



The following *draft* Minutes of the meeting of the Toronto Police Services Board held on March 25, 2010 are subject to adoption at its next regularly scheduled meeting.

The Minutes of the meeting held on February 18, 2010, and the special meetings held on March 08 and March 09, previously circulated in draft form were approved by the Toronto Police Services Board at its meeting held on March 25, 2010.

MINUTES OF THE PUBLIC MEETING of the Toronto Police Services Board held on **MARCH 25, 2010** at 1:30 PM in the Auditorium, 40 College Street, Toronto, Ontario.

PRESENT: **Dr. Alok Mukherjee, Chair**
Ms. Pam McConnell, Councillor & Vice-Chair
Mr. Frank DiGiorgio, Councillor & Member
Mr. Hamlin Grange, Member
Ms. Judi Cohen, Member

ABSENT: **Mr. Adam Vaughan, Councillor & Member**
The Honourable Hugh Locke, Q.C., Member

ALSO PRESENT: **Mr. Keith Forde, Acting Chief of Police**
Mr. Albert Cohen, City of Toronto - Legal Services Division
Ms. Deirdre Williams, Board Administrator

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

#P60. INTRODUCTION

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

Appointed to the position of Assistant Manager, Payroll Services:

Howard FURNESS

Promoted to the rank of Detective/Staff Sergeant:

Charlene BAPTIST
Susan CRONE
Timothy RALPH
Norm LEBLANC

Promoted to the rank of Sergeant:

Robert BRYCE
Shane COULTER
Rodney DAMASO
Aaron DENNIS
Roger DESROCHERS
Scott DUCKWORTH
Lisa GRISOLIA
Mario HREPIC
Richard LINE
Aaron MacDONALD
Spencer McDONALD
Mark MORRIS
Richard NIMMO
Robert NORTH
Juan QUIJADA-MANCIA
Ajwaid QURESHI
Bradley RELPH
Glenn SARDELLA
Michael WILLIAMS
Theodore WINDMOLLER
Stephen WOODHOUSE
Duncan MILLER

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

#P61. NEW 14 DIVISION FACILITY DESIGN

The Board was in receipt of a report dated February 11, 2010 from William Blair, Chief of Police, with regard to the design of the new 14 Division facility. A copy of the report is on file in the Board office.

The foregoing report was withdrawn at the request of Acting Chief Keith Forde.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P62. REVIEW OF TOWING OPTIONS AND METHODS FOR MONITORING
PARKING ENFORCEMENT OFFICERS WITH RESPECT TO TOWING**

The Board was in receipt of the following report January 22, 2010 from William Blair, Chief of Police:

Subject: REVIEW OF TOWING OPTIONS AND METHODS FOR MONITORING
PARKING ENFORCEMENT OFFICERS WITH RESPECT TO TOWING

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 confidential meeting of August 20, 2009, the Board was dealing with matters relating to towing and pound services and, as a result of these discussions, the Board approved the following Motion:

- (1) THAT the Chief of Police review current options that may be available for towing and pound services and provide a report to the Board for its February 2010 meeting on any alternative arrangements to contracting out towing and pound services that could be implemented; and whether or not there are any improvements that could be made to the tendering process. (Min. No. C226/09 refers)

Further, at its confidential meeting of October 22, 2009, the Board was dealing with an issue respecting the Parking Enforcement Unit (Min. No. C288/09 refers). As a result the Board approved the following Motions:

- (1) THAT the Chief of Police review the current methods for monitoring parking enforcement officers with respect to towing and determine whether or not any additional controls can be implemented for detecting objectionable behaviour and improving oversight;
- (2) THAT the review include the feasibility of establishing a requirement that a written record be made when a tow operator who is contractually assigned to a specific area is unable or unwilling to tow a vehicle in that assigned area; and

- (3) THAT the result of the review noted in Motion No.'s 1 and 2 be included in the report that the Chief will provide to the Board in February 2010 (see Motion 1 from the confidential meeting of August 20, 2009).

Discussion:

The Toronto Police Service (TPS) is committed to ensuring the safe and orderly movement of traffic on roadways throughout the City of Toronto. This includes responding to the public and private parking concerns of the community and regulating parking through the equitable and discretionary enforcement of the applicable parking by-laws.

In 2009, members of the Parking Enforcement Unit contributed to this effort by issuing approximately 2.5 million parking infraction notices and arranging for the towing of over 31,000 vehicles. Each of these undertakings contributed significantly to the Service commitment to improve traffic flow on municipal roadways.

Members of Traffic Services also contribute to this commitment through a variety of duties, some of which include collision investigations and enforcement. Additionally, Traffic Services is tasked with managing and overseeing the contract between the Board and the private firms that provide towing and pound services to the Toronto Police Service. In total throughout 2009, members of the TPS collectively arranged for the towing of over 37,000 vehicles to police contracted pound facilities.

Considerable efforts are made by the members of Traffic Services and the Parking Enforcement Unit to ensure that good business practices are employed and adequate risk management strategies exist with regard to the impounding and storage of vehicles. Occasionally, opportunities are presented that identify areas for improvement. Members of each unit are diligent in their efforts to make adjustments to these processes and strategies as required, to ensure the credibility and integrity of this operation is maintained.

The following are the responses to the Motions approved by the Board at its confidential meetings of August 20, 2009, and October 22, 2009, respectively:

Motion

- (1) THAT the Chief of Police review current options that may be available for towing and pound services and provide a report to the Board for its February 2010 meeting on any alternative arrangements to contracting out towing and pound services that could be implemented; and whether or not there are any improvements that could be made to the tendering process*

Response

In accordance with the direction provided by the Board, Traffic Services has reviewed the current options available for towing and pound services and the possibility for improvements to the tendering process. As a result the following alternatives were considered;

(i) Establishment of a TPS Towing Service and Pound Facility

One of the alternatives considered was the establishment of a TPS operated towing service and pound facility. The most favourable aspect of this option would be the ability to ensure that the towing operation complies with the standards dictated by the Board and Service, while at the same time eliminating the need for a recurring contract tender process which has traditionally occurred every 3 to 4 years. Conversely, this option carries with it the considerable and ongoing expense of acquiring and maintaining tow vehicles, pound locations and the additional staff and expenses associated with maintaining an efficient operation. In addition, the often negative impression of towing vehicles and the associated fees could result in negative public opinion towards the TPS and the Board. As a result, the TPS does not support consideration of this option.

(ii) Modify the Current Process

The second alternative considered would be to modify the terms and conditions when seeking quotation requests for future tender processes. The existing process has been used with some success for the past 15 years and continues to be used today. Some examples of recommendations to modify the tendering process that have been examined as part of the review include the following:

(a) Reducing the Requirements for Towing and Pound Services

The requirements of the quotation request have been designed, in part, to ensure that the TPS and the public receive cost effective and reliable towing and pound services. Accordingly, the standards for these services have been set at a level that the TPS believes are necessary to meet the requirements for towing and storage within the City of Toronto. Adoption of this recommendation could result in the lowering of standards to a level no longer consistent with the service expectations of the TPS, Board and the general public. As a result, the TPS does not support consideration of this option.

(b) Rotation or Roster Towing

This system is currently being used in municipal jurisdictions with significantly lower towing volumes than those experienced in the City of Toronto. This approach involves contracting with a number of independent tow vehicle owners/brokers or fleet operators, who respond to calls for service on a rotational or roster system. In the City of Toronto this approach could create uncertainty as to the ability of the towing companies to provide responses within a reasonable time period, particularly during times of inclement weather conditions. In addition, the geographic boundaries established by the current towing districts ensure that an impounded vehicle is not towed an unreasonable distance from the original location. As a result, the TPS does not support consideration of this option.

(c) Increase the Number of Towing Districts

The Board has the authority to increase the total number of towing districts. In theory, this would allow for more towing and storage providers. Further consideration would be contingent on there being sufficient companies in existence that possess the resources to meet the terms and conditions of the quotation request. In addition, this option could result in a decrease in business due to a smaller geographic towing area and ultimately reduce the financial feasibility of maintaining a towing company. As a result, the TPS does not support consideration of this option.

(iii) Benefits of the Existing Process

The present process of contracting towing and pound services adopted by the Board has undergone a number of changes and revisions during the past 15 years. These changes were implemented to help ensure the bid process remains both fair and competitive while at the same time ensuring reliable, consistent service and reasonable market pricing for members of the public.

As towing and pound related issues are identified that could or should be addressed in new contract language they are noted by members of Traffic Services dedicated to managing the towing contract as well as by staff in the City of Toronto – Legal Services Division. The present duration of three to four years for each contract term somewhat limits how often these changes and revisions can be implemented. The request for quotations and contract language has been and will continue to be amended to address these concerns as they are identified.

The terms, conditions and requirements of the contract between the Board and the towing firms are clear and concise. In circumstances where the towing firms or their employees commit a breach of the contract, action is taken. In the majority of these cases, a suitable resolution is easily achieved. Any noteworthy incidents are documented and included as part of the semi-annual reports dealing with the police towing contracts submitted by the Chief of Police to the Board.

Motion

(1) THAT the Chief of Police review the current methods for monitoring parking enforcement officers with respect to towing and determine whether or not any additional controls can be implemented for detecting objectionable behaviour and improving oversight

Response

As part of a comprehensive review conducted in the fall of 2009, members of the Parking Enforcement Unit reviewed management systems and processes currently in place to monitor parking enforcement officers with respect to towing issues. It was determined that additional monitoring controls can be achieved through technological enhancements to the Vehicle Impound Program (VIP). These enhancements will include a relatively minor expansion to the VIP which would accommodate a more detailed data entry. This will allow for a specific audit

capability that does currently not exist. This change will also result in improved risk management reporting.

Traffic Services, the Parking Enforcement Unit and the TPS Information Technology Services (ITS) are presently engaged in discussions to determine the impact of this solution, including the required VIP programming changes and other competing interests for ITS resources and their projected timelines. It is anticipated that the work required to outline the actual requirements for this project may require approximately six months, at which time the Chief will provide an additional report to the Board. As an interim solution, the Parking Enforcement Unit has enhanced the manual inspection process for each tow card/document to identify anomalies and trends.

Motion

(2) THAT the review include the feasibility of establishing a requirement that a written record be made when a tow operator who is contractually assigned to a specific area is unable or unwilling to tow a vehicle in that assigned area

Response

Traffic Services and the Parking Enforcement Unit also reviewed existing processes that address the performance of a contract tow operator in relation to service requests from TPS members. It was found that an informal process exists whereby TPS members can document a lack of service or a complaint regarding a contract tow operator or driver by submitting an internal correspondence (TPS 649) to their Unit Commander. There is currently no formal policy or procedure in place making this a mandatory requirement for TPS members.

As a result of this review, a pilot program has been implemented for members of the Parking Enforcement Unit. In situations where members of this unit have reason to be concerned with the conduct, actions or ability of a towing operator or driver, the member will be required to complete a brief form identifying the performance issue and the circumstances surrounding same. This form will then be submitted to a supervisor prior to the member reporting off duty. After review by the Unit Commander of the Parking Enforcement Unit, a copy of all reports received along with a monthly summary will be forwarded to the Pound Supervisor at Traffic Services who will in turn maintain records, take action where appropriate and report to the Unit Commander of Traffic Services on any identified issues. The results of any action taken will be forwarded to the Unit Commander of the Parking Enforcement Unit for dissemination to members. This positive feedback is an important component of the program to help ensure continued compliance by the members, as well as provide them with the satisfaction of knowing that their concerns were considered and, more importantly, addressed.

The pilot program will continue until the end of 2010. It is anticipated that due to the number of interactions between Parking Enforcement Officers and contract tow drivers, this program should have a positive impact on the level of towing service being received. If successful, a similar program will be extended to all uniform members of the TPS. The information gathered as a result of this program will provide an opportunity to track satisfaction with the level of service

delivery, identify trends and isolate specific issues that will help in ensuring that towing operators are fulfilling their contractual obligations.

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

Conclusion:

Traffic Services and the Parking Enforcement Unit remain committed to ensuring the safe and orderly movement of traffic across the city while addressing and regulating private and public parking concerns. These units will continue to work in partnership to address these issues and any others that may arise to ensure that adequate and appropriate oversight is maintained.

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

The Board received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P63. APPROPRIATENESS OF CORPORATE AND COMMUNITY
DONATIONS BEING USED TO OFFSET SALARY COSTS FOR
OPERATIONAL PURPOSES**

The Board was in receipt of a report dated March 3, 2010 from William Blair, Chief of Police, with regard to the use of corporate and community donations. A copy of the report is on file in the Board office.

The foregoing report was withdrawn at the request of Acting Chief Keith Forde.

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TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

#P64. SEXUAL ASSAULT ADVISORY COMMITTEE MEMBERSHIP UPDATE

The Board was in receipt of the following report February 15, 2010 from William Blair, Chief of Police:

Subject: SEXUAL ASSAULT ADVISORY COMMITTEE MEMBERSHIP UPDATE

Recommendations:

It is recommended that:

- (1) the Board receive the following report for information; and
- (2) forward a copy of this report to the Auditor General, City of Toronto.

Financial Implications:

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

Background/Purpose:

At its meeting on October 22, 2009, the Board received the semi-annual report – Progress of the Implementation of the Recommendations on Improvements to Training on Sexual Assault Investigations: January – July 2009. Following consideration of this report, the Board requested that the Chief of Police provide a report to the Board on the issue of posting:

- the names of the members of the Sexual Assault Advisory Committee (SAAC) on the Board's website, subject to approval in writing from the members; and
- the reports and agendas for the Sexual Assault Advisory Committee on the Board's website when possible. (Min. No. P278/09 refers.)

This report provides a status update on posting the names of the SAAC members, reports and agendas for the SAAC on the Board's website.

Discussion:

The Toronto Police Service has examined the issues surrounding posting names of members of the Sexual Assault Advisory Committee (SACC) on a publicly accessed website. This examination has included discussions with the members of the SAAC. The agency, rather than the individual representative will be named; it is recognized that individual representatives will change but agency representation will remain relatively consistent. At present, individual members of the SAAC who are not associated with an agency have agreed to posting their names on the Sex Crimes Unit web page. To date, this permission has been received verbally. Written

approval will be obtained at the next SAAC meeting which is scheduled for April 14, 2010. Upon receiving written approval, the Service will take the necessary steps to post this information on the Sex Crimes Unit web page. The Service will provide a follow up report to the Board to inform them that this undertaking has been completed.

The Toronto Police Service has concerns regarding the posting of reports and agendas of the SAAC. The intent of these meetings is to exchange ideas through open discussions with a goal of reaching positive solutions to systemic problems. Meetings include discussions of case specific examples and internal processes of the agencies involved. Members of the SAAC should be able to speak freely, knowing the internal processes of the agencies are protected, while achieving the SAAC goal of developing outcomes. The Toronto Police Service recognizes the value in posting outcomes and results, and upon approval by the SAAC, these will be published on the Sex Crime Unit web page.

Conclusion:

The SAAC maintains that it is a system which responds to individuals who have experienced sexual assault. The Committee will continue to bring together the necessary representative parts of the system which have the capacity to effect change and improve the system response to sexual assault. However, there may be situations in which information provided within the SAAC should not be shared with anyone outside the Committee. The SAAC will carefully balance all issues of confidentiality, giving consideration to adequately informing members of the public.

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

The Board received the foregoing report and agreed to forward a copy to the City's Auditor General for information.

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TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P65. RESPONSE TO JURY RECOMMENDATIONS FROM THE CORONER'S
INQUEST INTO THE DEATH OF KEITH GALLIMORE**

The Board was in receipt of the following report February 23, 2010 from William Blair, Chief of Police:

Subject: RESPONSE TO JURY RECOMMENDATIONS FROM THE CORONER'S
INQUEST INTO THE DEATH OF KEITH GALLIMORE

Recommendations:

It is recommended that:

1. the Board receive this report for information; and
2. the Board forward a copy of this report to the Chief Coroner for the Province of Ontario.

Financial Implications:

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

Background/Purpose:

At its confidential meeting on December 17, 2009, the Toronto Police Services Board (Board) requested that the Toronto Police Service (Service) provide a response to the jury recommendation from the Coroner's Inquest into the death of Keith Gallimore. As a result of the inquest, the jury had one recommendation that was directed to the Service (Min. No. C340/09 refers).

Summary of the Circumstances of the Death and Issues Addressed at the Coroner's Inquest Touching the Death of Keith Gallimore as Delivered by Reuven Jhirad, M.D., Presiding Coroner.

Mr. Gallimore, 42 years of age at the time of his death, was arrested by officers of the Toronto Police Service on April 9, 2007 at his girlfriend's apartment. He was then brought to 23 Division and held in custody pending a court appearance the next day. At approximately 9:18 pm on April 9, 2007 officers found him lying on the floor of the cell during routine monitoring. He was determined to have no vital signs and resuscitative efforts were commenced. Emergency Services were called and he was transported to the Etobicoke site of William Osler Health Centre, where he was pronounced dead. An inquest was mandatory under Section 10(4) of the Coroner's Act.

The inquest was carried out on October 26-27th, 2009 in the Coroners Courts in Toronto, Ontario. The jury heard two days of evidence followed by summations, and then deliberated for over two hours before returning with its verdict. In total, twelve witnesses testified and twelve exhibits were introduced as evidence. There was testimony regarding the circumstances that lead to his arrest, the intake process he underwent at 23 Division and his medical history. There was also evidence about the cell in which he was held, the monitoring of individuals being held in cells, observations made by another inmate and the findings of the postmortem examination.

Discussion:

The responsibility for preparing the Board report for the response to the jury recommendation was assigned to Corporate Planning (CPN). Consultations and research in collaboration with stakeholders from Training and Education (T&E) and Divisional Policing Command (DPC) contributed to the responses contained in this report.

Recommendation:

Investigate improving the current system of cell checks by ensuring that they are, whether visual or in person, clearly documented as to time and condition of the occupant(s).

Response:

The Service currently has an existing Procedure entitled 'Persons in Custody' (01-03) in place, with the following stated rationale:

The Service has a responsibility to ensure the safety of all prisoners who come into police custody and the safety of Service members. This Procedure sets out the standards of care for the transportation, booking, lodging and monitoring of prisoners to ensure a reasonable level of safety.

Procedure 01-03 also contains five appendices, one of which is Appendix B, entitled 'Cell and Prisoner Condition Checks in UCMR'. Appendix B directs members as to the details required to be included for each cell check performed by a member, for each individual person in custody.

The Unit Commander's Morning Report (UCMR) is a system that enables various members of a unit to input data which is summarized and printed. The summary consists of the significant events for any given day for a division, in a convenient, easy to view package. It allows the Unit Commander and divisional staff to analyze and view current and past events.

Appendix B details the items that must be included for each cell check for each prisoner while in custody, and reads in part:

1. The member recording the cell check will complete the "Date", "Time", "Officer in Charge" and "Checked By" areas of the 'Cell Check' template in all circumstances.
2. When no unusual or notable circumstances are encountered during a check of the cells,

the member recording the check inserts a “YES” in the box labelled “All in Order”. Only one record is necessary for the entire cell area in such circumstances.

3. Occasions that require detailed notes, specific to individual prisoners, in the Cell Checks template include
 - an intoxicated or high risk prisoner’s condition is checked
 - a medical concern or illness develops
 - violent, suicidal or agitated actions of prisoners
 - medication has been administered
 - any other noteworthy incident involving a prisoner’s condition
4. All such entries should give the cell number and a brief outline of the circumstances.

(e.g. “Cell 3 – awake; Cell 5- snoring; Cell 8 – restrained – extremely violent” are all legitimate entries).
5. The use of the Unit Commander’s Morning Report (UCMR) to record checks of police cells does not preclude the use of a memorandum book to record unusual events or circumstances involving the cells or prisoners.

Also, the Officer in Charge (OIC) shall ensure that after a person is lodged in a cell that any change in the condition of a person in custody is reviewed and that necessary medical attention is given to the person.

In conjunction with the requirements to record cell checks on the UCMR, the OIC of a Lock-Up is required to ensure that information regarding the person is posted in the cell area, including:

- person’s name
- cell number
- reason for arrest/detention
- initial time of arrest/detention
- time placed in cell
- special mental, physical or medical considerations.

In addition, as a result of an unrelated review of Service Procedure 01-03, an amendment was made to the ‘Booking Officer’ section that ensures that cell checks are *physically* conducted, and reads in part:

After lodging the person in police cells shall

- attend the cells to check the condition of persons detained in custody and
 - use a target of 30 minutes between cell checks having regard for all the circumstances during the tour of duty
 - record the checks on the Unit Commander’s Morning Report (UCMR) template labelled ‘Cell Checks’ as described in Appendix B
 - notify the OIC of any change in condition of persons in custody

Procedure 01-03 directs the Unit Commander to ensure compliance with the requirements to record cell checks in UCMR through the daily monitoring of the approved UCMR.

A Routine Order (R.O. 2010.02.04-0200 refers) was recently published reminding members of the importance and requirement to accurately record cell checks as detailed in Appendix B of Service Procedure 01-03.

Training:

T & E offers a Booking Hall Safety and Procedures Course, which provides specialized training to members who work in booking facilities, including the OIC and matrons. Topics include suicidal behaviour, medical issues, sudden in-custody death and policy and procedure. As part of the lesson plan members are instructed as to the specific entries that are to be made on the UCMR, which include the time of cell check and condition of the prisoner(s).

Conclusion:

In summary, this report provides the Board with the Service's response to the jury recommendation from the Coroner's Inquest into the death of Keith Gallimore.

As a result of the investigation and review it was determined that the current system of recording cell checks in the UCMR effectively documents the time and condition of prisoners.

Members are now directed to physically attend the cell area to check on the prisoner(s) condition as part of the documentation process.

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

The Board received the foregoing report and agreed to forward a copy to the Chief Coroner for information.

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**#P66. QUARTERLY REPORT: MUNICIPAL FREEDOM OF INFORMATION
AND PROTECTION OF PRIVACY ACT COMPLIANCE: OCTOBER TO
DECEMBER 2009**

The Board was in receipt of the following report February 1, 2010 from William Blair, Chief of Police:

Subject: QUARTERLY REPORT - MUNICIPAL FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT COMPLIANCE: OCTOBER, NOVEMBER AND DECEMBER, 2009.

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

At its meeting 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 October 1, 2009 to December 31, 2009, divided into three categories as stipulated by the Board, are as follows:

Discussion:

Toronto Police Service
Compliance Rates
October 1, 2009 – December 31, 2009

30-Day	60-Day	90-Day or longer
77.66%	90.07%	92.24%
Requests to be completed during this time period: 967	216	96
Requests completed: 751	Requests completed: 120	Requests completed: 21
Requests remaining: 216	Requests remaining: 96	Requests remaining: 75

A total of 967 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 October to December, 2009 is as follows:

Category	Total	Description
Individual/Public	561	- Personal
Business	291	- Witness contact information/Memobook notes/911 calls/reports - General reports - Law firms & insurance companies
Association/Group	26	- mental health - Legal - law enforcement to law enforcement agencies (Sec. 32 of MFIPPA)
Government	21	- Industrial accidents, reports, notes, photographs
Other	3	- International agency for death report, Provincial Coroner for MVA fatality

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:

October	2009	77.46%
November	2009	78.14%
December	2009	77.42%

Conclusion:

In summary, this report provides the Board with the Municipal Freedom of Information and Protection of Privacy Act compliance rates for October, November and December, 2009.

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.

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**#P67. EMPLOYEE AND FAMILY ASSISTANCE PROGRAM SERVICES
AWARD**

The Board was in receipt of the following report March 2, 2010 from William Blair, Chief of Police:

Subject: EMPLOYEE AND FAMILY ASSISTANCE PROGRAM SERVICES AWARD

Recommendations:

It is recommended that:

- (1) the Board approve Homewood Employee Health to provide Employee and Family Assistance Program services to the Toronto Police Service for a two year period, plus an additional one-year option at the discretion of the Board, services to commence upon the execution of a non-exclusive agreement; and
- (2) the Board authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

There are no financial implications relating to the recommendations contained within this report. The recommended compensation model for service delivery from Homewood Employee Health (Homewood) is based on a standard Employee Assistance Program (EAP) calculation of utilization and includes direct invoicing to the Service for Employee and Family Assistance Program (EFAP) service delivery based on a per employee per month basis. At the program's current member utilisation rate of eight percent (8%), it is expected that an estimated \$161,000 will be spent in 2010 and annualized to \$242,000.

EFAP utilization variance is expected over the term of the contract. Homewood provides a cap of its service delivery cost at a level of twelve percent (12%) utilisation over the course of the contract. The maximum annual cost of EFAP service delivery (based on the cap) is estimated at \$363,000 per year.

Additional program supports, including Critical Incident Stress Training and Response support and Peer Support Training assistance are at additional cost, at Homewood preferred rates. Costs are based on per usage or incident. Historically, the Toronto Police Service (Service)'s EFAP has responded to thirty-five (35) to forty-five (45) incidents per year for the additional support. At approximately \$400.00 to \$800.00 per critical incident response, it is estimated that this support will have an additional cost of \$18,000- \$36,000 per year plus the cost of additional training. It is expected that an estimated \$24,000 will be spent in 2010 and annualised to \$36,000 per year plus the cost of training sessions. Therefore, the estimated overall cost of

contracting the EFAP service in 2010 is \$185,000 and the annualized estimated cost of approximately \$400,000.

The new program includes the provision of psychological and counselling support services delivered directly by the external EFAP provider. These service costs are currently included in the Service's operating budget. It is anticipated there will be a corresponding savings in the cost of the same services provided through the Board's benefit plan and therefore, the cost impact of the external program is expected to be offset by the anticipated savings.

Background/Purpose:

Since its inception in 1985, the Service's EFAP has operated under a hybrid model which involved a member contacting the internal staff at EFAP and receiving a referral to a Community Mental Health Professional to address their personal needs. In the fall of 2008, an EFAP program review was conducted which included research into best practices of EFAP service delivery within Municipal, Regional and Provincial policing organisations. The results of that research identified that every participating organisation with the exception of one utilised external EFAP service delivery models.

The following chart identifies the organisations that were canvassed and their associated delivery model:

Organization	EFAP Service Delivery Internal/External
Ontario Provincial Police	External
Waterloo Regional Police	External
York Regional Police	External
Peel Regional Police	External
Niagara Regional Police	External
Hamilton Regional Police	External
Ottawa Police Service	External
Durham Regional Police	External
Montreal Urban Police	Internal

Discussion:

On October 1, 2009, the EFAP Committee agreed in principle that it was in the best interest of the Service's membership for the organisation to move ahead with a Request for Proposal (RFP) process for EFAP services. On December 23, 2009, an RFP (# 1112188-09) was issued by the Service's Purchasing Support Services unit to potential vendors to provide EFAP services for a two (2) year period with an option to renew for an additional one (1) year term at the Board's discretion. The evaluation criteria for the vendor submission selection were included in the RFP, and are as follows:

- Demonstrated high level of understanding of the requirements outlined in the RFP- 45%
- The approach and structure of the submission including the proponent's proposed methodology-25%

- Cost, which would include proposed costs for services required-\$25%
- Additional or value added services-5%

The RFP closed on January 29, 2010. Four proposals were received from:

- Homewood Employee Health
- Shepell-fgi
- Family Services Employee Assistance Programs (FSEAP)
- Manulife Financial and Human Solutions (PROACT Human Solutions)

Purchasing Support Services reviewed the proposals for submission compliance and then released the submissions to the evaluation team, comprised of the members of the EFAP Committee, including an external EFAP consultant.

Three (3) of the proposals met the mandatory requirements. The bid from Manulife Financial and Human Solutions was a qualified submission and therefore was disqualified as being non compliant to the RFP.

An evaluation of the three (3) remaining proposals was performed against the pre-determined evaluation criteria above. Each submission was compared with the needs of the Service for EFAP service delivery. A full cost analysis was performed on the pricing provided in the responses for Service delivery and included the examination of different cost structures.

Based on the evaluation, Homewood achieved the highest score from each member of the evaluation team. In addition, Homewood also provided the lowest cost for a comprehensive Employee and Family Assistance Program. Homewood was the only respondent who provided a financial cap on the costs associated with EFAP utilisation rate service delivery thereby ensuring the Service continues to receive the best financial value over the contract term.

Conclusion:

The recommendation to award this RFP to Homewood Employee Health for a two (2) year period will enable the Service to deliver EFAP services to its members in an efficient and effective manner and with no estimated additional cost impact to the Service. At the end of the two (2) year term, an additional one (1) year option can be exercised at the discretion of the Board.

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

The Board approved the foregoing report, noting that it had considered additional information during the in-camera meeting (Min. No. C79/10 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P68. TORONTO POLICE SERVICE – CAPITAL BUDGET VARIANCE
REPORT YEAR ENDING DECEMBER 31, 2009**

The Board was in receipt of the following report February 15, 2010 from William Blair, Chief of Police:

Subject: CAPITAL BUDGET VARIANCE REPORT FOR THE TORONTO POLICE
SERVICE – YEAR ENDING DECEMBER 31, 2009

Recommendations:

It is recommended that:

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

Financial Implications:

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

As of December 31, 2009, the Service incurred a total gross expenditure of \$38.9M, compared to \$51.3M in available funding, resulting in a spending rate of 75.8% for 2009. From a net debt-funded perspective, the Service incurred total expenditures of \$13.6M, compared to \$19.5M in available funding, resulting in a spending rate of 69.7%. The net under-expenditure for 2009 is \$5.93M, of which \$5.89M will be carried forward to 2009, and the remaining \$45,000 will be returned to the City (the amount remaining from completed projects).

Background:

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

The purpose of the capital variance reporting process is to keep the Board apprised of the status of projects, and to bring any significant issues and action required to the Board's attention. This capital variance report provides the status of projects as at December 31, 2009.

Discussion:

Summary of Capital Projects:

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

Key Highlights/Issues:

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

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

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

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

Overall Project Health Status	
Current	Previous Variance Report
GREEN	GREEN

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

The Service has obtained Leadership in Energy and Environmental Design (LEED) Silver certification. As noted in the June 2009 variance report (Min. No. P229/09 refers), the Service has applied to the Federation of Canadian Municipalities (FCM) for financing from the Green Municipal Fund (GMF) in relation to the new training facility. The FCM has advised that the application for financing has been approved in the form of a grant of \$300,000 and a low-interest loan to the City of \$2M. However, the actual grant amount is conditional upon the loan being disbursed, verification that the project is complete, the achievement of a 40% reduction in energy consumption and an external audit. The Service hired an external consultant to perform a third-party validation of the energy consumption reduction. The evaluation has been completed and the report, confirming that the building achieves a 40% energy reduction, was submitted to FCM in January 2010. The Service

expects to receive the grant of \$300,000 in 2010 and this has been accounted for in the final status of the project.

Funding in the amount of \$0.2M will be carried forward to 2010 in order to accommodate the acquisition of various items that were originally within the scope of the project but were deferred to address other critical priorities. Details regarding the deferred items will be provided to the project Steering Committee and, with the Committee's approval, these items will be purchased in 2010.

A close out report for this project will be provided to the Board in the second quarter of 2010.

- Intelligence / Special Investigation Facility (\$6.1M)

Overall Project Health Status	
Current	Previous Variance Report
GREEN	YELLOW

This project provides funding for upgrades and renovations to the existing Special Investigation Services (SIS)/Intelligence facility. Construction is substantially complete and the renovated area has been operational since November 2009.

In 2009, \$400,000 was transferred from the State of Good Repair project to the Intelligence facility project to cover the cost of additional equipment and unanticipated work resulting from the complexity of the existing facility (Min. No. P316/09 refers). Funding in the amount of \$0.6M will be carried forward to 2010 to complete work previously deferred.

A close out report for this project will be provided to the Board in the third quarter of 2010.

- 11 Division (\$26.9M)

Overall Project Health Status	
Current	Previous Variance Report
GREEN	GREEN

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

Certain heritage elements of the current facility have been preserved and incorporated into the design of the new building. The incorporation of heritage features into the design has resulted in an estimated additional cost of \$2.5M, which has been added to the construction cost of the facility in 2010 and 2011. Infrastructure Stimulus Funds (ISF) of \$9.7M has been approved

for 11 Division (\$1.0M for 2009, \$5.7M for 2010 and \$3.0M in 2011). The additional \$2.5M in costs and \$8.7M in ISF funding are reflected in the Council-approved 2010-2019 program.

The design phase for this facility is now complete and the tendering process for sub-contractors is in progress. Some of the major trade contracts have been awarded and work has commenced. The demolition of the existing facility has begun and is in progress.

The cost estimate for this project continues to be preliminary. The estimate will be updated and will become more certain as the project moves through the various working drawings, and as the various construction activities are tendered. Demolition of the building was slightly delayed due to issues surrounding the issuance of a demolition permit. A foundation to grade permit has been received, and it is anticipated that the overall project schedule will not be affected.

This facility is scheduled to be substantially complete by the end of first quarter 2011. There was \$1.9M of unused funds in 2009, that will be carried forward to 2010.

Stantec Architecture Limited has submitted a claim to the Service for additional costs related to heritage components and increased building size. The Service is currently negotiating this claim with the Architect and the result will be reported to the Board.

- 14 Division (\$34.9M)

Overall Project Health Status	
Current	Previous Variance Report
GREEN	GREEN

This project is for the construction of a new 14 Division facility at 11 St. Annes Road. The facility is being designed and will be constructed to meet the requirements for Leadership in Energy and Environmental Design (LEED) Silver standards.

The Board has awarded the contract for architectural design and consulting services to Stantec Architecture Limited (Min. No. P204/09 refers). Eastern Construction was awarded the contract for construction services and construction management at the November 19, 2009 Board meeting (Min. No. P328/09 refers). The project design phase is complete and a presentation on the building design will be provided to the Board at its March 2010 meeting. Demolition is expected to start in October 2010. Eastern Construction is issuing a series of pre-qualification documents for tender, and some of the tender contracts are expected to be awarded by early summer.

Construction of this facility is expected to be completed by the second quarter of 2012. ISF funding of \$8.7M has been approved for 14 Division (\$0.1M in 2009, \$2.7M in 2010 and \$5.9M in 2011). The Service has advised City staff that the current construction schedule for the new 14 Division facility may impact on the total amount of ISF funding available for this project.

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

- In-Car Camera (\$9.5M)

Overall Project Health Status	
Current	Previous Variance Report
GREEN	GREEN

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

The Service is now targeting to replace at least 400 of the 460 ICCs through this capital project (updated from 360, reported in the last variance report). A total of 221 camera systems have been purchased to date. The project team has completed installation in the final division planned for 2009 (53 Division) and started the 2010 roll out at 21 and 22 Divisions.

The following table summarizes the status of ICC installations as of the end of December 2009:

Planned Location	# of ICCs Acquired (Installed)	Training
13 Division	19 (installed)	Complete
Traffic Services	32 (installed)	Complete
52 Division	19 (installed)	Complete
51 Division	24 (installed)	Complete
14 Division	24 (installed)	Complete
53 Division	19 (installed)	Complete
Transit Patrol vehicles	2 (installed)	Complete
Spares	6 (acquired)	n/a
Training / testing units	5 (acquired)	n/a
Acquired, not yet allocated	71	n/a
Total acquired to date	221	

In order to ensure cameras are purchased closer to planned installation dates, \$1.5M of available funding will be carried forward to 2010. The following table summarizes the 2010/2011 roll-out schedule.

Planned 2010/11 Installations

Seq	Location	Start Date	Scheduled Completion Date	Status
1	Division 22	was Feb 2010	Apr 2010	Started
2	Division 23	was April 2010	July 2010	Started
3	Division 33	July 2010	Sept 2010	
4	Division 43	Aug 2010	Oct 2010	
5	Division 41	Sept 2010	Nov 2010	
6	Division 31	Oct 2010	Dec 2010	
7	Division 32	Nov 2010	Jan 2011	
8	Division 11	Dec 2010	Feb 2011	
9	Division 55	Jan 2011	Mar 2011	
10	Division 54	Feb 2011	April 2011	
11	Division 42	Mar 2011	May 2011	
12	Division 12	April 2011	June 2011	

It should be noted that, due to additional workload with respect to the G8/G20 Summits, rollouts in the first six months of 2010 are likely to be delayed one to two months. The Service currently has one installation crew working on installing the ICC systems. In order to accelerate the schedule a second crew and location will be added in July. This project remains on budget.

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

Overall Project Health Status	
Current	Previous Variance Report
GREEN	GREEN

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

DVAMS is in full production, achieving project scope and objectives. All DVAMS locations are operational. In parallel with the DVAMS production rollout, the project completed the operational readiness preparation in the areas of training, communications, technical documentation, and corresponding processes and procedures.

Four of five project phases of DVAMS II are complete (project initiation; project planning; solution development and testing; and solution implementation). The project is currently executing phase 5 (project closeout) which includes the conclusion of the contracts, project financial summary, and documentation.

Funding in the amount of \$0.7M will be carried forward to 2010 for a few outstanding deliverables from the DVAMS vendor, MediaSolv Solutions Corporation. The project is estimated to be completed in early 2010 within budget. It is anticipated that a project close out report will be provided to the Board by the second quarter of 2010.

- Radio Replacement (\$35.5M)

Overall Project Health Status	
Current	Previous Variance Report
GREEN	GREEN

This project provides funding for the replacement of the Service’s current communication radios which are approaching the end of manufacturer’s support, and to ensure operability on the new platform being implemented through the City-managed Radio Infrastructure Replacement project. The replacement of the radios commenced in 2006 and will be completed in 2012. Between 2007 and 2010, 968 mobile radios and 1,733 portables radios were acquired. The remaining replacement radios will be purchased between 2010 and 2012.

While the majority of this project is debt-funded (\$29.5M), \$6M was borrowed from the Service’s Vehicle and Equipment Reserve (in order to reduce financial pressure on the capital program) to fund the purchase of radios in 2008 and 2009.

The vendor recently introduced a newer model radio. This newer model is more expensive, but has additional/enhanced features that are operationally beneficial to the Service. A report recommending a vendor of record agreement to enable the replacement of the remaining obsolete radios was approved by the Board at its February 2010 meeting. This project is currently on schedule and on budget.

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

Overall Project Health Status	
Current	Previous Variance Report
GREEN	GREEN

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

A Request for Proposals for a new RMS was issued in July 2009, with a vendor submission deadline of September 28, 2009. The evaluation of the qualified proposals received is in progress, and is being completed in accordance with pre-established evaluation criteria. The vendors are also participating in a user lab evaluation phase, which provides the opportunity

for members across the Service to have some exposure and provide an evaluation of the two proposed systems. The labs continue to be on track for engaging approximately 10% of the members of the Service in the evaluation process. It is anticipated that the system purchase recommendation will be submitted to the Board in the second quarter of 2010.

Funding in the amount of \$0.1M will be carried forward to 2010. The project is scheduled to be completed by the end of 2014, and is currently on budget.

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

Overall Project Health Status	
Current	Previous Variance Report
GREEN	GREEN

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

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

In preparation of these new systems, 2009 capital funds of \$0.3M were assigned to purchase an upgrade for the current RICI to ensure this system remains operational and functional. It is important that the RICI system remains completely functional and compatible with Livescan (Booking/Mug shot) and AFIS systems of other agencies (e.g. RCMP). It was anticipated that RCMP was going live with their new system in June 2009 and the Service system had to be compatible; however, the RCMP implementation date has been postponed to April 2010. As a result, \$0.3M will be carried forward to 2010 for the system upgrade.

In 2011, \$3M is assigned to replace the LiveScan workstations for biometrics capturing; and the Automated Fingerprint Identification System (AFIS) for fingerprints and palm prints processing.

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

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

Workstations, Printers and Laptops project had available funding of \$9.6M in 2009; only \$2.5M was spent. The unspent funds for this project are being maintained in the Vehicle and Equipment Reserve to fund lifecycle items that were previously unfunded. This has no effect on net debt requirements.

Conclusion:

The Service has incurred a total gross expenditure of \$38.9M, compared to \$51.3M in available funding (a spending rate of 75.8% for 2009). Most projects are on budget and on schedule, and proceeding well. The projected net debt-funded expenditure for 2009 is \$13.6M, or a spending rate of 69.7%. The unspent funds relate to adjusted cashflow requirements for 11 Division, In-Car Camera and the lifecycle equipment replacement projects.

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

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

The Board received the foregoing report and agreed to forward a copy to the City's Deputy City Manager and Chief Financial Officer for information. The Board also approved the following Motion:

THAT the next capital variance report include a comparison of the operating costs between the new training facility constructed with energy and environmental cost-savings designs and the previous older and smaller facility.

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

Project Name	Plan to end of 2008	2009-2013 Request					Total 2009-2013 Request	Total 2014-2018 Forecast	Total Project Cost
		2009	2010	2011	2012	2013			
On-Going Projects									
New Training Facility	70,732	5,072	0	0	0	0	5,072	0	75,804
In - Car Camera	4,832	2,300	2,400	0	0	0	4,700	0	9,532
Digital Video Asset Management II	4,365	1,300	0	0	0	0	1,300	0	5,665
State-of-Good-Repair - Police	14,230	2,300	2,300	2,500	2,553	2,647	12,300	15,358	41,888
Intelligence / Special Investigations Facility	1,765	3,984	0	0	0	0	3,984	0	5,749
Radio Replacement	10,685	0	7,448	5,700	5,700	0	18,848	0	29,533
Total On-Going Projects	106,609	14,956	12,148	8,200	8,253	2,647	46,204	15,358	168,171
New Projects									
11 Division - Central Lockup	366	2,946	15,715	7,918	0	0	26,578	0	26,944
14 Division - Central Lockup	0	326	8,048	17,666	8,883	0	34,923	0	34,923
Property & Evidence Management Storage	258	0	0	0	0	10,000	10,000	25,000	35,258
Acquisition, Impl'n of New RMS	0	400	1,564	8,092	8,752	4,670	23,478	990	24,468
911 Hardware / Handsets	0	0	292	421	432	0	1,145	0	1,145
AFIS/Livescan/RICI	0	324	0	3,000	0	0	3,324	3,000	6,324
HRMS - Additional functionality	0	108	346	0	0	0	454	0	454
Replacement of Voice Mail	0	0	864	0	0	0	864	0	864
Data Warehouse Establishment	0	0	0	0	343	2,411	2,754	6,003	8,757
54 Division (includes land)	0	0	0	0	0	300	300	36,012	36,312
41 Division (includes land)	0	0	0	0	0	0	0	38,403	38,403
13 Division (includes land)	0	0	0	0	0	0	0	29,901	29,901
Long Term Facility Plan	0	0	0	0	0	0	0	6,000	6,000
Fuel Management System	0	0	0	0	0	0	0	0	0
HRMS Upgrade	0	0	0	0	0	0	0	822	822
TRMS Upgrade	0	0	0	0	0	0	0	3,354	3,354
Fibre Optics	0	0	0	0	0	0	0	11,800	11,800
Electronic Document Management	0	0	0	0	0	0	0	500	500
Anticipated New IT Projects	0	0	0	0	0	0	0	15,000	15,000
EDU/CBRN Explosive Containment	0	0	0	0	0	0	0	0	0
Total New Projects:	624	4,103	26,829	37,097	18,409	17,381	103,820	176,784	281,228
Total Debt-Funded Projects:	107,232	19,060	38,977	45,297	26,662	20,028	150,025	192,142	449,399
Other than debt expenditure (Draw from Reserve)									
Vehicle and Equipment Replacement	25,230	5,617	5,617	5,617	5,617	5,617	28,085	28,085	81,400
IT-Related Replacement	38,982	9,418	12,954	16,916	18,574	15,644	73,506	75,385	187,873
Other Equipment	5,850	3,300	1,300	750	750	750	6,850	3,750	16,450
Total Reserve Projects:	70,062	18,335	19,871	23,283	24,941	22,011	108,441	107,220	285,723
Total Gross Projects	177,294	37,395	58,848	68,580	51,604	42,040	258,466	299,362	735,122
Funding Sources:									
Vehicle and Equipment Reserve	(70,062)	(18,335)	(19,871)	(23,283)	(24,941)	(22,011)	(108,441)	(107,220)	(285,723)
Funding from DND	(7,374)	(2,458)	0	0	0	0	(2,458)	0	(9,832)
Funding from Development Charges	0	(1,052)	(3,000)	(1,503)	(1,300)	(1,100)	(7,955)	(5,500)	(13,455)
Funding from Capital Financing Reserve	0	(1,184)	0	0	0	0	0	0	0
Total Funding Sources:	(77,436)	(23,029)	(22,871)	(24,786)	(26,241)	(23,111)	(118,854)	(112,720)	(309,010)
Total Net Request	99,858	14,366	35,977	43,794	25,362	18,928	139,612	186,642	426,112
5-year Average:							27,686	37,328	
City Target:		25,206	33,968	33,299	23,919	23,919	140,311	119,595	
City Target - 5-year Average:							28,062	23,919	
Variance to Target		10,840	(2,009)	(10,495)	(1,443)	4,991	699	(67,047)	
Variance to Target - 5-year Average:							377	(13,409)	

2009 Capital Budget Variance Report As At December 31, 2009 (\$000s)

Project Name	Carry Forward from 2008	2009 Budget	Available to Spend in 2009	2009 Actual	Year-End Variance - (Over)/ Under	Total Project Budget	Total Project Cost (Proj'n)	Project Variance (Over) / Under	Comments	Overall Project Health
Debt-Funded Projects										
<u>Facility Projects:</u>										
New Training Facility *	1,815.0	5,667.9	7,482.9	7,243.7	239.2	76,099.9	76,099.9	-	Please refer to the body of the report.	Green
Intelligence / Special Investigation Facility **	433.5	4,384.0	4,817.5	4,259.1	558.4	6,149.0	6,149.0	-	Please refer to the body of the report.	Green
11 Division (excludes cost of land)	359.8	2,945.6	3,305.4	1,405.9	1,899.5	26,944.0	26,944.0	-	Please refer to the body of the report.	Green
14 Division (excludes cost of land)	-	326.0	326.0	62.4	263.6	34,923.0	34,923.0	-	Please refer to the body of the report.	Green
<u>Information Technology Projects:</u>										
In-Car Camera	199.5	2,300.0	2,499.5	1,019.7	1,479.8	9,532.0	9,532.0	-	Please refer to the body of the report.	Green
Automated Vehicle Location System	405.0	-	405.0	401.4	3.6	1,590.0	1,590.0	-	Project is on budget and on schedule.	Green
Digital Video Asset Management II	1,178.0	1,300.0	2,478.0	1,775.0	703.0	5,665.0	5,665.0	-	Please refer to the body of the report.	Green
HRMS Additional Functionality	-	108.0	108.0	-	108.0	454.0	454.0	-	Project has yet to start.	n/a
Acquisition and Implementation of the New RMS	-	400.0	400.0	300.6	99.4	24,468.0	24,468.0	-	Please refer to the body of the report.	Green
AFIS/Livescan/RICI Replacement	-	324.0	324.0	13.2	310.8	3,324.0	3,324.0	-	Please refer to the body of the report.	Green
<u>Replacements / Maintenance / Equipment Projects</u>										
State-of-Good-Repair - Police **	226.0	1,900.0	2,126.0	1,327.9	798.2	n/a	n/a	n/a	Project is on budget and on schedule.	Green
Power Supply-Fire/EMS/TPS	41.9	-	41.9	18.5	23.5	618.0	618.0	-	City-managed project.	n/a
Total Debt-Funded Projects	4,658.8	19,655.5	24,314.2	17,827.3	6,486.9					
<u>Lifecycle Projects (Vehicle & Equipment Reserve)</u>										
Vehicle Replacement	-	5,617.0	5,617.0	8,112.0	- 2,495.0	n/a	n/a	n/a	Please refer to the body of the report.	Green
IT-Related Replacements	7,125.3	9,418.0	16,543.3	9,242.2	7,301.1	n/a	n/a	n/a	Please refer to the body of the report.	Green
Other Equipment	1,556.5	3,300.0	4,856.5	3,735.3	1,121.2	n/a	n/a	n/a	Please refer to the body of the report.	Green
Total Lifecycle Projects	8,681.8	18,335.0	27,016.8	21,089.5	5,927.3					
Total Gross Expenditures:	13,340.5	37,990.5	51,331.0	38,916.8	12,414.3	Percent spent:		75.8%		
<u>Less other-than-debt funding:</u>										
Revenue re: New Training Fac. *	536.3	- 3,053.4	- 2,517.1	- 1,963.9	- 553.3	n/a	n/a	n/a		
Development Charges	-	- 1,052.0	- 1,052.0	- 1,052.0	-	n/a	n/a	n/a		
Capital Financing	-	- 1,184.0	- 1,184.0	- 1,184.0	-	n/a	n/a	n/a		
Vehicle & Equipment Reserve	- 8,681.8	- 18,335.0	- 27,016.8	- 21,089.5	- 5,927.3	n/a	n/a	n/a		
Total Other-than-debt Funding:	- 8,145.5	- 23,624.4	- 31,769.9	- 25,289.3	- 6,480.6	Percent spent:		69.7%		
Total Net Expenditures:	5,195.1	14,366.1	19,561.1	13,627.4	5,933.7	Percent spent:		69.7%		

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

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

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P69. TORONTO POLICE SERVICE – OPERATING BUDGET VARIANCE
REPORT YEAR ENDING DECEMBER 31, 2009**

The Board was in receipt of the following report February 12, 2010 from William Blair, Chief of Police:

Subject: OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO POLICE
SERVICE – YEAR ENDING DECEMBER 31, 2009

Recommendations:

It is recommended that:

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

Financial Implications:

There are no financial implications relating to the recommendations contained within this report. Final expenditures and revenue in the various categories have been taken into account, as appropriate, in developing the Service's 2010 operating budget request.

Background/Purpose:

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

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

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

Discussion:

2009 Operating Budget Surplus:

The final 2009 year-end operating budget surplus is \$2.5M, which is \$2.1M more than previously reported. The following chart summarizes the variance by expenditure category and revenue.

Category	2009 Budget (\$Ms)	Year-End Actual Expend (\$Ms)	Fav / (Unfav) (\$Ms)
Salaries	\$614.6	\$614.3	\$0.3
Premium Pay	\$44.0	\$45.8	(\$1.8)
Benefits	\$152.6	\$151.7	\$0.9
Materials and Equipment	\$25.5	\$23.1	\$2.4
Services	\$92.6	\$90.4	\$2.2
Total Gross	<u>\$929.3</u>	<u>\$925.3</u>	<u>\$4.0</u>
Revenue	(\$74.5)	(\$73.0)	(\$1.5)
Total Net	<u>\$854.8</u>	<u>\$852.3</u>	<u>\$2.5</u>

Explanation of Final Operating Budget Variance by Major Expenditure and Revenue Category:

Salaries:

The 2009 year-end final status for this category is a \$0.3M surplus, which is \$0.4M less than previously reported.

Expenditure Category	2009 Budget (\$Ms)	Year-End Actual Expend (\$Ms)	Fav / (Unfav) (\$Ms)
Uniform Salaries	\$469.6	\$470.7	(\$1.1)
Civilian Salaries	<u>\$145.0</u>	<u>\$143.6</u>	<u>\$1.4</u>
Total Salaries	<u>\$614.6</u>	<u>\$614.3</u>	<u>\$0.3</u>

Total uniform separations in 2008 were higher than originally assumed during the development of the 2009 budget. However, final uniform separations for 2009 were 240 compared to the budget of 290. The combination of these two factors results in a \$1.1M unfavourable variance in uniform salaries.

Civilian salary expenditures are \$1.4M favourable. \$1.0M of this savings is attributed to gapping savings in the court officer and communication operator salary categories. These positions are critical to operations and must be fully staffed at all times. In order to ensure that there is no staffing gap in these areas, additional premium pay was utilized to address the gap. As a result, the premium pay category includes this additional expenditure. The remaining favourable variance is due to higher-than-anticipated vacancies and delays in backfilling of civilian positions.

Premium Pay:

Premium pay expenditures reflect an unfavourable variance of \$1.8M which is \$0.3M less than previously reported.

Expenditure Category	2009 Budget (\$Ms)	Year-End Actual Expend (\$Ms)	Fav / (Unfav) (\$Ms)
Court	\$12.3	\$12.1	\$0.2
Overtime	\$6.5	\$6.3	\$0.2
Callback	\$5.3	\$8.6	(\$3.3)
Lieutime Cash Payment	\$19.9	\$18.8	\$1.1
Total Premium Pay*	\$44.0	\$45.8	(\$1.8)

* Budget adjusted for \$1.7M grant funding

\$1.0M of the year-end shortfall in premium pay is attributable to the requirement to address staff vacancies in the Court Services and Communication Services units, and this is offset by civilian salary savings (discussed previously in this report). The remaining shortfall is attributed to various policing requirements, such as policing for demonstrations and other special events, partially offset by savings in court and overtime and less-than-anticipated lieutime expenditures.

