions. The Resolutions Committee has asked that each CAPB member review the Resolutions with their Board, complete a ranking document and submit their commentary or feedback.

I have reviewed the Resolutions as approved by the CAPB Board of Directors. I am recommending that the Board approve the following Resolutions:

- **10-1** - Pass Lawful Access Legislation To Reduce Lawful Access And Electronic Surveillance Deficiencies And Obsolescence
- **10-4** - Provide 9-1-1 Cell Phone Call Customer Name And Address

- **10-5** - Resolution On Pellet And Air Guns
- **10-6** - Federal Support To Develop Sustainable Funding Sources For Law Enforcement
- **10-7** - Marihuana Medical Access Regulations - Licensed Marihuana Grow Operations
- **10-8** - Call For Federal Action to Support Sustainable Public Policing

These are attached for your information.

I am recommending that the Board not approve the following Resolutions:

- **10-2** - Introduce Electronic Countermeasures Legislation
- **10-3** - Introduce Investigative Subpoena Legislation

These are attached for your information.

In addition, my proposed ranking of the Resolutions is attached for approval.

Conclusion:

Therefore, it is recommended that:

- (1) The Board approve endorsing CAPB Resolutions 10-1, 10-4, 10-5, 10-6, 10-7, 10-8, as attached; and
- (2) The Board approve the ranking of CAPB Resolutions as proposed in this report.

Chair Alok Mukherjee responded to questions about this report.

The Board approved the foregoing report.

CAPB 2010 RESOLUTIONS

RESOLUTION NUMBER	RANKING FROM 1 TO 8	RESOLUTIONS Please mark in the column to the left the resolutions in order of importance. #1 being most important and #8 lowest priority.
10-1	5	10-1 Pass Lawful Access Legislation To Reduce Lawful Access And Electronic Surveillance Deficiencies And Obsolescence
10-2	No	10-2 Introduce Electronic Countermeasures Legislation
10-3	No	10-3 Introduce Investigative Subpoena Legislation
10-4	3	10-4 Provide 9-1-1 Cell Phone Call Customer Name And Address
10-5	6	10-5 RESOLUTION ON PELLET AND AIR GUNS
10-6	1	10-6 Federal Support To Develop Sustainable Funding Sources For Law Enforcement
10-7	4	10-7 Marihuana Medical Access Regulations - Licensed Marihuana Grow Operations
10-8	2	10-8 Call For Federal Action to Support Sustainable Public Policing

CALGARY POLICE COMMISSION

RESOLUTION #10-1

PASS LAWFUL ACCESS LEGISLATION TO REDUCE LAWFUL ACCESS AND ELECTRONIC SURVEILLANCE DEFICIENCIES AND OBSOLESCENCE

WHEREAS current *Criminal Code* provisions in respect to police powers to conduct judicially authorized electronic interceptions and seizures are outdated and not in touch with modern realities; and

WHEREAS modernization of these legislative provisions is urgently required to reflect the significant advancements in communications technologies; and

WHEREAS there are no requirements for new telecommunications technologies to be intercept capable; and

WHEREAS the current legislative scheme has resulted in intercept safe havens;

THEREFORE be it resolved that the Canadian Association of Police Boards urge the Federal Government to pass legislation to amend the *Criminal Code* to require new telecommunications technologies to be intercept capable, to prevent intercept safe havens and to modernize electronic intercept provisions.

Background

Repeated attempts to introduce lawful access legislation have received support, however, the legislation has encountered fallen governments and the conclusion of parliamentary sessions prior to third reading. The most recent example of this is the 2009 introduction of Bills C-46 and C-47, both of which received all party support through the first and second reading. Parliament was prorogued prior to finalization of this legislation. These, or similar, Bills should be reintroduced or reinstated at the stage at which they were at as it is imperative that amendments be introduced to the *Criminal Code* to provide the police with necessary investigative tools.

Canada's obsolete legislative scheme was implemented during the days of the rotary dial telephone. Modernization of current legislative provisions is urgently required to reflect significant advancements in communications technologies – such as emails, encryption, and text based messaging. These new technologies allow for old crimes to be committed in new ways, as well as new crimes to develop, including viruses, Trojan horses, worms, hacking, spyware, spam, phishing, identity theft, internet

fraud and money laundering. Unlike previous telephony data and technology, where a phone was hardwired into a specific location and communicated to another phone hardwired at the receiving end, new technologies operate much differently. Technology is mobile, operating on wireless frequencies routed through any number of internet service providers worldwide. Intercept is much more complex and requires advanced technologies and updated legislation to compete with criminals. Currently a number of new telecommunications technologies cannot be intercepted, allowing criminals a fail safe way to conduct business without the prying eyes of police. Other G-8 countries around the world require new telecommunications technologies to be 'intercept capable'.

Without modernization, the current legislation challenges police investigative techniques and compromises public safety. Urgent amendments are required to allow the police to lawfully and effectively investigate serious offences; particularly those committed by organized crime groups and gangs.

**CALGARY POLICE COMMISSION
RESOLUTION #10-2**

INTRODUCE ELECTRONIC COUNTERMEASURES LEGISLATION

WHEREAS Electronic Countermeasures (ECM) are available for purchase by the general public on the open market, and

WHEREAS the Federal *Radiocommunication Act* does not provide clear guidelines for the possession and use (application) of Electronic Countermeasures, or clear prohibitions which will allow for an effective law enforcement response; and

WHEREAS it has been proven that electronic countermeasures are effective tools, now being used by organized crime, to disrupt police communication systems including computer aided dispatch, police radios, and cell phones; and

WHEREAS officer and public safety is compromised when law enforcement officials are left without communications when dealing with individuals possessing this technology;

THEREFORE BE IT RESOLVED that the Canadian Association of Police Boards urge the Federal Government of Canada to introduce legislation pertaining to Electronic Countermeasures that will restrict the possession and use (or application) of this

technology under the *Criminal Code* and the *Radiocommunication Act*. This legislation should give law enforcement officials the usual powers of arrest and detention, with the accompanying provisions for the search and seizure of this technology, when electronic devices are being used contrary to law.

Background

Electronic Countermeasure (ECM) devices, or jammers, have been in existence for a number of years. They were originally employed by the military to interfere with hostile communications and to mask their own activities from electronic surveillance. ECM devices have evolved from an unsophisticated “brute force” wide band application to either blocking discreet bands of the RF spectrum or blocking some of the spectrum while allowing certain frequencies to operate without interference. These devices are now available on the open market. Some are sophisticated in their design and come in a variety of shapes and sizes, from small units that are the size of a cigarette lighter inserts, to larger, more powerful vehicular mounted units. They are advertised openly by companies inside Canada. These devices can prevent a police officer from communicating with their dispatch or other police officers. These devices and the purpose for which they are created are inherently harmful and lend themselves to use by organized crime and other elements in furtherance of criminal activity. The danger they pose to the life and safety of all public safety officers is self evident. Absent an exemption or licensing scheme authorizing use by government agencies and public safety designates, the possession, importation, sale and manufacture of these devices must be made illegal in Canada. The regulation of these devices belongs in the *Criminal Code* and they should be dealt with in the same manner as other prohibited devices.

CALGARY POLICE COMMISSION RESOLUTION #10-3

INTRODUCE INVESTIGATIVE SUBPOENA LEGISLATION

WHEREAS many serious criminal investigations move slowly in Canada due to the inability of the police to compel reluctant witnesses to provide information; and

WHEREAS investigative subpoenas were once used in Canada when the Grand Jury system was still a part of the criminal justice system and are currently being used successfully in public inquiries and regulatory investigations under provincial securities legislation; and

WHEREAS the *Mutual Legal Assistance in Criminal Matters Act* allows law enforcement authorities from foreign countries to request an order to compel witnesses in Canada to provide evidence or information to assist them in their investigations, when an offence is believed to have been committed;

THEREFORE BE IT RESOLVED that the Canadian Association of Police Boards urge the Federal Government of Canada to amend the *Criminal Code* to allow the use of investigative subpoenas for criminal investigations into serious indictable offences, such as gang related offenses or homicides, to give law enforcement authorities the ability to compel witnesses with critical information to attend court and answer relevant questions during the course of an investigation.

Background

An investigative subpoena is a court order that compels a witness to disclose relevant information about a crime before charges are laid. It helps law enforcement solve crimes when witnesses do not come forward and volunteer information. The compulsion takes place in court, under judicial supervision, which prevents abuses and has slowly been reintroduced in Canada. In the United States, where investigations are generally quicker than in Canada, law enforcement authorities have access to investigative subpoenas through their Grand Jury system. In Canada, witnesses to a crime have never enjoyed a constitutional right to silence. This right is given to suspects and accused persons to protect them from self-incrimination. Instead, witnesses are expected to provide evidence for the benefit of society and to assist in solving crimes. It is counterintuitive that a foreign police force can come to Canada and compel a Canadian witness to provide information about a foreign crime, but our own domestic police cannot compel witnesses to assist in the investigation of a crime committed in Canada. Investigative subpoena legislation will help the police in those instances where witnesses have been silent and uncooperative and will increase the speed of investigations for a variety of crimes, including gang related shootings and homicides where a code of silence prevents the police from gathering valuable evidence.

**CALGARY POLICE COMMISSION
RESOLUTION #10-4**

PROVIDE 9-1-1 CELL PHONE CALL CUSTOMER NAME AND ADDRESS

WHEREAS we live in a society that now relies heavily on mobile communication; and,

WHEREAS there should be no difference in the level of safety available pursuant to a 9-1-1 call that is made from a landline and a call that is made from a cell phone; and,

WHEREAS there is a gap in the Canadian Radio-Television and Telecommunication Commission's policy that only requires the release of the number and not the name and address associated with a cell phone that an emergency call is originating from; and,

WHEREAS there are unnecessary delays occurring before the police can be dispatched to an emergency call made from a cell phone because of the current back grounding and risk assessment steps that are required on 9-1-1 calls from cell phones prior to the identification of the associated address and public safety is compromised when these delays occur;

THEREFORE BE IT RESOLVED that the Canadian Association of Police Boards urge the Federal Government of Canada to move forward with legislation that would require Wireless Service Providers to immediately provide Public Safety Answering Points with subscriber name and address on all 9-1-1 calls.