Benefits:

The 2009 year-end final status for this category is a favourable variance of \$0.9M, which is \$0.8M more than previously identified.

Expenditure Category	2009 Budget (\$Ms)	Year-End Actual Expend (\$Ms)	Fav / (Unfav) (\$Ms)
Medical / Dental	\$35.8	\$34.7	\$1.1
OMERS / CPP / EI / EHT	\$92.2	\$92.5	(\$0.3)
Sick Pay / CSB / LTD	\$13.5	\$13.1	\$0.4
Other (e.g., WSIB, life ins.)	\$11.1	\$11.4	(\$0.3)
Total Benefits	\$152.6	\$151.7	\$0.9

Lower-than-budgeted medical/dental costs and Central Sick Bank costs more than offset unfavourable variances in statutory deductions and Workplace Safety and Insurance Board (WSIB) costs.

Materials and Equipment:

The 2009 year-end final status for this category is a surplus of \$2.4M, which is \$1.3M more than reported previously.

Expenditure Category	2009 Budget (\$Ms)	Year-End Actual Expend (\$Ms)	Fav / (Unfav) (\$Ms)
Vehicles (gas, parts)	\$10.2	\$8.8	\$1.4
Uniforms	\$5.0	\$4.9	\$0.2
Other Materials	\$5.2	\$4.9	\$0.3
Other Equipment *	\$5.0	\$4.5	\$0.5
Total Materials & Equipment	<u>\$25.5</u>	<u>\$23.1</u>	<u>\$2.4</u>

** Approx. \$3.5M is attributed to grant-funded expenditures (revenue budget has been increased by same amount)*

The \$1.4M surplus in the “vehicles” category is primarily attributed to lower-than-budgeted fuel prices (\$1.2M) and small variances in other vehicle-related accounts (\$0.2M). The remaining surplus is attributed to various in-year variances in the uniform and material accounts (\$0.5M) as well as unspent grant funding of \$0.5M. The unspent grant funding is being carried over to 2010 and will be utilized to fulfil planned grant activities.

Services:

The 2009 year-end final status for this category is a \$2.2M surplus, which is \$2.2M more than previously reported.

Expenditure Category	2009 Budget (\$Ms)	Year-End Actual Expend (\$Ms)	Fav / (Unfav) (\$Ms)
Legal Indemnification	\$1.4	\$1.4	\$0.0
Uniform Cleaning Contract	\$1.9	\$1.9	\$0.0
Courses / Conferences	\$2.2	\$2.1	\$0.1
Clothing Reimbursement	\$1.5	\$1.5	\$0.0
Computer Maintenance	\$10.8	\$10.4	\$0.4
Phones / cell phones / 911	\$6.5	\$6.4	\$0.1
Reserve contribution	\$35.5	\$35.5	\$0.0
Caretaking / maintenance	\$17.5	\$16.1	\$1.4
Other Services	<u>\$15.3</u>	<u>\$15.1</u>	<u>\$0.2</u>
Total Services	<u>\$92.6</u>	<u>\$90.4</u>	<u>\$2.2</u>

Savings have been realized in several services account. In January 2010, the Service received the 2009 final invoice from the City Facilities and Real Estate (F&RE) for custodial maintenance and utility costs. The final invoice is \$1.4M less than the budget. This surplus is a result of savings due to the 2009 City labour disruption and other programs not implemented. City F&RE had not previously identified these savings. Savings have also been realized in the courses / conferences category (\$0.2M), primarily in reduced costs related to Guelph-Humber advanced learning initiatives, and in the computer maintenance category (\$0.4M) based on final amounts for a variety of maintenance contracts.

Revenue:

The final year-end status for this category is an unfavourable variance of \$1.5M, which is \$2.1M less revenue than previously reported.

Revenue Category	2009 Budget (\$Ms)	Year-End Actual (\$Ms)	Fav / (Unfav) (\$Ms)
Recoveries from City	(\$9.3)	(\$9.8)	\$0.5
CPP and Safer Comm'y grants	(\$16.3)	(\$16.3)	\$0.0
Other Gov't grants	(\$9.2)	(\$6.2)	(\$3.0)
Fees (e.g., paid duty, alarms, ref.)	(\$9.8)	(\$9.3)	(\$0.5)
Secondments	(\$2.2)	(\$3.0)	\$0.8
Draws from Reserves	(\$13.2)	(\$13.0)	(\$0.2)
Other Revenues (e.g., pris.return)	<u>(\$14.5)</u>	<u>(\$15.4)</u>	<u>\$0.9</u>
Total Revenues	<u>(\$74.5)</u>	<u>(\$73.0)</u>	<u>(\$1.5)</u>

The Service received more revenues than budgeted due to recoveries from the City being higher-than-budgeted for costs related to court security provided to City Court Services, and the reestablishment of secondments to United Nations missions beginning in the fall. However, these additional revenues were more than offset by grant funding received in 2009 but not totally spent, and therefore deferred to 2010 (e.g., TAVIS, Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet, etc.).

Conclusion:

The Toronto Police Service achieved a favourable year-end operating budget variance of \$2.5M in 2009, mainly as a result of lower-than-budgeted fuel prices and a reduced chargeback by the City for caretaking, maintenance and utilities.

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

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

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

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P70. TORONTO POLICE SERVICE – PARKING ENFORCEMENT UNIT:
OPERATING BUDGET VARIANCE REPORT YEAR ENDING
DECEMBER 31, 2009**

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

Subject: OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO POLICE
PARKING ENFORCEMENT UNIT – YEAR ENDING DECEMBER 31, 2009

Recommendations:

It is recommended that:

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

Financial Implications:

There are no financial implications relating to the recommendations contained within this report. Expenditure savings identified in this report have been taken into account as appropriate, in developing the 2010 operating budget request.

Background/Purpose:

Toronto City Council, at its meeting of March 31, 2009, approved the Toronto Police Parking Enforcement Operating Budget at a net amount of \$36.30 Million (M).

The Parking Enforcement Unit's (PEU) budget is not part of the Service's operating budget, but rather is maintained separately in the City's non program budgets.

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

Discussion:

The following chart summarizes the variance by category of expenditure.

Category	2009 Budget (\$Ms)	Year-End Actual (\$Ms)	Fav/(Unfav) (\$Ms)
Salaries	\$24.57	\$24.67	(\$0.10)
Premium Pay	\$1.39	\$1.47	(\$0.08)
Benefits	<u>\$5.65</u>	<u>\$5.33</u>	<u>\$0.32</u>
Total Salaries & Benefits	\$31.61	\$31.47	\$0.14
Materials	\$1.46	\$1.22	\$0.24
Equipment	\$0.07	\$0.06	\$0.01
Services	\$4.68	\$4.58	\$0.10
Revenue	<u>(\$1.51)</u>	<u>(\$1.29)</u>	<u>(\$0.22)</u>
Total Non-Salary	<u>\$4.69</u>	<u>\$4.57</u>	<u>\$0.13</u>
City Coverage of Premium Pay		<u>(\$0.08)</u>	<u>(\$0.08)</u>
Total Net	<u>\$36.30</u>	<u>\$35.95</u>	<u>\$0.19</u>

The final year-end surplus is \$0.19M. Details are discussed below.

Salaries & Benefits (including Premium Pay):

The 2009 year-end final status for this category is a surplus of \$0.14M. The higher-than-budgeted salary and premium pay expenditures were more than offset by lower-than-budgeted benefit costs.

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

Expenditures in premium pay are mainly related to enforcement activities. Premium pay is utilized to staff special events or directed enforcement activities. With respect to special events, the opportunity to redeploy on duty staff is minimal, as this will result in a decreased enforcement in the areas they are being deployed from. In the case of directed enforcement activities, these are instituted to enforce specific problem areas. All premium pay expenditures are approved by supervisory staff and strictly controlled.

Premium pay spending also includes costs to attend court. The City has experienced a significant increase in demand by members of the public to contest parking infractions, resulting in an increased backlog of court cases. To address this backlog, the City opened an additional court room in January 2009 resulting in increased court attendance by Parking Enforcement Officers. Furthermore, in July 2009, the City opened three additional court rooms for Provincial Offences Act violations and parking infractions, followed by the opening of one additional court room in September. This is creating a further premium pay pressure for PEU, which resulted in a short fall of \$0.08M.

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

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

Non-salary Expenditures:

A \$0.13M surplus was realized in the non-salary accounts of which \$0.01M is attributed to lower-than-budgeted fuel prices.

Conclusion:

Parking Enforcement's final year-end surplus for 2009 is \$0.19M, primarily attributed to savings in benefits and non-salary accounts.

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

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

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

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P71. APPROVAL OF EXPENSES: ONTARIO ASSOCIATION OF POLICE
SERVICES BOARDS (OAPSB) 2010 CONFERENCE**

The Board was in receipt of the following report March 12, 2010 from Alok Mukherjee, Chair:

Subject: APPROVAL OF EXPENSES: ONTARIO ASSOCIATION OF POLICE
SERVICES BOARDS (OAPSB) 2010 CONFERENCE

Recommendation:

It is recommended that the Board approve expenses incurred by Board members who will be attending at the 48th Ontario Association of Police Services Boards' (OAPSB) 2010 Annual Meeting and Conference.

Financial Implications:

If the Board approves the recommendation contained in this report, funds in the amount of approximately \$5,600.00 will be expended from the Board's requested 2010 operating budget.

Background/Purpose:

The Village of Point Edward Police Services Board will be hosting the OAPSB's 48th Annual Meeting and Conference. The theme of this year's conference is "Challenging Lives in Challenging Times" and will be held in the Village of Point Edward, Ontario from April 28 to May 1, 2010.

The OAPSB conference is one of only two annual opportunities for professional development for Board members and networking with fellow police board members from across Ontario. As such, it is important that the Board provide their support and attendance to help ensure success of the conference.

A preliminary conference program received from the Point Edward Police Services Board requesting that we consider Board and staff members to attend the conference is attached for your consideration.

It is anticipated that two (2) Board members and two (2) staff members will attend and that the cost of their attendance will be approximately \$5,600.00.

Conclusion:

Therefore, it is recommended that the Board approve expenses incurred by Board members who will be attending at the 48th Ontario Association of Police Services Boards' (OAPSB) 2010 Annual Meeting and Conference.

The Board approved the foregoing report.

Preliminary



**ONTARIO ASSOCIATION OF
POLICE SERVICES BOARDS**

**48th ANNUAL
MEETING AND CONFERENCE**

**"CHALLENGING LIVES IN
CHALLENGING TIMES"**

**Hosted by the Village of Point Edward
Police Services Board**

April 29 to May 1, 2010

**Holiday Inn
1498 Venetian Blvd.
Point Edward, Ontario N7T 7W6**

Ontario Association of Police Services Boards
10 Peel Centre Drive, Suite A, 1st Floor, Brampton, Ontario, L6T 4B9
Tel. 905-458-1488 1-800-831-7727 Fax 905-458-2260
E-Mail: admin@oapsb.ca Website: www.oapsb.ca



48 ANNUAL CONFERENCE PRELIMINARY PROGRAM

"CHALLENGING LIVES IN CHALLENGING TIMES"

Wednesday Afternoon, April 28th
Pre-conference Activities

3:00pm - 6:00pm	Conference Registration and Delegate Bag Pick-up - <i>Centre/West Hall</i>					
3:00pm - 5:00pm	Concurrent Zone Meetings					
	<i>Venetian A Ballroom</i>	<i>Campaign Room</i>	<i>East Hall</i>	<i>Centre Hall</i>	<i>Bluewater Room</i>	<i>West Hall</i>
	Zone	Zone	Zone	Zone	Zone	Zone
6:30pm - 8:00pm	Mayor's Welcome Reception - Venetian Ballroom					
7:30pm - 9:30pm	Dine-Around Program					
	<p>Discover the Tastes of the Village of Point Edward by participating in the Dine-Around Program, or at a restaurant of your choice - check your Delegate Bag for the Restaurant Guide and discount coupons.</p> <p>Visit the Village of Point Edward Tourism display table in the Great Hall foyer for further information and to sign up for the Dine-Around program. Please note, in some restaurants reservations may be required, so plan ahead!</p> <p style="text-align: center;"><i>Return transportation will be provided.</i></p>					

Thursday Morning, April 29th

8:00am - 9:00am	Conference Registration and Delegate Bag Pick-up - <i>Centre/West Hall</i>		
7:30am - 8:10am	Continental Breakfast - <i>Centre/West Hall</i>		
8:45am - 10:00am	OPENING CEREMONIES - Delegates and Companions <i>Centre/West Hall</i>		
10:00am - 10:15am	Refreshment Break - Great Hall Foyer		
10:15am - 11:00am	PLENARY SESSION - Centre/West Hall Keynote Speaker: Billy Mitchell		
11:00am - 12:00pm	CONCURRENT SESSIONS		
	<i>Venetian Ballroom</i>	<i>East Hall</i>	<i>Bluewater Room</i>
	<p>1) Facilitated Discussion on Current Board Challenges - Small Boards</p> <p><i>Facilitator: TDB</i> Bring your Board's challenges and we'll work to resolve them.</p>	<p>2) Facilitated Discussion on Current Board Challenges - Medium Boards</p> <p><i>Facilitator: TBD</i> Bring your Board's challenges and we'll work to resolve them.</p>	<p>3) Facilitated Discussion on Current Board Challenges - Large Boards</p> <p><i>Facilitator: TBD</i> Bring your Board's challenges and we'll work to resolve them.</p>



48 ANNUAL CONFERENCE PRELIMINARY PROGRAM

"CHALLENGING LIVES IN CHALLENGING TIMES"

Thursday Afternoon, April 29th

12:00pm - 1:45pm	Dinner - Center/West Hall Guest Speaker: Minister Baillone, Minister of Community Safety and Correctional Services		
2:00pm - 3:15pm	CONCURRENT SESSIONS		
	<i>Center/West Hall</i>	<i>East Hall</i>	<i>Venetian Ballroom</i>
	1) Public Complaints - New Rules/Board Policy Panel: Lynda Bordeleau, Partner, Perley-Roberson, Hill & McDougall, LLB, Head of Police Law Group; OIPRD representative	2) OCPS Decisions You Need to Know Speaker: Cathy Boxer-Byrd, Senior Advisor, Ontario Civilian Police Commission	3) The Business Case for Outsourcing Background Checks Speaker: Rod Piukkala, Vice President, BackCheck
3:15pm - 3:30pm	Refreshment Break - Great Hall Foyer		
3:30pm - 5:00 pm	CONCURRENT SESSIONS		
	<i>Center/West Hall</i>	<i>East Hall</i>	<i>Venetian Ballroom</i>
	1) Public Complaints - New Rules/Board Policy Panel: Lynda Bordeleau, Partner, Perley-Roberson, Hill & McDougall, LLB, Head of Police Law Group; OIPRD representative	2) OCPS Decisions You Need to Know Speaker: Cathy Boxer-Byrd, Senior Advisor, Ontario Civilian Police Commission	3) School Safety Speakers: Insp. Mark Allen, Manager, Crime Prevention, OPP; Staff Sergeant Sharon Davis, Toronto Police Service, Community Mobilization Unit
5:30pm - 6:00pm	Shuttle bus pick-up from front entrance of Holiday Inn and the door to the ballroom/ The		
6:00pm - 10:00pm	Ballroom		
6:00pm - 7:00pm	Ballroom		
7:00pm - 10:00pm	Comedian - Main Wing		
9:00pm - 12:00am	HOSPITALITY SUITE - Campaign Room Hosted by the Village of Point Edward Police Services Board		



48 ANNUAL CONFERENCE PRELIMINARY PROGRAM
"CHALLENGING LIVES IN CHALLENGING TIMES"

Friday Morning, April 30th

8:00am - 12:00pm	Conference Registration and Village of Police Officers' Information Desk		
7:30am - 8:30am	Continental Breakfast - Venetian Ballroom		
9:00am - 10:15am	CONCURRENT SESSIONS		
	<i>Center/West Hall</i>	<i>East Hall</i>	<i>Venetian Ballroom</i>
	1) Sarnia Emergency Management and Emergency Notification Systems Speaker: Cal Gardner, Community Emergency Management Coordinator for Sarnia	2) Provincial Liaison Team In the Province of Ontario Speaker: Constable Luke George, Provincial Liaison Team, OPP; Sgt. Don Lickers, Coordinator of the Provincial Liaison Team, Western Region	3) Four Pillars of Policing Speaker: TBD
10:15am - 10:30am	Refreshment Break - Great Hall Cover		
10:30am - 12:00pm	CONCURRENT SESSIONS		
	<i>Center/West Hall</i>	<i>East Hall</i>	<i>Venetian Ballroom</i>
	2) Crystal Meth - What You Should Know Speaker: Karen Lallean, Prevention & Education Worker for Youth, Walpole Island Community Services Program	2) Crime Stoppers in Your Community Speaker: Pat Gillie, Past President, Ontario Association of Crime Stoppers	3) Security Issues on the Great Lakes Speaker: Andy Maillet, Superintendent of Operations, Coast Guard
12:00pm - 1:45pm	SECTION 32: Lunch - Performance Measures & Priority Setting <i>Venetian Ballroom</i> Guest Speaker: TBD		
12:00pm - 1:45pm	SECTION 16: Lunch and Annual General Meeting <i>Centre/West Hall</i> Guest Speaker: Commissioner John Fanning, OPP (Invited)		
2:00pm - 4:00pm	ANNUAL GENERAL MEETING - Centre/West Hall This session is <u>restricted</u> to voting delegates who are full members of the OAPSB, and their Board Staff. If you are on a police services board that belongs to the OAPSB, please join the OAPSB Board of Directors for the Annual General Meeting. You will approve and meet the 2010/11 incoming OAPSB Board of Directors and the 2009/10 Resolutions will also be considered.		



48 ANNUAL CONFERENCE PRELIMINARY PROGRAM
"CHALLENGING LIVES IN CHALLENGING TIMES"

Friday Evening, April 30th

5:00pm - 6:00pm	REGISTRATION & RECEPTION - Venetian Ballroom
6:00pm - 11:00pm	Enjoy a fabulous dinner and entertainment in the Venetian Ballroom
10:00pm - 12:00am	WINE & CHEESE SOCIAL - Venetian Ballroom Hosted by the OAPSB with special thanks to the OAPSB Board

Saturday Morning, May 1st

8:00am - 11:00am	Conference Registration and Welcome w/ Four Forward Information Desk Venetian Ballroom		
8:00am - 9:00am	Continental Breakfast - Breakfast and Beverages Great Hall Foyer		
9:00am - 10:30am	CONCURRENT SESSIONS		
	<i>Center/West Hall</i>	<i>East Hall</i>	<i>Venetian Ballroom</i>
	1) Understanding and Monitoring Section 10 Contracts <i>Speaker: TBD</i>	2) Blue Water Bridge Security/Traffic Issues since 9/11 <i>Speaker:</i> Stan Korosec, V.P. Operations, Blue Water Bridge	3) Changing Demographics - What Does It Mean to Police Priorities? <i>Speaker: TBD</i>
10:30am - 10:45am	Refreshment Break - Great Hall Foyer		
10:45am - 12:00pm	CONCURRENT SESSIONS		
	<i>Center Hall</i>	<i>East Hall</i>	<i>Venetian Ballroom</i>
	1) Understanding and Monitoring Section 10 Contracts <i>Speaker: TBD</i>	2) Collision Prevention Through Environmental Design <i>Speaker:</i> Constable John Reurink, OPP, Lambton County	3) Community Engagement Strategies <i>Speaker:</i> Joan Roberts, Consultant to the OAPSB
12:00pm - 2:00pm	CLOSING LUNCHEON - West Hall Guest Speaker: Minister Bentley, Attorney General (invited)		



48 ANNUAL CONFERENCE PRELIMINARY PROGRAM
"CHALLENGING LIVES IN CHALLENGING TIMES"

Saturday Afternoon, May 1st
Board Training

(Training will be offered, subject to sufficient registration numbers)

BOARD TRAINING		
2:00pm - 3:30pm	Venetian A Ballroom 1) Accountability Framework for Section 31 <i>Facilitators:</i> Barbara Hume-Wright	East Hall 2) Accountability Framework for Section 10 <i>Facilitators:</i> Joan Roberts
3:30pm - 3:45pm	Refreshment Break - Great Hall Area	
3:45pm - 5:00pm	Venetian A Ballroom 1) Accountability Framework for Section 31...continued <i>Facilitators:</i> Barbara Hume-Wright	East Hall 2) Accountability Framework for Section 10...continued <i>Facilitators:</i> Joan Roberts
6:30pm - 9:00pm	Dine-Around Program Discover the Tastes of the Village of Pacific World by participating in the Dine-Around Program, or at a restaurant of your choice. Check your Delegate Bag for the Restaurant Guide and discount coupons. Visit the Village of Pacific World Tourist display table in the Great Hall Area for further information and to sign up for the Dine-Around program. Reservations at some restaurants may be required. No plan ahead return transportation will be provided.	
7:00pm	Hawaii's 100th Anniversary <i>(Visit the Village of Pacific World Tourist table for more details. Additional costs apply.)</i>	

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P72. SEMI-ANNUAL REPORT: WRITE-OFF OF UNCOLLECTIBLE
ACCOUNTS RECEIVABLE BALANCES: JULY TO DECEMBER 2009**

The Board was in receipt of the following report February 22, 2010 from William Blair, Chief of Police:

Subject: SEMI-ANNUAL REPORT 2009: WRITE-OFF OF UNCOLLECTIBLE
ACCOUNTS RECEIVABLE BALANCES – JULY TO DECEMBER 2009

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

There are no financial implications as a result of the write-offs processed. The write-off amount of \$6,306 in the second half of 2009 has been expensed against the allowance for uncollectible accounts. The current balance in the allowance for uncollectible accounts is approximately \$225,000. The adequacy of this account is analyzed annually and any adjustment required will be included in operating expenses.

Background/Purpose:

At its meeting of May 29, 2003 the Board approved the new Financial Control By-law 147. Part IX, Section 29 – Authority for Write-offs, includes the requirement for a semi-annual report to the Board on amounts written off in the previous six months (Min. No. P132/03 refers).

This report provides information on the amounts written off during the period of July 1 to December 31, 2009.

Discussion:

During the six month period of July 1 to December 31, 2009, a number of accounts totalling \$6,306 were written off, in accordance with By-law 147. The write-offs are related to paid duty administrative fees and vehicle/equipment rentals.

Paid Duty Administrative Fees and Equipment Rentals (\$6,306):

After a paid duty has been completed, customers are provided with an invoice for the administrative fee and any vehicle or equipment rentals. The Toronto Police Service Central Paid Duty Office and Financial Management unit work closely with divisions, units, and

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

Paid duty administrative fees and equipment rentals have generated an average annual recovery for the Toronto Police Service of about \$4.51 million over the past three years. The amount of \$6,306 written off in the last six months of 2009 represents 0.14% of the average annual revenue for these fees.

The write-off of \$6,306 consists of nine customer balances and a total of 21 invoices. The largest balance of this write-off consists of one invoice totalling \$2,504. This balance is attributed to a promotional organization holding a special event in partnership with a second organization. Payment was received from the partner company, however, the promotional company indicated that they were in a dire financial situation and requested extensions to the payment due date. The account was sent to the Service's collection agency and the normal process to collect this account was followed. After escalating efforts, the collection agency indicated that it could not locate the principals. Furthermore, legal action is not recommended as the organization already has a court order placed against its assets by another creditor. Although the collection agency is continuing to pursue the balance on our behalf, they have recommended write-off as they feel their continuing efforts will not produce positive results.

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

Recovery of Previous Write-Offs (\$750)

Between July and December of 2009, Financial Management was able to recover \$750 which represents one previously written off account balance for a paid duty customer. This recovery was the result of work by the Service's Accounts Receivable staff. Accounts Receivable, in consultation with the Central Paid Duty Office, ensures that paid duty services are not provided to customers requesting new paid duties until all old balances, including previously written off ones, are paid off.

Conclusion:

In accordance with Section 29 – Authorization for Write-offs of By-law 147, this report provides information to the Board on the amounts written off by the Service during the period July 1, 2009 to December 31, 2009. The write-off of these accounts eliminates those outstanding receivables where collection efforts have been fully exhausted.

Action has been taken to reduce the risk of amounts owing to the Service from becoming uncollectible and to more aggressively pursue amounts owing, in accordance with the Service's Accounts Receivable collection procedures.

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

The Board received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

#P73. ANNUAL REPORT: 2009 SOLE AND SINGLE SOURCE PURCHASES

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

Subject: ANNUAL REPORT 2009: SOLE AND SINGLE SOURCE PURCHASES

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:

The Toronto Police Services Board Financial Control By-Law No. 147 amended by By-Law No. 148, 151, 153, 156 and 157, requires that the Chief of Police report annually to the Board on any sole and single source purchases for goods or services with a value greater than \$10,000 in the preceding year. In response to this requirement, the following information is provided.

Discussion:

Sole and single source purchases are used for: emergency situations; proprietary rights; to match existing equipment; health and safety concerns; time constraints; scarcity of supply in the market; and to avoid violating warranties and guarantees where service is required. In these cases, the award is made to a specific vendor without going through a competitive process.

In accordance with the Service's Purchasing and Expenditure Procedures, a request is submitted to the Service's Purchasing Support Services (PUR) unit with justification to retain a vendor as a sole or single source. If the justification is acceptable to the Manager, PUR, and the purchase meets the above criteria, the request is processed.

The following tables summarize the sole and single source purchases over \$10,000 that occurred in 2009.

Sole Source Purchases:

The sole source purchases identified in the table below were made based on proprietary rights/trademarks, or exclusive rights for the good or service.

Vendor	Value of Purchase Order Issued in 2009 (\$)
Motorola Canada Limited	162,380.80
MD Charlton Co. Ltd.	43,369.60
Ram Power Systems	91,999.80
Toronto Hydro	94,911.60
Pitney Bowes Canada Inc.	30,800.00
Computmaps	16,800.00
Cyberklix	38,857.39
Hewlett Packard Canada	48,654.24
John Reid & Associates	17,750.00
R. Nicholls Distributors	131,572.33
Net Presenter	29,367.00
Supergravity Incorporated	15,410.00
Morphotrak (Motorola)	139,205.00
OPNET Technologies	79,922.34
Colt Canada	26,300.00
Mobile Fire-Rescue Training Inc.	35,000.00
The Genesis Group	54,415.00
D&R Electronics	145,000.00
Navair Incorporated	17,587.00
Comnetix Computer Sys.	18,850.00
TOTAL	1,238,152.10

Single Source Purchases:

Single source purchases are made based on time constraints, emergency requirements, the requirement to match existing equipment and to maintain continuity of services, where necessary, on projects. The following purchases were single sourced in 2009.

Vendor	Value of Purchase Order Issued in 2009 (\$)
Met-Scan Canada Ltd.	63,621.17
Infor Global (Workbrain)	200,549.02
D&R Electronics	128,438.72
TOTAL	392,608.91

The above sole and single source purchases (28 purchase orders) represent a total of 1.7% of the total number of purchase orders or 1.2% of the total dollar value of purchase orders issued by the Service in 2009, greater than \$10,000.

Conclusion:

The Service's purchasing procedures require that goods/services be obtained through a competitive process. However, there are situations where goods/services must be single or sole sourced. These types of procurements are managed through a formal procedure that is overseen by the Manager, PUR, and require proper justification and approval before a commitment is made. To further increase the transparency of this process, this report provides the Board with a list of sole and single source purchase orders over \$10,000 that were issued in 2009.

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

In response to questions by the Board, Mr. Tony Veneziano, Chief Administrative Officer, explained why D&R Electronics was the vendor for both sole source and single source purchases in 2009.

Mr. Angelo Cristofaro, Director of Finance and Administration, explained the reason why sole source purchases were made from both Motorola Canada Limited and Morphotrak (Motorola).

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 MARCH 25, 2010**

**#P74. ANNUAL REPORT: 2009 CONSULTING EXPENDITURES - TORONTO
POLICE SERVICES BOARD**

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

Subject: ANNUAL REPORT: TORONTO POLICE SERVICES BOARD'S 2009
CONSULTING EXPENDITURES

Recommendation:

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

Financial Implications

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

Background/Purpose:

The Board, at its meeting of February 20, 2003 (Board Minute P45/03 refers), approved a motion requiring the reporting of all consulting expenditures on an annual basis. City Finance also requires annual reporting of consulting expenditures as per their prescribed format. As a result, consulting expenditures are provided to the Board and this information is also forwarded to the City's Deputy City Manager and Chief Financial Officer. Attachment A reflects the 2009 consulting expenditures for the Police Services Board.

City Finance requires the attached information by February 26, 2010 and in order to comply with this, the attached has been forwarded to the City's Deputy City Manager and Chief Financial Officer.

Conclusion:

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

The Board received the foregoing report.



Agency/Board : TORONTO POLICE SERVICES BOARD

2009 Consulting Expenses - Operating

Expense Category	Agency/Board	Program	Contract Date (mm-dd-yr)	Contract #/ PO #/DPO #	Consultant's Name (Note 1)	Description of the Work (Notes 1 & 2)	Recoveries By Source (Note 3)	Contract/PO Balance Remaining 2009.12.31 (Note 4)	2009 Budget (Notes 5 & 6)	2009 Expenditure (Note 4)	2008 Expenditure (Note 5)
								\$	\$	\$	\$
External Lawyers & Planners	Toronto Police Services Board		12/31/09	8408405	Hicks Morley Hamilton Stewart	provide expert advice/opinion on general labour relations issues (board minute P290/07 - renewed until Sept. 30/2012)					
		Sub-Total						8,240	50,000	41,760	572,578
TOTAL								8,240	50,000	41,760	572,578
GRAND TOTAL								8,240	50,000	41,760	572,578

- Note 1 - Provide full names and description in regular text, both upper & lower case; and no abbreviations or acronym.
- Note 2 - Description of work should include details of work done, specific reports prepared, expected completion date, and specific Board authorization.
- Note 3 - Provide information on any external funding sources and % recoverable.
- Note 4 - Provide amount rounded to nearest dollar and net of GST rebate. Formula can only be used for subtotal & total.
- Note 5 - Provide (a) Sub-Total by program and (b) Total for each expense category, with all amounts rounded to nearest dollar.
- Note 6 - Provide explanation for significant Budget and Actual variances on an attached sheet.

CERTIFIED CORRECT

ANGELO CRISTOFARO

Print Name Signature

416-808-7787

Contact Telephone Number

Director

Title

Toronto Police Service
Agency/Board/Commission

19.Feb.10

Date

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P75. ANNUAL REPORT: 2009 CONSULTING EXPENDITURES - TORONTO
POLICE SERVICE**

The Board was in receipt of the following report February 5, 2010 from William Blair, Chief of Police:

Subject: ANNUAL REPORT 2009: CONSULTING EXPENDITURES

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:

The Board, at its meeting of February 20, 2003 (Min. No. P45/03 refers), requested that the Service report all consulting expenditures on an annual basis. In addition, the Board at its meeting of March 23, 2006 (Min. No. P103/06 refers), requested that future annual reports be revised so that capital consulting expenditures are linked to the specific capital project for which the consulting services were required. City Finance also requires the annual reporting of consulting expenditures in their prescribed format, so that the City's Deputy City Manager and Chief Financial Officer can provide a consolidated report to City Council.

This report provides details of the 2009 consulting expenditures for the Service's operating and capital budgets, in the City's prescribed format and based on the definition of consulting services provided by the City. The City's definition of consulting services is any firm or individual providing expert advice/opinion on a non-recurring basis to support/assist management decision making in the areas of technical, information technology, management/research and development, external lawyers and planners, and creative communications. The information has already been forwarded to the City, as the completion of the Service's year-end accounting process and the timing of the Board meetings did not allow this report to be forwarded to the Board in advance of the City's February 26, 2010 deadline.

Discussion:

Details of the 2009 consulting expenditures for the Service's operating and capital budgets are provided in Attachments A and B respectively.

The Service has taken steps to manage the use of consultants and only contract for these services where the skills are not available in-house and/or where there is not a permanent requirement for the expertise/skill set, as well as when additional resources are required to deliver projects with prescribed timelines, and the Service does not have the required resource capacity.

The 2009 operating consulting expenditures (as reflected in Attachment A) were \$83,000 under spent against the 2009 budget for this line item. This under-expenditure is mainly attributable to less than expected spending in the Management/R&D category. The Service is attempting to rely less on consultants and do more work in-house. The operating account estimate for consulting services is developed using zero-based budgeting. As such, the 2010 budget request for consulting services is based on the 2010 requirements.

The 2009 capital consulting expenditures (as reflected in Attachment B) were \$0.97M and this amount represents expenditures for three capital projects (Digital Video Asset Management, Integrated Records Information System, and In-Car Camera). Capital projects generally involve multi-year cash flow requirements, and the 2009 expenditure may therefore represent only a portion of the contract value.

Conclusion:

The 2009 consulting expenditures for the Service's operating and capital budgets are reported annually to the Board and the City. The Service ensures that consulting services are used only where necessary and beneficial to the Service. 2009 consulting expenditures totalled \$1.2M (\$0.23M for operating and \$0.97M for capital).

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

The Board received the foregoing report.

ATTACHMENT A

2009 Consulting Expenses – Operating

Expense Category	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2009 Budget	2009 Expenditure	2008 Expenditure
Technical								
Sub-Total					\$ 0.00	\$ 0.00	\$ 0.00	\$ 16,215.00
Information Technology	11/03/2008	6026357	Intergraph Canada Ltd.	Planning and management of the Intergraph Computer Assisted Dispatch (I/CAD) upgrade.	205,981.00		27,712.00	
Sub-Total					\$ 205,981.00	\$ 42,700.00	\$ 27,712.00	\$ 398,917.00
Management/R&D	03/17/2009	6027292	PSTG Consulting Inc.	Management review of Budgeting and Control Unit to develop a customer service process and refine the organizational structure.	23,100.00		23,100.00	
	12/22/2009	6029440	Deloitte & Touche	Researched taxability of Video Services In-house Production of video statements for defense disclosure. Provided recommendations to the Provincial Auditor for exemption to the Provincial Retail Sales Tax rule.	20,000.00		20,000.00	

Expense Category	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2009 Budget	2009 Expenditure	2008 Expenditure
	04/29/2009	6027565	HSB Vision Group Inc.	Provided a feasibility study for the development and implementation of a Child Advocacy Centre. Identifying cost efficiencies and staffing summary.	49,600.00		49,557.00	
	11/03/2008	6026360	Connex Health Consulting	Provided operational plan for the Toronto Police Service Wellness Initiative, including set up of measurement database, training and follow-up assessment.	160,600.00		85,500.00	
	02/04/2008 12/17/2008	6024439 6026774	Mercer (Canada) Limited	Review the administration of the Toronto Police Service (TPS) general benefit program, preparation of tendering accounts, and counseling for contract negotiations; provided advice and information with respect to the formulation of employee benefit strategies, creation of costing scenarios for benefit changes during collective bargaining and policy changes, including the submission of actuarial valuation reports.	72,630.00		20,530.00	
Sub-Total					\$ 325,930.00	\$ 216,700.00	\$ 198,687.00	\$ 217,476.00

Expense Category	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2009 Budget	2009 Expenditure	2008 Expenditure
External Lawyers & Planners								
Sub-Total					\$ 0.00	\$ 0.00	\$ 0.00	\$ 79,341.00
Creative Communications								
Sub-Total					\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,863.00
TOTAL					\$ 531,911.00	\$ 259,400.00	\$ 226,399.00	\$ 713,812.00

ATTACHMENT B

2009 CONSULTING EXPENSES – CAPITAL

Expense Category	Project	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2009 Expenditure	2008 Expenditure
Technical								
Sub-Total						\$ 0.00	\$ 0.00	\$ 0.00
Information Technology	Digital Video Asset Management II	09/12/2006	6020353	DJINN Software Inc.	Digital Video Asset Management (DVAMS) DVAM II Project Management Activities include: providing leadership and management of project resources including in- house resources and external resources. Prepare project scope documentation, project plans, and regular progress reporting.	831,750.00	255,600.00	
	Digital Video Asset Management II	11/14/2006	6020994	Allstream Inc.	Provided guidance in systems and quality analysis; and testing and developing of interfaces to existing legacy systems. Provided knowledge transfer technical documentation. Completed. Report on file.	391,050.00	67,390.00	
	Integrated Records and Information System (IRIS)	04/08/2009	6027435	Sierra Systems	Integrated Records and Information System (IRIS) project management activities include planning, management, control of the project and reporting. Review and finalization of the Request for Proposal for a Records Management System, issuance, product evaluation, selection and acquisition. Ongoing.	280,700.00	155,700.00	

Expense Category	Project	Contract Date (mm-dd-yr)	Contract # PO # DPO #	Consultant's Name	Description of the Work	Original Contract Value	2009 Expenditure	2008 Expenditure
	Digital Video Asset Management II	09/11/2007	6023220	MediaSolv Solutions Corporation (Formerly Trantech Inc.)	Solution vendor for the design, installation, system integration, deployment and documentation of Digital Video Asset Management (DVAMS) for the DVAMS II project.	1,195,769.00	422,086.00	
	In-Car Camera	04/28/2008	6024900	MTS Allstream	System requirements analysis and review of system architecture design for the In-Car Camera and Digital Video Asset Management System (DVAMS) project.	129,320.00	64,747.00	
Sub-Total						\$ 2,828,589.00	\$ 965,523.00	\$ 896,478.00
Management/ R&D								
Sub-Total						\$ 0.00	\$ 0.00	\$ 0.00
TOTAL						\$ 2,828,589.00	\$ 965,523.00	\$ 896,478.00

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P76. ANNUAL REPORT: 2009 POLICE COOPERATIVE PURCHASING
GROUP**

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

Subject: ANNUAL REPORT 2009: POLICE COOPERATIVE PURCHASING GROUP

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:

The Toronto Police Services Board Financial Control By-Law No. 147 amended by By-Law No. 148, 151, 153, 156 and 157, requires that the Chief of Police report annually to the Board on any expenditure over \$500,000 processed through the Police Cooperative Purchasing Group (PCPG) in the preceding year. In response to this requirement the following information is provided.

Discussion:

During 2009, the following expenditures with a value exceeding \$500,000 were made through PCPG in accordance with the By-law.

Item	Vendor	2009 Expenditure (\$)
Body Armour	Pacific Safety Products	697,115
Vehicles	GM	1,326,155
Vehicles	Ford	2,746,533

Conclusion:

The Service has been and continues to be a member of the PCPG since its inception in 1996. The group continues to provide its members (Police Services) throughout the Province the opportunity for cost savings through volume buying and standardization of equipment. Pricing agreements are awarded through the PCPG process for related items such as marked and unmarked police cars, tires, ammunition, pepper spray, body armour, uniform clothing, and footwear. The process continues to work well with the PCPG members sharing the administration of the various procurement processes.

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

The Board received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P77. RECOMMENDATION TO DENY LEGAL INDEMNIFICATION – CASE
NO. JG/2009**

The Board was in receipt of the following report February 4, 2010 from William Blair, Chief of Police:

Subject: RECOMMENDATION FOR DENIAL OF LEGAL INDEMNIFICATION -
CASE NO. JG /2009

Recommendation:

It is recommended that the Board deny payment of the legal account from Mr. Gary Clewley, (dated November 10, 2009) in the amount of \$159,172.88, for his representation of a Police Constable who was charged with the criminal offences of Sexual Assault, Point a Firearm Without a Lawful Excuse and Careless Use of a Firearm, as well as three counts of Discreditable Conduct under the *Police Services Act (PSA)*.

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 \$159,172.88 under the legal indemnification clause of the Uniform Collective Agreement. Although he was acquitted of all charges he has offered no explanation of his actions or conduct which resulted in the charges. 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:

Article 23:01 (a) of the Uniform Collective Agreement, states:

“Subject to the other provisions of this Article, a member charged with but not found guilty of a criminal or statutory offence, because of acts done in the attempted performance in good faith of his/her duties as a member of the Service, shall be indemnified for the necessary and reasonable legal costs incurred by the member during the investigation of the incident that resulted in those charges being laid and for the necessary and reasonable legal costs incurred by the member in the defence of such charges.”

Although the Police Constable was acquitted of all Criminal Charges and the *PSA* charges were withdrawn, the officer was acting outside the scope of his duties as a police officer and was not in the attempted good faith performance of his duties.

Therefore, it is recommended that the Board deny payment of the legal account from Mr. Gary Clewley, in the amount of \$159,172.88, for his representation of the Police Constable in this case.

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 noting that additional information was considered during the in-camera meeting (Min. No. C86/10 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P78. RECOMMENDATION TO DENY LEGAL INDEMNIFICATION – CASE
NO. DH, AR, DS /2009**

The Board was in receipt of the following report February 4, 2010 from William Blair, Chief of Police:

Subject: RECOMMENDATION FOR DENIAL OF LEGAL INDEMNIFICATION -
CASE NO. DH, AR, DS /2009

Recommendation:

It is recommended that the Board deny payment of the legal account from Mr. Gary Clewley, (dated November 10, 2009) in the amount of \$126,164.44, for his representation of three Court Officers who were charged with the Criminal Code offence of Assault.

Financial Implications:

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

Background/Purpose:

Three Court Officers have requested payment of their legal fees for \$126,164.44 under the legal indemnification clause of the Unit “C” Collective Agreement. The purpose of this report is to recommend denial of the members’ claim.

Discussion:

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

Conclusion:

Article 27:01 (a) of the Unit “C” Collective Agreement, states:

“Subject to the other provisions of this Article, a member charged with but not found guilty of a criminal or statutory offence, because of acts done in the attempted performance in good faith of his/her duties as a member of the Service, shall be indemnified for the necessary and reasonable legal costs incurred by the member during the investigation of the incident that resulted in those charges being laid and for the necessary and reasonable legal costs incurred by the member in the defence of such charges.”

Although the three Court Officers were acquitted of all Criminal Charges, they stood by while a number of strikes were delivered to an inmate both inside and outside of his cell, by fellow Court Officers. Their failure to stop or properly report this incident was a breach of their obligations under Rule 1.3 of the Standards of Conduct and inconsistent with the Core Values of the Service. Clearly, the three Court Officers were not in the attempted good faith performance of their duties.

Therefore, it is recommended that the Board deny payment of the legal account from Mr. Gary Clewley, (dated November 10, 2009) in the amount of \$126,164.44, for his representation of three Court Officers who were charged with the Criminal Code offence of Assault.

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 noting that additional information was considered during the in-camera meeting (Min. No. C87/10 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P79. RECOMMENDATION TO DENY LEGAL INDEMNIFICATION – CASE
NO. MD/2010**

The Board was in receipt of the following report February 8, 2010 from William Blair, Chief of Police:

Subject: LEGAL INDEMNIFICATION - CASE NO. MD/2010

Recommendation:

It is recommended that the Board deny payment of the legal account from Mr. Ian Smith of Fenton, Smith Barristers (dated June 30, 2009) in the amount of \$3,237.20 for his representation of a Staff Inspector in relation to a *Police Service Act* investigation for Neglect of Duty.

Financial Implications:

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

Background/Purpose:

A Staff Inspector has requested payment of his legal fees for \$3,237.20 under the legal indemnification clause of the Uniform Senior Officers' Collective Agreement. The purpose of this report is to recommend denial of the member's claim.

Discussion:

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

Conclusion:

The matter was dealt with at the Unit level, wherein the Staff Inspector was documented by way of a Toronto Police Service Form 930 – Uniform Disciplinary Report.

Article 20:08 (c) of the Uniform Senior Officers Collective Agreement, states:

For greater certainty, members shall not be indemnified for legal costs arising from:

- (a) *grievances or complaints under the Agreement between the Board and the Organization or under the Police Services Act;*

- (b) *the actions or omissions of members acting in their capacity as private citizens;*
- (c) *Subject to clause 20:05 discipline charges under the Police Services Act and regulations thereunder.*

Although this matter was concluded at the Unit level rather than through the Tribunal, it was dealt with as a disciplinary matter. The Staff Inspector was found in neglect of his duty to report on the actions of a fellow member of the Service and as a result was documented by way of a Toronto Police Service Form 930 – Uniform Discipline Report.

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 noting that additional information was considered during the in-camera meeting (Min. No. C84/10 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P80. RECOMMENDATION TO DENY LEGAL INDEMNIFICATION – CASE
NO. RF/2010**

The Board was in receipt of the following report February 8, 2010 from William Blair, Chief of Police:

Subject: LEGAL INDEMNIFICATION - CASE NO. RF/2010

Recommendation:

It is recommended that the Board deny payment of the legal account from Mr. Ian Smith of Fenton, Smith Barristers (dated June 30, 2009) in the amount of \$2,520.00 for his representation of an Inspector in relation to a *Police Service Act* investigation for Neglect of Duty.

Financial Implications:

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

Background/Purpose:

An Inspector has requested payment of his legal fees for \$2,520.00 under the legal indemnification clause of the Uniform Senior Officers' Collective Agreement. The purpose of this report is to recommend denial of the member's claim.

Discussion:

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

Conclusion:

The matter was dealt with at the Unit level, wherein the Inspector was admonished by the Service and required to attend training as provided.

Article 20:08 (c) of the Uniform Senior Officers Collective Agreement, states:

For greater certainty, members shall not be indemnified for legal costs arising from:

- (a) *grievances or complaints under the Agreement between the Board and the Organization or under the Police Services Act;*

- (b) *the actions or omissions of members acting in their capacity as private citizens;*
- (c) *Subject to clause 20:05 discipline charges under the Police Services Act and regulations thereunder.*

Although this matter was concluded at the Unit level rather than through the Tribunal, it was dealt with as a disciplinary matter. The Inspector was found in neglect of his duty to report on the actions of a fellow member of the Service and as a result was counselled and was subject to remedial action. 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 noting that additional information was considered during the in-camera meeting (Min. No. C85/10 refers).

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P81. TERMS AND CONDITIONS OF EMPLOYMENT FOR EXCLUDED
MEMBERS OF THE TORONTO POLICE SERVICE**

The Board was in receipt of the following report February 23, 2010 from Pam McConnell, Acting Chair:

Subject: TERMS AND CONDITIONS OF EMPLOYMENT FOR EXCLUDED
MEMBERS OF THE TORONTO POLICE SERVICE

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

The Board, at its April 26, 2007 meeting, approved the following motion:

That the Chair and the Director of Human Resources Management determine whether there are any issues regarding conditions of employment pertaining to Excluded members and whether there is a need to develop more specific conditions for Excluded members outside of the conditions that are traditionally extended at the conclusion of the regular Senior Officer and Police Association bargaining processes (Minute C100/07 refers).

The purpose of this report is to advise that the Board, at its confidential meeting on February 18, 2010, approved terms and conditions of employment for Excluded members of the Toronto Police Service effective January 1, 2010.

Discussion:

On February 1, 2010, Chair Alok Mukherjee met with Aileen Ashman, Director, Human Resources Management, and Joanne Campbell, Executive Director, Toronto Police Services Board, to discuss issues of concern to Excluded members, all of whom are employed in Labour Relations, Human Resources Management or in the Board Office, including their concern that they had never been provided with a comprehensive document clearly describing their terms and conditions of employment.

Subsequently, on February 18, 2010, the Board approved written terms and conditions of employment for Excluded members that reflect similar working terms and conditions as those applicable to Civilian Senior Officers, except to the extent Excluded members have historically had different terms and conditions (Minute C60/10 refers). These terms and conditions became effective January 1, 2010. The provisions that continue to differ include:

Salaries and Job Evaluation process,
Long Term Disability Plan,
Post-Retirement Benefits; and,
Legal Indemnification.

In addition, the Board approved minor improvements to terms and conditions of employment for Excluded members, as follows:

1. Allowance for Attendance at a Legal Proceeding (former employees). Senior Officers currently receive an allowance to attend court on behalf of the Toronto Police Services Board, if required after resignation or retirement from the Service. The provision was modified to better reflect the types of proceedings more likely to occur for Excluded members, and the allowance was increased slightly.
2. Dependent Sick Leave was increased to twenty-eight (28) hours from twenty-seven (27) to reflect four (4) full days maximum benefit.
3. A new provision was approved to provide a Director's Allowance to recognize vehicle wear and tear for in-town travel on Board and Service business, as these positions require in-town travel which is otherwise non-compensable.

The working terms and conditions may be reviewed annually, and may be subject to change after discussions between Board representatives, the Executive Director, Toronto Police Services Board and the Director, Human Resources Management.

Conclusion:

The Board, on February 18, 2010, approved written terms and conditions of employment for Excluded members of Toronto Police Service, as set out above, effective January 1, 2010.

Aileen Ashman, Director, Human Resource Management, will be in attendance to answer any questions that the Board members may have regarding this report.

The Board received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P82. DISPOSITION REPORT – REVIEW OF COMPLAINT CONCERNING
THE CONDUCT OF COUNCILLOR ADAM VAUGHAN**

The Board was in receipt of the following report March 4, 2010 from Alok Mukherjee, Chair:

Subject: DISPOSITION REPORT - REVIEW OF COMPLAINT CONCERNING THE
CONDUCT OF COUNCILLOR ADAM VAUGHAN

Recommendation:

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

Financial Implications:

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

Background/Purpose:

The Board, at its in camera meeting held on February 18, 2010, reviewed a complaint pertaining to an allegation that, in issuing his February 11, 2010 newsletter to his constituents, Councillor Adam Vaughan had breached the Regulation to the *Police Services Act* governing Board member conduct, namely, O. Reg. 421/97 Members of Police Services Boards – Code of Conduct (Minute C62/10 refers).

Discussion:

Councillor Vaughan responded to the Board, verbally and in writing, with respect to the complaint and has indicated to the Board that any breach of the Code was inadvertent. The Board determined that Councillor Vaughan's conduct constituted a minor breach of the Code of Conduct and the Board cautioned Councillor Vaughan with respect to this breach.

Conclusion:

On behalf of the Board and in accordance with the Board's policy, I will communicate the Board's decision, including a copy of Councillor Vaughan's response, to the Ontario Civilian Police Commission for its information.

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 MARCH 25, 2010**

**#P83. QUARTERLY REPORT: OCCUPATIONAL HEALTH AND SAFETY
UPDATE – OCTOBER TO DECEMBER 2009 AND YEAR-END
SUMMARY**

The Board was in receipt of the following report February 25, 2010 from William Blair, Chief of Police:

Subject: OCCUPATIONAL HEALTH AND SAFETY UPDATE: OCTOBER 1, 2009 TO
DECEMBER 31, 2009 AND YEAR-END SUMMARY

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 January 24, 2005, the Board received an update on occupational health and safety matters relating to the Service (Min. No. C9/05 refers). In the motion, the Board requested the Chief of Police to provide quarterly updates on matters relating to occupational health and safety. The Board, at its meeting on August 21, 2008, further requested public quarterly reports for occupational health and safety matters (Min. No. C224/08 refers).

Discussion:

This quarterly update report is for the period from October 1 to December 31, 2009 and corresponds to additional information provided in the confidential agenda.

Accident and Injury Statistics

From October 1 to December 31, 2009, 348 members reported that they were involved in 373 workplace accidents/incidents resulting in lost time from work or health care which was provided by a medical professional. These incidents were duly reported as claims to the Workplace Safety and Insurance Board (WSIB). Furthermore, during this same period, 52 recurrences for previously approved WSIB claims were reported. Recurrences can include, but are not limited to, on-going treatment, re-injury and medical follow-ups which could range from specialist's appointments to surgery.

It must be noted that a workplace incident may have several attributes and can be reported in more than one category. For example, an officer can be assaulted and sustain a laceration injury at the same time. Each attribute would be reported. For this reporting period, the 373 workplace or work-related accidents/incidents were categorized according to the following attributes:

- 85 arrest incidents involving suspects
- 19 vehicle incidents (member within vehicle as driver or passenger)
- 4 bicycle accidents (falls)
- 36 assaults
- 26 cuts/lacerations/punctures
- 10 traumatic mental stress incidents
- 6 slips and falls
- 72 exposures to communicable diseases
- 2 inhalation of other substances.

As a Schedule 2 Employer, the Toronto Police Service paid \$86,375.64 in health care costs for civilian members and \$182,210.57 in health care costs for uniform members for the fourth quarter. The costs represent an increase of 9.5 % for civilian members and a decrease of 5 % for uniform members from the third quarter.

Critical Injuries

The employer has the duty to report but not adjudicate the seriousness of injuries and must provide notice to the Ministry of Labour (MOL) of all critical injuries which occur in the workplace, pursuant to *Section 51* of the *Occupational Health and Safety Act* and Regulation 834.

For the fourth quarterly reporting for 2009, there were four “Critical Injury Incidents” reported to the Ministry of Labour. However, only two of the incidents were confirmed by the Ministry of Labour to be “Critical Injury Incidents” as defined in Regulation 834, which resulted from a cause in a workplace.

Communicable Diseases

As part of the Communicable Disease Exposure Surveillance Program, members of Occupational Health and Safety (OHS) reviewed the following number of exposure reports during the months indicated. It must be noted that the majority of these reports did not result in claim submissions to WSIB; however, there is an obligation to ensure the surveillance program maintains its administrative requirements and that there is a communication dispatched to members of the Service from a qualified “designated officer” from the Medical Advisory Services team.

Disease	October	November	December	Q4 Total
1. Hepatitis A, B, & C & HIV	14	1	7	22
2. Influenza (including A/H1N1)	22	24	8	54

3. Tuberculosis (TB)	5	2	15	22
4. Meningitis (All)	0	12	2	14
5. Lice and Scabies	2	2	3	7
6. Other*	34	27	18	79
Total	77	68	53	198

* This category can include, but is not limited to: exposures to infectious diseases (other than listed above), such as smallpox, severe acute respiratory syndrome (SARS), rubella, measles, respiratory condition/irritation and bites (human, animal or insect); exposures to varicella (chickenpox); exposures to Methicillin-Resistant Staphylococcus Aureus (MRSA); and exposures to bodily fluids, such as blood, spit, vomit, etc.

Implementation of Health and Safety Policies, Including Training Policies, by various Departments or Divisions

During the week of September 28 to October 2, 2009, 25 members participated in the Basic Certification and Sector Specific Training at the Toronto Police College. Fourteen were worker representatives and eleven were management representatives. Currently, the Service has 373 certified members comprised of 234 worker representatives and 139 management representatives. For administrative purposes, uniform management representatives consist of the rank of Staff/Detective Sergeant and higher.

Other Occupational Health and Safety Matters

Influenza A/H1N1

In the fourth quarter, information updates continued with respect to Influenza A/H1N1 directed throughout the Service. Public Safety and Emergency Management (PSEM) unit, OHS and MAS continued to field numerous inquiries from members and followed up on concerns. A total of 53 Injured on Duty reports (IOD's) were received from members regarding possible exposures to Influenza A/H1N1. There were no known occupational-related cases reported within the Service.

On October 30, 2009, the Service implemented an Incident Command System and appointed Inspector William Neadles of PSEM as the incident commander. The PSEM staffed the incident command centre from one hour before the first mass immunization centres opened to one hour after the last mass immunization centre closed. Policing resources were also provided to the City of Toronto Influenza A/H1N1 mass immunization clinics and flu assessment centres as required for traffic, parking issues and crowd control.

The Service commenced fit testing of all front line members to the 3M Pleats Plus N95 disposable respirator. The fit testing was carried out by divisional training sergeants under the supervision of the PSEM unit.

The Service, in partnership with Toronto Emergency Medical Services, carried out a number of Influenza A/H1N1 vaccination clinics from November 11 to 27, 2009. There were 1,163 members vaccinated for Influenza A/H1N1 at these clinics.

The Occupational Health and Safety Amendment Act (Bill 168)

On December 15, 2009, *Bill 168, the Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace) 2009*, received Royal Assent and will be in force on June 15, 2010. The Act requires employers to develop policies to address workplace violence and harassment, as well as, assess the risk of violence in the workplace. Amendments to the Act include redefining “workplace violence” and empowering Health and Safety Inspectors to order that risk assessments and reassessments be in writing or are posted in the workplace. Organizational responsibilities include preparation of a policy, assessment of the risks in the workplace, developing and maintaining a program, developing a notification procedure to advise members of a person with a history of violent behaviour and to take all reasonable precautions to protect members from physical injury in the workplace as a result of domestic violence.

Respiratory Protection Program

By year-end 2009, in response to a potential breakout of Influenza A/H1N1, the Service initiated a respirator health screening questionnaire for primary response uniform and uniform civilians to prepare for respirator fit testing. Approximately 5,200 primary response uniform and uniform civilians members who had completed the health screening questionnaire were cleared to proceed to respirator fit testing

In December 2009, OHS determined a need for a formalized respiratory protection program to formalize Service respirator protocols. OHS commenced work on the forming of a working group with a mandate to develop a respiratory protection program based on the Canadian Standard’s Association (CSA) Z94.4-02 Selection, Use, and Care of Respirators standard. The Ontario Ministry of Labour relies on to the CSA Z94.4-02 standard in matters pertaining to respirator usage. The TPS respirator protection program will be based on the following CSA Z94.4-02 elements:

- a) Roles and responsibilities
- b) Health surveillance of potential respirator users
- c) Hazard assessments
- d) Selection of appropriate respirators
- e) Respirator fit testing
- f) Training
- g) Use of respirators
- h) Cleaning, inspection, maintenance, and storage of respirators
- i) Program evaluation; and
- j) Record keeping.

The Service's respiratory protection plan working group will be chaired by OHS and comprised of members from: PSEM, Emergency Task Force, Drug Squad, Homicide Squad, Forensic Identification Services, Fleet and Material Management and Divisional Policing Command.

Ontario Police Health and Safety Association

On December 3, 2009, a meeting of the Ontario Police Health and Safety Association was hosted by the Hamilton Police Service. The main focus of the meeting was a presentation from Doug Burke, an Industrial Hygienist with the Ministry of Labour, on *The Benefits of a Respiratory Protection Program and How to Set One Up*. Members of the Hamilton Police Service gave an overview of their respiratory protection program. Members attending received an update briefing regarding the Section 21 Committee meeting held on November 20, 2009 and the inaugural meeting of the Joint First Responders held on November 19, 2009. The meeting was concluded with a round table discussion of issues prevailing in the respective jurisdictions.

Joint First Responders Meeting (Police and Fire Section 21 Committees and Emergency Medical Service Sub-Committee established under the Health Care Section 21 Committee)

On November 19, 2009, the Ministry of Labour held an inaugural meeting of all first responders, police, fire and emergency medical services to discuss joint occupational health and safety matters. The Honourable Peter Fonseca, Minister of Labour, provided opening remarks. Section 21 Committees are appointed by the Minister and are responsible for assisting or advising the Minister of any matters under the *Occupational Health and Safety Act*, or to inquire and report to the Minister on any matter the Minister considers advisable.

The agenda for this meeting included Committee and Sub-committee overviews on current issues. The main theme, for the most part, discussed the Provincial Incident Management System (IMS) including inter-agency interoperability. The Service has adopted IMS and continues to develop this model for police response to major incidents.

Other presentations and discussions included:

- Protection of First Responders for Chemical, Biological, Radiological, Nuclear and Explosives (CBRNE) events
- Workplace Violence – Bill 168
- Provincial Overview of Influenza A/H1N1
- Ministry of Labour Outreach – to assist with traffic control on major highways for first responders.

In addition to Christine Bortkiewicz, Manager, Occupational Health and Safety, Inspector William Needles, Public Safety and Emergency Management – TPS Incident Management System Commander and Superintendent James Ramer, Professional Standards represented the Service.

Section 21 Committee

The meeting took place on November 20, 2009, the next day after the joint meeting of first responders. For the most part, the discussion continued as to the merits of the previous day's inaugural joint meeting. It was determined that there should be one meeting held each year in the last quarter, preferably November again in 2010.

The agenda continued with the review and update of Guidance Notes, a draft advisory Ergonomics in Police Work was deferred to Q1 in 2010; a final discussion of a safe driving promotion intended to provide messaging directly to police officers and members (not a community campaign), and a Ministry of Community Safety and Correctional Services representative provided an update on anticipated changes to the Policing Standard on Speed Detection Devices.

Toronto Police Service Occupational Health and Safety Awareness Day

The Board and the Central Joint Health and Safety Committee designated the first Wednesday in October of each year as the *Toronto Police Service Occupational Health and Safety Awareness Day*. On Wednesday, October 7, 2009, the second annual Toronto Police Service Occupational Health and Safety Awareness Day was held at the Toronto Police College. A worker and management representative from each of the Service's Local Joint Health and Safety Committees were invited to attend this event. OHS arranged for guest speakers to promote the importance of a safety culture in the workplace and Local Joint Health and Safety Committees. Program agenda highlights included the following presentations:

- A status update on Influenza A/H1N1 from the Manager of Pandemic Influenza Planning and Preparedness, Toronto Public Health, Gerilynne Nephew
- A presentation on Quantifying Physical Exposures (Musculoskeletal) in Police Vehicle Operators by Dr. Jack Callaghan of the University of Waterloo
- Training for Optimal Back Health by Sergeant Kevin Darby.

The day's events concluded with a review of the Terms of Reference for the Service's Local Joint and Safety Committees and the parameters for critical injury reporting.

Occupational Health and Safety Compliance Summit

On October 14 and 15, 2009, members as representatives of OHS attended the Occupational Health and Safety Compliance Summit 2009 held at the King Edward Hotel in Toronto. The key focus of the summit was practical risk management strategies for Canadian OHS professionals.

Agenda items included but were not limited to:

- Due Diligence: Practical Lessons from Safety Directors on the Front Lines
- Due Diligence: Practical Lessons from the Major Cases
- Pandemic Influenza: Costs and Legal Consequences for Employers
- Workplace Violence: New Laws, Proven Solutions
- Building a Safety Management System.

Ministry of Labour Orders, Charges & Issues

There were no Ministry of Labour Orders or Charges during the fourth quarter of 2009.

Annual Workplace Safety and Insurance Board Claims and Costs

For the year 2009, the Service has processed 3,571 injured on duty (IOD) reports, of which 1,504 were reported to WSIB as workplace injury or illness claims.

WSIB claims must be reported when workers receive medical attention, lose time or are absent from work and any recurrences due to a work-related injury or illness. First aid instances do not meet the threshold for reporting to the WSIB.

Total claims for the year 2009 are relatively consistent with those for 2008. This may not be initially apparent as one incident in 2008 resulted in 273 first aid incident reports being submitted for the Sunrise Propane explosion.

The following chart lists WSIB claims for the Service for the last three years for comparison purposes.

WSIB Claims for Toronto Police Service			
Claim Description	2007	2008	2009*
Medical (no time lost)	845	799	851
Lost Time Incidents	547	510	461
First Aid Incidents	1,978	2,321	2,067
Recurrences	204	196	192
Total	3,574	3,826	3,571

* Claims can be reported at any time. This is accurate as of the date of this report. It is anticipated that there will be few reports forthcoming.

The costs to the Service for workplace injuries and illnesses, as a Schedule 2 employer, including income replacement up to 85% of net, healthcare costs, administration fees and all other pensions and awards for the last three years was as follows:

WSIB Costs	2007	2008	2009*
Total	\$6.81 M	\$7.57 M	\$8.49 M

* The cost is accurate as of the date of this report.

Increased costs, year to year, are due to salary increments, the increase in administration fees, settlement and/or determination of claims at appeal and non-economic assessments.

Annual Year-end Accident and Injury Statistics

The selected 2009 year-end statistics when compared to 2008 show a total decrease of 23%. The following selected information has also been reported to WSIB, as per protocol, and each category percentage difference has been calculated as year-end, over year-end.

Reason	2008	2009	% difference*
Arrest incidents involving suspects	324	319	(2)
Vehicle incidents (member within vehicle as driver or passenger)	69	77	12
Bicycle accidents (falls)	25	25	0
Assaults	324	156	(51)
Cuts/lacerations/punctures	157	133	(15)
Traumatic mental stress situations	71	35	(50)
Slips and falls	39	35	(10)
Exposures to communicable diseases	50	46	(8)
Inhalations of other substances	27	9	(66)
Total	1,086	835	(23)

* Percentage is rounded off to the nearest whole number.

Annual Year-end Communicable Disease Statistics

For the year 2009, as part of the Communicable Disease Exposure Surveillance Program, OHS processed 656 incidents involving exposures or, more prevalently, possible exposures. These would include WSIB claims and non-reportable first aid incidents.

Disease	2008	2009	% difference*
Hepatitis A, B, & C & HIV	142	169	19
Influenza (including A/H1N1)	2	54	2600
Tuberculosis (TB)	114	72	(37)
Meningitis (All)	5	35	600
Lice and Scabies	42	30	(29)
Other*	535	349	(35)
Total	840	709	(16)

* This category can include, but is not limited to: exposures to infectious diseases (other than listed above), such as smallpox, severe acute respiratory syndrome (SARS), rubella, measles, respiratory condition/irritation and bites (human, animal or insect); exposures to varicella (chickenpox); exposures to Methicillin-Resistant Staphylococcus Aureus (MRSA); and exposures to bodily fluids, such as blood, spit, vomit, etc.

In 2009, albeit the last quarter was concurrent with the outbreak of Influenza A/H1N1, the Service experienced a 16% decrease in reporting of exposures over 2008.

Annual Year-end Critical Injury Statistics

Year	Critical Injury Incidents Reported	Critical Injury Incidents Confirmed
2007	20	19
2008	18	15
2009	19	9

The Service continually monitors critical injury incidents and follows up thereafter, as required.

For 2009, the Service experienced an overall reduction in the number of accidents and injuries which reflects its improving safety culture.

Conclusion:

In summary, this report will bring the Board up-to-date on matters relating to occupational health and safety issues for the fourth quarter in 2009 and year-end totals.

The next quarterly report for the period of January 1 to March 31, 2010 will be submitted to the Board for its meeting in May 2010.

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

The Board received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P84. SEMI-ANNUAL REPORT: LABOUR RELATIONS COUNSEL AND
LEGAL INDEMNIFICATION: JULY TO DECEMBER 2009 AND YEAR-
END SUMMARY**

The Board was in receipt of the following report February 22, 2010 from William Blair, Chief of Police:

Subject: LABOUR RELATIONS COUNSEL AND LEGAL INDEMNIFICATION:
SEMI-ANNUAL REPORT JULY 1 - DECEMBER 31, 2009 AND
CUMULATIVE LEGAL COSTS FROM JANUARY 1 - DECEMBER 31, 2009

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

At its meeting on January 25, 2001, the Board approved a Policy Governing Payment of Legal Accounts which provides for a semi-annual report relating to payment of all accounts for labour relations counsel, legal indemnification claims and accounts relating to inquests which were approved by the Director, Human Resources Management and the Manager, Labour Relations (Min. No. P5/01 refers).

This report will provide a semi-annual update for the period of July 1 to December 31, 2009, and cumulative legal costs from January 1 to December 31, 2009.

Discussion:

1) Semi-Annual Summary: July 1 – December 31, 2009

During the period of July 1 to December 31, 2009, twenty-seven (27) accounts from Hicks, Morley, Hamilton, Stewart and Storie LLP (Hicks Morley) for labour relations counsel totalling \$281,845.09 were received and approved for payment by the Director, Human Resources Management and the Manager, Labour Relations.

During the same period, the accounts of external counsel were paid, as follows:

- Fifty-six (56) accounts relating to legal indemnification were paid totalling \$136,253.97.
- Five (5) accounts relating to inquests were also paid totalling \$99,384.30
- No payments were made relating to civil actions.

In addition to the above, two (2) accounts from external counsel relating to legal indemnification, totalling \$3,526.12 were submitted for payment and denied.

2) Cumulative Summary for 2009

For the period January 1 to December 31, 2009, legal costs incurred by Labour Relations totalled \$1,189,550.81 and were as follows:

Number	Type of Account Paid	Costs Incurred in 2009
33	Payments to Hicks Morley *	\$ 641,566.74
	Arbitration Costs related to Grievances and Bargaining **	\$ 146,503.84
78	Legal Indemnifications	\$ 211,862.19
7	Inquests	\$ 189,618.04
0	Civil Actions	Nil
	Total Cost for 2009	\$1,189,550.81

* The break down of the 33 payments to Hicks Morley are:

- 9 Payments for Bargaining - \$28,864.67 (CWW and CSB)
- 24 Payments for Monthly Labour Relations Counsel - \$612,702.07.
(of this total \$589,728.83 relates to grievance activity and \$22,973.24 was for general file and non-grievance legal services)

** The break down of Arbitration costs are:

- Arbitration costs pertaining to all Grievance Activity - \$141, 941.54
- Arbitration costs pertaining to Bargaining (CWW and CSB) - \$4,562.30

Conclusion:

In summary, this report provides the Board with a semi-annual update for the period July 1 to December 31, 2009, of all labour relations counsel and legal indemnification claims, and the cumulative legal costs from January 1 to December 31, 2009.

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 received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

#P85. ANNUAL REPORT: 2009 SECONDARY ACTIVITIES

The Board was in receipt of the following report February 8, 2010 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2009 SECONDARY ACTIVITIES

Recommendation:

It is recommended that the Board receive the following report.

Financial Implications:

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

Background/Purpose:

At its meeting on February 11, 1993, the Board requested that the Chief of Police submit a semi-annual report on Secondary Activities (Min. No. C45/93 refers). At the March 21, 1996 meeting, the Board further requested that all further semi-annual reports on secondary activities include the number of new applications for secondary activities, how many were approved or denied on a year-to-date basis, as well as the total number of members engaged in secondary activities at the time of the report (Min. No. P106/96 refers). At its meeting on October 26, 2000, the Board passed a motion that future reports regarding secondary activities be provided to the Board on an annual basis rather than semi-annual (Min. No. P450/00 refers). At its meeting on February 22, 2001, the Board requested that future annual reports regarding secondary activities include a preamble that describes the Service's policy governing secondary activities (Min. No. P55/01 refers).

Service Procedure 14-25 requires members to submit an Application for Secondary Activity on Form TPS 778 for approval by the Chief of Police if the member believes the activity may place them in a conflict with Section 49(1) of the Police Services Act (P.S.A.). As an aid to members when determining whether to seek approval, Service Procedure 14-25 contains a non-exhaustive list of activities that may be considered to contravene Section 49(1) of the P.S.A. Approval is granted provided the secondary activity does not contravene the restrictions set out in Section 49(1) of the P.S.A.

Section 49(1) states:

- 49(1) A member of a police force shall not engage in any activity,
- (a) that interferes with or influences adversely the performance of his or her duties as a member of the police service, or is likely to do so;
 - (b) that places the member in a position of conflict of interest, or is likely to do so;
 - (c) that would otherwise constitute full-time employment for another person; or
 - (d) in which he or she has an advantage derived from employment as a member of a Police Service.

Applications may also be denied for the following reasons:

- (1) Where the applicant has demonstrated a history of poor attendance or poor performance. Reference: P.S.A. s49(1)(a).
- (2) Where the secondary activity might bring discredit upon the member's reputation as an employee or upon the reputation of the Toronto Police Service. Reference: P.S.A. s74(1).
- (3) Where it involves the use of programs, lesson plans, technology, materials, equipment, services or procedures which are the property of the Service. Reference: P.S.A. s49(1)(d).

The Chief of Police exercises his discretion, on a case-by-case basis, to determine whether an application is likely to violate Section 49(1) of the P.S.A. Members whose applications are approved are required to sign an agreement which outlines the terms and conditions of the approval.

A "member" as defined in the P.S.A., means a police officer, and in the case of a municipal police force includes an employee who is not a police officer. Therefore, auxiliary police officers and school crossing guards are not covered under Section 49(1) of the P.S.A. or Service Procedure 14-25. Auxiliary police officers are volunteers, not employees of the Service, and school crossing guards are considered employees of the City of Toronto, although the co-ordination of the crossing guards is administered by the Service.

Discussion:

During 2009, there were forty-eight (48) new applications for secondary activity received from members requesting approval to engage in secondary activities. Of the applications received, forty (40) members of the Service were approved for and are engaged in secondary activities. Eight (8) applications were denied; four (4) of which were court officers seeking security guard positions, one (1) was an officer seeking to own a liquor licensed establishment, one (1) was an officer seeking to engage in providing limousine services, and one (1) was an officer seeking to publish a fictional police novel which identified him as a police officer with Toronto Police Service, identified the divisions the officer worked in, and, suggested that while the novel was

fictional, many of the stories were based on true events. As outlined in Procedure 14-25 the above activities are considered to be in conflict with Section 49(1) of the Police Services Act. The eighth (8th) application was denied based on the member's medical restrictions.

The attached 2009 Annual Report on New Applications for Secondary Activity details the breakdown of the forty-eight (48) new applications into the type of activities and the number of applications received from uniform and civilian members.

Of the new applications received, forty (40) members of the Service were approved for and are engaged in secondary activities as of December 31, 2009.

Conclusion:

This report provides the Board with an annual summary of secondary activities for 2009.

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

The Board received the foregoing report.

**2009 ANNUAL REPORT
ON NEW APPLICATIONS FOR
SECONDARY ACTIVITY**

TYPE OF ACTIVITY	NUMBER OF UNIFORM APPLICATIONS	NUMBER OF CIVILIAN APPLICATIONS
Sales/Service	4	8
Consultant/Instructor	5	3
Teacher/Lecturer		3
Clerical/Office		
Driver	1	
Restaurant/Food Services	2	2
Business Services	1	3
Arts/Media	1	
Labourer	1	2
Cashier		
Volunteer Firefighter		
Security		7
Writer	1	
Marketing		1
Army/Military		2
Counselor		1
Paramedic/Medical Services		
Auxiliary Officer		
TOTAL	16	32

Of the forty-eight (48) applications received, eight (8) were considered to be in conflict with Section 49(1) of the Police Services Act.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

#P86. ANNUAL REPORT: 2009 PUBLIC SECTOR SALARY DISCLOSURE

The Board was in receipt of the following report March 8, 2010 from William Blair, Chief of Police:

Subject: ANNUAL REPORT: 2009 PUBLIC SECTOR SALARY DISCLOSURE

Recommendation:

It is recommended that the Board receive this report.

Financial Implications:

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

Background/Purpose:

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

For the 2009 report, the Ministry of Finance now requires that organizations with members seconded to other ministries file the listing of those members with the appropriate ministry. For the 2009 taxation year, the Service had eight (8) members seconded to the Ministry of Community Safety and Correctional Services. Therefore, the public sector disclosure information for these members is included in this report and was also filed with that ministry.

Discussion:

The *Public Sector Salary Disclosure Act, 1996* defines "Salary Paid" as "the amount paid by the employer to the employee in a given year, as reported on the T4 slip (Box 14 minus Taxable Benefits total)."

The salary paid amount includes regular salary, acting pay, premium pay (including court time and overtime), and retroactive adjustments paid in 2009. Taxable benefits are reported as a separate line item. Taxable benefits for TPS include the value of life insurance premiums for coverage provided by the employer. Taxable benefits also include an amount for the standby charge and operating benefit of being assigned and utilizing an employer provided vehicle for non-business related travel.

Number of Employees on the 2009 Disclosure Listing (Appendix A – Alphabetic order and Appendix B – Descending order by salary paid):

In 2009, one thousand three hundred and twenty-nine (1,329) employees earned more than \$100,000. This total includes nine hundred (900) staff whose base salary is normally under \$100,000. The earnings for these employees were the result of their combined base salary, premium pay and other payouts such as final vacation pay and sick pay. Premium pay is the result of court attendance, overtime earned when members work beyond their regular shift and call-backs when members are requested to return to work for various operational reasons.

Paid Duty Earnings:

Paid duties are centrally managed and distributed to units. Members are paid for the hours worked on paid duties by the individuals or businesses requesting the service.

Under the *Public Sector Salary Disclosure Act, 1996*, the Service is not required to report paid duty earnings as part of the “salary paid” from the Service. These earnings are therefore not included in this report.

Conclusion:

In accordance with the *Public Sector Salary Disclosure Act, 1996*, this report provides the names, positions, salaries and taxable benefits of Service and Board employees who were paid more than \$100,000 in 2009. The report is provided to the Board for information, and has been forwarded to the City for inclusion in a corporate report filed with the Ministry of Municipal Affairs and Housing.

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

Chair Mukherjee advised that the Board had reviewed additional information during the in-camera meeting and that the Board is satisfied that the vast majority of members who are on the list are well within their salary range and that the Board is satisfied that the members are being supervised and managed well. Chair Mukherjee also noted that there are a few anomalies and that the Board had asked the Chief to review the anomalies in order to know the reasons that those anomalies exist and to report back to the Board (Min. No. C111/10 refers).

APPENDIX A

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
AALEN	RONALD HENRY	Staff Sergeant	\$104,545.83	\$344.07
ABBOTT	DEBORAH LYNN	Staff Sergeant	\$106,173.41	\$338.33
ABDEL-MALIK	MAHER	Police Constable	\$118,336.26	\$280.23
ABDULLA	AL RAHIM	Senior Technical Analyst, Information Technology Services	\$108,574.39	\$292.46
ADELSON	SANDY	Senior Advisor Policy and Communications, Police Services Board	\$110,817.28	\$348.90
AGUIAR	STEVEN CABRAL	Police Constable	\$108,157.12	\$263.61
AIELLO	ANTONIO	Police Constable	\$110,925.20	\$268.23
AIKEN	JOHN DAVID	Police Constable	\$105,901.60	\$280.23
AIKMAN	SCOTT DOUGLAS	Police Constable	\$102,670.73	\$276.37
ALBRECHT	IRVIN JOHN	Police Constable	\$113,626.95	\$280.23
ALDERDICE	JEFFERY PAUL	Detective	\$104,731.99	\$298.13
ALDRIDGE	ADAM DUNCAN	Police Constable	\$102,792.86	\$296.45
ALEXA	BRENDAN JAMES	Police Constable	\$107,822.41	\$255.51
ALEXANDER	CHARLES BOLTON	Detective	\$102,386.03	\$306.12
ALEXANDER	DAVID WALTER	Detective	\$111,636.08	\$306.12
ALLDRIT	DARREN LEE	Detective	\$104,541.87	\$306.12
ALLEN	MICHAEL DAVID	Detective	\$102,837.00	\$298.13
ALLINGTON	JEFFREY SCOTT	Detective	\$114,569.52	\$298.13
ALPHONSO	MARK ANDREW	Staff Sergeant	\$108,057.17	\$344.07
ALPHONSO	WADE LEONARD	Staff Sergeant	\$109,865.21	\$344.07
ALTOMARE	ALDO MARCHELO	Staff Sergeant	\$104,433.18	\$344.07
ANAND	ANIL	Inspector	\$124,126.34	\$385.92
ANDERSON	DONNA TERESA	Operations Supervisor	\$110,230.88	\$255.51
ANDRICI	IULIAN	Police Constable	\$111,365.02	\$263.61
ANGLE	BRIAN DOUGLAS	Detective	\$109,982.55	\$313.13
ANGUS	DAVID MCGREGOR	Detective	\$101,210.85	\$313.13
ANSARI	ALI AKBAR	Detective	\$106,207.74	\$306.12
ARMANI	PEDRAM	Police Constable	\$100,173.04	\$261.31
ARNOTT	ROBERT WILLIAM	Police Constable	\$105,225.56	\$296.45
ARODA	SANJEE	Sergeant	\$102,899.87	\$298.13
ASHLEY	CARLTON	Staff Sergeant	\$104,656.70	\$344.07
ASHMAN	AILEEN ALBERTA	Director, Human Resources Management	\$174,267.75	\$797.55
ASSELIN	GLENN ANDRE	Detective	\$114,015.64	\$306.12
AUDETTE	DAVID FRANCIS	Police Constable	\$125,097.65	\$271.75
AWAD	ASHRAF SAMIR	Police Constable	\$103,256.60	\$280.23
AZARRAGA	JOSE MATIAS	Detective	\$113,001.29	\$306.12
BABIAR	JOHN JAMES	Detective Sergeant	\$115,150.22	\$337.71
BACKUS	LESLIE DOUGLAS	Detective	\$105,616.26	\$306.12
BAGSHAW	ROBERT BRUCE	Police Constable	\$102,197.51	\$296.45
BAJ	STANISLAW	Sergeant	\$109,634.57	\$313.13
BALAGANTHAN	GANESH KANDEEPAN	Police Constable	\$104,219.68	\$263.61

APPENDIX A

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
BALINT	MICHAEL ANDREW	Detective	\$116,710.91	\$298.13
BANGILD	JEFFREY	Sergeant	\$101,390.53	\$298.13
BANKS	WAYNE MICHAEL	Detective Sergeant	\$116,752.82	\$316.72
BAPTIST	ROBERT SCOTT	Inspector	\$125,086.17	\$552.79
BARKLEY	MARK EDWIN	Staff Sergeant	\$104,718.35	\$344.07
BARNARD	DOUGLAS FRANK	Police Constable	\$116,785.29	\$296.45
BARNES	MURRAY WINSTANLEY	Detective	\$103,550.26	\$298.13
BARRATT	GORDON MICHAEL	Staff Sergeant	\$104,431.38	\$344.07
BARREDO	FRANCISCO JAVIER	Staff Sergeant	\$114,470.30	\$340.19
BARREIRA	NELSON	Police Constable	\$106,501.56	\$273.40
BARSKY	MICHAEL STEVEN	Detective Sergeant	\$147,848.51	\$309.66
BARWELL	DAVID ERIC	Detective	\$121,934.22	\$313.13
BASS	LORNE WILLIAM	Police Constable	\$121,833.66	\$278.36
BATES	BARRY MICHAEL	Police Constable	\$103,296.93	\$271.75
BATES	KIMBERLEY MICHELE	Detective	\$106,868.95	\$313.13
BATES	SANDY D.	Staff Sergeant	\$113,545.59	\$336.16
BATES	TIMOTHY BRIAN	Sergeant	\$102,298.11	\$306.12
BATES	WAYNE EDWARD	Detective	\$129,812.51	\$313.13
BAZMI	SALMAN AIJAZ	Detective	\$101,185.51	\$313.13
BEARD	BENJAMIN JAMES	Police Constable	\$102,859.93	\$266.68
BEATTIE	CHRISTOPHER DENNIS	Police Constable	\$100,660.35	\$280.23
BEAUPARLANT	PAUL JOSEPH	Detective	\$102,051.24	\$306.12
BEAUSOLEIL	MARC	Police Constable	\$102,784.16	\$288.47
BEAVEN-DESJARDINS	JOANNA RUTH	Inspector	\$126,571.09	\$525.88
BEERS	CLAY ALBERT	Manager, Radio and Electronics Services	\$134,747.08	\$427.86
BELANGER	DANIEL JOSEPH	Sergeant	\$105,528.09	\$306.12
BELANGER	DONALD RENE	Detective	\$110,562.74	\$298.13
BELGRADE	ALEXANDER NORMAN	Detective Sergeant	\$104,985.98	\$344.07
BELL	ALAN HENRY	Detective	\$108,639.15	\$313.13
BELL	DANIEL	Detective	\$100,464.46	\$306.12
BELLEC	FRANCOIS MARIE	Police Constable	\$113,373.51	\$273.40
BELLION	LAURENT HUGUES	Police Constable	\$119,146.86	\$258.44
BELLON	CORINNE	Staff Sergeant	\$101,884.01	\$331.41
BENNETT	BRIAN ROBERT	Police Constable	\$103,546.10	\$267.49
BENSON	RODNEY WELLON	Police Constable	\$102,535.98	\$280.23
BENTLEY	CHRISTOPHER JOHN	Police Constable	\$108,736.10	\$275.77
BENTON	ALAN P.	Sergeant	\$101,511.51	\$313.13
BERCHARD	RENNIE	Detective	\$100,142.96	\$313.13
BEREZOWSKI	JOHN D.	Detective	\$102,226.37	\$306.12
BERG	MICHAEL ANDREW	Police Constable	\$110,651.37	\$261.81
BERGEN	FRANCIS D.	Inspector	\$125,078.51	\$552.79
BERNARDO	ISRAEL FARIA	Detective	\$117,856.06	\$298.13
BEVERIDGE	KATHRYN ANNE	Detective	\$103,055.11	\$306.12

APPENDIX A

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
BEVERS	DONALD A.	Manager, Corporate Planning	\$142,214.08	\$647.46
BEVILACQUA	FILIPPO	Sergeant	\$103,727.30	\$290.12
BIGGERSTAFF	JOHN C.	Detective	\$107,042.80	\$313.13
BILAK	STEPHEN L.	Sergeant	\$104,498.51	\$313.13
BIRD	KEITH STANLEY	Project Leader, Information Technology Services	\$104,730.27	\$326.17
BIRRELL	JOHN THOMAS	Police Constable	\$115,104.79	\$288.47
BISHOP	DAVID E.	Detective Sergeant	\$102,217.04	\$336.16
BISHOP	STEPHEN R.	Detective	\$116,325.23	\$313.13
BLACK	MARINELLA ONDINA	Manager, Compensation and Benefits	\$145,506.65	\$662.10
BLACKADAR	JANELLE RUTH	Police Constable	\$100,194.18	\$280.23
BLACKLOCK	GUY T.	Sergeant	\$111,016.92	\$313.13
BLAIR	JEFFREY KELVIN	Police Constable	\$129,836.17	\$263.61
BLAIR	WILLIAM STERLING	Chief of Police	\$309,491.19	\$1,697.57
BLAKELEY	JANICE	Sergeant	\$112,405.98	\$313.13
BLOWER	STUART WILLIAM	Police Constable	\$103,592.26	\$273.71
BOBBIS	RICHARD ROBERT	Sergeant	\$120,694.49	\$298.13
BOCKUS	CORY L.	Inspector	\$127,588.30	\$394.70
BODDY	CHRISTOPHER EDWARD	Staff Sergeant	\$103,341.00	\$309.66
BOIS	PAUL ROBERT	Detective	\$113,712.00	\$298.13
BOND	MARLIN R.	Sergeant	\$116,832.12	\$306.12
BOND	MICHELE LOUISE	Police Constable	\$108,192.87	\$279.61
BORG	BRIAN A.	Detective Sergeant	\$117,790.27	\$344.07
BORTKIEWICZ	CHRISTINE	Manager, Occupational Health and Safety	\$131,948.09	\$599.43
BOSSERT	DENNIS A.	Police Constable	\$104,617.00	\$271.75
BOSWARD	WILLIAM C.	Staff Sergeant	\$104,606.29	\$344.07
BOTT	BRYAN A.	Staff Sergeant	\$104,404.20	\$336.16
BOUCHER	ROBERT DANIEL	Detective	\$115,164.40	\$306.12
BOULET	SCOTT P.	Detective	\$100,466.12	\$313.13
BOURQUE	DOUGLAS J.	Detective	\$103,751.77	\$313.13
BOWER	MARC ALAN	Police Constable	\$103,052.32	\$254.56
BOWMAN	BRIAN K.	Staff Sergeant	\$116,965.71	\$337.02
BOYCE	JOHN B.	Staff Sergeant	\$126,546.06	\$344.07
BOYCE	RONALD V.	Staff Sergeant	\$117,208.32	\$318.05
BOYD	EDWARD P.	Inspector	\$127,862.24	\$565.00
BOYKO	JEREMY JEFFREY	Police Constable	\$106,674.90	\$280.23
BOYLE	KENNETH W.	Detective Sergeant	\$117,503.25	\$344.07
BRAGG	JAMES ROBERT	Police Constable	\$107,840.19	\$271.75
BRAMMALL	MICHAEL R.	Detective	\$129,545.96	\$306.12
BRANTON	SHANE A.	Detective Sergeant	\$102,476.63	\$336.16
BRASCA	WALTER A.	Sergeant	\$114,250.62	\$313.13
BREEN	FRANCIS R.	Staff Inspector	\$134,716.69	\$7,845.03
BRIEN	JOHN L.	Detective Sergeant	\$104,432.43	\$344.07
BRIGGS	IAN C.	Detective	\$115,329.68	\$313.13

APPENDIX A

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
BRIGHAM	JOHN B.	Sergeant	\$107,279.91	\$313.13
BRITTON	FRANCES P.	Sergeant	\$106,973.16	\$313.13
BROADFOOT	ALEXANDER F.	Detective	\$115,206.33	\$306.12
BRONS	JAMES R.	Detective	\$106,345.26	\$306.12
BRONSEMA	TANYA LISETTE	Police Constable	\$103,192.48	\$280.23
BRONSON	SCOTT D.	Detective Sergeant	\$109,717.22	\$344.07
BROOKES	RALPH J.	Staff Sergeant	\$106,188.68	\$344.07
BROSNAN	SEAN S.	Detective Sergeant	\$102,475.05	\$336.16
BROWN	DAVID W.	Inspector	\$127,862.24	\$565.00
BROWN	DOUGLAS I.	Sergeant	\$108,008.03	\$313.13
BROWN	JAMES V.	Staff Sergeant	\$104,432.58	\$344.07
BROWN	JOHN J.	Detective Sergeant	\$108,307.14	\$344.07
BROWN	ROBERT	Staff Sergeant	\$104,968.33	\$340.81
BROWN	TERESA ANN	Alarms Information Clerk	\$115,403.10	\$211.68
BROWNE	TERRENCE P.	Detective Sergeant	\$126,654.13	\$336.16
BROWNELL	DAVID G.	Detective Sergeant	\$109,356.71	\$344.07
BRYAN	KEITH XAVIER	Sergeant	\$101,459.98	\$306.12
BRYL	BOGUMIL J.	Police Constable	\$113,657.14	\$278.36
BRYSON	LAWRENCE NEIL	Staff Sergeant	\$130,580.79	\$344.07
BULIGAN	DENNIS	Staff Sergeant	\$109,086.40	\$344.07
BURGESS	BRIAN J.	Detective	\$105,181.92	\$306.12
BURKE	PATRICK A.	Detective	\$105,633.33	\$306.12
BURKHOLDER	HERBERT C.	Sergeant	\$104,846.96	\$306.12
BURKS	CHARLES DEAN	Detective Sergeant	\$126,543.95	\$336.16
BURNETT	ANSON RICHARD	Police Constable	\$104,268.26	\$255.51
BURNINGHAM	GRANT NEIL	Sergeant	\$103,581.35	\$313.13
BURNS	ROBERT G.	Staff Sergeant	\$111,075.12	\$344.07
BURNSIDE	SEAN KELLY	Police Constable	\$110,132.45	\$255.51
BURROWS	TIMOTHY SCOTT	Sergeant	\$109,518.01	\$306.12
BUTT	CELESTE BARBARA	Police Constable	\$100,766.90	\$271.11
BUTTON	BERNADETTE M.	Inspector	\$127,862.24	\$395.08
BUTULA	ELLERY P.	Detective Sergeant	\$104,435.92	\$344.07
BYE	COLIN L.	Training Constable	\$102,853.51	\$296.45
BYRNES	ELIZABETH A.	Staff Inspector	\$134,716.69	\$8,253.77
CAISSIE	PAUL J.	Sergeant	\$108,633.48	\$313.13
CAKEBREAD	ALAN WILLIAM	Sergeant	\$102,139.17	\$290.61
CALIFARETTI	SANDRA ANGELA	Manager, Financial Management	\$134,747.08	\$427.86
CALLAGHAN	PETER EDWARD	Detective Sergeant	\$105,372.32	\$336.16
CALLANAN	BRIAN MICHAEL	Police Constable	\$101,317.14	\$280.23
CAMACHO	JOSE	Sergeant	\$107,799.67	\$307.52
CAMPBELL	DONALD ALEXANDER	Staff Inspector	\$134,716.69	\$14,246.60
CAMPBELL	DOUGLAS L.	Sergeant	\$106,520.59	\$306.12
CAMPBELL	EDWARD L.	Detective	\$112,655.32	\$313.13

APPENDIX A

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
CAMPBELL	JOANNE ELIZABETH	Executive Director, Police Services Board	\$145,506.98	\$463.35
CAMPBELL	JOHN DAVID	Senior Administrator, Human Resources	\$110,550.33	\$497.84
CAMPBELL	MICHELLE DIANE	Police Constable	\$100,169.79	\$280.23
CAMPOLI	STEVEN ROBERT	Police Constable	\$121,984.99	\$273.40
CANEPA	ANTONIO	Police Constable	\$136,170.87	\$296.45
CANNON	MICHAEL J.	Staff Sergeant	\$110,158.78	\$344.07
CANTELON	GREGORY J.	Staff Sergeant	\$107,452.38	\$344.07
CAPUTO	JOSEPH	Sergeant	\$108,475.63	\$313.13
CARBONE	MIKE	Detective	\$130,956.97	\$312.20
CAREFOOT	TODD A.	Police Constable	\$106,417.88	\$292.98
CARGILL	PAUL SCOTT	Detective	\$110,518.14	\$306.12
CARTER	DALE S.	Sergeant	\$100,491.29	\$313.13
CARTER	MARVA MARIE	Project Leader, Information Technology Services	\$104,488.24	\$326.17
CARTER	MAXWELL	Staff Sergeant	\$118,651.64	\$344.07
CARTER	RANDOLPH M	Inspector	\$118,492.24	\$382.15
CARVALHO	AVELINO MOTA	Sergeant	\$100,444.06	\$305.48
CASBOURN	GREGORY I.	Police Constable	\$107,096.05	\$278.36
CASHMAN	GERALD F.	Staff Sergeant	\$107,634.26	\$344.07
CATALANO	GUGLIELMO	Police Constable	\$107,897.68	\$278.36
CECILE	GLEN W.	Sergeant	\$122,635.76	\$306.12
CENZURA	KENNETH MICHAEL	Superintendent	\$145,380.43	\$9,942.88
CERESOLI	MAURIZIO	Police Constable	\$103,438.55	\$280.23
CERNOWSKI	ANDREW JOHN	Financial Planner	\$110,550.33	\$497.84
CHAMBERS	COURTNEY A.	Staff Sergeant	\$110,666.42	\$340.81
CHANT	JAMES ELLIOT	Police Constable	\$106,045.80	\$280.23
CHARLES	ANTHONY J.	Detective	\$102,074.41	\$313.13
CHEUNG	CHING TIN	Police Constable	\$100,244.18	\$271.21
CHIASSON	MARCEL ANDRE	Detective	\$127,784.05	\$306.12
CHILDS	CYNTHIA M.	Staff Sergeant	\$103,398.91	\$336.16
CHILVERS	CHRISTOPHER CLIFFORD	Detective	\$111,233.04	\$298.13
CHOE	ROBERT L.	Detective	\$108,817.12	\$298.13
CHORNOOK	STEPHEN P.	Police Constable	\$105,077.62	\$278.36
CHOW	HAROLD	Sergeant	\$116,592.48	\$306.12
CHRISTOPOULOS	GEORGE	Communications Co-ordinator	\$108,942.62	\$301.58
CHUDOBA	MYRON S.	Detective	\$117,526.78	\$310.12
CHURKOO	DOODNATH DEODATH	Sergeant	\$128,411.14	\$298.13
CLARK	DANA JOHN	Police Constable	\$104,375.22	\$273.37
CLARK	DAVID JAMES	Police Constable	\$100,269.95	\$263.61
CLARK	JAMIE ANDERSON	Police Constable	\$101,670.78	\$280.23
CLARK	ROY D.	Police Constable	\$114,288.38	\$278.36
CLARK	RUSSELL	Sergeant	\$102,307.34	\$313.13
CLARK	TRAVIS DAYMOND	Police Constable	\$104,574.66	\$280.23
CLARKE	DOUGLAS O.	Police Constable	\$112,627.63	\$296.45

APPENDIX A

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
CLARKE	JEFFERY HOWARD	Police Constable	\$106,940.33	\$265.63
CLARKE	JOHN G.	Detective	\$106,290.53	\$306.12
CLARKE	PAUL EGERTON	Police Constable	\$105,745.38	\$271.75
CLARKE	ROBERT W.	Superintendent	\$145,380.43	\$9,910.29
CLARKE	STEVEN F.	Staff Sergeant	\$104,759.49	\$344.07
CLEMENS	JEFFREY M.	Sergeant	\$101,929.13	\$306.12
CLEMENTS	HOWARD B.	Police Constable	\$100,815.15	\$278.36
CLENDINNING	MARK WILLIAM	Detective	\$100,700.29	\$306.12
CLIFFORD	HUGH ANTHONY	Police Constable	\$106,614.23	\$255.51
CLIFFORD	RONALD J.	Detective Sergeant	\$111,685.03	\$344.07
CODE	PETER A.	Detective Sergeant	\$129,519.32	\$309.66
COFFIN	PHILIP J.	Police Constable	\$103,983.36	\$278.36
COGHLIN	JAMES GARFIELD	Staff Sergeant	\$104,150.09	\$336.16
COHEN	ALAN LAWRENCE	Police Constable	\$143,768.30	\$263.61
COLE	DONALD M.	Staff Sergeant	\$108,227.66	\$344.07
COLE	GREGORY L.	Inspector	\$113,690.19	\$344.07
COLE	JASON ARTHUR	Detective	\$109,252.83	\$306.12
COLLINS	ROBERT SCOTT	Sergeant	\$106,067.15	\$313.13
COLMENERO	VICTOR	Detective	\$107,014.95	\$313.13
CONNOR	BRUCE ALEXANDER	Police Constable	\$112,450.89	\$278.02
CONTINI	PHILIP	Detective Sergeant	\$104,431.38	\$344.07
COOK	EDWARD T.	Staff Sergeant	\$106,090.46	\$344.07
COOK	RUSSELL E.	Staff Sergeant	\$130,170.59	\$344.07
COOKE	LEE SCOTT	Police Constable	\$123,075.81	\$261.31
CORREA	IRWIN G.	Police Constable	\$101,273.27	\$271.75
CORREA	ROBERT J.	Police Constable	\$103,005.69	\$261.95
CORREIA	JEFFERY	Police Constable	\$101,254.81	\$259.71
CORRIE	ANTHONY DOUGLAS	Staff Superintendent	\$156,916.86	\$10,001.18
CORRIGAN	NEIL DAVID	Inspector	\$127,025.02	\$562.03
COSCARELLA	ANTHONY	Detective Sergeant	\$104,079.16	\$336.16
COSENTINO	SALVATORE	Detective Sergeant	\$117,338.70	\$340.19
COSTA	ANGELO	Sergeant	\$114,642.94	\$309.14
COSTA CORREIA	ZENON PIO	Sergeant	\$110,284.22	\$291.45
COSTABILE	GINO	Police Constable	\$129,603.72	\$271.75
COTTRELL	JOHN BRUCE	Staff Sergeant	\$105,114.82	\$344.07
COULSON	WILLIAM D.	Sergeant	\$103,740.98	\$313.13
COULTER	JOHN ALAN	Detective Sergeant	\$104,433.78	\$344.07
COURVOISIER	GUY W.	Staff Sergeant	\$104,608.68	\$344.07
COWAN	ALLAN A.	Sergeant	\$103,473.15	\$313.13
COWAN	JAMES B.	Police Constable	\$101,089.06	\$275.64
COWLEY	GEORGE H.	Director, Legal Services	\$108,021.20	\$4,229.51
COWLEY	LAWRENCE F.	Detective Sergeant	\$109,008.04	\$344.07
COYLE	ROBERT E.	Police Constable	\$101,311.47	\$278.36

APPENDIX A

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
CRADDOCK	STEPHEN J.	Sergeant	\$111,361.49	\$306.12
CRAWFORD	CHRISTIAN B.	Staff Inspector	\$134,716.69	\$12,340.75
CREWS	ALEXANDER T.	Police Constable	\$104,312.60	\$275.64
CREWS	WILLIAM R.	Detective Sergeant	\$106,941.95	\$344.07
CRICHTON	NORMAN J.	Sergeant	\$103,641.85	\$313.13
CRISTIANO	GUIDO P.	Police Constable	\$136,215.86	\$278.36
CRISTOFARO	ANGELO	Director, Finance and Administration	\$156,917.08	\$716.11
CRONE	TIMOTHY A.	Staff Sergeant	\$117,986.21	\$336.16
CROOKER	LISA CATHERINE	Sergeant	\$100,594.29	\$298.13
CROXON	COLIN JOHN	Police Constable	\$106,167.40	\$278.36
CUNNINGHAM	ROBERT WAYNE	Senior Telecom Engineer	\$110,550.33	\$497.84
CURTIN	HELEN MARGARET	Manager, Information Technology Governance	\$134,747.08	\$427.86
DA COSTA	ANTONIO NORBERTO	Police Constable	\$113,193.66	\$271.75
DAL GRANDE	MAURO ANGELO	Police Constable	\$128,490.67	\$271.75
DALE	DONALD J.	Sergeant	\$104,441.19	\$313.13
DALEY	KEVIN O.	Police Constable	\$110,895.44	\$271.75
DALGARNO	GORDON J.	Inspector	\$127,862.24	\$565.00
DANIELS	MARK CHARLES	Detective	\$105,060.09	\$306.12
DARBYSHIRE	JAMES EDWARD	Staff Sergeant	\$110,317.17	\$344.07
DARNBROUGH	DANIEL ROBERT	Detective	\$110,900.59	\$313.13
DAVEY	TIMOTHY J.	Detective Sergeant	\$103,930.77	\$336.16
DAVIDSON	JOHN ALAN	Sergeant	\$103,581.59	\$313.13
DAVIES	ROBERT EARLE	Police Constable	\$101,595.41	\$275.77
DAVIS	KENNETH G.	Sergeant	\$106,845.63	\$313.13
DAVIS	SHARON A.	Staff Sergeant	\$129,120.04	\$344.07
DAWSON	GEORGE JOSEPH	Staff Sergeant	\$109,887.41	\$344.07
DE CAIRE	GLENN P.	Staff Superintendent	\$151,599.95	\$9,209.45
DE LIO	FRANK PAUL	Sergeant	\$107,125.09	\$306.12
DE ZILVA	MICHAEL BRIAN	Police Constable	\$102,469.54	\$280.23
DEARBORN	ROBERT FREDERICK	Police Constable	\$108,276.52	\$271.75
DECOSTA	MARK S.	Training Constable	\$101,336.61	\$296.45
DECOURCY	JOHN D.	Detective Sergeant	\$110,909.74	\$344.07
DELLER	GARRY C.	Detective	\$110,378.11	\$313.13
DELPORT	MICHAEL P.	Police Constable	\$116,414.16	\$296.45
DEMKIW	MYRON ANDREY	Detective Sergeant	\$106,359.61	\$336.16
DENTON	MARK T.	Police Constable	\$107,058.21	\$278.36
DERRY	KIM WALTER	Deputy Chief	\$217,452.59	\$14,676.27
DESILVA	JULIUS THEODORE	Senior Analyst, Information Technology Services	\$108,836.74	\$301.58
DESROCHERS	ROGER HENRI	Police Constable	\$100,194.92	\$280.23
DEVINE	PHILIP B.	Detective	\$105,435.37	\$313.13
DEWLING	NORMAN G.	Staff Sergeant	\$106,375.27	\$344.07
DEY	ROBIN HUGH	Detective	\$127,725.93	\$306.12
DHALIWAL	SURINDERJIT	Senior Technical Analyst, Information Technology Services	\$113,845.54	\$301.58

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
DHATT	RUBINDER	Sergeant	\$106,499.00	\$291.45
DI PASSA	DOMENICO	Detective	\$122,220.24	\$306.12
DI POCE	EMILIO	Detective	\$102,041.32	\$313.13
DI TOMMASO	MARIO	Staff Inspector	\$130,058.25	\$11,813.84
DIAZ	PEDRO EDUARDO	Detective	\$139,120.96	\$306.12
DICK	JANE E.	Deputy Chief	\$139,851.98	\$8,624.80
DICKINSON	DAVID THORPE	Police Constable	\$103,527.34	\$275.77
DICOSOLA	MICHELE	Detective	\$105,533.78	\$306.12
DIDANIELI	ROBERTO D.	Detective Sergeant	\$103,532.11	\$336.16
DIGIOVANNI	GIUSEPPE	Detective	\$137,062.56	\$306.12
DION	DANIEL D.	Detective	\$101,732.01	\$306.12
DIVIESTI	TONY W.	Detective	\$101,182.17	\$306.12
DIZON	JOSE BENEDICTO	Sergeant	\$100,281.26	\$294.11
DOHERTY	BRADEN SPENCER	Police Constable	\$111,343.02	\$280.23
DOKURNO	RICHARD MICHAEL	Detective Sergeant	\$106,268.91	\$309.66
DOLAMORE	PETER C.	Staff Sergeant	\$106,986.44	\$344.07
DOMINEY	PAUL LAURIE	Detective	\$112,625.10	\$298.13
DONOGHUE	TIMOTHY M.	Police Constable	\$104,762.87	\$278.36
DORY	KELLY S.	Staff Sergeant	\$104,611.68	\$344.07
DOUGHTY	KATHY MURIEL	Staff Sergeant	\$103,497.96	\$336.16
DOUGLAS	BARBARA ANN	Sergeant	\$100,384.31	\$305.62
DOUGLAS	STEPHEN MICHAEL	Police Constable	\$102,005.99	\$280.23
DOVE	BRADLEY P.	Staff Sergeant	\$108,714.16	\$344.07
DOYLE	BRIAN PHILIP	Police Constable	\$101,054.55	\$247.63
DRAKE	KEVIN CHRISTOPHER	Police Constable	\$103,316.21	\$263.61
DRAKE	WILLIAM K.	Sergeant	\$102,660.79	\$306.12
DRENNAN	CRAIG E.	Detective	\$111,937.09	\$306.12
D'SILVA	ALLISTER	Police Constable	\$106,444.92	\$273.40
DUBREUIL	JEAN A.	Sergeant	\$105,489.14	\$306.12
DUFFUS	RICHARD HUGH	Sergeant	\$115,626.51	\$302.13
DUFFY	MARJORIE ARLEEN	Sergeant	\$103,803.66	\$306.12
DUGAN	ERIC W.	Sergeant	\$106,691.26	\$313.13
DUNCAN	MELISSA JOY	Police Constable	\$100,867.25	\$295.24
DUNCAN	PETER	Sergeant	\$108,963.84	\$306.12
DUNLOP	JOHN PAUL	Detective	\$101,661.93	\$306.12
DUNN	BEVERLY S.	Police Constable	\$111,810.32	\$275.14
DUNSTAN	DOUGLAS F.	Detective	\$119,352.26	\$313.13
DURHAM	CAMERON EDWARD	Staff Sergeant	\$110,836.22	\$344.07
DURY	BENJAMIN MICHAEL	Sergeant	\$105,578.46	\$282.91
DUTHIE	ROBERT J.	Sergeant	\$110,082.30	\$313.13
DZIEMIANKO	STAISSAW T.	Police Constable	\$124,647.97	\$296.45
DZINGALA	EDWARD B.	Detective Sergeant	\$104,431.38	\$344.07
EARL	MICHAEL J.	Staff Inspector	\$130,081.51	\$10,395.88