AND BE IT ALSO RESOLVED that the Canadian Association of Police Boards urge the Canadian Radio-television and Telecommunication Commission to take immediate steps to amend Telecom Decision 05-053 by making it mandatory for Wireless Service Providers to provide subscriber name and address on all 9-1-1 calls from cell phones

Background

Currently there is a distinction made between the information that a Public Safety Answering Point (PSAP) receives on a 9-1-1 call that is made from a landline and a 9-1-1 call that is made from a cell phone. Canadian Radio-television and Telecommunication Commission's policy, under Telecom Decision 2003-53, mandates Wireless Service Providers to provide the phone number of a cell phone and, unlike a landline, not also provide the subscriber's name and address associated with the cell phone when an emergency call is placed. This leads to unnecessary delays in police response. There

have been recent incidents of domestic violence that have ended tragically after calls for help were made using cell phones where customer names and addresses were not readily available. This is unacceptable in a society where individuals calling 9-1-1 do so to receive immediate assistance.

**OTTAWA POLICE SERVICES BOARD
RESOLUTION #10-5**

RESOLUTION ON PELLET AND AIR GUNS

WHEREAS the purchase and sale of any gun capable of firing a projectile at or below 152.4 meters (500 feet) per second is not covered by any current federal restrictions, thereby making them available for purchase at many retail stores; and,

WHEREAS toy guns, replica guns, and pellet and air guns comprise up to 40 percent of guns seized by police and are regularly used in the commission of offences by offenders who present them as a real firearm; and,

WHEREAS police officers involved in a high risk call cannot easily tell the difference between a real gun and a pellet and air gun, which has resulted in the death of individuals carrying these guns; and,

WHEREAS air and pellet guns are a leading cause of eye loss and eye damage in children and young adults, with young people hospitalized each year in Canada as a result of such injuries; and,

WHEREAS the Federal Government's Firearms Act and Hazardous Products Act do not regulate the purchase and sale of these items;

THEREFORE BE IT RESOLVED that the Canadian Association of Police Boards request the Federal Government to amend existing legislation to include regulations on the purchase and sale of pellet and air guns.

**DELTA POLICE BOARD
RESOLUTION #10-6**

FEDERAL SUPPORT TO DEVELOP SUSTAINABLE FUNDING SOURCES
FOR LAW ENFORCEMENT

WHEREAS local police agencies are providing policing services to airports, seaports and other homeland security initiatives which are Federal policing responsibilities; and,

WHEREAS technology and the changing nature of crime is increasing the costs of policing beyond that of general inflation; and,

WHEREAS provincial legislative changes such as amendments to the British Columbia *Police Act* will have an impact on municipal policing costs; and,

WHEREAS local government tax bases does not have the resources to fund the growing needs of police agencies in a sustainable and viable way; and,

WHEREAS the Canadian Association of Police Boards has called upon the Government of Canada in the form of past resolutions to make changes to the Federal share of policing costs in Canada including:

1. Resolution 06-12: Sharing of funding for Municipal Police Departments;
2. Resolution 07-04: Federal policy support for capital costs of law enforcement; and
3. Resolution 08-07: Sharing policing costs with the federal government
4. Resolution 09-01: Federal Funding – 2500 police officers

THEREFORE BE IT RESOLVED THAT the Canadian Association of Police Boards call on the Government of Canada to develop a fair and sustainable funding model for both RCMP and Independent police agencies in recognition of local law enforcement assistance to Federal policing initiatives and to address the increasing financial pressures on Local Government.

BACKGROUND: *Federal Support to develop sustainable funding sources for law enforcement*

From 2001 to 2008, the total cost of policing in Canada grew from approximately \$7.3B to \$11.4B¹. These expenditures grew at an average rate of 6.71% p.a. over the eight-year

¹ Police Resources in Canada, 2009 Report

period and are not in line with the average cost of inflation which averages 2% p.a.² The following chart compares the growth in policing costs to general inflation.

¹ Police Resources in Canada, 2009 Report

¹ Bank of Canada

² Bank of Canada

Year	Police Costs (actual)	General Inflation ³ at 2% p.a.	Actual % increase
2001	7,269,997		
2002	7,827,195	7,415,397	7.66%
2003	8,324,167	7,563,705	6.35%
2004	8,758,213	7,714,979	5.21%
2005	9,281,879	7,869,279	5.98%
2006	9,887,071	8,026,664	6.52%
2007	10,544,771	8,187,197	6.65%
2008	11,448,937	8,350,941	8.57%
		AVG	6.71%

*Data from Police Resources in Canada, 2009

The purpose of comparing increasing costs to general inflation is to highlight the growing gap between affordability and required service levels. Identifying the cost drivers that push policing costs beyond that of inflation is not for the scope of this resolution.

When considering the disparity between costs and inflation, it is important to note that local government takes on the biggest burden of law enforcement expenditures. In British Columbia, for example, 2008 municipal taxation funded 62% (\$828M) of overall policing in the province⁴. The remaining \$491M was funded through provincial and federal resources. To add to this, municipalities that fund independent police services do not receive a consistent share of funding from any other level of government (exclusive of Traffic Fine Revenue grants).

Federal policing funds are filtered through RCMP municipal and provincial forces in order to police federal statutes. However, it can be argued that independent agencies expend similar levels of resources in the area of federal policing consistent with RCMP counterparts. The Delta Police Department for example has within its boundaries the fifth busiest airport in Canada, an expanding seaport, large portions of highway, an international border and is surrounded by water. There is a justifiable argument that Delta resources are required to augment federal policing. When considering the increasing costs of policing in Canada, response to federal policing needs only exacerbates funding concerns at a local level. There are many municipalities throughout the country that have similar logistics that deem it necessary to engage in federal policing on a regular basis.

³ Calculated at 2% of prior year

⁴ Police Resources in British Columbia, 2008 Report

In recent years, the Canadian Association of Police Boards has brought these concerns to the attention of the Federal Government as seen in resolutions with similar focus from 2006, 2007, 2008 and 2009.

**REGIONAL MUNICIPALITY OF YORK POLICE SERVICES BOARD
RESOLUTION #10-7**

MARIJUANA MEDICAL ACCESS REGULATIONS - LICENSED MARIJUANA GROW
OPERATIONS

WHEREAS in June 2001, the federal government implemented the Marijuana Medical Access Regulations (MMAR) which allows for licensed marijuana grow operations. The MMAR authorizes Health Canada to issue licenses to possess, as well as produce, marijuana indoor and/or outdoor for persons suffering with certain medical conditions. It also allows for designated third parties to produce marijuana for persons with medical conditions; and,

WHEREAS the Canadian Association of Police Boards recognizes that there are substantial health risks associated with Indoor Marijuana Grow Operations, legal or illegal, due to mould, elevated levels of carbon dioxide, electrical hazards and other chemicals and pesticides used to foster plant growth; and,

WHEREAS administered by Health Canada, the MMAR do not supersede other legislation including municipal by-laws. Individuals licensed under the MMAR are required to observe all other laws such as zoning, fire and electrical regulations. Health Canada maintains that it is not part of their mandate to verify the safety standards of each production site; and,

WHEREAS there is no mechanism in place to ensure that individuals licensed to grow marijuana under the MMAR adhere to federal, provincial laws and municipal building, fire and electrical regulations. Consequently, there is an increased and unaddressed risk to building occupants and others including emergency personnel;

THEREFORE BE IT RESOLVED, that the Canadian Association of Police Boards calls upon Health Canada to require electrical, fire and building inspections as a condition of licensing to produce medicinal marijuana under the MMAR; and

BE IT FURTHER RESOLVED, that the Canadian Association of Police Boards calls upon Health Canada to notify local governments and police services of locations licensed to produce marijuana in accordance with MMAR, therefore, enabling regional and municipal authorities to ensure sites are compliant with pertinent laws and regulations.

**CANADIAN ASSOCIATION OF POLICE BOARDS
RESOLUTION #10-8**

CALL FOR FEDERAL ACTION TO SUPPORT SUSTAINABLE PUBLIC POLICING

WHEREAS the Canadian Association of Police Boards recognizes the financial constraints facing the federal government as well as other levels of government; and

WHEREAS, despite the current fiscal reality, the CAPB believes the federal government can and should undertake budgetary decisions as well as legislative reform that require no additional funding from the federal government but would assist municipal police services in limiting police costs and increase the effective and efficient delivery of local police services; and

WHEREAS the CAPB believes similar measures as those set out in this resolution should be undertaken by provincial governments working with their provincial police partners; and

WHEREAS it would make eminent sense and be the rational approach for every level of government to commit to a coherent and consistent strategy to control costs as there is only one taxpayer;

THEREFORE BE IT RESOLVED that the CAPB requests that the federal government undertake the following actions to assist police boards, and their funding municipalities to control police budget costs and increase the efficient and effective delivery of police services:

- 1) Maintain existing commitments to facilitate long-term planning and avoid a sudden impact on local police service budgets;
- 2) Partner with the CAPB and other involved groups to identify and 'fast track' legislation that would assist local police boards to control costs and/or increase efficiency;

- 3) Introduce a 'viability' or 'means' test for any new federal legislation or regulation to avoid any additional 'download' cost to local police boards, the 'viability' test to be based on the principle of 'if there are additional costs – who pays and how';
- 4) Avoid any federal actions or budget decisions that will have the impact of increasing local police service costs;

FURTHER BE IT RESOLVED that the CAPB circulate this resolution to the political parties represented in the House of Commons, the Federation of Canadian Municipalities, the Canadian Association of Chiefs of Police and the Canadian Police Association seeking their support for this resolution.