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
ECKLUND	ANDREW DOUGLAS	Detective	\$109,837.90	\$298.13
ECKLUND	DAVID GRENVILLE	Detective	\$110,574.22	\$298.13
EDELHOFER	MARIE CAROLINE	Police Constable	\$102,581.40	\$255.51
EDGAR	LESLIE ADAM	Police Constable	\$109,511.66	\$280.23
ELASCHUK	MELISSA LEE	Police Constable	\$106,897.78	\$280.23
ELEY	STUART K.	Inspector	\$127,861.20	\$395.08
ELFORD	WILLIAM CHARLES	Police Constable	\$123,250.51	\$278.36
ELLIOTT	EVERETT L.	Police Constable	\$102,834.80	\$296.45
ELLIS	MICHAEL DAVID	Manager, Facilities Management	\$124,935.92	\$565.30
ELLIS	STANLEY W.	Staff Sergeant	\$105,717.10	\$344.07
ELLISON	WILLIAM N.	Inspector	\$127,862.24	\$565.00
EMERY	BRIAN RICHARD	Police Constable	\$100,899.20	\$268.86
ERNST	TIMOTHY J.	Police Constable	\$105,787.25	\$278.36
ERVICK	DALE M.	Detective Sergeant	\$122,437.06	\$344.07
ESCUDERO WHU	TSUI-CHEE	Project Leader, Information Technology Services	\$114,317.67	\$326.17
ESKEN	INDREK T.	Detective	\$103,203.66	\$313.13
EUSTACE	DAVID L.	Detective	\$100,116.78	\$313.13
EVANS	BRYCE V.	Staff Inspector	\$130,130.93	\$10,454.14
EVELYN	DION	Project Leader, Wireless Net, Radio and Electronics	\$101,848.02	\$284.46
EVELYN	JOEL JAMSON	Police Constable	\$106,418.72	\$280.23
EVEREST	JOHN ALFRED	Sergeant	\$104,005.71	\$306.12
EXTON	CHARLES W.	Police Constable	\$107,157.69	\$278.36
EZEKIEL	CARL J.	Police Constable	\$106,643.84	\$261.95
FAIREY	RUSSILL V.	Detective	\$112,107.96	\$313.13
FALCONER	GREGORY G.	Detective	\$101,407.48	\$310.38
FARRAR	MICHAEL E.	Superintendent	\$145,393.75	\$10,273.13
FARRELL	GEORGE J.	Detective Sergeant	\$112,474.12	\$344.07
FARRUGIA	MARIE L.	Sergeant	\$102,691.35	\$312.20
FAUL	LEONARD S.	Inspector	\$130,077.04	\$565.17
FEAGAN	GREGORY DAVID	Police Constable	\$101,466.82	\$273.40
FEBBO	OLIVER R.	Detective	\$110,747.62	\$306.12
FEDERICO	MICHAEL G.	Staff Superintendent	\$156,916.86	\$8,829.79
FENTON	DAVID M.	Superintendent	\$139,519.18	\$11,165.80
FERGUSON	HUGH J.	Superintendent	\$145,380.43	\$13,830.23
FERGUSON	SCOTT CAVANAGH	Detective	\$117,694.15	\$306.12
FERGUSON	STEPHEN W.	Detective	\$116,300.59	\$313.13
FERKO	CHRISTOPHER ROBIN	Police Constable	\$104,055.59	\$263.61
FERNANDES	CHRISTOPHER	Inspector	\$127,857.85	\$565.00
FERNANDES	CYRIL R.	Superintendent	\$143,322.45	\$16,800.03
FERNANDES	SELWYN JOHN	Superintendent	\$145,380.43	\$6,622.34
FERREIRA	MARK A.	Police Constable	\$107,381.12	\$271.75
FERREIRA	PAULO JORGE	Police Constable	\$105,774.65	\$263.61
FERRIS	LISA A.	Detective	\$106,997.08	\$306.12

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
FERRY	JASON WAYNE	Detective	\$105,079.62	\$298.13
FERRY	MICHAEL BERNARD	Sergeant	\$104,847.16	\$306.12
FIELD	CAMERON DOUGLAS	Detective Sergeant	\$102,045.09	\$325.05
FIELDING	SHAWN MICHAEL	Police Constable	\$110,548.50	\$255.51
FINLAY	ALLAN	Sergeant	\$106,073.86	\$313.13
FISHER	BRADLEY R.	Sergeant	\$100,151.43	\$306.12
FITKIN	CHRISTOPHER ALLAN	Police Constable	\$102,469.30	\$280.23
FITZGERALD	THOMAS A.	Superintendent	\$138,247.44	\$9,066.92
FITZSIMONS	LEONARDA BRENDA	Telephone Console Operator	\$173,543.03	\$46.31
FLIS	ALBERT W.	Detective	\$101,463.60	\$306.12
FORCHIONE	ANTONIO	Detective	\$105,145.31	\$312.20
FORDE	KEITH LIVINGSTONE	Deputy Chief	\$217,452.59	\$18,021.15
FORESTALL	GREGORY M.	Sergeant	\$152,491.17	\$291.70
FORTIN	LOUIS-MARIE RAYMOND	Detective Sergeant	\$106,844.85	\$344.07
FOSTER	ROY J.	Detective	\$107,988.61	\$313.13
FOWLDS	GORDON BRUCE	Police Constable	\$101,483.01	\$271.75
FOWLDS	SCOTT MACKENZIE	Sergeant	\$103,001.97	\$306.12
FOWLER	WAYNE LEONARD	Detective	\$118,050.65	\$306.12
FRANCIS	GLENN BRIAN	Staff Sergeant	\$106,878.30	\$344.07
FRANKS	RANDY W.	Inspector	\$127,862.24	\$565.00
FRASER	SIMON R.	Sergeant	\$100,081.05	\$313.13
FRASER	SPENCER ROBERT	Police Constable	\$104,260.94	\$256.91
FREDERICK	ANTONIO RUDOLPH	Police Constable	\$100,633.95	\$278.02
FREEMAN	ERIC MICHAEL	Police Constable	\$103,951.77	\$275.77
FRENCH	JOHN S.	Staff Sergeant	\$106,992.24	\$344.07
FRIMETH	KEVIN DAVID	Detective	\$111,310.77	\$306.12
FRITZ	THEODOR C.	Detective	\$107,380.47	\$313.13
FROSCH	JAY JACKSON	Detective Sergeant	\$105,737.34	\$344.07
FRY	RONALD C.	Sergeant	\$108,662.19	\$313.13
FYNES	ADRIAN B.	Detective Sergeant	\$104,717.31	\$344.07
GAJRAJ	SYED SEAN	Police Constable	\$101,728.32	\$266.68
GALLANT	ROBERT K.	Detective	\$115,509.17	\$313.13
GALLANT	STACY D.	Detective	\$112,419.49	\$306.12
GALLANT	TIMOTHY J.	Detective	\$124,028.06	\$306.12
GARLAND	MARINA EDUARDOVNA	Police Constable	\$101,740.96	\$280.23
GARRISON	HEIDI ELSIE	Detective Sergeant	\$102,101.48	\$336.16
GAUTHIER	HELEN DIANE	Superintendent	\$145,380.43	\$10,824.31
GAUTHIER	RICHARD J.	Staff Superintendent	\$156,916.86	\$10,164.91
GEE	WILLIAM EDWARD	Police Constable	\$116,548.37	\$255.51
GENNO	ROBERT E.	Inspector	\$127,862.24	\$565.00
GEORGE	GLEN W.	Sergeant	\$111,516.31	\$313.13
GERRY	DARYLE R.	Staff Sergeant	\$105,172.11	\$344.07
GERRY	DONALD J.	Detective	\$113,547.50	\$306.12

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
GETTY	GREGORY J.	Superintendent	\$139,539.58	\$13,805.49
GETTY	SHAWN W.	Detective Sergeant	\$105,625.52	\$344.07
GIANCOLA	FRANCESCO	Detective	\$117,477.92	\$313.13
GIANNOTTA	CELESTINO P.	Director, Information Technology Services	\$156,917.08	\$716.11
GIBILLINI	RICHARD J.	Sergeant	\$106,165.52	\$313.13
GIBSON	ANDREW NEIL	Detective	\$124,233.98	\$306.12
GIBSON	GRAHAM T.	Detective	\$102,880.25	\$306.12
GIBSON	JAMES D.	Staff Sergeant	\$102,941.00	\$328.42
GIBSON	NATHAN EDWARD	Police Constable	\$100,131.32	\$255.51
GIBSON	ROGER D.	Sergeant	\$101,558.31	\$313.13
GICZI	JIM FRANK	Detective	\$120,131.89	\$306.12
GIEDROYC	KAROL ZYGMUNT	Detective Sergeant	\$102,405.33	\$336.16
GIESCHE	CHAD ALLEN	Police Constable	\$107,555.20	\$280.23
GILBERT	SCOTT S.	Inspector	\$126,058.94	\$556.75
GILFOY	LEAH DAWN	Detective	\$100,558.80	\$303.82
GILL	AMANPREET SINGH	Police Constable	\$102,214.21	\$263.61
GILLIS	DAVID WILLIAM	Staff Sergeant	\$105,862.71	\$336.16
GIROUX	GARY J.	Detective Sergeant	\$140,293.25	\$344.07
GLANCY	DAVID M	Police Constable	\$129,478.24	\$271.75
GLAVIN	LYDIA STEPHANY	Detective Sergeant	\$102,467.74	\$336.16
GLAVIN	PHILLIP G.	Sergeant	\$112,018.66	\$313.13
GLENDINNING	GREGORY DAVID	Detective	\$108,008.20	\$313.13
GODDARD	GLENN PATRICK	Police Constable	\$102,043.61	\$263.61
GOEBELL	NAD R.	Police Constable	\$122,302.90	\$278.36
GOH	ANDRE PIERRE	Manager, Human Rights and Employment Equity	\$120,537.98	\$381.80
GOLDSMITH	ERIC CHARLES	Detective	\$101,557.45	\$298.13
GOODWIN	RALPH E.	Sergeant	\$102,851.23	\$306.12
GOSS	GEOFFREY S.	Police Constable	\$108,508.44	\$278.36
GOTELL	JAMES ELWOOD	Staff Sergeant	\$104,599.22	\$336.16
GOTTSCHALK	BRIAN D.	Staff Sergeant	\$105,232.48	\$344.07
GOTTSCHALK	MICHAEL J.	Staff Sergeant	\$102,599.37	\$336.16
GOTTSCHALK	PAUL JAMES	Superintendent	\$145,380.43	\$14,358.23
GOUTHRO	CRAIG JOSEPH	Sergeant	\$117,687.09	\$306.12
GOWANLOCK	CAROL LYNN	Location Administrator, Document Services	\$100,341.57	\$255.51
GRADY	DOUGLAS W.	Inspector	\$127,862.24	\$565.00
GRAFFMANN	GORDON W.	Detective Sergeant	\$105,346.26	\$344.07
GRAHAM	JOHN J.	Sergeant	\$105,553.30	\$313.13
GRANDE	PIETRO	Police Constable	\$101,825.44	\$263.61
GRANT	CHRISTOPHER RICHARD	Police Constable	\$108,059.81	\$275.61
GRANT	CINDYLOU CHRISTINA	Project and Policy Co-ordinator	\$110,550.33	\$497.84
GRAY	GLENN T.	Staff Sergeant	\$118,165.42	\$344.07
GRAY	MEAGHAN CAROLINE	Information and Issues Management Section Head	\$104,337.88	\$301.58
GRAY	PAULINE A.	Detective Sergeant	\$122,563.55	\$336.16

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
GREEN	JOHN E.	Detective	\$100,371.43	\$313.13
GREENAWAY	COLIN A.	Detective Sergeant	\$103,088.94	\$335.82
GREENWOOD	JAMES E.	Detective Sergeant	\$105,118.63	\$344.07
GREENWOOD	KIMBERLEY SARA	Superintendent	\$143,322.45	\$9,159.03
GREER	MARIE E.	Detective Sergeant	\$106,197.88	\$344.07
GREER	THOMAS ROBERT	Sergeant	\$108,293.28	\$292.47
GREGORY	ROBERT K.	Staff Sergeant	\$102,325.58	\$336.16
GREIG	ROBERT S.	Detective	\$111,966.78	\$313.13
GREKOS	MICHAEL	Detective	\$112,115.57	\$306.12
GRIFFITHS	DAVID H.	Detective	\$121,707.40	\$312.20
GRIFFITHS	SEAN RONALD	Sergeant	\$102,089.85	\$306.12
GRINTON	GARY E.	Detective Sergeant	\$119,320.08	\$344.07
GROSS	KIMBERLY A.	Detective	\$123,153.91	\$310.12
GROSS	PAVEL.	Manager, Information Systems	\$134,747.08	\$611.82
GROSVENOR	SUSAN S.	Staff Inspector	\$134,716.69	\$14,706.27
GUEST	KEVIN M.	Staff Sergeant	\$105,765.45	\$336.16
GURMAN	MICHAEL P.	Detective	\$105,950.56	\$313.13
GURR	JACK JACOB	Sergeant	\$102,456.59	\$298.13
GYDE	BRIAN D.	Detective	\$106,228.83	\$313.13
HADDEN	ELIZABETH ANNE	Police Constable	\$106,157.67	\$271.75
HAFIZ	AMIN	Sergeant	\$106,548.90	\$307.52
HAGERMAN	DAVID K.	Police Constable	\$130,661.03	\$271.75
HAINES	DAVID PAUL	Sergeant	\$104,188.73	\$296.21
HAINES	KEITH I.	Staff Sergeant	\$118,519.72	\$344.07
HALE	DONALD A.	Staff Sergeant	\$104,559.93	\$344.07
HALL	JOHN M.	Police Constable	\$107,009.27	\$278.36
HALL	NEIL HARCOURT	Police Constable	\$105,285.64	\$263.61
HALL	WILLIAM MICHAEL	Police Constable	\$113,068.11	\$273.40
HALMAN	DARREN F.	Staff Sergeant	\$103,621.20	\$336.16
HAMPSON	SCOTT ANDREW	Police Constable	\$109,068.31	\$273.52
HANCOCK	KEVIN F.	Detective	\$100,619.42	\$313.13
HANS	DALJIT S.	Sergeant	\$114,459.82	\$306.12
HARGAN	ROBERT B.	Sergeant	\$114,422.06	\$313.13
HARMSSEN	PETER R.	Detective	\$128,887.92	\$313.13
HARNETT	ROBERT D.	Detective	\$123,444.43	\$306.12
HARRAS	JOHN F.	Detective	\$103,774.19	\$313.13
HARRIGAN	STEVEN N.	Sergeant	\$103,771.63	\$313.13
HARRIS	DAVID C.	Detective	\$118,687.77	\$312.20
HARRIS	DEBBIE A.	Detective	\$125,631.19	\$313.13
HARRIS	RICHARD VICTOR	Police Constable	\$110,748.74	\$280.23
HARRIS	STEPHEN ARTHUR	Staff Inspector	\$134,716.69	\$13,019.39
HART	DOUGLAS	Detective	\$110,471.19	\$306.12
HARVEY	MARK A.	Detective	\$105,410.02	\$306.12

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
HARVEY	ROBERT D.	Sergeant	\$103,592.87	\$313.13
HARVEY	ROBIN LYNN	Police Constable	\$101,075.76	\$272.36
HATCHARD	CINDI GAIL	Police Constable	\$103,087.27	\$274.51
HATHERLY	RANDY B.	Staff Sergeant	\$111,139.52	\$344.07
HAUNTS	ALAN G.	Detective Sergeant	\$106,962.08	\$344.07
HAWCO	BERNARD THOMAS	Sergeant	\$102,033.83	\$306.12
HAYES	ASHLEY JEAN	Police Constable	\$107,570.70	\$268.75
HAYES	DANIEL A.	Staff Inspector	\$134,716.69	\$9,867.34
HAYES	JEREMY MATTHEW	Sergeant	\$102,768.75	\$285.36
HAYWARD	MARK E.	Sergeant	\$129,587.84	\$313.13
HEALY	MICHAEL DAVID	Detective	\$109,353.10	\$313.13
HEANEY	GERALD M.	Detective Sergeant	\$103,082.96	\$336.16
HEARD	CHRISTOPHER SHAYNE	Sergeant	\$113,242.97	\$306.12
HEGEDUS	RICHARD E.	Staff Sergeant	\$102,102.68	\$336.16
HEILIMO	KARL M.	Staff Sergeant	\$107,301.72	\$344.07
HEITZNER	ROBERT MATTHEW	Detective	\$111,912.11	\$306.12
HEMINGWAY	RICHARD F.	Detective Sergeant	\$109,143.16	\$344.07
HENDERSON	NORMAN GEORGE	Administrator, Fleet and Materials Management	\$145,371.53	\$661.38
HENKEL	HEINZ R.	Detective	\$126,693.55	\$306.12
HENRY	ANN-MARIE PATRICIA	Manager, Human Resources Management Systems	\$109,037.49	\$459.57
HENRY	PETER C.	Staff Sergeant	\$105,515.04	\$336.16
HESP	DOUGLAS J.	Police Constable	\$106,642.59	\$278.36
HESSE	GEOFFREY C.	Sergeant	\$104,090.91	\$313.13
HEUGHAN	DEBORAH L.	Police Constable	\$100,574.47	\$271.75
HEWITT	STEPHEN MARK	Police Constable	\$145,055.38	\$263.61
HEWNER	ELIZABETH JANINE	Manager, Budgeting and Control	\$138,681.80	\$630.48
HEWSON	BROOKE LESLIE	Police Constable	\$109,102.78	\$280.23
HEWSON	KENT R.	Detective	\$103,254.65	\$313.13
HICKS	LAWRENCE G.	Sergeant	\$108,238.65	\$313.13
HICKS	STEPHEN F.	Sergeant	\$105,485.27	\$313.13
HIGGINS	CHRISTOPHER JOHN	Detective	\$104,510.54	\$306.12
HIGGINS	PAUL H.	Police Constable	\$110,460.46	\$292.39
HIGO	TODD ELLIOT	Police Constable	\$109,706.85	\$275.61
HILL	IRA NORMAN	Detective	\$107,341.54	\$313.13
HILL	SHANE R.	Detective	\$100,095.45	\$298.13
HILLHOUSE	TODD GARRY	Sergeant	\$108,081.92	\$306.12
HO	KENNY KONG-LEUNG	Detective	\$102,053.49	\$298.13
HOBOR	TERENCE ALEC	Police Constable	\$104,096.67	\$269.06
HODGERT	DOUGLAS G.	Police Constable	\$100,954.77	\$278.36
HODGINS	MARK GREGORY	Police Constable	\$101,833.63	\$255.51
HOFFMEYER	RUSSELL DANIEL	Detective	\$103,374.75	\$298.13
HOFLAND	MATTHEW ROBERT	Sergeant	\$105,645.00	\$298.13
HOGAN	JAMES T.	Sergeant	\$102,046.98	\$306.12

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
HOGG	PAUL R.	Detective Sergeant	\$104,431.38	\$344.07
HOLDER	ADKIN M.	Detective	\$107,052.10	\$306.12
HOLMES	JOHN D.	Sergeant	\$106,275.29	\$313.13
HOLT	GLENN D.	Inspector	\$127,862.24	\$565.00
HOMINUK	CHRISTOPHER JOSEPH	Sergeant	\$101,882.68	\$285.43
HONG	ANDREW	Police Constable	\$107,904.40	\$263.61
HOOPER	KEVIN JOSEPH	Detective	\$102,709.07	\$290.14
HORNER	GAVIN A.	Detective	\$114,509.06	\$306.12
HORTON	BRIAN A.	Police Constable	\$107,574.58	\$271.75
HOWARD	ELDON C.	Police Constable	\$115,394.01	\$278.36
HOWELL	JEFFREY T.	Staff Sergeant	\$107,397.33	\$344.07
HOWELL	JOHN V.	Staff Sergeant	\$111,772.62	\$344.07
HUBBARD	SIMON H.	Police Constable	\$101,776.72	\$288.47
HUGHES	GUY S.	Police Constable	\$107,052.55	\$271.75
HUGHES	TRUDY L.	Detective	\$104,987.48	\$306.12
HUGHSON	REGINALD GUY	Police Constable	\$104,238.27	\$271.75
HUNG	JAMES	Sergeant	\$107,637.66	\$306.12
HUNT	GLEN STEPHEN	Police Constable	\$121,055.49	\$271.75
HUNTE	KAREN D.	Detective	\$102,380.02	\$306.12
HURLBUT	JASON LESLIE	Police Constable	\$102,909.32	\$255.51
HURLEY	WILLIAM ANTHONY	Staff Sergeant	\$107,329.33	\$344.07
HUSSEIN	RIYAZ J.	Staff Sergeant	\$123,663.91	\$336.16
HUTCHISON	GARY J.	Sergeant	\$100,453.20	\$313.13
IANCU	VLADIM ADRIAN	Police Constable	\$102,080.89	\$229.91
IDSINGA	HANK I.	Detective	\$129,949.57	\$306.12
IHASZ	JOHN CHRISTOPHER	Detective	\$111,374.63	\$313.13
IMRIE	THOMAS ALLEN	Sergeant	\$104,843.98	\$296.85
INNES	RONALD V.	Police Constable	\$112,850.13	\$278.36
INNIS-VAUTOUR	LAILA A.	Detective Sergeant	\$107,056.17	\$344.07
IRELAND	MORGAN HARRIS	Police Constable	\$137,413.05	\$263.61
IRISH	DAVID J.	Detective	\$110,824.48	\$313.13
IRISH	TIMOTHY GARNET	Sergeant	\$117,813.90	\$306.12
IRVING	DESMOND MICHAEL	Police Constable	\$104,383.12	\$275.77
IRWIN	STEPHEN A.	Detective Sergeant	\$113,633.32	\$344.07
ISABELLO	DAVID ANTHONY	Police Constable	\$100,646.55	\$255.51
IZZETT	STEVEN R.	Staff Inspector	\$129,081.69	\$5,730.90
JACKSON	LAURIE E.	Staff Sergeant	\$102,120.83	\$336.16
JACKSON	PAUL EDWARD	Police Constable	\$104,888.95	\$269.87
JACOB	TIMOTHY ALFRED	Detective	\$116,903.09	\$306.12
JAMES	ALLISTAIR WINSTON	Police Constable	\$109,607.22	\$280.23
JAMES	BRIAN STEVEN	Police Constable	\$102,484.37	\$263.61
JAMES	DAVID A.	Detective	\$106,576.88	\$313.13
JAMES	GARY M.	Police Constable	\$102,819.99	\$296.45

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
JAMSHIDI	JOSHUA PAYAM	Sergeant	\$110,381.94	\$298.13
JAROSZ	RUSSELL J.	Detective Sergeant	\$109,292.73	\$344.07
JENKINS	ALLEN F.	Sergeant	\$101,464.80	\$307.52
JHAJJ	CHARANJIT S.	Police Constable	\$113,890.69	\$271.75
JHEETA	JASVINDER SINGH	Police Constable	\$101,958.80	\$273.40
JOHNSON	ROBERT E.	Detective Sergeant	\$117,942.93	\$336.16
JOHNSTON	BRIAN HUGH	Detective	\$108,184.55	\$306.12
JOHNSTON	CHARLES R.	Detective	\$111,396.23	\$306.12
JOHNSTON	FRANK L.	Staff Sergeant	\$111,094.00	\$344.07
JOHNSTON	JEFFREY M.	Police Constable	\$114,909.37	\$295.46
JOHNSTON	JOHN DAVID	Police Constable	\$112,852.15	\$280.23
JOHNSTON	ROBERT BRUCE	Inspector	\$127,979.20	\$565.00
JOHNSTON	TRICIA MARLENE	Police Constable	\$104,424.53	\$280.23
JOHNSTONE	TIMOTHY J.	Detective	\$116,545.34	\$313.13
JONES	GORDON A.	Inspector	\$127,862.24	\$565.00
JONES	JASON NEIL	Police Constable	\$104,707.56	\$263.61
JOSIFOVIC	MLADEN M.	Sergeant	\$100,343.71	\$306.12
JOSTIAK	JOSEPH R.	Staff Sergeant	\$106,943.10	\$344.07
JUPP	BRUCE E.	Police Constable	\$109,064.59	\$278.36
KANG	GURJOT SINGH	Police Constable	\$100,250.62	\$243.16
KAPOSY	KEVIN JOHN	Training Constable	\$101,955.57	\$280.23
KARPIK	JAMES W.	Police Constable	\$101,609.23	\$278.36
KARPOW	PETER	Detective	\$113,830.88	\$313.13
KARR	JOCELYN Y.	Detective	\$106,555.08	\$307.00
KASZYCA	JOSEPH LUDWIK	Police Constable	\$100,701.96	\$275.61
KAVANAGH	TIMOTHY J.	Sergeant	\$102,530.58	\$313.13
KAY	BRIAN J.	Sergeant	\$110,450.45	\$304.84
KAY	COLIN D.	Detective	\$120,498.55	\$313.13
KAY	WILLIAM DONALD	Police Constable	\$108,214.61	\$263.61
KEALEY	DEVIN G.	Staff Sergeant	\$108,455.91	\$344.07
KELL	JEFFREY STEWART	Police Constable	\$103,289.55	\$263.61
KELLY	BRIAN WAYNE	Detective Sergeant	\$107,007.29	\$336.16
KELLY	JOHN J.	Staff Sergeant	\$104,658.18	\$344.07
KELLY	TERENCE PETER	Detective	\$106,273.63	\$298.13
KEMP	WILLIAM D.	Staff Sergeant	\$114,062.66	\$344.07
KENNEDY	BRUCE A.	Staff Sergeant	\$113,655.17	\$344.07
KENNY	BRIAN J.	Staff Sergeant	\$110,310.17	\$344.07
KERR	ROBERT S.	Police Constable	\$100,509.02	\$278.36
KEYS	GARY R.	Staff Sergeant	\$104,814.21	\$344.07
KHAN	AHMAR ALI	Police Constable	\$100,488.13	\$238.46
KHAN	RONALD ARLINGTON	Staff Sergeant	\$106,870.91	\$336.16
KHOW	SIEWING	Counsel	\$112,678.93	\$198.44
KHURSHID	SHEIKH AHMAD	Police Constable	\$104,153.07	\$229.91

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
KIDD	JAMES JEFFREY	Police Constable	\$102,825.80	\$280.23
KIJEWSKI	KRISTINE JEAN	Director, Corporate Services	\$156,917.08	\$716.11
KIM	MIN CHUL	Police Constable	\$138,232.31	\$263.61
KIM	SANG-RAE SAM	Manager, Enterprise Architecture	\$145,371.53	\$661.38
KING	CHERYL L.	Staff Sergeant	\$103,766.97	\$336.16
KING	STUART MACPHERSON	Police Constable	\$103,581.02	\$274.25
KINNEAR	KATHRYN E.	Sergeant	\$104,919.11	\$308.04
KIRINDE	RANJAN WICKRAMASINGHE	Police Constable	\$103,338.95	\$271.75
KIS	ANDREW	Detective	\$118,318.99	\$313.13
KITCHENER	ANDREW JAMES	Sergeant	\$101,120.92	\$306.12
KMIECIAK	JOHN F.	Sergeant	\$100,255.68	\$306.12
KNAAP	JOHN R.	Staff Sergeant	\$104,431.38	\$344.07
KNAPPER	ROBBERT NICOLAAS	Staff Sergeant	\$113,368.73	\$344.07
KNILL	GRAHAM KENNETH	Police Constable	\$105,250.23	\$280.23
KNOWLES	DAVID J.	Detective	\$106,497.15	\$306.12
KOFLER	RUDOLPH	Sergeant	\$114,483.85	\$313.13
KOLAR	ANDREW C.	Police Constable	\$100,673.93	\$296.45
KONDO	JASON M	Detective	\$104,199.62	\$306.12
KONKEL	KAZIMIERZ G.	Staff Sergeant	\$105,631.28	\$344.07
KOOPMANS	DAVID JOHN	Police Constable	\$101,490.68	\$262.99
KORAC	PAUL LOUIS	Police Constable	\$104,900.50	\$280.23
KOTAS	ARTUR JACEK	Sergeant	\$100,722.93	\$298.13
KOZMIK	LORNA A.	Sergeant	\$104,431.38	\$344.07
KRAWCZYK	PAUL THOMAS	Detective	\$108,748.57	\$298.13
KUCK	HEINZ A.	Inspector	\$127,862.24	\$565.00
KULMATYCKI	JOEL PATRICK	Detective	\$106,059.61	\$306.12
KURTS	LISA CRYSTAL	Detective	\$100,247.51	\$298.13
KYRIACOU	SAVAS	Detective Sergeant	\$115,026.95	\$344.07
LA FOSSE	JEFFERY GUY	Police Constable	\$102,160.85	\$280.23
LAI	VICTOR TZE-KAU	Police Constable	\$115,796.35	\$263.61
LAING	DARREN S.	Detective	\$100,312.93	\$306.12
LAKEY	WAYNE L.	Sergeant	\$114,777.05	\$306.12
LALLA	LESTER ROYSON	Police Constable	\$116,121.35	\$268.75
LAM	IAN WAYNE	Police Constable	\$105,234.55	\$255.51
LAMANNA	ANTHONY	Police Constable	\$102,713.64	\$271.75
LAMCH	EDWARD	Sergeant	\$104,286.10	\$313.13
LAMOND	IAN DAVID	Staff Sergeant	\$107,944.91	\$336.16
LAND	STEPHEN P.	Staff Sergeant	\$108,948.15	\$344.07
LANDRY	DARRYL JAMES	Police Constable	\$106,023.79	\$280.23
LANE	ARTHUR G.	Police Constable	\$114,633.88	\$296.45
LARAMY	STEPHEN WILLIAM	Sergeant	\$100,530.68	\$298.13
LAUFER	PETER	Sergeant	\$106,418.19	\$313.13
LAVALLEE	DAVID VIKTOR	Police Constable	\$102,074.48	\$273.40

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
LAWRENCE	CHARLES ALBERT	Manager, Training and Development	\$134,747.08	\$611.82
LAWRENCE	RODERICK P.	Sergeant	\$107,683.44	\$313.13
LAWSON	ANTHONY D.	Sergeant	\$105,163.67	\$306.12
LAWSON	JAMES THOMAS	Sergeant	\$117,491.85	\$313.13
LEAVER	WENDY L.	Detective	\$100,403.03	\$313.13
LECK	DAVID T.	Sergeant	\$100,085.12	\$306.12
LEE	JOHN	Police Constable	\$111,096.98	\$276.17
LEE	KENNY	Sergeant	\$100,725.79	\$293.41
LEE	NOEL THOMAS	Staff Sergeant	\$108,610.64	\$344.07
LEGGETT	JOHN C.	Sergeant	\$102,950.32	\$313.13
LEMAITRE	ROBERT JAMES	Police Constable	\$107,318.97	\$280.23
LENNOX	PETER E.	Staff Inspector	\$134,711.93	\$10,547.46
LENTSCH	PAUL TONY	Sergeant	\$110,654.55	\$290.12
LEONE	MICHIELE MARIO	Detective	\$115,961.60	\$306.12
LEUNG	SHEUNG M.	Detective	\$100,331.76	\$306.12
LEWERS	CRAIG A.	Sergeant	\$102,967.70	\$313.13
LI	ROBERT CHAK	Police Constable	\$120,405.51	\$255.51
LINDSAY	HOWARD ROSS	Sergeant	\$101,427.92	\$313.13
LING	JONATHAN A.	Detective	\$100,576.25	\$306.12
LINQUIST	DARRYL ANDREW	Police Constable	\$102,540.21	\$280.23
LIONTI	CALOGERO	Police Constable	\$107,807.08	\$280.23
LIPKUS	ANDREW BRADLEY	Police Constable	\$104,607.46	\$280.23
LISKA	IRENE	Detective	\$112,664.02	\$310.12
LISKA	JAN	Sergeant	\$104,611.32	\$313.13
LITTLE	ARTHUR	Inspector	\$121,516.58	\$512.78
LITTLE	DAVID A.	Police Constable	\$102,232.18	\$296.45
LITTLE	MICHELLE LYNNE	Police Constable	\$105,108.72	\$280.23
LIU	SHUXIN TONY	Senior Programmer, Information Technology Services	\$101,198.99	\$276.95
LLOYD	BRADFORD C.	Detective	\$114,551.58	\$306.12
LOCKEN	ALAN R.	Detective	\$102,557.53	\$313.13
LOGAN	BEVERLEY A.	Sergeant	\$103,325.09	\$313.13
LOMBARDI	LORENZO	Detective	\$102,075.20	\$310.12
LONG	GARRY S.	Detective	\$105,534.27	\$313.13
LONG	JOHN MICHAEL	Police Constable	\$105,141.32	\$271.75
LOPES	JUDE ALEXANDER	Detective	\$109,169.35	\$298.13
LOUCKS	WILSON B.	Police Constable	\$105,214.09	\$296.45
LOUGHLIN	EDWARD J.	Detective Sergeant	\$104,431.38	\$344.07
LOUHIKARI	RENATA	Detective	\$107,517.81	\$306.12
LOVE	DAVID MATTHEW	Police Constable	\$102,391.97	\$268.75
LOWE	DAVID S.	Staff Sergeant	\$105,879.97	\$344.07
LOWREY	ALAN B.	Staff Sergeant	\$106,156.98	\$344.07
LUCAS	PATRICK A.	Detective	\$107,861.89	\$310.12
LUFF	DANIEL J.	Detective	\$119,292.82	\$313.13

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
LUM	SOON M.	Police Constable	\$112,366.16	\$275.64
LYNCH	THOMAS M.	Detective Sergeant	\$108,014.35	\$344.07
LYON	ROBERT KIRK	Sergeant	\$101,516.77	\$294.79
MAC	OVID RUBEN	Police Constable	\$113,119.14	\$263.61
MACARAEG	JUANITA	Senior Advisor, Quality Assurance	\$110,550.33	\$497.84
MACAULAY	ALEXANDER R.	Detective	\$113,022.92	\$313.13
MACDONALD	GREGORY D.	Staff Sergeant	\$113,594.95	\$344.07
MACDONALD	HECTOR MURDO	Police Constable	\$110,398.61	\$273.13
MACDONALD	LEO R.	Detective	\$104,425.42	\$306.12
MACDONALD	ROBERT J.	Sergeant	\$100,222.93	\$313.13
MACDONNELL	BRIAN A.	Detective	\$113,530.44	\$306.12
MACGREGOR	JASON JAMES	Sergeant	\$106,804.93	\$298.13
MACIAS	ANTONIO DELGADO	Sergeant	\$100,420.15	\$306.12
MACIEK	JOHN D.	Police Constable	\$110,082.69	\$288.47
MACINNIS	ROBERT FRANCIS	Sergeant	\$100,804.69	\$313.47
MACINTYRE	BRIAN PAUL	Detective Sergeant	\$115,256.35	\$336.16
MACKINNON	RICHARD JAMES	Police Constable	\$100,174.65	\$274.27
MACKRELL	JAMES M.	Staff Sergeant	\$108,476.61	\$344.07
MACLEAN	RODERICK P.	Sergeant	\$101,005.62	\$313.13
MACPHERSON	DONALD WADE	Police Constable	\$100,080.80	\$255.51
MADEIRA	EDUARDO R.	Police Constable	\$139,881.31	\$278.36
MADILL	ALLAN NEIL	Sergeant	\$109,165.03	\$306.12
MAHONEY	SHAWN	Detective	\$117,211.31	\$306.12
MAISONNEUVE	DANIEL	Sergeant	\$114,951.62	\$306.12
MALCOLM	DAVID W.	Detective Sergeant	\$105,607.81	\$344.07
MANCUSO	FRANCESCO	Police Constable	\$101,432.41	\$280.23
MANHERZ	JOEL NICHOLAS	Police Constable	\$109,103.13	\$280.23
MANN	AMARJIT SINGH	Police Constable	\$107,811.29	\$263.61
MARCHACK	ROGER A.	Sergeant	\$112,764.38	\$306.12
MARGETSON	JOHN R.	Detective	\$123,930.93	\$306.12
MARKS	DAVID R.	Staff Inspector	\$134,716.69	\$12,835.50
MARO	KJELL KRISTOFFER	Police Constable	\$102,920.18	\$255.51
MARSHALL	SHAWN TOBIN	Police Constable	\$106,216.69	\$280.23
MARSMAN	HENRI	Detective	\$106,691.23	\$306.12
MARTELLUZZI	CLAUDIO	Sergeant	\$112,643.72	\$298.69
MARTIN	KATHRYN	Staff Inspector	\$130,129.89	\$6,748.41
MARTIN	PAUL A.	Staff Sergeant	\$106,157.63	\$344.07
MARTIN	ROBERT D.	Police Constable	\$100,381.47	\$296.45
MARTIN	RUDOLF I.	Sergeant	\$100,249.32	\$303.60
MARTIN-DOTO	CATHERINE ANN	Corporate Psychologist	\$136,685.82	\$622.05
MARTINO	JOSEPH LOUIS	Manager, Purchasing Support Services	\$124,934.57	\$565.30
MASON	ROBERT HAROLD	Police Constable	\$106,978.98	\$296.45
MATIC	MICHAEL M.	Staff Sergeant	\$109,430.14	\$344.07

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
MATTHEWS	JOHN R.	Staff Sergeant	\$104,586.33	\$344.07
MATTHEWS	JOSEPH BLAKE	Detective	\$116,699.55	\$306.12
MATTHEWS	RAYMOND SCOTT	Detective	\$110,301.91	\$313.13
MATTHEWS	STEPHEN MICHAEL	Police Constable	\$102,390.61	\$258.44
MATYS	JOSEPH PAUL	Sergeant	\$100,159.38	\$298.13
MAY	CHRISTOPHER J.	Sergeant	\$100,187.59	\$313.13
MCBRATNEY	GARY R.	Staff Sergeant	\$103,801.80	\$322.67
MCBRIDE	RAYMOND DOUGLAS	Police Constable	\$113,213.82	\$273.40
MCCALL	ANDREW JOHN	Police Constable	\$101,570.55	\$288.47
MCCAW	DOUGLAS GORDON	Police Constable	\$100,534.91	\$263.61
MCCLELLAND	ROBERT I.	Sergeant	\$100,634.59	\$313.13
MCCONKEY	RONALD FRANK	Police Constable	\$103,083.64	\$278.36
MCCONNELL	BRADLEY C.	Police Constable	\$102,805.49	\$278.36
MCCORMACK	DAVID J.	Inspector	\$127,862.24	\$565.00
MCCRAN	ROBERT D.	Detective	\$112,303.34	\$313.13
MCCREADY	WILLIAM B.	Detective Sergeant	\$110,792.65	\$344.07
MCCULLOUGH	DAVID A.	Police Constable	\$123,829.32	\$278.36
MCCUTCHEON	SEAN CAMERON	Police Constable	\$109,702.44	\$280.23
MCDERMOTT	DANIEL J.	Detective	\$103,802.19	\$306.12
MCDERMOTT	WILBERT J.	Detective Sergeant	\$104,431.38	\$344.07
MCDONALD	CINDY A.	Staff Sergeant	\$103,430.23	\$336.16
MCDONALD	JAMES WILLIAM	Police Constable	\$103,088.88	\$272.46
MCDONALD	JOHN C.	Detective	\$108,368.33	\$313.13
MCDONALD	MICHAEL D.	Detective	\$102,454.42	\$313.13
MCDONALD	ROBERT JAMES	Police Constable	\$118,681.56	\$255.51
MCDOUGALL	ROBERT GORDON	Police Constable	\$100,278.84	\$280.23
MCFADYEN	DANIEL GORDON	Sergeant	\$104,917.27	\$294.11
MCGARRY	WILLIAM MICHAEL	Detective	\$101,406.14	\$306.12
MCGOWN	JOHN G.	Staff Sergeant	\$105,125.04	\$344.07
MCGUIRE	JEFFREY L.	Staff Superintendent	\$156,916.86	\$9,450.43
MCILHONE	THOMAS P.	Superintendent	\$145,380.43	\$12,752.73
MCILWAIN	STEVEN GEORGE	Detective	\$110,175.85	\$306.12
MCKAY	SCOTT D.	Detective	\$108,205.78	\$306.12
MCKENZIE	PETER SHELDON	Police Constable	\$109,667.41	\$280.23
MCKENZIE	ROBERT SEAN	Police Constable	\$101,273.25	\$280.23
MCKEOWN	RICHARD J.	Detective Sergeant	\$104,505.93	\$344.07
MCLANE	GREGORY C.	Inspector	\$127,862.24	\$565.00
MCLANE	JAMES PETER	Detective Sergeant	\$109,827.71	\$344.07
MCLANE	JAMES RUSSELL	Detective	\$114,850.37	\$306.12
MCLAUGHLIN	IAN	Sergeant	\$101,143.83	\$313.13
MCLEAN	BARBARA E.	Staff Sergeant	\$103,496.76	\$336.16
MCLEOD	GLENN D.	Detective Sergeant	\$105,085.23	\$344.07
MCLEOD	VERNETT D.	Staff Inspector	\$134,716.69	\$13,394.03

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
MCMANUS	MICHAEL D.	Sergeant	\$118,382.49	\$313.13
MCNEIL	RONALD C.	Sergeant	\$107,395.32	\$313.13
MCNEILLY	JOSEPH GORDON	Detective	\$116,955.70	\$313.13
MCQUEEN	GARY P.	Detective	\$103,434.21	\$313.13
MCVEIGH	EDWARD	Sergeant	\$104,486.09	\$313.13
MEANEY	SHAWN A.	Sergeant	\$105,585.89	\$306.12
MEECH	RAYMOND JOHN	Sergeant	\$129,286.22	\$306.12
MEEHAN	PATRICK R.	Sergeant	\$106,365.61	\$306.12
MEIK	VIVIAN A.	Detective	\$100,887.46	\$306.12
MEISSNER	GERHARD P.	Inspector	\$126,506.80	\$556.75
MELOCHE	SHAWN RONALD	Staff Sergeant	\$127,410.53	\$336.16
MEMME	NICOLAS	Inspector	\$127,862.24	\$565.00
METCALFE	MARY L.	Inspector	\$127,862.24	\$565.00
MI	YAOMING	Senior Technical Analyst, Information Technology Services	\$111,063.30	\$301.58
MIHALATYUK	VYACHESLAV	Police Constable	\$106,042.18	\$243.16
MIKALACHKI	LARRY L.	Police Constable	\$106,909.90	\$293.79
MILES	JEREMY OLIVER	Police Constable	\$110,270.53	\$263.85
MILIC	DANY	Police Constable	\$108,747.38	\$271.75
MILLER	DUNCAN W.	Sergeant	\$106,321.98	\$273.08
MILLER	PAUL S.	Staff Sergeant	\$105,089.06	\$344.07
MILLS	STEVEN W.	Police Constable	\$109,328.60	\$278.36
MIRANDA	EDUARDO CANDIDO	Police Constable	\$114,310.94	\$280.23
MIRON	BRUNO JOSEPH	Detective	\$105,704.77	\$298.13
MISTEROWICZ	RICHARD JOHN	Police Constable	\$111,459.84	\$275.61
MITCHELL	JODI LYNN	Police Constable	\$106,937.36	\$280.23
MITCHELL	STEPHEN G.	Sergeant	\$102,305.43	\$313.13
MOFFATT	MICHAEL W.	Police Constable	\$105,053.30	\$278.36
MOI	NATALIE BOBO	Police Constable	\$111,075.74	\$263.61
MOLINARO	ANTONIO	Patrol Supervisor, Parking Enforcement	\$110,199.90	\$206.11
MOLYNEAUX	STEVEN R.	Staff Sergeant	\$109,397.15	\$337.02
MOMENI	ORANG	Sergeant	\$138,528.79	\$298.13
MONAGHAN	PATRICK JAMES	Detective Sergeant	\$111,686.02	\$344.07
MONAHAR	DION RAJESH	Police Constable	\$100,081.28	\$280.23
MOONEY	RICHARD J.	Detective	\$102,121.62	\$313.13
MOORCROFT	BRIAN G.	Staff Sergeant	\$104,789.09	\$344.07
MOORE	BRETT CALVIN	Sergeant	\$111,786.68	\$294.11
MOORE	DARCY T.	Sergeant	\$101,667.08	\$313.13
MOORE	KEVIN ROBERT	Police Constable	\$103,606.62	\$273.40
MOREHOUSE	RITA H.	Sergeant	\$102,709.16	\$306.12
MOREIRA	JOHN M.	Detective	\$105,473.30	\$306.12
MOREIRA	PETER MICHAEL	Detective Sergeant	\$146,659.25	\$336.16
MORI	DEBORAH ANN.	Detective	\$100,336.12	\$313.13
MORIN	MICHAEL R.	Police Constable	\$112,753.80	\$278.36

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
MORRIS	HAROLD L.	Detective	\$109,295.05	\$306.12
MORRIS	LESLIE A.	Detective	\$107,347.33	\$306.12
MORRIS	NICKOLAS JOSEPH	Police Constable	\$124,089.96	\$278.36
MORRIS	ROBERT W.	Staff Sergeant	\$105,055.93	\$344.07
MORRISON	BRUCE D.	Staff Sergeant	\$107,406.26	\$344.07
MORSE	STEPHEN	Detective Sergeant	\$108,962.46	\$344.07
MOUNTFORD	GERALD A.	Staff Sergeant	\$109,918.53	\$344.07
MOYER	IAN R.	Staff Sergeant	\$105,201.21	\$344.07
MULHOLLAND	GARY J.	Staff Sergeant	\$105,469.05	\$344.07
MULLEN	MICHAEL JEFFERY	Police Constable	\$130,835.81	\$280.23
MULLIN	GEORGE W.	Staff Sergeant	\$106,325.61	\$344.07
MUNGAL	MATTHEW J.	Sergeant	\$108,899.37	\$306.12
MUNROE	KELLY BRUCE	Police Constable	\$126,524.86	\$278.36
MURDOCH	RICHARD	Staff Sergeant	\$104,460.54	\$344.07
MURPHY	DANIEL J.	Detective	\$112,899.28	\$313.13
MURPHY	JOHN P.	Sergeant	\$101,608.54	\$313.13
MURPHY	LIAM F.	Police Constable	\$114,863.89	\$275.64
MURRAY	ALICIA MARIE	Police Constable	\$102,766.04	\$273.40
MURRAY	DAVID J.	Detective	\$107,862.33	\$308.04
MURRELL	KEVIN EARL	Staff Sergeant	\$108,148.27	\$344.07
MUSCLOW	CLAUDE J.	Sergeant	\$107,497.81	\$306.12
MUSSO DUARTE	SUSANA	Police Constable	\$108,186.47	\$275.73
MYERS	MILTON W.	Sergeant	\$105,716.01	\$313.13
NAKADA	MASAKI M.	Police Constable	\$114,459.34	\$306.42
NARINE	SHAUN R.	Staff Sergeant	\$108,992.37	\$336.16
NASNER	STEFAN	Police Constable	\$103,769.79	\$296.45
NASSIS	PAT P.	Sergeant	\$109,911.26	\$308.04
NEADLES	WILLIAM T.	Inspector	\$127,862.24	\$565.00
NEAL	PETER C.	Detective	\$113,752.54	\$313.13
NEAL	WESLEY JOHN	Sergeant	\$107,098.97	\$306.12
NEALON	DANIEL J.	Detective Sergeant	\$112,003.78	\$344.07
NEBRES	DAREN RAFAEL	Detective	\$109,274.66	\$294.22
NEEDHAM	ROSS ELLIOTT	Sergeant	\$113,549.07	\$313.13
NEUMANN	PAUL RICHARD	Police Constable	\$107,862.97	\$255.51
NEVILL	STEPHEN M.	Detective	\$101,735.22	\$313.13
NEVIN	PATRICK F.	Detective	\$106,748.80	\$313.13
NEWMAN	BRUCE J.	Sergeant	\$104,025.82	\$313.13
NEWMAN	PATRICK J.	Sergeant	\$106,253.17	\$313.13
NEWTON	DEEDEE A.	Detective	\$117,670.69	\$306.12
NG	YOI KWONG	Police Constable	\$105,165.40	\$263.61
NG	YUEN Y.	Detective	\$102,882.67	\$306.12
NGAN	EDWARD SHING-KEUNG	Senior Advisor, Quality Assurance	\$110,550.33	\$497.84
NICOL	BRETT DONALD	Detective	\$118,351.85	\$298.13

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
NICOLLE	CHAD EDWARD	Sergeant	\$109,039.49	\$293.03
NIELSEN	CHRISTIAN HINGE	Manager, Shop Operations	\$119,676.21	\$379.00
NIELSEN	DANIEL A.	Detective Sergeant	\$127,168.22	\$344.07
NIEZEN	MARK S.	Detective	\$111,530.62	\$313.13
NIMMO	RICHARD JAMES	Police Constable	\$102,965.15	\$267.60
NOLAN	CHARLES D.	Sergeant	\$108,424.71	\$276.61
NOLAN	CHRISTOPHER R.	Staff Sergeant	\$104,070.87	\$337.71
NOLL	CARL J.	Detective Sergeant	\$112,351.88	\$344.07
NOONAN	TIMOTHY JOHN	Police Constable	\$100,050.76	\$288.47
NORRIE	ANDREW W.	Staff Sergeant	\$110,015.18	\$344.07
NORTHMORE	COLLEEN A.	Detective	\$106,524.29	\$313.13
NORTHRUP	JEFFREY JOHN	Police Constable	\$120,478.77	\$274.45
NOSWORTHY	JUDY E.	Detective	\$111,098.11	\$306.12
NOTAY	JAGMOHAN SINGH	Parking Enforcement Officer	\$100,408.79	\$183.68
NUNES	MARIA Z.	Police Constable	\$115,275.41	\$288.47
OATLEY-WILLIS	MARK W.	Police Constable	\$104,825.46	\$278.36
OBERFRANK	TIMOTHY R.	Detective	\$113,231.15	\$306.12
O'BRIEN	KENNETH G.	Police Constable	\$137,187.51	\$278.36
O'CONNOR	BRIAN F.	Inspector	\$127,862.24	\$395.08
O'CONNOR	MIKE STEPHEN	Police Constable	\$101,765.48	\$280.23
O'DONOVAN	STEPHEN P.	Sergeant	\$110,411.05	\$313.13
OGG	SHEILA ELIZABETH	Detective	\$108,791.71	\$306.12
OKONOWSKI	ADAM JOSEPH	Staff Sergeant	\$104,431.38	\$344.07
OLIVER	PAUL J.	Detective	\$100,324.79	\$306.12
OLSEN	FRANK E.	Detective	\$101,246.11	\$306.12
ONG	RHOEL VILLEGAS	Police Constable	\$120,011.47	\$266.87
ONYSZKIEWICZ	ANDREW I.	Detective Sergeant	\$113,816.44	\$344.07
ONZUKA	EDWARD YUJI	Police Constable	\$108,351.10	\$280.23
O'REILLY	EMMETT TERENCE	Senior Technical Analyst, Information Technology Services	\$107,986.17	\$301.58
O'RIORDAN	WAYNE JAMES	Police Constable	\$101,559.85	\$280.23
OSBORNE	BRENT DAVID	Police Constable	\$101,082.29	\$263.61
O'TOOLE	KIMBERLEY ANNE	Detective	\$101,093.96	\$298.13
OTTEWELL	STEPHEN F.	Police Constable	\$103,032.42	\$296.45
OUELLET	ANDREW	Police Constable	\$103,971.44	\$263.61
OUELLETTE	DAVID MARK	Police Constable	\$121,024.55	\$280.23
OUELLETTE	ROBERT BRUCE	Police Constable	\$102,161.37	\$264.31
OZKAN	NEDIM	Senior Analyst, Information Technology Services	\$110,641.94	\$301.58
PAGE	HOWARD A.	Inspector	\$118,604.57	\$344.07
PAK	ANDREW JIN-HO	Police Constable	\$111,216.69	\$273.40
PALERMO	MICHAEL ANGELO	Sergeant	\$134,803.65	\$297.49
PAPADOPOULOS	KYRIAKOS	Police Constable	\$128,659.78	\$261.31
PARENT	SYLVIE MARIE	Detective	\$108,124.29	\$313.13
PARK	JOSEF	Police Constable	\$107,735.74	\$267.49

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
PARKER	TODD WILLIAM	Police Constable	\$109,518.25	\$269.35
PARKIN	ANDREW WILFRED	Police Constable	\$103,965.69	\$255.51
PARMAR	MANDEEP SINGH	Police Constable	\$114,288.38	\$256.91
PARSONS	STUART MAGRUDER	Police Constable	\$105,976.42	\$288.47
PARTRIDGE	FRANK E.	Staff Sergeant	\$115,573.69	\$344.07
PARWICKI	LEO G.	Sergeant	\$100,803.36	\$313.13
PASINI	RUDY P.	Detective Sergeant	\$104,432.58	\$344.07
PATTERSON	JAMES T.	Sergeant	\$101,326.68	\$313.13
PATTERSON	MICHAEL JAMES	Detective	\$101,297.44	\$298.13
PATTERSON	ROBERT E.	Detective	\$100,721.73	\$306.12
PAUL	MOHIT	Police Constable	\$104,572.29	\$259.71
PAYNE	GREGORY JAMES	Staff Sergeant	\$109,647.77	\$336.16
PAYNE	THEODORE ALGERNON	Detective	\$105,395.85	\$313.13
PEACOCK	JASON ALEXANDER	Police Constable	\$108,595.47	\$280.23
PEACOCKE	DOUGLAS W.	Detective Sergeant	\$106,479.97	\$344.07
PEARSON	JEFFREY A.	Sergeant	\$113,417.78	\$313.13
PELLETIER	CHRISTIAN JOSEPH	Police Constable	\$147,355.00	\$255.51
PERTA	MARIE CELESTE	Senior Advisor, Human Resources	\$110,550.33	\$497.84
PETRIE	RICHARD J.	Detective	\$116,095.98	\$306.12
PHAIR	MARK GORDON	Sergeant	\$104,247.94	\$306.12
PHILIPSON	GRAEME M.	Sergeant	\$141,292.26	\$306.12
PIPE	STEPHEN D.	Staff Sergeant	\$109,007.20	\$344.07
PITTS	REGINALD C.	Staff Sergeant	\$111,204.23	\$344.07
PLUNKETT	PATRICK JOHN	Police Constable	\$107,740.94	\$280.23
POCZAK	LISA M.	Sergeant	\$102,261.46	\$306.12
POWELL	CATHY VERONICA	Detective	\$104,049.96	\$298.13
PRAVICA	DUSAN DAN	Detective	\$120,085.23	\$298.13
PRESTON	BRIAN W.	Detective Sergeant	\$102,383.02	\$336.16
PRESTON	DEBRA A.	Staff Inspector	\$127,862.24	\$1,112.08
PRICE	MARY F.	Detective Sergeant	\$102,541.48	\$337.71
PRICE	TIMOTHY JOHN	Police Constable	\$109,198.95	\$255.51
PROCTOR	NORMAN EDWARD	Detective	\$105,531.31	\$306.12
PROCTOR	RICHARD P.	Detective	\$113,139.70	\$306.12
PRODANOS	ALEXI	Police Constable	\$102,338.71	\$280.23
PROULX	KEVIN EDWARD	Police Constable	\$101,847.53	\$255.51
PUGASH	MARK	Director, Corporate Communications	\$156,917.08	\$8,833.29
PULLA	GINO N.	Sergeant	\$104,417.13	\$313.13
PURCHAS	CHRISTOPHER DALE	Police Constable	\$106,694.97	\$280.23
PURCHES	SCOTT ROBERT	Detective	\$110,546.74	\$298.13
PUTNAM	KIMBERLEY JOAN	Senior Advisor, Quality Assurance	\$110,143.16	\$497.84
PYKE	DONALD	Detective	\$102,510.37	\$313.13
QUAIATTINI	SUSAN M.	Staff Sergeant	\$102,193.86	\$336.16
QUALTROUGH	JAMES A.	Detective Sergeant	\$111,274.74	\$344.07

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
QUALTROUGH	ROBERT G.	Superintendent	\$145,380.43	\$7,320.93
QUAN	DOUGLAS C.	Inspector	\$122,333.56	\$489.56
QUEEN	GRAHAM	Staff Sergeant	\$102,917.63	\$336.16
QUESNELLE	CURTIS LEONARD	Police Constable	\$105,519.29	\$262.40
QUIGG	MARTIN B.	Sergeant	\$102,914.65	\$313.13
QUINN	MICHAEL MARC	Detective	\$112,626.10	\$298.13
QUINN	SEAN LEE	Police Constable	\$100,976.04	\$278.77
RADFORD	BARRY F.	Detective	\$113,353.74	\$306.12
RADIX	BRENDA REBECCA	Manager, Property and Evidence Management	\$114,495.96	\$516.15
RALPH	TIMOTHY J.	Sergeant	\$109,088.33	\$313.13
RAMER	DONALD J.	Superintendent	\$145,380.43	\$8,523.93
RAMJATTAN	RAMNARINE	Detective	\$132,844.93	\$306.12
RAMJI	ALY RAZA	Sergeant	\$107,873.55	\$306.12
RAMPRASHAD	DWARKH	Police Constable	\$134,713.46	\$271.75
RAMSBOTTOM	CHRISTOPHER WILLIAM	Police Constable	\$108,771.72	\$255.51
RANDLE	MARK RICHARD	Detective	\$123,146.21	\$313.13
RAPSON	BRIAN J.	Police Constable	\$117,794.16	\$278.36
RATHBONE	MELANIE LYNN	Police Constable	\$124,864.37	\$263.61
RECTOR	JASON ANTHONY	Police Constable	\$105,226.11	\$271.44
REDDEN	JEFFREY A.	Sergeant	\$133,767.13	\$307.52
REDDIN	KIRBY ALBERT	Police Constable	\$100,706.53	\$265.19
REDICK	REGINALD B.	Staff Sergeant	\$110,042.96	\$344.07
REDMAN	SUZANNE A.	Detective	\$105,342.76	\$306.12
REED	PHILIP K.	Staff Sergeant	\$104,933.27	\$344.07
REED	RONALD COLIN	Staff Sergeant	\$104,763.86	\$337.02
REEVES	LAWRENCE A.	Staff Sergeant	\$111,910.83	\$344.07
REGAN	DOUGLAS FREDRICK	Detective Sergeant	\$100,080.47	\$322.21
REID	JONATHAN DOUGLAS	Sergeant	\$116,739.26	\$302.82
REMY	SMEDLEY ANTHONY	Sergeant	\$104,805.51	\$306.12
RENNIE	ALEXANDER M.	Detective	\$111,834.26	\$313.13
REYNOLDS	STEPHEN THOMAS	Staff Sergeant	\$109,600.94	\$344.07
RICCIARDI	MARCO	Police Constable	\$128,878.01	\$271.21
RICHARDS	CLIVE A.	Staff Sergeant	\$110,145.99	\$344.07
RICHARDSON	SANDRA E.	Inspector	\$104,883.52	\$344.07
RICHMOND	MICHAEL KENNETH	Sergeant	\$104,446.00	\$306.12
RIDDELL	ALAN	Detective Sergeant	\$104,961.05	\$344.07
RIVIERE	ANTHONY FRANCIS	Inspector	\$120,677.47	\$500.16
ROBERTS	DAVID J.	Detective	\$105,136.85	\$309.60
ROBERTS	SCOTT I.	Staff Sergeant	\$125,062.03	\$344.07
ROBINSON	DANIEL A.	Detective	\$116,566.50	\$306.12
ROBINSON	MORGAN H.	Detective	\$102,764.47	\$306.12
ROHDE	DANNY WILLIAM	Police Constable	\$105,514.79	\$263.61
ROMITO	MARINO	Police Constable	\$103,502.73	\$273.40

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
ROSE	DAWN M.	Detective	\$101,679.04	\$306.12
ROSE	DOUGLAS GRANT	Sergeant	\$124,137.77	\$306.12
ROSENBERG	HOWARD M.	Police Constable	\$142,242.45	\$271.75
ROSETO	EGIDIO D.	Staff Sergeant	\$105,288.31	\$344.07
ROSS	DANIEL R.	Detective	\$125,254.37	\$276.61
ROSS	KEITH C.	Police Constable	\$104,297.94	\$288.47
ROSSANO	JOHN BENITO	Sergeant	\$106,461.83	\$306.12
ROSSI	KIMBERLY DAWN	Manager, Parking Support Services	\$110,603.05	\$497.84
ROZARIO	CONRAD GEORGE	Police Constable	\$100,626.61	\$280.23
RUBBINI	DAVID R.	Police Constable	\$114,046.50	\$278.36
RUDNICK	JOANNE LINDA	Detective Sergeant	\$102,163.78	\$336.16
RUFFINO	STEPHEN P.	Detective	\$107,701.49	\$313.13
RUFFOLO	FRANK	Staff Inspector	\$134,716.35	\$10,539.55
RUMNEY	TRACI GWENDOLYN	Police Constable	\$101,239.79	\$280.23
RUSSELL	RYAN JOSEPH	Police Constable	\$101,385.60	\$280.23
RUSSELL	THOMAS R.	Superintendent	\$134,104.95	\$12,234.77
RUTTNER	ALEXANDER H.	Police Constable	\$113,431.66	\$271.75
RYAN	ERNEST WESLEY	Superintendent	\$145,380.43	\$9,875.11
RYAN	RICHARD K.	Detective	\$107,900.56	\$306.12
RYAN	STEPHEN CHARLES	Detective Sergeant	\$114,259.78	\$336.16
RYDZIK	DAVID BRIAN	Staff Sergeant	\$102,225.98	\$336.16
SABADICS	DANIEL J.	Staff Sergeant	\$108,487.45	\$336.16
SABADIN	MICHAEL ALEXANDER	Police Constable	\$110,123.04	\$280.23
SADLER	STEPHEN T.	Sergeant	\$118,878.56	\$306.18
SAGER	LAWRENCE H.	Detective	\$100,611.19	\$306.12
SAMM	SAMUEL JUNIOR	Sergeant	\$105,337.67	\$305.62
SAMMUT	DAVID B.	Sergeant	\$112,971.24	\$306.12
SAN PEDRO	MANUEL D.	Police Constable	\$114,904.69	\$307.65
SANDEMAN	JOHN MICHAEL	Manager, Video Services	\$134,747.08	\$611.82
SANDERS	NEIL GREGORY	Police Constable	\$144,361.63	\$263.61
SANDFORD	JUDY MARY	Manager, Records Management	\$117,920.85	\$529.29
SANSOM	DOUGLAS P.	Detective	\$119,025.91	\$313.13
SANSON	CHERYL-ANNE	Detective	\$100,041.31	\$313.13
SANTIZO ORANTES	NELSON ALFREDO	Police Constable	\$101,784.35	\$255.51
SARDELLA	GLENN DONATO	Sergeant	\$110,211.10	\$282.21
SAUNDERS	DAVID B.	Inspector	\$127,858.25	\$565.00
SAUNDERS	MARK A.	Inspector	\$126,526.48	\$391.24
SCANLAN	KIMBERLY LYN	Detective Sergeant	\$107,813.28	\$336.16
SCAVONE	GABRIELE	Police Constable	\$127,925.27	\$278.36
SCHERK	CHRISTOPHER B.	Detective	\$109,661.42	\$306.12
SCHERTZER	JOYCE	Detective	\$103,386.54	\$306.12
SCHMIDT	JON	Staff Sergeant	\$104,802.45	\$344.07
SCHNEIDER	ANDREW H.	Staff Sergeant	\$114,462.87	\$344.07

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
SCHUEDER	MARK A.	Detective	\$112,985.93	\$313.13
SCHULZE	FRANK THOMAS	Police Constable	\$100,626.26	\$278.36
SCOTT	ALYN N.	Staff Sergeant	\$108,933.12	\$344.07
SCRIVEN	PATRICK A.	Sergeant	\$105,848.61	\$313.13
SCUDDS	PAUL D.	Staff Sergeant	\$105,460.57	\$344.07
SEARL	ROBERT R.	Detective Sergeant	\$107,420.60	\$344.07
SELDON	WILLIAM J.	Detective Sergeant	\$109,275.57	\$344.07
SELVAGGIO	MICHAEL G.	Detective Sergeant	\$104,839.16	\$344.07
SEN	TAPAN KUMAR	Project Leader, Information Technology Services	\$103,427.69	\$326.17
SEXSMITH	DONALD E.	Police Constable	\$101,924.53	\$296.45
SHANK	RICHARD T.	Detective	\$121,160.11	\$306.12
SHANKARAN	JASON RAJESH	Sergeant	\$101,460.36	\$295.51
SHAW	ANDREW DOUGLAS	Sergeant	\$102,569.93	\$306.12
SHAW	DAVID JOHN	Sergeant	\$103,091.85	\$306.12
SHAW	KATHLEEN J.	Detective	\$108,820.66	\$306.12
SHAW	MARY L.	Staff Sergeant	\$104,586.54	\$344.07
SHEARER	DOUGLAS ROSS	Police Constable	\$101,324.04	\$258.09
SHEPPARD	DANIEL J.	Detective Sergeant	\$131,805.50	\$344.07
SHIRLOW	ROBERT J.	Detective Sergeant	\$108,450.10	\$344.07
SHREVE	CLARENCE BLAKE	Staff Sergeant	\$107,088.41	\$344.07
SIEVERS	JOHN H.	Detective	\$104,026.89	\$306.12
SILLIKER	GARRY E.	Staff Sergeant	\$110,323.10	\$344.07
SIMPKINS	DAVID	Staff Sergeant	\$111,912.52	\$344.07
SINCLAIR	LARRY WILLIAM	Staff Inspector	\$134,716.69	\$7,601.48
SINCLAIR	PHILLIP NOEL	Police Constable	\$106,725.49	\$275.73
SINGH	AMARJIT PURBA	Police Constable	\$112,257.63	\$271.75
SINGH	AMRITPAL	Senior Technical Analyst, Information Technology Services	\$101,502.97	\$256.66
SINOPOLI	DOMENIC	Detective	\$117,415.97	\$306.12
SKINNER	KELLY SIMONE	Police Constable	\$110,132.84	\$280.23
SKINNER	ROBERT T.	Staff Sergeant	\$104,445.43	\$344.07
SKUBIC	FRANK	Detective Sergeant	\$127,704.53	\$344.07
SLOLY	PETER JOHN	Deputy Chief	\$173,865.92	\$540.06
SMALL	VERNON D.	Detective	\$106,591.55	\$313.13
SMISSEN	JOHN MICHAEL	Police Constable	\$113,282.84	\$280.23
SMIT	BRIAN JOHN	Sergeant	\$120,250.40	\$313.13
SMITH	ANTHONY CHARLES	Detective Sergeant	\$106,546.11	\$344.07
SMITH	FREDERICK D.	Staff Superintendent	\$145,791.31	\$13,784.97
SMITH	KEITH W.	Staff Sergeant	\$102,123.92	\$338.33
SMITH	KRISTY JANE	Police Constable	\$103,203.21	\$280.23
SMITH	LAWRENCE G.	Police Constable	\$102,710.73	\$284.52
SMITH	MICHAEL WAYNE	Manager, Equipment and Supply	\$124,935.92	\$565.30
SMITH	RANDOLPH W.	Inspector	\$119,241.67	\$502.18
SMITH	RAYMOND ERNEST	Project Leader, Information Technology Services	\$101,389.65	\$326.17

APPENDIX A

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
SMITH	STEVEN D.	Detective	\$110,813.23	\$306.12
SMOLLET	BRODY B.	Superintendent	\$144,717.97	\$11,404.76
SMYTH	CRAIG CHARLES	Supervisor, Video Services	\$109,459.94	\$345.02
SMYTHE	KAREN GRACE	Staff Sergeant	\$100,643.68	\$329.11
SNEDDON	GORDON D.	Inspector	\$127,862.24	\$565.00
SOBOTKA	KARL S.	Detective Sergeant	\$106,854.33	\$323.86
SOMERS	CRAIG ALLAN	Sergeant	\$103,535.88	\$298.13
SONDERGAARD	NIELS E.	Detective Sergeant	\$106,959.34	\$344.07
SONDHI	SANJAY	Police Constable	\$104,193.12	\$255.51
SOVA	DANIEL G.	Sergeant	\$116,490.56	\$306.12
SOVA	DEBORAH	Detective	\$102,363.50	\$306.12
SPANTON	JOHN W.	Staff Sergeant	\$112,535.90	\$344.07
SPENCER	ENNIS STEWART	Sergeant	\$105,526.27	\$290.21
SPENCER	WAYNE	Police Constable	\$101,521.59	\$278.36
SPRIGGS	BRETT HAROLD	Police Constable	\$102,021.01	\$280.23
SPROXTON	ROBERT J.	Detective Sergeant	\$104,519.42	\$344.07
SPURLING	PETER R.	Sergeant	\$120,153.99	\$313.13
ST JEAN	DUANE MARVIN	Police Constable	\$100,472.01	\$268.74
STANLEY	WILLIAM M.	Detective Sergeant	\$104,431.82	\$344.07
STASIAK	LESZEK EDWARD	Detective Sergeant	\$104,431.38	\$344.07
STE-CROIX	BRADLEY G.	Police Constable	\$108,931.14	\$288.47
STEFFLER	RODNEY MORRIS	Police Constable	\$103,657.22	\$255.51
STEHOUWER	PETER	Sergeant	\$115,809.50	\$313.13
STEINWALL	ANDREW TREVOR	Police Constable	\$105,258.48	\$280.23
STEVENSON	SHANE	Sergeant	\$104,582.05	\$306.12
STEWART	TERRY D.	Detective	\$108,441.54	\$313.13
STIBBE	CLINTON RODNEY	Police Constable	\$106,071.37	\$263.61
STINSON	ANDREW GORDON	Detective	\$118,824.27	\$298.13
STOLF	ROBERT GUIDO	Police Constable	\$102,640.59	\$280.23
STONES	MICHAEL D.	Staff Sergeant	\$105,942.20	\$337.02
STOREY	TODD MELVYN	Police Constable	\$103,043.34	\$280.23
STRANGWAYS	PAUL ROBERT	Police Constable	\$100,641.73	\$288.47
STRATFORD	IAN M.	Staff Sergeant	\$148,421.11	\$343.29
STROBLE	REUBEN	Detective Sergeant	\$112,828.27	\$336.16
STRONACH	MICHELLE LOUISE	Manager, Program Management Office, Information Technology Services	\$145,371.53	\$463.35
STRONG	DAVIS DUDLEY	Senior Technical Analyst, Information Technology Services	\$102,848.77	\$301.58
STUBBINGS	RICHARD B.	Superintendent	\$145,380.43	\$8,666.39
STYRA	DANA TERESE	Manager, Quality Assurance	\$134,747.08	\$611.82
SUDDDES	KEVIN J.	Staff Sergeant	\$135,535.86	\$344.07
SUKH	EMMANUEL R.	Police Constable	\$111,425.84	\$278.36
SUKUMARAN	RAJEEV P.	Detective	\$110,529.02	\$306.12
SUONGAS	CHRIS	Sergeant	\$100,040.05	\$306.12
SURPHLIS	DOUGLAS C.	Detective	\$107,628.76	\$306.12

APPENDIX A

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
SWACKHAMER	BRENT W.	Sergeant	\$103,350.78	\$306.12
SWANN	ROBERT J.	Sergeant	\$101,945.00	\$313.13
SWART	ROGER JOHN	Police Constable	\$104,964.25	\$280.23
SWEENIE	PAUL MARTIN	Sergeant	\$115,427.77	\$298.13
TAIT	KEITH HAMILTON	Police Constable	\$104,437.80	\$278.36
TAIT	PAUL LEONARD	Police Constable	\$107,923.74	\$255.51
TALBOT	DARRYL THOMAS	Detective	\$101,832.65	\$306.12
TAM	WING H.	Police Constable	\$101,117.54	\$271.75
TANABE	SHINGO OLIVER	Police Constable	\$106,738.43	\$275.77
TANGHE	LAWRENCE C.	Police Constable	\$119,160.22	\$278.36
TANOUYE	JOHNNY K.	Superintendent	\$132,815.51	\$10,402.45
TAPLEY	RONALD M.	Staff Sergeant	\$107,588.09	\$344.07
TAVARES	JEFFERY DA COSTA	Police Constable	\$102,101.22	\$280.23
TAVERNER	RONALD EDWARD	Superintendent	\$145,380.43	\$15,691.12
TAYLOR	JASON PETER	Police Constable	\$106,866.10	\$280.23
TAYLOR	JEFF C.	Police Constable	\$113,164.39	\$278.36
TAYLOR	JEFFREY C.	Staff Sergeant	\$102,150.08	\$336.16
TAYLOR	KENNETH W.	Detective Sergeant	\$107,842.57	\$344.07
TAYLOR	SCOTT DAVID	Police Constable	\$111,844.55	\$275.73
TEIXEIRA	MARIO JORGE	Sergeant	\$103,167.05	\$306.12
THAYALAN	SARATH	Police Constable	\$105,301.01	\$241.72
THERIAULT	ANGELA	Sergeant	\$105,296.22	\$303.51
THERIAULT	DONALD J.	Detective	\$107,329.66	\$306.12
THERIAULT	JOHN	Detective	\$104,363.20	\$313.13
TERRIEN	ALLAN E.	Police Constable	\$102,867.64	\$278.36
THIBODEAU	JOHN ROBERT	Sergeant	\$110,363.38	\$306.12
THOMAS	CLAUDINE ANNE-MARIE	Sergeant	\$109,098.88	\$306.12
THOMAS	SONIA A.	Staff Sergeant	\$105,509.49	\$337.71
THOMAS	SYDNEY	Staff Sergeant	\$107,290.81	\$336.16
THOMPSON	ELSIE TINA	Supervisor, Systems Software and Hardware	\$101,633.47	\$326.17
THOMPSON	MARLAND FINLAY	Police Constable	\$112,229.80	\$275.77
THOMPSON	MICHAEL B.	Police Constable	\$168,928.21	\$275.14
THOMS	HEATHER BERNADETTE	Manager, Computer Operations	\$110,550.33	\$497.84
THOMSON	ALLAN JOHN	Detective	\$105,143.64	\$306.12
THORNE	RONALD J.	Sergeant	\$107,882.17	\$313.13
THORPE	GREGORY JOSEPH	Staff Sergeant	\$105,867.37	\$336.16
TILLEY	MARK T.	Staff Sergeant	\$111,370.93	\$344.07
TOBIN	ROBERT J.	Sergeant	\$101,549.20	\$306.12
TOMASZEWSKI	MARCIN ROBERT	Police Constable	\$113,119.00	\$250.76
TRACEY	CHRISTOPHER JAMES-ALBERT	Police Constable	\$104,830.85	\$280.23
TRACEY	MARK ROBERT	Sergeant	\$112,585.40	\$302.13
TRACY	STEVEN J.	Detective Sergeant	\$116,788.81	\$338.33
TRAMONTOZZI	NUNZIATO D.	Detective	\$132,095.72	\$306.12

APPENDIX A

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
TRANTER	JAMES GEORGE	Detective	\$106,965.54	\$313.13
TRETTER	MADELAINE L.	Detective Sergeant	\$104,478.19	\$344.07
TROUP	PETER D	Sergeant	\$110,556.36	\$313.13
TRUBECKI	ROBERT J.	Sergeant	\$101,521.01	\$313.13
TSIANOS	DIMITRIOS	Police Constable	\$103,354.56	\$278.02
TSO	WING-IP V.	Sergeant	\$110,936.34	\$306.12
TUCKER	BRIAN DOUGLAS	Senior Technical Analyst, Information Technology Services	\$100,198.26	\$301.58
TULIPANO	ROSARIO A.	Staff Sergeant	\$114,604.50	\$344.07
TURNBULL	RONALD JAMES	Systems Integration Specialist	\$103,869.12	\$313.82
TURZA	JANICE E.	Sergeant	\$108,320.51	\$313.13
TUTCHENER	GARY D.	Staff Sergeant	\$104,975.75	\$344.07
TUTCHENER	STEVEN E.	Staff Sergeant	\$104,623.08	\$344.07
TYMBURSKI	EDWARD S.	Staff Sergeant	\$107,313.01	\$344.07
UHER	JASON WILLIAM	Police Constable	\$101,312.88	\$260.38
UHRICH	ALLAN JOSEPH	Sergeant	\$112,863.15	\$306.12
URBANIAK	THOMAS R.	Sergeant	\$113,408.93	\$306.12
URKOSKY	BRIAN WILLIAM	Police Constable	\$104,265.19	\$278.02
VALLES	SHEHARA M.	Detective	\$105,461.29	\$313.13
VAN ANDEL	PHILLIP GEORGE	Staff Sergeant	\$113,377.32	\$344.07
VAN SCHUBERT	KEVIN JOHN	Sergeant	\$120,188.59	\$306.12
VAN SETERS	PAUL J.	Police Constable	\$126,469.34	\$278.36
VAN TOL	MICHAEL ROBERT	Police Constable	\$103,090.61	\$254.56
VAN VEGHEL	NANCY	Detective	\$104,429.25	\$313.13
VANCE	JEFFERY JOHN	Police Constable	\$102,455.04	\$271.21
VANDER HEYDEN	JUSTIN WILLIAM	Detective	\$102,186.76	\$298.13
VANDERHART	GREGORY E.	Police Constable	\$101,828.05	\$278.36
VEIT	OSWALD J.	Sergeant	\$101,430.10	\$306.12
VELAUTHAM	KARTHIGESAN	Detective	\$109,501.93	\$306.12
VELLA	TONYO	Police Constable	\$100,109.69	\$263.61
VENEZIANO	TONY	Chief Administrative Officer	\$217,587.74	\$10,960.91
VERDOOLD	LANCE SCOTT	Police Constable	\$112,449.33	\$271.75
VERSPEETEN	BRADLEY DENNIS	Police Constable	\$112,132.06	\$243.16
VERWEY	ALBERT J.	Detective	\$114,734.06	\$313.13
VICKERS	DAVID S.	Inspector	\$106,631.95	\$344.07
VIEIRA	ABILIO D.	Staff Sergeant	\$112,308.62	\$344.07
VILLEMAIRE	DOUGLAS STEPHEN	Police Constable	\$106,330.69	\$278.36
VILLERS	SCOTT CHARLES	Police Constable	\$109,469.54	\$275.61
VIPARI	CAROL MARIE	Corporate Psychologist	\$156,917.08	\$716.11
VIRANI	ABDULHAMEED K.	Police Constable	\$141,456.96	\$271.75
VO	THAO BA	Police Constable	\$106,833.05	\$276.24
VORVIS	PAUL J.	Inspector	\$127,862.24	\$565.00
VRUNA	MARIA A.	Detective	\$112,163.33	\$306.12
WALKER	JAMES D.	Staff Sergeant	\$106,945.30	\$344.07

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
WALKER	JEROME	Manager, Communication and Systems Operations	\$134,745.49	\$427.86
WALKER	KELLY LYNN	Senior Operations Supervisor	\$100,834.58	\$261.91
WALLACE	JAMES W.	Police Constable	\$145,897.95	\$278.36
WALLACE	ROBERT BOYD	Police Constable	\$112,008.03	\$273.40
WALSH	SUZANNE MARIE	Staff Sergeant	\$104,475.65	\$344.07
WALTERS	GREGORY A.	Detective	\$110,723.59	\$306.12
WALTERS	MICHAEL J.	Sergeant	\$103,725.37	\$313.13
WARD	PAUL S.	Detective	\$125,403.72	\$306.12
WARD	VANESSA E.	Detective	\$112,633.65	\$310.12
WARDLE	WILLIAM C.	Staff Inspector	\$134,716.69	\$9,417.44
WARR	ANTHONY JOHN	Deputy Chief	\$217,452.59	\$17,009.55
WATERS	JASON ROY	Detective	\$103,194.77	\$298.13
WATSON	IAN ANDREW	Police Constable	\$101,785.37	\$275.77
WATTS	STEVEN MARK	Detective	\$117,943.59	\$306.12
WAUCHOPE	LIAM	Police Constable	\$101,207.67	\$276.87
WEBSTER	DAVID GREGORY	Detective	\$106,439.96	\$306.12
WEHBY	PETER MICHAEL	Sergeant	\$104,448.07	\$294.11
WEIDMARK	ARTHUR S.	Inspector	\$127,857.85	\$565.00
WEST	JACK A.	Sergeant	\$112,762.13	\$313.13
WHALEN	ROBERT E.	Detective	\$105,885.92	\$306.12
WHEALY	GORDON R.	Staff Sergeant	\$108,464.54	\$344.07
WHEELER	CHRISTOPHER J.	Police Constable	\$107,252.84	\$271.75
WHITE	CHRISTOPHER W.	Superintendent	\$145,380.43	\$12,581.73
WHITE	CRISALIDA MARIE	Manager, Staffing & Recruitment	\$124,935.92	\$565.30
WHITE	DEIDRA DENISE	Manager, Customer Service	\$127,929.18	\$580.15
WHITE	JOHN A.	Detective Sergeant	\$111,033.42	\$344.07
WHITE	KEVIN B.	Sergeant	\$138,249.76	\$313.13
WHITE	MARILYN EDNA	Sergeant	\$102,303.91	\$313.13
WHITE	RUTH W.	Superintendent	\$145,380.43	\$13,393.63
WHITEFIELD	RONALD A.	Inspector	\$127,862.24	\$565.00
WHITLA	RONALD G.	Detective	\$105,898.77	\$313.13
WHITTEMORE	SCOTT F.	Detective	\$113,550.00	\$306.12
WHITTLE	ROY	Staff Inspector	\$134,716.69	\$11,823.54
WHITWORTH	ERNEST J.	Staff Sergeant	\$102,286.51	\$336.16
WHYNOT	CARROL ANNE	Senior Corporate Planner	\$124,935.92	\$395.38
WILCOX	JANE E.	Staff Superintendent	\$145,381.24	\$8,220.50
WILEY	JEROME	Criminal and Corporate Counsel	\$171,823.71	\$13,422.26
WILLIAMS	ANTHONY E.	Detective	\$114,333.97	\$317.89
WILLIAMS	CAROL L.	Sergeant	\$101,347.87	\$313.13
WILLIAMS	GHERARDT F.	Detective	\$111,295.91	\$306.12
WILLIAMS	KYLE T.	Detective	\$114,609.76	\$313.13
WILLIAMSON	CHARLES H.	Training Constable	\$102,197.83	\$296.45
WILSON	DAVID W.	Sergeant	\$107,963.91	\$313.13

APPENDIX A

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
WILSON	WARREN A.	Staff Sergeant	\$106,003.92	\$336.78
WINTER	JEFFREY MATTHEW	Police Constable	\$105,935.86	\$273.40
WITTY	EARL D.	Superintendent	\$145,380.51	\$13,175.48
WOJDYLO	HENRYK W.	Sergeant	\$100,380.73	\$313.13
WOLF	RAYMOND C.	Detective	\$105,916.60	\$313.13
WOLLENZIEN	BERNHARD H.	Police Constable	\$115,750.44	\$296.45
WONG	CHUNG MAN	Sergeant	\$111,621.05	\$305.62
WONG	WAN-HOI M.	Police Constable	\$105,860.77	\$271.75
WONG	WINSTON WEI-HON	Training Constable	\$108,179.18	\$280.23
WOO	CHI SHING	Senior Programmer, Information Technology Services	\$101,654.01	\$262.41
WOOD	JOHN ALAN	Police Constable	\$102,964.33	\$263.61
WOODHOUSE	MARTIN E.	Detective	\$160,671.52	\$313.13
WOODLEY	DAVID R.	Staff Sergeant	\$114,233.54	\$344.07
WOOKEY	CHARLES B.	Detective	\$109,915.78	\$306.12
WOOLLEY	RAYMOND W.	Police Constable	\$100,304.65	\$278.36
WORDEN	PAUL HAMILTON	Detective	\$110,487.90	\$306.12
WORRELL	PHILIP Q.	Sergeant	\$102,727.20	\$302.13
WORTH	DARREN	Detective	\$103,909.71	\$298.13
WORTH	KANE WILSON	Sergeant	\$107,497.19	\$306.12
WRIGHT	JAMES A.	Police Constable	\$103,843.36	\$296.45
WRIGHT	LESTER R.	Detective	\$112,515.05	\$313.13
WRIGHT	REGINALD GEORGE	Detective	\$123,008.62	\$313.13
YANG	YANJIAO	Enterprise Data Architect	\$116,066.21	\$373.64
YEANDLE	KIMBERLEY A.	Inspector	\$127,862.24	\$565.00
YEO	DARREN ROY	Sergeant	\$104,179.04	\$282.91
YOUNG	BLAIN D.	Sergeant	\$113,798.97	\$306.12
YOUNG	CRAIG S.	Staff Sergeant	\$102,264.78	\$336.16
YOUNG	DEREK H.	Detective	\$111,792.29	\$313.13
YOUNG	RONALD S.	Detective	\$107,627.61	\$313.13
YOUNG	WARREN H.	Detective	\$109,759.34	\$306.12
YU	CLIFFORD T.	Police Constable	\$114,166.70	\$275.64
YUEN	PETER C.	Inspector	\$127,862.24	\$395.08
ZAMBRI	CARMELO	Detective	\$114,219.44	\$306.12
ZAMMIT	JEFFREY J.	Sergeant	\$122,093.86	\$306.12
ZAMPARO	DANIEL VALENTINO	Police Constable	\$105,943.32	\$278.02
ZARB	RAYMOND J.	Detective Sergeant	\$109,095.91	\$344.07
ZELENY	JOHN DARYN	Detective	\$101,637.69	\$306.12
ZIELENIOWSKI	STANLEY	Police Constable	\$108,964.79	\$278.36
ZUBAIR	MOHAMMAD	Police Constable	\$101,453.32	\$255.51
ZUBEK	JOSEPH C.	Staff Sergeant	\$105,468.77	\$344.07
ZYCH	STEFAN F.	Police Constable	\$118,852.27	\$278.36

APPENDIX B

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
BLAIR	WILLIAM STERLING	Chief of Police	\$309,491.19	\$1,697.57
VENEZIANO	TONY	Chief Administrative Officer	\$217,587.74	\$10,960.91
DERRY	KIM WALTER	Deputy Chief	\$217,452.59	\$14,676.27
FORDE	KEITH LIVINGSTONE	Deputy Chief	\$217,452.59	\$18,021.15
WARR	ANTHONY JOHN	Deputy Chief	\$217,452.59	\$17,009.55
ASHMAN	AILEEN ALBERTA	Director, Human Resources Management	\$174,267.75	\$797.55
SLOLY	PETER JOHN	Deputy Chief	\$173,865.92	\$540.06
FITZSIMONS	LEONARDA BRENDA	Telephone Console Operator	\$173,543.03	\$46.31
WILEY	JEROME	Criminal and Corporate Counsel	\$171,823.71	\$13,422.26
THOMPSON	MICHAEL B.	Police Constable	\$168,928.21	\$275.14
WOODHOUSE	MARTIN E.	Detective	\$160,671.52	\$313.13
CRISTOFARO	ANGELO	Director, Finance and Administration	\$156,917.08	\$716.11
GIANNOTTA	CELESTINO P.	Director, Information Technology Services	\$156,917.08	\$716.11
KIJEWSKI	KRISTINE JEAN	Director, Corporate Services	\$156,917.08	\$716.11
PUGASH	MARK	Director, Corporate Communications	\$156,917.08	\$8,833.29
VIPARI	CAROL MARIE	Corporate Psychologist	\$156,917.08	\$716.11
CORRIE	ANTHONY DOUGLAS	Staff Superintendent	\$156,916.86	\$10,001.18
FEDERICO	MICHAEL G.	Staff Superintendent	\$156,916.86	\$8,829.79
GAUTHIER	RICHARD J.	Staff Superintendent	\$156,916.86	\$10,164.91
MCGUIRE	JEFFREY L.	Staff Superintendent	\$156,916.86	\$9,450.43
FORESTALL	GREGORY M.	Sergeant	\$152,491.17	\$291.70
DE CAIRE	GLENN P.	Staff Superintendent	\$151,599.95	\$9,209.45
STRATFORD	IAN M.	Staff Sergeant	\$148,421.11	\$343.29
BARSKY	MICHAEL STEVEN	Detective Sergeant	\$147,848.51	\$309.66
PELLETIER	CHRISTIAN JOSEPH	Police Constable	\$147,355.00	\$255.51
MOREIRA	PETER MICHAEL	Detective Sergeant	\$146,659.25	\$336.16
WALLACE	JAMES W.	Police Constable	\$145,897.95	\$278.36
SMITH	FREDERICK D.	Staff Superintendent	\$145,791.31	\$13,784.97
CAMPBELL	JOANNE ELIZABETH	Executive Director, Police Services Board	\$145,506.98	\$463.35
BLACK	MARINELLA ONDINA	Manager, Compensation and Benefits	\$145,506.65	\$662.10
FARRAR	MICHAEL E.	Superintendent	\$145,393.75	\$10,273.13
WILCOX	JANE E.	Staff Superintendent	\$145,381.24	\$8,220.50
WITTY	EARL D.	Superintendent	\$145,380.51	\$13,175.48
CENZURA	KENNETH MICHAEL	Superintendent	\$145,380.43	\$9,942.88
CLARKE	ROBERT W.	Superintendent	\$145,380.43	\$9,910.29
FERGUSON	HUGH J.	Superintendent	\$145,380.43	\$13,830.23
FERNANDES	SELWYN JOHN	Superintendent	\$145,380.43	\$6,622.34
GAUTHIER	HELEN DIANE	Superintendent	\$145,380.43	\$10,824.31
GOTTSCHALK	PAUL JAMES	Superintendent	\$145,380.43	\$14,358.23
MCILHONE	THOMAS P.	Superintendent	\$145,380.43	\$12,752.73
QUALTROUGH	ROBERT G.	Superintendent	\$145,380.43	\$7,320.93
RAMER	DONALD J.	Superintendent	\$145,380.43	\$8,523.93
RYAN	ERNEST WESLEY	Superintendent	\$145,380.43	\$9,875.11

APPENDIX B

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
STUBBINGS	RICHARD B.	Superintendent	\$145,380.43	\$8,666.39
TAVERNER	RONALD EDWARD	Superintendent	\$145,380.43	\$15,691.12
WHITE	CHRISTOPHER W.	Superintendent	\$145,380.43	\$12,581.73
WHITE	RUTH W.	Superintendent	\$145,380.43	\$13,393.63
HENDERSON	NORMAN GEORGE	Administrator, Fleet and Materials Management	\$145,371.53	\$661.38
KIM	SANG-RAE SAM	Manager, Enterprise Architecture	\$145,371.53	\$661.38
STRONACH	MICHELLE LOUISE	Manager, Program Management Office, Information Technology Services	\$145,371.53	\$463.35
HEWITT	STEPHEN MARK	Police Constable	\$145,055.38	\$263.61
SMOLLET	BRODY B.	Superintendent	\$144,717.97	\$11,404.76
SANDERS	NEIL GREGORY	Police Constable	\$144,361.63	\$263.61
COHEN	ALAN LAWRENCE	Police Constable	\$143,768.30	\$263.61
FERNANDES	CYRIL R.	Superintendent	\$143,322.45	\$16,800.03
GREENWOOD	KIMBERLEY SARA	Superintendent	\$143,322.45	\$9,159.03
ROSENBERG	HOWARD M.	Police Constable	\$142,242.45	\$271.75
BEVERS	DONALD A.	Manager, Corporate Planning	\$142,214.08	\$647.46
VIRANI	ABDULHAMEED K.	Police Constable	\$141,456.96	\$271.75
PHILIPSON	GRAEME M.	Sergeant	\$141,292.26	\$306.12
GIROUX	GARY J.	Detective Sergeant	\$140,293.25	\$344.07
MADEIRA	EDUARDO R.	Police Constable	\$139,881.31	\$278.36
DICK	JANE E.	Deputy Chief	\$139,851.98	\$8,624.80
GETTY	GREGORY J.	Superintendent	\$139,539.58	\$13,805.49
FENTON	DAVID M.	Superintendent	\$139,519.18	\$11,165.80
DIAZ	PEDRO EDUARDO	Detective	\$139,120.96	\$306.12
HEWNER	ELIZABETH JANINE	Manager, Budgeting and Control	\$138,681.80	\$630.48
MOMENI	ORANG	Sergeant	\$138,528.79	\$298.13
WHITE	KEVIN B.	Sergeant	\$138,249.76	\$313.13
FITZGERALD	THOMAS A.	Superintendent	\$138,247.44	\$9,066.92
KIM	MIN CHUL	Police Constable	\$138,232.31	\$263.61
IRELAND	MORGAN HARRIS	Police Constable	\$137,413.05	\$263.61
O'BRIEN	KENNETH G.	Police Constable	\$137,187.51	\$278.36
DIGIOVANNI	GIUSEPPE	Detective	\$137,062.56	\$306.12
MARTIN-DOTO	CATHERINE ANN	Corporate Psychologist	\$136,685.82	\$622.05
CRISTIANO	GUIDO P.	Police Constable	\$136,215.86	\$278.36
CANEPÀ	ANTONIO	Police Constable	\$136,170.87	\$296.45
SUDDÉS	KEVIN J.	Staff Sergeant	\$135,535.86	\$344.07
PALERMO	MICHAEL ANGELO	Sergeant	\$134,803.65	\$297.49
BEERS	CLAY ALBERT	Manager, Radio and Electronics Services	\$134,747.08	\$427.86
CALIFARETTI	SANDRA ANGELA	Manager, Financial Management	\$134,747.08	\$427.86
CURTIN	HELEN MARGARET	Manager, Information Technology Governance	\$134,747.08	\$427.86
GROSS	PAVEL.	Manager, Information Systems	\$134,747.08	\$611.82
LAWRENCE	CHARLES ALBERT	Manager, Training and Development	\$134,747.08	\$611.82
SANDEMAN	JOHN MICHAEL	Manager, Video Services	\$134,747.08	\$611.82
STYRA	DANA TERESE	Manager, Quality Assurance	\$134,747.08	\$611.82

APPENDIX B

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
WALKER	JEROME	Manager, Communication and Systems Operations	\$134,745.49	\$427.86
BREEN	FRANCIS R.	Staff Inspector	\$134,716.69	\$7,845.03
BYRNES	ELIZABETH A.	Staff Inspector	\$134,716.69	\$8,253.77
CAMPBELL	DONALD ALEXANDER	Staff Inspector	\$134,716.69	\$14,246.60
CRAWFORD	CHRISTIAN B.	Staff Inspector	\$134,716.69	\$12,340.75
GROSVENOR	SUSAN S.	Staff Inspector	\$134,716.69	\$14,706.27
HARRIS	STEPHEN ARTHUR	Staff Inspector	\$134,716.69	\$13,019.39
HAYES	DANIEL A.	Staff Inspector	\$134,716.69	\$9,867.34
MARKS	DAVID R.	Staff Inspector	\$134,716.69	\$12,835.50
MCLEOD	VERNETT D.	Staff Inspector	\$134,716.69	\$13,394.03
SINCLAIR	LARRY WILLIAM	Staff Inspector	\$134,716.69	\$7,601.48
WARDLE	WILLIAM C.	Staff Inspector	\$134,716.69	\$9,417.44
WHITTLE	ROY	Staff Inspector	\$134,716.69	\$11,823.54
RUFFOLO	FRANK	Staff Inspector	\$134,716.35	\$10,539.55
RAMPRASHAD	DWARKH	Police Constable	\$134,713.46	\$271.75
LENNOX	PETER E.	Staff Inspector	\$134,711.93	\$10,547.46
RUSSELL	THOMAS R.	Superintendent	\$134,104.95	\$12,234.77
REDDEN	JEFFREY A.	Sergeant	\$133,767.13	\$307.52
RAMJATTAN	RAMNARINE	Detective	\$132,844.93	\$306.12
TANOUE	JOHNNY K.	Superintendent	\$132,815.51	\$10,402.45
TRAMONTOZZI	NUNZIATO D.	Detective	\$132,095.72	\$306.12
BORTKIEWICZ	CHRISTINE	Manager, Occupational Health and Safety	\$131,948.09	\$599.43
SHEPPARD	DANIEL J.	Detective Sergeant	\$131,805.50	\$344.07
CARBONE	MIKE	Detective	\$130,956.97	\$312.20
MULLEN	MICHAEL JEFFERY	Police Constable	\$130,835.81	\$280.23
HAGERMAN	DAVID K.	Police Constable	\$130,661.03	\$271.75
BRYSON	LAWRENCE NEIL	Staff Sergeant	\$130,580.79	\$344.07
COOK	RUSSELL E.	Staff Sergeant	\$130,170.59	\$344.07
EVANS	BRYCE V.	Staff Inspector	\$130,130.93	\$10,454.14
MARTIN	KATHRYN	Staff Inspector	\$130,129.89	\$6,748.41
EARL	MICHAEL J.	Staff Inspector	\$130,081.51	\$10,395.88
FAUL	LEONARD S.	Inspector	\$130,077.04	\$565.17
DI TOMMASO	MARIO	Staff Inspector	\$130,058.25	\$11,813.84
IDSINGA	HANK I.	Detective	\$129,949.57	\$306.12
BLAIR	JEFFREY KELVIN	Police Constable	\$129,836.17	\$263.61
BATES	WAYNE EDWARD	Detective	\$129,812.51	\$313.13
COSTABILE	GINO	Police Constable	\$129,603.72	\$271.75
HAYWARD	MARK E.	Sergeant	\$129,587.84	\$313.13
BRAMMALL	MICHAEL R.	Detective	\$129,545.96	\$306.12
CODE	PETER A.	Detective Sergeant	\$129,519.32	\$309.66
GLANCY	DAVID M	Police Constable	\$129,478.24	\$271.75
MEECH	RAYMOND JOHN	Sergeant	\$129,286.22	\$306.12
DAVIS	SHARON A.	Staff Sergeant	\$129,120.04	\$344.07

APPENDIX B

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
IZZETT	STEVEN R.	Staff Inspector	\$129,081.69	\$5,730.90
HARMSSEN	PETER R.	Detective	\$128,887.92	\$313.13
RICCIARDI	MARCO	Police Constable	\$128,878.01	\$271.21
PAPADOPOULOS	KYRIAKOS	Police Constable	\$128,659.78	\$261.31
DAL GRANDE	MAURO ANGELO	Police Constable	\$128,490.67	\$271.75
CHURKOO	DOODNATH DEODATH	Sergeant	\$128,411.14	\$298.13
JOHNSTON	ROBERT BRUCE	Inspector	\$127,979.20	\$565.00
WHITE	DEIDRA DENISE	Manager, Customer Service	\$127,929.18	\$580.15
SCAVONE	GABRIELE	Police Constable	\$127,925.27	\$278.36
BOYD	EDWARD P.	Inspector	\$127,862.24	\$565.00
BROWN	DAVID W.	Inspector	\$127,862.24	\$565.00
BUTTON	BERNADETTE M.	Inspector	\$127,862.24	\$395.08
DALGARNO	GORDON J.	Inspector	\$127,862.24	\$565.00
ELLISON	WILLIAM N.	Inspector	\$127,862.24	\$565.00
FRANKS	RANDY W.	Inspector	\$127,862.24	\$565.00
GENNO	ROBERT E.	Inspector	\$127,862.24	\$565.00
GRADY	DOUGLAS W.	Inspector	\$127,862.24	\$565.00
HOLT	GLENN D.	Inspector	\$127,862.24	\$565.00
JONES	GORDON A.	Inspector	\$127,862.24	\$565.00
KUCK	HEINZ A.	Inspector	\$127,862.24	\$565.00
MCCORMACK	DAVID J.	Inspector	\$127,862.24	\$565.00
MCLANE	GREGORY C.	Inspector	\$127,862.24	\$565.00
MEMME	NICOLAS	Inspector	\$127,862.24	\$565.00
METCALFE	MARY L.	Inspector	\$127,862.24	\$565.00
NEADLES	WILLIAM T.	Inspector	\$127,862.24	\$565.00
O'CONNOR	BRIAN F.	Inspector	\$127,862.24	\$395.08
PRESTON	DEBRA A.	Staff Inspector	\$127,862.24	\$1,112.08
SNEDDON	GORDON D.	Inspector	\$127,862.24	\$565.00
VORVIS	PAUL J.	Inspector	\$127,862.24	\$565.00
WHITEFIELD	RONALD A.	Inspector	\$127,862.24	\$565.00
YEANDLE	KIMBERLEY A.	Inspector	\$127,862.24	\$565.00
YUEN	PETER C.	Inspector	\$127,862.24	\$395.08
ELEY	STUART K.	Inspector	\$127,861.20	\$395.08
SAUNDERS	DAVID B.	Inspector	\$127,858.25	\$565.00
FERNANDES	CHRISTOPHER	Inspector	\$127,857.85	\$565.00
WEIDMARK	ARTHUR S.	Inspector	\$127,857.85	\$565.00
CHIASSON	MARCEL ANDRE	Detective	\$127,784.05	\$306.12
DEY	ROBIN HUGH	Detective	\$127,725.93	\$306.12
SKUBIC	FRANK	Detective Sergeant	\$127,704.53	\$344.07
BOCKUS	CORY L.	Inspector	\$127,588.30	\$394.70
MELOCHE	SHAWN RONALD	Staff Sergeant	\$127,410.53	\$336.16
NIELSEN	DANIEL A.	Detective Sergeant	\$127,168.22	\$344.07
CORRIGAN	NEIL DAVID	Inspector	\$127,025.02	\$562.03

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
HENKEL	HEINZ R.	Detective	\$126,693.55	\$306.12
BROWNE	TERRENCE P.	Detective Sergeant	\$126,654.13	\$336.16
BEAVEN-DESJARDINS	JOANNA RUTH	Inspector	\$126,571.09	\$525.88
BOYCE	JOHN B.	Staff Sergeant	\$126,546.06	\$344.07
BURKS	CHARLES DEAN	Detective Sergeant	\$126,543.95	\$336.16
SAUNDERS	MARK A.	Inspector	\$126,526.48	\$391.24
MUNROE	KELLY BRUCE	Police Constable	\$126,524.86	\$278.36
MEISSNER	GERHARD P.	Inspector	\$126,506.80	\$556.75
VAN SETERS	PAUL J.	Police Constable	\$126,469.34	\$278.36
GILBERT	SCOTT S.	Inspector	\$126,058.94	\$556.75
HARRIS	DEBBIE A.	Detective	\$125,631.19	\$313.13
WARD	PAUL S.	Detective	\$125,403.72	\$306.12
ROSS	DANIEL R.	Detective	\$125,254.37	\$276.61
AUDETTE	DAVID FRANCIS	Police Constable	\$125,097.65	\$271.75
BAPTIST	ROBERT SCOTT	Inspector	\$125,086.17	\$552.79
BERGEN	FRANCIS D.	Inspector	\$125,078.51	\$552.79
ROBERTS	SCOTT I.	Staff Sergeant	\$125,062.03	\$344.07
ELLIS	MICHAEL DAVID	Manager, Facilities Management	\$124,935.92	\$565.30
SMITH	MICHAEL WAYNE	Manager, Equipment and Supply	\$124,935.92	\$565.30
WHITE	CRISALIDA MARIE	Manager, Staffing & Recruitment	\$124,935.92	\$565.30
WHYNOT	CARROL ANNE	Senior Corporate Planner	\$124,935.92	\$395.38
MARTINO	JOSEPH LOUIS	Manager, Purchasing Support Services	\$124,934.57	\$565.30
RATHBONE	MELANIE LYNN	Police Constable	\$124,864.37	\$263.61
DZIEMIANKO	STAI SLAW T.	Police Constable	\$124,647.97	\$296.45
GIBSON	ANDREW NEIL	Detective	\$124,233.98	\$306.12
ROSE	DOUGLAS GRANT	Sergeant	\$124,137.77	\$306.12
ANAND	ANIL	Inspector	\$124,126.34	\$385.92
MORRIS	NICKOLAS JOSEPH	Police Constable	\$124,089.96	\$278.36
GALLANT	TIMOTHY J.	Detective	\$124,028.06	\$306.12
MARGETSON	JOHN R.	Detective	\$123,930.93	\$306.12
MCCULLOUGH	DAVID A.	Police Constable	\$123,829.32	\$278.36
HUSSEIN	RIYAZ J.	Staff Sergeant	\$123,663.91	\$336.16
HARNETT	ROBERT D.	Detective	\$123,444.43	\$306.12
ELFORD	WILLIAM CHARLES	Police Constable	\$123,250.51	\$278.36
GROSS	KIMBERLY A.	Detective	\$123,153.91	\$310.12
RANDLE	MARK RICHARD	Detective	\$123,146.21	\$313.13
COOKE	LEE SCOTT	Police Constable	\$123,075.81	\$261.31
WRIGHT	REGINALD GEORGE	Detective	\$123,008.62	\$313.13
CECILE	GLEN W.	Sergeant	\$122,635.76	\$306.12
GRAY	PAULINE A.	Detective Sergeant	\$122,563.55	\$336.16
ERVICK	DALE M.	Detective Sergeant	\$122,437.06	\$344.07
QUAN	DOUGLAS C.	Inspector	\$122,333.56	\$489.56
GOEBELL	NAD R.	Police Constable	\$122,302.90	\$278.36