RETURN RECEIPT

**PLEASE COMPLETE AND RETURN WITH
THE APPROPRIATE ATTACHMENTS TO CAPB
BEFORE JUNE 30, 2010.**

TO: Canadian Association of Police Boards
157 Gilmour Street, Suite 302
Ottawa, Ontario K2P 0N8

FROM: _____

On behalf of the _____ Police Board/ Board of
Police Commissioners/Police Commission/Police Services Board, I acknowledge that we
have received, reviewed and ranked the Resolutions attached.

I also verify that a copy of this receipt, the ranking of the resolutions and any feedback
or comments on the attached resolutions have been transmitted to the CAPB
Resolutions Committee by email (jlanzon@capb.ca) or via regular mail to CAPB, 157
Gilmour Street, Suite 302, Ottawa, Ontario, K2P 0N8.

Signed
Print Name & Title

Date

PLEASE RETURN BY JUNE 30, 2010

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P174. RESPONSE TO THE CITY OF TORONTO – BUDGET COMMITTEE
REQUEST FOR REPORT – TORONTO POLICE SERVICE – TRANSIT
POLICING 2010**

The Board was in receipt of the following report June 14, 2010 from Alok Mukherjee, Chair:

Subject: Response to the City of Toronto – Budget Committee Request for Report –
Toronto Police Service – Transit Policing 2010

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

At its meeting on May 28, 2010, the City of Toronto – Budget Committee requested the Toronto Police Service to submit a report to the City of Toronto – Executive Committee on the issue of Toronto Transit Commission Special Constables and, also, that it be submitted for consideration at the Executive Committee meeting scheduled for June 14, 2010.

In order to respond to the abovenoted request, an information report on the development of the Transit Policing Unit and the status of the Memorandum of Agreement between the Board and the TTC with respect to Special Constables was prepared and forwarded to the Committee for its June 14, 2010 meeting. Given that the report would be considered prior to the Board's next regularly scheduled meeting and, noting that the Board had not been given an opportunity to review this matter, I made a commitment to place a copy of the report on the June 29, 2010 meeting agenda for information.

Conclusion:

A copy of the report (dated June 03, 2010) submitted to the Executive Committee is attached for information.

The Board received the foregoing report.



STAFF REPORT INFORMATION ONLY

Toronto Police Service: Transit Policing in 2010

Date:	June 3, 2010
To:	Executive Committee, City of Toronto
From:	Alok Mukherjee, Chair, Toronto Police Services Board
Wards:	All

SUMMARY

At its meeting on May 28, 2010, the City of Toronto – Budget Committee requested the Toronto Police Service to report to the Executive Committee on the issue of TTC Special Constables (Member Motion Regarding the TTC 2010 Operating Budget – BU72.11). The purpose of this report is to provide the Executive Committee with the requested information.

City Council approved the Toronto Police Service's 2010 operating budget at a net amount of \$888.1M. Included in the 2010 approved budget is an increase of 80 officers to the uniform officer authorized strength for transit policing. Part year funding for 42 officers is included in the 2010 approved operating budget. The remaining 38 officers are funded through the Police Officer Recruitment Fund (PORF) grant which expires on March 31, 2013.

The Chief of Police has indicated that 80 officers is an appropriate number to efficiently and effectively police the transit system.

FINANCIAL IMPACT

There is no financial impact in 2010, beyond what has already been approved in the current year's budget for the Toronto Police Service. However, there will be an incremental impact of \$1.9M in 2011 (for a total annualized cost of \$3.7M in 2011) for the 42 additional officers, as only part-year funding (\$1.8M) for 42 officers has been included in the 2010 budget. Furthermore, PORF funding in the amount of \$2.7M is committed only until March 31, 2013, at which time additional funding will be required in the Service's operating budget if the PORF grant is not extended.

ISSUE BACKGROUND

Over a year ago, the Toronto Police Service and the Toronto Transit Commission (TTC) entered into discussions with respect to roles and responsibilities for public safety and security on the transit system. As a result of those discussions, the City-approved 2010 operating budget for the Service included an increase of \$1.8M to fund the equivalent of forty-two (42) officers to effectively replace a significant portion of the TTC security complement.

COMMENTS

This issue was discussed at the Toronto Police Services Board meeting of March 9, 2010. At that time, the Chief of Police indicated that 80 officers is an appropriate number to efficiently and effectively police the transit system. As a result, the Board approved an increase of 80 additional uniform positions required for public transit policing, for a revised uniform establishment of 5,588 for the Toronto Police Service.

The \$1.8M funding increase recommended by the City provides sufficient funding to hire an additional 42 officers in the August 2010 recruit class. The cost for these 42 officers will annualize to \$3.7M in 2011, and will increase as the officers progress through the ranks until they attain the rank of first class Police Constable (PC1).

The remaining 38 officers are currently funded through PORF, although PORF funding is only available until March 31, 2013. Efforts are being made by the provincial government to secure this funding from the federal government in perpetuity. However, if the grant is not renewed, the Service will be faced with an annualized pressure of \$2.7M.

Memorandum of Agreement with the TTC (Special Constables)

A Memorandum of Agreement empowering the TTC Special Constables was entered into between the Toronto Police Services Board and the TTC on May 9, 1997. Subsequently, on May 6, 2010, pursuant to the terms of the Memorandum of Agreement, the Board sent a letter to the TTC notifying them of the Board's intent to terminate the current agreement effective upon the parties completing a new agreement. The TTC were requested to supply the Board with their requirements for their Special Constable program by June 25, 2010. Upon receipt of this information the Service will review and make the necessary adjustments to ensure policing needs are met. This new information will be placed into a proposed framework for the new Memorandum of Agreement and further discussion will ensue between the TTC and the Toronto Police Service to arrive at a new agreement and continuing the longstanding partnership between the two organizations to ensure public safety on the transit system.

Conclusion

Through a series of meetings, the TTC and the TPS have agreed on their respective roles and responsibilities regarding the performance of public safety and security activities on the transit system. As a result of the TTC's responsibilities under the proposed framework, the need for

TTC security staff to have special constable status to perform their various security and enforcement activities is eliminated.

CONTACT

Joanne Campbell
Executive Director
Toronto Police Services Board
Telephone No. 416-808-8081
Fax No. 416-808-8082

Alok Mukherjee
Chair, Toronto Police Services Board

A: tps_transit policing in 2010

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P175. STATUS REPORT: REQUEST FOR PROPOSAL: COLLISION
REPORTING CENTRE CONTRACTS**

The Board was in receipt of the following report June 02, 2010 from William Blair, Chief of Police:

Subject: STATUS REPORT – REQUEST FOR PROPOSAL: COLLISION REPORTING
CENTRE CONTRACTS

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

At its meeting of December 17, 2009, the Board was in receipt of a report from the Chief of Police requesting an extension of the current Collision Reporting Centre (CRC) contracts to January 3, 2011. The Board approved the report on the basis that the next report on contractual issues for the collision reporting centres after January 2011 be provided to the Board mid-year 2010 and that it include a detailed plan on how the Service intends to deal with the CRC's in the future (Min. No. P358/09 refers).

Discussion:

In 1995, the Board entered into an agreement with North York Accident Support Services Ltd. (now known as Accident Support Services International Ltd.) for the establishment of a CRC facility, to be known as the North Collision Reporting Centre, located at 113 Toryork Drive, and to issue a request for proposals for two additional CRC facilities.

The establishment of CRC facilities has provided members of the public and the Toronto Police Service (TPS) with an efficient and effective process for the investigation of motor vehicle collisions. This process has been in place for over 15 years within Toronto and a great deal has been learned during this period. Using this knowledge and practical experience, the TPS is now well positioned to enter into a process to negotiate a new contract with a CRC operator to ensure that the needs of the general public and the TPS will continue to be met in the most effective, efficient and economical manner possible.

Collision Reporting Centre – Request for Proposal

Traffic Services is in the process of liaising with staff at the CRCs, TPS Purchasing Support Services and City of Toronto Legal Divisions to develop a Request For Proposal (RFP) which identifies the specific terms, conditions, requirements as well as the proposal process and evaluation criteria.

The following are some of the key components of the RFP that is currently under development:

Location

The TPS is moving from the current three centres to a two centre model. Lessons learned over the past 15 years and the examination of statistics support this decision. The specific areas identified for the location of CRCs in the RFP are centrally located in the east and west regions of the city and are situated close to major highways, arterial roads and public transportation.

Staffing

The move from three centres to the two centre model coupled with personnel redeployments and a new shift schedule will provide more efficient service delivery and have minimal impact on members of the community.

Length of Contract Term

The TPS is committed to conducting a fair and impartial contract bidding process. At the same time it is imperative that the Service attract the interest of qualified bidders capable of providing the requisite level of service. As well, the term of the contract needs to be reflective of the high level of commitments required to prepare and operate a CRC. It is unlikely that a qualified bidder could secure a lease on a property that meets the requirements outlined in the RFP for a term of less than ten years. As a result the TPS is proposing a contract term of ten years with an option for a five year extension at the discretion of the Board.

Process

In the first stage of the process, proponents will submit proposals by a due date. These will then be reviewed by the evaluation committee to determine if they meet the minimum requirements established. An evaluation criteria matrix has been developed which provides specific weight to four areas of a proposal. These criteria will be used to evaluate the proposals and make recommendations on those that will move forward to the second stage. The number of proposals moving on to the second stage will be restricted to a maximum of three.

Successful bidders that advance to the second stage of the process shall be given up to 45 days to submit detailed plans and supporting documentation to the TPS. Further interviews, a review of documentation and a site evaluation may also be required.

Timelines - Request for Proposal Process

Given the expiration date of the current contracts, the following are the projected timelines for completion of the RFP process:

- Creation of procurement documents Complete
- Review by TPS Purchasing Support Services and City of Toronto Legal Division Complete
- Issuance of the Request For Proposal Commenced
- Evaluation of Bids July and August
- Report to the Board with recommendations October PSB meeting

Conclusion:

The TPS remains committed to participating in the CRC program from which it realizes many operational and economic efficiencies while at the same time providing an effective and efficient service to members of the community.