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
DI PASSA	DOMENICO	Detective	\$122,220.24	\$306.12
ZAMMIT	JEFFREY J.	Sergeant	\$122,093.86	\$306.12
CAMPOLI	STEVEN ROBERT	Police Constable	\$121,984.99	\$273.40
BARWELL	DAVID ERIC	Detective	\$121,934.22	\$313.13
BASS	LORNE WILLIAM	Police Constable	\$121,833.66	\$278.36
GRIFFITHS	DAVID H.	Detective	\$121,707.40	\$312.20
LITTLE	ARTHUR	Inspector	\$121,516.58	\$512.78
SHANK	RICHARD T.	Detective	\$121,160.11	\$306.12
HUNT	GLEN STEPHEN	Police Constable	\$121,055.49	\$271.75
OUELLETTE	DAVID MARK	Police Constable	\$121,024.55	\$280.23
BOBBIS	RICHARD ROBERT	Sergeant	\$120,694.49	\$298.13
RIVIERE	ANTHONY FRANCIS	Inspector	\$120,677.47	\$500.16
GOH	ANDRE PIERRE	Manager, Human Rights and Employment Equity	\$120,537.98	\$381.80
KAY	COLIN D.	Detective	\$120,498.55	\$313.13
NORTHROP	JEFFREY JOHN	Police Constable	\$120,478.77	\$274.45
LI	ROBERT CHAK	Police Constable	\$120,405.51	\$255.51
SMIT	BRIAN JOHN	Sergeant	\$120,250.40	\$313.13
VAN SCHUBERT	KEVIN JOHN	Sergeant	\$120,188.59	\$306.12
SPURLING	PETER R.	Sergeant	\$120,153.99	\$313.13
GICZI	JIM FRANK	Detective	\$120,131.89	\$306.12
PRAVICA	DUSAN DAN	Detective	\$120,085.23	\$298.13
ONG	RHOEL VILLEGAS	Police Constable	\$120,011.47	\$266.87
NIELSEN	CHRISTIAN HINGE	Manager, Shop Operations	\$119,676.21	\$379.00
DUNSTAN	DOUGLAS F.	Detective	\$119,352.26	\$313.13
GRINTON	GARY E.	Detective Sergeant	\$119,320.08	\$344.07
LUFF	DANIEL J.	Detective	\$119,292.82	\$313.13
SMITH	RANDOLPH W.	Inspector	\$119,241.67	\$502.18
TANGHE	LAWRENCE C.	Police Constable	\$119,160.22	\$278.36
BELLION	LAURENT HUGUES	Police Constable	\$119,146.86	\$258.44
SANSOM	DOUGLAS P.	Detective	\$119,025.91	\$313.13
SADLER	STEPHEN T.	Sergeant	\$118,878.56	\$306.18
ZYCH	STEFAN F.	Police Constable	\$118,852.27	\$278.36
STINSON	ANDREW GORDON	Detective	\$118,824.27	\$298.13
HARRIS	DAVID C.	Detective	\$118,687.77	\$312.20
MCDONALD	ROBERT JAMES	Police Constable	\$118,681.56	\$255.51
CARTER	MAXWELL	Staff Sergeant	\$118,651.64	\$344.07
PAGE	HOWARD A.	Inspector	\$118,604.57	\$344.07
HAINES	KEITH I.	Staff Sergeant	\$118,519.72	\$344.07
CARTER	RANDOLPH M	Inspector	\$118,492.24	\$382.15
MCMANUS	MICHAEL D.	Sergeant	\$118,382.49	\$313.13
NICOL	BRETT DONALD	Detective	\$118,351.85	\$298.13
ABDEL-MALIK	MAHER	Police Constable	\$118,336.26	\$280.23
KIS	ANDREW	Detective	\$118,318.99	\$313.13

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
GRAY	GLENN T.	Staff Sergeant	\$118,165.42	\$344.07
FOWLER	WAYNE LEONARD	Detective	\$118,050.65	\$306.12
CRONE	TIMOTHY A.	Staff Sergeant	\$117,986.21	\$336.16
WATTS	STEVEN MARK	Detective	\$117,943.59	\$306.12
JOHNSON	ROBERT E.	Detective Sergeant	\$117,942.93	\$336.16
SANDFORD	JUDY MARY	Manager, Records Management	\$117,920.85	\$529.29
BERNARDO	ISRAEL FARIA	Detective	\$117,856.06	\$298.13
IRISH	TIMOTHY GARNET	Sergeant	\$117,813.90	\$306.12
RAPSON	BRIAN J.	Police Constable	\$117,794.16	\$278.36
BORG	BRIAN A.	Detective Sergeant	\$117,790.27	\$344.07
FERGUSON	SCOTT CAVANAGH	Detective	\$117,694.15	\$306.12
GOUTHRO	CRAIG JOSEPH	Sergeant	\$117,687.09	\$306.12
NEWTON	DEEDEE A.	Detective	\$117,670.69	\$306.12
CHUDOBA	MYRON S.	Detective	\$117,526.78	\$310.12
BOYLE	KENNETH W.	Detective Sergeant	\$117,503.25	\$344.07
LAWSON	JAMES THOMAS	Sergeant	\$117,491.85	\$313.13
GIANCOLA	FRANCESCO	Detective	\$117,477.92	\$313.13
SINOPOLI	DOMENIC	Detective	\$117,415.97	\$306.12
COSENTINO	SALVATORE	Detective Sergeant	\$117,338.70	\$340.19
MAHONEY	SHAWN	Detective	\$117,211.31	\$306.12
BOYCE	RONALD V.	Staff Sergeant	\$117,208.32	\$318.05
BOWMAN	BRIAN K.	Staff Sergeant	\$116,965.71	\$337.02
MCNEILLY	JOSEPH GORDON	Detective	\$116,955.70	\$313.13
JACOB	TIMOTHY ALFRED	Detective	\$116,903.09	\$306.12
BOND	MARLIN R.	Sergeant	\$116,832.12	\$306.12
TRACY	STEVEN J.	Detective Sergeant	\$116,788.81	\$338.33
BARNARD	DOUGLAS FRANK	Police Constable	\$116,785.29	\$296.45
BANKS	WAYNE MICHAEL	Detective Sergeant	\$116,752.82	\$316.72
REID	JONATHAN DOUGLAS	Sergeant	\$116,739.26	\$302.82
BALINT	MICHAEL ANDREW	Detective	\$116,710.91	\$298.13
MATTHEWS	JOSEPH BLAKE	Detective	\$116,699.55	\$306.12
CHOW	HAROLD	Sergeant	\$116,592.48	\$306.12
ROBINSON	DANIEL A.	Detective	\$116,566.50	\$306.12
GEE	WILLIAM EDWARD	Police Constable	\$116,548.37	\$255.51
JOHNSTONE	TIMOTHY J.	Detective	\$116,545.34	\$313.13
SOVA	DANIEL G.	Sergeant	\$116,490.56	\$306.12
DELPOR	MICHAEL P.	Police Constable	\$116,414.16	\$296.45
BISHOP	STEPHEN R.	Detective	\$116,325.23	\$313.13
FERGUSON	STEPHEN W.	Detective	\$116,300.59	\$313.13
LALLA	LESTER ROYSON	Police Constable	\$116,121.35	\$268.75
PETRIE	RICHARD J.	Detective	\$116,095.98	\$306.12
YANG	YANJIAO	Enterprise Data Architect	\$116,066.21	\$373.64
LEONE	MICHIELE MARIO	Detective	\$115,961.60	\$306.12

APPENDIX B

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
STEHOUWER	PETER	Sergeant	\$115,809.50	\$313.13
LAI	VICTOR TZE-KAU	Police Constable	\$115,796.35	\$263.61
WOLLENZIEN	BERNHARD H.	Police Constable	\$115,750.44	\$296.45
DUFFUS	RICHARD HUGH	Sergeant	\$115,626.51	\$302.13
PARTRIDGE	FRANK E.	Staff Sergeant	\$115,573.69	\$344.07
GALLANT	ROBERT K.	Detective	\$115,509.17	\$313.13
SWEENIE	PAUL MARTIN	Sergeant	\$115,427.77	\$298.13
BROWN	TERESA ANN	Alarms Information Clerk	\$115,403.10	\$211.68
HOWARD	ELDON C.	Police Constable	\$115,394.01	\$278.36
BRIGGS	IAN C.	Detective	\$115,329.68	\$313.13
NUNES	MARIA Z.	Police Constable	\$115,275.41	\$288.47
MACINTYRE	BRIAN PAUL	Detective Sergeant	\$115,256.35	\$336.16
BROADFOOT	ALEXANDER F.	Detective	\$115,206.33	\$306.12
BOUCHER	ROBERT DANIEL	Detective	\$115,164.40	\$306.12
BABIAR	JOHN JAMES	Detective Sergeant	\$115,150.22	\$337.71
BIRRELL	JOHN THOMAS	Police Constable	\$115,104.79	\$288.47
KYRIACOU	SAVAS	Detective Sergeant	\$115,026.95	\$344.07
MAISONNEUVE	DANIEL	Sergeant	\$114,951.62	\$306.12
JOHNSTON	JEFFREY M.	Police Constable	\$114,909.37	\$295.46
SAN PEDRO	MANUEL D.	Police Constable	\$114,904.69	\$307.65
MURPHY	LIAM F.	Police Constable	\$114,863.89	\$275.64
MCLANE	JAMES RUSSELL	Detective	\$114,850.37	\$306.12
LAKEY	WAYNE L.	Sergeant	\$114,777.05	\$306.12
VERWEY	ALBERT J.	Detective	\$114,734.06	\$313.13
COSTA	ANGELO	Sergeant	\$114,642.94	\$309.14
LANE	ARTHUR G.	Police Constable	\$114,633.88	\$296.45
WILLIAMS	KYLE T.	Detective	\$114,609.76	\$313.13
TULIPANO	ROSARIO A.	Staff Sergeant	\$114,604.50	\$344.07
ALLINGTON	JEFFREY SCOTT	Detective	\$114,569.52	\$298.13
LLOYD	BRADFORD C.	Detective	\$114,551.58	\$306.12
HORNER	GAVIN A.	Detective	\$114,509.06	\$306.12
RADIX	BRENDA REBECCA	Manager, Property and Evidence Management	\$114,495.96	\$516.15
KOFLER	RUDOLPH	Sergeant	\$114,483.85	\$313.13
BARREDO	FRANCISCO JAVIER	Staff Sergeant	\$114,470.30	\$340.19
SCHNEIDER	ANDREW H.	Staff Sergeant	\$114,462.87	\$344.07
HANS	DALJIT S.	Sergeant	\$114,459.82	\$306.12
NAKADA	MASAKI M.	Police Constable	\$114,459.34	\$306.42
HARGAN	ROBERT B.	Sergeant	\$114,422.06	\$313.13
WILLIAMS	ANTHONY E.	Detective	\$114,333.97	\$317.89
ESCUDERO WHU	TSUI-CHEE	Project Leader, Information Technology Services	\$114,317.67	\$326.17
MIRANDA	EDUARDO CANDIDO	Police Constable	\$114,310.94	\$280.23
CLARK	ROY D.	Police Constable	\$114,288.38	\$278.36
PARMAR	MANDEEP SINGH	Police Constable	\$114,288.38	\$256.91

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
RYAN	STEPHEN CHARLES	Detective Sergeant	\$114,259.78	\$336.16
BRASCA	WALTER A.	Sergeant	\$114,250.62	\$313.13
WOODLEY	DAVID R.	Staff Sergeant	\$114,233.54	\$344.07
ZAMBRI	CARMELO	Detective	\$114,219.44	\$306.12
YU	CLIFFORD T.	Police Constable	\$114,166.70	\$275.64
KEMP	WILLIAM D.	Staff Sergeant	\$114,062.66	\$344.07
RUBBINI	DAVID R.	Police Constable	\$114,046.50	\$278.36
ASSELIN	GLENN ANDRE	Detective	\$114,015.64	\$306.12
JHAJJ	CHARANJIT S.	Police Constable	\$113,890.69	\$271.75
DHALIWAL	SURINDERJIT	Senior Technical Analyst, Information Technology Services	\$113,845.54	\$301.58
KARPOW	PETER	Detective	\$113,830.88	\$313.13
ONYSZKIEWICZ	ANDREW I.	Detective Sergeant	\$113,816.44	\$344.07
YOUNG	BLAIN D.	Sergeant	\$113,798.97	\$306.12
NEAL	PETER C.	Detective	\$113,752.54	\$313.13
BOIS	PAUL ROBERT	Detective	\$113,712.00	\$298.13
COLE	GREGORY L.	Inspector	\$113,690.19	\$344.07
BRYL	BOGUMIL J.	Police Constable	\$113,657.14	\$278.36
KENNEDY	BRUCE A.	Staff Sergeant	\$113,655.17	\$344.07
IRWIN	STEPHEN A.	Detective Sergeant	\$113,633.32	\$344.07
ALBRECHT	IRVIN JOHN	Police Constable	\$113,626.95	\$280.23
MACDONALD	GREGORY D.	Staff Sergeant	\$113,594.95	\$344.07
WHITTEMORE	SCOTT F.	Detective	\$113,550.00	\$306.12
NEEDHAM	ROSS ELLIOTT	Sergeant	\$113,549.07	\$313.13
GERRY	DONALD J.	Detective	\$113,547.50	\$306.12
BATES	SANDY D.	Staff Sergeant	\$113,545.59	\$336.16
MACDONNELL	BRIAN A.	Detective	\$113,530.44	\$306.12
RUTTNER	ALEXANDER H.	Police Constable	\$113,431.66	\$271.75
PEARSON	JEFFREY A.	Sergeant	\$113,417.78	\$313.13
URBANIAK	THOMAS R.	Sergeant	\$113,408.93	\$306.12
VAN ANDEL	PHILLIP GEORGE	Staff Sergeant	\$113,377.32	\$344.07
BELLEC	FRANCOIS MARIE	Police Constable	\$113,373.51	\$273.40
KNAPPER	ROBBERT NICOLAAS	Staff Sergeant	\$113,368.73	\$344.07
RADFORD	BARRY F.	Detective	\$113,353.74	\$306.12
SMISSEN	JOHN MICHAEL	Police Constable	\$113,282.84	\$280.23
HEARD	CHRISTOPHER SHAYNE	Sergeant	\$113,242.97	\$306.12
OBERFRANK	TIMOTHY R.	Detective	\$113,231.15	\$306.12
MCBRIDE	RAYMOND DOUGLAS	Police Constable	\$113,213.82	\$273.40
DA COSTA	ANTONIO NORBERTO	Police Constable	\$113,193.66	\$271.75
TAYLOR	JEFF C.	Police Constable	\$113,164.39	\$278.36
PROCTOR	RICHARD P.	Detective	\$113,139.70	\$306.12
MAC	OVID RUBEN	Police Constable	\$113,119.14	\$263.61
TOMASZEWSKI	MARCIN ROBERT	Police Constable	\$113,119.00	\$250.76
HALL	WILLIAM MICHAEL	Police Constable	\$113,068.11	\$273.40

APPENDIX B

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
MACAULAY	ALEXANDER R.	Detective	\$113,022.92	\$313.13
AZARRAGA	JOSE MATIAS	Detective	\$113,001.29	\$306.12
SCHUEDER	MARK A.	Detective	\$112,985.93	\$313.13
SAMMUT	DAVID B.	Sergeant	\$112,971.24	\$306.12
MURPHY	DANIEL J.	Detective	\$112,899.28	\$313.13
UHRICH	ALLAN JOSEPH	Sergeant	\$112,863.15	\$306.12
JOHNSTON	JOHN DAVID	Police Constable	\$112,852.15	\$280.23
INNES	RONALD V.	Police Constable	\$112,850.13	\$278.36
STROBLE	REUBEN	Detective Sergeant	\$112,828.27	\$336.16
MARCHACK	ROGER A.	Sergeant	\$112,764.38	\$306.12
WEST	JACK A.	Sergeant	\$112,762.13	\$313.13
MORIN	MICHAEL R.	Police Constable	\$112,753.80	\$278.36
KHOW	SIEWING	Counsel	\$112,678.93	\$198.44
LISKA	IRENE	Detective	\$112,664.02	\$310.12
CAMPBELL	EDWARD L.	Detective	\$112,655.32	\$313.13
MARTELLUZZI	CLAUDIO	Sergeant	\$112,643.72	\$298.69
WARD	VANESSA E.	Detective	\$112,633.65	\$310.12
CLARKE	DOUGLAS O.	Police Constable	\$112,627.63	\$296.45
QUINN	MICHAEL MARC	Detective	\$112,626.10	\$298.13
DOMINEY	PAUL LAURIE	Detective	\$112,625.10	\$298.13
TRACEY	MARK ROBERT	Sergeant	\$112,585.40	\$302.13
SPANTON	JOHN W.	Staff Sergeant	\$112,535.90	\$344.07
WRIGHT	LESTER R.	Detective	\$112,515.05	\$313.13
FARRELL	GEORGE J.	Detective Sergeant	\$112,474.12	\$344.07
CONNOR	BRUCE ALEXANDER	Police Constable	\$112,450.89	\$278.02
VERDOOLD	LANCE SCOTT	Police Constable	\$112,449.33	\$271.75
GALLANT	STACY D.	Detective	\$112,419.49	\$306.12
BLAKELEY	JANICE	Sergeant	\$112,405.98	\$313.13
LUM	SOON M.	Police Constable	\$112,366.16	\$275.64
NOLL	CARL J.	Detective Sergeant	\$112,351.88	\$344.07
VIEIRA	ABILIO D.	Staff Sergeant	\$112,308.62	\$344.07
MCCRAN	ROBERT D.	Detective	\$112,303.34	\$313.13
SINGH	AMARJIT PURBA	Police Constable	\$112,257.63	\$271.75
THOMPSON	MARLAND FINLAY	Police Constable	\$112,229.80	\$275.77
VRUNA	MARIA A.	Detective	\$112,163.33	\$306.12
VERSPEETEN	BRADLEY DENNIS	Police Constable	\$112,132.06	\$243.16
GREKOS	MICHAEL	Detective	\$112,115.57	\$306.12
FAIREY	RUSSILL V.	Detective	\$112,107.96	\$313.13
GLAVIN	PHILLIP G.	Sergeant	\$112,018.66	\$313.13
WALLACE	ROBERT BOYD	Police Constable	\$112,008.03	\$273.40
NEALON	DANIEL J.	Detective Sergeant	\$112,003.78	\$344.07
GREIG	ROBERT S.	Detective	\$111,966.78	\$313.13
DRENNAN	CRAIG E.	Detective	\$111,937.09	\$306.12

APPENDIX B

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
SIMPKINS	DAVID	Staff Sergeant	\$111,912.52	\$344.07
HEITZNER	ROBERT MATTHEW	Detective	\$111,912.11	\$306.12
REEVES	LAWRENCE A.	Staff Sergeant	\$111,910.83	\$344.07
TAYLOR	SCOTT DAVID	Police Constable	\$111,844.55	\$275.73
RENNIE	ALEXANDER M.	Detective	\$111,834.26	\$313.13
DUNN	BEVERLY S.	Police Constable	\$111,810.32	\$275.14
YOUNG	DEREK H.	Detective	\$111,792.29	\$313.13
MOORE	BRETT CALVIN	Sergeant	\$111,786.68	\$294.11
HOWELL	JOHN V.	Staff Sergeant	\$111,772.62	\$344.07
MONAGHAN	PATRICK JAMES	Detective Sergeant	\$111,686.02	\$344.07
CLIFFORD	RONALD J.	Detective Sergeant	\$111,685.03	\$344.07
ALEXANDER	DAVID WALTER	Detective	\$111,636.08	\$306.12
WONG	CHUNG MAN	Sergeant	\$111,621.05	\$305.62
NIEZEN	MARK S.	Detective	\$111,530.62	\$313.13
GEORGE	GLEN W.	Sergeant	\$111,516.31	\$313.13
MISTEROWICZ	RICHARD JOHN	Police Constable	\$111,459.84	\$275.61
SUKH	EMMANUEL R.	Police Constable	\$111,425.84	\$278.36
JOHNSTON	CHARLES R.	Detective	\$111,396.23	\$306.12
IHASZ	JOHN CHRISTOPHER	Detective	\$111,374.63	\$313.13
TILLEY	MARK T.	Staff Sergeant	\$111,370.93	\$344.07
ANDRICI	IULIAN	Police Constable	\$111,365.02	\$263.61
CRADDOCK	STEPHEN J.	Sergeant	\$111,361.49	\$306.12
DOHERTY	BRADEN SPENCER	Police Constable	\$111,343.02	\$280.23
FRIMETH	KEVIN DAVID	Detective	\$111,310.77	\$306.12
WILLIAMS	GHERARDT F.	Detective	\$111,295.91	\$306.12
QUALTROUGH	JAMES A.	Detective Sergeant	\$111,274.74	\$344.07
CHILVERS	CHRISTOPHER CLIFFORD	Detective	\$111,233.04	\$298.13
PAK	ANDREW JIN-HO	Police Constable	\$111,216.69	\$273.40
PITTS	REGINALD C.	Staff Sergeant	\$111,204.23	\$344.07
HATHERLY	RANDY B.	Staff Sergeant	\$111,139.52	\$344.07
NOSWORTHY	JUDY E.	Detective	\$111,098.11	\$306.12
LEE	JOHN	Police Constable	\$111,096.98	\$276.17
JOHNSTON	FRANK L.	Staff Sergeant	\$111,094.00	\$344.07
MOI	NATALIE BOBO	Police Constable	\$111,075.74	\$263.61
BURNS	ROBERT G.	Staff Sergeant	\$111,075.12	\$344.07
MI	YAOMING	Senior Technical Analyst, Information Technology Services	\$111,063.30	\$301.58
WHITE	JOHN A.	Detective Sergeant	\$111,033.42	\$344.07
BLACKLOCK	GUY T.	Sergeant	\$111,016.92	\$313.13
TSO	WING-IP V.	Sergeant	\$110,936.34	\$306.12
AIELLO	ANTONIO	Police Constable	\$110,925.20	\$268.23
DECOURCY	JOHN D.	Detective Sergeant	\$110,909.74	\$344.07
DARNBROUGH	DANIEL ROBERT	Detective	\$110,900.59	\$313.13
DALEY	KEVIN O.	Police Constable	\$110,895.44	\$271.75

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
DURHAM	CAMERON EDWARD	Staff Sergeant	\$110,836.22	\$344.07
IRISH	DAVID J.	Detective	\$110,824.48	\$313.13
ADELSON	SANDY	Senior Advisor Policy and Communications, Police Services Board	\$110,817.28	\$348.90
SMITH	STEVEN D.	Detective	\$110,813.23	\$306.12
MCCREADY	WILLIAM B.	Detective Sergeant	\$110,792.65	\$344.07
HARRIS	RICHARD VICTOR	Police Constable	\$110,748.74	\$280.23
FEBBO	OLIVER R.	Detective	\$110,747.62	\$306.12
WALTERS	GREGORY A.	Detective	\$110,723.59	\$306.12
CHAMBERS	COURTNEY A.	Staff Sergeant	\$110,666.42	\$340.81
LENTSCH	PAUL TONY	Sergeant	\$110,654.55	\$290.12
BERG	MICHAEL ANDREW	Police Constable	\$110,651.37	\$261.81
OZKAN	NEDIM	Senior Analyst, Information Technology Services	\$110,641.94	\$301.58
ROSSI	KIMBERLY DAWN	Manager, Parking Support Services	\$110,603.05	\$497.84
ECKLUND	DAVID GRENVILLE	Detective	\$110,574.22	\$298.13
BELANGER	DONALD RENE	Detective	\$110,562.74	\$298.13
TROUP	PETER D	Sergeant	\$110,556.36	\$313.13
CAMPBELL	JOHN DAVID	Senior Administrator, Human Resources	\$110,550.33	\$497.84
CERNOWSKI	ANDREW JOHN	Financial Planner	\$110,550.33	\$497.84
CUNNINGHAM	ROBERT WAYNE	Senior Telecom Engineer	\$110,550.33	\$497.84
GRANT	CINDYLOU CHRISTINA	Project and Policy Co-ordinator	\$110,550.33	\$497.84
MACARAEG	JUANITA	Senior Advisor, Quality Assurance	\$110,550.33	\$497.84
NGAN	EDWARD SHING-KEUNG	Senior Advisor, Quality Assurance	\$110,550.33	\$497.84
PERTA	MARIE CELESTE	Senior Advisor, Human Resources	\$110,550.33	\$497.84
THOMS	HEATHER BERNADETTE	Manager, Computer Operations	\$110,550.33	\$497.84
FIELDING	SHAWN MICHAEL	Police Constable	\$110,548.50	\$255.51
PURCHES	SCOTT ROBERT	Detective	\$110,546.74	\$298.13
SUKUMARAN	RAJEEV P.	Detective	\$110,529.02	\$306.12
CARGILL	PAUL SCOTT	Detective	\$110,518.14	\$306.12
WORDEN	PAUL HAMILTON	Detective	\$110,487.90	\$306.12
HART	DOUGLAS	Detective	\$110,471.19	\$306.12
HIGGINS	PAUL H.	Police Constable	\$110,460.46	\$292.39
KAY	BRIAN J.	Sergeant	\$110,450.45	\$304.84
O'DONOVAN	STEPHEN P.	Sergeant	\$110,411.05	\$313.13
MACDONALD	HECTOR MURDO	Police Constable	\$110,398.61	\$273.13
JAMSHIDI	JOSHUA PAYAM	Sergeant	\$110,381.94	\$298.13
DELLER	GARRY C.	Detective	\$110,378.11	\$313.13
THIBODEAU	JOHN ROBERT	Sergeant	\$110,363.38	\$306.12
SILLIKER	GARRY E.	Staff Sergeant	\$110,323.10	\$344.07
DARBYSHIRE	JAMES EDWARD	Staff Sergeant	\$110,317.17	\$344.07
KENNY	BRIAN J.	Staff Sergeant	\$110,310.17	\$344.07
MATTHEWS	RAYMOND SCOTT	Detective	\$110,301.91	\$313.13
COSTA CORREIA	ZENON PIO	Sergeant	\$110,284.22	\$291.45
MILES	JEREMY OLIVER	Police Constable	\$110,270.53	\$263.85

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
ANDERSON	DONNA TERESA	Operations Supervisor	\$110,230.88	\$255.51
SARDELLA	GLENN DONATO	Sergeant	\$110,211.10	\$282.21
MOLINARO	ANTONIO	Patrol Supervisor, Parking Enforcement	\$110,199.90	\$206.11
MCILWAIN	STEVEN GEORGE	Detective	\$110,175.85	\$306.12
CANNON	MICHAEL J.	Staff Sergeant	\$110,158.78	\$344.07
RICHARDS	CLIVE A.	Staff Sergeant	\$110,145.99	\$344.07
PUTNAM	KIMBERLEY JOAN	Senior Advisor, Quality Assurance	\$110,143.16	\$497.84
SKINNER	KELLY SIMONE	Police Constable	\$110,132.84	\$280.23
BURNSIDE	SEAN KELLY	Police Constable	\$110,132.45	\$255.51
SABADIN	MICHAEL ALEXANDER	Police Constable	\$110,123.04	\$280.23
MACIEK	JOHN D.	Police Constable	\$110,082.69	\$288.47
DUTHIE	ROBERT J.	Sergeant	\$110,082.30	\$313.13
REDICK	REGINALD B.	Staff Sergeant	\$110,042.96	\$344.07
NORRIE	ANDREW W.	Staff Sergeant	\$110,015.18	\$344.07
ANGLE	BRIAN DOUGLAS	Detective	\$109,982.55	\$313.13
MOUNTFORD	GERALD A.	Staff Sergeant	\$109,918.53	\$344.07
WOOKEY	CHARLES B.	Detective	\$109,915.78	\$306.12
NASSIS	PAT P.	Sergeant	\$109,911.26	\$308.04
DAWSON	GEORGE JOSEPH	Staff Sergeant	\$109,887.41	\$344.07
ALPHONSO	WADE LEONARD	Staff Sergeant	\$109,865.21	\$344.07
ECKLUND	ANDREW DOUGLAS	Detective	\$109,837.90	\$298.13
MCLANE	JAMES PETER	Detective Sergeant	\$109,827.71	\$344.07
YOUNG	WARREN H.	Detective	\$109,759.34	\$306.12
BRONSON	SCOTT D.	Detective Sergeant	\$109,717.22	\$344.07
HIGO	TODD ELLIOT	Police Constable	\$109,706.85	\$275.61
MCCUTCHEON	SEAN CAMERON	Police Constable	\$109,702.44	\$280.23
MCKENZIE	PETER SHELDON	Police Constable	\$109,667.41	\$280.23
SCHERK	CHRISTOPHER B.	Detective	\$109,661.42	\$306.12
PAYNE	GREGORY JAMES	Staff Sergeant	\$109,647.77	\$336.16
BAJ	STANISLAW	Sergeant	\$109,634.57	\$313.13
JAMES	ALLISTAIR WINSTON	Police Constable	\$109,607.22	\$280.23
REYNOLDS	STEPHEN THOMAS	Staff Sergeant	\$109,600.94	\$344.07
PARKER	TODD WILLIAM	Police Constable	\$109,518.25	\$269.35
BURROWS	TIMOTHY SCOTT	Sergeant	\$109,518.01	\$306.12
EDGAR	LESLIE ADAM	Police Constable	\$109,511.66	\$280.23
VELAUTHAM	KARTHIGESAN	Detective	\$109,501.93	\$306.12
VILLERS	SCOTT CHARLES	Police Constable	\$109,469.54	\$275.61
SMYTH	CRAIG CHARLES	Supervisor, Video Services	\$109,459.94	\$345.02
MATIC	MICHAEL M.	Staff Sergeant	\$109,430.14	\$344.07
MOLYNEAUX	STEVEN R.	Staff Sergeant	\$109,397.15	\$337.02
BROWNELL	DAVID G.	Detective Sergeant	\$109,356.71	\$344.07
HEALY	MICHAEL DAVID	Detective	\$109,353.10	\$313.13
MILLS	STEVEN W.	Police Constable	\$109,328.60	\$278.36

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
MORRIS	HAROLD L.	Detective	\$109,295.05	\$306.12
JAROSZ	RUSSELL J.	Detective Sergeant	\$109,292.73	\$344.07
SELDON	WILLIAM J.	Detective Sergeant	\$109,275.57	\$344.07
NEBRES	DAREN RAFAEL	Detective	\$109,274.66	\$294.22
COLE	JASON ARTHUR	Detective	\$109,252.83	\$306.12
PRICE	TIMOTHY JOHN	Police Constable	\$109,198.95	\$255.51
LOPES	JUDE ALEXANDER	Detective	\$109,169.35	\$298.13
MADILL	ALLAN NEIL	Sergeant	\$109,165.03	\$306.12
HEMINGWAY	RICHARD F.	Detective Sergeant	\$109,143.16	\$344.07
MANHERZ	JOEL NICHOLAS	Police Constable	\$109,103.13	\$280.23
HEWSON	BROOKE LESLIE	Police Constable	\$109,102.78	\$280.23
THOMAS	CLAUDINE ANNE-MARIE	Sergeant	\$109,098.88	\$306.12
ZARB	RAYMOND J.	Detective Sergeant	\$109,095.91	\$344.07
RALPH	TIMOTHY J.	Sergeant	\$109,088.33	\$313.13
BULIGAN	DENNIS	Staff Sergeant	\$109,086.40	\$344.07
HAMPSON	SCOTT ANDREW	Police Constable	\$109,068.31	\$273.52
JUPP	BRUCE E.	Police Constable	\$109,064.59	\$278.36
NICOLLE	CHAD EDWARD	Sergeant	\$109,039.49	\$293.03
HENRY	ANN-MARIE PATRICIA	Manager, Human Resources Management Systems	\$109,037.49	\$459.57
COWLEY	LAWRENCE F.	Detective Sergeant	\$109,008.04	\$344.07
PIPE	STEPHEN D.	Staff Sergeant	\$109,007.20	\$344.07
NARINE	SHAUN R.	Staff Sergeant	\$108,992.37	\$336.16
ZIELENIEWSKI	STANLEY	Police Constable	\$108,964.79	\$278.36
DUNCAN	PETER	Sergeant	\$108,963.84	\$306.12
MORSE	STEPHEN	Detective Sergeant	\$108,962.46	\$344.07
LAND	STEPHEN P.	Staff Sergeant	\$108,948.15	\$344.07
CHRISTOPOULOS	GEORGE	Communications Co-ordinator	\$108,942.62	\$301.58
SCOTT	ALYN N.	Staff Sergeant	\$108,933.12	\$344.07
STE-CROIX	BRADLEY G.	Police Constable	\$108,931.14	\$288.47
MUNGAL	MATTHEW J.	Sergeant	\$108,899.37	\$306.12
DESILVA	JULIUS THEODORE	Senior Analyst, Information Technology Services	\$108,836.74	\$301.58
SHAW	KATHLEEN J.	Detective	\$108,820.66	\$306.12
CHOE	ROBERT L.	Detective	\$108,817.12	\$298.13
OGG	SHEILA ELIZABETH	Detective	\$108,791.71	\$306.12
RAMSBOTTOM	CHRISTOPHER WILLIAM	Police Constable	\$108,771.72	\$255.51
KRAWCZYK	PAUL THOMAS	Detective	\$108,748.57	\$298.13
MILIC	DANY	Police Constable	\$108,747.38	\$271.75
BENTLEY	CHRISTOPHER JOHN	Police Constable	\$108,736.10	\$275.77
DOVE	BRADLEY P.	Staff Sergeant	\$108,714.16	\$344.07
FRY	RONALD C.	Sergeant	\$108,662.19	\$313.13
BELL	ALAN HENRY	Detective	\$108,639.15	\$313.13
CAISSIE	PAUL J.	Sergeant	\$108,633.48	\$313.13
LEE	NOEL THOMAS	Staff Sergeant	\$108,610.64	\$344.07

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
PEACOCK	JASON ALEXANDER	Police Constable	\$108,595.47	\$280.23
ABDULLA	AL RAHIM	Senior Technical Analyst, Information Technology Services	\$108,574.39	\$292.46
GOSS	GEOFFREY S.	Police Constable	\$108,508.44	\$278.36
SABADICS	DANIEL J.	Staff Sergeant	\$108,487.45	\$336.16
MACKRELL	JAMES M.	Staff Sergeant	\$108,476.61	\$344.07
CAPUTO	JOSEPH	Sergeant	\$108,475.63	\$313.13
WHEALY	GORDON R.	Staff Sergeant	\$108,464.54	\$344.07
KEALEY	DEVIN G.	Staff Sergeant	\$108,455.91	\$344.07
SHIRLOW	ROBERT J.	Detective Sergeant	\$108,450.10	\$344.07
STEWART	TERRY D.	Detective	\$108,441.54	\$313.13
NOLAN	CHARLES D.	Sergeant	\$108,424.71	\$276.61
MCDONALD	JOHN C.	Detective	\$108,368.33	\$313.13
ONZUKA	EDWARD YUJI	Police Constable	\$108,351.10	\$280.23
TURZA	JANICE E.	Sergeant	\$108,320.51	\$313.13
BROWN	JOHN J.	Detective Sergeant	\$108,307.14	\$344.07
GREER	THOMAS ROBERT	Sergeant	\$108,293.28	\$292.47
DEARBORN	ROBERT FREDERICK	Police Constable	\$108,276.52	\$271.75
HICKS	LAWRENCE G.	Sergeant	\$108,238.65	\$313.13
COLE	DONALD M.	Staff Sergeant	\$108,227.66	\$344.07
KAY	WILLIAM DONALD	Police Constable	\$108,214.61	\$263.61
MCKAY	SCOTT D.	Detective	\$108,205.78	\$306.12
BOND	MICHELE LOUISE	Police Constable	\$108,192.87	\$279.61
MUSSO DUARTE	SUSANA	Police Constable	\$108,186.47	\$275.73
JOHNSTON	BRIAN HUGH	Detective	\$108,184.55	\$306.12
WONG	WINSTON WEI-HON	Training Constable	\$108,179.18	\$280.23
AGUIAR	STEVEN CABRAL	Police Constable	\$108,157.12	\$263.61
MURRELL	KEVIN EARL	Staff Sergeant	\$108,148.27	\$344.07
PARENT	SYLVIE MARIE	Detective	\$108,124.29	\$313.13
HILLHOUSE	TODD GARRY	Sergeant	\$108,081.92	\$306.12
GRANT	CHRISTOPHER RICHARD	Police Constable	\$108,059.81	\$275.61
ALPHONSO	MARK ANDREW	Staff Sergeant	\$108,057.17	\$344.07
COWLEY	GEORGE H.	Director, Legal Services	\$108,021.20	\$4,229.51
LYNCH	THOMAS M.	Detective Sergeant	\$108,014.35	\$344.07
GLENDINNING	GREGORY DAVID	Detective	\$108,008.20	\$313.13
BROWN	DOUGLAS I.	Sergeant	\$108,008.03	\$313.13
FOSTER	ROY J.	Detective	\$107,988.61	\$313.13
O'REILLY	EMMETT TERENCE	Senior Technical Analyst, Information Technology Services	\$107,986.17	\$301.58
WILSON	DAVID W.	Sergeant	\$107,963.91	\$313.13
LAMOND	IAN DAVID	Staff Sergeant	\$107,944.91	\$336.16
TAIT	PAUL LEONARD	Police Constable	\$107,923.74	\$255.51
HONG	ANDREW	Police Constable	\$107,904.40	\$263.61
RYAN	RICHARD K.	Detective	\$107,900.56	\$306.12
CATALANO	GUGLIELMO	Police Constable	\$107,897.68	\$278.36

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
THORNE	RONALD J.	Sergeant	\$107,882.17	\$313.13
RAMJI	ALY RAZA	Sergeant	\$107,873.55	\$306.12
NEUMANN	PAUL RICHARD	Police Constable	\$107,862.97	\$255.51
MURRAY	DAVID J.	Detective	\$107,862.33	\$308.04
LUCAS	PATRICK A.	Detective	\$107,861.89	\$310.12
TAYLOR	KENNETH W.	Detective Sergeant	\$107,842.57	\$344.07
BRAGG	JAMES ROBERT	Police Constable	\$107,840.19	\$271.75
ALEXA	BRENDAN JAMES	Police Constable	\$107,822.41	\$255.51
SCANLAN	KIMBERLY LYN	Detective Sergeant	\$107,813.28	\$336.16
MANN	AMARJIT SINGH	Police Constable	\$107,811.29	\$263.61
LIONTI	CALOGERO	Police Constable	\$107,807.08	\$280.23
CAMACHO	JOSE	Sergeant	\$107,799.67	\$307.52
PLUNKETT	PATRICK JOHN	Police Constable	\$107,740.94	\$280.23
PARK	JOSEF	Police Constable	\$107,735.74	\$267.49
RUFFINO	STEPHEN P.	Detective	\$107,701.49	\$313.13
LAWRENCE	RODERICK P.	Sergeant	\$107,683.44	\$313.13
HUNG	JAMES	Sergeant	\$107,637.66	\$306.12
CASHMAN	GERALD F.	Staff Sergeant	\$107,634.26	\$344.07
SURPHLIS	DOUGLAS C.	Detective	\$107,628.76	\$306.12
YOUNG	RONALD S.	Detective	\$107,627.61	\$313.13
TAPLEY	RONALD M.	Staff Sergeant	\$107,588.09	\$344.07
HORTON	BRIAN A.	Police Constable	\$107,574.58	\$271.75
HAYES	ASHLEY JEAN	Police Constable	\$107,570.70	\$268.75
GIESCHE	CHAD ALLEN	Police Constable	\$107,555.20	\$280.23
LOUHIKARI	RENATA	Detective	\$107,517.81	\$306.12
MUSCLOW	CLAUDE J.	Sergeant	\$107,497.81	\$306.12
WORTH	KANE WILSON	Sergeant	\$107,497.19	\$306.12
CANTELON	GREGORY J.	Staff Sergeant	\$107,452.38	\$344.07
SEARL	ROBERT R.	Detective Sergeant	\$107,420.60	\$344.07
MORRISON	BRUCE D.	Staff Sergeant	\$107,406.26	\$344.07
HOWELL	JEFFREY T.	Staff Sergeant	\$107,397.33	\$344.07
MCNEIL	RONALD C.	Sergeant	\$107,395.32	\$313.13
FERREIRA	MARK A.	Police Constable	\$107,381.12	\$271.75
FRITZ	THEODOR C.	Detective	\$107,380.47	\$313.13
MORRIS	LESLIE A.	Detective	\$107,347.33	\$306.12
HILL	IRA NORMAN	Detective	\$107,341.54	\$313.13
THERIAULT	DONALD J.	Detective	\$107,329.66	\$306.12
HURLEY	WILLIAM ANTHONY	Staff Sergeant	\$107,329.33	\$344.07
LEMAITRE	ROBERT JAMES	Police Constable	\$107,318.97	\$280.23
TYMBURSKI	EDWARD S.	Staff Sergeant	\$107,313.01	\$344.07
HEILIMO	KARL M.	Staff Sergeant	\$107,301.72	\$344.07
THOMAS	SYDNEY	Staff Sergeant	\$107,290.81	\$336.16
BRIGHAM	JOHN B.	Sergeant	\$107,279.91	\$313.13

APPENDIX B

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
WHEELER	CHRISTOPHER J.	Police Constable	\$107,252.84	\$271.75
EXTON	CHARLES W.	Police Constable	\$107,157.69	\$278.36
DE LIO	FRANK PAUL	Sergeant	\$107,125.09	\$306.12
NEAL	WESLEY JOHN	Sergeant	\$107,098.97	\$306.12
CASBOURN	GREGORY I.	Police Constable	\$107,096.05	\$278.36
SHREVE	CLARENCE BLAKE	Staff Sergeant	\$107,088.41	\$344.07
DENTON	MARK T.	Police Constable	\$107,058.21	\$278.36
INNIS-VAUTOUR	LAILA A.	Detective Sergeant	\$107,056.17	\$344.07
HUGHES	GUY S.	Police Constable	\$107,052.55	\$271.75
HOLDER	ADKIN M.	Detective	\$107,052.10	\$306.12
BIGGERSTAFF	JOHN C.	Detective	\$107,042.80	\$313.13
COLMENERO	VICTOR	Detective	\$107,014.95	\$313.13
HALL	JOHN M.	Police Constable	\$107,009.27	\$278.36
KELLY	BRIAN WAYNE	Detective Sergeant	\$107,007.29	\$336.16
FERRIS	LISA A.	Detective	\$106,997.08	\$306.12
FRENCH	JOHN S.	Staff Sergeant	\$106,992.24	\$344.07
DOLAMORE	PETER C.	Staff Sergeant	\$106,986.44	\$344.07
MASON	ROBERT HAROLD	Police Constable	\$106,978.98	\$296.45
BRITTON	FRANCES P.	Sergeant	\$106,973.16	\$313.13
TRANTER	JAMES GEORGE	Detective	\$106,965.54	\$313.13
HAUNTS	ALAN G.	Detective Sergeant	\$106,962.08	\$344.07
SONDERGAARD	NIELS E.	Detective Sergeant	\$106,959.34	\$344.07
WALKER	JAMES D.	Staff Sergeant	\$106,945.30	\$344.07
JOSTIAK	JOSEPH R.	Staff Sergeant	\$106,943.10	\$344.07
CREWS	WILLIAM R.	Detective Sergeant	\$106,941.95	\$344.07
CLARKE	JEFFERY HOWARD	Police Constable	\$106,940.33	\$265.63
MITCHELL	JODI LYNN	Police Constable	\$106,937.36	\$280.23
MIKALACHKI	LARRY L.	Police Constable	\$106,909.90	\$293.79
ELASCHUK	MELISSA LEE	Police Constable	\$106,897.78	\$280.23
FRANCIS	GLENN BRIAN	Staff Sergeant	\$106,878.30	\$344.07
KHAN	RONALD ARLINGTON	Staff Sergeant	\$106,870.91	\$336.16
BATES	KIMBERLEY MICHELE	Detective	\$106,868.95	\$313.13
TAYLOR	JASON PETER	Police Constable	\$106,866.10	\$280.23
SOBOTKA	KARL S.	Detective Sergeant	\$106,854.33	\$323.86
DAVIS	KENNETH G.	Sergeant	\$106,845.63	\$313.13
FORTIN	LOUIS-MARIE RAYMOND	Detective Sergeant	\$106,844.85	\$344.07
VO	THAO BA	Police Constable	\$106,833.05	\$276.24
MACGREGOR	JASON JAMES	Sergeant	\$106,804.93	\$298.13
NEVIN	PATRICK F.	Detective	\$106,748.80	\$313.13
TANABE	SHINGO OLIVER	Police Constable	\$106,738.43	\$275.77
SINCLAIR	PHILLIP NOEL	Police Constable	\$106,725.49	\$275.73
PURCHAS	CHRISTOPHER DALE	Police Constable	\$106,694.97	\$280.23
DUGAN	ERIC W.	Sergeant	\$106,691.26	\$313.13

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
MARSMAN	HENRI	Detective	\$106,691.23	\$306.12
BOYKO	JEREMY JEFFREY	Police Constable	\$106,674.90	\$280.23
EZEKIEL	CARL J.	Police Constable	\$106,643.84	\$261.95
HESP	DOUGLAS J.	Police Constable	\$106,642.59	\$278.36
VICKERS	DAVID S.	Inspector	\$106,631.95	\$344.07
CLIFFORD	HUGH ANTHONY	Police Constable	\$106,614.23	\$255.51
SMALL	VERNON D.	Detective	\$106,591.55	\$313.13
JAMES	DAVID A.	Detective	\$106,576.88	\$313.13
KARR	JOCELYN Y.	Detective	\$106,555.08	\$307.00
HAFIZ	AMIN	Sergeant	\$106,548.90	\$307.52
SMITH	ANTHONY CHARLES	Detective Sergeant	\$106,546.11	\$344.07
NORTHMORE	COLLEEN A.	Detective	\$106,524.29	\$313.13
CAMPBELL	DOUGLAS L.	Sergeant	\$106,520.59	\$306.12
BARREIRA	NELSON	Police Constable	\$106,501.56	\$273.40
DHATT	RUBINDER	Sergeant	\$106,499.00	\$291.45
KNOWLES	DAVID J.	Detective	\$106,497.15	\$306.12
PEACOCKE	DOUGLAS W.	Detective Sergeant	\$106,479.97	\$344.07
ROSSANO	JOHN BENITO	Sergeant	\$106,461.83	\$306.12
D'SILVA	ALLISTER	Police Constable	\$106,444.92	\$273.40
WEBSTER	DAVID GREGORY	Detective	\$106,439.96	\$306.12
EVELYN	JOEL JAMSON	Police Constable	\$106,418.72	\$280.23
LAUFER	PETER	Sergeant	\$106,418.19	\$313.13
CAREFOOT	TODD A.	Police Constable	\$106,417.88	\$292.98
DEWLING	NORMAN G.	Staff Sergeant	\$106,375.27	\$344.07
MEEHAN	PATRICK R.	Sergeant	\$106,365.61	\$306.12
DEMKIW	MYRON ANDREY	Detective Sergeant	\$106,359.61	\$336.16
BRONS	JAMES R.	Detective	\$106,345.26	\$306.12
VILLEMAIRE	DOUGLAS STEPHEN	Police Constable	\$106,330.69	\$278.36
MULLIN	GEORGE W.	Staff Sergeant	\$106,325.61	\$344.07
MILLER	DUNCAN W.	Sergeant	\$106,321.98	\$273.08
CLARKE	JOHN G.	Detective	\$106,290.53	\$306.12
HOLMES	JOHN D.	Sergeant	\$106,275.29	\$313.13
KELLY	TERENCE PETER	Detective	\$106,273.63	\$298.13
DOKURNO	RICHARD MICHAEL	Detective Sergeant	\$106,268.91	\$309.66
NEWMAN	PATRICK J.	Sergeant	\$106,253.17	\$313.13
GYDE	BRIAN D.	Detective	\$106,228.83	\$313.13
MARSHALL	SHAWN TOBIN	Police Constable	\$106,216.69	\$280.23
ANSARI	ALI AKBAR	Detective	\$106,207.74	\$306.12
GREER	MARIE E.	Detective Sergeant	\$106,197.88	\$344.07
BROOKES	RALPH J.	Staff Sergeant	\$106,188.68	\$344.07
ABBOTT	DEBORAH LYNN	Staff Sergeant	\$106,173.41	\$338.33
CROXON	COLIN JOHN	Police Constable	\$106,167.40	\$278.36
GIBILLINI	RICHARD J.	Sergeant	\$106,165.52	\$313.13

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
HADDEN	ELIZABETH ANNE	Police Constable	\$106,157.67	\$271.75
MARTIN	PAUL A.	Staff Sergeant	\$106,157.63	\$344.07
LOWREY	ALAN B.	Staff Sergeant	\$106,156.98	\$344.07
COOK	EDWARD T.	Staff Sergeant	\$106,090.46	\$344.07
FINLAY	ALLAN	Sergeant	\$106,073.86	\$313.13
STIBBE	CLINTON RODNEY	Police Constable	\$106,071.37	\$263.61
COLLINS	ROBERT SCOTT	Sergeant	\$106,067.15	\$313.13
KULMATYCKI	JOEL PATRICK	Detective	\$106,059.61	\$306.12
CHANT	JAMES ELLIOT	Police Constable	\$106,045.80	\$280.23
MIHALATYUK	VYACHESLAV	Police Constable	\$106,042.18	\$243.16
LANDRY	DARRYL JAMES	Police Constable	\$106,023.79	\$280.23
WILSON	WARREN A.	Staff Sergeant	\$106,003.92	\$336.78
PARSONS	STUART MAGRUDER	Police Constable	\$105,976.42	\$288.47
GURMAN	MICHAEL P.	Detective	\$105,950.56	\$313.13
ZAMPARO	DANIEL VALENTINO	Police Constable	\$105,943.32	\$278.02
STONES	MICHAEL D.	Staff Sergeant	\$105,942.20	\$337.02
WINTER	JEFFREY MATTHEW	Police Constable	\$105,935.86	\$273.40
WOLF	RAYMOND C.	Detective	\$105,916.60	\$313.13
AIKEN	JOHN DAVID	Police Constable	\$105,901.60	\$280.23
WHITLA	RONALD G.	Detective	\$105,898.77	\$313.13
WHALEN	ROBERT E.	Detective	\$105,885.92	\$306.12
LOWE	DAVID S.	Staff Sergeant	\$105,879.97	\$344.07
THORPE	GREGORY JOSEPH	Staff Sergeant	\$105,867.37	\$336.16
GILLIS	DAVID WILLIAM	Staff Sergeant	\$105,862.71	\$336.16
WONG	WAN-HOI M.	Police Constable	\$105,860.77	\$271.75
SCRIVEN	PATRICK A.	Sergeant	\$105,848.61	\$313.13
ERNST	TIMOTHY J.	Police Constable	\$105,787.25	\$278.36
FERREIRA	PAULO JORGE	Police Constable	\$105,774.65	\$263.61
GUEST	KEVIN M.	Staff Sergeant	\$105,765.45	\$336.16
CLARKE	PAUL EGERTON	Police Constable	\$105,745.38	\$271.75
FROSCH	JAY JACKSON	Detective Sergeant	\$105,737.34	\$344.07
ELLIS	STANLEY W.	Staff Sergeant	\$105,717.10	\$344.07
MYERS	MILTON W.	Sergeant	\$105,716.01	\$313.13
MIRON	BRUNO JOSEPH	Detective	\$105,704.77	\$298.13
HOFLAND	MATTHEW ROBERT	Sergeant	\$105,645.00	\$298.13
BURKE	PATRICK A.	Detective	\$105,633.33	\$306.12
KONKEL	KAZIMIERZ G.	Staff Sergeant	\$105,631.28	\$344.07
GETTY	SHAWN W.	Detective Sergeant	\$105,625.52	\$344.07
BACKUS	LESLIE DOUGLAS	Detective	\$105,616.26	\$306.12
MALCOLM	DAVID W.	Detective Sergeant	\$105,607.81	\$344.07
MEANEY	SHAWN A.	Sergeant	\$105,585.89	\$306.12
DURY	BENJAMIN MICHAEL	Sergeant	\$105,578.46	\$282.91
GRAHAM	JOHN J.	Sergeant	\$105,553.30	\$313.13

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
LONG	GARRY S.	Detective	\$105,534.27	\$313.13
DICOSOLA	MICHELE	Detective	\$105,533.78	\$306.12
PROCTOR	NORMAN EDWARD	Detective	\$105,531.31	\$306.12
BELANGER	DANIEL JOSEPH	Sergeant	\$105,528.09	\$306.12
SPENCER	ENNIS STEWART	Sergeant	\$105,526.27	\$290.21
QUESNELLE	CURTIS LEONARD	Police Constable	\$105,519.29	\$262.40
HENRY	PETER C.	Staff Sergeant	\$105,515.04	\$336.16
ROHDE	DANNY WILLIAM	Police Constable	\$105,514.79	\$263.61
THOMAS	SONIA A.	Staff Sergeant	\$105,509.49	\$337.71
DUBREUIL	JEAN A.	Sergeant	\$105,489.14	\$306.12
HICKS	STEPHEN F.	Sergeant	\$105,485.27	\$313.13
MOREIRA	JOHN M.	Detective	\$105,473.30	\$306.12
MULHOLLAND	GARY J.	Staff Sergeant	\$105,469.05	\$344.07
ZUBEK	JOSEPH C.	Staff Sergeant	\$105,468.77	\$344.07
VALLES	SHEHARA M.	Detective	\$105,461.29	\$313.13
SCUDDS	PAUL D.	Staff Sergeant	\$105,460.57	\$344.07
DEVINE	PHILIP B.	Detective	\$105,435.37	\$313.13
HARVEY	MARK A.	Detective	\$105,410.02	\$306.12
PAYNE	THEODORE ALGERNON	Detective	\$105,395.85	\$313.13
CALLAGHAN	PETER EDWARD	Detective Sergeant	\$105,372.32	\$336.16
GRAFFMANN	GORDON W.	Detective Sergeant	\$105,346.26	\$344.07
REDMAN	SUZANNE A.	Detective	\$105,342.76	\$306.12
SAMM	SAMUEL JUNIOR	Sergeant	\$105,337.67	\$305.62
THAYALAN	SARATH	Police Constable	\$105,301.01	\$241.72
THERIAULT	ANGELA	Sergeant	\$105,296.22	\$303.51
ROSETO	EGIDIO D.	Staff Sergeant	\$105,288.31	\$344.07
HALL	NEIL HARCOURT	Police Constable	\$105,285.64	\$263.61
STEINWALL	ANDREW TREVOR	Police Constable	\$105,258.48	\$280.23
KNILL	GRAHAM KENNETH	Police Constable	\$105,250.23	\$280.23
LAM	IAN WAYNE	Police Constable	\$105,234.55	\$255.51
GOTTSCHALK	BRIAN D.	Staff Sergeant	\$105,232.48	\$344.07
RECTOR	JASON ANTHONY	Police Constable	\$105,226.11	\$271.44
ARNOTT	ROBERT WILLIAM	Police Constable	\$105,225.56	\$296.45
LOUCKS	WILSON B.	Police Constable	\$105,214.09	\$296.45
MOYER	IAN R.	Staff Sergeant	\$105,201.21	\$344.07
BURGESS	BRIAN J.	Detective	\$105,181.92	\$306.12
GERRY	DARYLE R.	Staff Sergeant	\$105,172.11	\$344.07
NG	YOI KWONG	Police Constable	\$105,165.40	\$263.61
LAWSON	ANTHONY D.	Sergeant	\$105,163.67	\$306.12
FORCHIONE	ANTONIO	Detective	\$105,145.31	\$312.20
THOMSON	ALLAN JOHN	Detective	\$105,143.64	\$306.12
LONG	JOHN MICHAEL	Police Constable	\$105,141.32	\$271.75
ROBERTS	DAVID J.	Detective	\$105,136.85	\$309.60

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
MCGOWN	JOHN G.	Staff Sergeant	\$105,125.04	\$344.07
GREENWOOD	JAMES E.	Detective Sergeant	\$105,118.63	\$344.07
COTTRELL	JOHN BRUCE	Staff Sergeant	\$105,114.82	\$344.07
LITTLE	MICHELLE LYNNE	Police Constable	\$105,108.72	\$280.23
MILLER	PAUL S.	Staff Sergeant	\$105,089.06	\$344.07
MCLEOD	GLENN D.	Detective Sergeant	\$105,085.23	\$344.07
FERRY	JASON WAYNE	Detective	\$105,079.62	\$298.13
CHORNOOK	STEPHEN P.	Police Constable	\$105,077.62	\$278.36
DANIELS	MARK CHARLES	Detective	\$105,060.09	\$306.12
MORRIS	ROBERT W.	Staff Sergeant	\$105,055.93	\$344.07
MOFFATT	MICHAEL W.	Police Constable	\$105,053.30	\$278.36
HUGHES	TRUDY L.	Detective	\$104,987.48	\$306.12
BELGRADE	ALEXANDER NORMAN	Detective Sergeant	\$104,985.98	\$344.07
TUTCHENER	GARY D.	Staff Sergeant	\$104,975.75	\$344.07
BROWN	ROBERT	Staff Sergeant	\$104,968.33	\$340.81
SWART	ROGER JOHN	Police Constable	\$104,964.25	\$280.23
RIDDELL	ALAN	Detective Sergeant	\$104,961.05	\$344.07
REED	PHILIP K.	Staff Sergeant	\$104,933.27	\$344.07
KINNEAR	KATHRYN E.	Sergeant	\$104,919.11	\$308.04
MCFADYEN	DANIEL GORDON	Sergeant	\$104,917.27	\$294.11
KORAC	PAUL LOUIS	Police Constable	\$104,900.50	\$280.23
JACKSON	PAUL EDWARD	Police Constable	\$104,888.95	\$269.87
RICHARDSON	SANDRA E.	Inspector	\$104,883.52	\$344.07
FERRY	MICHAEL BERNARD	Sergeant	\$104,847.16	\$306.12
BURKHOLDER	HERBERT C.	Sergeant	\$104,846.96	\$306.12
IMRIE	THOMAS ALLEN	Sergeant	\$104,843.98	\$296.85
SELVAGGIO	MICHAEL G.	Detective Sergeant	\$104,839.16	\$344.07
TRACEY	CHRISTOPHER JAMES-ALBERT	Police Constable	\$104,830.85	\$280.23
OATLEY-WILLIS	MARK W.	Police Constable	\$104,825.46	\$278.36
KEYS	GARY R.	Staff Sergeant	\$104,814.21	\$344.07
REMY	SMEDLEY ANTHONY	Sergeant	\$104,805.51	\$306.12
SCHMIDT	JON	Staff Sergeant	\$104,802.45	\$344.07
MOORCROFT	BRIAN G.	Staff Sergeant	\$104,789.09	\$344.07
REED	RONALD COLIN	Staff Sergeant	\$104,763.86	\$337.02
DONOGHUE	TIMOTHY M.	Police Constable	\$104,762.87	\$278.36
CLARKE	STEVEN F.	Staff Sergeant	\$104,759.49	\$344.07
ALDERDICE	JEFFERY PAUL	Detective	\$104,731.99	\$298.13
BIRD	KEITH STANLEY	Project Leader, Information Technology Services	\$104,730.27	\$326.17
BARKLEY	MARK EDWIN	Staff Sergeant	\$104,718.35	\$344.07
FYNES	ADRIAN B.	Detective Sergeant	\$104,717.31	\$344.07
JONES	JASON NEIL	Police Constable	\$104,707.56	\$263.61
KELLY	JOHN J.	Staff Sergeant	\$104,658.18	\$344.07
ASHLEY	CARLTON	Staff Sergeant	\$104,656.70	\$344.07

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
TUTCHENER	STEVEN E.	Staff Sergeant	\$104,623.08	\$344.07
BOSSERT	DENNIS A.	Police Constable	\$104,617.00	\$271.75
DORY	KELLY S.	Staff Sergeant	\$104,611.68	\$344.07
LISKA	JAN	Sergeant	\$104,611.32	\$313.13
COURVOISIER	GUY W.	Staff Sergeant	\$104,608.68	\$344.07
LIPKUS	ANDREW BRADLEY	Police Constable	\$104,607.46	\$280.23
BOSWARD	WILLIAM C.	Staff Sergeant	\$104,606.29	\$344.07
GOTELL	JAMES ELWOOD	Staff Sergeant	\$104,599.22	\$336.16
SHAW	MARY L.	Staff Sergeant	\$104,586.54	\$344.07
MATTHEWS	JOHN R.	Staff Sergeant	\$104,586.33	\$344.07
STEVENSON	SHANE	Sergeant	\$104,582.05	\$306.12
CLARK	TRAVIS DAYMOND	Police Constable	\$104,574.66	\$280.23
PAUL	MOHIT	Police Constable	\$104,572.29	\$259.71
HALE	DONALD A.	Staff Sergeant	\$104,559.93	\$344.07
AALEN	RONALD HENRY	Staff Sergeant	\$104,545.83	\$344.07
ALLDRIT	DARREN LEE	Detective	\$104,541.87	\$306.12
SPROXTON	ROBERT J.	Detective Sergeant	\$104,519.42	\$344.07
HIGGINS	CHRISTOPHER JOHN	Detective	\$104,510.54	\$306.12
MCKEOWN	RICHARD J.	Detective Sergeant	\$104,505.93	\$344.07
BILAK	STEPHEN L.	Sergeant	\$104,498.51	\$313.13
CARTER	MARVA MARIE	Project Leader, Information Technology Services	\$104,488.24	\$326.17
MCVEIGH	EDWARD	Sergeant	\$104,486.09	\$313.13
TRETTER	MADELAINE L.	Detective Sergeant	\$104,478.19	\$344.07
WALSH	SUZANNE MARIE	Staff Sergeant	\$104,475.65	\$344.07
MURDOCH	RICHARD	Staff Sergeant	\$104,460.54	\$344.07
WEHBY	PETER MICHAEL	Sergeant	\$104,448.07	\$294.11
RICHMOND	MICHAEL KENNETH	Sergeant	\$104,446.00	\$306.12
SKINNER	ROBERT T.	Staff Sergeant	\$104,445.43	\$344.07
DALE	DONALD J.	Sergeant	\$104,441.19	\$313.13
TAIT	KEITH HAMILTON	Police Constable	\$104,437.80	\$278.36
BUTULA	ELLERY P.	Detective Sergeant	\$104,435.92	\$344.07
COULTER	JOHN ALAN	Detective Sergeant	\$104,433.78	\$344.07
ALTOMARE	ALDO MARCHELO	Staff Sergeant	\$104,433.18	\$344.07
BROWN	JAMES V.	Staff Sergeant	\$104,432.58	\$344.07
PASINI	RUDY P.	Detective Sergeant	\$104,432.58	\$344.07
BRIEN	JOHN L.	Detective Sergeant	\$104,432.43	\$344.07
STANLEY	WILLIAM M.	Detective Sergeant	\$104,431.82	\$344.07
BARRATT	GORDON MICHAEL	Staff Sergeant	\$104,431.38	\$344.07
CONTINI	PHILIP	Detective Sergeant	\$104,431.38	\$344.07
DZINGALA	EDWARD B.	Detective Sergeant	\$104,431.38	\$344.07
HOGG	PAUL R.	Detective Sergeant	\$104,431.38	\$344.07
KNAAP	JOHN R.	Staff Sergeant	\$104,431.38	\$344.07
KOZMIK	LORNA A.	Sergeant	\$104,431.38	\$344.07

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
LOUGHLIN	EDWARD J.	Detective Sergeant	\$104,431.38	\$344.07
MCDERMOTT	WILBERT J.	Detective Sergeant	\$104,431.38	\$344.07
OKONOWSKI	ADAM JOSEPH	Staff Sergeant	\$104,431.38	\$344.07
STASIAK	LESZEK EDWARD	Detective Sergeant	\$104,431.38	\$344.07
VAN VEGHEL	NANCY	Detective	\$104,429.25	\$313.13
MACDONALD	LEO R.	Detective	\$104,425.42	\$306.12
JOHNSTON	TRICIA MARLENE	Police Constable	\$104,424.53	\$280.23
PULLA	GINO N.	Sergeant	\$104,417.13	\$313.13
BOTT	BRYAN A.	Staff Sergeant	\$104,404.20	\$336.16
IRVING	DESMOND MICHAEL	Police Constable	\$104,383.12	\$275.77
CLARK	DANA JOHN	Police Constable	\$104,375.22	\$273.37
THERIAULT	JOHN	Detective	\$104,363.20	\$313.13
GRAY	MEAGHAN CAROLINE	Information and Issues Management Section Head	\$104,337.88	\$301.58
CREWS	ALEXANDER T.	Police Constable	\$104,312.60	\$275.64
ROSS	KEITH C.	Police Constable	\$104,297.94	\$288.47
LAMCH	EDWARD	Sergeant	\$104,286.10	\$313.13
BURNETT	ANSON RICHARD	Police Constable	\$104,268.26	\$255.51
URKOSKY	BRIAN WILLIAM	Police Constable	\$104,265.19	\$278.02
FRASER	SPENCER ROBERT	Police Constable	\$104,260.94	\$256.91
PHAIR	MARK GORDON	Sergeant	\$104,247.94	\$306.12
HUGHSON	REGINALD GUY	Police Constable	\$104,238.27	\$271.75
BALAGANTHAN	GANESH KANDEEPAN	Police Constable	\$104,219.68	\$263.61
KONDO	JASON M	Detective	\$104,199.62	\$306.12
SONDHI	SANJAY	Police Constable	\$104,193.12	\$255.51
HAINES	DAVID PAUL	Sergeant	\$104,188.73	\$296.21
YEO	DARREN ROY	Sergeant	\$104,179.04	\$282.91
KHURSHID	SHEIKH AHMAD	Police Constable	\$104,153.07	\$229.91
COGHLIN	JAMES GARFIELD	Staff Sergeant	\$104,150.09	\$336.16
HOBOR	TERENCE ALEC	Police Constable	\$104,096.67	\$269.06
HESSE	GEOFFREY C.	Sergeant	\$104,090.91	\$313.13
COSCARELLA	ANTHONY	Detective Sergeant	\$104,079.16	\$336.16
NOLAN	CHRISTOPHER R.	Staff Sergeant	\$104,070.87	\$337.71
FERKO	CHRISTOPHER ROBIN	Police Constable	\$104,055.59	\$263.61
POWELL	CATHY VERONICA	Detective	\$104,049.96	\$298.13
SIEVERS	JOHN H.	Detective	\$104,026.89	\$306.12
NEWMAN	BRUCE J.	Sergeant	\$104,025.82	\$313.13
EVEREST	JOHN ALFRED	Sergeant	\$104,005.71	\$306.12
COFFIN	PHILIP J.	Police Constable	\$103,983.36	\$278.36
OUELLET	ANDREW	Police Constable	\$103,971.44	\$263.61
PARKIN	ANDREW WILFRED	Police Constable	\$103,965.69	\$255.51
FREEMAN	ERIC MICHAEL	Police Constable	\$103,951.77	\$275.77
DAVEY	TIMOTHY J.	Detective Sergeant	\$103,930.77	\$336.16
WORTH	DARREN	Detective	\$103,909.71	\$298.13

APPENDIX B

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
TURNBULL	RONALD JAMES	Systems Integration Specialist	\$103,869.12	\$313.82
WRIGHT	JAMES A.	Police Constable	\$103,843.36	\$296.45
DUFFY	MARJORIE ARLEEN	Sergeant	\$103,803.66	\$306.12
MCDERMOTT	DANIEL J.	Detective	\$103,802.19	\$306.12
MCBRATNEY	GARY R.	Staff Sergeant	\$103,801.80	\$322.67
HARRAS	JOHN F.	Detective	\$103,774.19	\$313.13
HARRIGAN	STEVEN N.	Sergeant	\$103,771.63	\$313.13
NASNER	STEFAN	Police Constable	\$103,769.79	\$296.45
KING	CHERYL L.	Staff Sergeant	\$103,766.97	\$336.16
BOURQUE	DOUGLAS J.	Detective	\$103,751.77	\$313.13
COULSON	WILLIAM D.	Sergeant	\$103,740.98	\$313.13
BEVILACQUA	FILIPPO	Sergeant	\$103,727.30	\$290.12
WALTERS	MICHAEL J.	Sergeant	\$103,725.37	\$313.13
STEFFLER	RODNEY MORRIS	Police Constable	\$103,657.22	\$255.51
CRICHTON	NORMAN J.	Sergeant	\$103,641.85	\$313.13
HALMAN	DARREN F.	Staff Sergeant	\$103,621.20	\$336.16
MOORE	KEVIN ROBERT	Police Constable	\$103,606.62	\$273.40
HARVEY	ROBERT D.	Sergeant	\$103,592.87	\$313.13
BLOWER	STUART WILLIAM	Police Constable	\$103,592.26	\$273.71
DAVIDSON	JOHN ALAN	Sergeant	\$103,581.59	\$313.13
BURNINGHAM	GRANT NEIL	Sergeant	\$103,581.35	\$313.13
KING	STUART MACPHERSON	Police Constable	\$103,581.02	\$274.25
BARNES	MURRAY WINSTANLEY	Detective	\$103,550.26	\$298.13
BENNETT	BRIAN ROBERT	Police Constable	\$103,546.10	\$267.49
SOMERS	CRAIG ALLAN	Sergeant	\$103,535.88	\$298.13
DIDANIELI	ROBERTO D.	Detective Sergeant	\$103,532.11	\$336.16
DICKINSON	DAVID THORPE	Police Constable	\$103,527.34	\$275.77
ROMITO	MARINO	Police Constable	\$103,502.73	\$273.40
DOUGHTY	KATHY MURIEL	Staff Sergeant	\$103,497.96	\$336.16
MCLEAN	BARBARA E.	Staff Sergeant	\$103,496.76	\$336.16
COWAN	ALLAN A.	Sergeant	\$103,473.15	\$313.13
CERESOLI	MAURIZIO	Police Constable	\$103,438.55	\$280.23
MCQUEEN	GARY P.	Detective	\$103,434.21	\$313.13
MCDONALD	CINDY A.	Staff Sergeant	\$103,430.23	\$336.16
SEN	TAPAN KUMAR	Project Leader, Information Technology Services	\$103,427.69	\$326.17
CHILDS	CYNTHIA M.	Staff Sergeant	\$103,398.91	\$336.16
SCHERTZER	JOYCE	Detective	\$103,386.54	\$306.12
HOFFMEYER	RUSSELL DANIEL	Detective	\$103,374.75	\$298.13
TSIANOS	DIMITRIOS	Police Constable	\$103,354.56	\$278.02
SWACKHAMER	BRENT W.	Sergeant	\$103,350.78	\$306.12
BODDY	CHRISTOPHER EDWARD	Staff Sergeant	\$103,341.00	\$309.66
KIRINDE	RANJAN WICKRAMASINGHE	Police Constable	\$103,338.95	\$271.75
LOGAN	BEVERLEY A.	Sergeant	\$103,325.09	\$313.13

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
DRAKE	KEVIN CHRISTOPHER	Police Constable	\$103,316.21	\$263.61
BATES	BARRY MICHAEL	Police Constable	\$103,296.93	\$271.75
KELL	JEFFREY STEWART	Police Constable	\$103,289.55	\$263.61
AWAD	ASHRAF SAMIR	Police Constable	\$103,256.60	\$280.23
HEWSON	KENT R.	Detective	\$103,254.65	\$313.13
ESKEN	INDREK T.	Detective	\$103,203.66	\$313.13
SMITH	KRISTY JANE	Police Constable	\$103,203.21	\$280.23
WATERS	JASON ROY	Detective	\$103,194.77	\$298.13
BRONSEMA	TANYA LISETTE	Police Constable	\$103,192.48	\$280.23
TEIXEIRA	MARIO JORGE	Sergeant	\$103,167.05	\$306.12
SHAW	DAVID JOHN	Sergeant	\$103,091.85	\$306.12
VAN TOL	MICHAEL ROBERT	Police Constable	\$103,090.61	\$254.56
GREENAWAY	COLIN A.	Detective Sergeant	\$103,088.94	\$335.82
MCDONALD	JAMES WILLIAM	Police Constable	\$103,088.88	\$272.46
HATCHARD	CINDI GAIL	Police Constable	\$103,087.27	\$274.51
MCCONKEY	RONALD FRANK	Police Constable	\$103,083.64	\$278.36
HEANEY	GERALD M.	Detective Sergeant	\$103,082.96	\$336.16
BEVERIDGE	KATHRYN ANNE	Detective	\$103,055.11	\$306.12
BOWER	MARC ALAN	Police Constable	\$103,052.32	\$254.56
STOREY	TODD MELVYN	Police Constable	\$103,043.34	\$280.23
OTTEWELL	STEPHEN F.	Police Constable	\$103,032.42	\$296.45
CORREA	ROBERT J.	Police Constable	\$103,005.69	\$261.95
FOWLDS	SCOTT MACKENZIE	Sergeant	\$103,001.97	\$306.12
LEWERS	CRAIG A.	Sergeant	\$102,967.70	\$313.13
NIMMO	RICHARD JAMES	Police Constable	\$102,965.15	\$267.60
WOOD	JOHN ALAN	Police Constable	\$102,964.33	\$263.61
LEGGETT	JOHN C.	Sergeant	\$102,950.32	\$313.13
GIBSON	JAMES D.	Staff Sergeant	\$102,941.00	\$328.42
MARO	KJELL KRISTOFFER	Police Constable	\$102,920.18	\$255.51
QUEEN	GRAHAM	Staff Sergeant	\$102,917.63	\$336.16
QUIGG	MARTIN B.	Sergeant	\$102,914.65	\$313.13
HURLBUT	JASON LESLIE	Police Constable	\$102,909.32	\$255.51
ARODA	SANJEE	Sergeant	\$102,899.87	\$298.13
NG	YUEN Y.	Detective	\$102,882.67	\$306.12
GIBSON	GRAHAM T.	Detective	\$102,880.25	\$306.12
THERRIEN	ALLAN E.	Police Constable	\$102,867.64	\$278.36
BEARD	BENJAMIN JAMES	Police Constable	\$102,859.93	\$266.68
BYE	COLIN L.	Training Constable	\$102,853.51	\$296.45
GOODWIN	RALPH E.	Sergeant	\$102,851.23	\$306.12
STRONG	DAVIS DUDLEY	Senior Technical Analyst, Information Technology Services	\$102,848.77	\$301.58
ALLEN	MICHAEL DAVID	Detective	\$102,837.00	\$298.13
ELLIOTT	EVERETT L.	Police Constable	\$102,834.80	\$296.45
KIDD	JAMES JEFFREY	Police Constable	\$102,825.80	\$280.23

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
JAMES	GARY M.	Police Constable	\$102,819.99	\$296.45
MCCONNELL	BRADLEY C.	Police Constable	\$102,805.49	\$278.36
ALDRIDGE	ADAM DUNCAN	Police Constable	\$102,792.86	\$296.45
BEAUSOLEIL	MARC	Police Constable	\$102,784.16	\$288.47
HAYES	JEREMY MATTHEW	Sergeant	\$102,768.75	\$285.36
MURRAY	ALICIA MARIE	Police Constable	\$102,766.04	\$273.40
ROBINSON	MORGAN H.	Detective	\$102,764.47	\$306.12
WORRELL	PHILIP Q.	Sergeant	\$102,727.20	\$302.13
LAMANNA	ANTHONY	Police Constable	\$102,713.64	\$271.75
SMITH	LAWRENCE G.	Police Constable	\$102,710.73	\$284.52
MOREHOUSE	RITA H.	Sergeant	\$102,709.16	\$306.12
HOOPER	KEVIN JOSEPH	Detective	\$102,709.07	\$290.14
FARRUGIA	MARIE L.	Sergeant	\$102,691.35	\$312.20
AIKMAN	SCOTT DOUGLAS	Police Constable	\$102,670.73	\$276.37
DRAKE	WILLIAM K.	Sergeant	\$102,660.79	\$306.12
STOLF	ROBERT GUIDO	Police Constable	\$102,640.59	\$280.23
GOTTSCHALK	MICHAEL J.	Staff Sergeant	\$102,599.37	\$336.16
EDELHOFER	MARIE CAROLINE	Police Constable	\$102,581.40	\$255.51
SHAW	ANDREW DOUGLAS	Sergeant	\$102,569.93	\$306.12
LOCKEN	ALAN R.	Detective	\$102,557.53	\$313.13
PRICE	MARY F.	Detective Sergeant	\$102,541.48	\$337.71
LINQUIST	DARRYL ANDREW	Police Constable	\$102,540.21	\$280.23
BENSON	RODNEY WELLON	Police Constable	\$102,535.98	\$280.23
KAVANAGH	TIMOTHY J.	Sergeant	\$102,530.58	\$313.13
PYKE	DONALD	Detective	\$102,510.37	\$313.13
JAMES	BRIAN STEVEN	Police Constable	\$102,484.37	\$263.61
BRANTON	SHANE A.	Detective Sergeant	\$102,476.63	\$336.16
BROSNAN	SEAN S.	Detective Sergeant	\$102,475.05	\$336.16
DE ZILVA	MICHAEL BRIAN	Police Constable	\$102,469.54	\$280.23
FITKIN	CHRISTOPHER ALLAN	Police Constable	\$102,469.30	\$280.23
GLAVIN	LYDIA STEPHANY	Detective Sergeant	\$102,467.74	\$336.16
GURR	JACK JACOB	Sergeant	\$102,456.59	\$298.13
VANCE	JEFFERY JOHN	Police Constable	\$102,455.04	\$271.21
MCDONALD	MICHAEL D.	Detective	\$102,454.42	\$313.13
GIEDROYC	KAROL ZYGMUNT	Detective Sergeant	\$102,405.33	\$336.16
LOVE	DAVID MATTHEW	Police Constable	\$102,391.97	\$268.75
MATTHEWS	STEPHEN MICHAEL	Police Constable	\$102,390.61	\$258.44
ALEXANDER	CHARLES BOLTON	Detective	\$102,386.03	\$306.12
PRESTON	BRIAN W.	Detective Sergeant	\$102,383.02	\$336.16
HUNTE	KAREN D.	Detective	\$102,380.02	\$306.12
SOVA	DEBORAH	Detective	\$102,363.50	\$306.12
PRODANOS	ALEXI	Police Constable	\$102,338.71	\$280.23
GREGORY	ROBERT K.	Staff Sergeant	\$102,325.58	\$336.16

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
CLARK	RUSSELL	Sergeant	\$102,307.34	\$313.13
MITCHELL	STEPHEN G.	Sergeant	\$102,305.43	\$313.13
WHITE	MARILYN EDNA	Sergeant	\$102,303.91	\$313.13
BATES	TIMOTHY BRIAN	Sergeant	\$102,298.11	\$306.12
WHITWORTH	ERNEST J.	Staff Sergeant	\$102,286.51	\$336.16
YOUNG	CRAIG S.	Staff Sergeant	\$102,264.78	\$336.16
POCZAK	LISA M.	Sergeant	\$102,261.46	\$306.12
LITTLE	DAVID A.	Police Constable	\$102,232.18	\$296.45
BEREZOWSKI	JOHN D.	Detective	\$102,226.37	\$306.12
RYDZIK	DAVID BRIAN	Staff Sergeant	\$102,225.98	\$336.16
BISHOP	DAVID E.	Detective Sergeant	\$102,217.04	\$336.16
GILL	AMANPREET SINGH	Police Constable	\$102,214.21	\$263.61
WILLIAMSON	CHARLES H.	Training Constable	\$102,197.83	\$296.45
BAGSHAW	ROBERT BRUCE	Police Constable	\$102,197.51	\$296.45
QUAIATTINI	SUSAN M.	Staff Sergeant	\$102,193.86	\$336.16
VANDER HEYDEN	JUSTIN WILLIAM	Detective	\$102,186.76	\$298.13
RUDNICK	JOANNE LINDA	Detective Sergeant	\$102,163.78	\$336.16
OUELLETTE	ROBERT BRUCE	Police Constable	\$102,161.37	\$264.31
LA FOSSE	JEFFERY GUY	Police Constable	\$102,160.85	\$280.23
TAYLOR	JEFFREY C.	Staff Sergeant	\$102,150.08	\$336.16
CAKEBREAD	ALAN WILLIAM	Sergeant	\$102,139.17	\$290.61
SMITH	KEITH W.	Staff Sergeant	\$102,123.92	\$338.33
MOONEY	RICHARD J.	Detective	\$102,121.62	\$313.13
JACKSON	LAURIE E.	Staff Sergeant	\$102,120.83	\$336.16
HEGEDUS	RICHARD E.	Staff Sergeant	\$102,102.68	\$336.16
GARRISON	HEIDI ELSIE	Detective Sergeant	\$102,101.48	\$336.16
TAVARES	JEFFERY DA COSTA	Police Constable	\$102,101.22	\$280.23
GRIFFITHS	SEAN RONALD	Sergeant	\$102,089.85	\$306.12
IANCU	VLADIM ADRIAN	Police Constable	\$102,080.89	\$229.91
LOMBARDI	LORENZO	Detective	\$102,075.20	\$310.12
LAVALLEE	DAVID VIKTOR	Police Constable	\$102,074.48	\$273.40
CHARLES	ANTHONY J.	Detective	\$102,074.41	\$313.13
HO	KENNY KONG-LEUNG	Detective	\$102,053.49	\$298.13
BEAUPARLANT	PAUL JOSEPH	Detective	\$102,051.24	\$306.12
HOGAN	JAMES T.	Sergeant	\$102,046.98	\$306.12
FIELD	CAMERON DOUGLAS	Detective Sergeant	\$102,045.09	\$325.05
GODDARD	GLENN PATRICK	Police Constable	\$102,043.61	\$263.61
DI POCE	EMILIO	Detective	\$102,041.32	\$313.13
HAWCO	BERNARD THOMAS	Sergeant	\$102,033.83	\$306.12
SPRIGGS	BRETT HAROLD	Police Constable	\$102,021.01	\$280.23
DOUGLAS	STEPHEN MICHAEL	Police Constable	\$102,005.99	\$280.23
JHEETA	JASVINDER SINGH	Police Constable	\$101,958.80	\$273.40
KAPOSY	KEVIN JOHN	Training Constable	\$101,955.57	\$280.23

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
SWANN	ROBERT J.	Sergeant	\$101,945.00	\$313.13
CLEMENS	JEFFREY M.	Sergeant	\$101,929.13	\$306.12
SEXSMITH	DONALD E.	Police Constable	\$101,924.53	\$296.45
BELLON	CORINNE	Staff Sergeant	\$101,884.01	\$331.41
HOMINUK	CHRISTOPHER JOSEPH	Sergeant	\$101,882.68	\$285.43
EVELYN	DION	Project Leader, Wireless Net, Radio and Electronics	\$101,848.02	\$284.46
PROULX	KEVIN EDWARD	Police Constable	\$101,847.53	\$255.51
HODGINS	MARK GREGORY	Police Constable	\$101,833.63	\$255.51
TALBOT	DARRYL THOMAS	Detective	\$101,832.65	\$306.12
VANDERHART	GREGORY E.	Police Constable	\$101,828.05	\$278.36
GRANDE	PIETRO	Police Constable	\$101,825.44	\$263.61
WATSON	IAN ANDREW	Police Constable	\$101,785.37	\$275.77
SANTIZO ORANTES	NELSON ALFREDO	Police Constable	\$101,784.35	\$255.51
HUBBARD	SIMON H.	Police Constable	\$101,776.72	\$288.47
O'CONNOR	MIKE STEPHEN	Police Constable	\$101,765.48	\$280.23
GARLAND	MARINA EDUARDOVNA	Police Constable	\$101,740.96	\$280.23
NEVILL	STEPHEN M.	Detective	\$101,735.22	\$313.13
DION	DANIEL D.	Detective	\$101,732.01	\$306.12
GAJRAJ	SYED SEAN	Police Constable	\$101,728.32	\$266.68
ROSE	DAWN M.	Detective	\$101,679.04	\$306.12
CLARK	JAMIE ANDERSON	Police Constable	\$101,670.78	\$280.23
MOORE	DARCY T.	Sergeant	\$101,667.08	\$313.13
DUNLOP	JOHN PAUL	Detective	\$101,661.93	\$306.12
WOO	CHI SHING	Senior Programmer, Information Technology Services	\$101,654.01	\$262.41
ZELENY	JOHN DARYN	Detective	\$101,637.69	\$306.12
THOMPSON	ELSIE TINA	Supervisor, Systems Software and Hardware	\$101,633.47	\$326.17
KARPIK	JAMES W.	Police Constable	\$101,609.23	\$278.36
MURPHY	JOHN P.	Sergeant	\$101,608.54	\$313.13
DAVIES	ROBERT EARLE	Police Constable	\$101,595.41	\$275.77
MCCALL	ANDREW JOHN	Police Constable	\$101,570.55	\$288.47
O'RIORDAN	WAYNE JAMES	Police Constable	\$101,559.85	\$280.23
GIBSON	ROGER D.	Sergeant	\$101,558.31	\$313.13
GOLDSMITH	ERIC CHARLES	Detective	\$101,557.45	\$298.13
TOBIN	ROBERT J.	Sergeant	\$101,549.20	\$306.12
SPENCER	WAYNE	Police Constable	\$101,521.59	\$278.36
TRUBECKI	ROBERT J.	Sergeant	\$101,521.01	\$313.13
LYON	ROBERT KIRK	Sergeant	\$101,516.77	\$294.79
BENTON	ALAN P.	Sergeant	\$101,511.51	\$313.13
SINGH	AMRITPAL	Senior Technical Analyst, Information Technology Services	\$101,502.97	\$256.66
KOOPMANS	DAVID JOHN	Police Constable	\$101,490.68	\$262.99
FOWLDS	GORDON BRUCE	Police Constable	\$101,483.01	\$271.75
FEAGAN	GREGORY DAVID	Police Constable	\$101,466.82	\$273.40
JENKINS	ALLEN F.	Sergeant	\$101,464.80	\$307.52

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RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
FLIS	ALBERT W.	Detective	\$101,463.60	\$306.12
SHANKARAN	JASON RAJESH	Sergeant	\$101,460.36	\$295.51
BRYAN	KEITH XAVIER	Sergeant	\$101,459.98	\$306.12
ZUBAIR	MOHAMMAD	Police Constable	\$101,453.32	\$255.51
MANCUSO	FRANCESCO	Police Constable	\$101,432.41	\$280.23
VEIT	OSWALD J.	Sergeant	\$101,430.10	\$306.12
LINDSAY	HOWARD ROSS	Sergeant	\$101,427.92	\$313.13
FALCONER	GREGORY G.	Detective	\$101,407.48	\$310.38
MCGARRY	WILLIAM MICHAEL	Detective	\$101,406.14	\$306.12
BANGILD	JEFFREY	Sergeant	\$101,390.53	\$298.13
SMITH	RAYMOND ERNEST	Project Leader, Information Technology Services	\$101,389.65	\$326.17
RUSSELL	RYAN JOSEPH	Police Constable	\$101,385.60	\$280.23
WILLIAMS	CAROL L.	Sergeant	\$101,347.87	\$313.13
DECOSTA	MARK S.	Training Constable	\$101,336.61	\$296.45
PATTERSON	JAMES T.	Sergeant	\$101,326.68	\$313.13
SHEARER	DOUGLAS ROSS	Police Constable	\$101,324.04	\$258.09
CALLANAN	BRIAN MICHAEL	Police Constable	\$101,317.14	\$280.23
UHER	JASON WILLIAM	Police Constable	\$101,312.88	\$260.38
COYLE	ROBERT E.	Police Constable	\$101,311.47	\$278.36
PATTERSON	MICHAEL JAMES	Detective	\$101,297.44	\$298.13
CORREA	IRWIN G.	Police Constable	\$101,273.27	\$271.75
MCKENZIE	ROBERT SEAN	Police Constable	\$101,273.25	\$280.23
CORREIA	JEFFERY	Police Constable	\$101,254.81	\$259.71
OLSEN	FRANK E.	Detective	\$101,246.11	\$306.12
RUMNEY	TRACI GWENDOLYN	Police Constable	\$101,239.79	\$280.23
ANGUS	DAVID MCGREGOR	Detective	\$101,210.85	\$313.13
WAUCHOPE	LIAM	Police Constable	\$101,207.67	\$276.87
LIU	SHUXIN TONY	Senior Programmer, Information Technology Services	\$101,198.99	\$276.95
BAZMI	SALMAN AIJAZ	Detective	\$101,185.51	\$313.13
DIVIESTI	TONY W.	Detective	\$101,182.17	\$306.12
MCLAUGHLIN	IAN	Sergeant	\$101,143.83	\$313.13
KITCHENER	ANDREW JAMES	Sergeant	\$101,120.92	\$306.12
TAM	WING H.	Police Constable	\$101,117.54	\$271.75
O'TOOLE	KIMBERLEY ANNE	Detective	\$101,093.96	\$298.13
COWAN	JAMES B.	Police Constable	\$101,089.06	\$275.64
OSBORNE	BRENT DAVID	Police Constable	\$101,082.29	\$263.61
HARVEY	ROBIN LYNN	Police Constable	\$101,075.76	\$272.36
DOYLE	BRIAN PHILIP	Police Constable	\$101,054.55	\$247.63
MACLEAN	RODERICK P.	Sergeant	\$101,005.62	\$313.13
QUINN	SEAN LEE	Police Constable	\$100,976.04	\$278.77
HODGERT	DOUGLAS G.	Police Constable	\$100,954.77	\$278.36
EMERY	BRIAN RICHARD	Police Constable	\$100,899.20	\$268.86
MEIK	VIVIAN A.	Detective	\$100,887.46	\$306.12

APPENDIX B

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
DUNCAN	MELISSA JOY	Police Constable	\$100,867.25	\$295.24
WALKER	KELLY LYNN	Senior Operations Supervisor	\$100,834.58	\$261.91
CLEMENTS	HOWARD B.	Police Constable	\$100,815.15	\$278.36
MACINNIS	ROBERT FRANCIS	Sergeant	\$100,804.69	\$313.47
PARWICKI	LEO G.	Sergeant	\$100,803.36	\$313.13
BUTT	CELESTE BARBARA	Police Constable	\$100,766.90	\$271.11
LEE	KENNY	Sergeant	\$100,725.79	\$293.41
KOTAS	ARTUR JACEK	Sergeant	\$100,722.93	\$298.13
PATTERSON	ROBERT E.	Detective	\$100,721.73	\$306.12
REDDIN	KIRBY ALBERT	Police Constable	\$100,706.53	\$265.19
KASZYCA	JOSEPH LUDWIK	Police Constable	\$100,701.96	\$275.61
CLENDINNING	MARK WILLIAM	Detective	\$100,700.29	\$306.12
KOLAR	ANDREW C.	Police Constable	\$100,673.93	\$296.45
BEATTIE	CHRISTOPHER DENNIS	Police Constable	\$100,660.35	\$280.23
ISABELLO	DAVID ANTHONY	Police Constable	\$100,646.55	\$255.51
SMYTHE	KAREN GRACE	Staff Sergeant	\$100,643.68	\$329.11
STRANGWAYS	PAUL ROBERT	Police Constable	\$100,641.73	\$288.47
MCCLELLAND	ROBERT I.	Sergeant	\$100,634.59	\$313.13
FREDERICK	ANTONIO RUDOLPH	Police Constable	\$100,633.95	\$278.02
ROZARIO	CONRAD GEORGE	Police Constable	\$100,626.61	\$280.23
SCHULZE	FRANK THOMAS	Police Constable	\$100,626.26	\$278.36
HANCOCK	KEVIN F.	Detective	\$100,619.42	\$313.13
SAGER	LAWRENCE H.	Detective	\$100,611.19	\$306.12
CROOKER	LISA CATHERINE	Sergeant	\$100,594.29	\$298.13
LING	JONATHAN A.	Detective	\$100,576.25	\$306.12
HEUGHAN	DEBORAH L.	Police Constable	\$100,574.47	\$271.75
GILFOY	LEAH DAWN	Detective	\$100,558.80	\$303.82
MCCAW	DOUGLAS GORDON	Police Constable	\$100,534.91	\$263.61
LARAMY	STEPHEN WILLIAM	Sergeant	\$100,530.68	\$298.13
KERR	ROBERT S.	Police Constable	\$100,509.02	\$278.36
CARTER	DALE S.	Sergeant	\$100,491.29	\$313.13
KHAN	AHMAR ALI	Police Constable	\$100,488.13	\$238.46
ST JEAN	DUANE MARVIN	Police Constable	\$100,472.01	\$268.74
BOULET	SCOTT P.	Detective	\$100,466.12	\$313.13
BELL	DANIEL	Detective	\$100,464.46	\$306.12
HUTCHISON	GARY J.	Sergeant	\$100,453.20	\$313.13
CARVALHO	AVELINO MOTA	Sergeant	\$100,444.06	\$305.48
MACIAS	ANTONIO DELGADO	Sergeant	\$100,420.15	\$306.12
NOTAY	JAGMOHAN SINGH	Parking Enforcement Officer	\$100,408.79	\$183.68
LEAVER	WENDY L.	Detective	\$100,403.03	\$313.13
DOUGLAS	BARBARA ANN	Sergeant	\$100,384.31	\$305.62
MARTIN	ROBERT D.	Police Constable	\$100,381.47	\$296.45
WOJDYLO	HENRYK W.	Sergeant	\$100,380.73	\$313.13

APPENDIX B

RECORD OF EMPLOYEES' 2009 SALARIES AND BENEFITS				
Surname	Given Name	Position	Salary Paid	Taxable Benefits
GREEN	JOHN E.	Detective	\$100,371.43	\$313.13
JOSIFOVIC	MLADEN M.	Sergeant	\$100,343.71	\$306.12
GOWANLOCK	CAROL LYNN	Location Administrator, Document Services	\$100,341.57	\$255.51
MORI	DEBORAH ANN.	Detective	\$100,336.12	\$313.13
LEUNG	SHEUNG M.	Detective	\$100,331.76	\$306.12
OLIVER	PAUL J.	Detective	\$100,324.79	\$306.12
LAING	DARREN S.	Detective	\$100,312.93	\$306.12
WOOLLEY	RAYMOND W.	Police Constable	\$100,304.65	\$278.36
DIZON	JOSE BENEDICTO	Sergeant	\$100,281.26	\$294.11
MCDOUGALL	ROBERT GORDON	Police Constable	\$100,278.84	\$280.23
CLARK	DAVID JAMES	Police Constable	\$100,269.95	\$263.61
KMIECIAK	JOHN F.	Sergeant	\$100,255.68	\$306.12
KANG	GURJOT SINGH	Police Constable	\$100,250.62	\$243.16
MARTIN	RUDOLF I.	Sergeant	\$100,249.32	\$303.60
KURTS	LISA CRYSTAL	Detective	\$100,247.51	\$298.13
CHEUNG	CHING TIN	Police Constable	\$100,244.18	\$271.21
MACDONALD	ROBERT J.	Sergeant	\$100,222.93	\$313.13
TUCKER	BRIAN DOUGLAS	Senior Technical Analyst, Information Technology Services	\$100,198.26	\$301.58
DESROCHERS	ROGER HENRI	Police Constable	\$100,194.92	\$280.23
BLACKADAR	JANELLE RUTH	Police Constable	\$100,194.18	\$280.23
MAY	CHRISTOPHER J.	Sergeant	\$100,187.59	\$313.13
MACKINNON	RICHARD JAMES	Police Constable	\$100,174.65	\$274.27
ARMANI	PEDRAM	Police Constable	\$100,173.04	\$261.31
CAMPBELL	MICHELLE DIANE	Police Constable	\$100,169.79	\$280.23
MATYS	JOSEPH PAUL	Sergeant	\$100,159.38	\$298.13
FISHER	BRADLEY R.	Sergeant	\$100,151.43	\$306.12
BERCHARD	RENNIE	Detective	\$100,142.96	\$313.13
GIBSON	NATHAN EDWARD	Police Constable	\$100,131.32	\$255.51
EUSTACE	DAVID L.	Detective	\$100,116.78	\$313.13
VELLA	TONYO	Police Constable	\$100,109.69	\$263.61
HILL	SHANE R.	Detective	\$100,095.45	\$298.13
LECK	DAVID T.	Sergeant	\$100,085.12	\$306.12
MONAHAR	DION RAJESH	Police Constable	\$100,081.28	\$280.23
FRASER	SIMON R.	Sergeant	\$100,081.05	\$313.13
MACPHERSON	DONALD WADE	Police Constable	\$100,080.80	\$255.51
REGAN	DOUGLAS FREDRICK	Detective Sergeant	\$100,080.47	\$322.21
NOONAN	TIMOTHY JOHN	Police Constable	\$100,050.76	\$288.47
SANSON	CHERYL-ANNE	Detective	\$100,041.31	\$313.13
SUONGAS	CHRIS	Sergeant	\$100,040.05	\$306.12

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

#P87. ANNUAL REPORT: 2009 GRIEVANCES

The Board was in receipt of the following report February 22, 2010 from William Blair, Chief of Police:

Subject: SUMMARY OF 2009 GRIEVANCES

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

Discussion:

During the year 2009, there were twenty-two (22) new grievances filed. Of this number, ten (10) grievances were either withdrawn or resolved by the parties, and twelve (12) remain ongoing.

In addition to the above, forty-eight (48) grievances that were outstanding from previous years were resolved in 2009. Five (5) grievances were resolved through arbitration decisions. Three (3) decisions were in favour of the Board, one (1) decision was a partial win for each of the Board and the Association, and one (1) decision was in favour of the Association. Forty-three (43) grievances were either settled, withdrawn or abandoned.

The overall legal costs expended in 2009 for all grievance activity, including matters which commenced prior to 2009, amounted to \$731,670.37. The following is an itemization of costs by type of grievance:

Number	Type of Grievance	Costs Expended in 2009
4	Transfers	\$52,791.29
28	Suspension	\$199,585.79
7	Policy Cases	\$56,097.99
8	Abuse of Benefits (Sick, WSIB, CSB)	\$103,557.96
1	2001 Promotion Arbitration Remedy	\$1000.00
5	Management Rights	\$30,445.23
1	Secondary Activity	\$240.00
1	Legal Indemnification	\$22,643.17
6	Terminations	\$48,386.66
13	Harassments	\$80,277.95
7	Acting Pay/ Demotion/Reclassification	\$73,494.22
9	Promotional Process	\$63,150.11
90 Cases	TOTAL COSTS 2009 *	\$731,670.37

* These costs include interim or final billings for pre- 2009 and 2009 new cases. These costs also include fees for legal counsel, disbursements and arbitrator fees related to the arbitration hearings. The breakdown is as follows:

- Legal Counsel and Disbursement Fees - \$589,728.83
- Arbitrator Fees - \$141,941.54

Conclusion:

In summary, this report provides the Board with the total costs and the number of grievances for the year 2009.

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 received the foregoing report.

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P88. REQUEST TO RE-OPEN DECISION AND REQUEST FOR FUNDS:
VISIT TO INDIA**

The Board was in receipt of the following report March 15, 2010 from Alok Mukherjee, Chair:

Subject: VISIT TO INDIA

Recommendation:

It is recommended that:

- 1) The Board receive this report;
- 2) The Board re-open its decision of January 28, 2010 (Minute P30/10 refers and is attached) in which the Board declined to fund an amount up to \$1,000.00 from the Special Fund for a dinner to be hosted by the Canadian Consulate; and
- 3) The Board reimburse me in the amount of \$1,000.00 from the Special Fund for a contribution to the dinner hosted by the Canadian Consulate.

Financial Implications:

If the Board approves the recommendations included in this report, the balance of the Special Fund will be reduced by \$1,000.00. The balance of the Special Fund as at December 31, 2009 is \$1,024,168.

Background/Purpose:

As approved by the Board at its meeting in January 21, 2010 (Minute P24/10 refers), Chief Blair and I paid a two-week visit to India from February 20 to March 5. As I had informed the Board, the visit was initiated by the Government of India, and, to the best of my knowledge, this was the first such invitation to be extended to a Canadian police board chair and police chief.

I am very pleased to say that this was a very successful undertaking, with possibilities of several long term benefits to us and the Indo-Canadian community of Toronto as well as to police organizations and leaders in India.

Our very ambitious itinerary included travels to Delhi, Amritsar, Agra, Kashmir, Hyderabad and Mumbai; interactions with several police organizations and senior officials; and engagements in the community. At every place, we were received with considerable warmth.

Discussion:

During our visit we met Directors Generals and senior staff of several police organizations including the Central Reserve Police Force, the Border Security Force, Bureau of Police Research & Development and the National Police Academy, Directors Generals of Police for the states of Delhi, Andhra Pradesh and Maharashtra, and Commissioners of Police of Delhi,

Hyderabad and Mumbai. Our discussions with these police leaders were marked by goodwill, a willingness to share information and a desire to establish continuing relations.

In Hyderabad, the highlight of our visit was the time we spent at the National Police Academy. This is India's premier police training institution, mandated to prepare the senior police officials. At the Academy, Chief Blair and I spoke to the current class of trainee officers as well as the training staff.

In Delhi, HE Joseph Caron, Canada's High Commissioner to India, and his staff received us with great enthusiasm, provided us with an in-depth briefing and organized a round table at which we had the opportunity to exchange ideas and perspectives on a number of issues of mutual interest with some of India's senior experts in security and public safety. Similarly, in Mumbai, which has been the target of two serious terrorist attacks, Mr Marvin Hildebrand, Canada's Consul General, and his staff briefed us on public safety issues facing Mumbai and organized a dinner where we had an opportunity to interact informally with other key residents of Mumbai, including several diplomats and community leaders.

Our many community engagements included speaking sessions at the elite National Law Universities in Delhi and Hyderabad, a seminar on public safety through community-based policing in Delhi organized jointly by the Confederation of Indian Industries and the Aspen Institute, a very well attended dinner meeting in Mumbai hosted by Mr Dev Bhattacharya, the Group Executive President of Aditya Birla Group, one of India's leading global business groups with an emphasis on social responsibility. Present at the dinner were officials of several Canadian businesses represented in India. Mr Bhattacharya himself spent several years in Toronto. Board members may recall that he was one of the members of a group that advised the Board a few years ago on the budget process.

A very important highlight for me was the great interest demonstrated by police leaders and community members alike in our model of civilian oversight of policing. In discussions with heads of police organizations as well as in the numerous speaking engagements, many questions were asked on this topic. At least one of the law universities is interested in following up with more work, in collaboration with us, on the subject of police governance.

I believe that as a result of the visit important relationships have been established, valuable knowledge has been gained, and significant areas of mutual interest have been identified. I am confident that there will be follow up, and the result will be beneficial for our organization, Toronto's large and growing Indo-Canadian community as well as for policing in India.

The dinner organized by Consul General Hildebrand in Mumbai involved an expense of \$1,000 by me as it was held on the basis of a shared cost project of the Department of External Affairs. I request that the Board reimburse me for the expense. A copy of the Agreement with the Department of External Affairs, the invitation and the guest list are attached.