In keeping with the core values of the organization, the TPS is also committed to ensuring that the procurement process used to award the next CRC contracts will be fair, transparent and without bias.

The contents of this report have been reviewed and approved by staff in the City of Toronto Legal Division.

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

Sergeant Mike Rosina, Traffic Services, and Mr. Karl Druckman, City of Toronto – Legal Services, responded to questions about this report.

In response to a question about the process, specifically, that the number of proposals moving on to the second stage would be restricted to a maximum of three as referenced in the foregoing report, Mr. Druckman advised the Board that, after the preparation of the report, and after further review of the RFP, it was determined that it was not necessary to limit the number of proposals that would move to the second stage.

Following the clarification noted above, 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 JUNE 29, 2010**

**#P176. QUARTERLY REPORT: MUNICIPAL FREEDOM OF INFORMATION
AND PROTECTION OF PRIVACY ACT COMPLIANCE: JANUARY TO
MARCH 2010**

The Board was in receipt of the following report May 07, 2010 from William Blair, Chief of Police:

Subject: QUARTERLY REPORT - MUNICIPAL FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT COMPLIANCE: JANUARY, FEBRUARY AND MARCH, 2010

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 on September 23, 2004, the Board approved a motion that the Chief of Police provide the Board with quarterly reports identifying the Service's *Municipal Freedom of Information and Protection of Privacy Act* (MFIPPA) compliance rates, and further, that the total number of overdue requests be divided into categories of 30, 60, or 90 days, or longer (Min. No. P284/04 refers).

Under the Act, compliance refers to the delivery of disclosure through the Freedom of Information process within 30 days of receipt of a request for information. The compliance rates for the period January 1, 2010 to March 31, 2010, divided into three categories as stipulated by the Board, are as follows:

Discussion:

Toronto Police Service
Compliance Rates
January 1, 2010 – March 31, 2010

30-Day	60-Day	90-Day or longer
81.6%	92.86%	94.27%
Requests to be completed during this time period: 924	→ 170	→ 66
Requests completed: 754	Requests completed: 104	Requests completed: 13
Requests remaining: 170	Requests remaining: 66	Requests remaining: 53

A total of 924 requests were required to be completed within 30 days. The running totals reflect, for the 30, 60, and 90 day (or longer) periods, the number of requests that were actually completed. The number of incomplete files is carried over as 'requests remaining.' All numbers shown are based on the number of files it was possible to be compliant with during this period.

A further breakdown of requests received January to March, 2010 is as follows:

Category	Total	Description
Individual/Public	705	- Personal
Business	302	- Witness contact information/Memobook notes/911 calls/reports - General reports - Law firms & insurance companies
Association/Group	29	- mental health - Legal - law enforcement to law enforcement agencies (Sec. 32 of MFIPPA)
Government	19	- Industrial accidents, reports, notes, photographs
Academic/Research	1	- University –crime data statistics
Media	2	- Grow-Operation statistics - Employment statistics

The above table reflects the numbers and types of requests received during the entire reporting period. The number of files required to be completed during the reporting period are not reflected.

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

January	2010	75.55%
February	2010	86.2%
March	2010	82.87%

Conclusion:

In summary, this report provides the Board with the *Municipal Freedom of Information and Protection of Privacy Act* compliance rates for January, February and March 2010.

Deputy Chief Peter Sloly, Executive Command, will be in attendance to answer any questions that the Board members may have in relation to 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 JUNE 29, 2010**

**#P177. SEMI-ANNUAL REPORT: POLICE TOWING CONTRACT:
NOVEMBER 2009 TO MAY 2010**

The Board was in receipt of a report dated June 02, 2010 from William Blair, Chief of Police, with respect to the police towing and pound services contracts for the period of November 2009 to May 2010. A copy of the report is on file in the Board office.

The Board deferred consideration of the foregoing report to its next meeting.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P178. NOMINATION OF ALOK MUKHERJEE TO THE CANADIAN
ASSOCIATION OF POLICE BOARDS (CAPB) BOARD OF DIRECTORS,
2010 TO 2011 TERM**

The Board was in receipt of the following report May 28, 2010 from Pam McConnell, Vice Chair:

Subject: NOMINATION OF ALOK MUKHERJEE TO THE CANADIAN
ASSOCIATION OF POLICE BOARDS (CAPB) BOARD OF DIRECTORS,
2010 to 2011 TERM

Recommendation:

It is recommended that the Board approve Chair Mukherjee's continued participation on the Board of Directors for the Canadian Association of Police Boards (CAPB) for the 2010/2011 term.

Financial Implications:

The Board's operating budget will be used to cover business travel costs associated with Chair Mukherjee's attendance at CAPB meetings. Funds are available within the Board's 2010 operating budget and funds will be requested in the Board's 2011 operating budget estimates.

Background/Purpose:

Chair Mukherjee has advised the CAPB Board of Directors that he would like to continue on the CAPB Board of Directors for the 2010/2011.

In order to comply with CAPB's nomination process, the Toronto Police Services Board must be willing to commit to the following:

1. That he have the time and commitment to contribute fully in 2 (possibly 3) face-to-face meetings a year (one in Ottawa, one at the conference and a board retreat if finances warrant);
2. That he is able to participate in a two-hour bi-monthly conference call meeting;
3. That he is willing to sit and/or chair working committees; and
4. That he has the support of the Toronto Police Services Board to finance his attendance at two meetings per year (one in Ottawa and one at the conference).

Discussion:

Chair Mukherjee has served on the CAPB Board of Directors since 2008 and holds the position of Secretary-Treasurer. He has expressed interest in continuing on the Board and requires the approval of the Board.

I can advise the members of the Toronto Police Services Board that Chair Mukherjee indicates that he is able to devote the time required for the CAPB Board of Directors and that funds are available in the 2010 operating budget.

Conclusion:

It is, therefore, recommended that the Board approve Chair Mukherjee's continued participation on the Board of Directors for CAPB for the 2010/2011 term.

The Board approved the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P179. APPOINTMENT – ACTING VICE CHAIR DURING THE PERIOD
BETWEEN JULY 17, 2010 AND AUGUST 07, 2010, INCLUSIVE**

The Board was in receipt of the following report June 14, 2010 from Alok Mukherjee, Chair:

Subject: APPOINTMENT – ACTING VICE CHAIR DURING THE PERIOD BETWEEN
JULY 17, 2010 AND AUGUST 07, 2010, INCLUSIVE

Recommendation:

It is recommended that the Board appoint one member to act as Acting Vice-Chair during the period between July 17, 2010 and August 07, 2010, 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:

I am have been advised by Vice-Chair Pam McConnell that she will not be able to perform the duties of Vice-Chair of the Toronto Police Services Board during the period between July 17, 2010 and August 07, 2010, inclusive.

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

Conclusion:

I am requesting that the Board appoint one member who is available during that period of time to perform the duties of Acting Vice-Chair of the Board.

The Board received the foregoing report and appointed Ms. Judi Cohen to act as Acting Vice-Chair from July 17, 2010 to July 30, 2010, inclusive, and Councillor Frank DiGiorgio as Acting Vice-Chair from July 31, 2010 to August 07, 2010, inclusive.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

#P180. LEGAL INDEMNIFICATION: CASE NO. CB/2010

The Board was in receipt of the following report May 27, 2010 from William Blair, Chief of Police:

Subject: LEGAL INDEMNIFICATION - CASE NO. CB/2010

Recommendation:

It is recommended that the Board deny payment of the legal account from Mr. Harry Black (dated November 25, 2008) in the amount of \$333.11 for his representation of a Police Constable in relation to an application subpoenaing the Special Investigations Unit (SIU) to compel production of the officer's witness statement given during the course of an SIU Investigation.

Financial Implications:

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

Background/Purpose:

A Police Constable has requested payment of his legal fees for \$333.11 under the Memorandum of Understanding contained within the legal indemnification clause of the Uniform Collective Agreement. While legal advice was provided, the matter was not about the officer's rights to his personal information but rather the court's jurisdiction. The records sought were not personnel records of the officers nor were the files retained by the Toronto Police Service. The purpose of this report is to recommend denial of the member's claim.

Discussion:

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

Conclusion:

The Memorandum of Understanding between the Toronto Police Services Board and the Toronto Police Association dated May 28, 2003, states:

"Article 23 of the Uniform Agreement (and similar clauses in the civilian agreements) shall be amended to add a new provision that the Board shall provide legal counsel to represent the member in respect of any attempt during a legal proceeding; where the member is a witness because of actions of the member in the attempted performance in good faith of the member's duties with the Toronto Police Service, to

obtain access to the personnel or other records of the member maintained on a confidential and restricted basis by the Toronto Police Service provided that adequate notice of the attempted access is given by the member in accordance with Service procedures and provided that the person designated by the Chief to appoint or designate such legal counsel is satisfied that, unless legal representation is provided, access to such personnel record may be ordered by the Court or other tribunal.”

While Ms. Joanne Mulcahy (of Mr. Black’s office) provided legal advice to the lawyers for the SIU, the matter was not about the officer’s rights to his personal information but rather the court’s jurisdiction. With respect to this case, the production of witness statements given by the officers to the SIU was sought and thus they were not personnel records of the officers nor were the files retained by the Toronto Police Service. They do not fall within the provisions of the Memorandum of Understanding.

Therefore, payment of the legal bill should be denied.

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

The Board approved the foregoing report.

Additional information about this matter was considered during the in-camera meeting (Min No. C196/10 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P181. ANNUAL REPORT: 2010 REVIEW OF OCCUPATIONAL HEALTH
AND SAFETY POLICY**

The Board was in receipt of the following report May 20, 2010 from William Blair, Chief of Police:

Subject: OCCUPATIONAL HEALTH AND SAFETY POLICY REVIEW - 2010

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

As required by the *Occupational Health and Safety Act*, the Board, at its meeting of June 14, 2007, approved an Occupational Health and Safety policy (Min. No. P208/07 refers).

As part of the policy, “the Board directs the Chief to review annually the Occupational Health and Safety policy as required by the *Occupational Health and Safety Act*. Any recommended amendments are to be reported to the Board for approval as soon as it is practicable thereafter”.

Discussion:

Pursuant to the above, the Board’s policy has been reviewed and it has been determined that no amendments are required.

In addition, as the Board is aware, at its meeting on May 20, 2010, the Board approved an amended Occupational Health and Safety policy (Min. No. P154/10 refers). This amended policy includes components on workplace violence and harassment, as required by Bill 168, *An Act to amend the Occupational Health and Safety Act with respect to violence and harassment in the workplace and other matters*. As a result of this new legislation, workplaces in Ontario are required to have the necessary workplace violence and harassment policies, programs, measures and procedures in place by June 15, 2010.

These additional components have also been reviewed and it has been determined that no amendments are required at this time.

Conclusion:

The Service will continue to promote efforts that lead to a safe and healthy environment for its workers. The Occupational Health and Safety policy, with the additional component as detailed above, has been reviewed and it has been determined that no amendments are required at this time.

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

The Board received the foregoing report.



TORONTO POLICE SERVICES BOARD

OCCUPATIONAL HEALTH AND SAFETY

DATE APPROVED	June 14, 2007	Minute No: P208/07
DATE(S) AMENDED		
DATE REVIEWED	July 24, 2008	Minute No: P206/08
REPORTING REQUIREMENT	Chief to report to Board annually	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). <i>Occupational Health and Safety Act</i> , R.S.O. 1990, c O.1, ss.25 (2)(j)(k), 32	
DERIVATION		

The Toronto Police Services Board ("the Board"), as the employer, is ultimately responsible for worker health and safety. Through the implementation of initiatives intended to eliminate occupational illnesses and injuries, the Toronto Police Services Board is dedicated to the goal of enhancing employee wellness and maintaining workplaces that are safe and healthy for the members of the Toronto Police Service.

The Board recognizes that the local Joint Health and Safety Committees and the Central Joint Health and Safety Committee play an integral role in helping the Board achieve this goal. Joint Health and Safety Committees throughout the Service will be the framework within which Management and the Toronto Police Association will work cooperatively to develop and implement the internal responsibility system that is the key to an effective health and safety program.

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

1. The Chief of Police will promote efforts that lead to a safe and healthy environment through the provision of initiatives, information, training and through ongoing program evaluation to assess the effectiveness of the Toronto Police Service's efforts to ensure compliance with occupational health and safety legislation;
2. The Chief of Police will ensure that members with supervisory responsibilities are held accountable for promoting and implementing available health and safety programs, for complying with the *Occupational Health and Safety Act* and for ensuring that workplaces under their supervision are maintained in a healthy and safe condition;

3. The Board acknowledges that every member must actively participate in helping the Board meet its commitment to health and safety by protecting his or her own health and safety by working in compliance with the *Occupational Health and Safety Act*, adopting the safe work practices and procedures established by the Toronto Police Service and reporting to their supervisor any unsafe or unhealthy workplace conditions or practices; and
4. The Chief of Police will review annually the Occupational Health and Safety policy as required by the *Occupational Health and Safety Act*. Any recommended amendments are to be reported to the Board for approval as soon as it is practicable thereafter.

Workplace Violence and Harassment

The Toronto Police Services Board is committed to providing a safe and healthy work environment for its members and is committed to the prevention of workplace violence and harassment. The Board recognizes that unwanted behaviours in the workplace must be addressed early to minimize the potential for workplace harassment to lead to workplace violence. Workplace violence and harassment is serious conduct that may constitute a violation of Canada's *Criminal Code* or the Ontario *Human Rights Code*.

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

5. The Chief of Police will ensure that the relevant procedures and programs are developed as prescribed by law;
6. The Chief of Police will ensure that such procedures and programs include components that state that individual or institutional retaliation will not be tolerated;
7. The Chief of Police will ensure that measures are in place to address the risk of domestic violence in the workplace; and
8. The Chief of Police will establish a complaints policy in relation to workplace harassment issues.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P182. REQUEST FOR FUNDS: CHIEF OF POLICE GALA IN SUPPORT OF
THE VICTIM SERVICES PROGRAM**

The Board was in receipt of the following report June 14, 2010 from Alok Mukherjee, Chair:

Subject: REQUEST FOR FUNDS. CHIEFS OF POLICE FUNDRAISING GALA IN
SUPPORT OF THE VICTIM SERVICES PROGRAM

Recommendations:

It is recommended that:

- (1) The Board approve an expenditure from the Board's Special Fund in an amount not to exceed \$4,000.00, to purchase tickets for 2 tables at the Chief of Police Gala in support of Victim Services of Toronto; and
- (2) Tickets be provided to interested Board members and that the remaining tickets be provided to the Chief of Police for distribution as deemed appropriate.

Financial Implications:

If the Board approves the recommendation contained in this report, the Special Fund will be reduced by an amount not to exceed \$4,000.00.

Background/Purpose:

The Victim Services Program of Toronto will be hosting the annual Chief of Police Fundraising Gala on Wednesday, November 10, 2010, at the Four Seasons Hotel – Regency Ballroom.

The Victim Services Program of Toronto is a community-based, not-for-profit organization that not only provides support to victims of crime but also to the police officers at the scene. For the past several years, the Board has supported the Victim Services Program and has shown its gratitude for the valuable contribution made by all members of Victim Services.

The gala fundraiser provides an opportunity to raise funds, celebrate the vital role played by Victim Services and recognize the partnership it shares with the community and the Toronto Police Service. The Victim Services Program relies on the support and donations it receives from various businesses and organizations which provide tremendous support and assistance to close to 20,000 victims each year. The event also highlights some of the extraordinary work and the many achievements of the services and programs offered by Victims Services.

Conclusion:

It is, therefore, recommended that:

- (1) The Board approve an expenditure from the Board's Special Fund in an amount not to exceed \$4,000.00, to purchase tickets for 2 tables at the Chief of Police Gala in support of Victim Services of Toronto; and
- (2) Tickets be provided to interested Board members and that the remaining tickets be provided to the Chief of Police for distribution as deemed appropriate.

The Board approved the foregoing report.



Toronto Police Service

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



William Blair
Chief of Police

File Number:

Dear Friend,

It is with great pleasure that I write you today asking for your support of Victim Services Toronto, a community-based organization that the Toronto Police Service is very proud to be associated with. As The Chief of Police, I know this volunteer-driven organization is highly valued, respected and essential not only to victims, but also to police officers at the scene. And so, it is with distinct pleasure that I am announcing:

THE 2010 CHIEF OF POLICE GALA
Wednesday, November 10, 2010
The Four Seasons Hotel, Toronto – Regency Ballroom
Reception 6:45 p.m. --- Dinner 7:30 p.m.

I sincerely hope you will save the date for this important Fundraising Event, and join me in celebrating this vitally important and *unique* partnership between the Toronto Police Service and Victim Services Toronto.

The *only* agency in Toronto providing immediate on-site crisis, trauma, safety and support services to victims of crime or sudden tragedy, Victim Services Toronto depends on community support and donations from people such as yourself, and the companies and organizations you represent.

In the weeks to come, when you receive your invitation, please lend your support. Sherry Clodman CFRE, Director of Development at Victim Services Toronto is happy to answer your questions, assist you with reserving tickets or tables, sponsorships, gala program advertising or with the provision of gift-in-kind items for the Gala Silent Auction Tables. She may be reached at 416 808-7933 or by email: sclodman@victimservicesutoronto.com.

Remember, your support ultimately will be measured in the most 'human' of terms. I'm looking forward to seeing you there.

Sincerely,

William Blair
Chief of Police

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P183. ANNUAL REPORT: 2009 VICTIM SERVICES PROGRAM AND
REQUEST FOR FUNDS: FUNDING FOR THE 2010 VICTIM SERVICES
VOLUNTEER RECOGNITION EVENT**

The Board was in receipt of the following report May 19, 2010 from William Blair, Chief of Police:

Subject: VICTIM SERVICES PROGRAM – 2009 ANNUAL REPORT AND A
REQUEST FOR FUNDING FOR THE 2010 VICTIM SERVICES
VOLUNTEER RECOGNITION EVENT

Recommendation:

It is recommended that the Board approve an expenditure not to exceed \$8,000.00 from the Board's Special Fund to cover the costs associated with hosting a Volunteer Recognition Event for Victim Services volunteers.

Financial Implications:

Funding to cover the costs of this event would be drawn from the Board's Special Fund and would not exceed \$8,000.00.

Background/Purpose:

This report is submitted at the direction of the Toronto Police Services Board (Min. No. P343/93 refers). Established in Toronto in 1990, to assist Toronto police officers and victims of crime, the Victim Services Program of Toronto (VSPT) has been incorporated with charitable non-profit status since December 1996. The VSPT operates 24 hours a day, 365 days a year and is affiliated with the Community Mobilization Unit.

Discussion:

Charitable Status

The VSPT, maintains its charitable status with Revenue Canada. The program continues to actively seek monetary contributions from individuals and corporations, for needed financial resources to support the program. During the 2009 fiscal year (April 1, 2008 to March 31, 2009) the VSPT raised a total of \$223,419 in fundraising efforts.

Fifteenth Annual General Meeting

VSPT's Fourteenth Annual General Meeting was held on Thursday, November 26, 2009. Board of Director elections were held and a total of 10 members were elected for the year 2009-2010. Currently, the Board of Directors has a total of 10 members, with a capacity of 12 Directors in total. The Fifteenth Annual General Meeting is scheduled for Thursday, November 25, 2010.

Personnel

The VSPT operates with 17 full-time staff including an Executive Director, Program Director, 10 full-time Crisis Counsellors supported by 135 volunteers, and 1 full-time Volunteer Manager for the Victim Crisis Response Program. Additionally, the Domestic Violence Emergency Response System (DVERS), the Support Link Program and the newly established Victim Quick Response Program, under the auspices of VSPT, are managed and operated by 3 full-time program coordinators. It should be noted that the VSPT could not maintain the current level of service to the police and the community without the tremendous support received from 5 student placements and the dedicated volunteers who unselfishly donate their time to benefit others.