Conclusion:

I, therefore, recommend that the Board receive this report, re-open its decision of January 28, 2010 (Minute P30/10 refers and is attached) in which the Board declined to fund an amount up to \$1,000.00 from the Special Fund for a dinner to be hosted by the Canadian Consulate, and that the Board reimburse me in the amount of \$1,000.00 from the Special Fund for a contribution to the dinner hosted by the Canadian Consulate.

The Board referred consideration of the foregoing report to its in-camera meeting (Min. No. C113/10 refers).

ATTACHMENT

THIS IS AN EXTRACT FROM THE MINUTES OF THE SPECIAL PUBLIC MEETING OF THE TORONTO POLICE SERVICES BOARD HELD ON JANUARY 28, 2010

#P30. SPECIAL FUND REQUEST: VISIT TO INDIA CONSULATE DINNER

The Board was in receipt of the following report January 28, 2010 from Alok Mukherjee, Chair:

Subject: SPECIAL FUND REQUEST: VISIT TO INDIA CONSULATE DINNER

Recommendation:

It is recommended that the Board approve an amount not to exceed \$1000.00 inclusive of taxes from the Special Fund to pay for half of the cost of the Visit to India Consulate Dinner.

Financial Implications:

If the Board approves the recommendation contained in this report, the Special Fund will be reduced by \$1000.00. As at November 5, 2009, the Special Fund balance is \$989,488.

Background/Purpose:

I will be travelling to India on February 20, 2010 to March 6, 2010, as approved by the Board at its meeting held on January 21, 2010.

Discussion:

The trip will conclude in Mumbai, India and as such, I am in receipt of correspondence from Mr. Marvin Hildebrand, Consul General of Canada in India, suggesting that my visit to Mumbai include a dinner on March 4, 2010. Mr. Hildebrand is suggesting that the dinner would be largely planned by the Consulate, and would include local representatives from the areas of law enforcement, and a range of others who are involved in dealing with critical incidents. Further, Mr. Hildebrand suggests that the dinner be held at his residence and that the Board and the Consulate share the cost.

A copy of Mr. Hildebrand's correspondence is attached to this report for your information.

Conclusion:

Therefore, it is recommended that the Board approve an amount not to exceed \$1000.00 inclusive of taxes from the Special Fund to pay for half of the cost of the Visit to India Consulate Dinner.

**Chair Mukherjee did not participate in the consideration of this matter.
Following a discussion, the Board received the foregoing report.**

----- Original Message -----

From: [Marvin.Hildebrand@international.gc.ca]

Sent: 01/28/2010 04:27 PM ZE5B

To: Alok Mukherjee

Cc: Bill Blair; <Rick.McElrea@international.gc.ca>; Sharon.Landry@international.gc.ca

Subject: RE: Visit to India

Dear Mr Mukherjee,

Further to my earlier reply to your email below, I received today from one of my colleagues a draft program for your upcoming visit to India. I see that you are tentatively scheduled to be in Mumbai from March 3 pm to March 6 early am.

I would like to suggest that your program include a dinner on March 4 that would be largely planned by the Consulate, and would include local representatives from the areas of law enforcement, and a range of others who are involved in dealing with critical incidents. Such an event could be held at my residence. Depending on the size of the event, which I think would be quite useful in advancing Canadian interests, it may be cost effective for the Consulate and TPSB to share the associated costs. I would also be open to any suggestions you might have in terms of invitess.

I would also be interested in additional info concerning the program, e.g. the dinner with business leaders on March 3, as you are able to share this.

Finally, I would be grateful if your program in Mumbai could also include a meeting with Consulate staff, several of whom were directly involved in the assisting victims of the 26/11 terrorist attacks.

Should you have any requests for assistance with the organizing of your program in Mumbai, please let us know. I look forward to hearing from you.

Thanks,

Marvin Hildebrand, Consul General / Consul general
Consulate General of Canada / Consulat général du Canada
6th Floor / 6e étage, Fort House, 221 Dr. D.N. Road, Mumbai 400 001
Tel: +91 22 6749 4444 Fax: +91 22 6749 4454

marvin.hildebrand@international.gc.ca

-----Original Message-----

From: Alok.Mukherjee@tpsb.ca [mailto:Alok.Mukherjee@tpsb.ca]

Sent: January 5, 2010 8:06 PM

To: Hildebrand, Marvin -MMBAI -HOM/CDM; McElrea, Rick -MMBAI -TD

Cc: William.Blair@torontopolice.on.ca

Subject: Visit to India

Dear Consul General Hildebrand and Consul McElrea:

I am writing to you on the suggestion of Professor Sheila Embleton, President, Shastri Indo-Canadian Institute.

I am the Chair of the Toronto Police Services Board. On the invitation of the Government of India, Toronto Police Chief Bill Blair and I will be visiting India from February 20 to March 5. To my knowledge, this will be the first such official visit to India by a major city police chief and police board chair from Canada.

We hope that this visit will help us establish some good relationships with Indian police leaders and give us an opportunity to explore matters of common interest in the area of policing, security and police-community relations.

It will give us great pleasure if, during our stay in Mumbai, we had an opportunity to visit with you and hear your thoughts on some of the security issues that have been encountered in Mumbai.

I will provide further details of our visit as soon as plans are finalized in the next couple of weeks.

With best wishes for the new year and looking forward to hearing from you,

Dr. Alok Mukherjee
Chair, Toronto Police Services Board
40 College Street
Toronto, ON M5G 2J3
Telephone: 416.808.8080

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Specified Purpose Account (SPA) Agreement

BETWEEN THE CANADIAN DIPLOMATIC OR TRADE OFFICE AT

Consulate General of Canada ("Post") AND Toronto Police Services Board ("Organizer").

This document is for the purpose of defining the financial responsibility of the Organizer and the post in relation to the mission to Mumbai, India to take place 4 March 2010

for a project being Dinner in honour of visit of Chair, Toronto Police Services Board and Chief, Toronto Police Service

from 2010/03/04 to 2010/03/04.

1. Responsibilities of the Mission Organizer:

- The Organizer agrees to pay the costs itemized in the attached budget in the amount of \$1000.
- Payment of the agreed costs will be made as per the attached payment instructions no later than four weeks before the arrival of the mission:
- The Organizer agrees to pay for any additional costs but only after authorizing such expenditures in writing.
- The Organizer understands that the post is hiring local service providers to provide the identified services covered by this agreement.
- The Organizer is uniquely responsible for any financial arrangements between the Mission Organizer and mission participants.

2. Responsibilities of the Post

- The post will provide a draft budget detailing the nature and cost of services to the Organizer. When agreed by the Organizer, this budget shall become **Schedule "A"** of this Agreement.
- The post will use the payment detailed in **Schedule "A"** in order to contract local suppliers to provide the services agreed upon and described in **Schedule "A"** of this Agreement.
- The post will inform the Organizer as soon as is reasonably possible of any changes to the services and costs outlined in **Schedule "A"**.
- The post will keep proper accounts and records of expenditures and make these available to the Organizer on request.
- The post, through the Department of Foreign Affairs and International Trade, will refund any surplus amount received from the Organizer after payment of local services.

3. Cancellation

- The Organizer will inform the post immediately in the event the mission is cancelled. The Organizer will compensate the post for any expenses incurred if payment has not yet been made.
- If the mission is cancelled after payment for services, the post shall return the balance of funds to the Organizer after deducting any expenses already incurred.

4. Dispute Resolution

- Should a dispute arise in relation to this Agreement, representatives of both the Organizer and the post shall meet in an attempt to resolve the matter.
- In the event that they do not reach agreement, they will refer the matter to a mutually agreed third party who will make a final and binding decision.

5. Notification of Changes

Where required, notice will normally be in writing, either by mail or by signed facsimile.

6. Remaining Balance

The unused balance in the created SPA account under \$50.00 will not be returned to the NGO.

7. Signatures

Post signature must be signed before sending to Non Government Department!

ORGANIZER CONTACT INFORMATION (NGO):

Signature:  Date: 2010.02.15

Name and title Dr Alok Mukherjee, Chair

Organization Toronto Police Services Board

Phone 416-808-8080

Fax 416-808-8082

E-mail alok.mukherjee@tpsb.ca

POST CONTACT INFORMATION :

Signature: _____ Date: _____

Name & title _____

Organization _____

Phone _____

Fax _____

E-mail _____

SCHEDULE "A"

Toronto Police Services Board have agreed to pay \$1000 Cdn towards the cost of the dinner which will be

hosted on 4 March 2010 by Consul General Marvin Hildebrand in Mumbai.



Toronto Police Services Board

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



February 15, 2010

Foreign Affairs Canada
Lester B Pearson Building
125 Sussex Drive, R1-406
Ottawa, ON K1A 0G2

Attention: Cashier – SMFR – re: NGO

Re: Specified Purpose Account (SPA) Agreement

Enclosed please find a personal cheque in the amount of \$1,000.00CDN towards the cost of the dinner which will be hosted on 4 March 2010 by Consul General Marvin Hildebrand in Mumbai in connection with the visit to India by Dr. Alok Mukherjee, Chair, Toronto Police Services Board, and Chief William Blair, Toronto Police Service.

Kindly acknowledge receipt to the undersigned at:

Toronto Police Services Board
40 College Street
Toronto, ON M5G 2P3

Telephone: 416-808-8080

Yours truly,

Dr. Alok Mukherjee
Chair

Encl.



In honour of Mr. William Blair, Chief, Toronto Police Service

*The High Commissioner for Canada
Joseph Caron*

requests the pleasure of the company of

Mr. Alok Mukherjee

*for dinner
on Friday, February 26, 2010
at 19:00 hours*

*4 Aurangzeb Road
New Delhi 110011
Dress: Business Suit*

*R.S.V.P.
4178 2576 / 98100 81423*



*On the occasion of the visit to Mumbai of
Chief William Blair, Toronto Police Services
Dr. Alok Mukerjee, Chair, Toronto Police Services Board
Marvin Hildebrand, Consul General of Canada
cordially invites*

Dr. Alok Mukerjee.

*to a dinner on Thursday, March 4, 2010 at 7:30 p.m.
Ashford Apartments, Level 1, 1/26A Ridge Road, Malabar Hill, Mumbai
(please see enclosed map)*

*RSVP : Ms. Soosan Wadia
Tel.: 6749 4411*



**The High Commissioner for Canada
Joseph Caron**

requests the pleasure of the company of

Mr. Alok Mukherjee

for breakfast

on Sunday, February 21, 2009

at 8:00 a.m.

**4 Aurangzeb Road
New Delhi 110011**

**R.S.V.P.
4178 2576 / 98100 81423**



Guest Speaker: Mr. William Blair, Chief, Toronto Police Service

**The High Commissioner for Canada
Joseph Caron**

requests the pleasure of the company of

Mr. Alok Mukherjee

for a Round Table on Policing and Security: A Canadian Perspective

on Friday, February 26, 2010

at 14:00 to 15:30 hours

**Canadian High Commission
Shantipath, Chanakyapuri
(entry from Gate # 5, Nyaya Marg)**

**R.S.V.P.
4178 2576 / 98100 81423**

LIST OF ACCEPTANCES FOR DINNER ON 04 MARCH

SR. NO	NAME	TITLE	RSVP
1.	Chief William Blair	Chief, Toronto Police Services 2000	Accepted
2.	Ms. Suzanne Blair	Spouse of Chief Blair	Accepted
3.	Dr.Alok Mukherjee	Chair, Toronto Police Services Board	Accepted
4.	Mr. A. N. Roy	Director General of Police, Maharashtra	Still awaiting a response
5.	Mr. D. Sivanandhan	Commissioner of Police	Still awaiting a response
6.	Mr. Naval Bajaj	Additional Commissioner of Police, Protection & Security Wing	Accepted
7.	Mr. Shintre	Deputy Commissioner of Police, Protection & Security Wing	Accepted
8.	Mr. Sanjeev Kokil	Senior Police Inspector, MRA Police Station	Accepted
9.	Mr. Murli Karpe,	Inspector in charge of Consulates MRA Police station	Will be busy with US Consulate. May drop in
10.	Mr. Chandekar	Assistant Police Inspector, Fort Police House	Accepted
11.	Ms. Maya Hariharan	Manager, Passenger Relations Jet Airways	Accepted
12.	Mr. Gul Kripalani	President, Indian Merchants Chamber	Accepted
13.	Mr. Vikram Sethi	International Terminal Manager, Mumbai International Airport Limited	Accepted
14.	Ms. Suchita Shetty	Domestic Terminal Manager, Mumbai International Airport Limited	Accepted
15.	Mr. Zon Edamuttath	Security Manager, Mumbai International Airport Limited	Accepted

16.	Mr. Rajvardhan	Deputy Commissioner of Police Foreigner's Regional Registration Office	Accepted
17.	Dr. Frainy Palia	Medical Doctor	Accepted
18.	Mr. Sanju Soni	General Manager, Trident Hotel	Accepted
19.	Ms. Mehar Mistry	Sales Manager, Trident	Accepted
20.	Mr. Ravi Rawlani	Sales Manager, Taj Mahal Hotel	Accepted
21.	Mr Vincent Hoogvijs	General Manager, Four Seasons Hotel	Accepted
22.	Ms. Nikita Ramchandani	Sales Manager, Four Seasons Hotel	Accepted
23.	Mr. Paul Folmsbee	US Consul General	Accepted
24.	Mr Peter Beckingham	UK Deputy High Commissioner	Accepted Will attend for a short time
25.	Mr. François Pujolas	Consul General of France	Accepted
26.	Mr. Marvin Hildebrand	Consulate General of Canada Consul General	Accepted
27.	Ms. Sharon Landry	Consulate General of Canada Consular and Management	Accepted
28.	Mr. Rick McElrea	Consulate General of Canada Senior Trade Commissioner	Accepted
29.	Mr. Benoit-Jean Bernard	Consul and Director of Bureau du Québec	Accepted
30.	Mr. Daniel Bood	Consul – Advocacy and Public Affairs	Accepted
31.	Ms. Soosan Wadia	Receptionist and Hotel and Transport Co- ordinator	Accepted
32.	Mr. Zubin Buhariwala	Consular and Protocol Officer	Accepted
33.	Mr. Vishtasp Palkhiwala	Office Manager	Accepted
34.	Mr. Rayomand Dotiwalla	Property and Materials Assistant	Accepted
35.	Mr. Shailesh Bijoor	Joint Secretary and Joint Chief Protocol Officer Government of Maharashtra	Accepted

36.	Mr. Srinivas Manchali	Under- Secretary Protocol Government of Maharashtra	Accepted
37.	Mr. Sanjay Korgaonkar	Protocol Officer Government of Maharashtra	Accepted
38.	Mr. Karnik	Protocol Officer - Airport Government of Maharashtra	Accepted
39.	Mr. Gokhale	Protocol Officer - Airport Government of Maharashtra	Accepted
40.	Mr Janusz Bylinski	Consul General of Poland	Accepted
41.	Mr Murat Ahmet Yoruk	Consul General of Turkey Tel: 22040365 (Jyoti)	To follow up on 04 March

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P89. REQUEST FOR FUNDS: CANADIAN CLUB OF TORONTO -
DIVERSECITY**

The Board was in receipt of the following report March 12, 2010 from Alok Mukherjee, Chair:

Subject: REQUEST FOR FUNDS: CANADIAN CLUB OF TORONTO -
DIVERSECITY

Recommendation:

It is recommended that the Board approve an expenditure from the Special Fund in an amount not to exceed \$490.00 to purchase tickets for interested Board members to attend the Canadian Club of Toronto's DiverseCity on May 10, 2010.

Financial Implications:

If the Board approves the recommendation contained in this report, the Board's Special Fund will be reduced by an amount not to exceed \$490.00. The balance of the Special Fund as at December 31, 2009 is \$1,024,168.

Background/Purpose:

I am in receipt of an email correspondence from Ms. Judi Cohen, Board member, who is in receipt of the invitation from the Canadian Club of Toronto, requesting interested Board members to attend the DiverseCity. The event will take place on May 10, 2010 at the Sheraton Centre Hotel, 123 Queen Street West, Toronto.

The DiverseCity is a joint project of Maytree and the Toronto City Summit Alliance. The DiverseCity project aims to build the leadership we need to propel our region forward and prosper.

It has been just over one year since DiverseCity announced its bold and detailed plan to change the face of leadership. At a Canadian Club luncheon on January 26, 2009, over 100 partner organizations from across the Toronto region committed their support to "DiverseCity: The Greater Toronto Leadership Project" and joined this effort to enable a new, more diverse leadership to emerge.

Recognizing that a lack of network is among the greatest obstacles for emerging leaders, DiverseCity set out to change this. Project Co-Chairs Ms. Ratna Omidvar and Mr. John Tory will share their results to date and outline next steps.

Discussion:

On Monday, May 10, 2010, the Canadian Club of Toronto will be hosting DiverseCity to be held at the Sheraton Centre Hotel, 123 Queen Street West, Toronto.

This event will underline how Toronto's leaders are rising to the challenge, breaking down barriers and facilitating new connections to accelerate prosperity in the Greater Toronto Area and across Canada.

The theme for this event is "Corporate Engagement and the Drive to Inspire: Empowering New Leaders in 21st Century Canada" and Governor General Michaëlle Jean will deliver an address and participate in a discussion with DiverseCity Co-Chairs: Mr. John Tory (Chair, Toronto City Summit Alliance), Ms. Ratna Omidvar (President, Maytree), Mr. Gord Nixon (President and CEO, Royal Bank of Canada), and a panel of new leaders on ways to remain prosperous in an ever-changing global economy.

Conclusion:

I, therefore, recommend that the Board approve an expenditure from the Special Fund in an amount not to exceed \$490.00 to purchase tickets for interested Board members to attend the Canadian Club of Toronto's DiverseCity on May 10, 2010.

The Board approved the foregoing report.

**The Canadian Club of Toronto hosts DiverseCity with opening address by
Governor General Michaëlle Jean**

Monday, May 10, 2010 at 11:45 AM - 2:15 PM

Sheraton Centre Hotel, Grand Ballroom (Centre and West)

Corporate Engagement and the Drive to Inspire:

Empowering New Leaders in 21st Century Canada

Please join us on May 10th when Her Excellency the Right Honourable Michaëlle Jean, Governor General of Canada, will deliver an address and participate in a discussion with DiverseCity Co-Chairs Mr. John Tory (Chair, Toronto City Summit Alliance), Ms. Ratna Omidvar (President, Maytree), Mr. Gord Nixon (President & CEO, RBC) and a panel of new leaders on ways to cultivate the kind of leadership Canada needs to remain prosperous in an ever-changing global economy.

Her Excellency the Right Honourable Michaëlle Jean was sworn in as Governor General of Canada on September 27, 2005. As Governor General, Her Excellency has travelled across the country and abroad to promote Canadian values of national unity, diversity, corporate engagement, inclusion, culture, and youth empowerment. This will be her first address on these topics to a Canadian Club audience in Toronto.

It has been just over one year since DiverseCity announced its bold and detailed plan to change the face of leadership. At a Canadian Club luncheon on January 26, 2009, over 100 partner organizations from across the Toronto region committed their support to "DiverseCity: The Greater Toronto Leadership Project" and joined this effort to enable a new, more diverse leadership to emerge.

Recognizing that a lack of network is among the greatest obstacles for emerging leaders, DiverseCity set out to change this. Project Co-Chairs Ms. Ratna Omidvar and Mr. John Tory will share their results to date and outline next steps. This luncheon will underline how Toronto's leaders are rising to the challenge, breaking down barriers and facilitating new connections to accelerate prosperity in the GTA and across Canada.

Companies who reserve a table will host an emerging leader from a diverse background at their table.

This event has been sponsored by RBC

****Click HERE to order tickets or call us at 416-364-5590****

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**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P90. REQUEST FOR FUNDS: HUMAN RIGHTS PROJECT CHARTER
EVENTS**

The Board was in receipt of the following report March 8, 2010 from William Blair, Chief of Police:

Subject: HUMAN RIGHTS PROJECT CHARTER: EVENTS

Recommendation:

It is recommended that the Board approve expenditure of \$6,000 from the Board's Special Fund to produce two events, to commemorate the success and achievements of Human Rights Project Charter.

Financial Implications:

If the Board approves the recommendation in this report, the Special Fund will be reduced by \$6,000.

Background/Purpose:

The landmark Human Rights Project Charter was founded in partnership by the Toronto Police Services Board (TPSB), the Toronto Police Service (TPS) and the Ontario Human Rights Commission (OHRC). The Project Team, comprised of members from all three agencies, was tasked with two objectives: (1) *Identify any discrimination which may exist in the employment policies of the Toronto Police Services Board and the practices of the Toronto Police Service* and (2) *Identify any discrimination which may exist in the provision of policing services by the Toronto Police Service.*

The three-year term of the joint project is concluding on May 17, 2010. It is important to take this opportunity to maximize the impact of the project and recognize the efforts of the project team in successfully realizing project objectives.

Discussion:

Event #1 Human Rights Project Charter, Celebration Event

As the first and only law enforcement agency in Canada to work with a human rights commission to conduct a comprehensive review of its internal systems and processes from a human rights perspective, the TPSB and TPS are proud of their leadership role in this important area.

Since the commencement of Human Rights Project Charter in May 2007, many significant outcomes have been developed and implemented, including but not limited to:

1. Human rights training modules, including the first e-learning training module on racially-biased policing that has now been made available nationally through the Canadian Police Knowledge Network
2. A media insert entitled “Fair & Equitable Policing”, which was distributed to 450,000 households via *community* newspapers, and a further 50,000 via *Canadian Immigrant* magazine
3. A re-engineered and streamlined human rights complaint process
4. A database software upgrade to ensure a centralized, comprehensive analysis of human rights complaints data
5. Targeted recruiting for identified underrepresented demographics, including women from diverse communities
6. A comprehensive audit and revision of all TPSB policies and TPS procedures

It is important that the experiences, achievements and best practices of this project are shared with the greater community to continue Human Rights Project Charter’s legacy and progress throughout the city, province and even country. With this in mind, the following event is proposed:

Event #1 Human Rights Project Charter, Celebration Event
Theme” “Where we were, where we are now and where we are going”
Date: Monday, May 17, 2010
Time: 11.00 a.m. – 1.30 p.m.
Venue: St. Lawrence Centre, 27 Front Street, Toronto, ON
Cost: \$3,500 (anticipated cost)
Details: This event will feature a variety of formal speakers as well as presentations by Senior Project Team members, followed by a light lunch for all attendees.

Proposed speakers:

- Mayor David MILLER (proposed keynote speaker)
- Chief William BLAIR, TPS
- Dr. Alok MUKHERJEE, TPSB
- Chief Commissioner Barbara HALL, OHRC
- Additional Senior Project Team Members
Invitees / Guest List
- Senior Law Enforcement Agency Leaders (province-wide)
- Ontario Human Rights Commission (current and past Commissioners)
- Prominent Community Leaders
- Advocacy Groups, Legal Clinics
- Education Community
- Toronto Police Association

Event #2 *Human Rights Project Charter, Team Appreciation Luncheon*

Human Rights Project Charter commenced in May 2007. To ensure a cross-section of representation, project team members were strategically hand-selected from each of the three partner agencies from all ranks, titles and levels of management. They were tasked with creating organizational change including reviewing TPS procedures, TPSB policies, business practices, training, the workplace environment and the provision of police services to the communities we serve.

As a result, Human Rights Project Charter's outcomes have been a significant contributor to the progress and overall organizational change, whose impact will continue to be more fully realized and appreciated in years to come.

To recognize the significance of their efforts and achievements, the Senior Project Team is proposing to host an informal sit-down luncheon for all past and present Human Rights Project Charter Project team members. Please note the details below, which will also include the presentation of *Certificates of Appreciation*, personally signed by the three agency partner leaders.

Event #2 *Human Rights Project Charter, Team Appreciation Luncheon*

Date: Friday, June 4, 2010
Time: 2.00 p.m. – 4.00 p.m.
Venue: Hyatt Regency on King, 370 King Street, Toronto, ON
Cost: \$2,500 (anticipated cost)
Details: This event is a sit-down luncheon, with brief remarks, words of thanks and the presentation of *Certificates of Appreciation* to all members.

This request has been reviewed and is consistent with the Board's Policy governing Special Fund.

Conclusion:

The importance of recognizing “Where we were, where we are now and where we are going”, both as an organization and in our service to our communities cannot be understated. Sharing our experiences and best practices, as well as recognizing the people that got us there, is equally important.

These events will advance the progress and legacy of Human Rights Project Charter, which is merely the first phase of achieving our ongoing objectives, namely to provide *a fair and bias-free environment, internally for our members and externally in our provision of policing services for the communities we serve.*

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

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 MARCH 25, 2010**

**#P91. REQUEST FOR FUNDS: 2010 LAW ENFORCEMENT TORCH RUN
FOR SPECIAL OLYMPICS**

The Board was in receipt of the following report February 8, 2010 from William Blair, Chief of Police:

Subject: 2010 LAW ENFORCEMENT TORCH RUN FOR SPECIAL OLYMPICS

Recommendation:

It is recommended that the Board approve expenditure from the Board's Special Fund in the amount of \$5,000.00 to support the Toronto Police Service's 2010 Law Enforcement Torch Run for Special Olympics.

Financial Implications:

If the Board approves this recommendation, the Board's Special Fund will be reduced by the amount of \$5,000.00.

Background/Purpose:

The Torch Run Committee headed by Staff Superintendent Richard Gauthier is requesting funding of \$5,000.00. All funds raised through the Torch Run events are aimed at program support that directly affects all community based Special Olympics activities. Funds are channelled both directly and indirectly into community programs, assisting with a variety of expenses including games travel, accommodation, meals, staff support, grants to new community programs, athlete training, public education, volunteer/coach training and development initiatives like school programs (which opens up opportunities to new, younger athletes).

The Ontario Law Enforcement Torch Run is a community based, province-wide event carrying the "Flame of Hope" across Ontario by members of Law Enforcement from communities right across the province. The objective of this and other events is to raise funds and awareness for the Special Olympics movement in Ontario.

The Special Olympics Ontario (SOO) is a charitable organization that provides sports training and competition for people with an intellectual disability. The primary objective is to enhance physical, social, and psychological development through positive and successful experiences in sport. SOO also strive to prepare athletes for active and successful participation in regular community based sports training, recreation, and fitness.

Special Olympics is an unprecedented global movement which, through quality sports training and competition, improves the lives of people with intellectual disabilities and, in turn, the lives of everyone they touch. Special Olympics is founded on the belief that people with intellectual disabilities can, with proper instruction and encouragement, learn, enjoy, and benefit from participation in individual and team sports.

Special Olympics empowers people with intellectual disabilities to realize their full potential and develop their skills through year-round sports training and competition. As a result, Special Olympics athletes become fulfilled and productive members of their families and the communities in which they live.

Statistics show:

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

The Law Enforcement Torch Run for Special Olympics is celebrating 24 years in Ontario. The men and women in Law Enforcement make a difference in the lives of people with intellectual disabilities and inspire greatness and success. The “Flame of Hope” burns brighter because we care.

Conclusion:

Last year the Toronto Leg of the 2009 Torch Run for Special Olympics raised over \$42,000.00. Our goal is to surpass that amount in 2010. The Toronto Police Service Vision Statement states “we are committed to deliver police services, which are sensitive to the needs of the community, involving collaborative partnerships and teamwork to overcome all challenges”. The Toronto Police membership participating in this endeavour are working together to raise funds for Special Olympic programs and increase awareness of the Special Olympics movement in Ontario.

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

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 MARCH 25, 2010**

**#P92. REQUEST FOR FUNDS: FUND RAISING EVENT FOR THE 2011
WORLD POLICE & FIRE GAMES**

The Board was in receipt of the following report March 10, 2010 from Alok Mukherjee, Chair:

Subject: REQUEST FOR FUNDS: 2011 WORLD POLICE & FIRE GAMES

Recommendation:

It is recommended that the Board approve an expenditure from the Special Fund in an amount not to exceed \$595.00, to purchase tickets for interested Board members to attend the raising event on May 14, 2010 for the 2011 World Police & Fire.

Financial Implications:

If the Board approves the recommendation contained in this report, the Board's Special Fund will be reduced by an amount not to exceed \$595.00. The balance of the Special Fund as at December 31, 2009 is \$1,024,168.

Background/Purpose:

I am in receipt of correspondence from Dawn Andrews, Chair, Fund Raising Committee of Toronto Police Amateur Athletic Association (copy attached), requesting support for the athletes taking part in the 2011 World Police & Fire Games.

Discussion:

In 1985, the World Police & Fire Games Federation, a non-profit organization, run by the Californian Police Athletic Federation, established the World Police & Fire Games.

Today, the World Police & Fire Games is an international sporting event, offering police officers, firefighters, customs and correction officers from around the world an opportunity to showcase their athletic excellence in over 65 sporting events.

Next year, the World Police & Fire Games is being held in New York City from August 26 to September 5, 2011 which will coincide with the ten year remembrance of September 11, 2001. This event is a great opportunity for TPS members to work together to reinforce the spirit of teamwork and to meet with other law enforcement officials from around the world.

On Friday, May 14, 2010, the TPAAA will host its fund raising event in an effort to assist the athletes competing in the 2011 World Police & Fire Games. The fund raising event will be held at the Strates Banquet Hall, 365 Evans Avenue, Toronto.

Conclusion:

I, therefore, recommend that the Board approve an expenditure from the Special Fund in an amount not to exceed \$595.00, to purchase tickets for interested Board members to attend the raising event on May 14, 2010 for the 2011 World Police & Fire.

The Board approved the foregoing report.



**TORONTO POLICE AMATEUR
ATHLETIC ASSOCIATION**

180 YORKLAND BLVD. SUITE 28, TORONTO, ONTARIO M2J 1R5 (416) 502-8711 or 1-888-76 TP AAA FAX: (416) 502-8714

Toronto Police Service
40 College Street
Toronto, Ontario M5G 2J3

Attention: Dr. Alok Mukherjee
Chair

Dear Sir:

DATE RECEIVED

FEB 11 2010

TORONTO
POLICE SERVICES BOARD

The World Police and Fire Games is an athletic competition second only in size to the Olympics. As the name implies, this event is open only to Police Officers and Fire Fighters from around the world. These Games are staged every other year on the odd calendar year. Members of the Toronto Police Service have participated every year since the inception of these Games. The Games have been staged in various cities in the United States from San Diego, California to Memphis, Tennessee. Around the world the Games have been in Australia twice, in Sweden and in Spain. Canada hosted the games in Calgary, 1997, Quebec City, 2005 and British Columbia in 2009. To commemorate the 10th year anniversary of September 11, the Games will be hosted by New York City in 2011.

The Toronto Police Amateur Athletic Association proudly supports many athletes taking part in these Games. In an effort to assist the athletes competing, the TP AAA is supporting some additional fund raising. Our next event will be held on May 14, 2010, at Strates Banquet Hall, 365 Evans Avenue, Toronto. The tickets, which are \$85.00 each, will provide a five-course gourmet dinner, all-inclusive bar, disc jockey, door prizes, dance prizes and a silent auction. We very much appreciate you and your wife attending our last fund raising dinner and trust you will be able to come out again.

If you have any business contacts that might provide items for our silent auction, we would be most grateful. Tickets are available through the office. We appreciate your consideration to this matter.

Sincerely,

A handwritten signature in black ink, appearing to read 'Dawn Andrews'.

Dawn Andrews, Chair
Fund Raising Committee
Toronto Police Amateur Athletic Association

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P93. QUARTERLY REPORT: TORONTO POLICE SERVICES BOARD
SPECIAL FUND UNAUDITED STATEMENT: OCTOBER TO
DECEMBER 2009**

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

Subject: QUARTERLY REPORT: TORONTO POLICE SERVICES BOARD SPECIAL
FUND UNAUDITED STATEMENT: OCTOBER TO DECEMBER 2009

Recommendation:

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

Financial Implications:

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

Background/Purpose:

As required by the Toronto Police Services Board (TPSB) Policy and Directions (Board Minute #P157/05) expenditures for the Special Fund shall be reported to the Board on a quarterly basis. This report is provided in accordance with such directive. The TPSB remains committed to promoting transparency and accountability in the area of finance.

Discussion:

Enclosed is the un-audited statement of receipts and disbursements with respect to the Toronto Police Services Board's Special Fund for the period October 1 to December 31, 2009.

As at December 31, 2009, the balance in the Special Fund was \$1,024,168. During the fourth quarter, the Special Fund recorded receipts of \$473,354 and disbursements of \$140,425. There has been a net increase of \$34,680 against the December 31, 2008 fund balance of \$989,488.

Auction proceeds have been estimated for the months of November and December 2009 as the actual deposits have not yet been made. The Property and Evidence Management Unit of the Service and Rite Auction Limited continued their partnership in 2009.

Funds expended this quarter include Board approved sponsorship and contributions to the following:

- Leave Out the Violence
- Father Henry Carr Catholic Secondary School
- York University – Youth Initiatives
- Native Child & Family Services

Board members are reminded of the following significant standing commitments which require monies from the Special Fund.

- Recognition of Long Service (civilian pins, 25 year watch event, tickets to retirement functions for senior officers)
- Recognition of Board Members who complete their appointments
- Shared Funding for athletic competitions with the Toronto Police Amateur Athletic Association

Conclusion:

As required by Toronto Police Services Board Policy and Directions (Board Minute #P157/05), it is recommended that the Board receive the attached report.

The Board received the foregoing report.

THE TORONTO POLICE SERVICES BOARD SPECIAL FUND								
2009 SECOND QUARTER RESULTS WITH INITIAL PROJECTIONS								
PARTICULARS	2009						2008	COMMENTS
	INITIAL PROJ.	JAN 01 TO MAR 31/09	APR 01 TO JUN 30/09	JUL 01 TO SEPT 30/09	OCT 01 TO DEC 31/09	JAN 01 TO DEC 31/09 TOTALS	JAN 01 TO DEC 31/08 ACTUAL	
BALANCE FORWARD	989,488	989,488	925,346	746,166	691,239	989,488	611,245	2009 projections are based on 2008 actual results. The adjusted projection is based on the results to date as at the quarter.
<u>REVENUE</u>								
PROCEEDS FROM AUCTIONS	275,000	60,000	38,361	33,212	73,491	205,065	284,853	Auction proceeds for the fourth quarter are based on estimates. Overhead is calculated as 37% of the proceeds.
LESS OVERHEAD COST	(110,000)	(24,000)	(15,344)	(13,285)	(27,197)	(79,826)	(117,274)	
LESS RETURNED AUCTION PURCHASE	0	0	0	0	0	0	0	
UNCLAIMED MONEY	50,000	3,402	38,150	70,886	428,611	541,050	511,280	
LESS RETURN OF UNCLAIMED MONEY	(2,800)	(259)	(2,056)	(475)	(3,728)	(6,519)	(2,263)	
INTEREST	24,000	2,395	1,015	0	0	3,410	24,424	Interest income is based on the average monthly bank balance. The activity fee includes bank service charges and the activity fee allocation. No interest was earned in the third quarter because our earning rate is below prime.
LESS ACTIVITY FEE	(800)	(154)	(217)	(248)	(533)	(1,151)	(847)	
LESS CHEQUE ORDER	(200)	0	0	0	0	0	0	
SEIZED LIQUOR CONTAINERS	1,600	0	129	122	2,710	2,962	1,760	
TOTAL REVENUE	236,800	41,385	60,038	90,213	473,354	664,990	701,933	
BALANCE FORWARD BEFORE EXPENSES	1,226,288	1,030,873	985,384	836,379	1,164,593	1,654,478	1,313,178	Rounding can impact the reported amounts from quarter to quarter and year to year. Rounding differences are not significant.
<u>DISBURSEMENTS</u>								
<u>POLICE COMMUNITY INITIATIVES</u>								
SERVICE								
CPLC & COMM. OUTREACH ASSIST	28,000	0	29,000	0	(3,573)	25,427	30,978	Police Community initiative payments are made at various times during the year based on Police Services Board approval.
UNITED WAY	10,000	0	8,000	0	0	8,000	8,442	
OTHER	20,000	1,807	18,210	0	0	20,017	1,900	
COMMUNITY								
VICTIM SERVICES PROGRAM	5,000	0	6,000	0	0	6,000	0	Major contributions were made to Father Henry Carr Catholic Sch., York University- Youth Initiatives.
VARIOUS ORGANIZATIONS	130,000	90,020	127,450	24,643	121,024	363,137	128,529	
TPAAA ASSISTANCE	10,000	1,200	1,500	82,100	11,200	96,000	10,600	The Board made a major contribution to the Police soccer and rugby games during the fourth quarter.
FITNESS FACILITIES	0	0	0	0	0	0	0	
FUTURES PROGRAM - YOUTH PROGRAMS	100,000	0	0	0	0	0	0	
RECOGNITION OF SERVICE MEMBERS								
AWARDS	50,000	6,800	16,794	18,169	0	41,763	50,074	Award and recognition ceremonies for Police Officers
CATERING	30,000	0	1,080	12,168		13,248	29,308	Civilians, Crossing Guards, and Auxiliary Members.
RECOGNITION OF COMMUNITY MEMBERS								
AWARDS	2,000	0	0	0	3,320	3,320	837	Award and recognition ceremonies for Community
CATERING	4,000	0	2,554	0	5,803	8,357	4,121	Members/Citizens.
RECOGNITION OF BOARD MEMBERS								
AWARDS	100	0	0	0	0	0	0	
CATERING	1,500	0	0	0	0	0	0	
CONFERENCES								
BOARD	0	0	0	0	0	0	0	
COMM. POLICE LIAISON COMMITTEES	7,000	0	9,100	0	(580)	8,520	0	
ONT. ASSO. OF POLICE SERVICES BOARD	5,500	5,500		0	0	5,500	5,500	
CDN ASSO. OF POLICE SERVICES BRDS	5,000	0	10,000	0	0	10,000	25,377	
OTHER	0	0	0	0	0	0	17,185	
DONATIONS								
IN MEMORIAM	1,000	200	300	200	600	1,300	1,500	
OTHER	0	0	0	0	0	0	0	
DINNER TICKETS	1,500	0	0	7,861	0	7,861	4,025	Dinner tickets includes retirements as approved on BM 414/95
AUDIT FEE	8,000	0	9,230	0	2,630	11,860	5,314	The audit fee is based on a contracted amount which expires after the 2007 year end. The contract was extended several times by Council to 2009.
TOTAL DISBURSEMENTS	418,600	105,527	239,218	145,141	140,425	630,310	323,690	
SPECIAL FUND BALANCE	807,688	925,346	746,166	691,239	1,024,168	1,024,168	989,488	

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

**#P94. LETTER OF APPRECIATION – THACKERAY PARK CRICKET
GROUND**

The Board was in receipt of the attached correspondence dated February 16, 2010 from Suzan Hall, Councillor, City of Toronto, expressing appreciation for the funds that were previously provided by the Board for the Thackeray Park cricket ground.

The Board received Councillor Hall's correspondence.



Suzan Hall

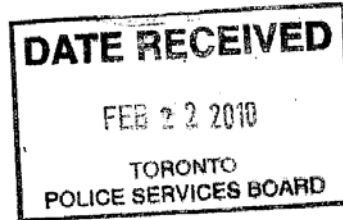
City Councillor
Ward 1 – North Etobicoke

City Hall
100 Queen Street West, Suite C54
Toronto, Ontario, M5H 2N2
Telephone: 416-392-0205
Facsimile: 416-696-4207

Constituency Office
996 Albion Road
Toronto, Ontario, M9V 1A6
Telephone: 416-392-4255
Email: councillor_hall@toronto.ca

February 16th, 2010

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



Dear Alok,

On behalf on the residents of my ward and diverse communities across Toronto, I would like to thank the Toronto Police Services Board for their generous donation towards the Thackeray Park Cricket Ground. This is an exciting initiative that will have an important impact on north Etobicoke and will help support Toronto's growing cricket community.

It is therefore with great enthusiasm that I can now announce that, with over \$76,000 raised through donations, combined with additional funding from the City of Toronto, the first phase of the Thackeray Park Cricket Ground will be built this year!

To be opened before the 2011 season, the first phase of the ground's construction includes the dedicated field and turf cricket pitches, permanent spectator seating for over 300, on-site parking and site landscaping. There will also be a celebration event on site later this year to which you are certainly invited.

It is because of the commitment and passion of organizations like yours that residents of all ages will now have a safe and welcoming community space to learn about and enjoy the sport for years to come.

Thank you again for your support and I look forward to seeing you at the celebration. We will be in touch once a date is selected.

Sincerely,

Suzan Hall
Councillor, Ward 1 - Etobicoke North

**THIS IS AN EXTRACT FROM THE MINUTES OF THE PUBLIC MEETING OF THE
TORONTO POLICE SERVICES BOARD HELD ON MARCH 25, 2010**

#P95. BOARD POLICY – HUMAN RIGHTS AND ACCOMMODATION

The Board was in receipt of the following report March 18, 2010 from Alok Mukherjee, Chair:

Subject: BOARD POLICY - HUMAN RIGHTS AND ACCOMMODATION

Recommendation:

It is recommended that that the Board approve the attached policy entitled “Human Rights and Accommodation.”

Financial Implications:

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

Background/Purpose:

For the Toronto Police Services Board, eliminating racism and building an equitable and inclusive organization is a matter of the highest priority. We believe that there must be an absolute intolerance of any *systemic* policies, practices or procedures as well as of any *individual* expressions or actions that have an adverse impact on any member of our society because of race, ethnicity, culture, language, nationality or religion.

We believe also that we must include people from different backgrounds at all levels of the police service, so that members of all the communities in this City are full participants in the work of this organization. We also believe that all members of the public are entitled, at all times, to courteous, fair and equitable services from us.

On May 17, 2007, on behalf of the Toronto Police Services Board, the Toronto Police Service and the Ontario Human Rights Commission, Chair Mukherjee, along with Chief Blair and Chief Commissioner Barbara Hall signed the Human Rights Project Charter document formalizing a three-year collaborative approach to incorporate human rights and anti-racism perspectives in all policing activities. The project aims to develop tools and processes to identify and eliminate discrimination in all areas, including the delivery of services to the larger community.

The significant work completed as part of Project Charter, as well as the Board’s ongoing development of relevant policies, such as the *Race and Ethnocultural Equity Policy* and policies developed under the *Accessibility for Ontarians with Disabilities Act* (AODA) underscore the importance of the issue of human rights for the Board and the Service.

Discussion:

As is stated in the preamble to the policy, the Toronto Police Services Board is committed to the principle that police services should be provided in a fair and equitable manner which respects the inherent worth and dignity of all persons and provides equal treatment to persons, without discrimination or harassment, as provided by the Ontario *Human Rights Code* (the *Code*).

Similarly, the Toronto Police Services Board is committed to the principle that those working for the Toronto Police Service have a right to work in an environment which respects the inherent worth and dignity of all persons and in which they are treated equally, without discrimination or harassment, as provided by the *Code*.

Conclusion:

I believe that this is a significant time to codify in policy the Board's commitment in the area of human rights and accommodation. In March, we recognize both International Women's Day and the International Day for the Elimination of Racial Discrimination. In addition, the Human Rights Project Charter, which has been extremely successful, is set to conclude in May of this year.

Therefore, it is recommended that that the Board approve the attached policy entitled "Human Rights and Accommodation."

Dr. Shaheen Azmi, Ontario Human Rights Commission, was in attendance and delivered a deputation on behalf of Commissioner Barbara Hall who was unable to attend the meeting. A copy of Dr. Azmi's deputation is on file in the Board office.

Chair Alok Mukherjee and Mr. Hamlin Grange discussed this report with the Board and noted that there may still be areas in the policy which can be improved.

The Board approved the following Motions:

- 1. THAT the recommendation in the foregoing report be replaced, and approved, with the following :**

THAT the Board approve the Human Rights and Accommodation policy, in principle, and authorize the Chair, and interested members of the Board, to consult with the Chief and representatives of the Ontario Human Rights Commission in drafting the final version of the policy; and

- 2. THAT the final version of the policy be placed on the public agenda of the Board's May 20, 2010 meeting for approval.**



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TORONTO POLICE SERVICES BOARD

HUMAN RIGHTS AND ACCOMMODATION

DATE APPROVED		Minute No: Pxxx/XX
DATE(S) AMENDED		
DATE REVIEWED		
REPORTING REQUIREMENT	Annual	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, ss. 31(1)(c), 47. <i>Human Rights Code</i> , R.S.O. 1990, C. H.19, 123/98, Part IV.	
DERIVATION		

Part I. Human Rights

The Toronto Police Services Board is committed to the principle that every person has a right to receive police services in a fair and equitable manner which respects the inherent worth and dignity of all persons and provides equal treatment to persons, without discrimination or harassment, as provided by the Ontario *Human Rights Code* (the *Code*).

Further, the Toronto Police Services Board is committed to the principle that those working for the Toronto Police Service have a right to work in an environment which respects the inherent worth and dignity of all persons and in which they are treated equally, without discrimination or harassment, as provided by the *Code*.

The *Code* provides that every person has a right to equal treatment without discrimination or harassment on the basis of the following grounds, known as the “prohibited grounds”:

- Race
- Ancestry
- Place of Origin
- Colour
- Ethnic Origin
- Citizenship
- Creed (religion)
- Sex
- Sexual orientation
- Age
- Marital status
- Family status
- Disability (including mental, physical, developmental or learning disabilities)
- Record of offences* [applies only to employment]

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All persons have a right to be free from discrimination or harassment because of relationship, association or dealings with an individual or individuals identified by a prohibited ground of discrimination.

The Toronto Police Services Board recognizes that persons have a right to enforce their rights under the *Code* and this policy, to make a human rights complaint or participate in a human rights investigation as complainants, witnesses or otherwise, and/or to refuse to infringe another's human rights, all without suffering any adverse treatment, or threat of adverse treatment, or any form of reprisal.

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

1. The Chief of Police will develop procedures to implement the principle of equal treatment in police services and in the workplace, without discrimination or harassment, consistent with the *Human Rights Code*. These procedures will cover, but are not limited to, the following areas:

- **Training and Education**

The Chief of Police will ensure that professional development includes training programs that address human rights issues. These programs will be evaluated regularly to assess their adequacy and effectiveness in meeting the objectives of this policy and directions.

- **Professional Conduct**

The Chief of Police will ensure that service procedures reinforce and encourage positive and professional practices that aim to promote and protect human rights.

- **Complaints Process**

The Chief of Police will ensure that a complaints process is in place to deal with complaints of human rights violations from Service members and the public. The complaints process should be clear and accessible in its explanation of how to file a complaint and the steps that follow. The process should aim to deal with complaints impartially and in an objective and transparent manner.

Where a human rights violation is found, the Chief of Police will take any steps necessary to bring the complainant to the position s/he would have been in had the violation not occurred and to prevent the recurrence of the behaviours found to violate the *Code*.

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Complaints with respect to the conduct of a police officer may also be made under the *Police Services Act* (“the *Act*”). The Chief of Police will ensure that this complaints process deals with human rights complaints made under the *Act* and in an objective and transparent manner.

- **Human Rights Strategy**

The Chief of Police will ensure that the Service develops a Human Rights Strategy that aims to prevent discrimination and harassment and to promote fairness in service provision and in the workplace, in accordance with the *Code*. The Strategy should include initiatives related to public education and outreach, continuous training and education of uniform and civilian Service members, and related future plans. The Strategy should include a provision for identification of emerging human rights themes and the development of appropriate procedures. The Human Rights Strategy should be reviewed annually and updated as required.

- **Review of Procedures and Practices**

The Chief of Police will establish a mechanism for a periodic review of procedures and practices related to provision of service and to employment in order to ensure that they do not result in discrimination or harassment.

The Chief of Police will submit to the Board an Annual Report on Human Rights.

This Annual Report should provide information on the effectiveness and impact of the implementation of this policy.

- The Annual Report should include information on any procedures developed to support this policy and an assessment of their effectiveness as well as impact on practices throughout the Service. Discussion of reporting and other mechanisms relied on by the Chief of Police to ensure accountability by all levels of management should be included.
- The Annual Report should also provide information on implementation of the Service’s Human Rights Strategy, including details of initiatives undertaken, intended objectives and outcomes.

Part II. Accommodation

The right to equal treatment in services, without discrimination or harassment on the basis of *Code*-protected grounds, includes the right to “reasonable accommodation” or “accommodation short of undue hardship.”

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The right to accommodation short of undue hardship arises when it is shown that policies or practices discriminate, directly or indirectly, on the basis of a *Code*-protected ground. Often, policies or practices that are neutral on their face (they apply to everyone equally and single out no one on the basis of a protected ground) result in an adverse impact on groups protected by the *Code*.

In employment, the *Code* recognizes that the right to equal treatment without discrimination is not infringed if the person is incapable, even with accommodation, of performing the essential duties of the job. Therefore, before it is determined that the person cannot perform the essential duties of the job, the *Code* requires that all reasonable efforts be made to provide accommodation, short of undue hardship, to assist the person in performing the essential duties of the job.

The concept of "undue hardship" (alternatively reasonable accommodation) recognizes that some hardship encountered in providing the accommodation is acceptable and that only when the hardship becomes "undue" is the obligation to provide accommodation relieved. Assessing "undue hardship" involves considering the cost of providing accommodation, any outside sources of funding that may be available to assist with the costs of the accommodation, and any health and safety impact that the requested accommodation may have.

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

1. The Chief of Police will develop procedures to deal with requests for accommodation from members of the public and from members of the Service.
2. The Chief of Police will ensure that all accommodation requests are treated seriously and dealt with in a timely manner. Accommodation will be provided in accordance with the principles of dignity and inclusion. Accommodation will be tailored to the individual who is seeking the accommodation.
3. The Chief of Police will ensure that accommodation is provided to the point of undue hardship. A determination regarding undue hardship will be based on objective evidence and will include an assessment of costs, outside sources of funding, and health and safety requirements. Where a determination has been made that a requested accommodation would cause undue hardship, the Chief will consult with the individual seeking accommodation and attempt to implement the next best accommodation short of undue hardship, or will consider phasing in the requested accommodation.
4. The Chief of Police will ensure that, as far as possible, Service procedures and practices do not have a direct or indirect discriminatory effect on members of groups protected by the *Code*.
5. The Chief of Police will ensure that appropriate Service members are trained on accommodation principles so that they are able to respond to requests for accommodation.

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6. The Chief of Police will report to the Board annually on accommodation requests and measures taken to deal with such requests, including the development of accommodation plans. The Chief of Police will develop procedures to deal with requests for accommodation from the public and from Service members.

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**#P96. TORONTO POLICE SERVICES BOARD – OPERATING BUDGET
VARIANCE REPORT YEAR ENDING DECEMBER 31, 2009**

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

**Subject: OPERATING BUDGET VARIANCE REPORT FOR THE TORONTO POLICE
SERVICES BOARD – YEAR ENDING DECEMBER 31, 2009**

Recommendation:

It is recommended that:

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

Financial Implications:

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

Background/Purpose:

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

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

Discussion:

The following chart summarizes the variance by category of expenditure.

Table 1

Expenditure Category	2009 Budget (\$000s)	Year-End Actual (\$000s)	Fav / (Unfav) (\$000s)
Salaries & Benefits (incl. prem.pay)	\$877.3	\$868.7	\$8.6
Non-Salary Expenditures	\$1,423.9	\$1,539.0	(\$115.1)
Total	\$2,301.2	\$2,407.7	(\$106.5)

The final year-end unfavourable variance is \$106,500. Details are discussed below.

Salaries & Benefits (including Premium Pay)

The Board experienced a small savings in salaries and benefits.

Non-salary Budget

Non salary accounts were over spent by \$115,100.

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

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

The increase in expenditures was largely attributable to the following:

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

Table 2

Year	New Grievances	Carryover Grievances
2007	30	13
2008	62	49
2009	23	33

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

Arbitration costs are difficult to contain or predict. Hearings have been protracted due to complexity of the subject-matter (e.g. human rights issues), and preliminary issues, if any, such as jurisdiction and timeliness. Further, arbitrator fees are not fixed, and can range from \$3,500.00 per day to more than \$7,500.00 per day. The Board is required to share the cost of arbitration with the Association.

As table 2 indicates, there was a significant increase in the number of grievances filed in 2008 as compared to 2007. Those grievances, and others outstanding from prior years (as far back as 2004), have resulted in a large increase in scheduled days of hearing in 2009.

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

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

Conclusion:

The year-end unfavourable variance was \$106,500. This variance was mainly attributable to greater than anticipated legal costs for arbitration of grievances and adjudication of human rights disputes.

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

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#P97. HARRY JEROME AWARDS

Chair Alok Mukherjee and members of the Board congratulated Mr. Hamlin Grange for recently being named as the recipient of the Black Business and Professional Association Harry Jerome Awards 2010 President's Award.

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#P98. ADJOURNMENT

Alok Mukherjee
Chair