During 2009, Victim Services conducted 2 volunteer classes and a total of 105 personnel graduated. The volunteer program concentrates on recruiting persons who represent the many ethnic communities within Toronto. Currently, Victim Services staff and volunteers are able to provide support to victims in over 35 different languages.

Victim Response Rates (Statistics)

All programs and services provided by VSPT continue to respond to increasing demands for victim assistance. In 2009, VSPT provided assistance to 18,391 victims through its core programs. The Victim Crisis Response Program assisted 15,278 victims and DVERS assisted 1,511 victims of repeated and severe domestic violence. The Support Link Program assisted 1,602 victims at risk of losing their lives from stalkers.

Project T.E.A.R. - Teens Ending Abusive Relationships – an educational violence prevention workshop aimed at teenagers, conducted over 40 workshops in 28 high and middle schools in Toronto.

Financing

The Ministry of the Attorney General and the City of Toronto Community Service Partnerships Grant Program have continued to provide core funding for the VSPT. But for the one time funding increase in July 2007, the Ontario Ministry of Attorney General continues to provide flatlined funding. The City of Toronto increased core funding to VSPT by 2% for the first time in 2008 and again in 2009.

Victim Crisis Response Program

The Victim Crisis Response Program is the only program in Toronto specifically designed to provide immediate on-site crisis and trauma services for victims of crime, 24 hours per day, 365 days per year. A total of 10 Crisis Counsellors and 140 extensively trained community volunteers provide crisis intervention, assessment, counselling, support, referrals, linkages and advocacy services to close to 16,000 victims annually. Approximately 98% of all referrals to this program are generated by members of the Service. Other referral sources include hospitals, shelters, community service agencies, self-referrals, and on occasion the Ontario Provincial Police.

The Victim Crisis Response Program hosts a police-dedicated phone line to ensure direct and prompt access to service for victims. Once a request for service has been received, the Crisis Team, comprised of 2 people, will depart to the victim's location. On location with the victim(s), the Crisis Team provides trauma/crisis counselling and emotional support. In addition, an assessment of the victim's immediate needs is conducted. The availability of this service enables front-line officers to clear the scene quickly and return to their primary responsibility of answering calls for service. A further assessment of short and long-term needs is completed during the follow-up process. The follow-up process begins as soon as the initial contact has ended. Follow-up service responsibilities include: a re-assessment; counselling; advocacy; locating/linking/coordinating services; and providing practical assistance, such as assistance in making funeral arrangements, contacting out-of-town relatives, finding shelter, etc. The existence of the Victim Crisis Response Program is consistent with the Service's Priority of 'Focusing on Violence Against Women' in that victims receive assistance and referrals as needed.

Domestic Emergency Response System (DVERS)

This program's mandate is to ensure the safety of individuals and their families who are at serious risk of bodily harm by an ex-partner. Victims are provided with an ADT personal alarm system, which is connected to their home telephone. The alarm is maintained on the victim's person at all times. Once activated, ADT automatically calls 9-1-1, where the victim's address is 'flagged' as a high-priority and police officers are dispatched immediately. As a support service to this program the following referral sources are available the Victim Crisis Response Program, the Service, women's shelters and a wide range of community based service providers and self-referrals.

Once a referral is made, the DVERS Program Co-ordinator conducts an eligibility assessment. After a victim is deemed eligible, the Co-ordinator assists the victim in their home to develop a comprehensive safety plan. Safety planning includes not only the victim's own safety, but the safety of the victim's children, other family members, friends, colleagues, etc. Case management services are provided to approximately 300 clients each year. This includes assessments, counselling, monitoring, advocacy, referrals and co-ordination of services.

Support Link

The Support Link Program is very similar to the DVERS program in terms of mandate and program operations. The main difference is that victims are not necessarily victims of domestic violence. The program provides 9-1-1 linked cell phones to victims who are at serious risk of bodily harm by a neighbour, a relative (son, brother, cousin, in-law, etc.), a colleague, a former friend or acquaintance. The Support Link Program Co-ordinator conducts eligibility assessments develops a comprehensive safety plan with victims, and provides ongoing case management services to approximately 300 victims per year.

Volunteer Recognition

The Victim Services Volunteer Recognition Event for 2009 was held in the Courtyard Marriott Hotel. The event was sponsored by the Toronto Police Services Board through funding from the Board's Special Fund (Min. No. P212/08 refers). Volunteers were recognized for their support to victims of crime and their unselfish commitment to the community. Approximately 155 volunteers were invited to the event and over 100 attended.

For the past several years, the Board has funded a Volunteer Recognition Event. The services provided by these volunteers is extremely valuable and merit recognition. Victim Services relies upon the Board's financial support when planning this worthwhile event.

The following table outlines the actual costs for the 2009 Volunteer Recognition Event. The proposed budget for this year's Volunteer Recognition Event has been estimated 15% over the 2009 actual costs based upon information that has been received from caterers and suppliers, as well as an anticipated increase in the number of volunteers attending the event. (Min. No. P77/03 refers).

<u>Vendor</u>	<u>2009 Actual Cost(s)</u>	<u>Vendor</u>	<u>2010 Estimated Cost(s)</u>
Courtyard Marriott	\$6,355	Courtyard Marriott	\$7,200
Awards	\$50.85	D& G Trophies	\$200.00
Gifts for Volunteers	\$674.56	Gifts and Door Prizes (Varied)	\$700.00
Printing Event Materials	\$136.73	The Fine Print	\$200.00
TOTAL	\$7,217		\$8,300.00
Funds Provided by the Police Services Board	\$6,000.00	Funds requested from the Police Services Board	\$8,300.00
BALANCE	-\$1,217 Paid by Victim Services		

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

For the 2010 event, I am recommending the Board approve an expenditure not exceeding \$8,300.00 to cover VSPT's expenses.

The 2010 Volunteer Recognition Event is tentatively scheduled for Thursday, November 25, 2010. The itinerary for the evening includes a dinner to be followed by the presentation of the Volunteer Awards. Members of the Police Services Board are always welcome and encouraged to attend.

The request for funding of the VSPT Volunteer Recognition Event from the Board's Special Fund has been reviewed and meets the criteria, as set out in the Board's amended Special Fund policy dealing with Community Outreach (Min. No. P149/09 refers).

Conclusion:

The VSPT provides an invaluable contribution, not only to the Service, but also to the citizens of Toronto. The VSPT fulfills statutory obligation under the *Police Services Act* on behalf of the Service in providing support to victims of crime. This partnership also provides significant benefits, as front-line officers and investigators alike are able to focus primarily on all relevant aspects of their investigations.

The Toronto Police Services Board recognizes the VSPT volunteers by way of a Volunteer Recognition Event. This is an excellent platform to acknowledge the valued contributions made by these volunteers. The VSPT is the only agency in Toronto providing immediate assistance for victims and its continued sustainability is of paramount importance.

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.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

#P184. REQUEST FOR FUNDS: ALEXANDRA PARK AND REGENT PARK

The Board was in receipt of the following report June 21, 2010 from Alok Mukherjee, Chair:

Subject: SPECIAL FUND REQUEST: ALEXANDRA PARK AND REGENT PARK

Recommendation:

It is recommended that the Board approve the allocation of \$25,000.00 from the Special Fund to support a summer program for youth residing in the Alexandra Park and Regent Park communities.

Financial Implications:

If the Board approve the recommendation contained in this report, the Special Fund will be reduced by \$25,000.00. As at March 31, 2010, the balance in the Special Fund was \$969,003.

Background/Purpose:

I am in receipt of correspondence from Mr. Kevin Lee, Executive Director of Scadding Court Community Centre, requesting funding from the Board's Special Fund. Three organizations are proposing a summer program which would provide youth who are vulnerable to becoming involved in the criminal justice system, with an alternative. Dixon Hall, Scadding Court Community Centre and Alexandra Park Community Centre will partner together to deliver the program.

The goal of the program is to promote positive youth development by engaging youth in constructive and supportive community settings that contribute to their intellectual, emotional, and social development. The program which will cater to youth between the ages of 12 to 15 years old will include youth participation in a number of positive community building activities such as, dialogue between youth and police, building leadership skills, building positive relationships between peers and developing messaging concerning anti-violence, anti-guns, and anti-drugs.

The funds requested will be used to cover the cost of honouraria for the youth, meeting, refreshments and media consultation costs. A copy of Mr. Lee's proposal which includes the budget for the program is appended to this report for your information.

Conclusion:

The proposed summer program is in keeping with the Special Fund Policy community outreach component and is in keeping with the Board's child and youth safety priority.

Therefore, it is recommended that the Board approve the allocation of \$25,000.00 from the Special Fund to support a summer program for youth residing in the Alexandra Park and Regent Park communities.

Mr. Kevin Lee, Executive Director, Scadding Court Community Centre, was in attendance and responded to questions about the summer program for youth. Mr. Lee advised that he would submit a report to the Board on the results of the summer program.

The Board approved the foregoing report.

Enhancing Community Safety: Building Towards Positive Youth- Police Dialogue

Backgrounder:

Over the last eighteen months, the downtown core has seen a significant increase in incidents involving gun violence and young people in the City. In Alexandra Park alone, there have been six incidents of gun violence that have affected families and youth in the neighbourhood and City. A number of factors have created the conditions for young people between the ages of 12 and 15 to become increasingly vulnerable to anti-social behaviours, illicit drug trafficking and other negative behavioural activities.

This project will engage youth who are beyond the age where daycamps are attractive, and for whom there currently exists limited programming in general. This eight week project will introduce dialogue between young people and members of the police force; engage youth in positive activities throughout the height of the summer months and develop messaging to combat drugs, guns and violence in communities.

The Project:

There is a history of tension between youth and the police in two downtown neighbourhoods: Alexandra Park/Atkinson Coop (AP) and Regent Park (RP). These two areas of the City, located in the downtown core, will require targeted attention over the next few months to advance relationship building and trust development amongst different stakeholders and young residents.

Three organizations in the impacted neighbourhoods have come together to propose a summer program that will begin to build positive relations between youth and police in Alexandra Park(AP) /Atkinson Coop. Dixon Hall (DH), Scadding Court Community Centre (SCCC) and Alexandra Park Community Centre (APCC) have developed an approach that will effectively contribute to the safety of the downtown Toronto community by promoting community and civic engagement; providing opportunities to younger youth and by providing the necessary supports to enable young people to value their environments, work with stakeholders across the City and be agents in creating more positive relationships between law enforcement organizations and the community as a whole.

Scadding Court Community Centre has a successful model that this pilot is based upon. The Catalyst Program has successfully employed youth formerly engaged in the criminal justice system who now pursue educational opportunities while working on meaningful initiatives in their communities while being paid as staff in the Centre. By building on this model, there is an opportunity to engage youth - who are on the brink of falling through the cracks, partly because of age, the system's inability to respond and the pressure young people feel to be part of existing systems and social and family networks- in positive community building activities that will contribute to community and neighbourhood safety.

The leadership capacity of young people in these communities is not to be underestimated. The last decade has seen significant progress in the elimination of youth antisocial behaviours and tendencies towards drug use and violence. This has been a direct result of young people who

have challenges these behaviours and actively sought to create new futures for themselves. Supports from organizations like DH, APCC and SCCC have served to effectively create conditions where youth are now seeking opportunities such as the proposed project.

Goal:

The goal of this project is to engage youth who are vulnerable to being involved in the criminal justice system in positive community action over the summer months.

Objectives:

Objectives of this project include:

- 45 youth from AP and RP are involved in positive community building activities across the City of Toronto through DH, SCCC and APCC
- 4 police- youth dialogues to take place over the 8 weeks of the project
- Youth develop leadership skills and the ability to work together in teams
- Build positive relationships between youth from AP and RP
- Develop messaging to combat drugs, guns and violence to be promoted through social media and other forms of public media

Activities:

The project will involve community building projects both in each individual neighbourhood as well as in communities across Toronto. Teams of 15 youth between the ages of 12 and 15 in each organization will come together and be supported in identifying and working on day-to-day summer activities that will involve excursions, events, outdoor programming, skills building and exposure to community safety promotion.

Supported by the City of Toronto's Crisis Response Team, Parks Forestry and Recreation and Toronto Community Housing, the three service delivery organizations (APCC, DH, SCCC) will work with youth to ensure the following outcomes at the end of the summer:

1. Develop positive messaging to combat violence, guns and drugs in communities
2. Engage in regular dialogue with members of local divisions bi-weekly over 8 weeks for a total of 4 dialogue sessions
3. Engage in real community projects that are meaningful to neighbourhoods where youth participants take on leadership roles and where spaces are created for open conversations
4. Improve communications between youth and local divisions while fostering leadership and skills building opportunities for 45 youth in the downtown City core.

Budget:

The project budget focuses on three areas that participating organizations require support with:

Direct Costs:

Honoraria: $\$50/\text{wk} \times 45 \text{ youth} \times 8 \text{ weeks} = \$18,000$

Meeting costs: $\$1,000.00 \times 3 \text{ organizations} = \$3,000$

- includes refreshments, meeting costs, etc.

Consultant fees for media messaging $\$4,000.00$

Total: $\$25,000.00$

In-kind contributions:

Coordinators staff time (x3): $\$22.50/\text{hr} \times 35 \text{ hrs/ wk} \times 8 \text{ wks} \times 3 \text{ organizations} = \$18,900.00$

Senior management staff time (x3): $\$5,000.00$

Equipment, supplies, program costs (x 3): $\$5,000.00$

Total: $\$28,900.00$

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P185. REQUEST FOR FUNDS: 2010 CANADIAN ASSOCIATION OF POLICE
BOARDS ANNUAL MEETING AND CONFERENCE**

The Board was in receipt of the following report June 22, 2010 from Alok Mukherjee, Chair:

Subject: REQUEST FOR FUNDS: 2010 CANADIAN ASSOCIATION OF POLICE
BOARDS (CAPB) ANNUAL MEETING AND CONFERENCE

Recommendation:

It is recommended that the Board approve an expenditure from the Special Fund in the amount of \$10,000.00 to provide support for the 21st Annual CAPB Conference.

Financial Implications:

If the Board approves the recommendation contained in this report, the Board's Special Fund will be reduced by \$10,000.00. As at March 31, 2010, the balance in the Special Fund was \$969,003.

Background/Purpose:

I am in receipt of correspondence dated June 16, 2010 from Mr. Greg Dionne, President, CAPB requesting monetary support from the Toronto Police Services Board to assist with the hosting of this year's conference. The CAPB is a non-profit organization that operates solely on membership dues, which makes it necessary for the larger police boards to provide monetary support to conference organizers. A copy of Mr. Dionne's correspondence is attached for your information.

This year's conference is being hosted by the Saint John Board of Police Commissioners and will take place in Saint John, New Brunswick on August 18 – 21, 2010. The theme of this year's conference is *Navigating the Way to an Affordable, Effective Future of Public Policing*.

Conclusion:

The CAPB conference is one of only two annual opportunities for professional development for Board members.

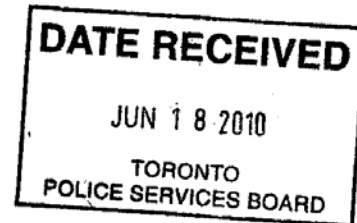
Therefore, it is recommended that the Board approve an expenditure from the Special Fund in the amount of \$10,000.00 to provide support for the 21st Annual CAPB Conference.

The Board approved the foregoing report.



June 16, 2010

Alok Mukherjee
Toronto Police Services Board
40 College Street
7th Floor
Toronto, ON M5G 2J3



Dear Chair Mukherjee:

Re: 2010 CAPB Annual Meeting and Conference

I am writing today to invite you to show leadership by providing support for *Navigating the Way to an Affordable, Effective Future of Public Policing*, the 2010 Annual Conference of the Canadian Association of Police Boards (CAPB). The conference, hosted by the Saint John Board of Police Commissioners, will take place in Saint John, New Brunswick on August 18 to 21, 2010.

CAPB's ultimate objective is to offer a program for our delegates that is affordable, provides rich dialogue and education and showcases the host city. With costs increasing each year, we therefore look to our membership for a degree of financial support.

Members have shown their generosity and commitment to the program by sponsoring coffee breaks, hospitality suites, lunches or simply contributing whatever their budget can manage. Your contribution assists CAPB in covering the costs of putting together a first rate conference program and, more importantly, will keep the registration fees for our delegates to a level that even the smallest of police boards are able to afford. The CAPB annual conference is considered essential attendance for police board members for both educational and networking opportunities and for bringing a strong grassroots and civilian perspective to critical policing issues.

Sponsoring a CAPB conference isn't about tradeshow, high tech booths, or speakers delivering sales pitches. It is about delivering a message to people on a national level that your organization is a champion of excellence in the governance of municipal police in Canada and it believes in the values of integrity, transparency and accountability. It is also an opportunity to raise your company's profile, through branding and recognition of your commitment to civilian governance and social responsibility.

When you take up our offer to sponsor CAPB 2010, your support will publicly demonstrate that you value the contributions police boards make across the country, in our own communities, and for the work the CAPB does in presenting a united voice on national issues.

A copy of our sponsorship for events is included for your quick reference. We are sincerely grateful for any contributions you are able to make and we commit to making the conference experience unique and rewarding for everyone who attends.

EVENT	DATE	AVAILABILITY
Breakfasts: \$5,000	Thursday, August 19	
	Friday, August 20	
	Saturday, August 21	Sold
Nutritional Breaks: \$2,000	Thursday, August 19	
	am	
	Thursday, August 19	
	pm	
	Friday, August 20	
	Saturday, August 21	
Luncheons: \$7,000	am	
	Saturday, August 21	
Hospitality Suite: \$1,500	pm	
	Thursday, August 19	
	Saturday, August 20	
	Wednesday, August 18	
Thursday, August 19		
Saturday, August 21		

Please contact CAPB's Executive Director, Jennifer Lanzon, at 613-235-2272 or via email at jlanzon@capb.ca for more information.

Sincerely yours,



Greg Dionne, President
Canadian Association of Police Boards

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P186. REQUEST FOR FUNDS: 3RD ANNUAL SCOTIABANK CARIBANA
GALA**

The Board was in receipt of the following report June 22, 2010 from Alok Mukherjee, Chair:

Subject: REQUEST FOR FUNDS: 3rd ANNUAL SCOTIABANK CARIBANA GALA

Recommendations:

It is recommended that the Board approve the purchase of a table at a cost of \$1,600.00 for the purpose of providing sponsorship to the 3rd Annual Scotiabank Caribana Gala.

Financial Implications:

If the Board approves the recommendation contained in this report, the Board's Special Fund will be reduced by \$1,600.00. As at March 31, 2010, the balance in the Special Fund was \$969,003.

Background/Purpose:

I am in receipt of correspondence dated June 16, 2010 from Joe Halstead, Chair, Festival Management Committee requesting that the Board sponsor a table for the Annual Scotiabank Caribana Gala. A copy of Mr. Halstead correspondence is attached for your information.

This year's gala celebrates Caribana's 43rd anniversary with events being held at various locations in Toronto. Funds raised from the gala will support Haitian relief efforts, as well as honour the work of key contributors and artists.

The 3rd Annual Scotiabank Caribana Festival will be held on Friday, July 23, 2010 at the Liberty Grand Entertainment Complex.

Conclusion:

Therefore, it is recommended that the Board approve the purchase of a table at a cost of \$1,600.00 for the purpose of providing sponsorship to the 3rd Annual Scotiabank Caribana Gala.

The Board approved the foregoing report.



Date: June 16, 2010

To: Toronto Police Service Board
Subject: Request for support at the 2010 Scotiabank Caribana Gala

On behalf of the Festival Management Committee, we would like to offer you the exciting opportunity to once again become one of our 2010 Scotiabank Caribana Gala Table Sponsors. The success of this event not only depends on individual ticket sales, but also sponsorships from area businesses and organizations. Your financial support of \$1600.00 will assist us in our goals, while providing your organization with opportunities, including online, visual and tangible recognition.

As a table sponsor of the Gala, you will find that the Scotiabank Caribana Gala is an excellent opportunity to expose your organization via one of Canada's largest cultural festivals. In 2009, the Gala was a huge success thanks to you and over 650 guests. Attendees represented an impressive list from the private and public sectors in Ontario, as well as many entrepreneurs and key government representatives from other countries around the world.

This year, Scotiabank Caribana celebrates its' 43rd anniversary from July 15th to August 2nd with events at various locations in Toronto. The Gala will be held on Friday, July 23rd, 2010 at the Liberty Grand Entertainment Complex, 25 British Columbia Road, Exhibition Place, Toronto, Ontario.

The Toronto Police Service Board and its support of the Gala, will assist in helping raise money to support the Haitian relief efforts, as well as honor the work of key contributors and artist. We will provide a fun-filled entertaining evening of Carnival Music and Arts for all attendees.

If you have any questions or require further information about sponsorship or other aspects of the Annual Scotiabank Caribana Gala, please do not hesitate to contact us at 416-391-5608 or for more details about Scotiabank Caribana, visit our website <http://www.caribanafestival.com>.

I thank you for your time and attention, and I look forward to your continued support.

Respectfully,

Joe Halstead
Chair Festival Management Committee

DATE RECEIVED

JUN 16 2010

TORONTO
POLICE SERVICES BOARD

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

**#P187. TORONTO TRANSIT COMMISSION SPECIAL CONSTABLES
AGREEMENT**

The Board was in receipt of the following report June 16, 2010 from Alok Mukherjee, Chair:

Subject: TORONTO TRANSIT COMMISSION SPECIAL CONSTABLE AGREEMENT

Recommendation:

It is recommended that:

- (1) The Board receive the appended correspondence from Toronto Transit Commission (TTC) Chair Adam Giambrone, dated June 2, 2010; and
- (2) The Board determine whether to agree with Chair Giambrone's recommendation to create a Working Group with respect to the development of a new agreement between the Board and the TTC respecting special constables.

Financial Implications:

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

Background/Purpose:

At its meeting on April 22, 2010 the Board was in receipt of a report from the Chief of Police which advised of a number of concerns with respect to the involvement of TTC special constables in unauthorized criminal investigations and also advised that some of the activities of TTC special constables have contravened the agreement between the Board and the TTC.

During the discussion arising from this report, the Board approved the following motion:

“THAT, pursuant to section 1 of the Agreement dated May 9, 1997 between the Board and the TTC, the Board advise the TTC in writing that, in not less than 90 days, the Board will seek to re-negotiate the Agreement with the TTC in accordance with section 1 of the agreement”

The Board directed that the Chair communicate this decision to the TTC on behalf of the Board. Chair Mukherjee's letter dated May 6, 2010 is appended.

Discussion:

I am in receipt of TTC Chair Adam Giambrone's letter of response, dated June 2, 2010.

Councillor Giambrone has proposed that a Working Group be created to develop the new agreement. I have forwarded Councillor Giambrone's correspondence to Chief Blair for his consideration.

Conclusion:

Therefore, I recommend that the Board consider whether or not to agree to the creation of a Working Group as outlined in Councillor Giambrone's letter.

The Board was also in receipt of a copy of a memorandum dated June 22, 2010 from William Blair, Chief of Police, to Alok Mukherjee, Chair, with respect to the TTC Special Constables Program. A copy of the memorandum is appended to this Minute for information.

Following a discussion, the Board approved the following Motions:

- 1. THAT the Board receive Chair Mukherjee's report and advise the Chair and Members of the Toronto Transit Commission that the Board is not prepared to create a Working Group at this time; and**
- 2. THAT the Board receive the correspondence from Chief Blair.**

TORONTO TRANSIT COMMISSION



ADAM GIAMBRONE
CHAIR
JOE MIHEVC
VICE-CHAIR
GARY WEBSTER
CHIEF GENERAL MANAGER
VINCENT RODO
GENERAL SECRETARY



MARIA AUGIMERI
SANDRA BUSSIN
SUZAN HALL
PETER MILCZYN
RON MOESER
ANTHONY PERRUZZA
BILL SAUNDERCOOK



June 2, 2010

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

Dear Dr. Mukherjee,

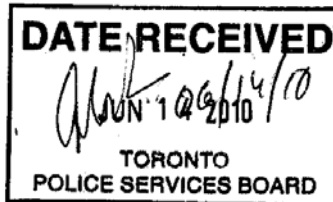
Thank you for your letter of May 6, 2010 reaffirming the Toronto Police Services Board ("Board") commitment to working with the Toronto Transit Commission, in partnership, to ensure the safety of the public within the TTC transit system.

TTC staff are currently collecting and preparing the information as requested in your May 6, 2010 letter and will provide the information as required.

In order to ensure that the goals and objectives of both parties are met, the Board and the Commission should continue to work together to establish a framework for a new Agreement and Memorandum of Understanding ("New Framework Agreement"). As previously discussed, the New Framework Agreement must provide for the following:

- Staffing commitment levels for both Toronto Police Service ("TPS") and the Commission;
- Establishment of the roles and responsibilities of both TPS and the Commission;
- Powers provided to TTC employees to ensure that they can fulfill their role and responsibilities in a safe and effective manner; and
- Service level commitments from TPS, including TPS day-to-day deployment requirements;

In order to allow the parties to develop the New Framework Agreement, I would recommend that a Working Group be created, including legal counsel representing each party. The TTC's main contact will be Michael Atlas, Senior Solicitor, TTC Legal and Claims Department, Legal Section.



1900 Yonge Street, Toronto, Canada M4S 1Z2
Telephone: 416-393-4000 Web Site: www.ttc.ca

I look forward to the creation the new transit security model and the development of a mutually beneficial New Framework Agreement.

Yours truly,



Adam Giambrone
Chair
Toronto Transit Commission

Copy: Mayor David Miller, City of Toronto
Gary Webster, Chief General Manager, TTC
Chief of Police William Blair, Toronto Police Service
Mr. Joseph Pennachetti, City Manager, City of Toronto
Mr. Albert Cohen, Director of Litigation, City of Toronto





Toronto Police Services Board

40 College Street, Toronto, Ontario, Canada. M5G 2J3
(416) 808-8080 FAX (416) 808-8082
www.tpsb.ca



May 6, 2010

Councillor Adam Giambrone
Chair
Toronto Transit Commission
1900 Yonge Street
Toronto, ON
M4S 1Z2

Dear Councillor Giambrone:

The Toronto Police Services Board has a long standing partnership with the Toronto Transit Commission to ensure the safety of the public within the transit system.

In support of this partnership, on May 9, 1997, the Police Services Board entered into an Agreement with the Toronto Transit Commission for the administration of the Special Constable Program.

In accordance with Section 1 of the current Agreement, please consider this letter as formal notification of the Board's intention to terminate the current Agreement effective upon the parties completing a new Agreement and Memorandum of Understanding between the two organizations.

In order to properly develop a new Agreement and accurately assess the legislative authorities required by special constables employed by the Toronto Transit Commission, please provide a comprehensive summary of the activities undertaken by special constables requiring federal, provincial or municipal statute authority. Please include a justification for each of these authorities.

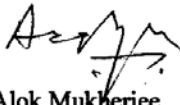
In addition, please provide the projected staffing levels for special constables for the five year period up to and including the year 2016.

Please forward your response, no later than Friday June 25, 2010, to the attention of:

Chief William Blair
Toronto Police Service
40 College Street, 7th floor
Toronto, Ontario
M5G 2J3

Thank you for your prompt attention to this matter.

Yours truly,



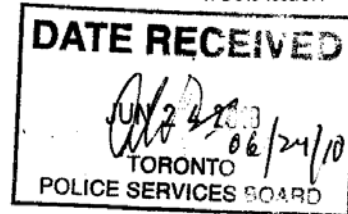
Alok Mukherjee
Chair
Toronto Police Services Board

cc: Mayor David Miller, City of Toronto
Chief of Police William Blair, Toronto Police Service
Mr. Joseph Pennachetti, City Manager, City of Toronto
Mr. Albert Cohen, Director of Litigation, City of Toronto



INTERNAL CORRESPONDENCE

TPS 649 1998/011



TO: Dr. Alok Mukherjee FROM: William Blair
Chair Chief of Police
Toronto Police Services Board DATE: 2010/06/22
YYYY/MM/DD

RE: Toronto Transit Commission - Special Constable Program

In accordance with the direction provided to the Toronto Transit Commission (TTC) in your correspondence dated May 6, 2010, my office is currently awaiting receipt of the report from the TTC outlining the activities undertaken by their special constables requiring federal, provincial or municipal statute authority.

In addition, the TTC was further directed to provide a justification for each of these authorities as well as the projected staffing levels for special constables over the five year period up to and including the calendar year 2016. Upon receipt of this report the information contained therein will be thoroughly reviewed in order to properly assess the future direction of this program.

Once this determination has been made, and in the event that a working group is required, appropriate representation from both organizations will be invited to participate in the creation of a new Agreement.

Until this internal review has been completed and the resulting recommendations approved by Legal Services and Command, it would be premature to speculate on the future of the TTC Special Constable program or the continued need for special constable status for these individuals in order to perform their security and enforcement activities.

William Blair, O.O.M.
Chief of Police

WB/tr

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON JUNE 29, 2010**

#P188. ADJOURNMENT

Alok Mukherjee
Chair